

REPORT



IT Job Market in Poland in **2025**

SALARIES AND RECRUITMENT TRENDS



Table of contents

Introduction	6-7	3. Salaries of Polish IT specialists	29-41
Methodology	8	3.1. Job change	29-36
Key insights	10	3.2. Current salary	37-41
1. Trends Shaping the IT Job Market	11-17	3.2.1. Division into the type of contract	37
1.1. Recruitment in the Changing World of Work	11-12	3.2.2. Division into technologies	38-41
1.2. Poland's Potential: Is It Worth Hiring Polish IT Specialists?	13-16	Java	39
		.NET	39
		C++	40
		Python	40
		Node.js	41
2. Work in the IT Industry in 2024	17-28	3.3. Changes in salary	43-53
2.1. The most popular voivodeships and cities	17	3.3.1. Satisfaction with the salary received	43-44
2.2. Remote work	18-26	3.3.2. Currency of salary	45-46
2.3. Seniority level	27	3.3.3. The expected value of the raise when changing jobs	47-49
2.4. Relationship between seniority level and type of contract	28	3.3.4. Pay raises and bonuses	50-52



■ Table of contents

4. Sought-after IT specialists and their salaries	54-66
4.1. Quality Assurance (QA) Engineer	54
4.2. Frontend Developer	55
4.3. DevOps Engineer	56
4.4. AI Engineer	57
4.5. Data Scientist	58-59
4.6. Data Engineer	60
4.7. Machine Learning Engineer	61
4.8. Security Engineer	62-64
4.9. Cyber Security Manager	65
5. Knowledge of foreign languages	67-68
6. Recruitment process	69-74
6.1. Length of a recruitment process	69-70
6.2. Number of recruitment stages	71-72
6.3. Verification of competencies	73-74
7. Employee benefits	75-76

■ Recruitment Agency ■ Outsourcing



1-3 days

Within 1-3 dni s from the start of the cooperation we present an average of at least **2 candidates**.

(applies to selected technologies)



95%

That many candidates work with our clients for at least **12 months**.



1000+

We have carried out over **1000 recruitment processes**.



Knowledge

For the **fourth time**, we present an analysis of the IT job market in the form of a report.



We were recognized in 2023 and 2024 in the ranking of **fastest-growing Polish companies**, according to Forbes Poland.



Are you looking for effective support?

Let's talk about IT recruitment



contact@nexttechnology.io



**Recruitment and Outsourcing
of the best IT specialists
in Poland**




IT Recruitment


IT Outsourcing


Recruitment: CTO/CIO/CFO


**Recruitment in
other areas**


Recruitment in Finance



■ Introduction

Are you a Hiring manager?

You will find answers to questions:

- What salary should you offer to stay competitive?
- Should you be concerned about mass resignations if you require employees to return to the office?
- What benefits do candidates or employees expect?
- How long should the recruitment process take to avoid losing the best candidates?
- and much more

Are you an employee?

You will find answers to questions:

- What is the market salary?
- How many people in the IT industry receive bonuses?
- What salary increases do candidates expect?
- How many people in the IT industry received salary increases?
- How did people work most often in 2024 – in the office, remotely, or in a hybrid model?
- Have companies required employees to come to the office more often?
- and much more

Read 2025 Report





Introduction

What has changed in the IT industry and what direction is the future heading?

This is a question that surely everyone has asked themselves when trying to summarize the year 2024. We, as Next Technology Professionals, always strive to look at the data, and once again we decided to gather the opinions of IT specialists to verify what the reality actually is.

As one of the few, we create reports based on actual surveys rather than just internal data. Moreover, we have been analyzing data since 2021, allowing each of our studies to provide interesting comparisons that show how the IT job market has evolved over the years.

This year, we decided to include more information about actual salaries in the IT industry. That's why the report features job roles such as AI Engineer, Cyber Security Manager, Security Engineer, and Machine Learning Engineer.

We based the report on 811 responses from IT specialists in Poland. We hope that the information contained in this publication will successfully support both candidates and employers in their recruitment processes in 2025. We wish you an insightful and engaging read.



 **Dominik Jurek**
CEO Next Technology Professionals



 **Piotr Jurek**
COO Next Technology Professionals



Methodology

The report is based on an anonymous survey conducted between October 17, 2024, and December 31, 2024. In total, we collected **811 responses from active IT professionals at all experience levels across Poland**. As one of the few, we combine data from previous reports with real survey results.

On average, completing each survey takes 7 minutes. That adds up to a total of 94 hours and 37 minutes—or more precisely, 3 days, 22 hours, and 37 minutes. **Each IT specialist answered approximately 46 questions, resulting in over 37,306 individual responses**. We are incredibly grateful to the IT specialists who helped us collect this data through the online survey.

Additionally, the report includes insights from **industry Experts**. Their interpretation of the data and comments also relate to 2025, helping to highlight current trends in the IT job market.

Both in offers and surveys, the amounts for the B2B contract are expressed in PLN net on the invoice without VAT, while for the employment contract as gross amounts.

Report's partner:



Polish Investment
& Trade Agency
PFR Group



**811 IT specialists
completed our survey**

Thank You!



Key insights



42% of respondents found a job through job boards, 19% through recruitment agencies, and 16% through referrals.



53% of respondents want to work fully remotely, 45% in a hybrid model, and only 2% prefer to work entirely on-site.



The majority of IT specialists (85%) were not required by their employers to return to the office.



73% of respondents did not change employers in 2024. The most common reasons for changing were remuneration and lack of development.



The level of satisfaction with salaries has decreased in almost all groups compared to 2023, except for Experts.



In 2024, the willingness of IT specialists to change jobs slightly decreased compared to 2023 (dropping from 77% in 2023 to 73% in 2024).



IT specialists employed under B2B and employment contracts expect a salary increase of 27% on average when changing jobs, which is a 5 pp increase in their expectations (compared to 2023).



Fewer and fewer IT specialists want to earn in EUR, with a decrease from 35% in 2023 to 25% in 2024.



In 2024, IT specialists received raises less frequently compared to 2023, which may indicate a more challenging market situation.



In 2024, recruitment processes became slightly longer. Two-stage recruitments occurred less frequently, while the number of three-stage and longer recruitments increased.



IT specialists prefer recruitment processes consisting of a maximum of 2 stages.



The most preferred method of competency verification among IT specialists is a technical interview.



46% of IT specialists work in companies whose headquarters are located outside Poland.

1.1. Recruitment in the Changing World of Work



Remote work or stationary work?

Most IT specialists still choose remote or hybrid work. Despite predictions of a return to offices, only 15% of employees working fully remotely or in a hybrid setup have been required to increase their office attendance.

Clear rules regarding remote work are crucial – 86% of respondents would consider changing jobs if their employer required more frequent office presence. Remote work is currently the most important benefit, and its popularity is growing.

IT specialists' preferences:

- 53% want to work fully remotely,
- 45% prefer a hybrid model,
- 2% prefer stationary work.



Niche job positions are still difficult to fill

IT specialists working with rare technologies and in unique fields often do not actively seek employment, have high expectations, and require a personalized approach. Recruitment agencies, with their network of contacts and experience, are able to find these candidates and effectively convince them to change jobs.



Well-being

Employees value well-being benefits such as remote work (88%) and flexible working hours (56%). The growing popularity of a 4-day workweek (29%) confirms the increasing importance of work-life balance. Companies offering such solutions have a better chance of attracting and retaining talent.

1.1. Recruitment in the Changing World of Work



Artificial Intelligence – AI

As artificial intelligence continues to develop, both technology companies and IT specialists are enhancing their skills. To implement new solutions in companies, experts are needed who can handle continuous improvements and the proper implementation of AI. **Therefore, the demand for employees with AI-related skills will only increase year by year.**

Expert's comment



Jan Maria Kowalski

Head of AI, financial sector, co-founder of Bielik

AI is becoming a human superpower

"The IT job market is changing, and AI is a major driver of this shift. Companies need not only AI engineers but also professionals who can quickly put AI solutions into practice. Generative AI is transforming both business and IT processes—from automating customer service to analyzing data and documents. Code assistants are already helping developers work faster, but they are not replacing them. The way we build software and manage infrastructure is evolving, increasing the demand for experts who can work with AI and integrate it effectively.

At the same time, companies see the benefits of hybrid work and expect employees in the office for 2-3 days a week. This approach balances flexibility with relationship-building and better knowledge sharing. It's especially useful for innovation teams, where fast communication and quick adjustments are key. While many employees still prefer remote work, the hybrid model is becoming the new normal."

1.2. Poland's Potential: Is It Worth Hiring Polish IT Specialists?

Poland's Position in Europe and the Strengths of Polish IT Specialists



Poland ranks 3rd in the HackerRank ranking and 15th on the EF English Proficiency Index, remaining a highly competitive country in terms of IT talent in Europe. Polish IT specialists are constantly expanding their knowledge and skills, and interest in the IT industry within the country continues to grow. Poles are praised for their cultural fit, which is similar to the American one, as well as for their high personal culture, work ethic, and diligence in task execution.

Expert's comment



Paweł Kamiński

Senior Consultant
Investments Support Department
Polish Investment & Trade Agency



Polish Investment
& Trade Agency
PFR Group

„Poland, as a political and economic leader in Central and Eastern Europe, continues to attract many companies. Foreign investors value the country's innovation, economic stability, and resilience during past crises. Tech companies, in particular, see great potential in Poland's IT talent.

One key advantage is Poland's strong academic system. Over a million students are enrolled in universities across the country, with science and technology fields being especially popular. This creates excellent conditions for tech-driven businesses in many Polish cities. Polish professionals are known for their language skills, adaptability, and innovative thinking. With a long history of working with American, German, and French companies, they also understand Western business processes and management styles.

Investors recognize these strengths. The recent announcements from industry giants like Microsoft and Google about new projects in Poland send a strong global message that the country has world-class talent, especially in advanced artificial intelligence.

It is crucial to keep discussing business conditions in Poland, as talent availability and quality play a key role in investment decisions. That's why reports like this are so valuable.

The Polish Investment and Trade Agency (PAIH) is a government institution promoting exports, Poland's economic brand, and foreign direct investment. In 2024, we supported 25 investment projects in the BSS/R&D sector, which are expected to create 3,800 new jobs."

1.2. Poland's Potential: Is It Worth Hiring Polish IT Specialists?

SKILLS OF POLISH IT SPECIALISTS

Previous HackerRank analyses ranked Poland 3rd in the world for programming skills. The "Emerging Europe: Future of IT" report also places the country high in rankings. **Currently, Polish programmers are valued for their strong foundations in algorithms and data structures, making them competitive in the global IT market.**

Furthermore, our programmers are developing in line with trends and boldly expanding their knowledge. More and more of them specialize in the most sought-after global areas, such as AI, Machine Learning, and Cybersecurity.

AVERAGE SALARIES OF POLISH IT SPECIALISTS

Salary costs play a significant role in business decision-making. In the context of Poland, the salary of our IT specialists **depends on various factors, such as the specific technology, type of contract, and the specialist's level of experience.** Our report aims to provide actual data collected from a survey to reflect these factors.

[Check IT specialists' salaries.](#)

1.2. Poland's Potential: Is It Worth Hiring Polish IT Specialists?

WHAT MAKES POLISH IT SPECIALISTS STAND OUT?

Polish IT specialists stand out for their high level of commitment to work and diligence, which aligns them culturally with American standards. Moreover, **88% of respondents declare an English proficiency level between B1 and C2**, facilitating communication in an international environment. It is also worth emphasizing that, **due to the presence of companies from various countries in Poland, IT specialists are accustomed to working in diverse organizational cultures** - demonstrating their flexibility and adaptability.

In addition, interest in IT education and technical fields in Poland is steadily growing, both among men and women (as evidenced by the "Kobiety na Politechnikach" report). This indicates a high level of gender diversity in the field.

Expert's comment



Jan Rogowski
Expert

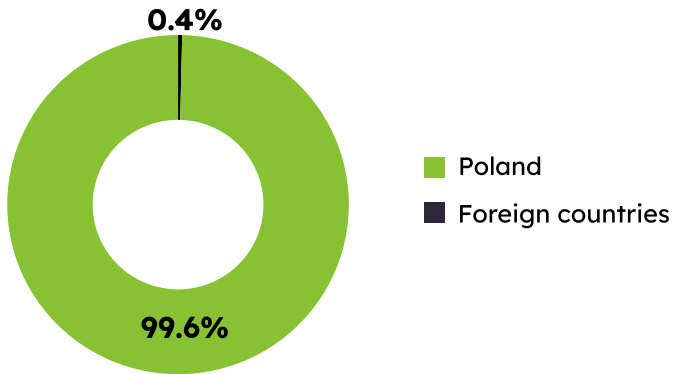


„Polish IT specialists are eager to take on new technological challenges and are not afraid of innovative solutions. At the Polish Investment and Trade Agency, we often receive positive feedback from international corporate clients who praise the knowledge and expertise of our local professionals. As a result, Polish specialists have earned a reputation as experts who bring real value to every project. It is no surprise, then, that clients return with new challenges, which leads to the continued strengthening of our IT sector and the overall Polish economy. High-quality services, out-of-the-box problem-solving approaches, and the ability to quickly adapt to different environments are our key differentiators. Thanks to these qualities, the Polish IT industry is recognized in the international market, and our solutions are gaining acclaim worldwide.”

