

# talent.io

## Software Developer Salary Report

### 2021 Edition

A look at the salaries and daily rates of permanent and freelance developers in Paris, London, Berlin, Munich, Hamburg, Amsterdam, Bordeaux, Lille, Lyon, Toulouse



**Software  
Developers**

How much money can you expect  
to make for your work?

**Tech Recruiters**

What salaries should you  
offer to stay competitive?

## Find out in **our 2021 Software Developer Salary Report!**

We analysed 100,000+ job interviews and we're sharing what we learned about salaries and market demand for tech roles in London, Berlin, Paris and 7 more cities.

This report will let you discover and compare salaries and daily rates of both perm and freelance professionals, broken down per seniority and city. We will also cover specific positions (i.e. back-end developers) and breakdown the most in-demand technologies.

Happy reading!

# About talent.io

talent.io is Europe's largest selective recruitment platform for tech professionals, hosting over 100,000+ highly qualified profiles.

We offer the simplest solution for tech experts to find their next job, and for tech recruiters to build their team.

talent.io supports a wide range of tech positions: software developers, data specialists, product specialists, DevOps, CTOs and more.

We already helped 5000+ candidates find their permanent job, freelance project, remote position or even internship.





# About this report

talent.io is a reversed tech recruitment platform. What does this mean? Simply put, we flipped the traditional way of hiring a tech specialist on its head.

Usually, candidates apply to job adverts.

On talent.io, it's the opposite: recruiters apply to our selection of qualified candidates. These applications are called **interview requests**.

Interview requests are the foundation of this report, as they are indicative of market demand.



**100,000+**  
**interview requests**

from 2019 & 2020 were analysed in order to build this report.

## Why are interview requests relevant to our analysis?

Firstly, interview requests are more precise than job applications. An interview request is sent by a recruiter that thinks one candidate is a good fit for their team. This means it is likely spot-on compared to a random application on a job board.

Secondly, an interview request is a very specific item that includes the following details:

- a position (eg. Back-end developer)
- a salary range for the position
- a list of technologies needed for the position

By connecting these data points with anonymised data on the experience level of candidates, we are able to answer specific questions such as **"What's the median salary of a junior Front-end developer in Hamburg?"**.

## What positions are considered in this report?

talent.io specialises in tech roles. This report is focused on 4 positions:

**Back-end developers**

**Front-end developers**

**Full Stack developers**

**Lead developers**

## France: what are "Régions"?

The cities we cover in France are: Paris, Lyon, Lille, Toulouse and Bordeaux. We chose to aggregate cities outside Paris under the name "Régions", for two reasons: firstly, to ensure a large enough dataset to come up with significant insights. Secondly, cities like Lyon, Lille, Bordeaux and Toulouse form a largely homogeneous group in terms of salaries, as opposed to Paris, so we decided it made sense to look at them as a whole.

## How to interpret this report

We built this report using a large dataset. However, please be aware our data will be biased in some ways, depending on our client portfolio and the supply/demand mechanics at play.

Throughout the report, you will notice data is occasionally missing. In such cases, either it does not exist (e.g. salary analysis for junior Lead developers, because such a position is virtually non-existent) or we weren't confident the data was reliable (due to sample size).

Nevertheless, talent.io is the largest tech recruitment platform in both France and Europe, and our dataset can offer valuable insight into the state of the market. Through the report, you will learn meaningful trends about market dynamics, salaries, and demand for specific roles and technologies.

# Salaries for permanent positions



## Median salaries

This section shows how salaries on talent.io are distributed in each city. We included both median and average salary marks for reference. The considered positions are Back-end, Front-end, Full Stack and Lead Developers, across all levels of seniority.

London	£60,000	(approx. €66,000)
Berlin	€65,000	
Munich	€70,000	
Hamburg	€62,000	
Paris	€45,000	
Régions	€40,000	
Amsterdam	€57,500	
Brussels	€48,700	

