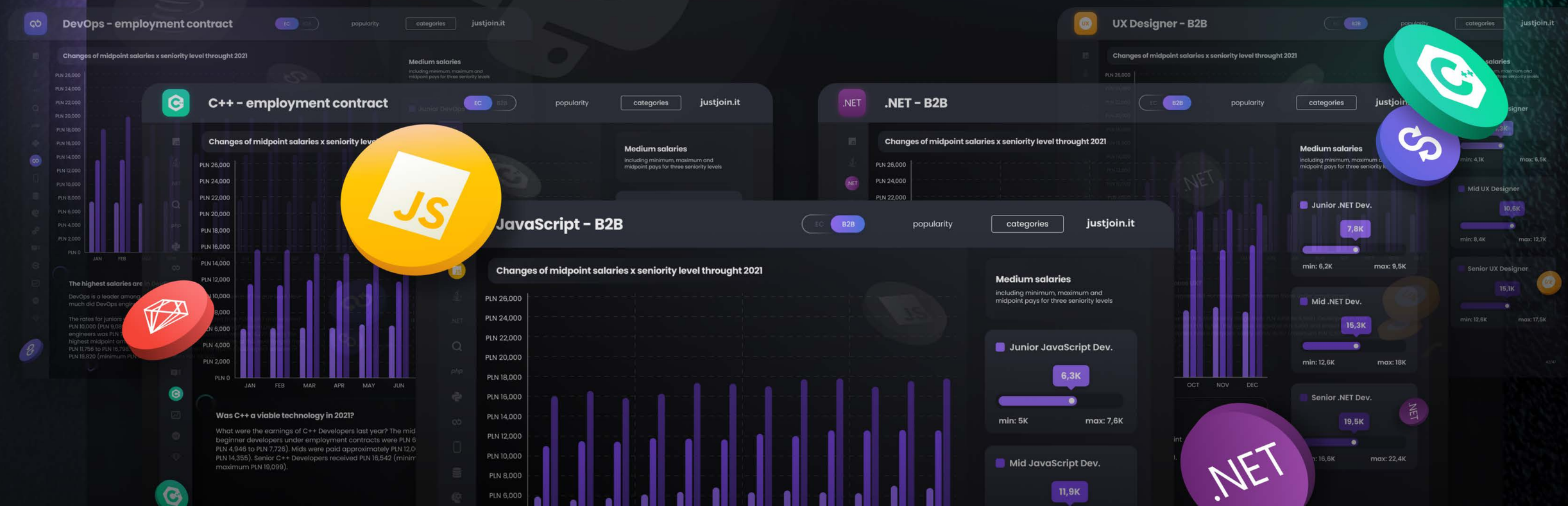
2021 Report

Midpoint Salaries of Polish Software Developers

Salaries, positions, skill levels, and trends on the IT job market – we discuss all these topics in our 2021 Report regarding midpoint salaries of Polish software developers.

read more



Introduction

Salary in IT is a topic of never-ending discussion, both inside and outside the industry. The existence of developers on 15, 20 or even 30K has become a popular talking point. For some, such earnings are commonplace, while others still see it as an urban legend. Every year, we thoroughly verify developers' salaries by category, seniority level and contract type.

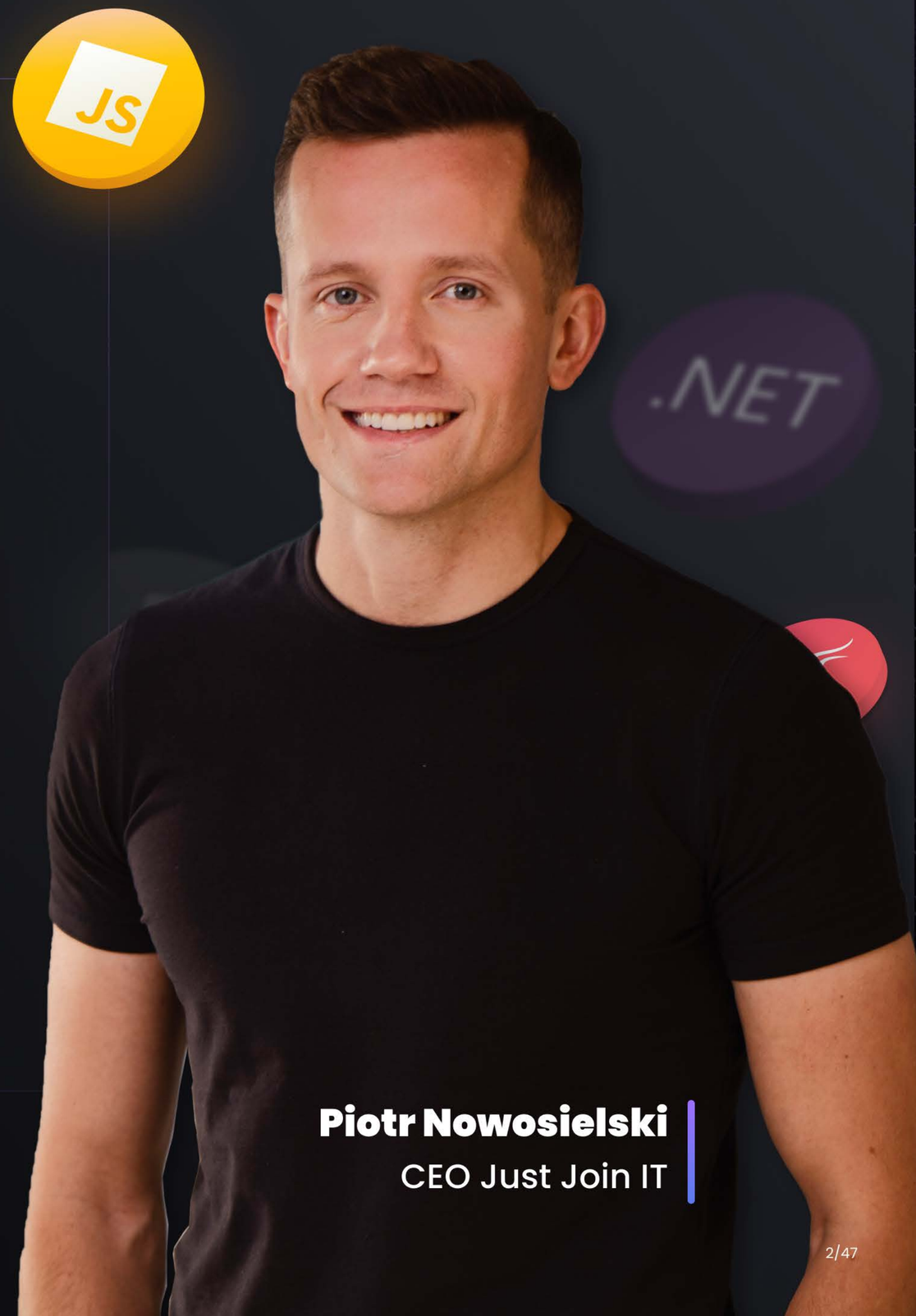
Are salaries in the Polish IT industry still growing so rapidly? Or maybe the market has stabilized? Which technologies are currently the most desired by employers? Which job offers attract the most resumes? And, of course, the most important thing: which technologies translate into the highest salaries?

All these questions will be addressed in the following pages. Here is the latest Just Join IT report with information on salaries for 16 categories of job offers published on our job board. We check the earnings of developers with different experience levels. And if you are wondering which is more profitable – employment contract or B2B, our report will help you dispel any doubts.

Still, there is much more than earnings: the report also shows the trends that currently prevail in IT and indicates where the industry is heading. It looks like there will be nothing to complain about for a long time!

Enjoy!

Piotr Nowosielski and the Just Join IT Team



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Methodology and data presented in the report

Presented numbers

The data presented in the report concerns midpoint salaries presented in the job offers posted on justjoin.it between 01.01.2021 and 10.12.2021.

In addition, we have compiled the lowest and the highest salaries offered for particular seniority levels in each of the categories.

Salaries

EC B2B

The report presents the midpoint for the salaries offered by employers in 2021 on our job board.

For people under B2B contracts, we provided the net salary (due to tax differences), and for those under employment contracts – the gross amount.

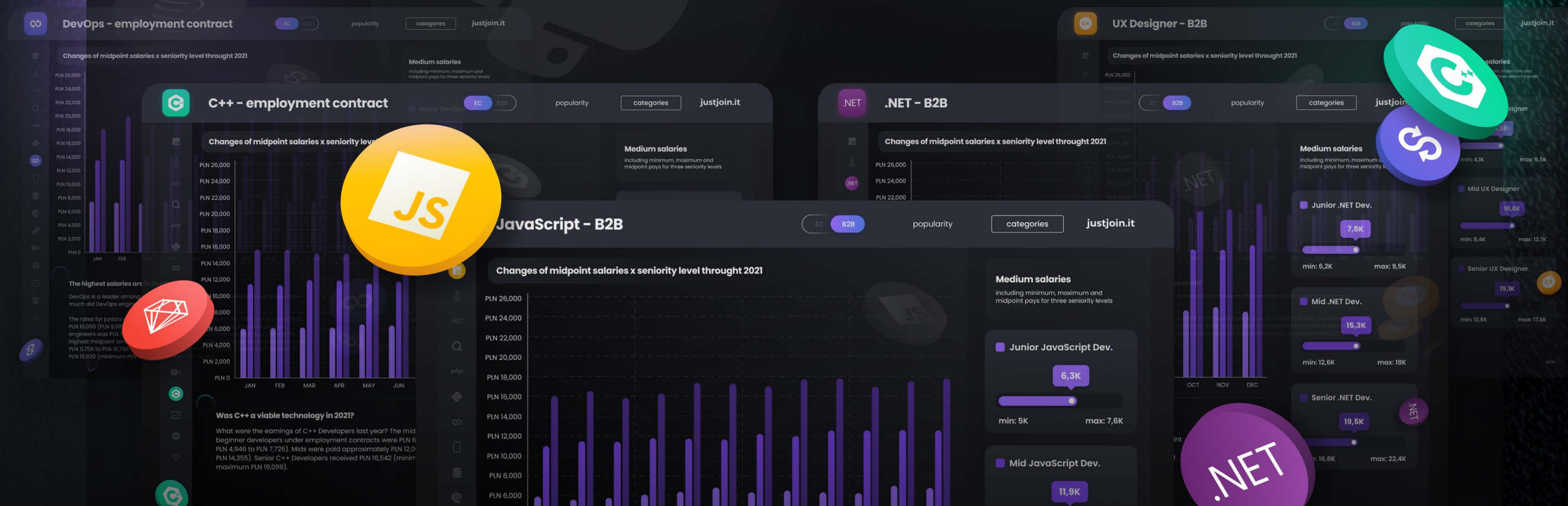
*To easily switch between the compiled data type, look for the button shown below.

REPORT 2021

Popularity of IT positions in 2021

The popularity of job positions based on the submitted applications and the demand from the employers posting job offers.

read more



Popularity of individual categories in terms of complex applications

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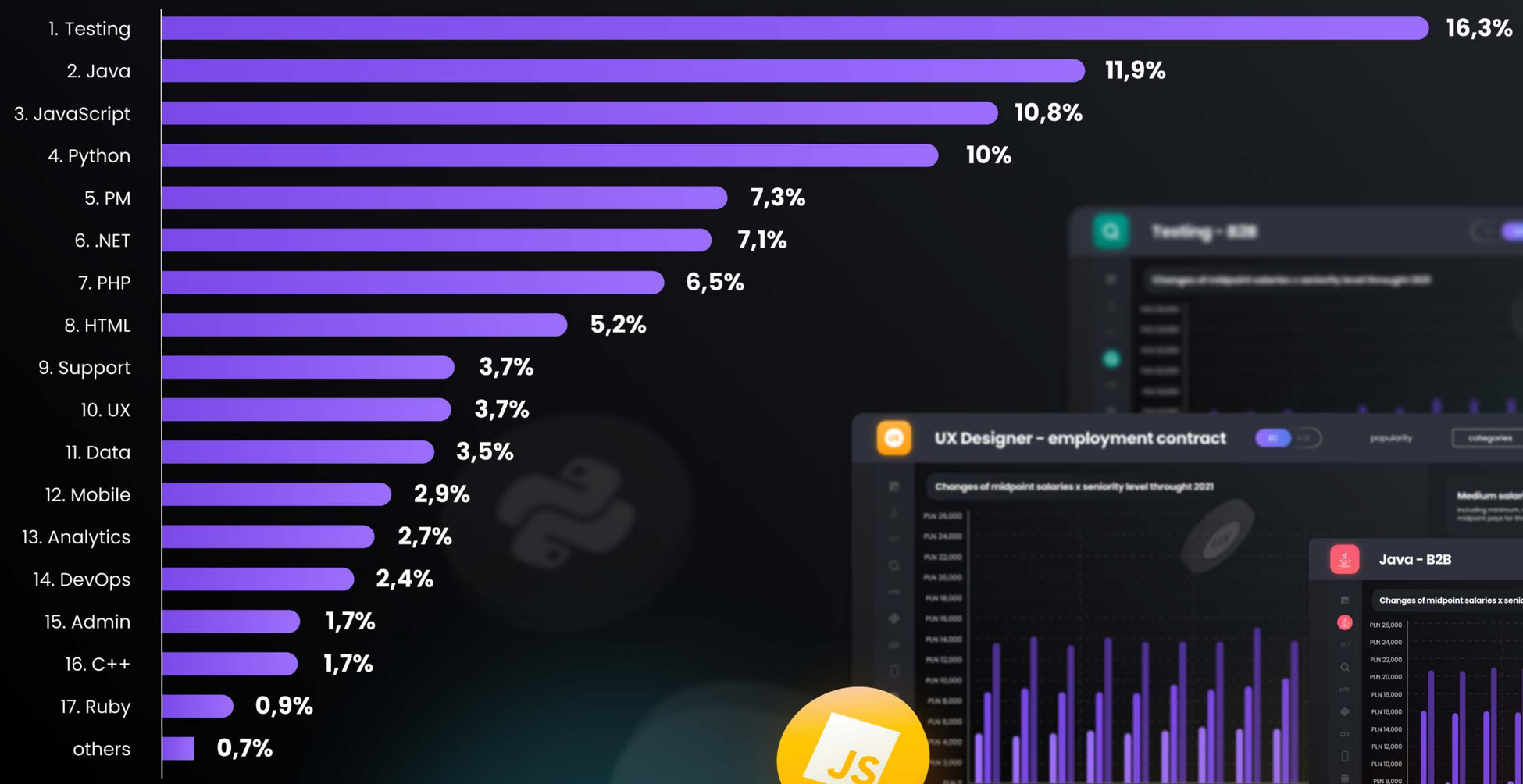
Testing, Java, JavaScript, Python – these categories were the most popular in 2021. The most resumes were received in response to job offers for testers – applications for QA-related positions accounted for as much as 16.34% of all the resumes sent. This gave Testing the first place in terms of the candidates' interest.

Offers connected with Java and JavaScript were also popular (11.94% and 10.83% respectively).



What specializations are most desired by employers?

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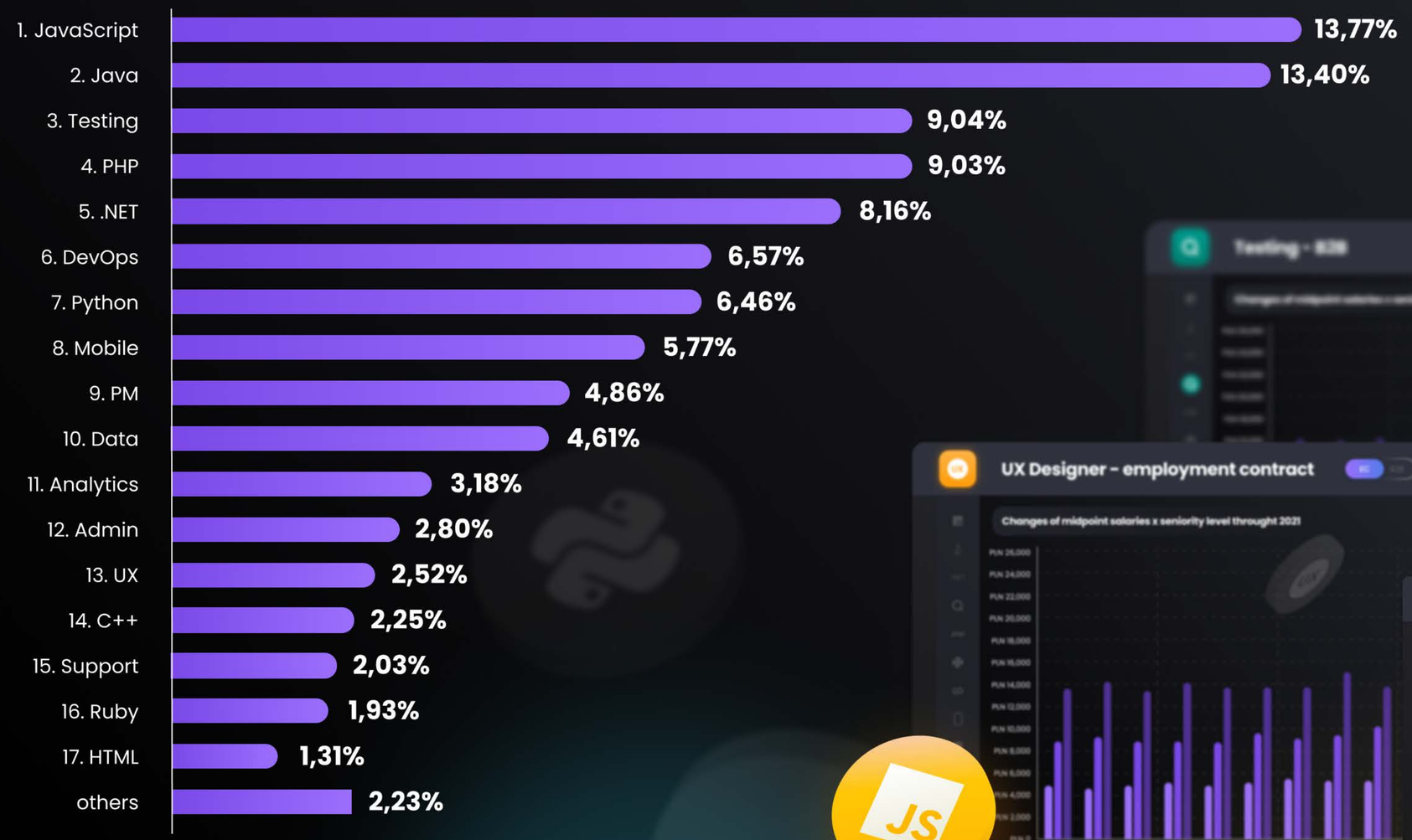
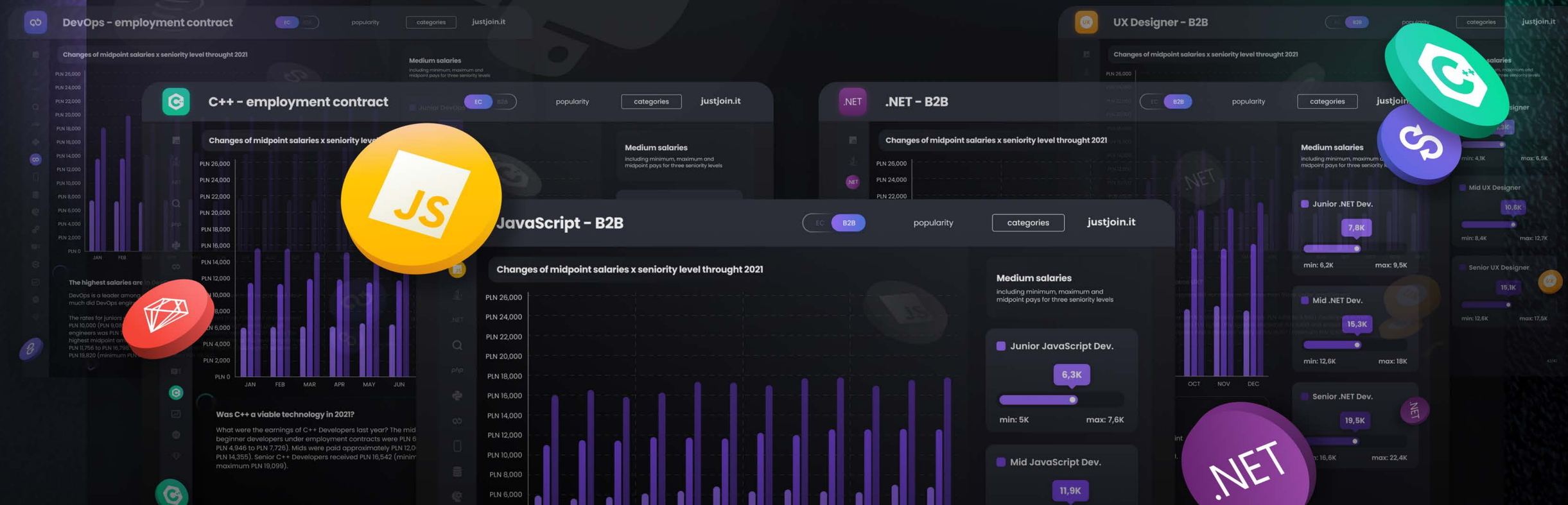
In 2021, they included JavaScript, Java, Testing and PHP. The most offers (13.77%) concerned JavaScript and Java (13.4%). There was also some work for testers – 9.04% of all the published offers were related to QA. With a result almost identical to Testing (9.03%), PHP took the fourth place.