2.1. The most popular voivodeships and cities

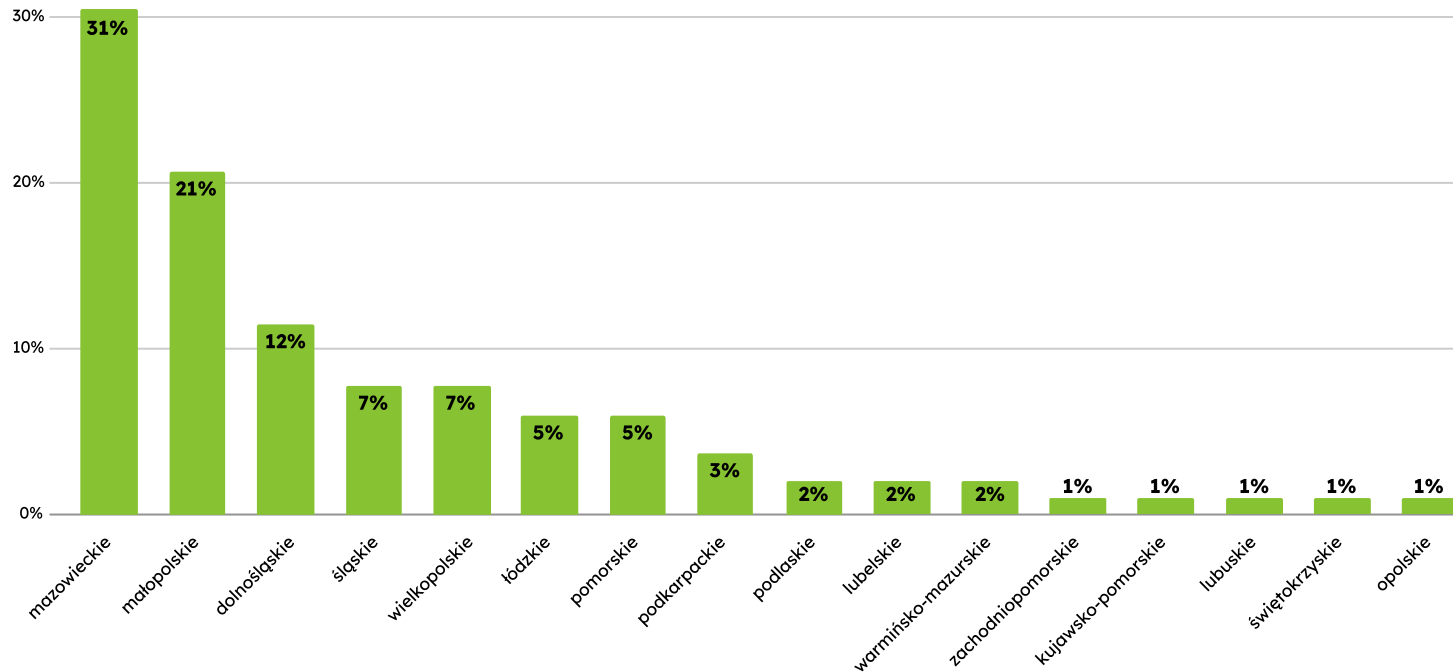
Permanent place of residence of the respondents

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Location of respondents (voivodeships)

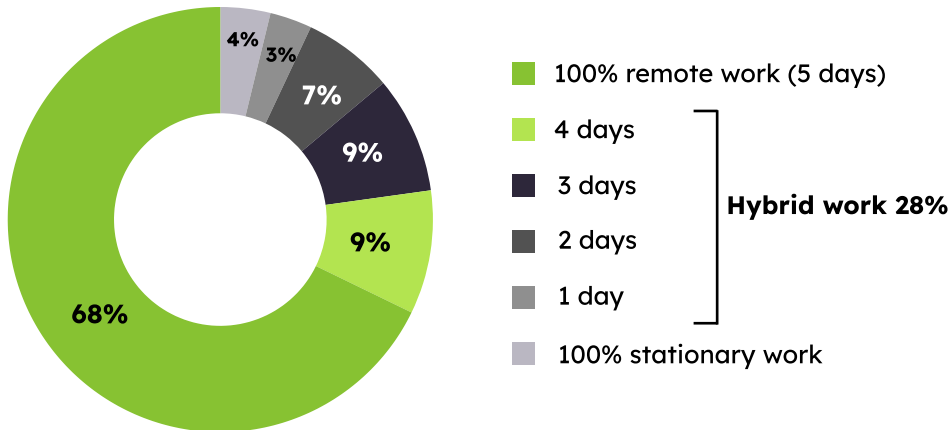
Source: Own elaboration based on data from an online survey conducted between October and December 2024.



2.2. Remote work

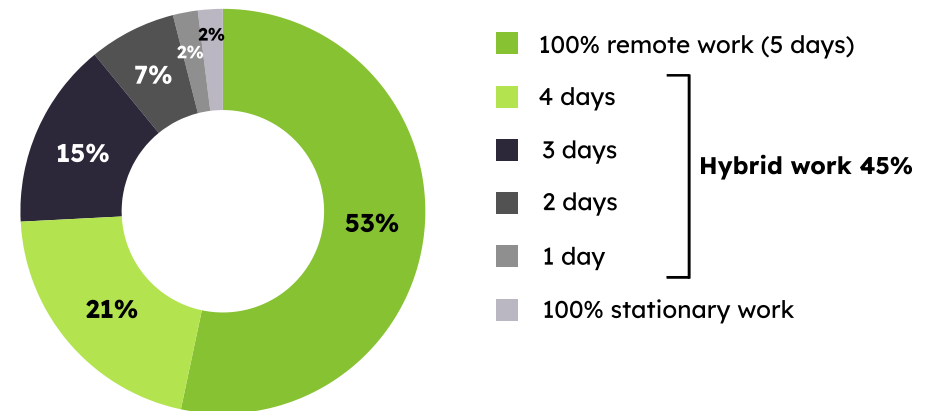
The current number of remote work days per week

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Optimal number of remote work days per week

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Interesting fact

Remote work is still in a strong position as an important benefit and work mode. IT specialists still expect it: 53% of IT professionals want to work remotely five days a week, while 45% prefer a hybrid model. Only 2% want to work fully from the office. These responses may be a hint for employers that it is worth considering offering IT specialists a number of remote workdays within a framework that is acceptable for the company.

2.2. Remote work

Expert's comment



Dominika Sepiół

Career and workation designer. Author of the book "Workation - how to combine work with travel"

"A few years ago, the office was the main place for work. Today, IT employees value freedom and flexibility. The hybrid model is a good balance, but remote work is the most popular. Offices are now more for meetings, brainstorming, and team bonding rather than daily desk work.

Coworking spaces and cafés are becoming more common workspaces. Some companies go even further, offering "workation"—letting employees work from different cities or countries to boost creativity and productivity.

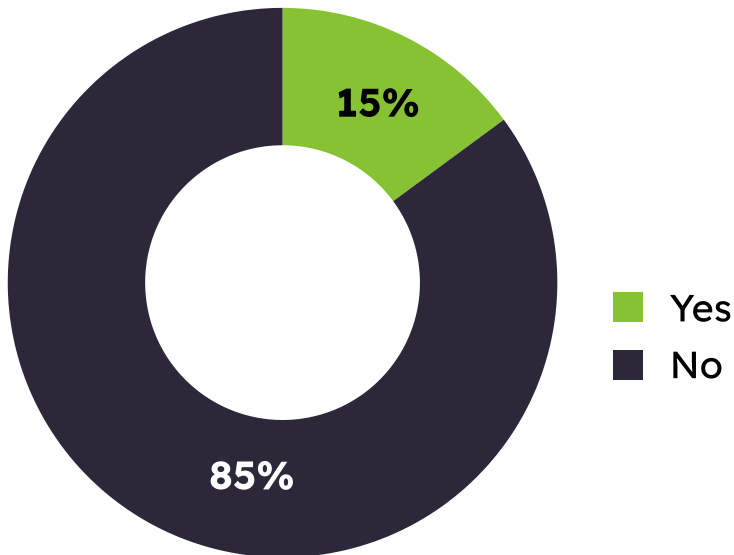
Remote work helps employees gain new experiences, learn new skills, and grow, no matter where they are. For companies, it creates a more innovative and efficient work environment with engaged and independent teams."

2.2. Remote work

Despite the clearly observed trend in 2023 and 2024 of introducing additional mandatory office days, the majority of surveyed IT professionals have not received such a requirement from their employer (85%). Only 15% of the respondents have seen an increase in the number of office days.

Increasing the number of mandatory working days from the office in 2024 by employers

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Expert's comment



Paweł Klepacki

IT and Digital Transformation Manager with over 15 years of professional experience, focused on the green energy sector

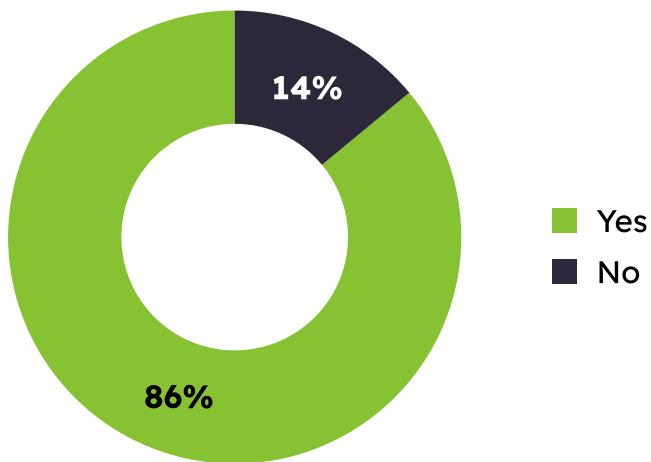
„Working from the office supports team integration, strengthens relationships, and builds a sense of belonging to the company. If we want to create a mature team, a hybrid model—combining office and remote work—offers the best balance between professional and personal life. A mindful employee knows when it's valuable to be in the office. That's why it's important to prioritize flexibility within clearly defined guidelines.”

2.2. Remote work

As many as 86% of IT professionals declare that if their employer demands more on-site work, they will choose... a new employer. This is a clear signal: the ability to work remotely or in a hybrid model is now one of the key factors influencing the choice of an employer in the IT industry.

If your employer reduces the amount of remote work, would you consider changing jobs?

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Interesting fact

Only 14% of respondents **would not consider changing jobs in this situation**, which suggests that for a small group of people, working in the office full-time is not a significant issue. However, employers should take a flexible approach to work in order to retain their specialists and avoid the costs associated with recruitment and onboarding new employees.

2.2. Remote work

Expert's comment



Weronika Szatan

Recruitment Devil, Recruitment Trainer

"Will employees really leave if their employer reduces remote work? Most survey respondents (86%) say yes. But we only know how we'll react when we face the situation. :)

According to Poland's Central Statistical Office (GUS), only about 10% of Poles actually work remotely. Remote job offers are also decreasing, while on-site and hybrid roles are becoming more common. Given the current challenges in finding a good job, it's doubtful that nearly 9 out of 10 employees would actually quit over less remote work.

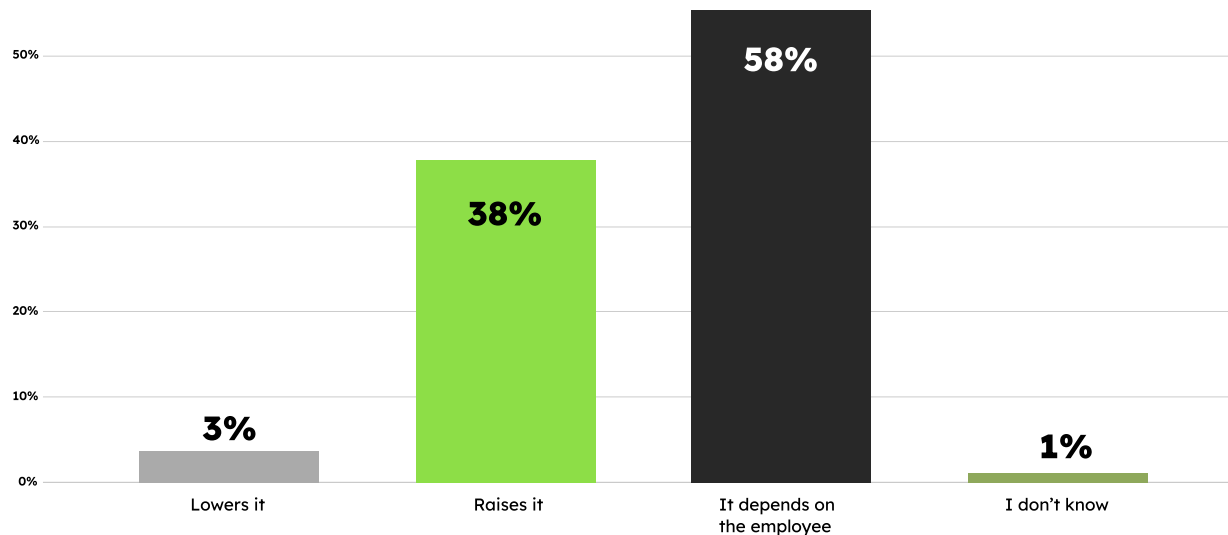
Still, this doesn't mean employers can relax! The survey shows that reducing remote work could lead to unhappy employees, lower engagement, and decreased productivity. So, the big question is: is it really worth the risk?"

2.2. Remote work

We asked IT specialists how they assess productivity while working remotely. Most believe that the impact of remote work depends on the individual employee (58% of respondents emphasized this dependency). A significant portion of the surveyed IT experts believes that remote work increases productivity (38% of respondents admitted that it enhances efficiency). Only 3% of respondents stated that remote work lowers productivity.

Productivity during remote work according to IT specialists

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Interesting fact

The responses to this question highlight the importance of having regular conversations with employees to understand their needs, challenges, and expectations related to remote work. Only then can this mode of work bring the most benefits to the organization.

2.2. Remote work

Expert's comment



Marta Dyga

Team Leader/Senior IT Recruiter
at Next Technology Professionals

"In the IT industry, remote work is widely appreciated—**38% of specialists report increased productivity**, while only **3%** notice a decline. These results highlight the importance of flexibility and independence in organizing tech teams effectively.

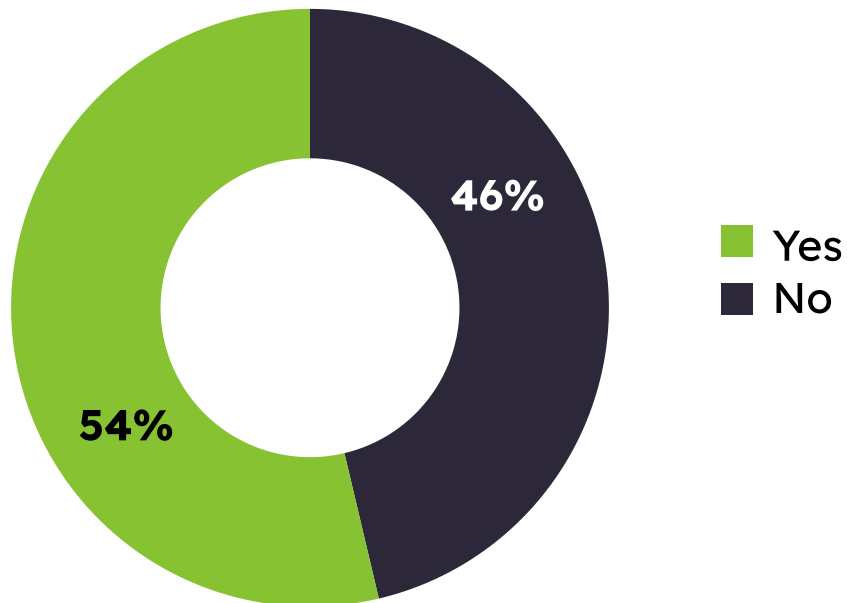
To fully leverage remote work, companies should regularly analyze employee experiences, track its impact on business performance, and adjust internal policies to meet team needs. Clear communication and strong remote team management strategies can be a key competitive advantage in the IT sector."

