NEXT TECHNOLOGY
PROFESSIONALS

Recruitment & Outsourcing

INSIGHTS REPORT

AI, Data Science & Machine Learning in Poland
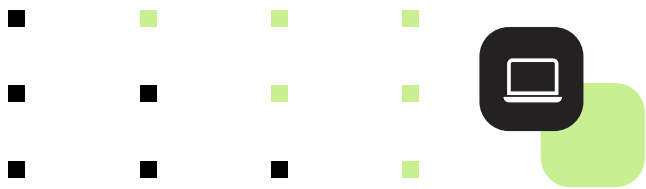
Salaries and Market Data

July 2025

AI

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● **Do you need help in finding an employee?**

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Mention this report and get a 20% discount on the invoice for your first recruitment with us in the area of IT/AI/ ML or Data.

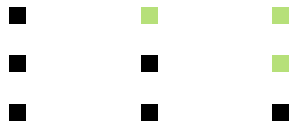The discount is valid until August 29, 2025.

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1.1. AI Engineer

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 amount on invoice, excluding VAT
CoE: (Contract of employment): gross salary

Source: IT job market in Poland in 2025. Salaries and recruitment trends.

AI Engineer is one of the highest-paid roles in the data domain – even at the Junior level, average rates are noticeably higher compared to other specializations. The most significant percentage increase in salary is observed when moving from Mid to Senior level. For B2B contracts, this jump goes from 23,115 PLN to 31,620 PLN, representing an increase of around 37%. Salaries under employment contracts (CoE) also grow progressively, though the percentage increases are slightly lower compared to B2B.
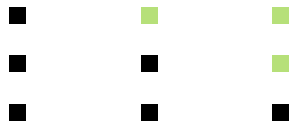
1.2. Data Scientist

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 amount on invoice, excluding VAT
CoE: (Contract of employment): gross salary

Source: IT job market in Poland in 2025. Salaries and recruitment trends.

In the case of Data Scientists, Experts earn more than three times as much as Juniors. B2B contracts typically offer 15–20% higher rates than UoP, with the gap widening with experience. Notably, at the Mid level, B2B salaries already exceed 20,000 PLN making this career path attractive even for professionals with just a few years of experience. These figures reflect the growing market value of analytical and predictive skills in the IT sector.
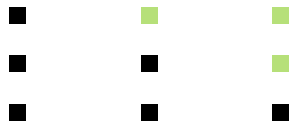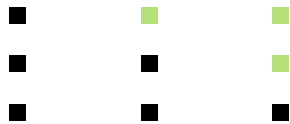
1.3. Data Engineer

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 amount on invoice, excluding VAT
CoE: (Contract of employment): gross salary

Source: IT job market in Poland in 2025. Salaries and recruitment trends.

Salaries increase predictably with experience level, both for B2B and CoE arrangements. The differences between contract types are consistent and significant. The biggest salary jump occurs when advancing from Junior to Mid level – a 130% increase for B2B and 124% for CoE. These trends are worth considering when planning a career path or shaping a recruitment strategy.

1.4. Machine Learning Engineer

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 amount on invoice, excluding VAT
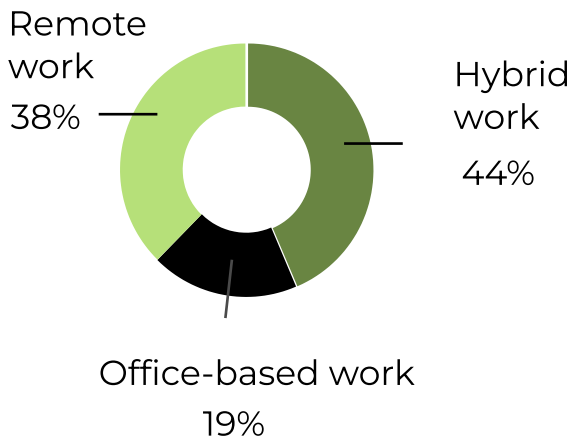CoE (Contract of employment): gross salary

Source: IT job market in Poland in 2025. Salaries and recruitment trends.