Salaries in IT throughout 2021

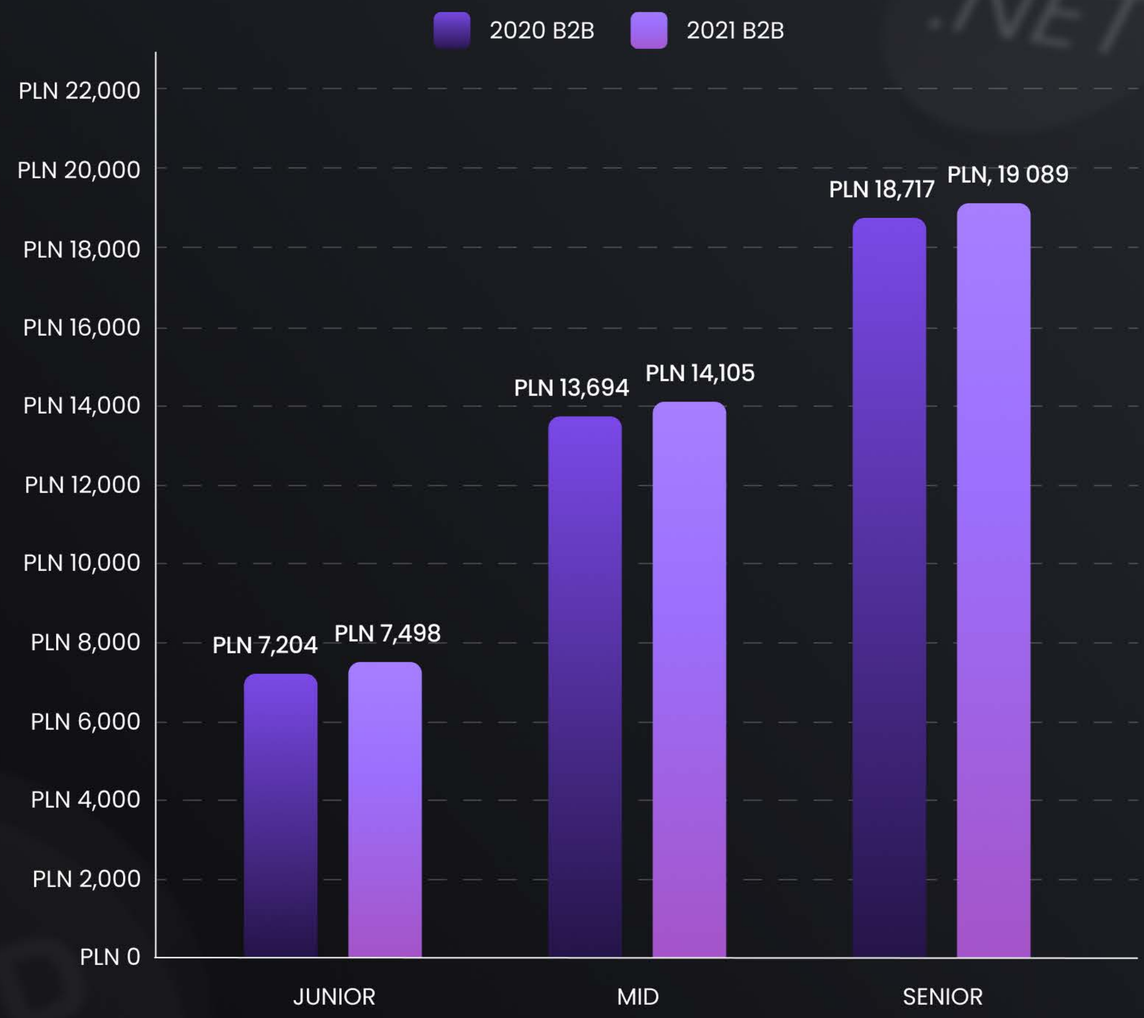
Midpoint salaries for
junior, mid, and senior positions.

read more



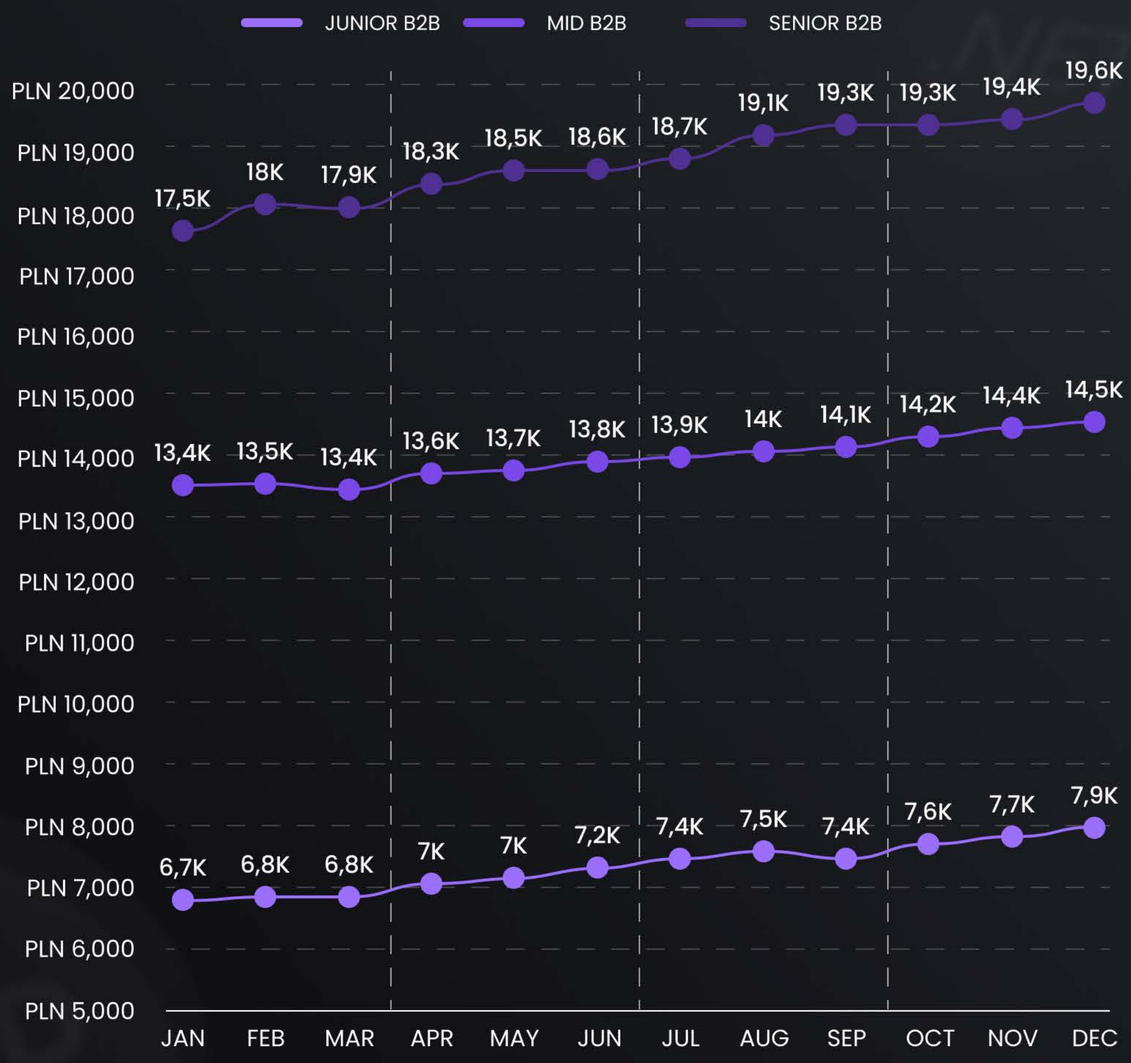
What salaries could junior, mid and senior developers expect in 2021?

Compared to the previous year, the midpoint salary of a junior developer under an employment contract increased by a gross amount of only PLN 154. Mid developers received a gross raise of PLN 434, and seniors – only PLN 337. As far as B2B contracts are concerned, the differences in the net pay are around PLN 294, PLN 411 and PLN 372 for junior, mid and senior positions respectively. Fluctuations have definitely calmed down, but salaries continue to follow an upward trend similar to that of the recent years.



What was the IT market like in 2021?

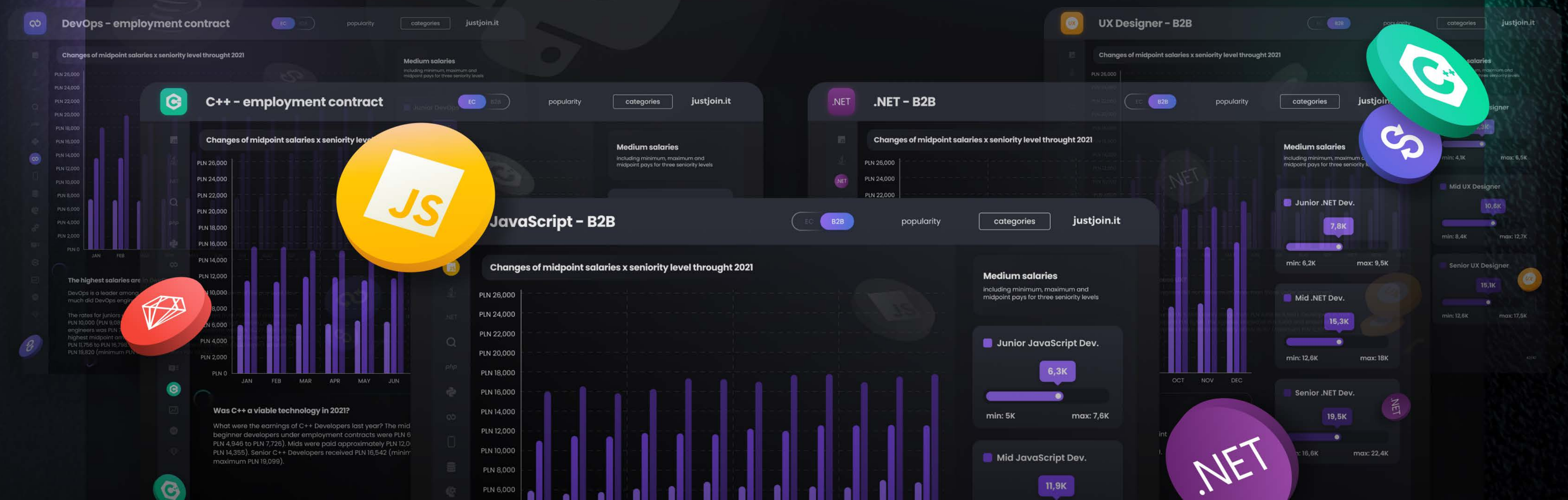
The year 2021 took its toll on developers in particular, but still in a positive sense! The market expansion, the favorable technology development, and the constantly growing demand are the main aspects that translated into an increase in midpoint salaries in IT. Still, it was not as dynamic as in previous years. Salaries in senior positions for both types of employment are visibly increasing. Juniors under employment contracts may feel a bit disadvantaged as their midpoint gross salary increased by barely PLN 200 versus the year before.



Salaries in IT throughout 2021

Salaries divided into 16 specializations analyzed as minimum, maximum and midpoint pays for three seniority levels.

read more



Whose job was the most profitable in 2021?

Of course, our job is supposed to give us satisfaction, but... we all know that money is what matters the most. And the money in IT is still good. Let's check where the salaries were the highest in 2021.

DevOps, Python, Java, Data – these were the areas that paid the most.

Python led the way among juniors as young Python developers could expect PLN 6,943 under employment contracts and PLN 8,773 for self-employment. In mid and senior positions with experience (both employment contracts and B2B), DevOps made the most – the midpoint pay of those less experienced was PLN 14,277 for employment contracts (PLN 16,990 for B2B contracts), while seniors were paid PLN 19,820 under employment contracts (PLN 22,205 under B2B contracts).

	EC (gross salary)			B2B (net salary)		
seniority	junior	mid	senior	junior	mid	senior
DevOps	PLN 7,476	PLN 14,277	PLN 19,820	PLN 8,392	PLN 16,990	PLN 22,205
Python	PLN 6,943	PLN 12,825	PLN 19,026	PLN 8,773	PLN 14,978	PLN 20,984
Java	PLN 6,916	PLN 13,139	PLN 17,797	PLN 8,133	PLN 16,255	PLN 21,178
Data	PLN 7,565	PLN 13,181	PLN 17,724	PLN 7,859	PLN 16,613	PLN 21,616

→ continue

DevOps - employment contracts

EC | B2B

popularity | categories

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Switch between two types of contracts (Employment Contract and B2B)

Return to the beginning of the document

You can jump straight to the desired category

Changes of midpoint sal

PLN 26,000
PLN 24,000
PLN 22,000
PLN 20,000
PLN 18,000
PLN 16,000
PLN 14,000
PLN 2,000
PLN 0
JAN FEB MAR APR MAY

Junior DevOps
7,4K
min: 5,8K
max: 9K

Mid evOps
14,2K
max: 16,7K

r DevOps
19,8K
,1K

The highest salaries ar

DevOps is a leader among
much did DevOps engineer

The rates for juniors under er
PLN 10,000 (PLN 9,089 to be ex
PLN 7,476. The r
nt among the d
PLN 11,756 to PLN 16,798. Seniors
PLN 19,820 (minimum PLN 16,49

→ let's start!

Actual page you are looking at

JavaScript - employment contract

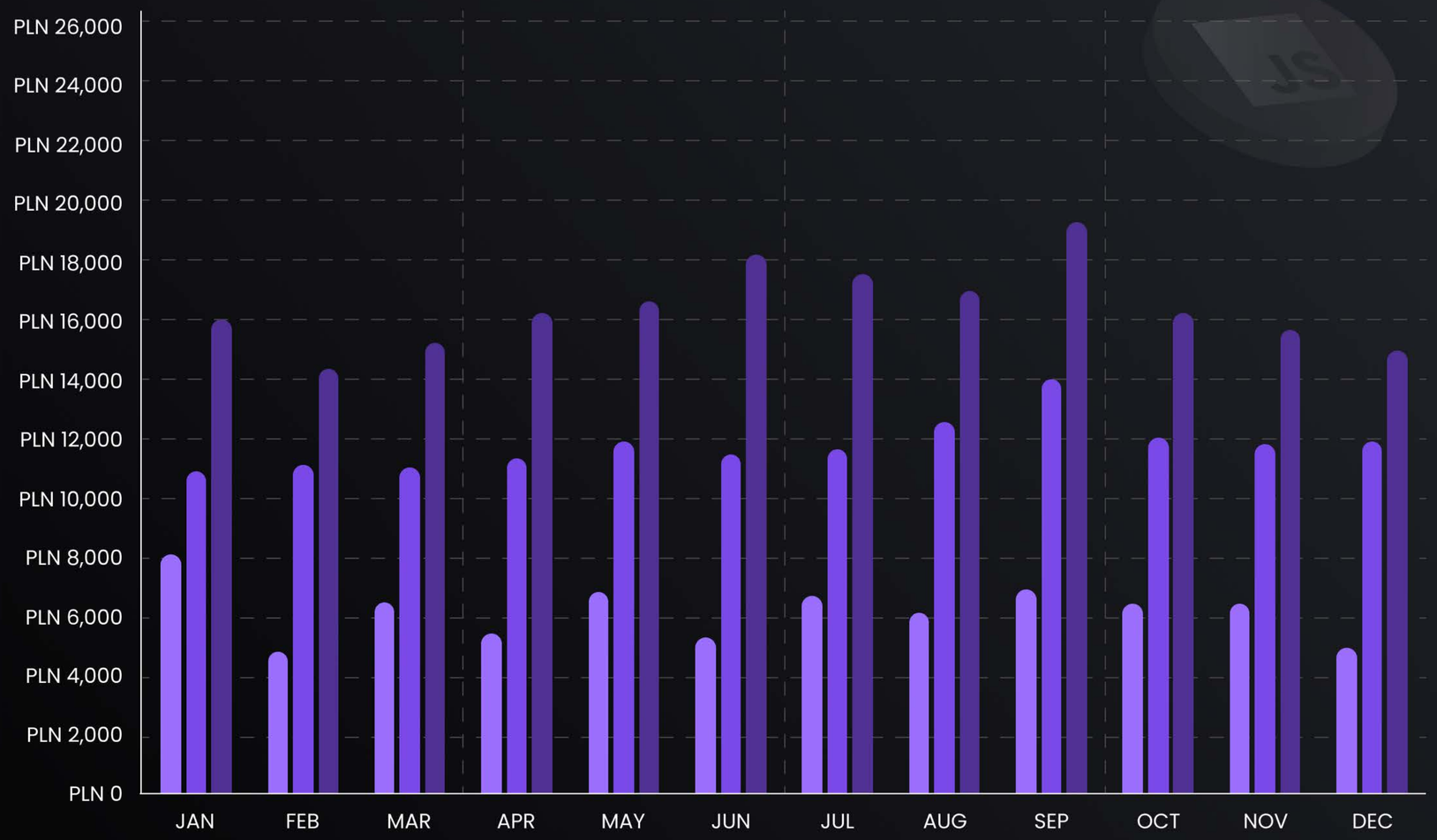
EC | B2B

popularity

categories

justjoin.it

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior JavaScript Dev.

6,1K

min: 4,9K max: 7,4K

Mid JavaScript Dev.

11,8K

min: 9,3K max: 14,3K

Senior JavaScript Dev.

16,8K

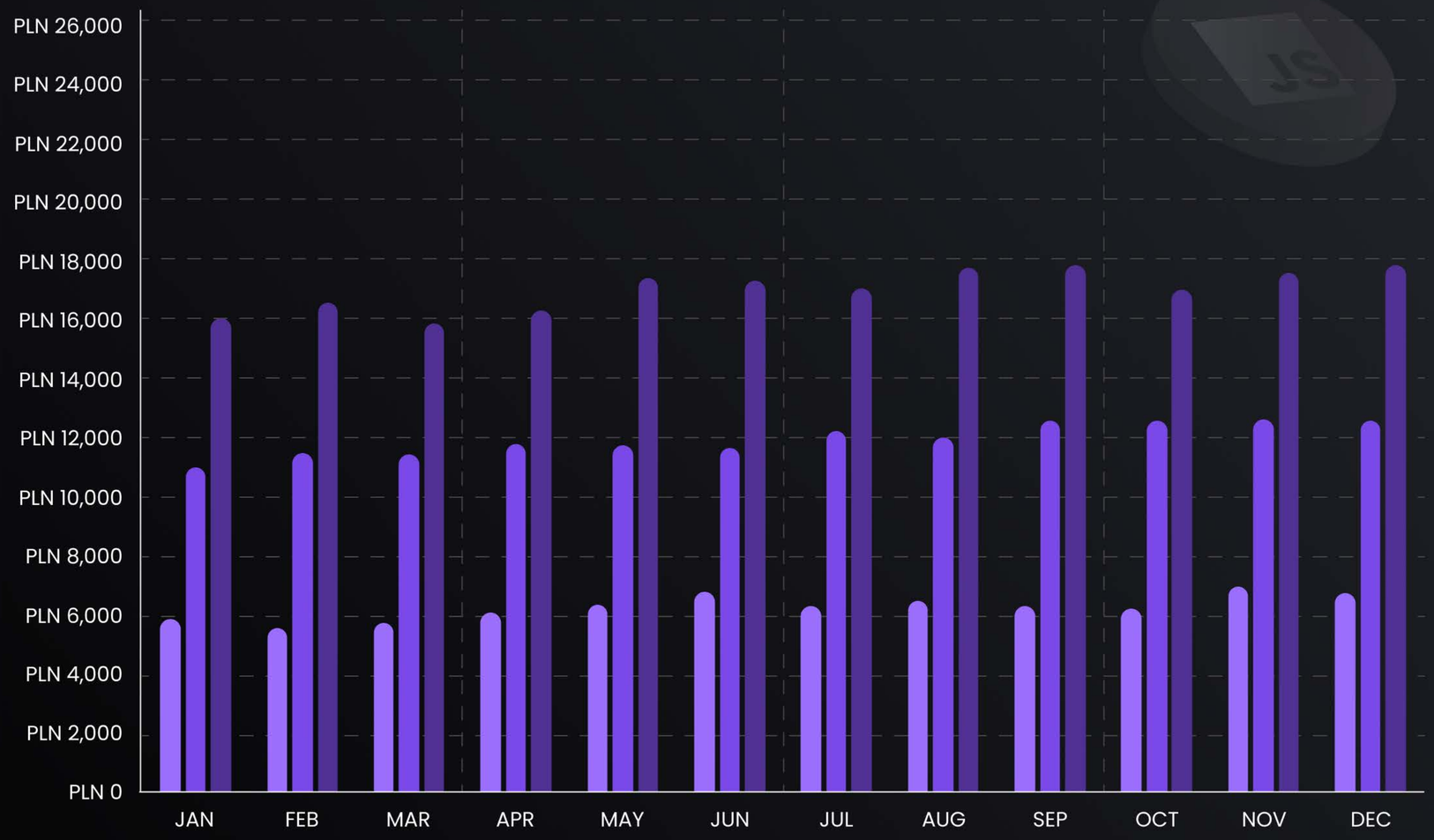
min: 13,9K max: 19,7K

JavaScript still leading the way

When it comes to what is in demand, JavaScript is undoubtedly the king of programming languages. Offers for JavaScript Developers accounted for nearly 14% of all discussed categories.

How much did JavaScript Developers earn in 2021? Newbies in the JS world could expect a minimum of PLN 4,910 under employment contracts. The midpoint salary of juniors was PLN 6,186, and the maximum they could get last year was PLN 7,462 For mid positions, the midpoint salary was PLN 11,875, with PLN 9,391 as the minimum and PLN 14,360 as the maximum. The midpoint salary of seniors was PLN 16,865 (salary range between PLN 13,951 and PLN 19,780).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior JavaScript Dev.

6,3K

min: 5K max: 7,6K

Mid JavaScript Dev.

11,9K

min: 9,3K max: 14,5K

Senior JavaScript Dev.