2.2. Remote work

Some of the IT specialists who participated in our survey work for companies headquartered in Poland (54%), while others (46%) are employed by companies based abroad. Poland holds a slight majority, followed by the United States in second place (15%) and the United Kingdom in third (6%).

Do you work for a company headquartered in Poland?

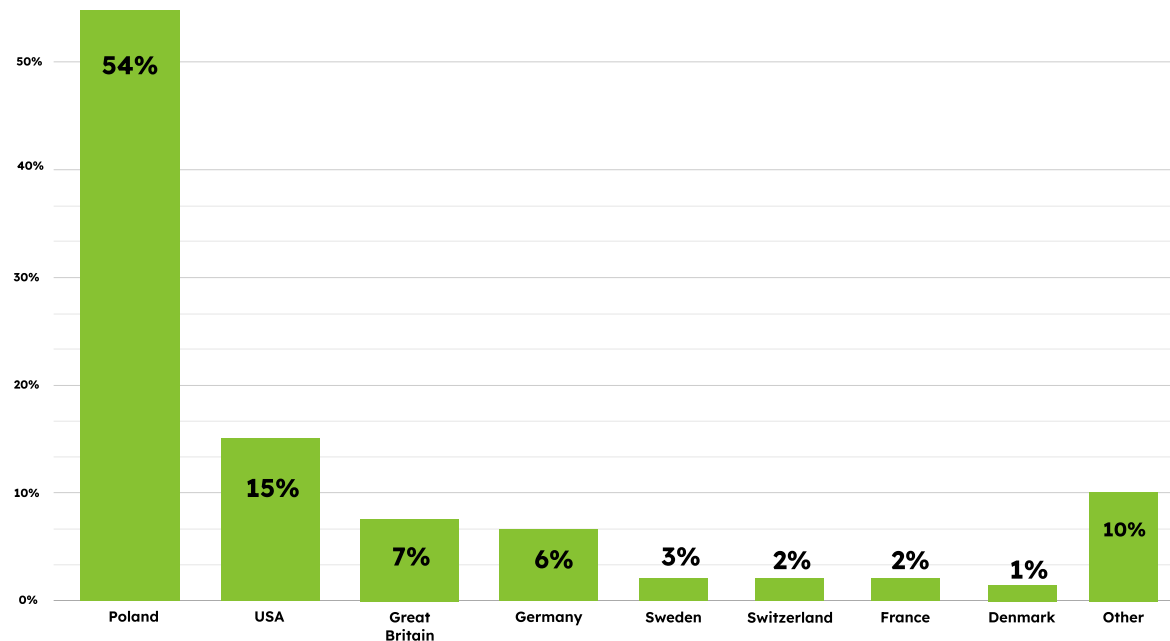
Source: Own elaboration based on data from an online survey conducted between October and December 2024.



2.2. Remote work

Location of the company's headquarters

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Expert's comment



Mariusz Zieliński

Head of Software
Development / Software Delivery Advisor

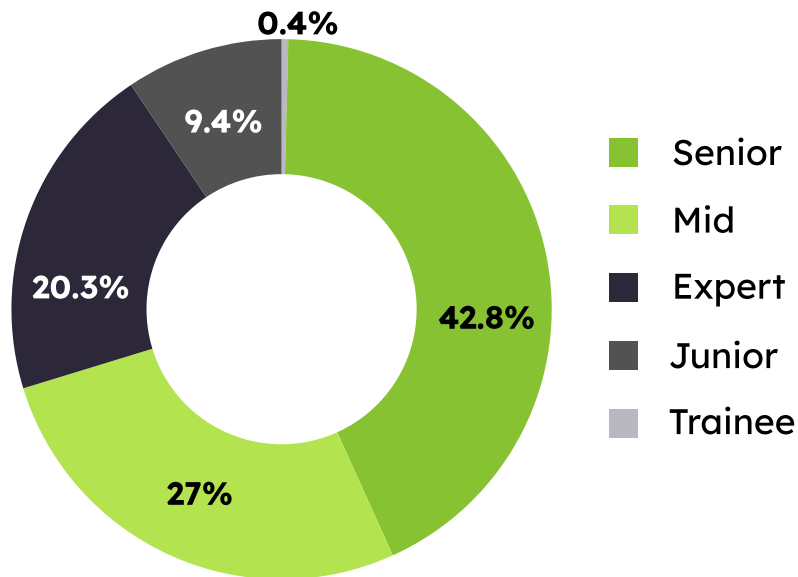
"Polish programmers usually place in the top five in international programming competitions involving various nationalities. Thanks to their communication skills, they collaborate effectively on international projects, quickly adapt to changes and assimilate new technologies. Their creative approach, effectiveness in solving problems and high work ethic make the total cost of implementing IT solutions – including design, implementation, maintenance and termination – very favorable for medium, large and long-term projects. For small or short-lived IT systems, services provided by companies from India or Turkey are still a cheaper alternative. Considering the impact of artificial intelligence on the IT industry, this trend will be even more visible in the future."

2.3. Seniority level

In the IT industry, using terms like "Junior/Mid/Senior" to define experience levels is the subject of many discussions, as it can be highly subjective. To systematize the data, we decided to use the breakdown presented below, both in the survey and the report itself.

Seniority level of the respondents

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



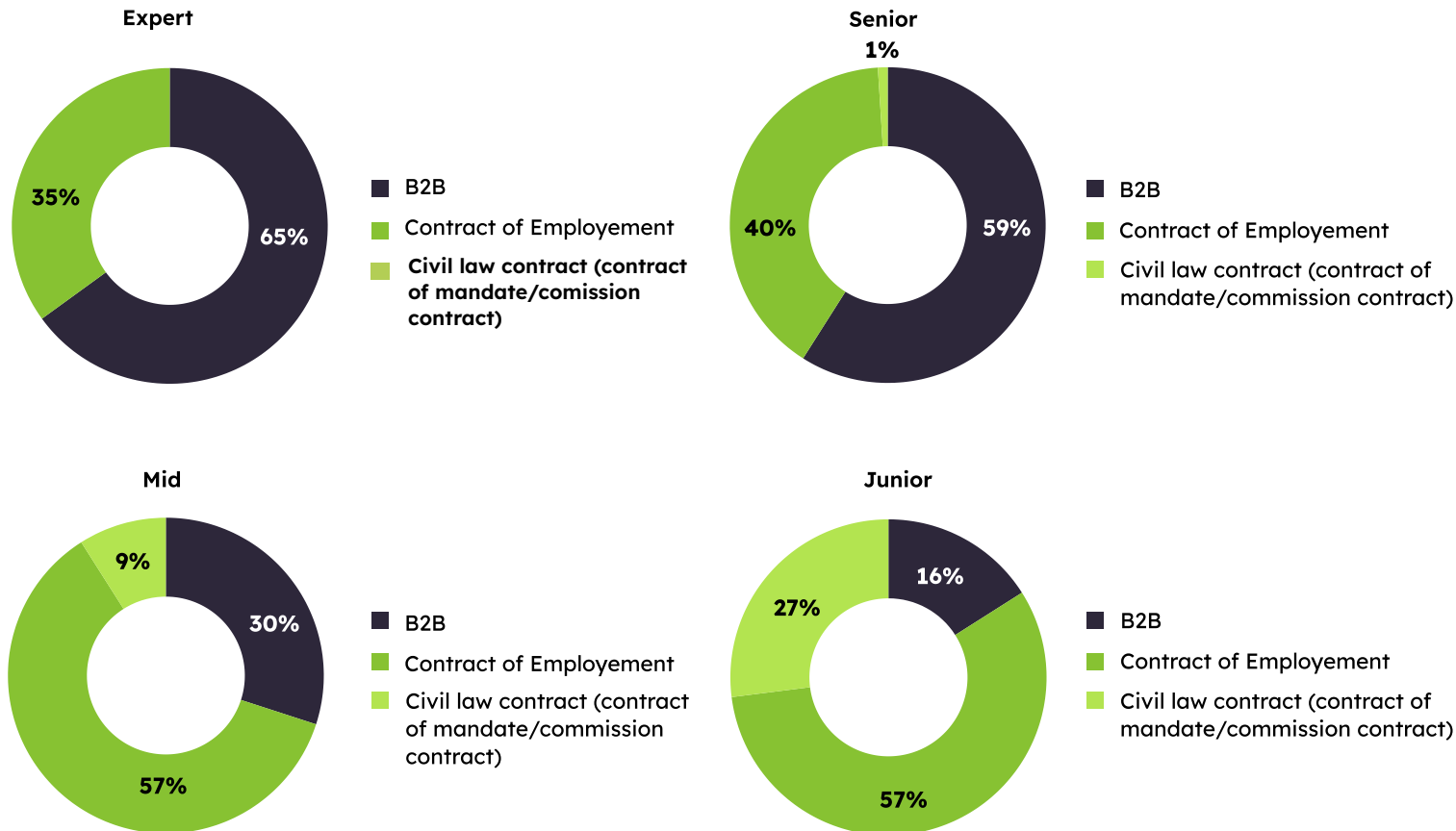
- ✓ **Expert - over 10 years of professional experience**
- ✓ **Senior - 4 - 10 years of professional experience**
- ✓ **Mid - 2 - 4 years of professional experience**
- ✓ **Junior - up to 2 years of professional experience**
- ✓ **Trainee - currently on internship**

2.4. Relationship between seniority level and type of contract

In the IT industry, the type of contract is largely related to the level of experience. 57% of Juniors and 57% of Mid-level professionals indicated that they are employed under an employment contract. In contrast, 59% of Seniors and 65% of Experts, who typically earn higher salaries, most often work under a B2B contract.

Seniority level and the type of contract

Source: Own elaboration based on data from an online survey conducted between October and December 2024.

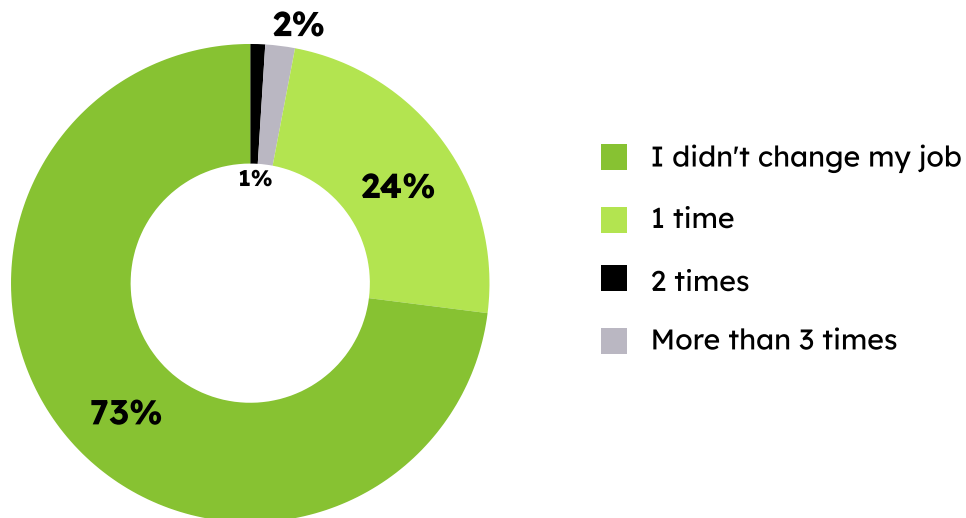


3.1. Job change

In 2024, the majority of IT specialists (73%) did not change their employer. Only 2% of respondents decided to switch jobs three times. Additionally, compared to 2022 and 2023, we observed a downward trend in the percentage of people changing jobs within a given year.

Frequency of job change in 2024

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Comparison with the years 2022–2024

The percentage of IT specialists changing jobs is gradually decreasing.

- In 2022, 36% of IT specialists changed jobs.
- In 2023, this number dropped to 28%.
- In 2024, it further declined to 27%.

This means that currently, around 1 in 4 IT specialists decide to switch jobs, while the majority remain with the same employer.

3.1. Job change

Expert's comment



Paulina Brumer
Talent Acquisition Manager
in Sopra Steria

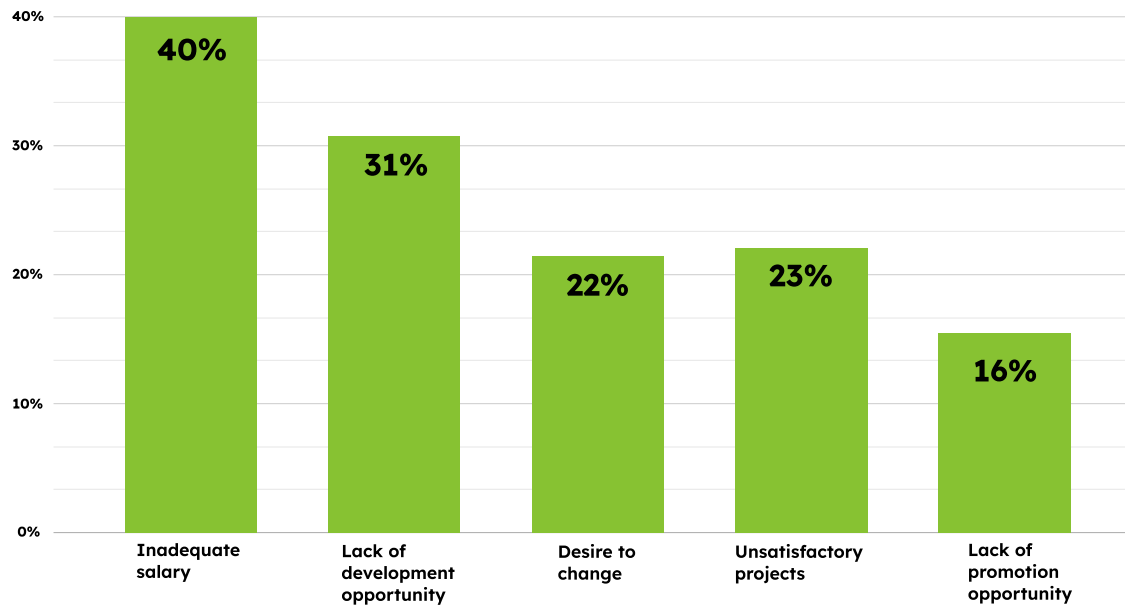
"In recent years, fewer people have been changing jobs. This may be because the job market is uncertain—many IT workers prefer to stay with their current employer rather than take the risk of switching, especially after the layoffs and job cuts in 2024.

Staying in the same company feels more stable and secure, while a new job doesn't always mean better pay or career growth. In the past, changing jobs was a common way to move up and earn more. But now, with the market being unstable, it doesn't always work the same way, and the benefits of switching jobs seem less certain."