For the Machine Learning Engineer role, Experts receive the highest compensation – their B2B rates exceed 40,000 PLN per month. Salary differences between levels are substantial, especially between Senior and Expert, with an increase of 10,880 PLN under B2B. However, the largest percentage jump occurs when advancing from Mid to Senior – over 30% more in B2B contracts.
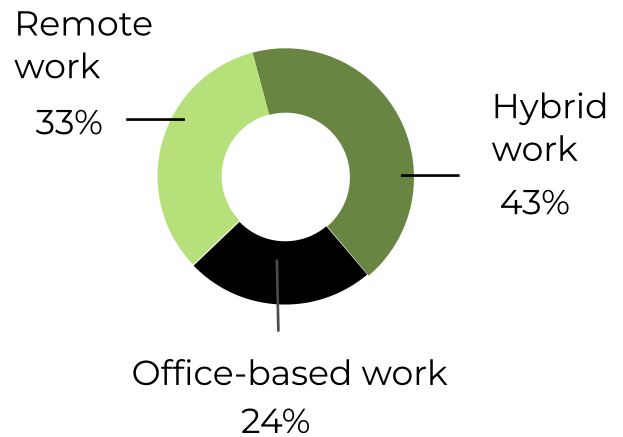
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2.1. Mode of work in job offers

AI Engineer

Remote work 38%

Hybrid work 44%

Office-based work 19%

Data Scientist

Remote work 33%

Hybrid work 43%

Office-based work 24%

Data Engineer

Mobile work 1%

Remote work 23%

Hybrid work 47%

28% Office-based work

Machine Learning Engineer

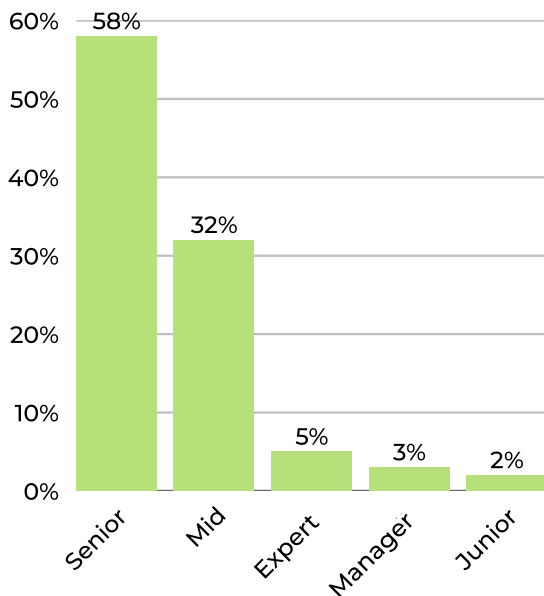Remote work 35%

Hybrid work 44%

Office-based work 22%

Source: Pracuj.pl [16.06.2025]