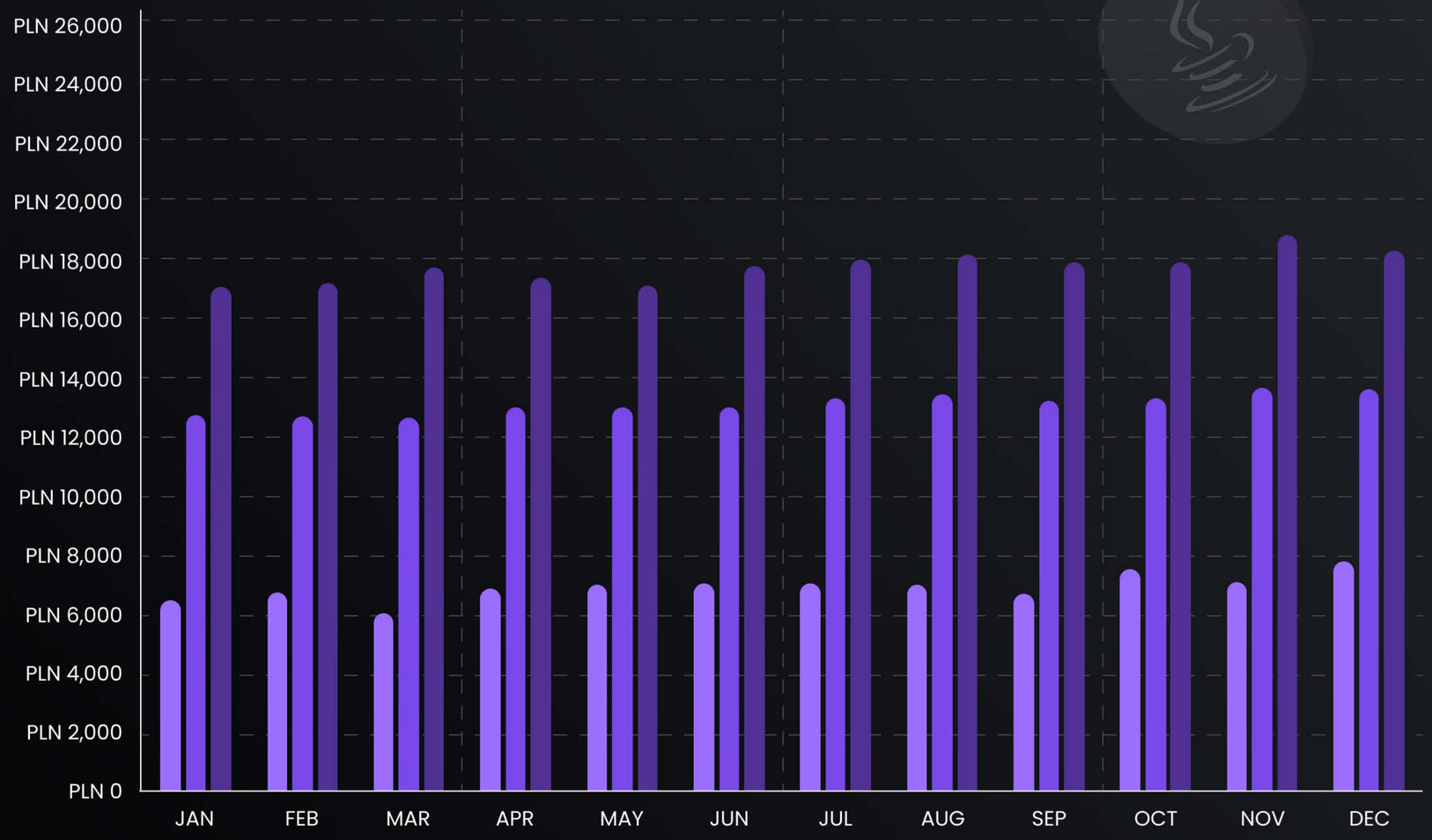
17K

min: 14,1K max: 19,8K

JavaScript still leading the way

Although JS earnings are not the highest, the interest in this technology remains stable. JavaScript Developers under B2B contracts were in as high a demand as those on employment contracts. Surprisingly, JS specialists definitely prefer to be self-employed. In 2021, there were 16 times more applications for B2B offers than for employment contracts! Is this due to the salary gap? Unlikely, as the salaries are quite similar. Last year, the midpoint pay of JavaScript Developers was PLN 6,320 for juniors, PLN 11,965 for mids, and PLN 17,029 for seniors. Most applications were submitted for junior positions. In the B2B category, they accounted for 56% of all the resumes sent.

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Java Dev.

6,9K

min: 5,7K max: 8,1K

Mid Java Dev.

13,1K

min: 10,5K max: 15,7K

Senior Java Dev.

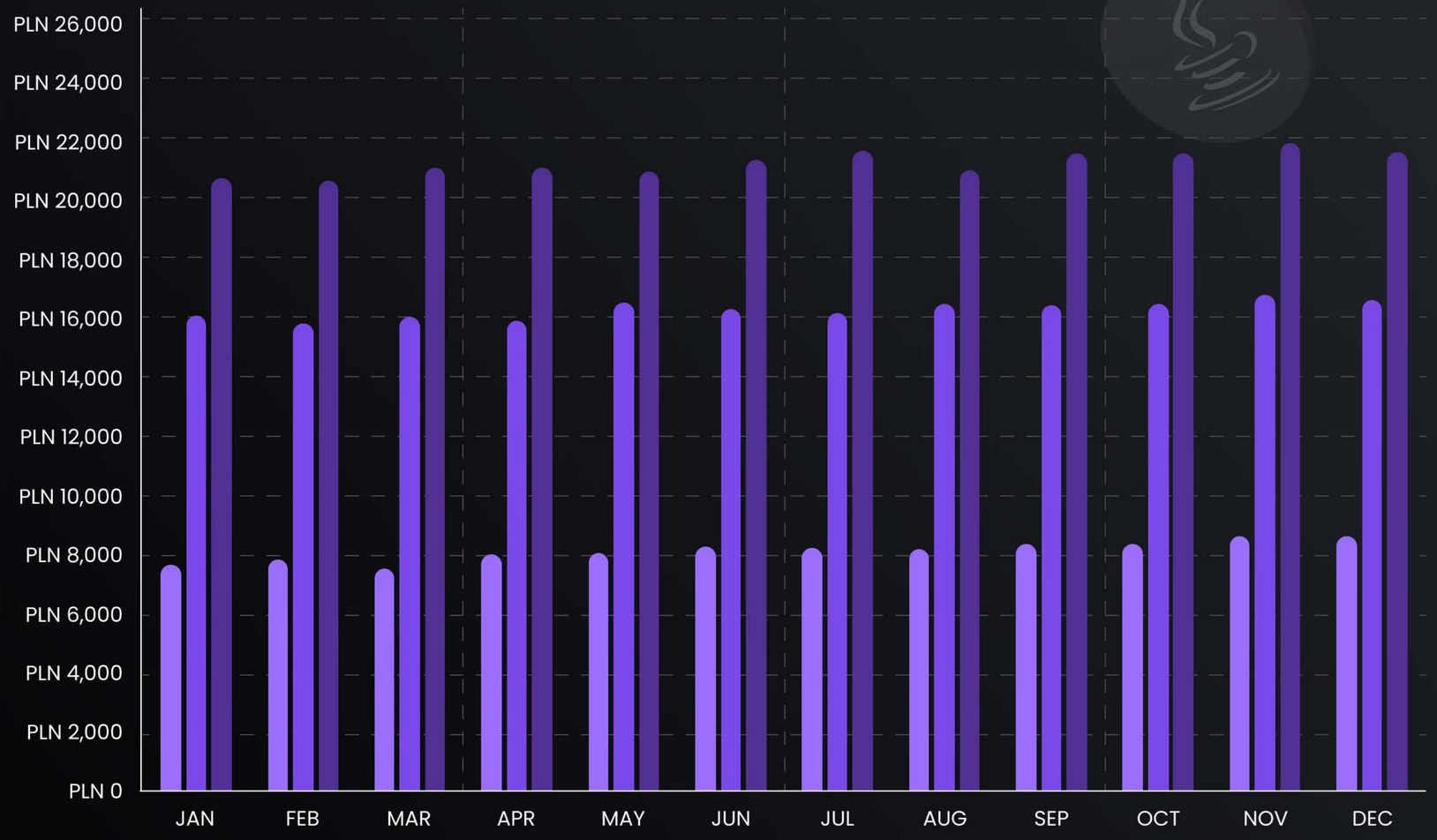
17,7K

min: 14,9K max: 20,6K

Java remains one of the most popular technologies

Java is still at the forefront of popular technologies. Salaries are among the highest, regardless of seniority level. Hence the substantial interest in Java, both in terms of employment contracts and B2B (second and third highest number of resumes sent respectively). Fortunately, supply and demand went hand in hand and offers were also abundant (mostly B2B).
Salaries of junior Java Developers in junior positions ranged from PLN 5,726 to PLN 8,106, with the midpoint of PLN 6,916. Mid Java Developers could expect a salary from PLN 10,553 to PLN 15,724 (the midpoint being PLN 13,139). Senior Java Developers in senior positions had midpoint earnings of PLN 17,797 (the minimum salary under an employment contract was PLN 14,951, and the maximum PLN 20,643).

Changes of midpoint salaries x seniority level throughout 2021



Java remains one of the most popular technologies

Java Developer on a B2B contract was the most sought-after position in 2021!
Last year, the offers for this job outnumbered the remaining categories.

The high demand also meant quite decent salaries. The midpoint salary of a junior Java Developer under a B2B contract was PLN 8,133 (maximum pays reached PLN 10,000).
Mid Java Developers received a midpoint pay of PLN 16,255, and seniors PLN 21,178 (with maximum pays of even PLN 24,000).

Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Java Dev.

8,1K

min: 6,5K max: 9,6K

Mid Java Dev.

16,2K

min: 13,3K max: 19,1K

Senior Java Dev.

21,1K

min: 18,3K max: 24K

Changes of midpoint salaries x seniority level throughout 2021

What were the salaries of .NET specialists in 2021?

.NET also found itself at the forefront of the most desirable technologies (right behind JavaScript and Java under employment contracts; slightly less under B2B contracts).

The midpoint pay of juniors under employment contracts was PLN 6,907 (the lowest salary for this position was PLN 5,540, and the highest PLN 8,274). .NET Developers in mid positions could get a midpoint of PLN 12,078 (minimum PLN 9,771, and maximum PLN 14,384). Salaries of seniors ranged from PLN 14,147 to PLN 19,568, giving a midpoint pay of PLN 16,858.

Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior .NET Dev.

6,9K

min: 5,5K max: 8,2K

Mid .NET Dev.

12K

min: 9,7K max: 14,3K

Senior .NET Dev.

16,8K

min: 14,1K max: 19,5K

Changes of midpoint salaries x seniority level throughout 2021

Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior .NET Dev.

7,8K

min: 6,2K max: 9,5K

Mid .NET Dev.

15,3K

min: 12,6K max: 18K

Senior .NET Dev.

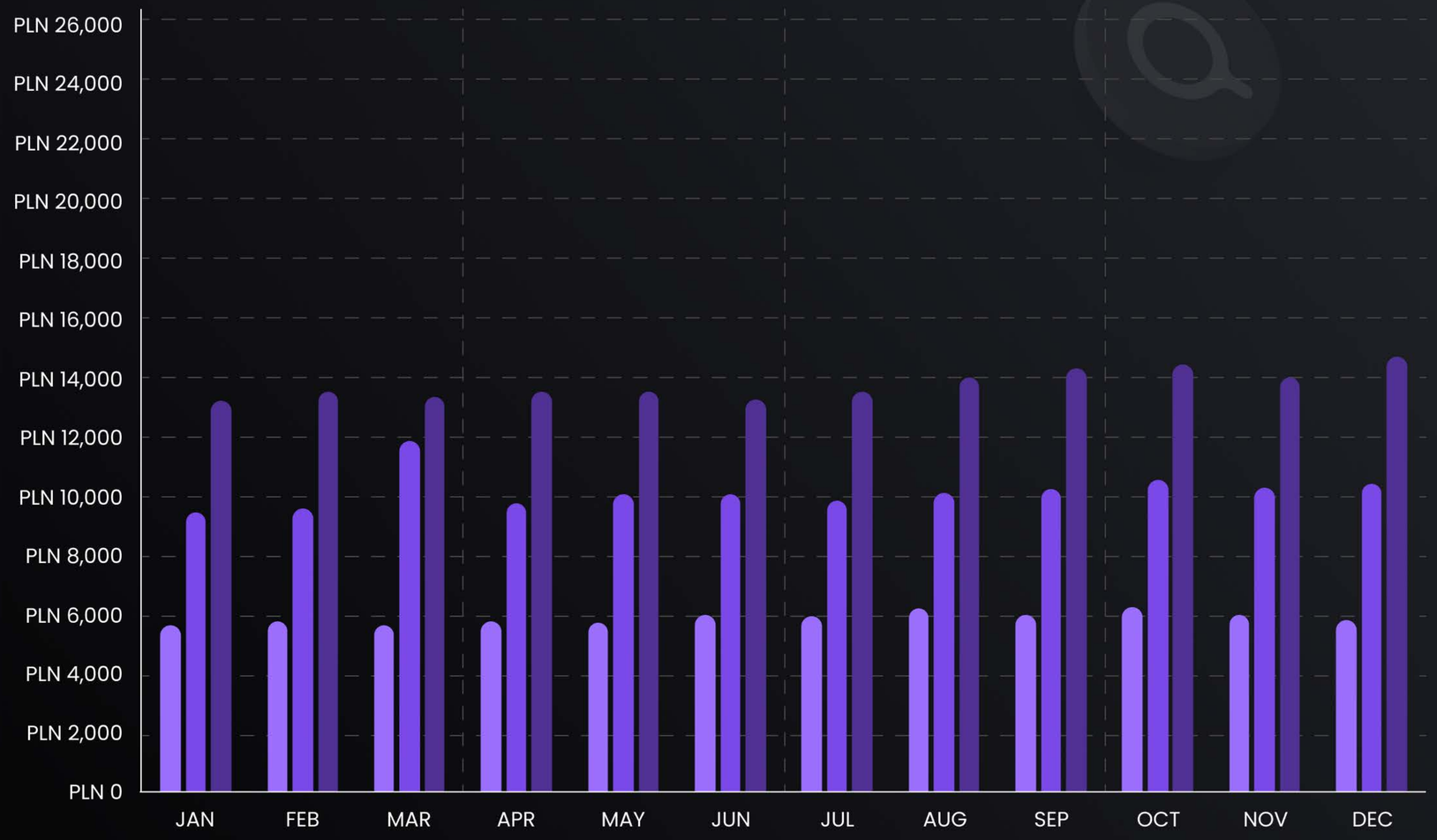
19,5K

min: 16,6K max: 22,4K

What were the salaries of .NET specialists in 2021?

A self-employed junior could get between PLN 6,254 and PLN 9,507 (the midpoint being PLN 7,881). In mid positions, salaries ranged from PLN 12,660 to PLN 18,015, giving a midpoint of PLN 15,338. A senior Java Developer under a B2B contract earned a midpoint salary of PLN 19,540 (the lowest salary for this position was PLN 16,603, and the highest PLN 22,476).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Tester

5,8K

min: 4,7K max: 7,0K

Mid Tester

10K

min: 8K max: 11,9K

Senior Tester

13,8K

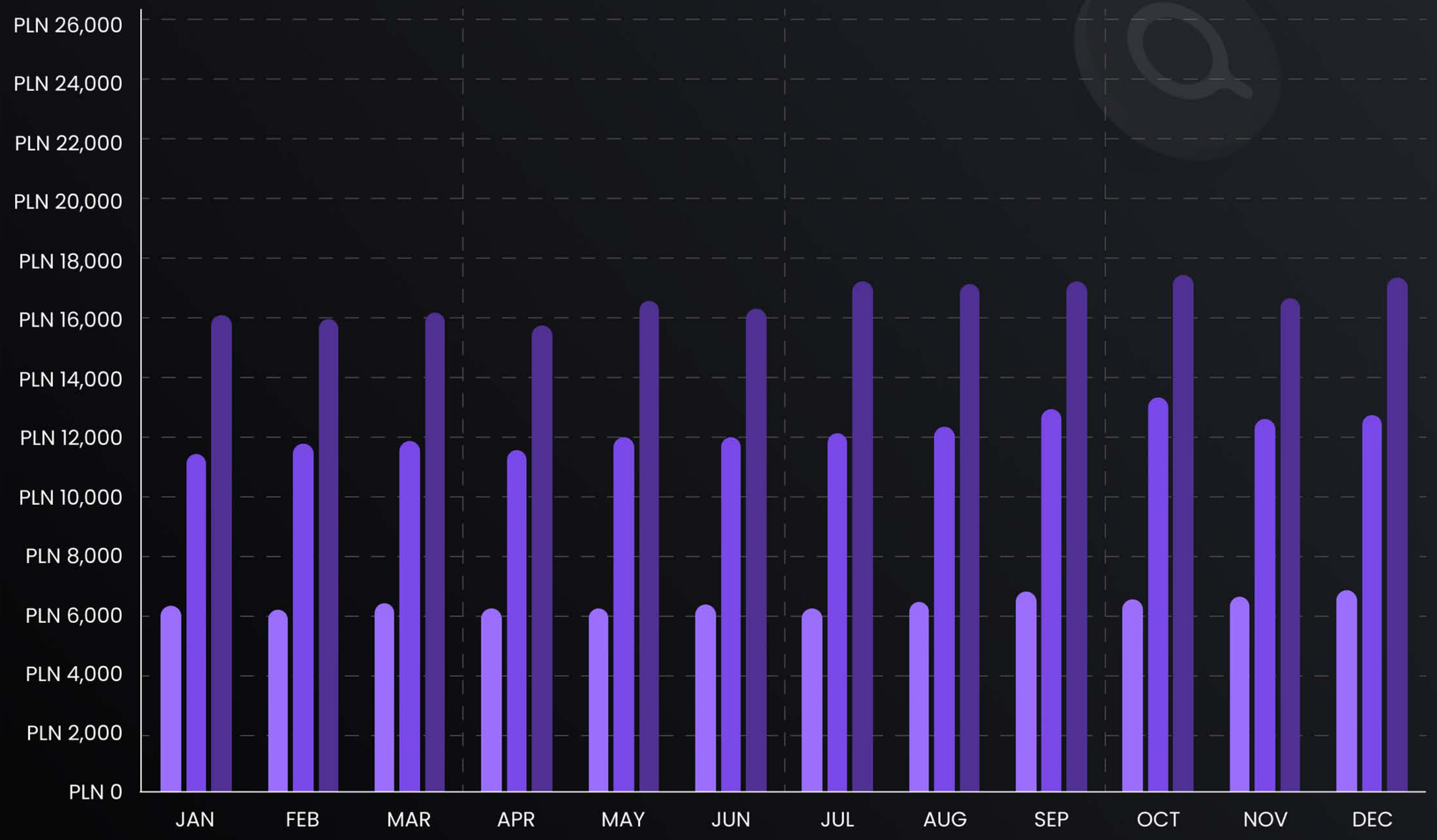
min: 11,5K max: 16,1K

2021 was definitely the year of Testers

There are many indications that the QA trend is not going to change any time soon. Applications for tester jobs accounted for 16% of all resumes, which gives testing the leading position among future employees.

Interestingly, salaries in Testing were not the highest. The midpoint pay of a junior developer under an employment contract was PLN 5,887 (the lowest pays start from PLN 4,715 and the most one can get is PLN 7,059). The midpoint salary in mid positions was PLN 10,006 (with PLN 8,076 as the minimum, and PLN 11,937 as the maximum). Seniors were paid about PLN 13,852 per month (salary range between PLN 11,580 and PLN 16,124).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Tester

6,4K

min: 5,2K max: 7,6K

Mid Tester

12K

min: 10K max: 14,1K

Senior Tester

16,6K

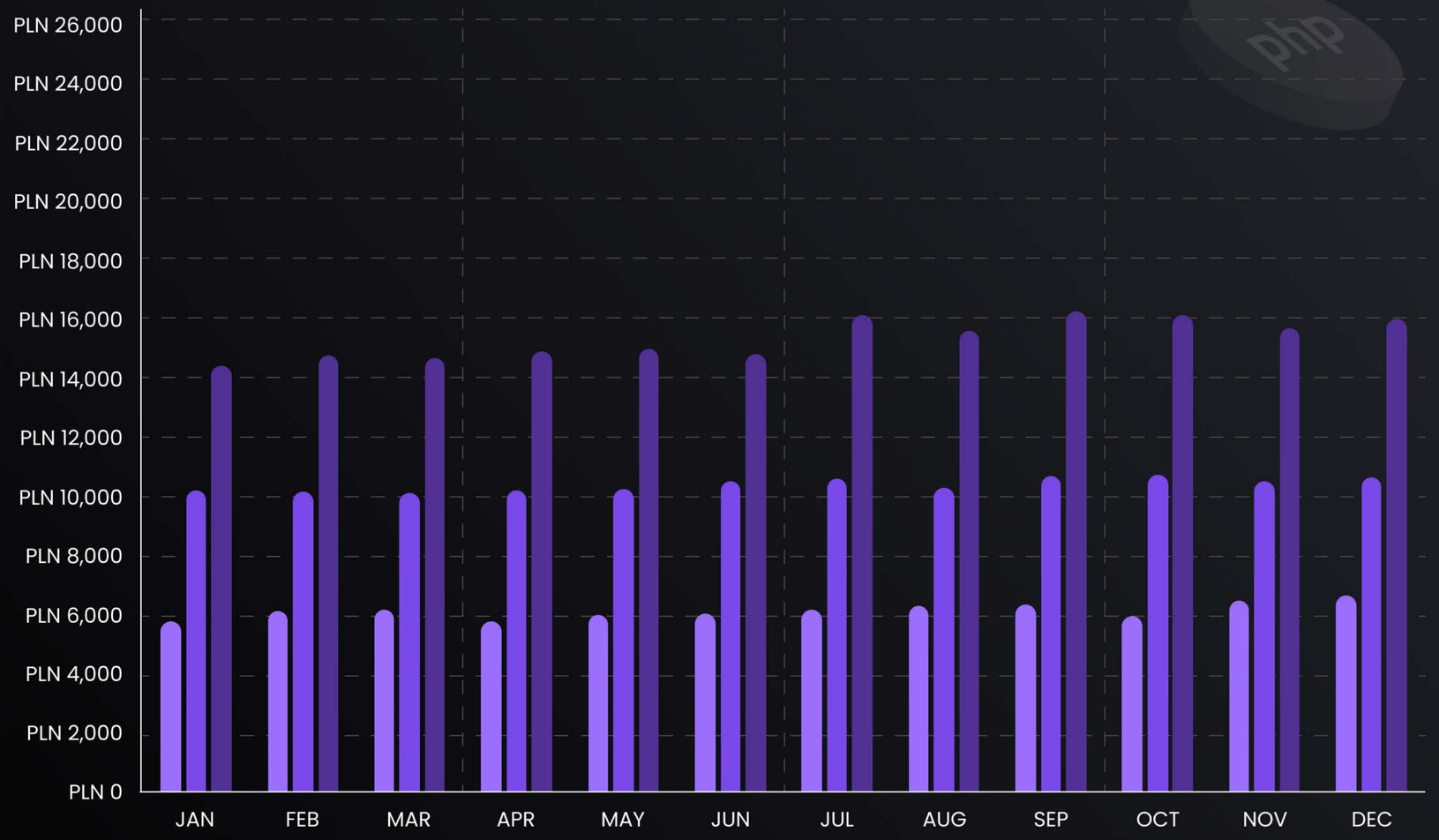
min: 14,2K max: 19,1K

2021 was definitely the year of Testers

What kind of earnings could self-employed Testers expect?