3.1. Job change

Top 5 reasons for the last job change

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Interesting fact

Inadequate salary (an increase of 21 percentage points compared to the previous year) and lack of growth opportunities (an increase of 14 percentage points compared to the previous year) remain the top reasons for job changes for another year. "Unsatisfactory projects" ranked third.

3.1. Job change

Expert's comment



Marta Barcicka

"Experienced IT specialists are increasingly less likely to look for a job on their own, which means that the job market for seniors and experts is still a candidate market – companies have to seek them out, not the other way around. The growing role of recruitment agencies indicates that IT talent acquisition processes require an increasingly personalized approach and active reaching out to the best candidates. At the same time, younger specialists continue to use job portals, which suggests that there is more competition among juniors and mid-levels and their negotiating position is weaker. The growing importance of recommendations shows that networking and employer branding are becoming key elements of effective recruitment, especially among more experienced employees. The trend indicates a further stratification of the IT market – on the one hand we have active candidates at lower levels of experience, on the other passive experts who need to be reached proactively. Companies that do not adapt their recruitment strategies to this reality will lose the best people to more aware market players."

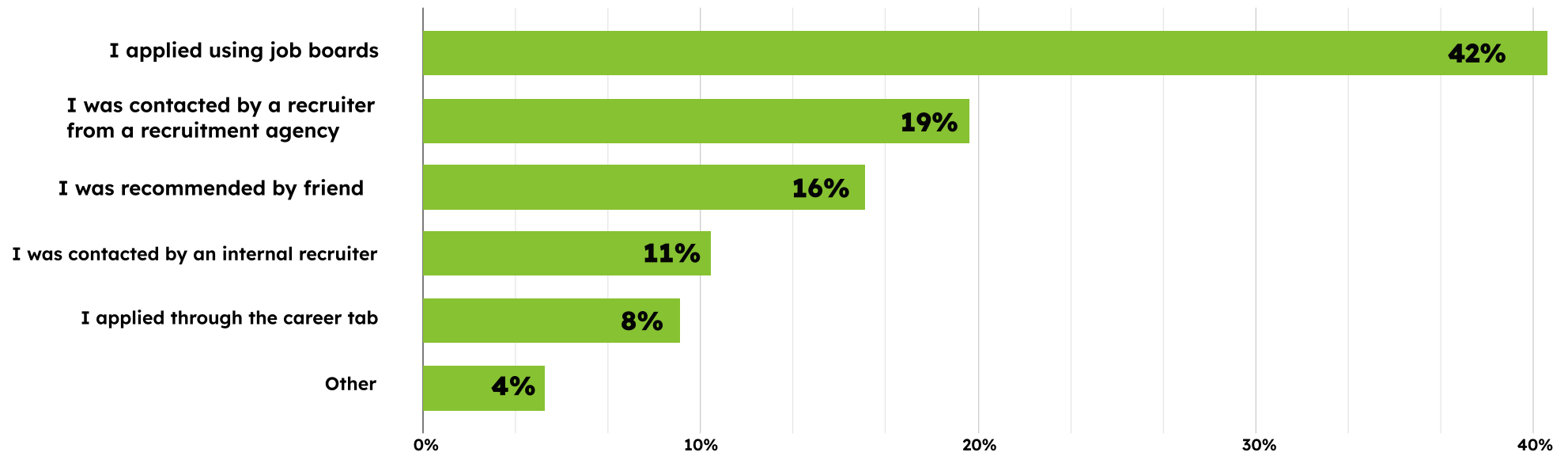
A graduate of the University of Wrocław. She completed postgraduate studies at the University of Social Sciences and Humanities in the field of Employee Potential Management and postgraduate studies at the University of Banking in the field of Project Management. She has over 15 years of experience in the HR area. Responsible for building a new business line related to IT outsourcing for one of the largest Polish banks. She managed the IT recruitment area at a global level in the game industry area. She cooperated with countries such as: Japan, USA, Ukraine, Germany, Israel, etc. She worked at the Central IT Center, where she was responsible for HR policy and strategy. Currently, the owner of the Neuron Cube training company. Lecturer at the Higher School of Business - NLU in Nowy Sącz. Member of the Program Council at AGH University of Science and Technology in Kraków, Faculty of Computer Science

3.1. Job change

How did IT specialists get their last job? 42% of IT specialists applied through job portals (4 percentage points more than last year), 19% were hired with the help of a recruitment agency employee, such as Next Technology Professionals (2 percentage points more than last year). The third most common way was a recommendation from a friend (16%).

Way of last job change

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



3.1. Job change

Expert's comment



Dorota Magdziak
Talent Acquisition Partner Poland
at VIER.AI

"The motivation to change jobs in IT is driven by rapidly evolving technologies and increasing market expectations. Professionals are increasingly seeking development opportunities in areas such as artificial intelligence and cloud engineering. The desire to acquire new skills, achieve better compensation, or work in an innovation-friendly environment are the main reasons for such career shifts. Additional factors include company values, work flexibility, and career growth prospects.

The sources IT specialists use to find job offers reflect interest in various recruitment channels. The highest percentage of professionals find employment through job boards due to their wide availability and the ability to browse and compare multiple offers in one place. These platforms also offer filters for more precise searches and better matching of job listings to candidates' skills and experience. Job boards provide a broad selection of postings, increasing their effectiveness and appeal.

Meanwhile, recruitment agencies play a crucial role, especially in hiring processes for senior positions, where finding candidates requires specialized knowledge and networking. These agencies also assist in negotiating employment terms and ensure optimal matching between employees and companies.

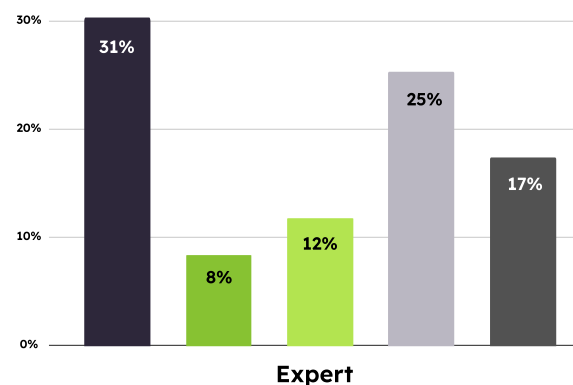
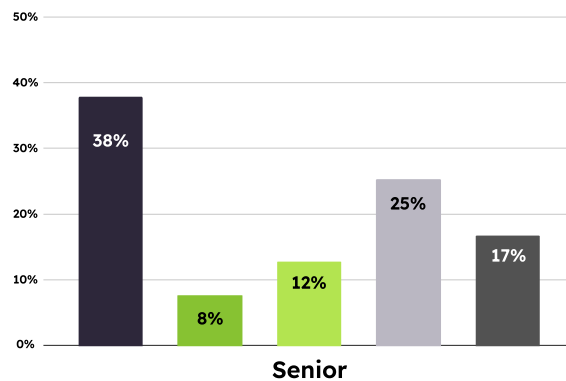
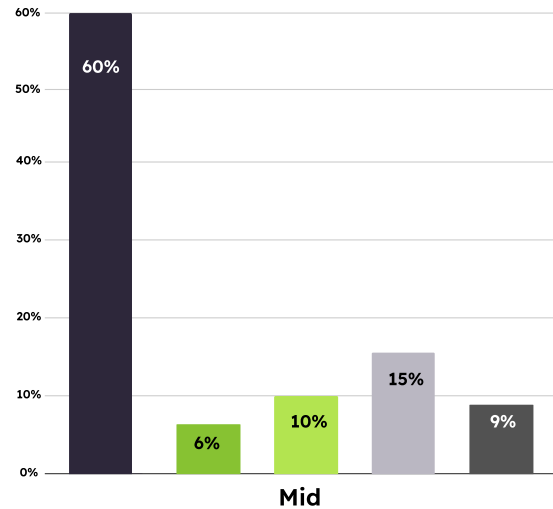
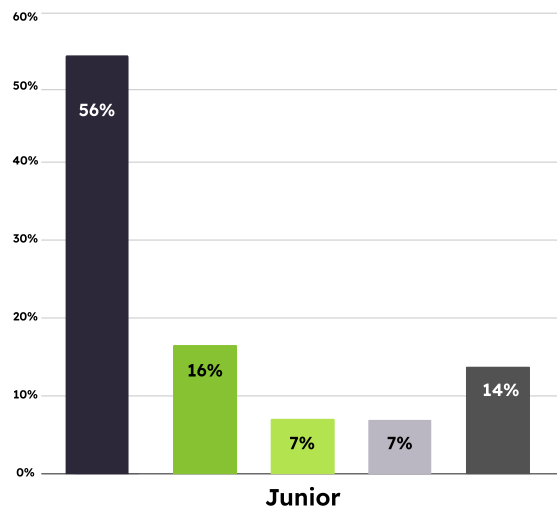
Many IT professionals still secure jobs through referrals, highlighting the importance of networking and relationships in this industry. In IT, where technical skills are key, recommendations from friends or colleagues are a significant factor in recruitment. Additionally, personal referrals tend to be more trustworthy than anonymous job postings and profiles.

Overall, the data reflects the growing significance of both digital recruitment platforms and traditional methods, such as agencies and referrals, in attracting IT talent."

3.1. Job change

Method of the last job change divided by experience level

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



- I applied myself using job boards
- I was recommended by a friend
- I was contacted by a recruiter from the recruitment agency
- I was contacted by an internal recruiter
- I applied myself through the career tab



Interesting fact

Recruiters from agencies play a key role in recruiting Seniors and Experts – 25% of them change jobs with their support, making agencies an important source of job offers.

3.1. Job change

Job portals remain the dominant tool in the job change process among IT specialists, especially among Juniors (56%) and Mid-level professionals (60%), indicating their popularity among less experienced candidates who actively search for offers. However, their significance decreases with increasing experience – only 38% of Seniors and 31% of Experts use this method, showing that more experienced specialists tend to rely more on direct contact with recruiters and recommendations.

Expert's comment



Krzysztof Kempinski

Programmer, creator of the podcast "Let's talk about IT" and author of the book "Personal Brand in the IT Industry"

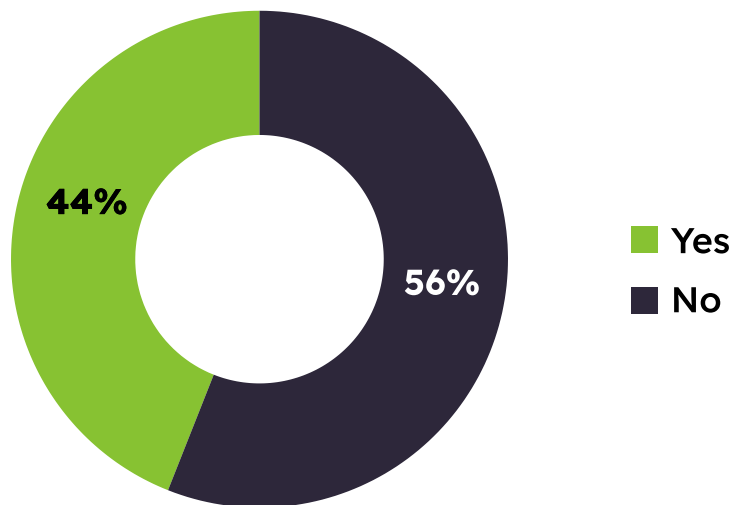
„The data clearly shows that the way IT jobs are changed is strongly correlated with experience level. Juniors and mid-level people are more likely to apply on their own through job portals, which may be due to their greater activity in searching for new opportunities. As experience increases, the role of recruiters increases, which suggests that seniors and experts are more often sought directly by companies. It is also worth paying attention to the growing importance of referrals - among seniors and experts, professional knowledge plays a more important role than at earlier stages of their career. These results confirm that developing a network of contacts and building a personal brand in IT can significantly facilitate access to more interesting job offers.”

3.2.1. Division into the type of contract

Every second respondent working under a B2B contract indicated that their employer offers paid days off without the need to provide services

Having paid days without the need to provide services („paid leave”) on a B2B contract

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



Interesting fact

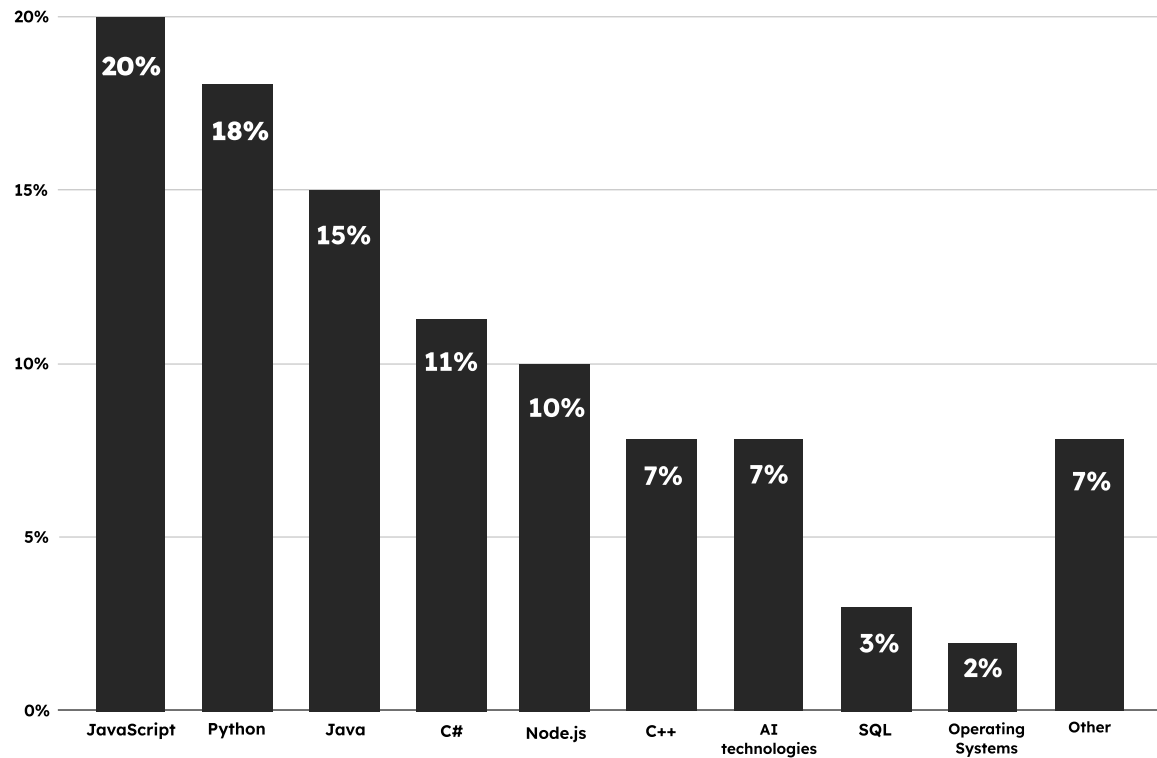
Analyzing which contract type prevails among different groups of specialists with specific seniority: B2B is more common among Seniors, Mids, and Experts, while CoE (employment contract) is more common among Juniors. This is related to employer costs and other benefits.