Data shows that the majority of job offers on the Pracuj.pl platform indicated a hybrid work model. This mode dominates across all analyzed roles, especially among Data Engineers.
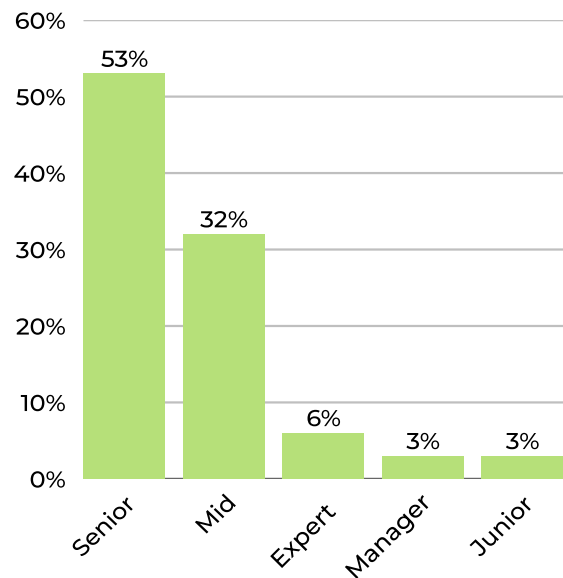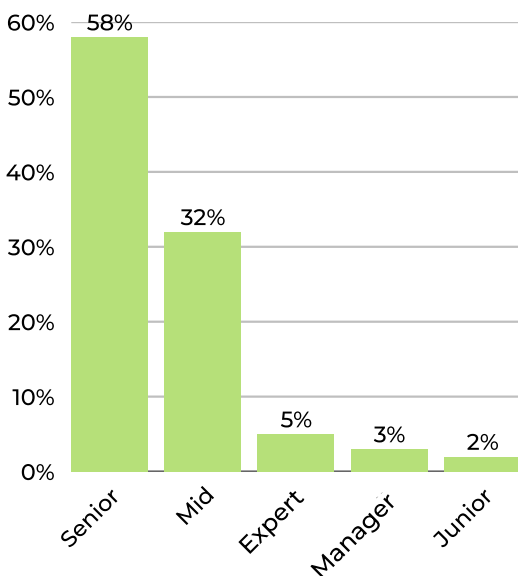
2.2. Level of experience required in job offers
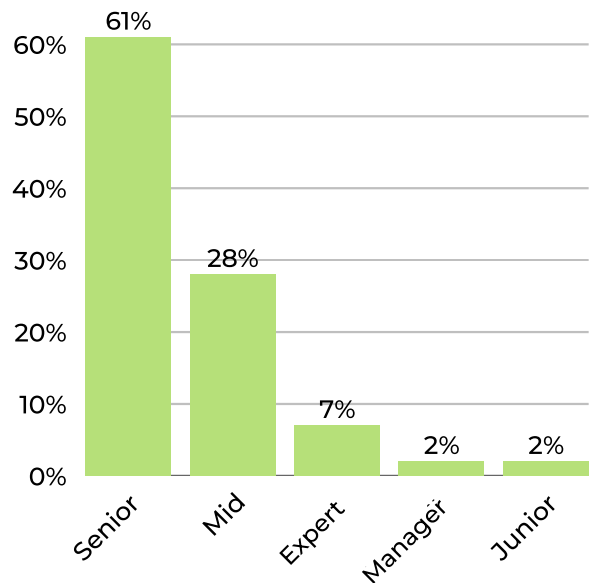
AI Engineer

Data Scientist

Data Engineer


Machine Learning Engineer

Source: Pracuj.pl [16.06.2025]

The largest share of job postings is for Senior-level positions – ranging from 53% (Data Scientist) to as high as 61% (Machine Learning Engineer). Mid-level roles hold second place in terms of volume.