The midpoint salary in junior positions was around PLN 6,411 per month (salary range from PLN 5,222 to PLN 7,600). The midpoint salary in mid positions was about PLN 12,078. At this seniority level, one could earn between PLN 10,061 and PLN 14,095. Seniors under B2B contracts received offers around PLN 16,693 (the pays ranged from PLN 14,274 to PLN 19,112).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior PHP Dev.

6,1K

min: 4,8K max: 7,4K

Mid PHP Dev.

10,4K

min: 8,1K max: 12,7K

Senior PHP Dev.

15,3K

min: 13K max: 17,6K

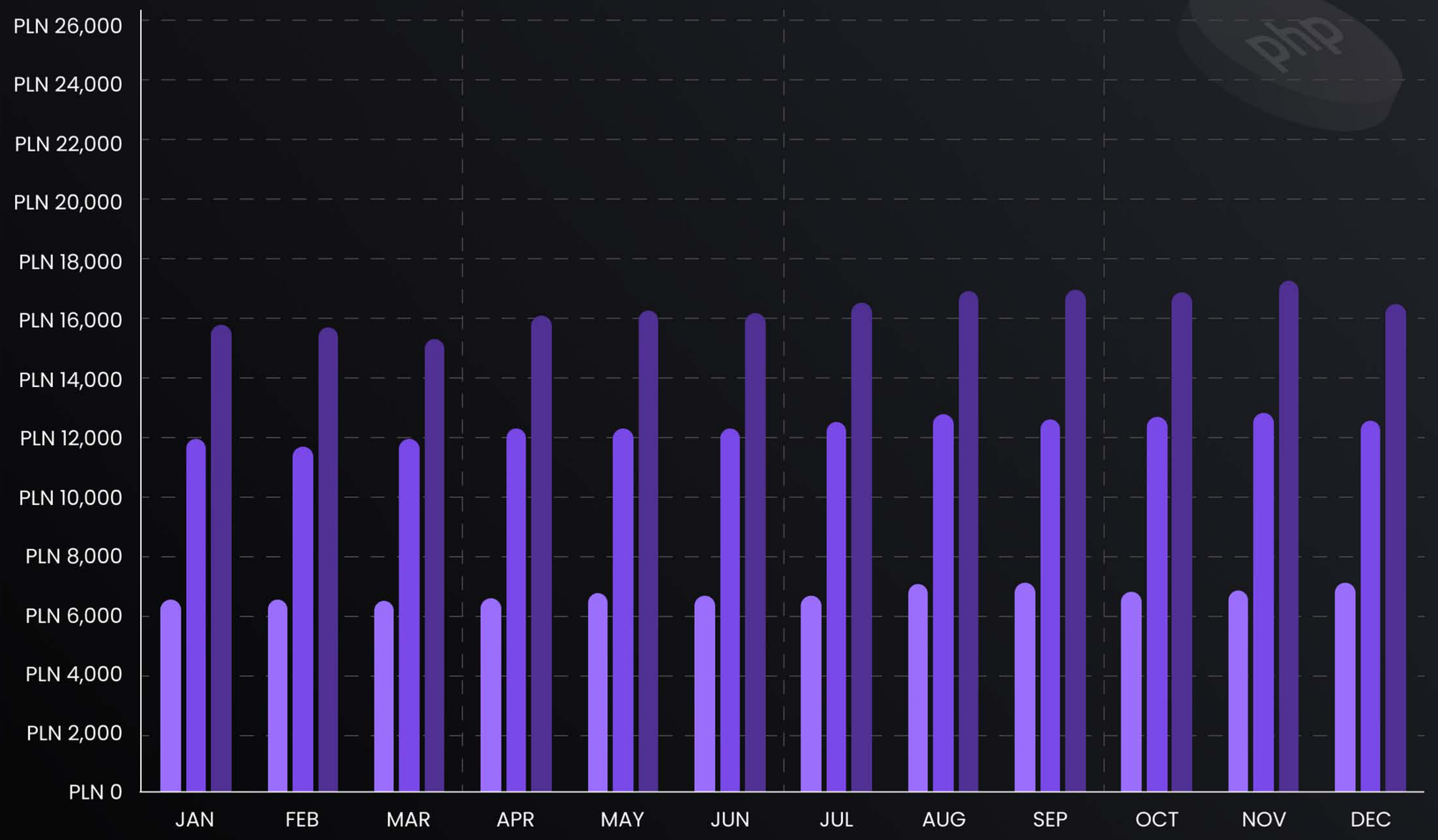
Is PHP Developer a well-paid job?

In 2021, the midpoint pay of juniors under employment contracts was PLN 6,140.

The highest offers were PLN 7,400, while the lowest salary in this position was around PLN 4,880. The midpoint pay of PHP Developers was PLN 10,409 per month (the lowest pay was PLN 8,101, and the highest PLN 12,716). The most experienced PHP Developers made around PLN 15,362. This is of course the midpoint salary, the highest being PLN 17,687, and the lowest PLN 13,036.

PHP – B2B

Changes of midpoint salaries x seniority level throughout 2021



Is PHP Developer a well-paid job?

The midpoint salaries of PHP Developers under B2B contracts were slightly higher than for employment contracts.

Juniors could expect about PLN 6,742 (from PLN 5,323 to PLN 8,160). The midpoint salaries in mid positions were PLN 12,370 (minimum PLN 9,943, maximum PLN 14,797). Senior PHP Developers under B2B contracts received around PLN 16,415 (from PLN 13,655 to PLN 19,176).

Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior PHP Dev.

6,7K

min: 5,3K max: 8,1K

Mid PHP Dev.

12,3K

min: 9,9K max: 14,7K

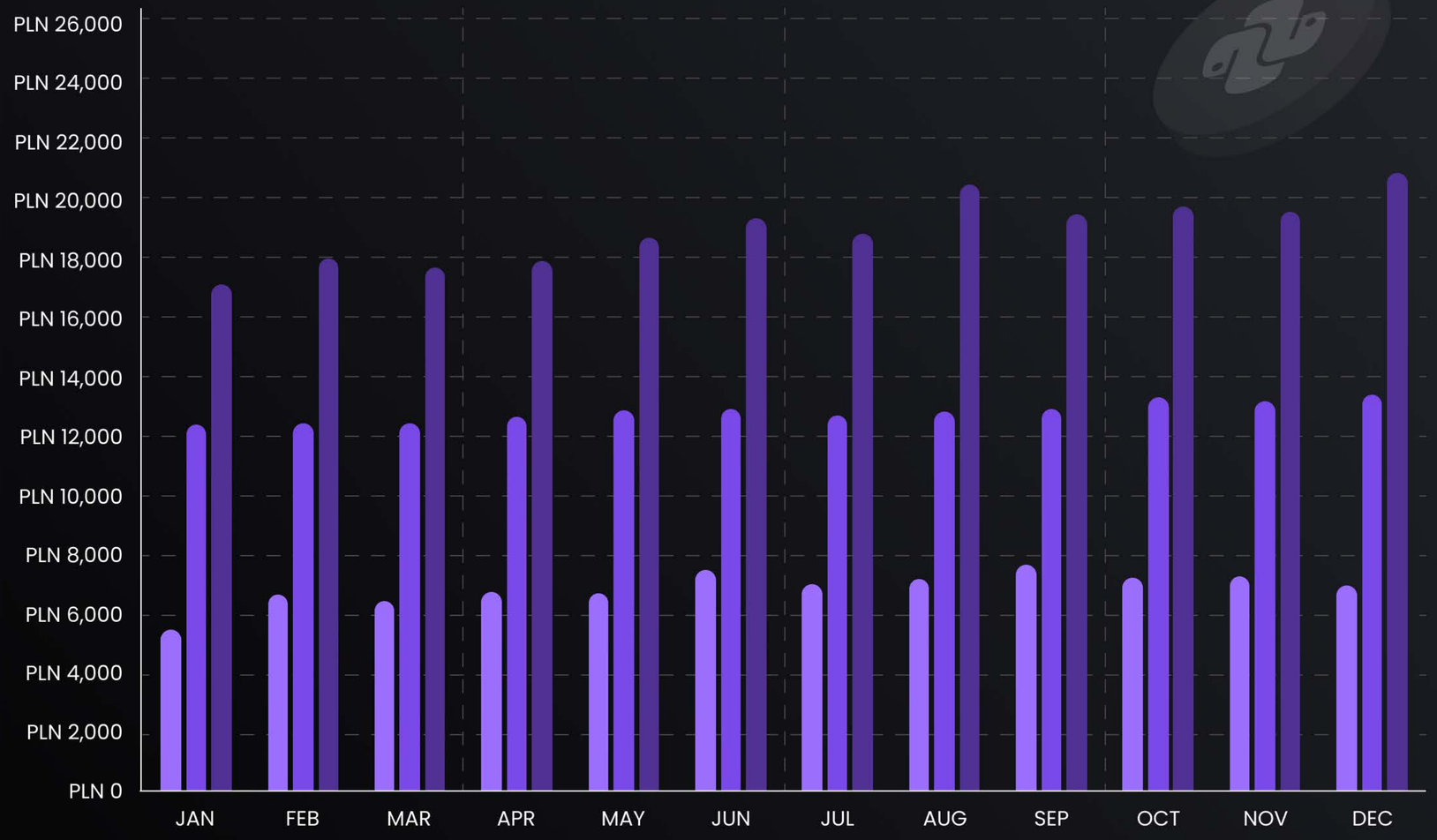
Senior PHP Dev.

16,4K

min: 13,6K max: 19,1K

Python – employment contract

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Python Dev.

6,9K

min: 5,5K max: 8,3K

Mid Python Dev.

12,8K

min: 10,2K max: 15,4K

Senior Python Dev.

19K

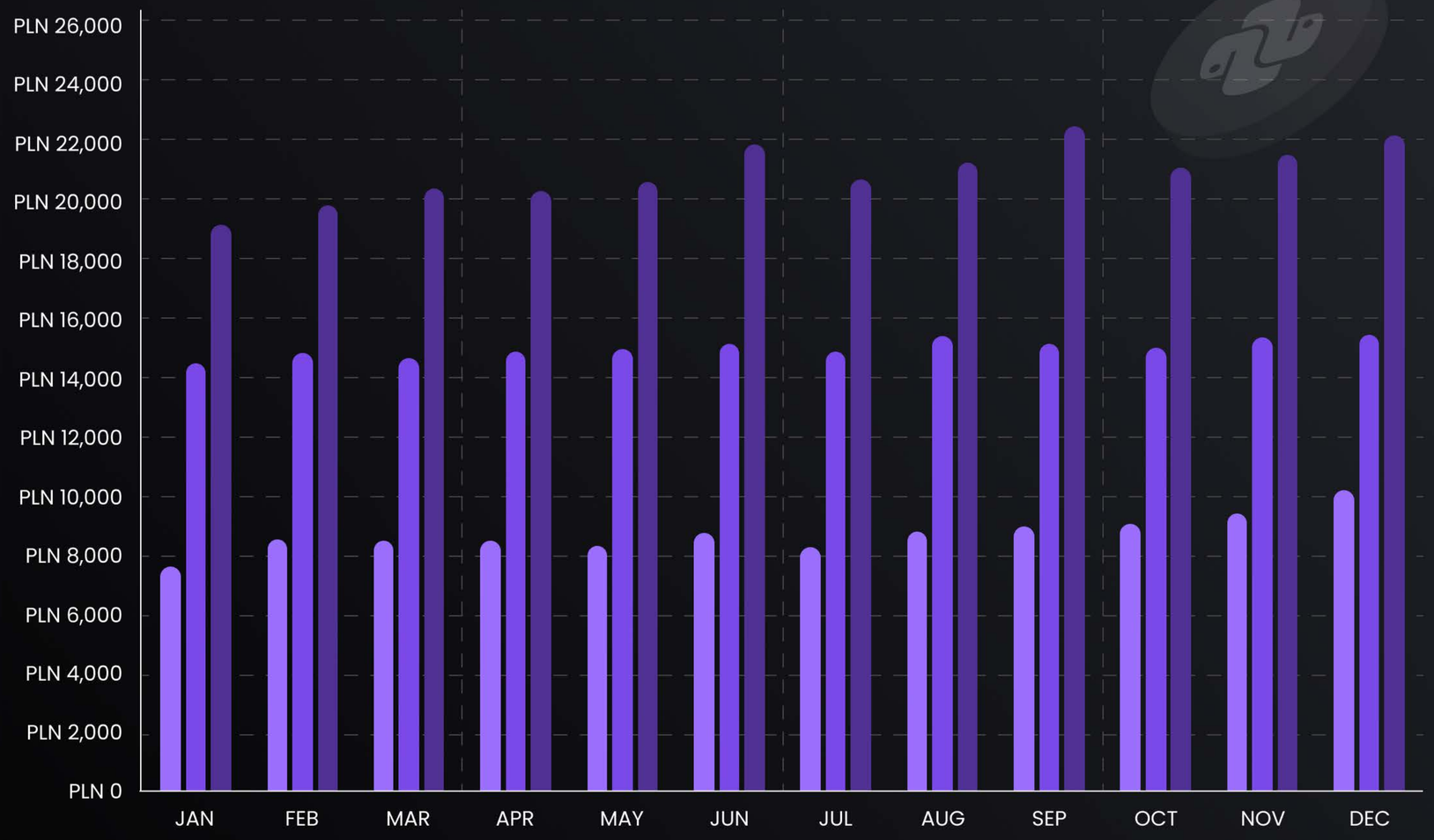
min: 15,9K max: 22K

Python pays well, even for juniors

Python is still highly popular. In terms of resumes sent, it was ranked third and fourth (employment contract, B2B contract). Offers were also abundant.

In 2021, the midpoint salaries of beginner Python Developers were almost PLN 7,000 (PLN 6,943 to be exact), and they are among the highest in the discussed specializations for junior positions. The midpoint pays of mids were PLN 12,825 (salary range between PLN 10,209 and PLN 15,440). Seniors under employment contracts earned a midpoint salary of PLN 19,026 (the minimum for this level of experience was PLN 15,968, and the maximum PLN 22,085).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Python Dev.

8,7K

min: 6,4K max: 11K

Mid Python Dev.

14,9K

min: 12K max: 17,8K

Senior Python Dev.

20,9K

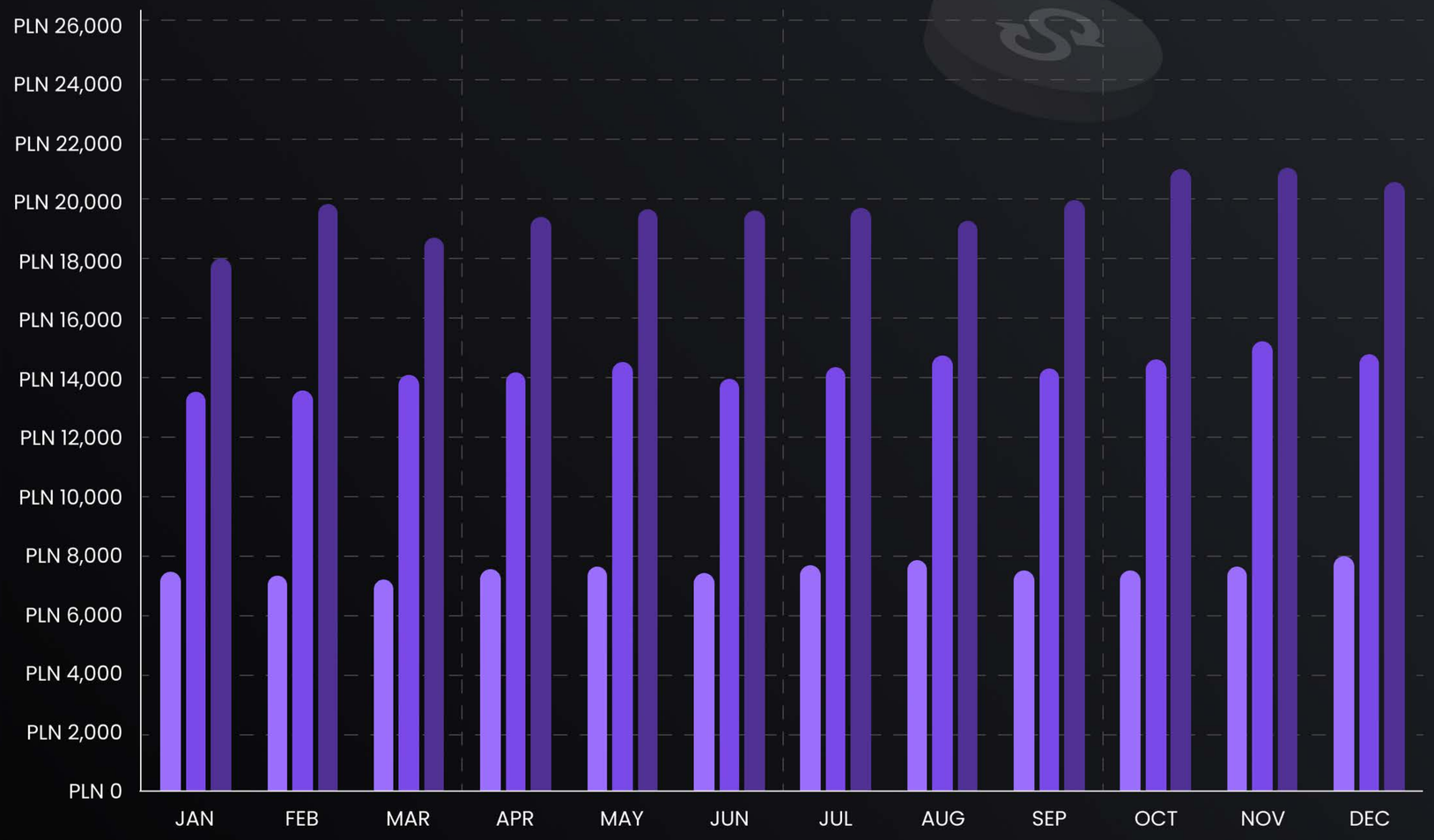
min: 17,5K max: 24,4K

Python pays well, even for juniors

Are you planning to learn Python? Looking at juniors' salaries, it's probably worth it. :) Junior Python Developers under B2B contracts made nearly PLN 9,000 (PLN 8,773 to be exact). Even the lowest rates in this position looked auspicious as they started from PLN 6,447. There were even offers for PLN 11,098!

The midpoint salary of mid Python Developers was PLN 14,978 (starting from PLN 12,076 and ending at PLN 17,880). Self-employed seniors could earn a midpoint salary of PLN 20,984, with the lowest pays being PLN 17,532, and the highest PLN 24,435.

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior DevOps

7,4K

min: 5,8K max: 9K

Mid DevOps

14,2K

min: 11,7K max: 16,7K

Senior DevOps

19,8K

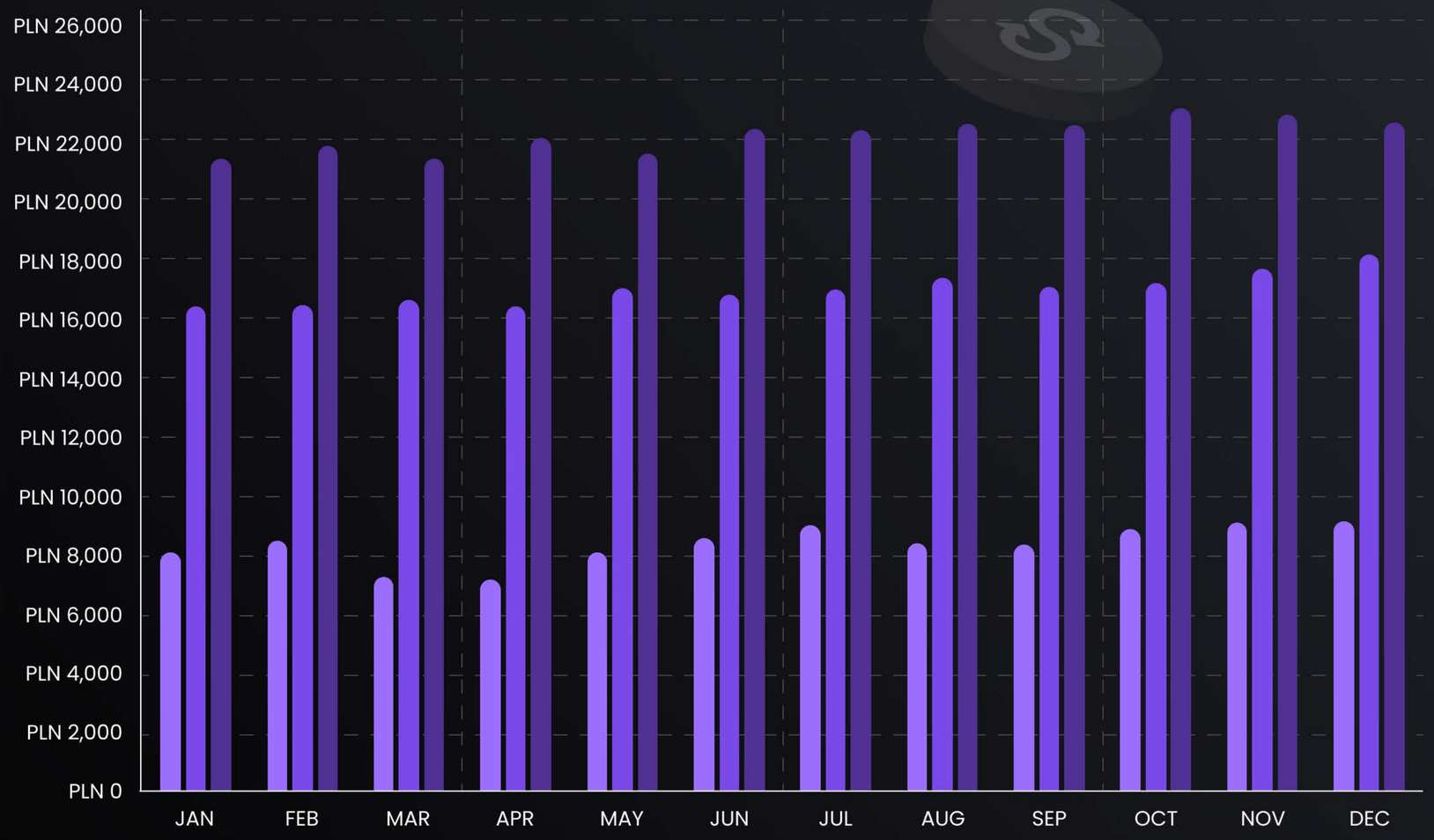
min: 16,4K max: 23,1K

The highest salaries are in DevOps

DevOps is a leader among the discussed specializations in terms of the pay level. How much did DevOps engineers earn?