3.2.2. Division into technologies

The most frequently used technologies by surveyed IT specialists included: JavaScript, Python and Java.

Areas in which the respondents specialize

Source: Own elaboration based on data from an online survey conducted between October and December 2024.



3.2.2. Division into technologies



Source: Own elaboration based on data from an online survey conducted between October and December 2024..

Technology	Seniority level	Type of contract	Average salary received*
Java	Junior	B2B	8,237 zł
		CoE	7,330 zł
	Mid	B2B	17,212 zł
		CoE	15,973 zł
	Senior	B2B	27,020 zł
		CoE	24,443 zł
	Expert	B2B	34,911 zł
		CoE	28,997 zł

*B2B: net on the invoice, excluding VAT
CoE: gross



Source: Own elaboration based on data from an online survey conducted between October and December 2024.

Technology	Seniority level	Type of contract	Average salary received*
.NET	Junior	B2B	7,660 zł
		CoE	6,293 zł
	Mid	B2B	18,351 zł
		CoE	16,380 zł
	Senior	B2B	26,390 zł
		CoE	23,478 zł
	Expert	B2B	30,750 zł
		CoE	26,129 zł

3.2.2. Division into technologies



C++

Source: Own elaboration based on data from an online survey conducted between October and December 2024.

Technology	Seniority level	Type of contract	Average salary received*
C++	Junior	B2B	7,248 zł
		CoE	6,299 zł
	Mid	B2B	17,391 zł
		CoE	15,420 zł
	Senior	B2B	24,000 zł
		CoE	21,015 zł
	Expert	B2B	27,118 zł
		CoE	23,890 zł

*B2B: net on the invoice, excluding VAT
CoE: gross



Python

Source: Own elaboration based on data from an online survey conducted between October and December 2024.

Technology	Seniority level	Type of contract	Average salary received *
Python	Junior	B2B	8,323 zł
		CoE	6,970 zł
	Mid	B2B	18,157 zł
		CoE	16,495 zł
	Senior	B2B	25,925 zł
		CoE	23,149 zł
	Expert	B2B	32,820 zł
		CoE	26,750 zł

3.2.2. Division into technologies

nodejs Node.js

Source: Own elaboration based on data from an online survey conducted between October and December 2024.

Technology	Seniority level	Type of contract	Average salary received*
Node.js	Junior	B2B	8,120 zł
		CoE	7,533 zł
	Mid	B2B	18,199 zł
		CoE	16,087 zł
	Senior	B2B	30,811 zł
		CoE	25,658 zł
	Expert	B2B	34,316 zł
		CoE	28,798 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

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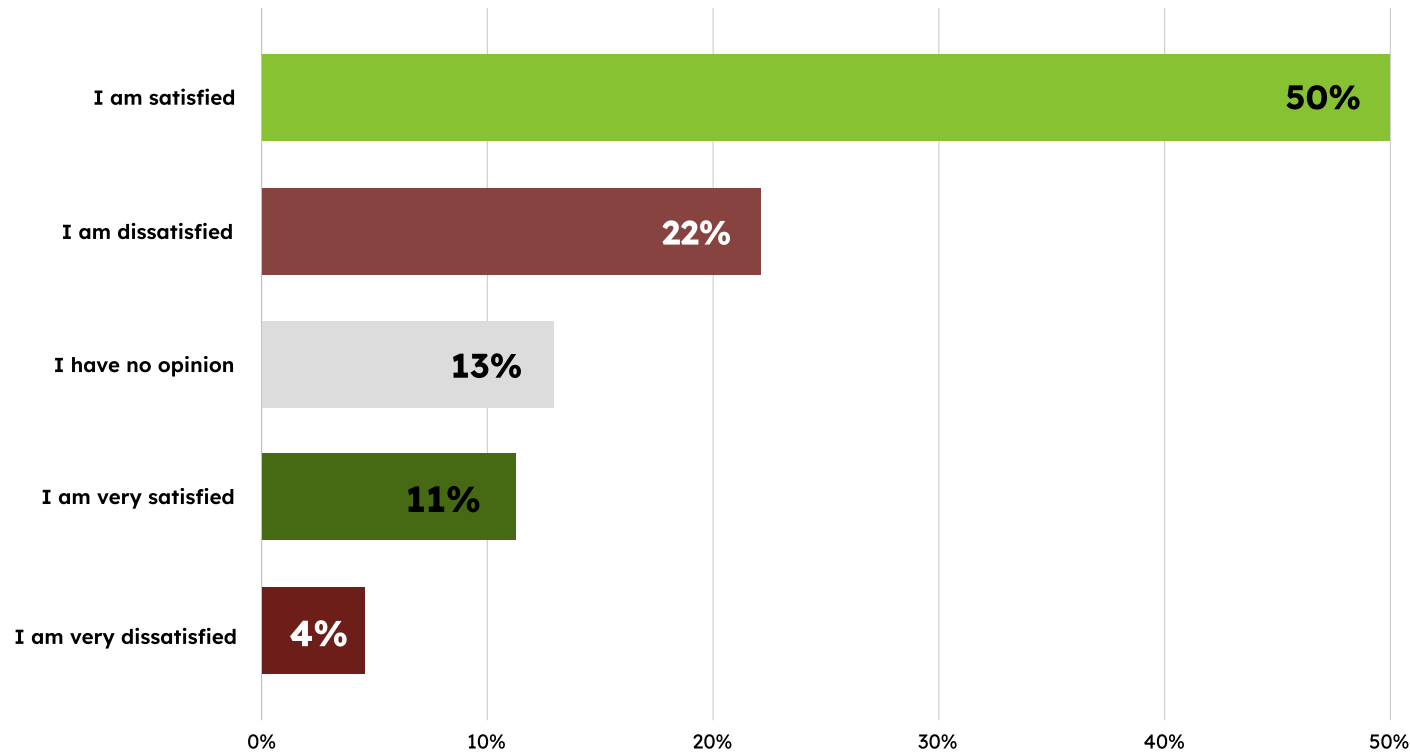
Read the recommendations.

3.3.1. Satisfaction with the salary received

Approximately 61% of respondents indicated that they are satisfied or very satisfied with their current salary.

Satisfaction with the salary received

Source: Own elaboration based on data from an online survey conducted between October and December 2024

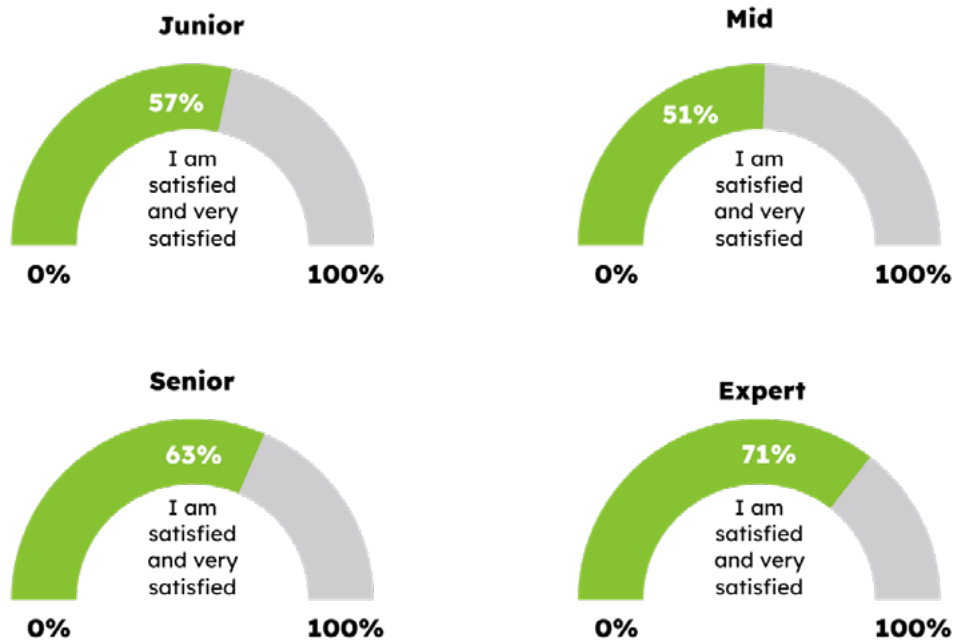


3.3.1. Satisfaction with the salary received

In most groups (Junior, Mid, Senior), there is a noticeable decrease in satisfaction compared to 2023. Only among Experts did satisfaction with their salary increase by 2 percentage points. This may be due to the higher demand in the IT job market for specialists with many years of experience.

Satisfaction with received salary and level of experience.

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Comparison with 2023

Juniors: A decrease in satisfaction by 18 percentage points indicates particularly high dissatisfaction in this group.

Mids: A decrease in satisfaction by 20 percentage points shows the growing challenges related to salary for mid-level specialists.

Seniors: A decrease in satisfaction by 13 percentage points.

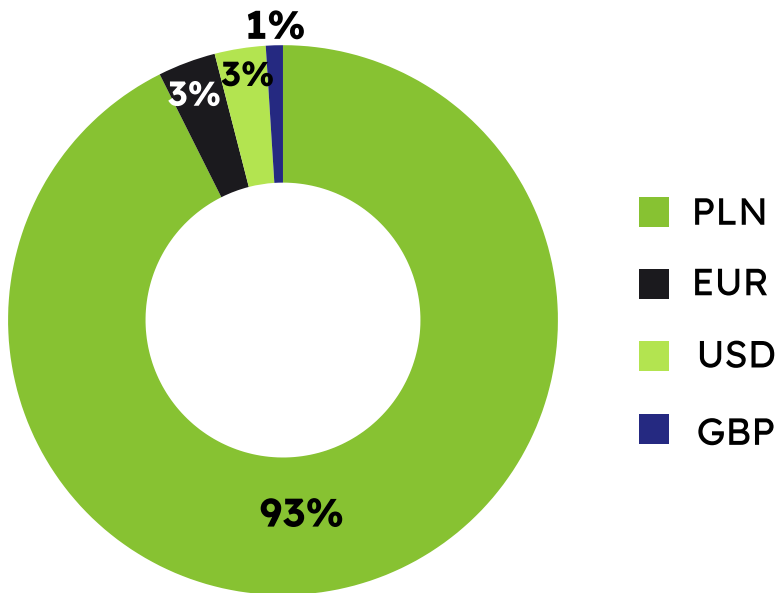
Experts: An increase in satisfaction by 2 pp.

3.3.2. Currency of salary

In 2024, as many as 93% of IT specialists received their salary in PLN (an increase of 3 percentage points). Moreover, the majority of IT specialists would prefer to be paid in Polish currency (60%). The share of salaries paid in EUR dropped from 6% in 2023 to 3% in 2024.

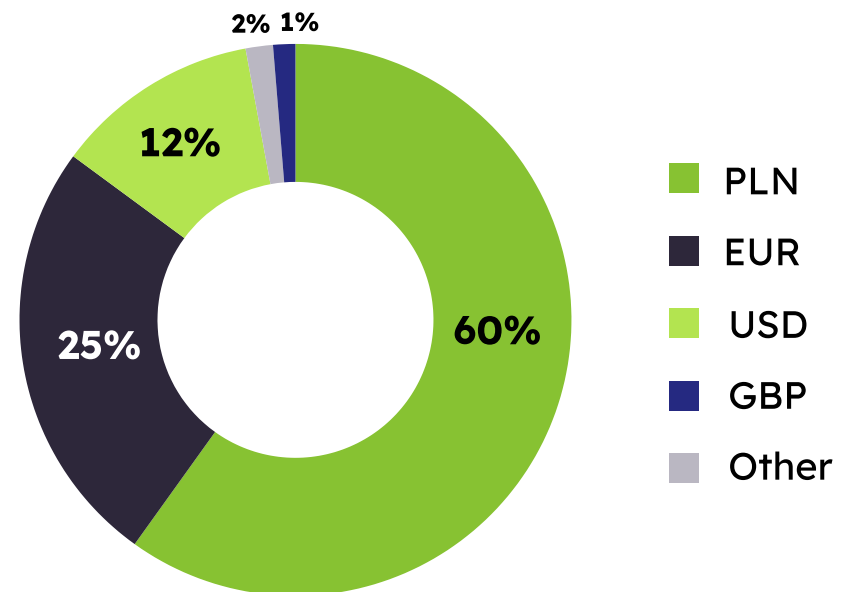
Current currency of received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Preferred currency of received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024



3.3.2. Currency of salary

More IT specialists would prefer to receive their salary in PLN than last year (an increase of 12 percentage points). This may be due to the increased stability of the local currency or the convenience of settling payments in PLN. The share of those preferring EUR as their salary currency dropped from 35% in 2023 to 25% in 2024. This is the largest decrease among all currencies, which may suggest reduced interest in EUR due to exchange rate volatility or other economic factors. Preferences for USD remain at a similar level (13% in 2023 and 12% in 2024).



Comparison with 2023

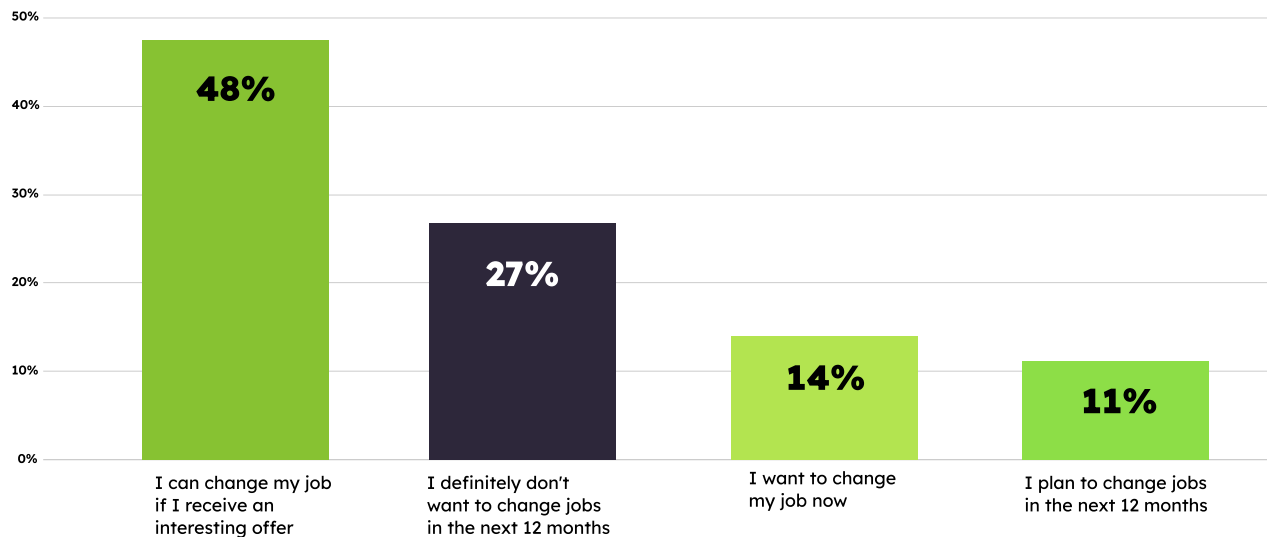
In 2024, 25% of specialists prefer EUR, but only 3% actually receive their salary in this currency. EUR is significantly less popular as a salary currency, even though it remains the second most preferred currency.