Number of companies in the Data Infrastructure and Analytics and IT System Data Services categories according to LinkedIn
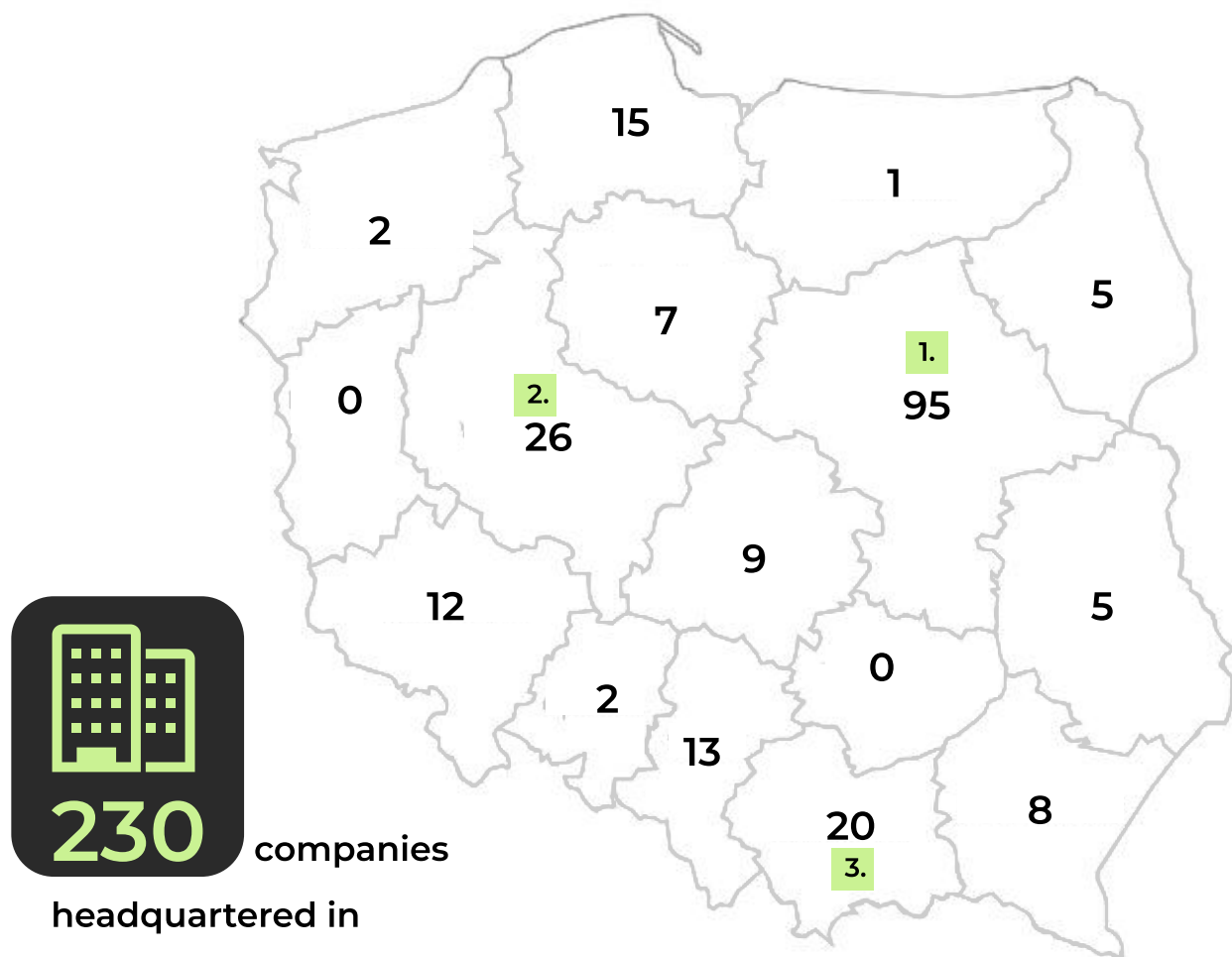
Source: LinkedIn [16.06.2025]

230 companies headquartered in Poland.

Top 5 voivodeships with the highest number of companies:

1.	Mazowieckie	95
2.	Wielkopolskie	26
3.	Małopolskie	20
4.	Pomorskie	15
5.	Śląskie	13

2.4. Employees

Number of professionals in the Data Infrastructure and Analytics and IT System Data Services fields (LinkedIn)

1k+

245

115

269

141

1.

4,5k+

96

1k+

725

1,5k+

3.

353

105

100

989

2.

2k+

344

14k+ professionals across Poland

Top 5 voivodeships with the highest number of professionals:

1.	Mazowieckie	4,5k+
2.	Małopolskie	2k+
3.	Dolnośląskie	1,5k+
4.	Pomorskie and Wielkopolskie	1k+
5.	Śląskie	989

20%

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