The rates for juniors under employment contracts started from PLN 5,863 and reached PLN 10,000 (PLN 9,089 to be exact). In 2021, the midpoint salary of newbie DevOps engineers was PLN 7,476. The midpoint pay in mid positions was PLN 14,277 (this is the highest midpoint among the discussed positions). The salaries at this level ranged from PLN 11,756 to PLN 16,798. Seniors under employment contracts could expect salaries of PLN 19,820 (minimum PLN 16,498, maximum PLN 23,142).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior DevOps

8,4K

min: 6,6K max: 10,1K

Mid DevOps

16,9K

min: 14,1K max: 19,8K

Senior DevOps

22,2K

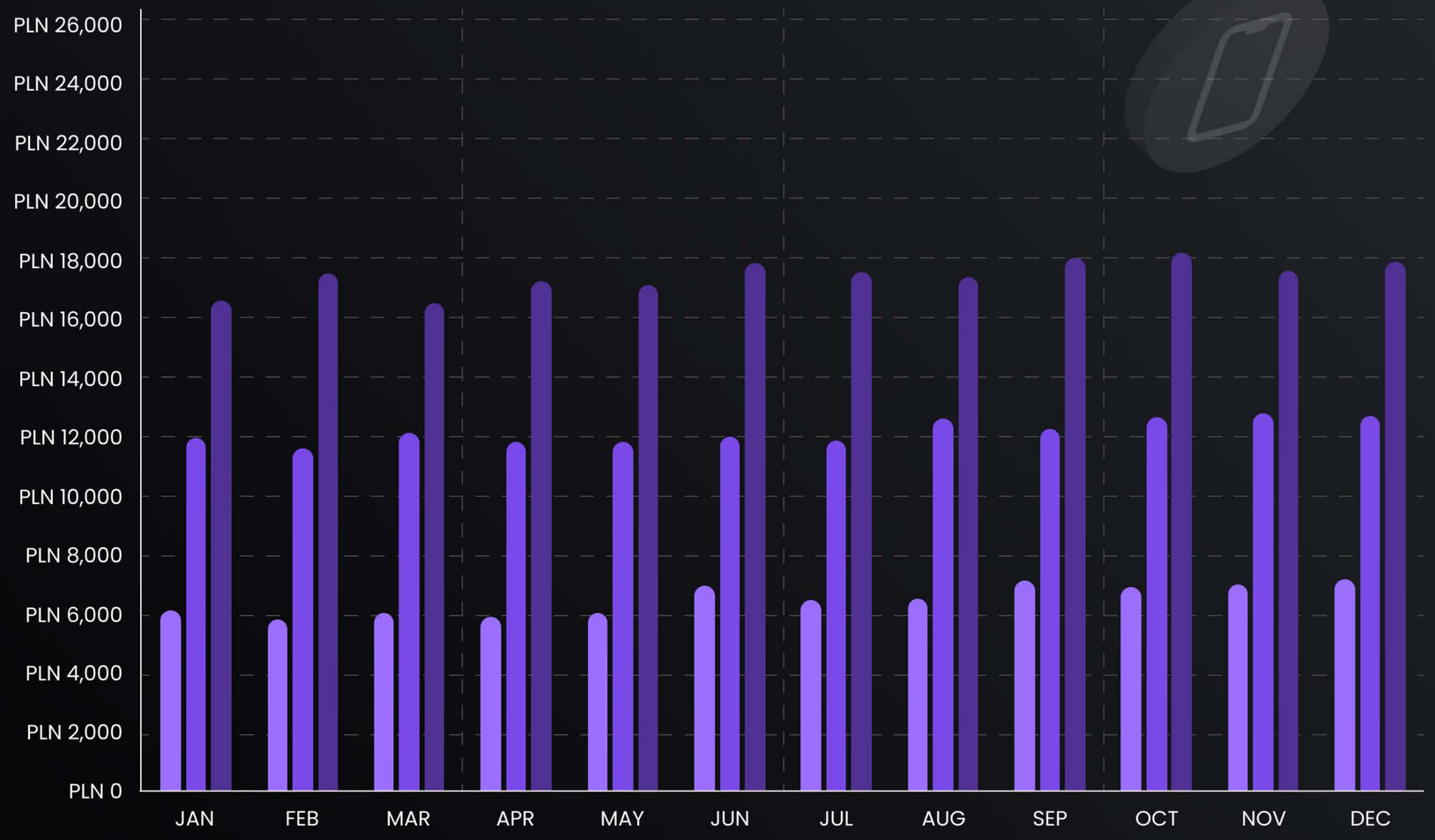
min: 18,8K max: 25,5K

The highest salaries are in DevOps

How much could a self-employed DevOps engineer earn? The rates were slightly higher than for employment contracts.

The midpoint pay of junior DevOps engineers was PLN 8,392 (the highest salary at this level was even PLN 10,125). The midpoint salary in mid positions was around PLN 16,990 (salary range between PLN 14,166 and PLN 19,815). Experienced DevOps engineers under B2B contracts received around PLN 22,205 (pay started at PLN 18,827, and the highest salaries reached even PLN 25,583).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Mobile Dev.

6,6K

min: 5,2K max: 7,9K

Mid Mobile Dev.

12,1K

min: 9,6K max: 14,6K

Senior Mobile Dev.

17,4K

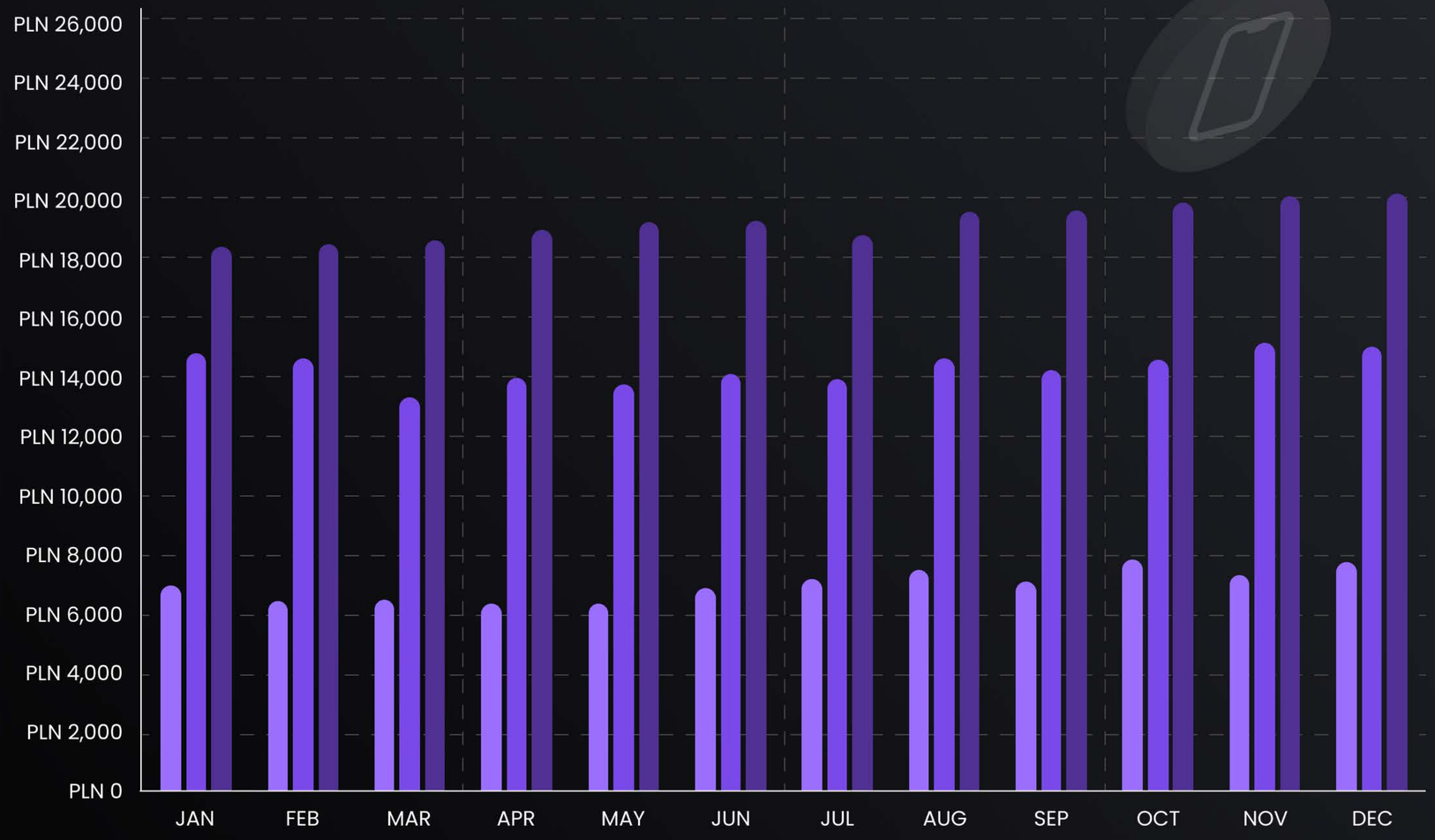
min: 14,1K max: 20,7K

What were the salaries in the Mobile category?

Last year, Mobile Developers' salaries ranked in the middle of the table. This applied to all seniority levels, both under employment contracts and under B2B contracts.

Juniors under employment contracts earned approximately PLN 6,609 (pay started at PLN 5,297 and ended at PLN 7,921). Mobile Developers in mid positions could expect a midpoint pay of PLN 12,159 (the highest offers were PLN 14,650, and the lowest PLN 9,668). Seniors under B2B contracts made around PLN 17,441 (the minimum was PLN 14,152, and the maximum PLN 20,729).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Mobile Dev.

6,9K

min: 5,4K max: 8,4K

Mid Mobile Dev.

14,2K

min: 11,6K max: 16,9K

Senior Mobile Dev.

19,2K

min: 16K max: 22,4K

What were the salaries in the Mobile category?

The salaries of self-employed beginner developers ranged from PLN 5,424 to PLN 8,472, with the midpoint pay of PLN 6,948. Salaries in mid positions were around PLN 14,290 (pay started at PLN 11,615 and ended at PLN 16,966). Experienced developers received a midpoint pay of PLN 19,230 (minimum PLN 16,056, maximum PLN 22,405).

Changes of midpoint salaries x seniority level throughout 2021

Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Data Dev.

7,5K

min: 6K max: 9K

Mid Data Dev.

13,1K

min: 10,8K max: 15,5K

Senior Data Dev.

17,7K

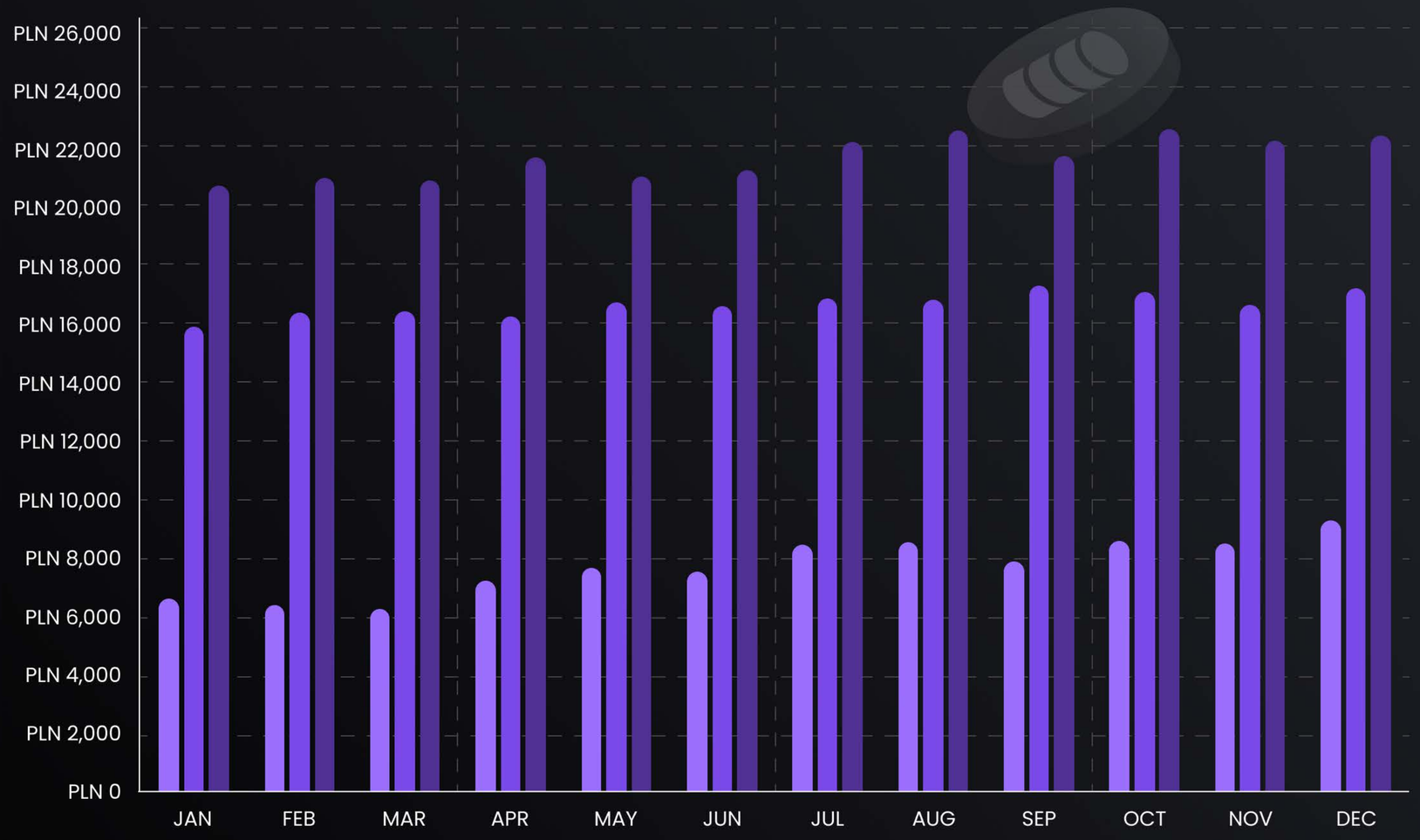
min: 14,8K max: 20,5K

Data – among the highest salaries

In 2021, salaries in the Data category were among the highest, starting from juniors, through mids to seniors.

The least experienced employees were offered a midpoint pay of PLN 7,565 for employment contracts (second in the ranking of juniors under employment contracts). The lowest pays at this level were PLN 6,044, and the highest PLN 9,087. A mid Data Engineer received a midpoint salary of PLN 13,181 (the lowest pay started at PLN 10,000, and the highest reached PLN 15,500). Seniors under employment contracts received a midpoint pay of PLN 17,724 (minimum PLN 14,854, maximum PLN 20,594).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Data Dev.

7,8K

min: 6,2K max: 9,4K

Mid Data Dev.

16,6K

min: 13,9K max: 19,2K

Senior Data Dev.

21,6K

min: 18,1K max: 25K

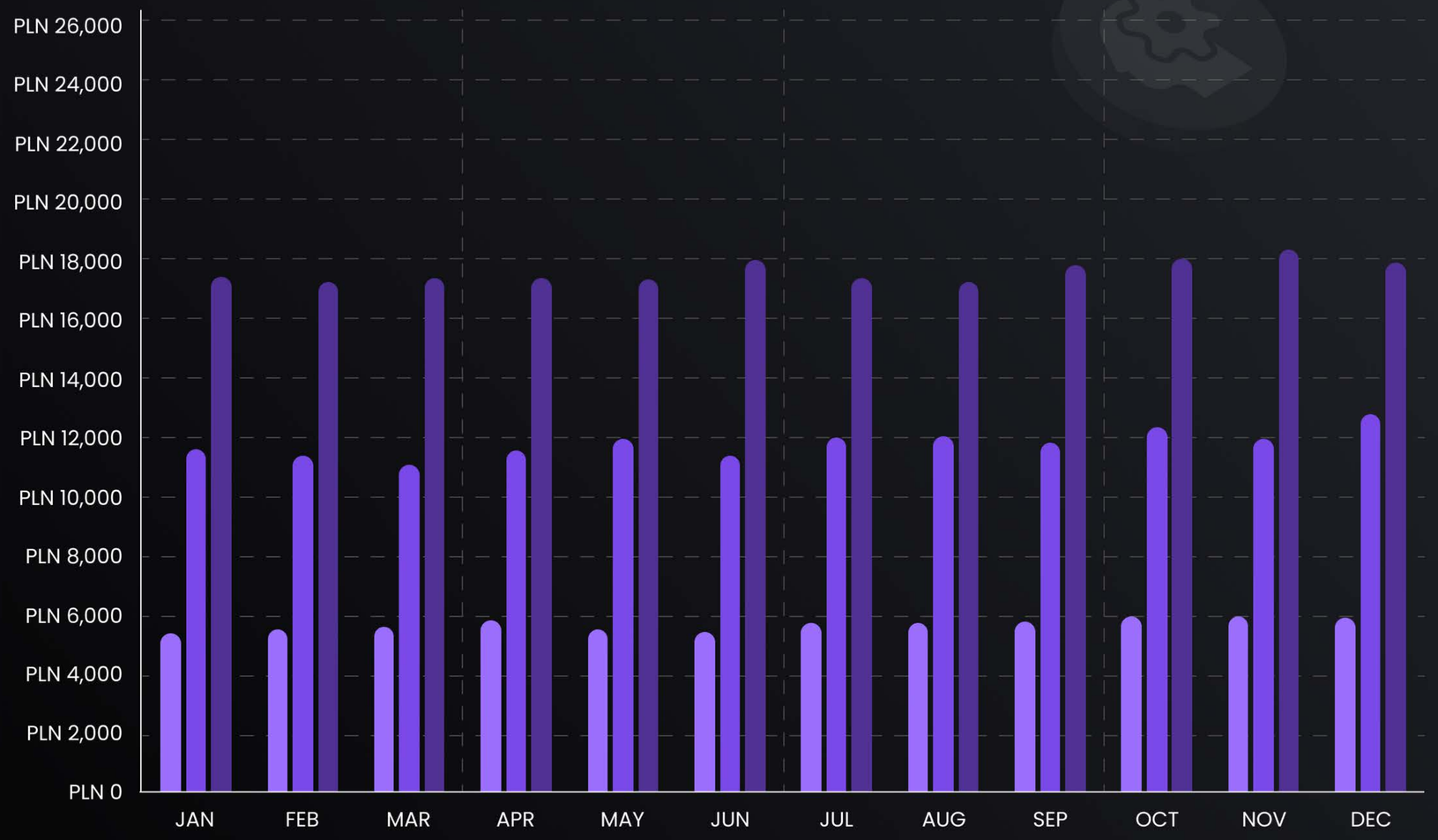
Data – among the highest salaries

The salary range for B2B contracts look even better.

In 2021, the midpoint pay of a Junior Data Engineer was PLN 7,859 a month (the highest pays were PLN 9,400). The midpoint salary of mids was PLN 16,613 (from PLN 13,967 to PLN 19,260). The midpoint salary of a Senior Data Engineer was PLN 21,616 (the lowest pay at this level being PLN 18,199, and the highest PLN 25,032).

PM – employment contract

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior PM

5,6K

min: 4,7K max: 6,7K

Mid PM

11,7K

min: 9,6K max: 13,9K

Senior PM

17,6K

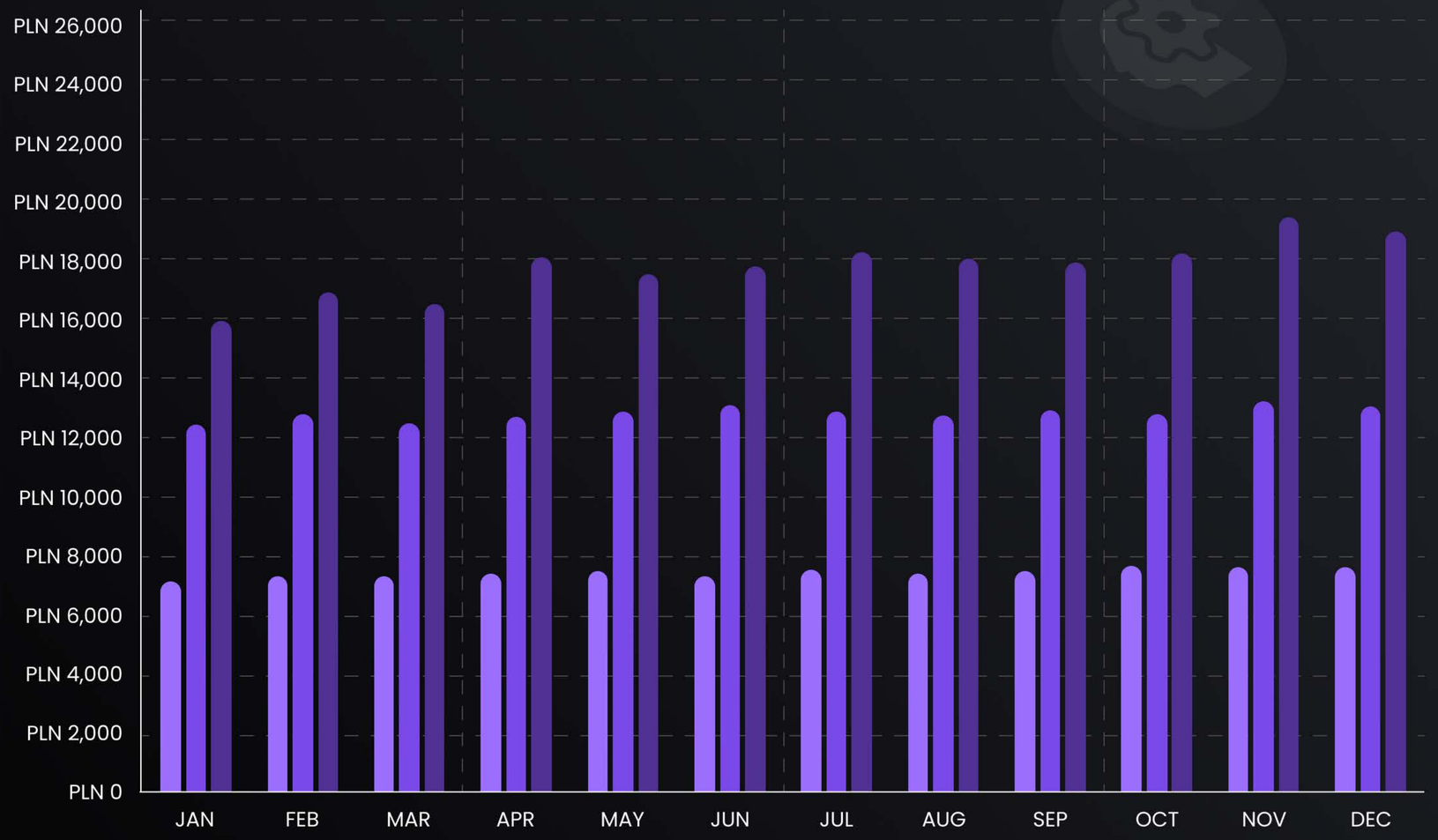
min: 14,5K max: 20,6K

What could PM Developers expect last year?