3.3.3. The expected value of the raise when changing jobs

In 2024, the willingness of IT specialists to change jobs slightly decreased compared to 2023 (from 77% in 2023 to 73% in 2024). The decrease in the desire to change jobs for an attractive offer (from 51% to 48%) and the increase in the number of people who definitely do not want to change anything (from 23% to 27%) may suggest an improvement in working conditions or concerns that a new job might not offer stability.

Willingness to change jobs

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Comparison with 2023

Interest in changing jobs in the case of attractive offers has decreased slightly (by 3 percentage points).

The number of people declaring job stability and no intention of changing jobs has increased by 4 percentage points.

Plans for actively changing jobs in the short term remain stable, but with a slight decline.

3.3.3. The expected value of the raise when changing jobs

Expert's comment



Emil Rycombel
Software Development Manager at HICX

"I believe it's always good to stay open to new opportunities and not see changing jobs as something negative. Job changes are a natural part of career growth and should be seen as a chance for both employees and companies. In a well-run organization, responsibilities can be smoothly handed over, and staff rotation can bring fresh perspectives and innovation.

For me, the key to changing jobs is finding the right fit. Someone who values stability and structure shouldn't consider roles in fast-paced startups where processes are still evolving. Personally, I prefer product-based companies where I can work as an expert in building solutions and have a real impact on business growth. I also appreciate international teams because cultural diversity leads to more perspectives and better, more innovative solutions.

From a financial perspective, every job change should come with a significant pay increase. The minimum raise that would make me consider switching jobs is 25% above my current rate. I prefer working under a B2B model, and standard benefits like private healthcare, a gym card, or office snacks don't matter to me—they're just industry norms or, sometimes, even a joke (like "Monday apples," which add no real value).

What makes an offer more attractive to me?

- Paid vacation days under a B2B contract (mainly offered by international companies)
- Performance bonuses (+15% annually)
- Stock options or company shares,
- Flexible working hours,
- Access to educational platforms and time to use them,
- Company visibility at conferences and in the open source community,
- Remote work.

To sum up, I don't change jobs lightly, but I'm always open to offers that are interesting to me both in terms of content and compensation.."

3.3.3. The expected value of the raise when changing jobs

IT specialists employed on B2B and employment contracts expect a salary increase of 27% on average when changing jobs. This means their demands have increased by 5 percentage points. The highest expectations (37%) regarding salary increases are held by Mid-level specialists (37%) as well as Senior and Junior employees working under an employment contract.

Expected salary increase when changing jobs

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Seniority level	Type of contract	% of the expected salary increase when changing a job
Trainee	B2B	ND
	UoP	ND
Junior	B2B	19%
	UoP	35%
Mid	B2B	21%
	UoP	37%
Senior	B2B	20%
	UoP	35%
Ekspert	B2B	22%
	UoP	30%

*B2B: net on the invoice, excluding VAT

CoE: gross

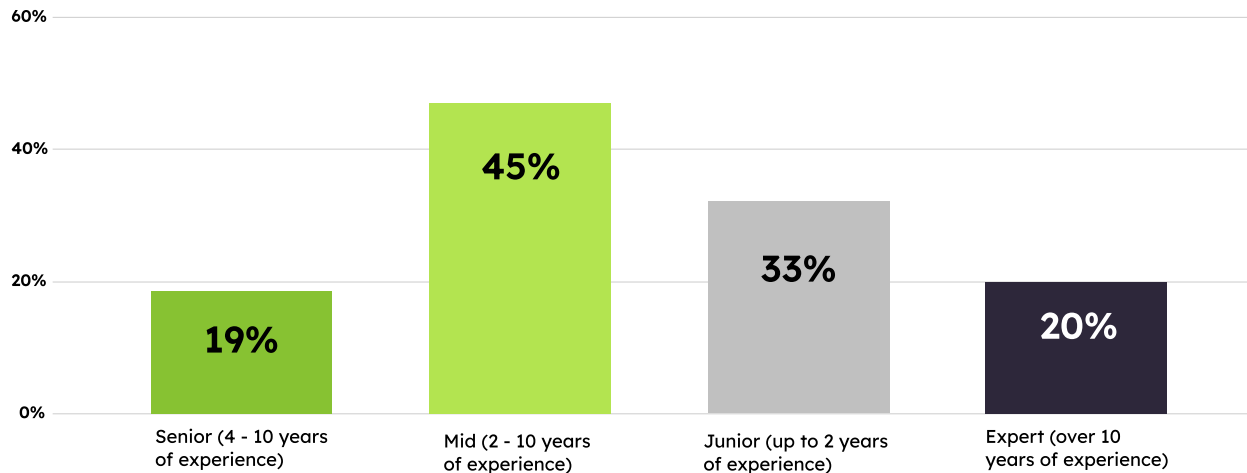
ND: No data

3.3.4. Pay raises and bonuses

The group that most frequently received a salary increase in 2024 were Mid-level specialists (45%). The least likely to receive an increase were Senior specialists (19%) and Experts (20%). Regarding bonuses, the most common type was discretionary bonuses (57% now, compared to 59% previously), which are not tied to specific goals, followed by performance-based bonuses (44% now, compared to 36% previously), where the amount is directly linked to achieving specific goals. 4% of respondents indicated that they may receive a "different" type of bonus.

Percentage of respondents who got a pay raise in 2024

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Comparison with 2023

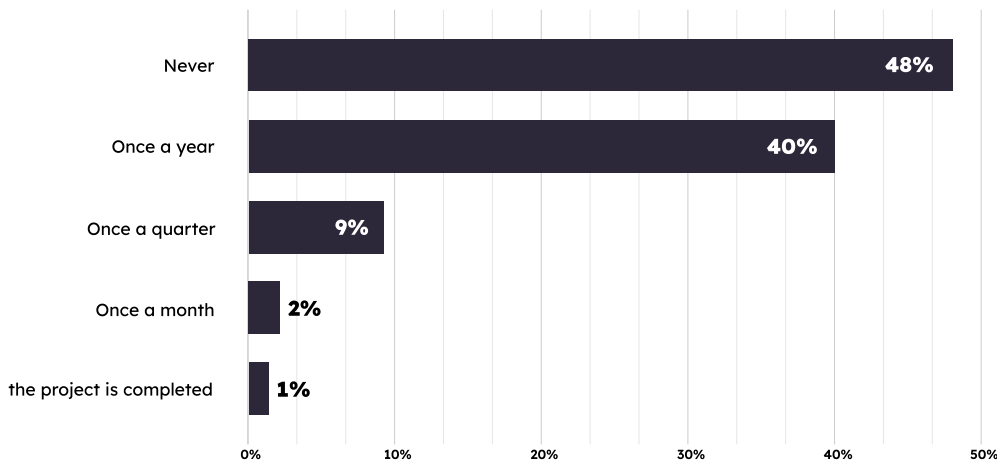
In 2024, IT specialists received fewer salary increases compared to 2023, which may indicate a more challenging market situation. The largest decrease was seen among Senior specialists (a drop of 33 pp.) and Experts (a drop of 24 pp.). A slightly smaller decrease occurred among Mid-level specialists (a drop of 6 pp.) and Junior specialists (a drop of 12 pp.).

3.3.4. Pay raises and bonuses

In 2024, slightly more IT specialists received a bonus compared to 2023.

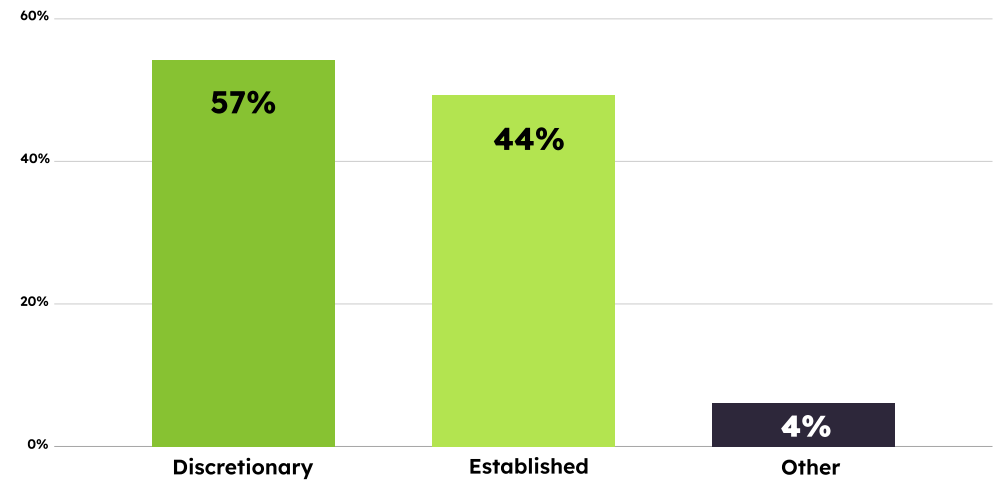
Frequency of receiving bonuses

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Type of bonus received

Source: Own elaboration based on data from an online survey conducted between October and December 2024



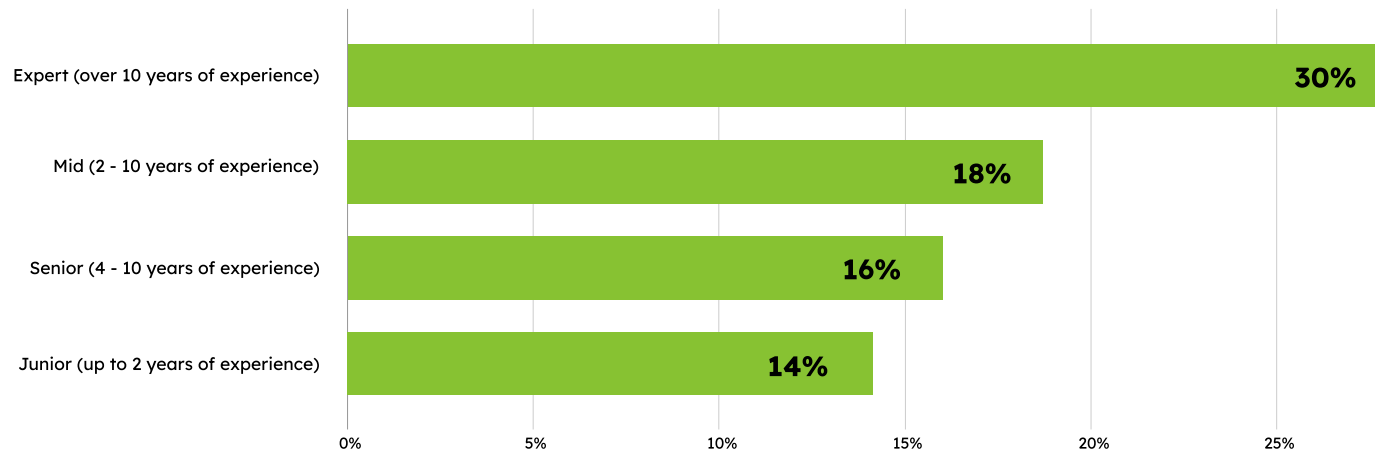
Comparison with 2023

In 2024, 52% of IT specialists received a bonus (compared to 45% in 2023). IT companies slightly more often rewarded their employees with additional bonuses, mostly in the form of annual bonuses (their popularity increased by 6 percentage points) and quarterly bonuses. The conclusion could be that, despite layoffs and the challenging market situation, companies still made an effort to appreciate valuable employees in some way.

3.3.4. Pay raises and bonuses

Value of the expected bonus on the scale of annual salary based on experience level

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Interesting fact

In 2024, 52% of IT specialists received a bonus (compared to 45% in 2023). IT companies slightly more often rewarded their employees with additional bonuses, mostly in the form of annual bonuses (their popularity increased by 6 percentage points) and quarterly bonuses. The conclusion could be that, despite layoffs and the challenging market situation, companies still made an effort to appreciate valuable employees in some way.



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4.1. Quality Assurance (QA) Engineer

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Role/Area	Seniority level	Type of contract	Average salary received*
Quality Assurance (QA) Engineer	Junior	B2B	8,390 zł
		CoE	6,240 zł
	Mid	B2B	16,990 zł
		CoE	14,820 zł
	Senior	B2B	23,391 zł
		CoE	20,580 zł
	Expert	B2B	27,750 zł
		CoE	23,690 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

4.2. Frontend Developer

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Role/Area	Seniority level	Type of contract	Average salary received*
Frontend Developer	Junior	B2B	8,415 zł
		CoE	6,893 zł
	Mid	B2B	17,481 zł
		CoE	16,196 zł
	Senior	B2B	29,969 zł
		CoE	25,113 zł
	Expert	B2B	33,870 zł
		UoP	26,268 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

4.3. DevOps Engineer

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Role/Area	Seniority level	Type of contract	Average salary received*
DevOps Engineer	Junior	B2B	9,667 zł
		CoE	7,158 zł
	Mid	B2B	19,115 zł
		CoE	16,793 zł
	Senior	B2B	33,620 zł
		CoE	26,150 zł
	Expert	B2B	39,833 zł
		CoE	30,900 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

4.4. AI Engineer

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Role/Area	Seniority level	Type of contract	Average salary received *
AI Engineer	Junior	B2B	13,000 zł
		CoE	10,100 zł
	Mid	B2B	23,115 zł
		CoE	20,148 zł
	Senior	B2B	31,620 zł
		CoE	24,600 zł
	Expert	B2B	41,990 zł
		CoE	33,170 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

4.5. Data Scientist

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Role/Area	Seniority level	Type of contract	Average salary received*
Data Scientist	Junior	B2B	10,098 zł
		CoE	8,160 zł
	Mid	B2B	20,520 zł
		CoE	18,630 zł
	Senior	B2B	30,181 zł
		CoE	25,050 zł
	Expert	B2B	36,790 zł
		CoE	31,000 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

4.5. Data Scientist

Expert's comment



Marcin Połulich

Operations & Growth | AI expert & advisor

"In my experience, recruiting Data specialists such as Machine Learning Engineers, Data Scientists or Data Engineers requires much more than just checking technical competences. Of course, knowledge of algorithms, programming tools and data architectures is important, but in my opinion, equally important - if not more important - are the ability to practically apply these technologies in a business context. Companies often look for candidates who not only build models or process data, but also can translate them into real benefits for the organization.