Salaries were not the highest, although there were many applicants for these positions. Interestingly, candidates were definitely more likely to choose self-employment – B2B attracted twice as many resumes as employment contract offers.

Junior PM Developers received a midpoint pay of PLN 5,689 (the least they could get was PLN 4,701, and the most PLN 6,677). The midpoint salary under an employment contract in mid positions was PLN 11,775 (the pays started at PLN 9,617 and ended at PLN 13,932). Senior PM Developers earned around PLN 17,607 (minimum PLN 14,539, maximum PLN 20,676).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior PM

7,4K

min: 5,7K max: 9K

Mid PM

12,8K

min: 10,5K max: 15,1K

Senior PM

17,8K

min: 15,4K max: 20,2K

What could PM Developers expect last year?

The salaries of PM Developers under B2B contracts were also at the bottom of the table.

Juniors in this position could expect a midpoint pay of PLN 7,407 (salary range between PLN 5,789 and PLN 9,025). Salaries in mid positions ranged from PLN 10,515 to PLN 15,137, with the midpoint pay of PLN 12,826. PM Developers received a midpoint salary of PLN 17,838 (PLN 15,448 at the least, and PLN 20,228 at the most).

Admin - employment contract

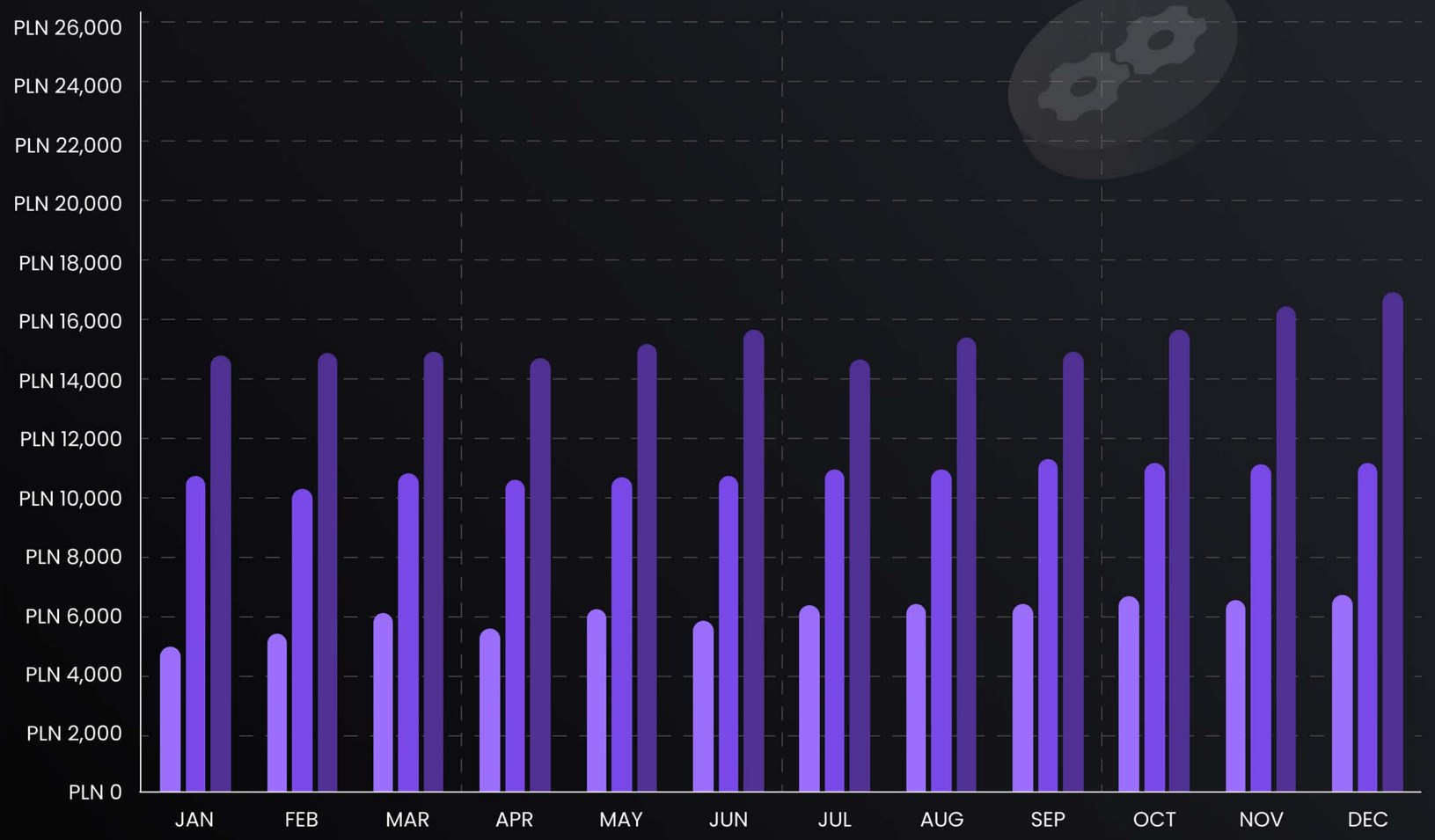
EC | B2B

popularity

categories

justjoin.it

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Admin

6,1K

min: 5,1K max: 7,1K

Mid Admin

10K

min: 8,9K max: 12,7K

Senior Admin

15,5K

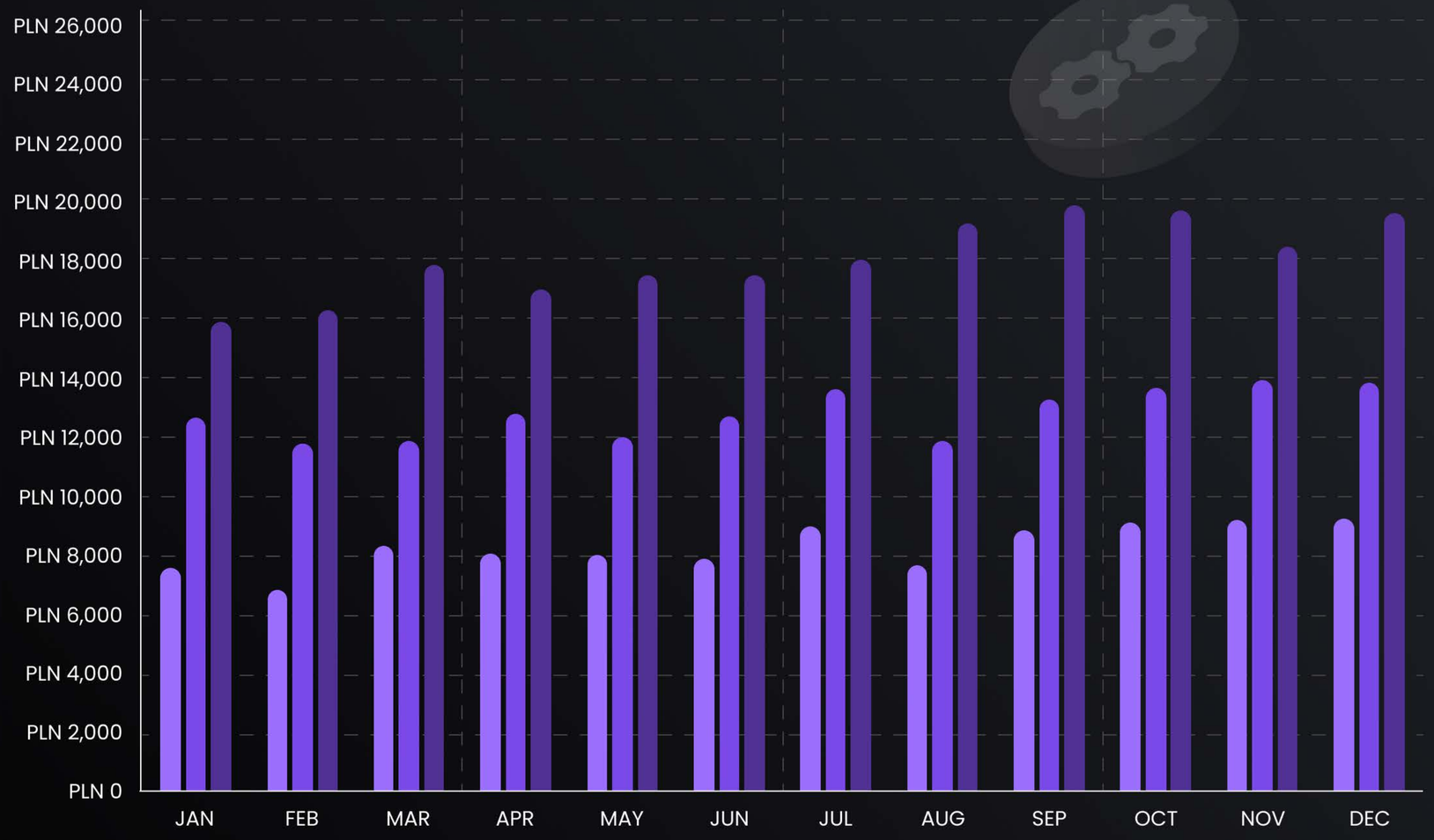
min: 13,7K max: 17,3K

New at justjoin.it – Admin

2021 was the first year when we posted Admin offers on Just Join IT.

Let's take a look at the salaries in this category. Juniors under employment contracts could expect a midpoint pay of PLN 6,150 (the lowest offers were PLN 5,125, and the highest PLN 7,175). The midpoint salary for mid employment contracts was around PLN 10,851 (between PLN 8,921 and PLN 12,781). Seniors received around PLN 15,504 a month (minimum PLN 13,701, maximum PLN 17,308).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Admin

8,4K

min: 6,9K max: 9,9K

Mid Admin

12,9K

min: 10,6K max: 15,1K

Senior Admin

18,1K

min: 16K max: 20,3K

New at justjoin.it – Admin

Interesting fact: the salaries of junior admins were significantly above the midpoint pays among the discussed categories, while for mid and senior positions they were relatively low compared to the other categories.

Self-employed juniors could receive PLN 8,449 (the highest salaries were close to PLN 10,000). For mids, the midpoint salary was PLN 12,904 (from PLN 10,627 to PLN 15,182). Seniors under B2B contracts received a midpoint salary of PLN 18,188 (a range between PLN 16,056 and PLN 20,319).

Support - employment contract

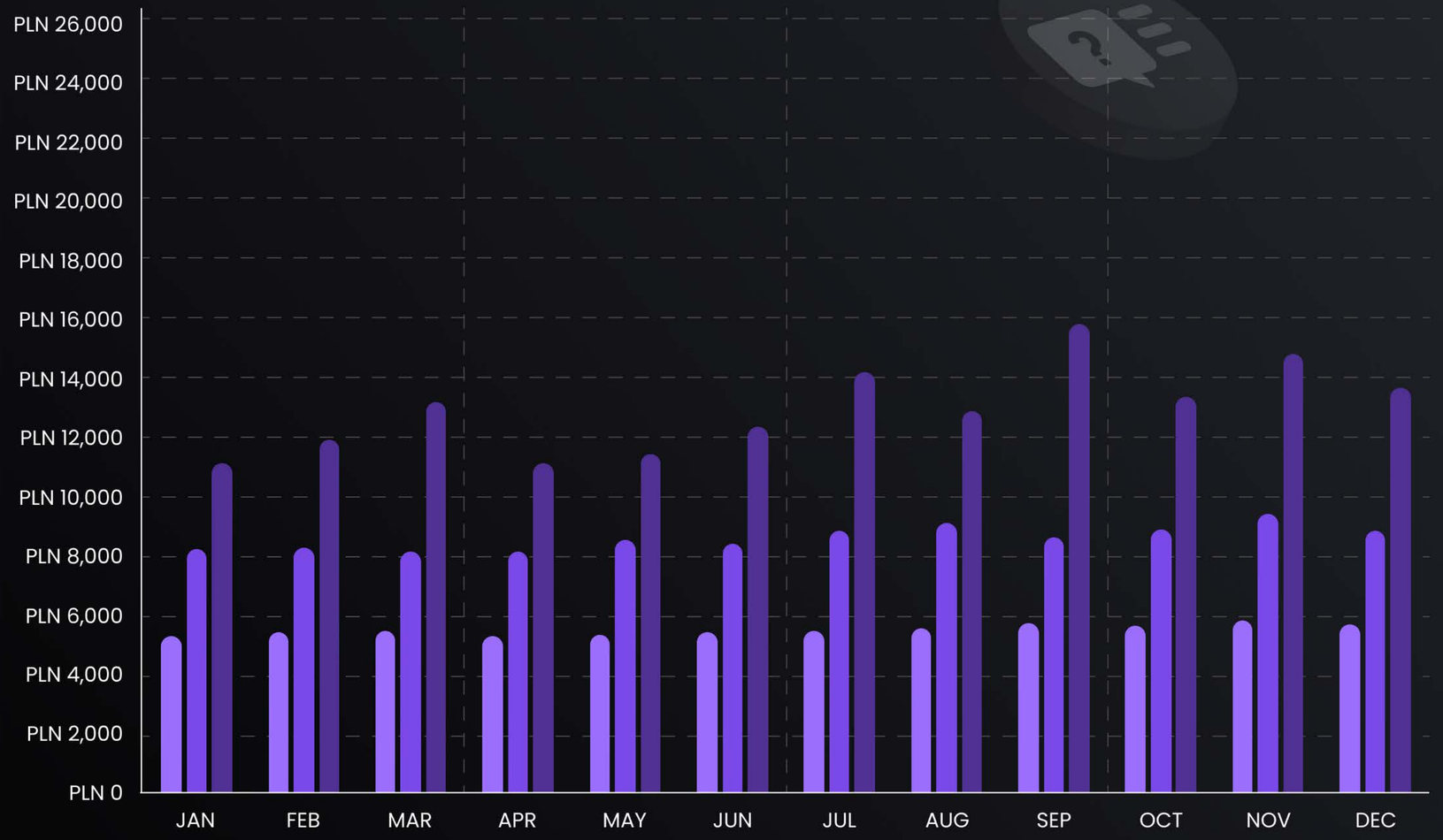
EC | B2B

popularity

categories

justjoin.it

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Support

5,5K

min: 4,5K max: 6,4K

Mid Support

8,6K

min: 7K max: 10,2K

Senior Support

12,9K

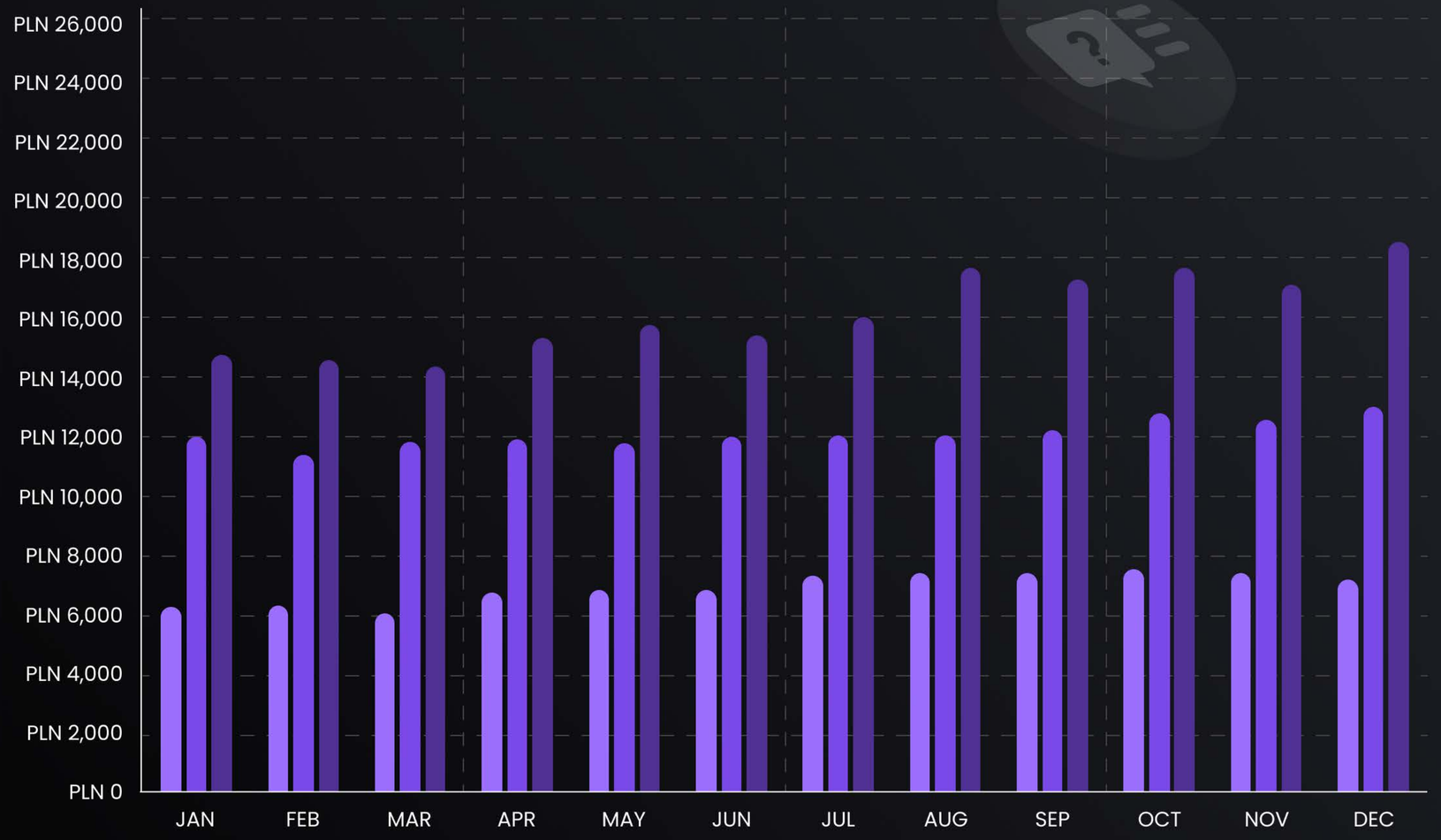
min: 11,3K max: 14,6K

Support at the bottom of the table

In 2021, Support was not among the best-paid IT departments.
It was ranked at the bottom of the table. There was also little demand for this type of job. There were few offers but they enjoyed considerable interest (approximately 26 applications per employment contract position).

Beginners in the Support department could expect a midpoint pay of PLN 5,501 per month (maximum PLN 6,417). The midpoint mid salary was PLN 8,648 (the highest salaries were just above PLN 10,000). Seniors made around PLN 12,981 (minimum PLN 11,306, maximum PLN 14,656).

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Support

6,9K

min: 5,9K max: 7,8K

Mid Support

12K

min: 9,8K max: 14,3K

Senior Support

16K

min: 13,8K max: 18,3K

Support at the bottom of the table

Salaries for B2B contracts were a bit higher than for employment contracts, but the amounts were still relatively low.

Juniors received a midpoint pay of PLN 6,914 (salary range between PLN 5,935 and PLN 7,892). Salaries in mid positions amounted to a midpoint of PLN 12,090 (minimum PLN 9,847, maximum PLN 14,333). Seniors' salaries ranged from PLN 13,868 to PLN 18,322, the midpoint pay being PLN 16,095.

C++ - employment contract

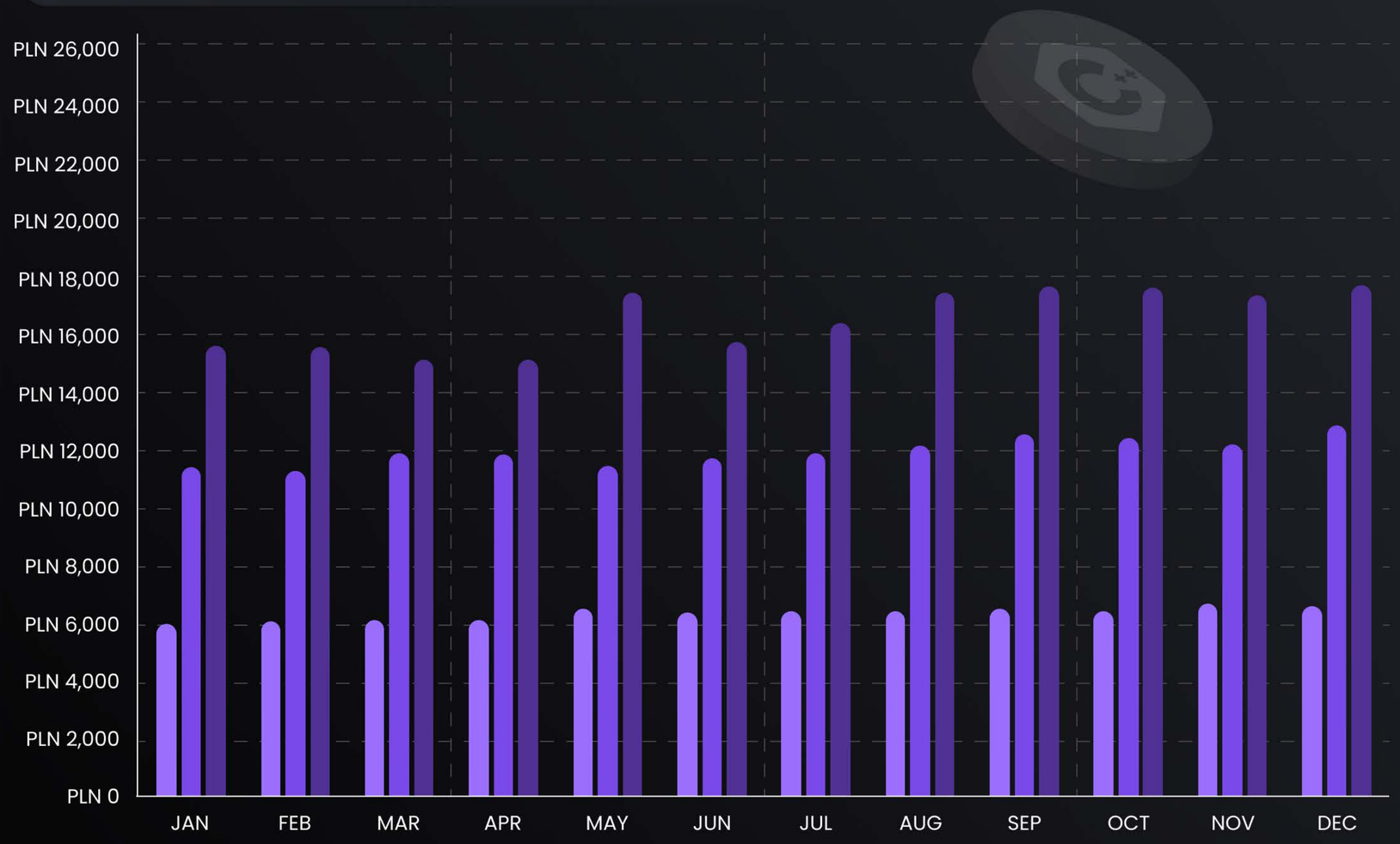
EC | B2B

popularity

categories

justjoin.it

Changes of midpoint salaries x seniority level throughout 2021



Was C++ a viable technology in 2021?

What were the earnings of C++ Developers last year? The midpoint salaries of beginner developers under employment contracts were PLN 6,336 (salary range from PLN 4,946 to PLN 7,726). Mids were paid approximately PLN 12,002 a month (maximum PLN 14,355). Senior C++ Developers received PLN 16,542 (minimum PLN 13,985, maximum PLN 19,099).

Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior C++ Dev.

6,3K

min: 4,9K max: 7,7K

Mid C++ Dev.

12K

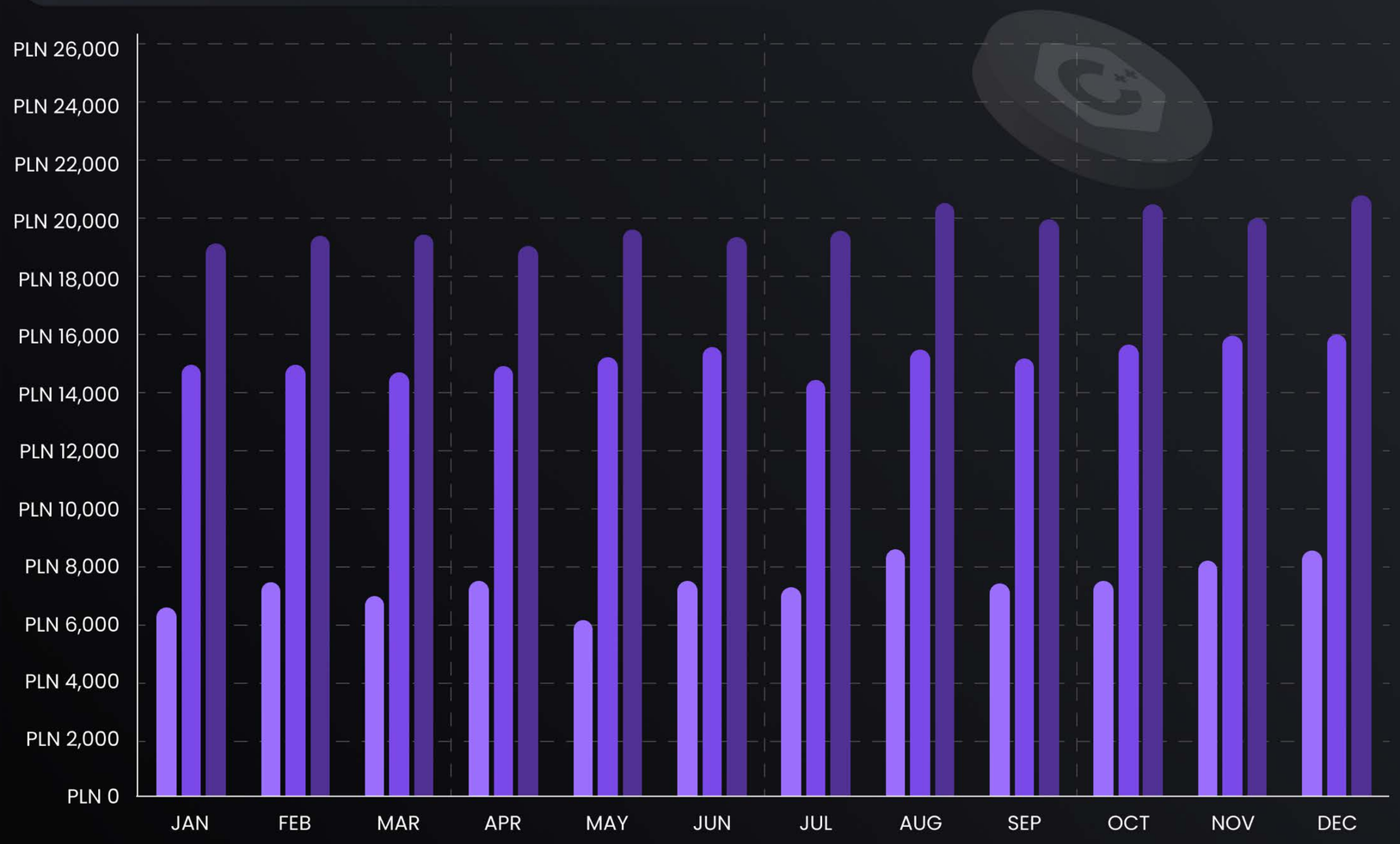
min: 9,6K max: 14,3K

Senior C++ Dev.

16,5K

min: 13,9K max: 19K

Changes of midpoint salaries x seniority level throughout 2021



Was C++ a viable technology in 2021?

When it comes to B2B contracts, midpoint salaries of C++ Developers were as follows: PLN 7,295 for juniors, PLN 15,269 for mids, and PLN 19,762 for seniors.

The monthly salary range for beginners was between PLN 5,816 and PLN 8,774. Mid-level developers received a minimum of PLN 12,580, while the highest offers were close to PLN 18,000. The lowest pays for Senior C++ Developers started at PLN 16,787, and the highest ones reached PLN 22,738.

Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior C++ Dev.

7,2K

min: 5,8K max: 8,7K

Mid C++ Dev.

15,2K

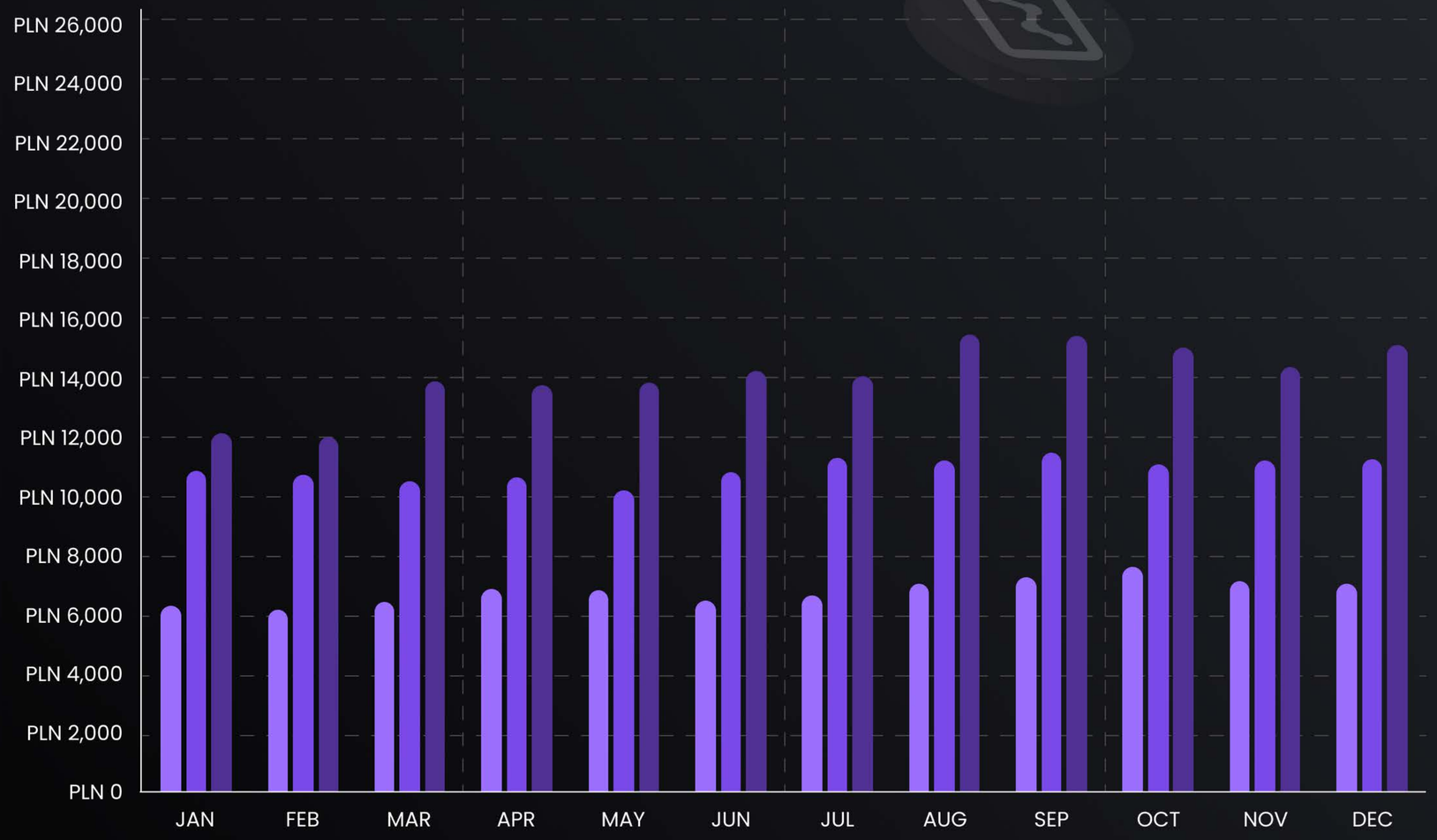
min: 12,5K max: 17,9K

Senior C++ Dev.

19,7K

min: 16,7K max: 22,7K

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Analytic

6,7K

min: 5,5K max: 7,9K

Mid Analytic

10,9K

min: 8,5K max: 13,3K

Senior Analytic

14,4K

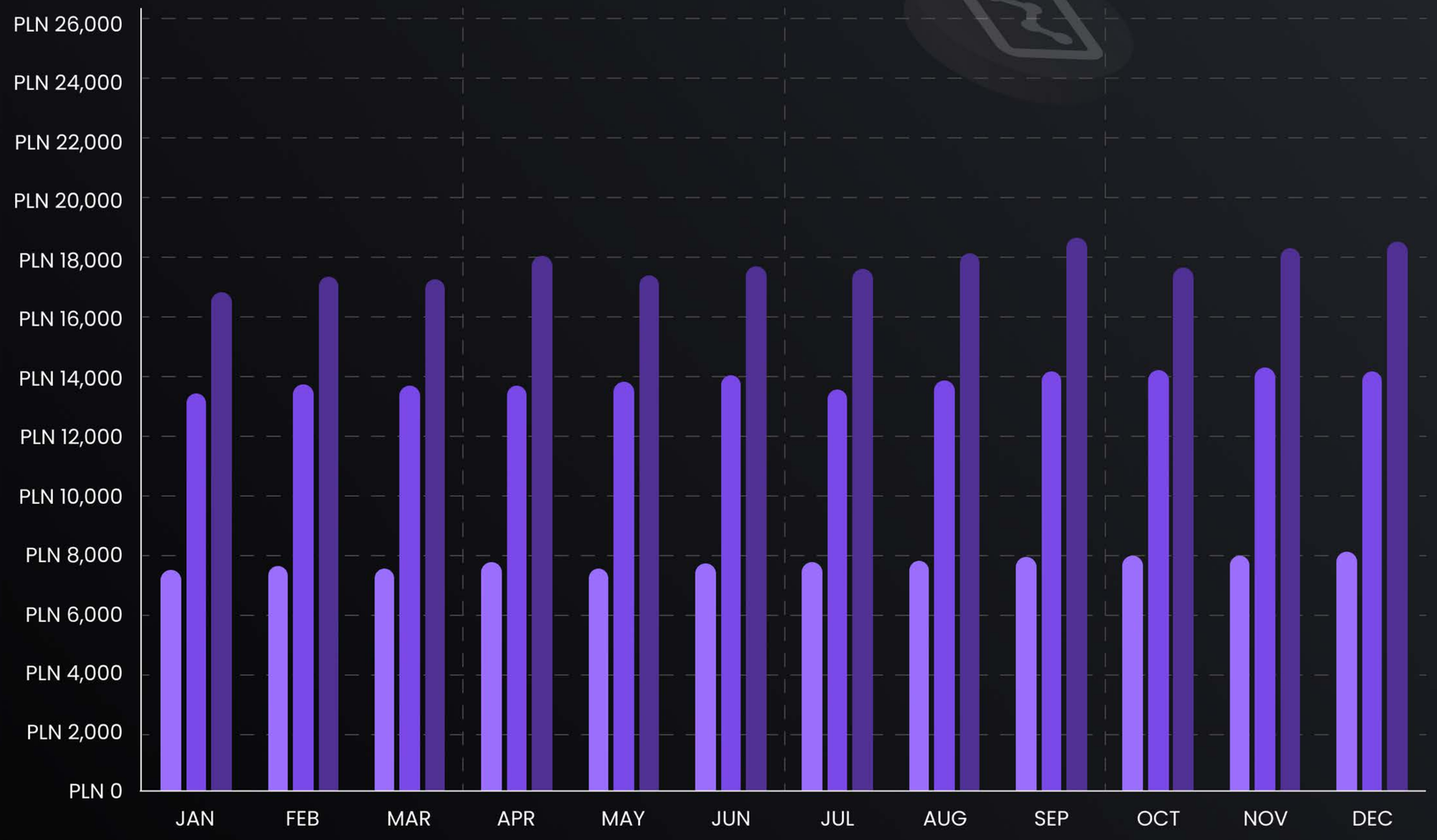
min: 12,4K max: 16,4K

Analytics salaries in the middle of the table

In 2021, salaries in Analytics ranked in the middle among the discussed categories.

The midpoint salary of a junior IT Analyst was PLN 6,749 (maximum PLN 7,937). Mids were paid around PLN 10,928 (minimum PLN 8,508, maximum PLN 13,347). The midpoint salary of an experienced analyst was PLN 14,406 (pay from PLN 12,399 to PLN 16,413).

Changes of midpoint salaries x seniority level throughout 2021



Analytics salaries in the middle of the table

A junior IT Analyst under a B2B contract had a midpoint pay of PLN 7,750 (the highest salaries were close to PLN 10,000). More experienced analysts made PLN 13,877 a month (minimum PLN 11,359, maximum PLN 16,395). Seniors received around PLN 17,829 (maximum PLN 20,375).

Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Analytic

7,7K

min: 6,2K max: 9,2K

Mid Analytic

13,8K

min: 11,3K max: 16,3K

Senior Analytic

17,8K

min: 15,2K max: 20,3K

UX Designer – employment contract

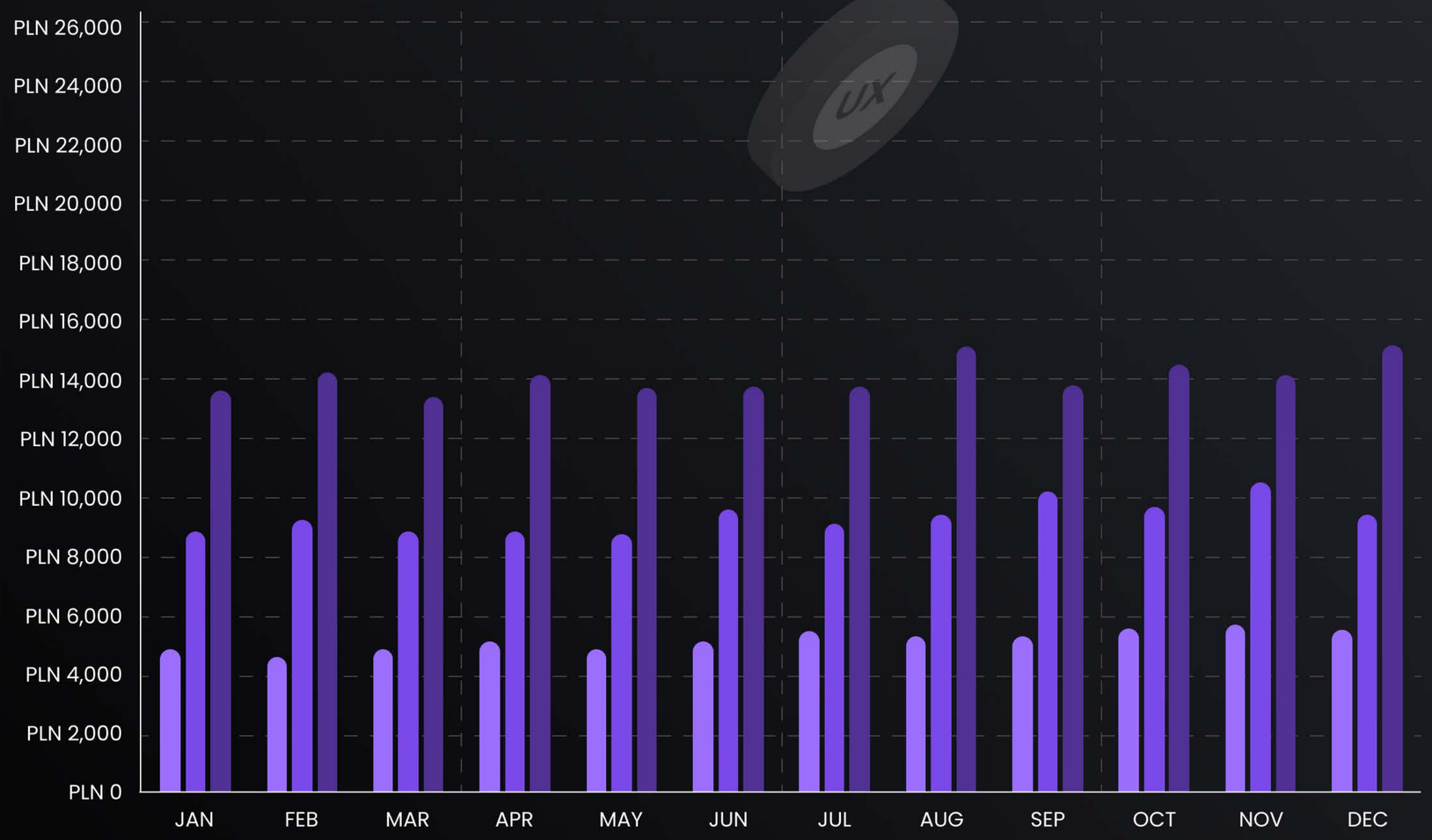
EC | B2B

popularity

categories

justjoin.it

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior UX Designer

5,2K

min: 4,1K max: 6,3K

Mid UX Designer

9,4K

min: 7,4K max: 11,3K

Senior UX Designer

13,9K

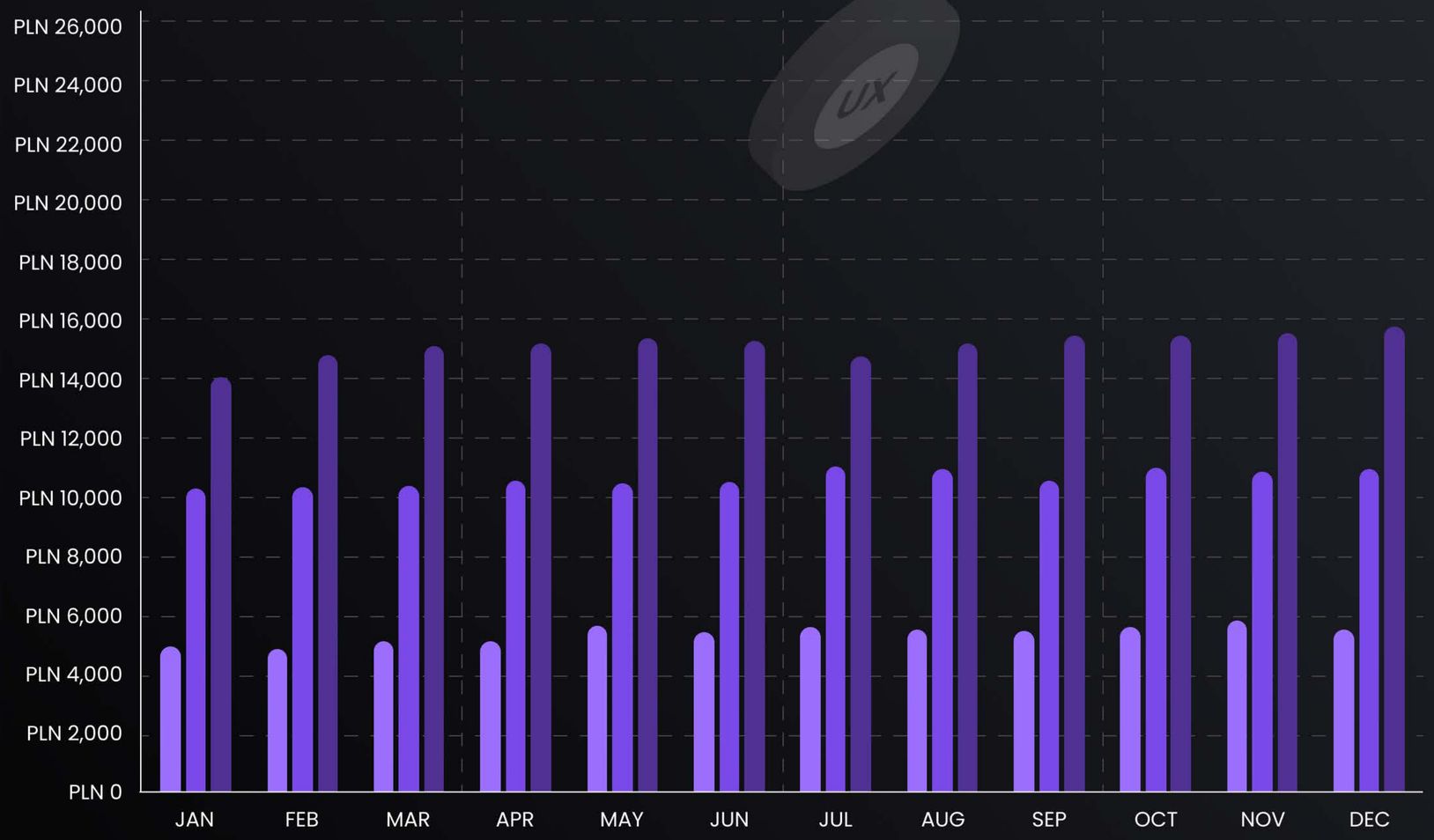
min: 11,5K max: 16,4K

Did it pay off to choose UX?