I believe that a key factor to success in these roles is the ability to communicate effectively. Data specialists rarely work in isolation – they collaborate with product teams, managers, and business stakeholders, so the ability to explain complex concepts in a simple and understandable way is a huge asset. And that's what sets the best candidates apart on the market.

Skills related to optimizing data processing costs are also becoming increasingly important. Companies are increasingly looking not only for experts in data modeling and analysis, but also for people who can make informed decisions about infrastructure and scaling solutions. In today's dynamic world of technology, flexibility and the ability to learn quickly are key – these are what determine a Data Specialist's long-term value to an organization. Moreover, artificial intelligence tools, which improve and automate many analytical and engineering processes, have an increasingly greater impact on work efficiency. Openness to exploring new AI technologies, the ability to quickly adapt them and use them to increase productivity are becoming extremely important features of sought-after specialists."

4.6. Data Engineer

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Role/Area	Seniority level	Type of contract	Average salary received*
Data Engineer	Junior	B2B	9,115 zł
		CoE	8,100 zł
	Mid	B2B	20,930 zł
		CoE	18,152 zł
	Senior	B2B	28,318 zł
		CoE	25,600 zł
	Expert	B2B	35,200 zł
		CoE	30,190 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

4.7. Machine Learning Engineer

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Role/Area	Seniority level	Type of contract	Average salary received*
Machine Learning Engineer	Junior	B2B	11,000 zł
		CoE	10,360 zł
	Mid	B2B	22,780 zł
		CoE	19,815 zł
	Senior	B2B	30,100 zł
		CoE	26,112 zł
	Expert	B2B	40,980 zł
		CoE	31,200 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

4.8. Security Engineer

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Role/Area	Seniority level	Type of contract	Average salary received*
Security Engineer	Junior	B2B	10,000 zł
		CoE	8,750 zł
	Mid	B2B	23,925 zł
		CoE	20,100 zł
	Senior	B2B	32,173 zł
		CoE	26,060 zł
	Expert	B2B	37,970 zł
		CoE	29,000 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

4.8. Security Engineer

Expert's comment



Dr Karol Chlasta, PhD

Lecturer at Kozminski University, founder of WarsawIQ, and director of security advisory at a global tech company listed on NASDAQ.

"Cybersecurity is one of the fastest-growing fields in IT, and security experts are among the most in-demand professionals. This demand is driven by the rising number and evolving nature of cyberattacks in Poland and across the EU. Stricter regulations also require organizations—both private and public—to improve their security measures.

Today, companies face not only traditional threats like phishing or denial-of-service (DoS/DDoS) attacks but also AI-driven cyberattacks. Key challenges include preventing data breaches caused by ransomware and securing supply chains against attacks on business partners.

To address these risks, companies must update their security structures, processes, and products. Compliance with standards like ISO 27001 has become essential, while SaaS providers often need to meet SOC 2 requirements for corporate clients.

By 2025, organizations will also need to implement EU cybersecurity regulations:

- NIS2 – Requires critical-sector companies to manage risk and report security incidents.
- DORA – Ensures financial firms can withstand digital threats through technical and organizational safeguards.
- Cyber Resilience Act – Mandates security standards for digital products to protect consumers.
- AI Act – Regulates AI development and use, focusing on risk classification, security, and ethical concerns.

Despite growing risks, many companies still lack strong cybersecurity programs. This is reshaping security teams, leading to specialized roles such as:

- Security Operations Center (SOC) Analyst – Monitors threats and responds to incidents.
- Application Security/Vulnerability Engineer – Tests software for weaknesses and helps IT teams fix them.
- Threat Intelligence Analyst – Tracks and analyzes global cyber threats.
- Cloud Security Specialist – Secures cloud platforms like AWS, Azure, and Google Cloud.
- Compliance & Risk Manager – Ensures compliance with NIS2, DORA, AI Act, etc.
- Security Architect/Engineer – Designs and implements security systems.
- Penetration Tester (Ethical Hacker) – Simulates attacks to find vulnerabilities.

In summary, increasing regulations and evolving cyber threats have made cybersecurity a top priority for businesses worldwide. As a result, the demand for specialized experts continues to grow, reshaping security teams and their responsibilities.

4.9. Cybersecurity Manager

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between October and December 2024

Role/Area	Type of contract	Average salary received *
Cybersecurity Manager	B2B	38,115 zł
	CoE	30,229 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

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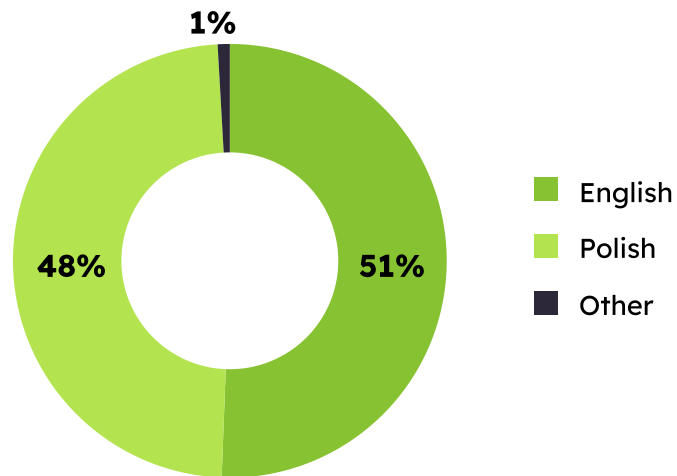
Read the recommendations.

5. Knowledge of foreign languages

In the Polish IT industry, internal communication within companies is conducted in either Polish or English. Looking at the data for 2024, English significantly dominates (51%). The declared level of English proficiency is also high – 79% of respondents claim to use it at a B2/C1 level.

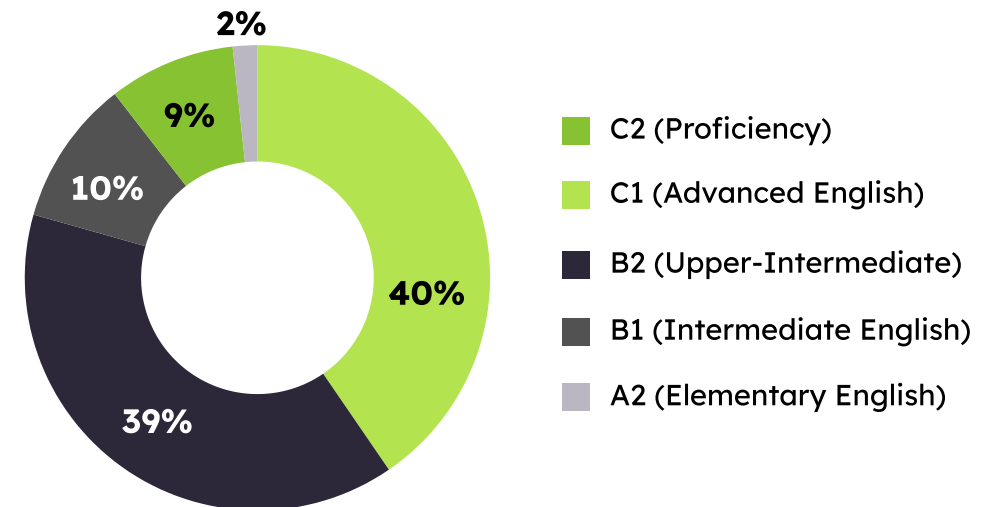
The main language of communication at work declared by the respondents

Source: Own elaboration based on data from an online survey conducted between October and December 2024



English proficiency level of the respondents

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Interesting fact

The high level of English proficiency is also confirmed by the global English proficiency index created by the EF English Proficiency Index. Poland ranks 15th out of 116 countries. In the context of Europe, Poland holds the 13th position out of 35 countries (<https://www.ef.pl/epi/regions/europe/poland/>).

5. Knowledge of foreign languages

Expert's comment



Emil Kamiński

Digital Transformation Leader with
18 years of experience in building
digitalized, data-driven companies

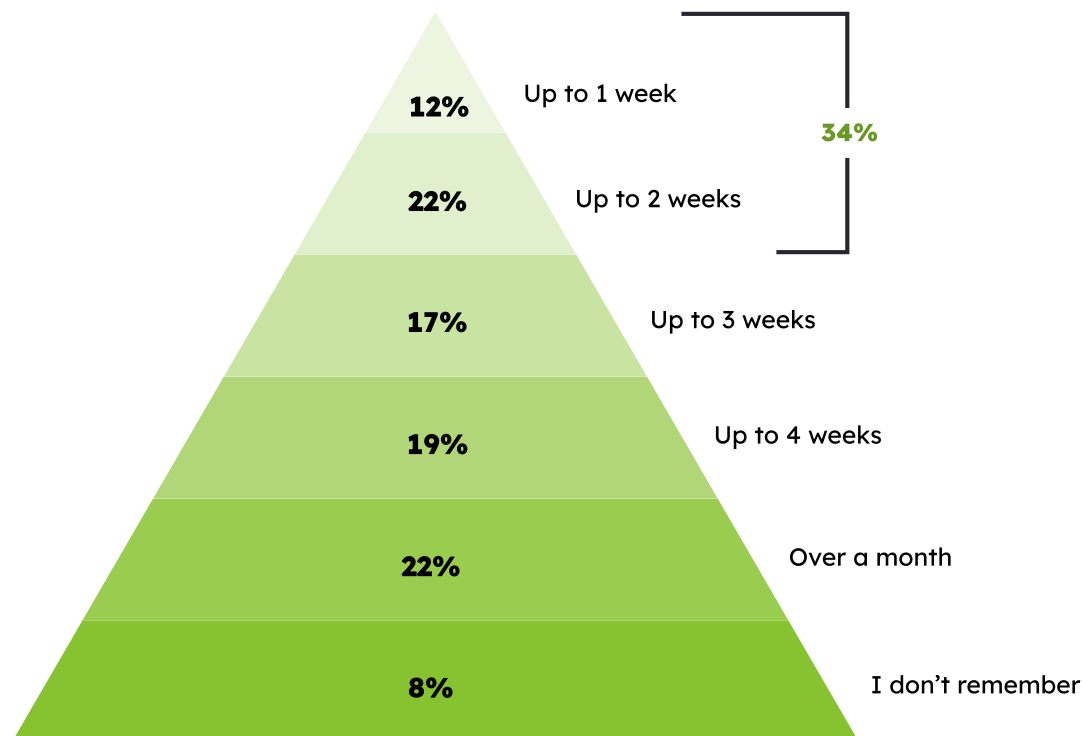
"The average level of English proficiency among professionals working in the IT industry in Poland is high. Many specialists communicate fluently in English and efficiently work with English-language solutions. At the same time, both candidates and companies should invest in further language development to reach an even higher level and expand their knowledge of other popular languages, such as French, Spanish, or German. For international companies, this is a significant advantage that builds trust and enhances the **positive image of Polish specialists.**"

6.1. Length of a recruitment process

We checked how long the process takes from receiving a CV to signing the contract. Survey participants most often selected the answer "up to 2 weeks" and "over a month." This indicates that recruitment processes have started to take slightly longer.

Time spent on participation in the recruitment process

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Comparison with 2023

A year ago, processes concluding within a maximum of 2 weeks accounted for 44%. In 2024, they now make up only 34% (a decrease of 10 percentage points).



Interesting fact

A year ago, processes concluding within a maximum of 2 weeks accounted for 44%. In 2024, they now make up only 34% (a decrease of 10 percentage points).

6.1. Length of a recruitment process

Expert's comment



Paulina Gawlicka
Growth Director, Flotiq

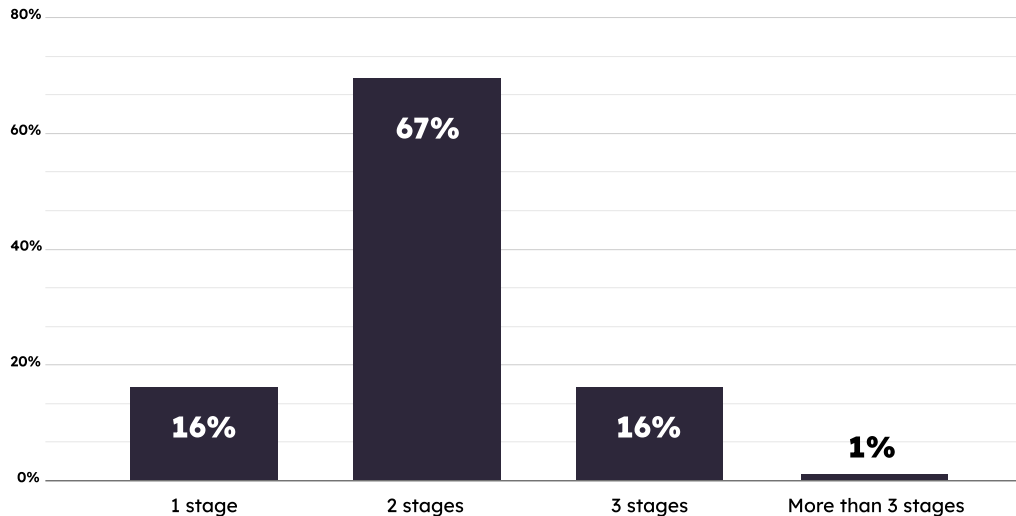
„As a Career Mentor and Growth Director, I have a broad perspective on IT recruitment processes. On the one hand, candidates often wait for their dream offer for months or even half a year! On the other hand, companies are becoming increasingly cautious about hiring. The growing competition among candidates is also not helping to close recruitments quickly. The report data shows that trials lasting up to two weeks are now rare, with an increasing number of them lasting longer than a month. This is a natural consequence of the greater selectivity of companies, the decrease in the number of new projects and the rapidly growing number of applications. This situation is not easy for candidates or employers - and requires the development of innovative solutions.“

6.2. Number of recruitment stages

A recruitment process with multiple stages is a common reason for candidates to withdraw. In our survey, we asked specialists: "How many stages (excluding CV submission and verification or contact with the recruitment agency) do you think an optimal recruitment process should consist of?" The most preferred option is still a two-stage process, which has not changed compared to 2023. The percentage of supporters of this option increased from 65% in 2023 to 67% in 2024.