In 2021, the demand for UX Designers decreased. There were relatively few offers, and salaries were not the highest either (ranked at the bottom of the table, regardless of contract type or experience level).

A junior UX Designer on an employment contract could receive PLN 5,224 a month (offers started from PLN 4,114, reaching PLN 6,333 at the most). The midpoint salary for mids was PLN 9,444 (minimum PLN 7,491, maximum PLN 11,398). The midpoint pay for seniors was PLN 13,969, ranging from PLN 11,513 to PLN 16,426.

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior UX Designer

5,3K

min: 4,1K max: 6,5K

Mid UX Designer

10,6K

min: 8,4K max: 12,7K

Senior UX Designer

15,1K

min: 12,6K max: 17,5K

Did it pay off to choose UX?

Self-employed UX Designers did not make much more than those under employment contracts.

Juniors could get around PLN 5,368 (salary range from PLN 4,168 to 6,569). Developers in mid positions were paid around PLN 10,641 (the salaries started at PLN 8,493 and ended at PLN 12,789). Senior UX Designers had a midpoint salary of PLN 15,107 (minimum PLN 12,632, maximum PLN 17,582).

Ruby - employment contract

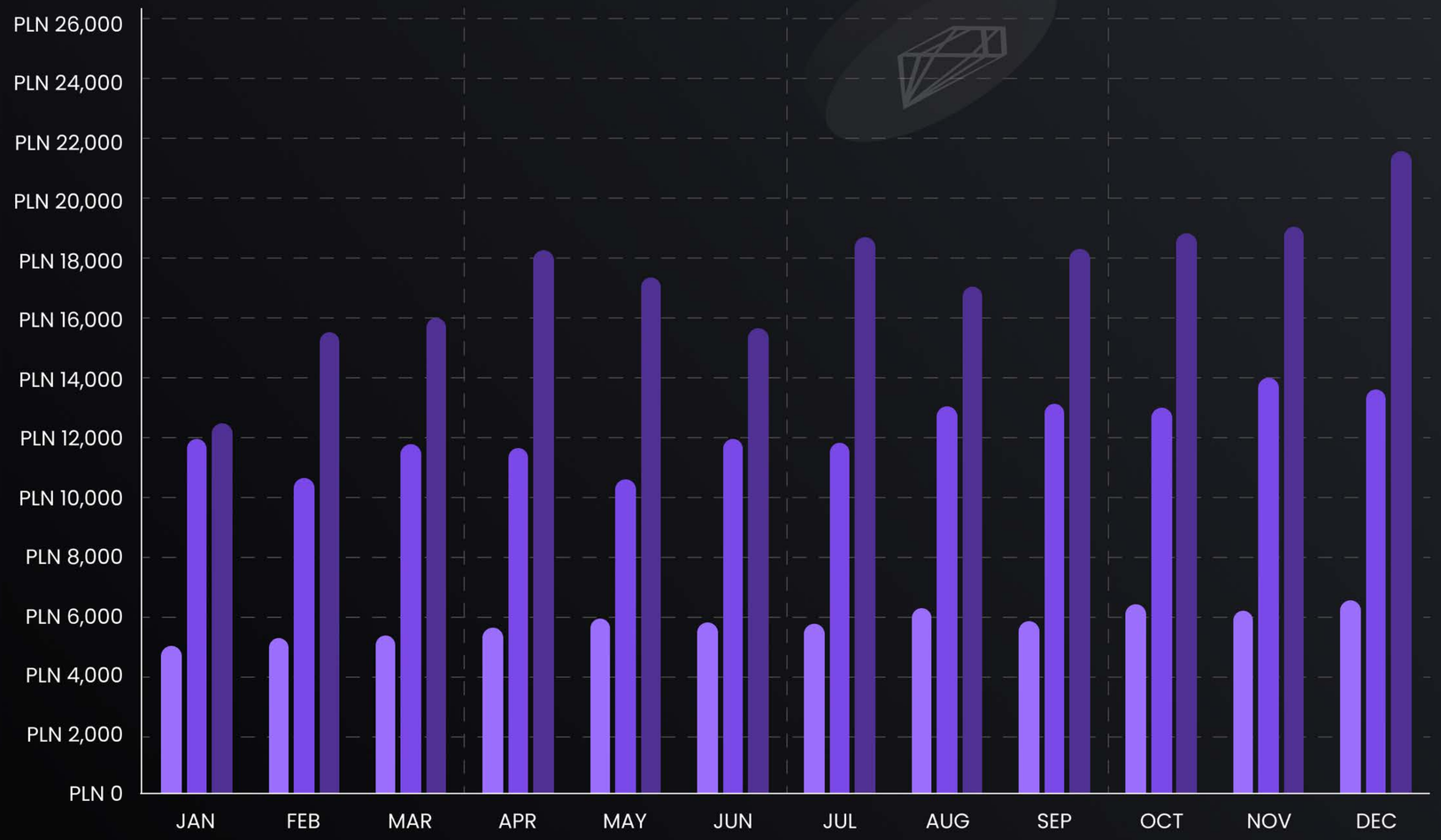
EC | B2B

popularity

categories

justjoin.it

Changes of midpoint salaries x seniority level throughout 2021



Ruby – this is where seniors are certainly paid a lot

The greater one's experience with Ruby, the greater the difference in salaries.

The pay of juniors was ranked quite low in the table, unlike that of seniors. The midpoint salary for beginners was PLN 5,776, for mids PLN 12,073, and for seniors PLN 17,248. Maximum pay? For juniors it was PLN 7,130, for mids PLN 15,199, and for the most experienced ones, PLN 18,956.

Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Ruby Dev.

5,7K

min: 4,4K max: 7,1K

Mid Ruby Dev.

12K

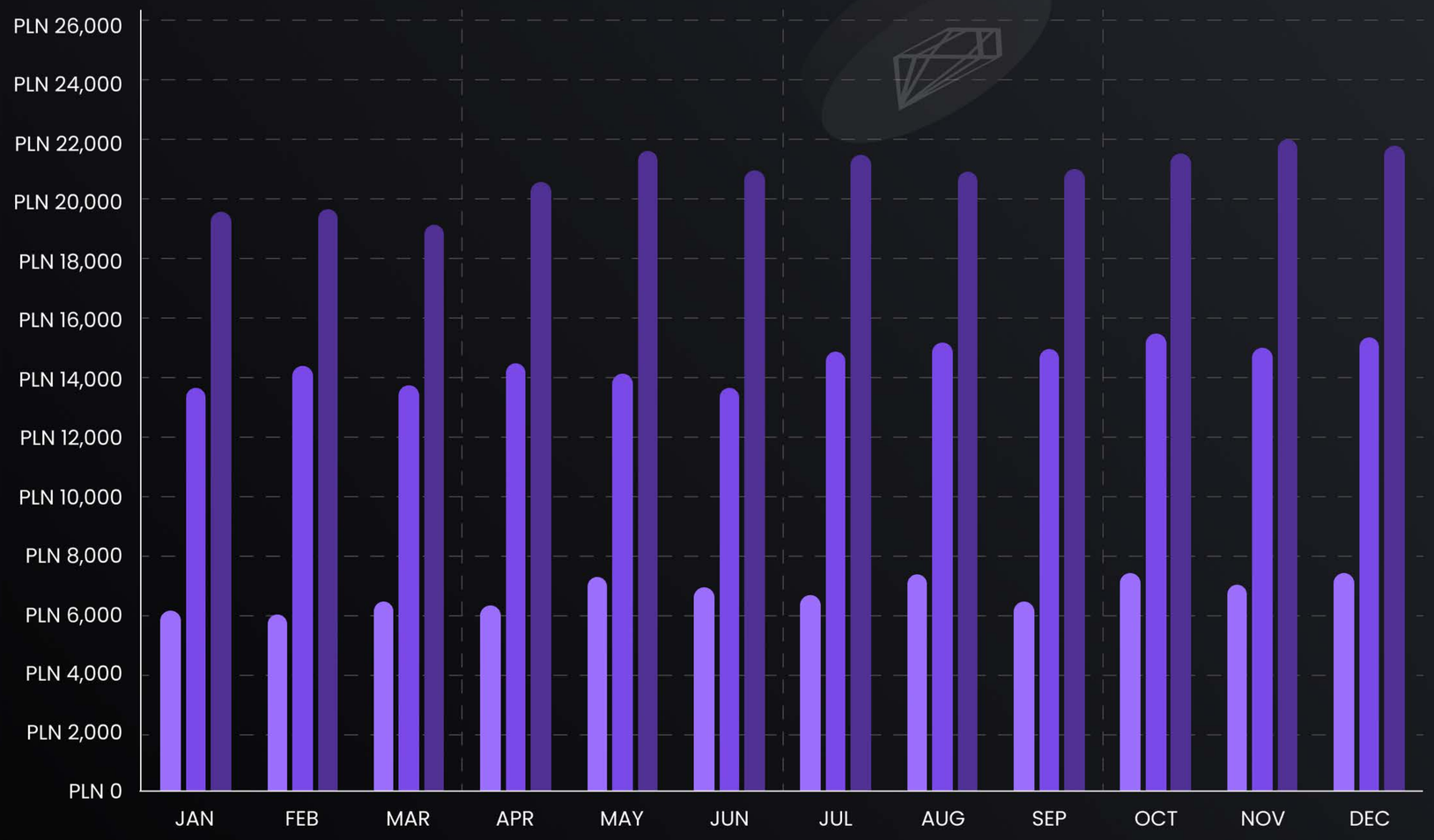
min: 8,9K max: 15,2K

Senior Ruby Dev.

17,2K

min: 15,5K max: 18,9K

Changes of midpoint salaries x seniority level throughout 2021



Medium salaries

including minimum, maximum and midpoint pays for three seniority levels

Junior Ruby Dev.

6,7K

min: 5,2K max: 8,3K

Mid Ruby Dev.

14,6K

min: 11,9K max: 17,2K

Senior Ruby Dev.

20,8K

min: 17,8K max: 23,9K

Ruby – this is where seniors are certainly paid a lot

Junior Ruby Developers under B2B contracts made between PLN 5,203 and PLN 8,366, which gives a midpoint pay of PLN 6,785. The salary range for mids was between PLN 11,989 and PLN 17,225 (the midpoint pay was PLN 14,607). In the case of seniors under B2B contracts, the salaries ranged from PLN 17,803 to PLN 23,947 (giving a midpoint pay of PLN 20,875).

Summary

What are the conclusions from our latest report? It still pays off to work in IT, although the labor market has stabilized. What does it mean? Salaries continue to rise, although perhaps not as fast as they used to two or three years ago.

As the pay grows, so does the demand for specialists from the entire industry. Perhaps it is time for Polish companies to start employing developers from the East? The survey we conducted in 2021 shows that as many as 75% of employers are considering this course of action. Will this be one of the trends in the Polish IT industry for the years to come? Time will tell.

Specializations that have been very popular in Poland for years – JavaScript, Java, Python, and Testing – remain the main areas of focus for developers. This partly translates to the companies' demand. The most offers we posted were those for JavaScript, Java and Testing.

What about salaries? Popularity does not necessarily go hand in hand with high salary. The most money is made in DevOps but there are relatively fewer offers for this area. Quite high earnings are also offered in the Python, Java and Data categories.

Polish companies often operate on budgets comparable to Western ones. Moreover, developers who reach a certain salary level stop chasing after money. They start to appreciate other aspects, such as organizational culture and work models.

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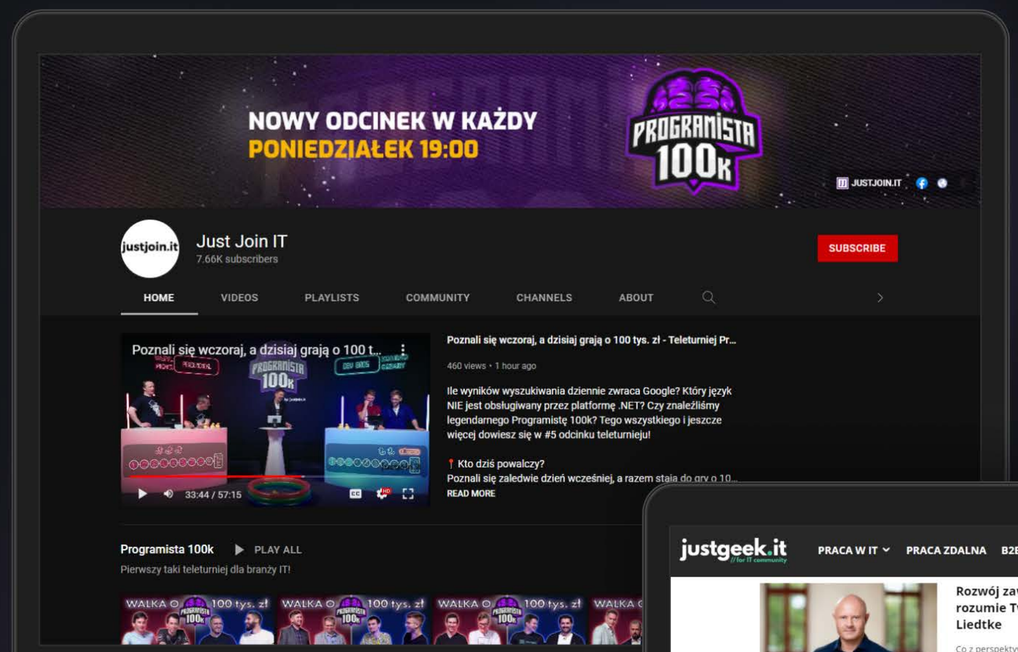
We are creating an ecosystem
for polish IT community



Tournament 100K Developer

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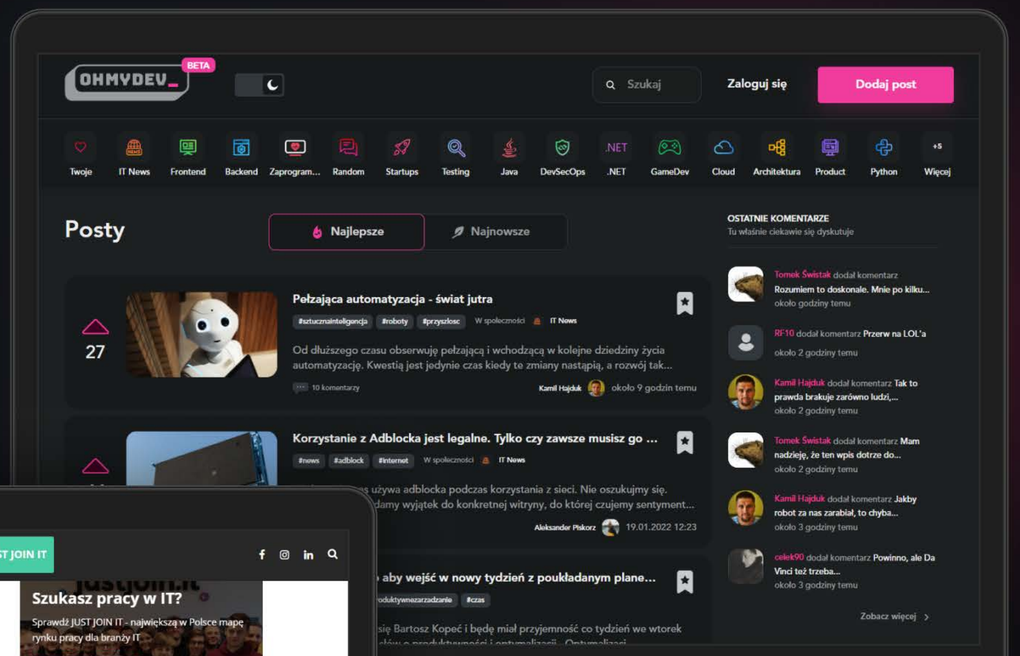

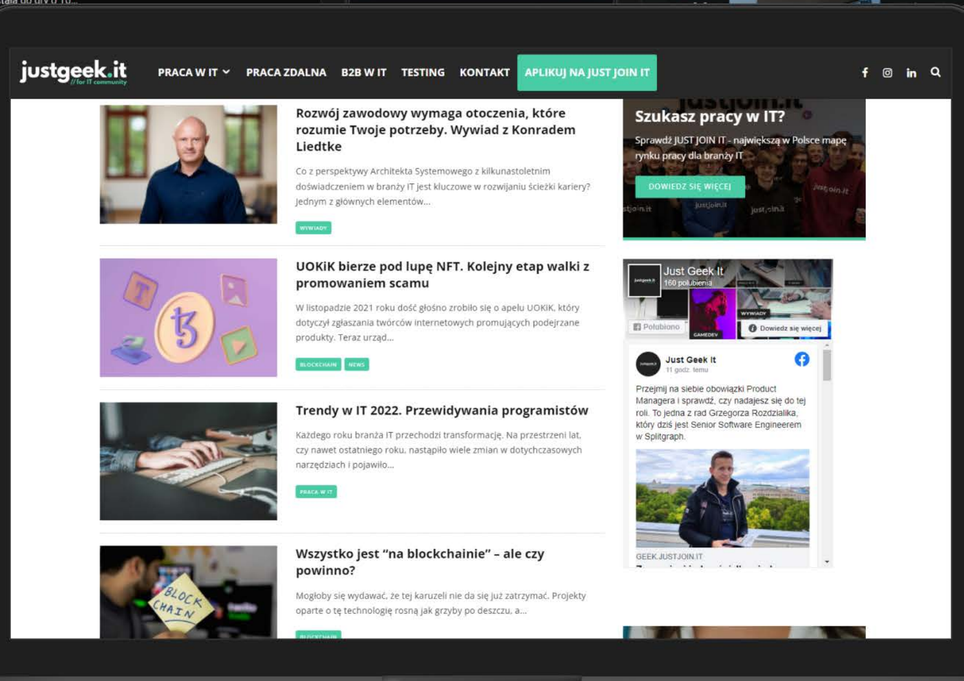

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Magazine for Developers

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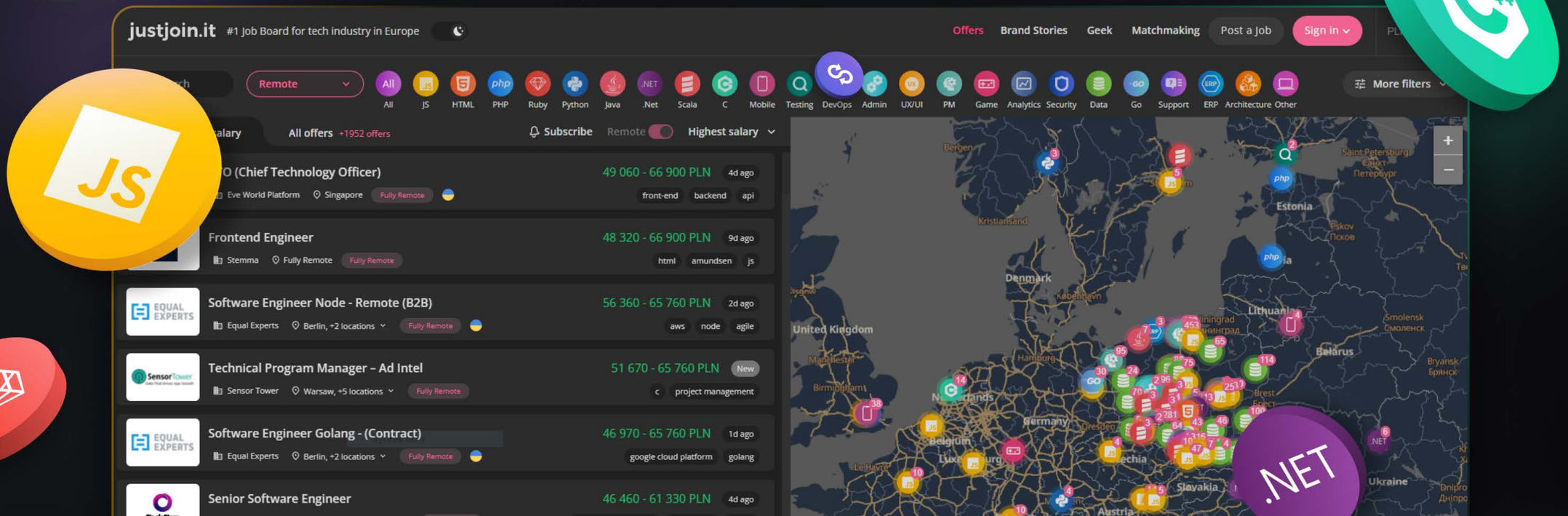
Over 4 million views per month

Over 71,000 application per month

Over 179,000 users in FB groups