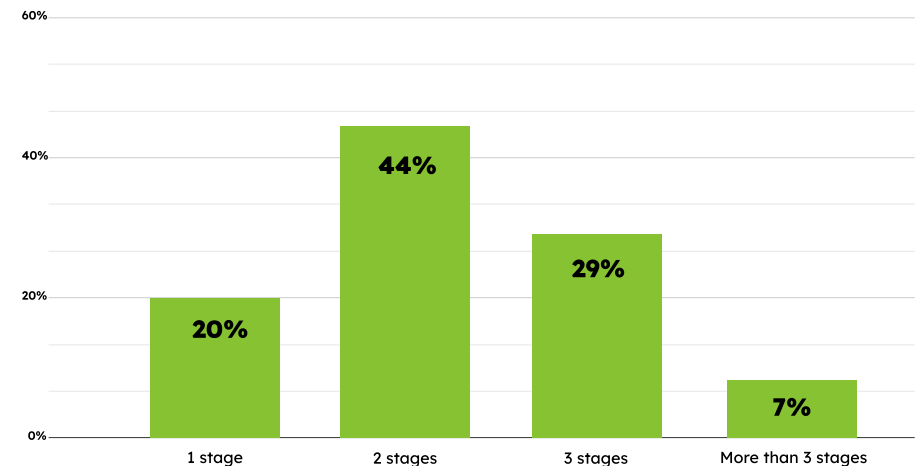
Preferred number of stages in the recruitment process

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Actual number of stages in the recruitment process

Source: Own elaboration based on data from an online survey conducted between October and December 2024



6.2 Number of recruitment stages

Expert's comment



Łukasz Czudowski

Technical Product Owner | IT manager
| Cybersecurity Expert (NIS2, SSDLC)

"It is crucial to present a clear recruitment process and the number of stages right from the beginning. The study omitted the initial candidate verification process by the HR department, where the so-called "flow" can often already be assessed. When it comes to competency evaluation, it is best conducted in a workshop format or through a test assignment. However, from my subjective perspective, what distinguishes trustworthy companies from an employee's standpoint is reliable feedback and clearly defined deadlines. Candidates often participate in multiple recruitment processes, and excessive delays in responses lead nowhere.

Another important aspect is what happens after the recruitment stages are completed. Once general terms of cooperation, such as salary and availability, are agreed upon, the key focus shifts to the terms outlined in the contract. This stage often prolongs the recruitment process, as no reasonable person would sign an unfavorable agreement. A contract should always be the result of a compromise and a shared goal, reflecting the principles of the planned collaboration. It is essential to remember that contracts are created for "difficult times," and the beginning of a working relationship is the best moment for negotiations. A candidate's attitude toward the contract can also reflect their approach to cooperation and reliability—if someone disregards the commitments they enter into, it provides valuable insight into how they may handle their professional responsibilities.

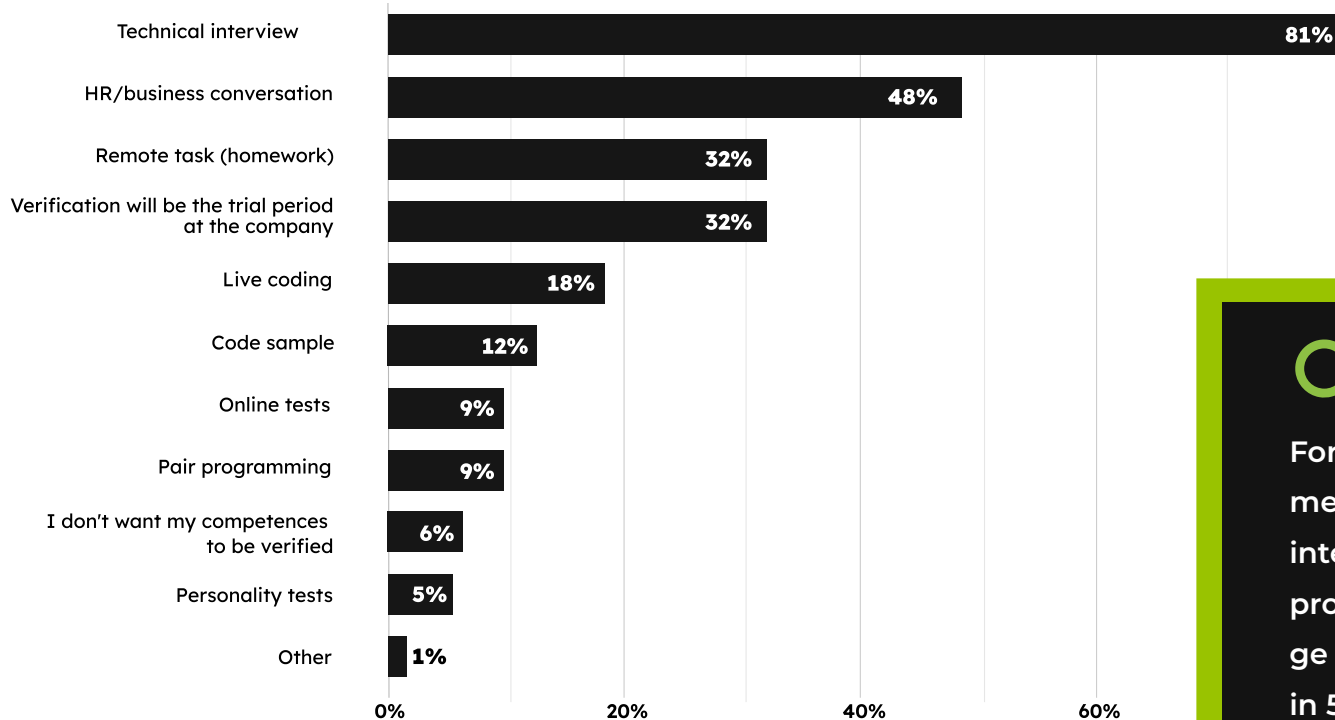
The final and often overlooked aspect of recruitment is verifying a candidate's trustworthiness. Depending on the position, an additional step may be required to assess an employee's access to organizational data. It is beneficial to inform candidates early in the process about contractual provisions, additional requirements, or even the method of signing the contract."

6.3. Verification of competencies

81% of surveyed IT specialists indicated that their most preferred form of competence verification is a technical interview, followed by an HR/business interview and a remote task.

The preferred method of verifying competencies

Source: Own elaboration based on data from an online survey conducted between October and December 2024



To sum up, the most desirable course of the recruitment process consists of 3 key elements:

1. The recruitment process has a maximum of 2 stages.
2. Competencies are verified during a technical interview.
3. The contract is signed a maximum of 2 weeks from the moment the employer receives the candidate's CV.



Comparison with 2023

For another year, the TOP 4 most commonly chosen methods of competency verification are: technical interview, HR/business interview, remote task, and probation period with the employer. The only change is in the 5th position. In 2023, a code sample was in 5th place. In 2024, it dropped to 6th place, and its position was taken by live coding.

6.3. Verification of competencies

Expert's comment



Kamil Józwik

Software Developer, creator of Rekrutend.pl

"From the point of view of a person who has had the opportunity to sit on both sides of the recruitment table many times, a technical interview remains the best form of verifying competences. It not only allows you to assess the level of knowledge and skills of the candidate, but also provides the opportunity for first direct contact and verification of how a given person finds themselves in the conversation, how they react to questions and whether they are open to dialogue. However, we should not forget that such a "live" confrontation can be stressful - even candidates with great potential can make simple mistakes resulting from the pressure. It then happens that a company rejects a valuable specialist simply because, in the heat of the moment, he did not perform perfectly in a task such as "live coding" or another form of "here and now" test.

Homework assignments, which are still quite regularly used, also have their pitfalls. In the era of dynamic development of solutions based on artificial intelligence, the possibilities of partial (or even complete) automation of task solving have become much greater. As a result, it is harder to be certain to what extent the author actually did the work on its own. So instead of relying solely on the assessment of "book knowledge" or "pure programming skills", it is becoming increasingly important to assess the candidate in terms of their fit with the team and their approach to cooperation. It is easier to train a person technically than to change their attitude or work culture.

In higher positions, such as senior or lead, excellent knowledge of specific technologies is no longer enough. Today, understanding the business, the ability to look at a technical role in a broader way, and the ability to cooperate with non-technical people are becoming equally important. Such skills are definitely worth verifying during recruitment – often during an HR or business interview. Ultimately, when it comes to the number of recruitment stages, practice shows that it is best to complete an effective process in a maximum of 2-3 steps.

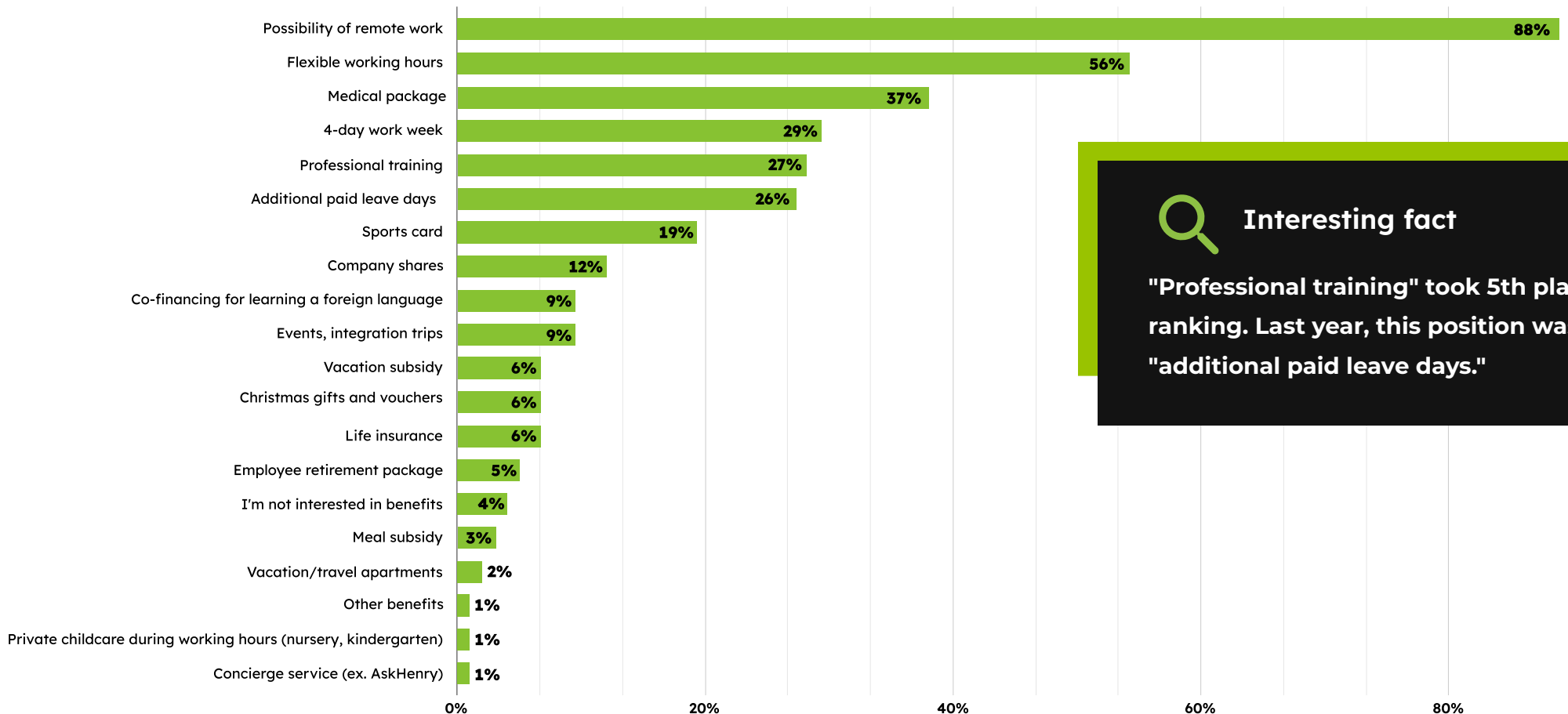
Extensive, multi-stage recruitment processes require a lot of time commitment and often lead to the outflow of top candidates who care about an efficient process and clear terms of cooperation. These candidates also know the value of their time. As a result, companies risk ending up with less experienced candidates or those who treat long processes as a "last resort". Fast, transparent and well-thought-out recruitment helps to attract the best specialists - it is an investment that pays off in both the short and long term."

7. Employee benefits

Remote work remains the undisputed leader among employee benefits, showing a 7 percentage point increase compared to 2023. IT specialists also highly value flexible working hours and access to a medical benefits package.

Preferred employee benefits

Source: Own elaboration based on data from an online survey conducted between October and December 2024



Interesting fact

"Professional training" took 5th place in the ranking. Last year, this position was held by "additional paid leave days."

Expert's comment



Łukasz Kołodziejczyk

Creator of the HRlityczny website
and the "Przegląd HR" newsletter

"An analysis of preferred benefits among IT specialists reveals several important trends that employers and HR teams should consider in the coming years.

First, remote work and flexible hours are now the norm rather than a perk. With remote work adoption rising by 7 percentage points year-over-year, reaching 88%, companies can no longer treat it as an extra benefit—it's an essential part of any job offer. Organizations hesitant about flexibility may struggle with hiring and retaining talent.

Another key shift is the growing focus on professional development over traditional perks. Training programs have moved up to 5th place in the ranking, replacing extra vacation days. This suggests that IT professionals prioritize long-term growth in response to rapid technological changes and increasing competition in the job market. Investing in education has become crucial for career sustainability.

Interestingly, classic non-salary benefits like vacation subsidies, insurance, or meal subsidy are losing appeal. This could be due to:

- 1. Financial stability** – High salaries in the industry reduce the need for additional financial support.
- 2. Changing expectations** – Employees now value autonomy, career growth, and work-life balance more than material perks.
- 3. Evolving work models** – With hybrid and remote work becoming standard, office-based benefits (e.g., free meals) are less relevant.

Looking ahead, IT companies should tailor their benefits packages to meet real employee expectations. Remote work and flexible hours are no longer extras but essentials, while professional development is becoming a key factor in employer attractiveness. Companies that recognize and adapt to these trends will have a competitive edge in attracting and retaining top talent."



Gain a competitive edge in attracting Top Talent

Contact Us

 contact@nexttechnology.io


 www.nexttechnology.io



Dominik Jurek

CEO Next Technology Professionals

 [LinkedIn](#)


 + 48 791 040 167



Piotr Jurek

COO Next Technology Professionals

 [LinkedIn](#)

 + 48 668 116 115

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Partner of the report

"Report: IT Job Market in Poland in 2025. Salaries and Recruitment Trends."



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