### A word about Brussels...

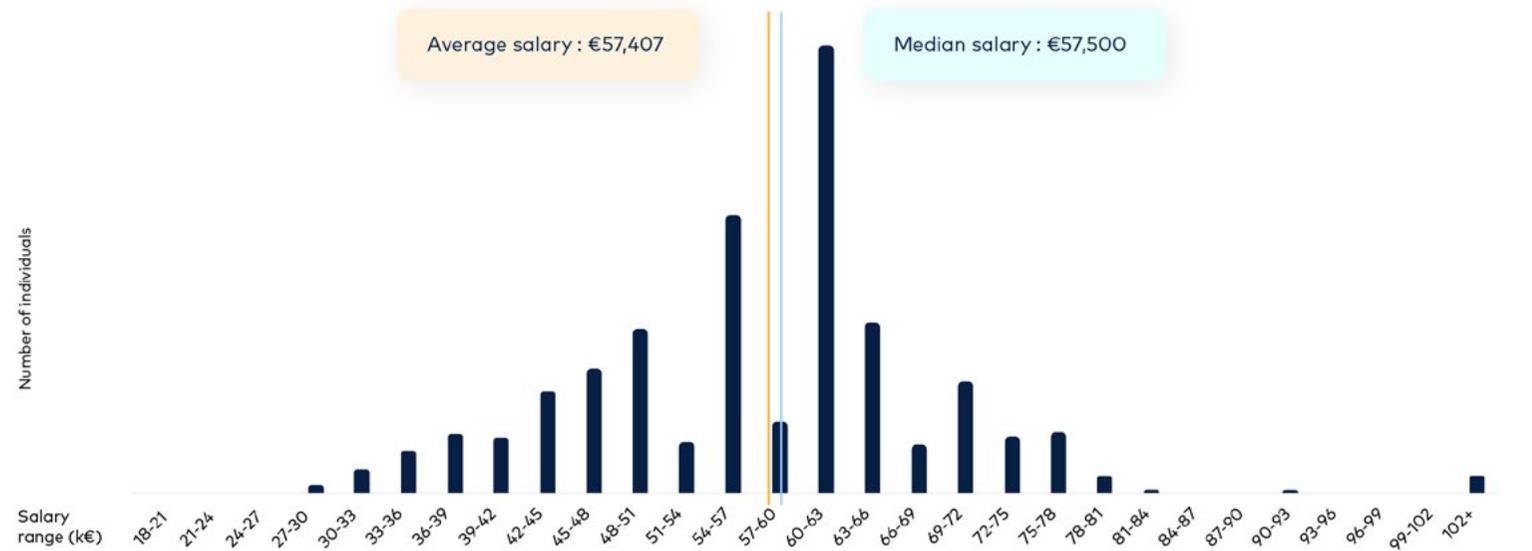
talent.io has been helping tech companies in Brussels for about a year. We still need to gather more data before we can share more in-depth insights about this city. However, we will share some more Belgium data later in this report!

# Salary distribution

## London



## Amsterdam



# Salary distribution

## Régions

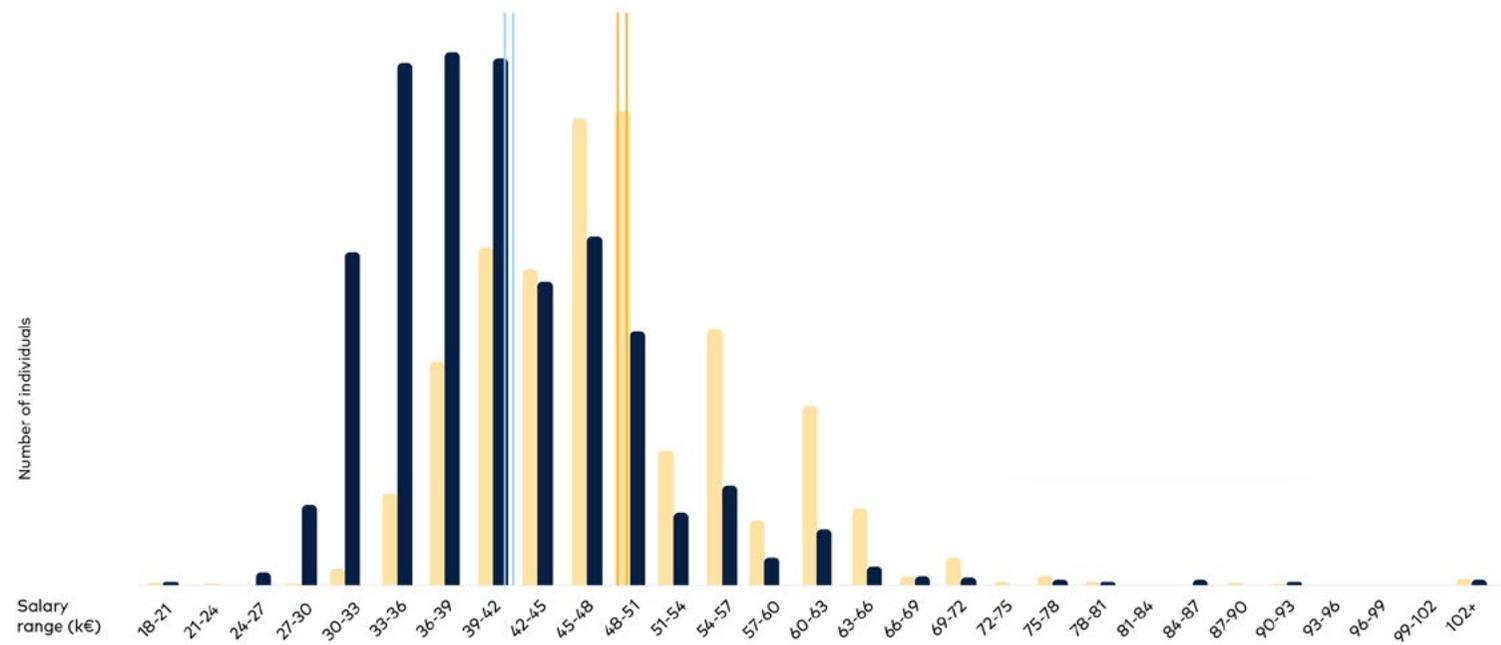
Average salary: €40,730

Median salary: €40,000

## Paris

Average salary: €47,897

Median salary: €46,000



# Salary distribution

## Hamburg

Average salary: €62,128

Median salary: €62,000

## Berlin

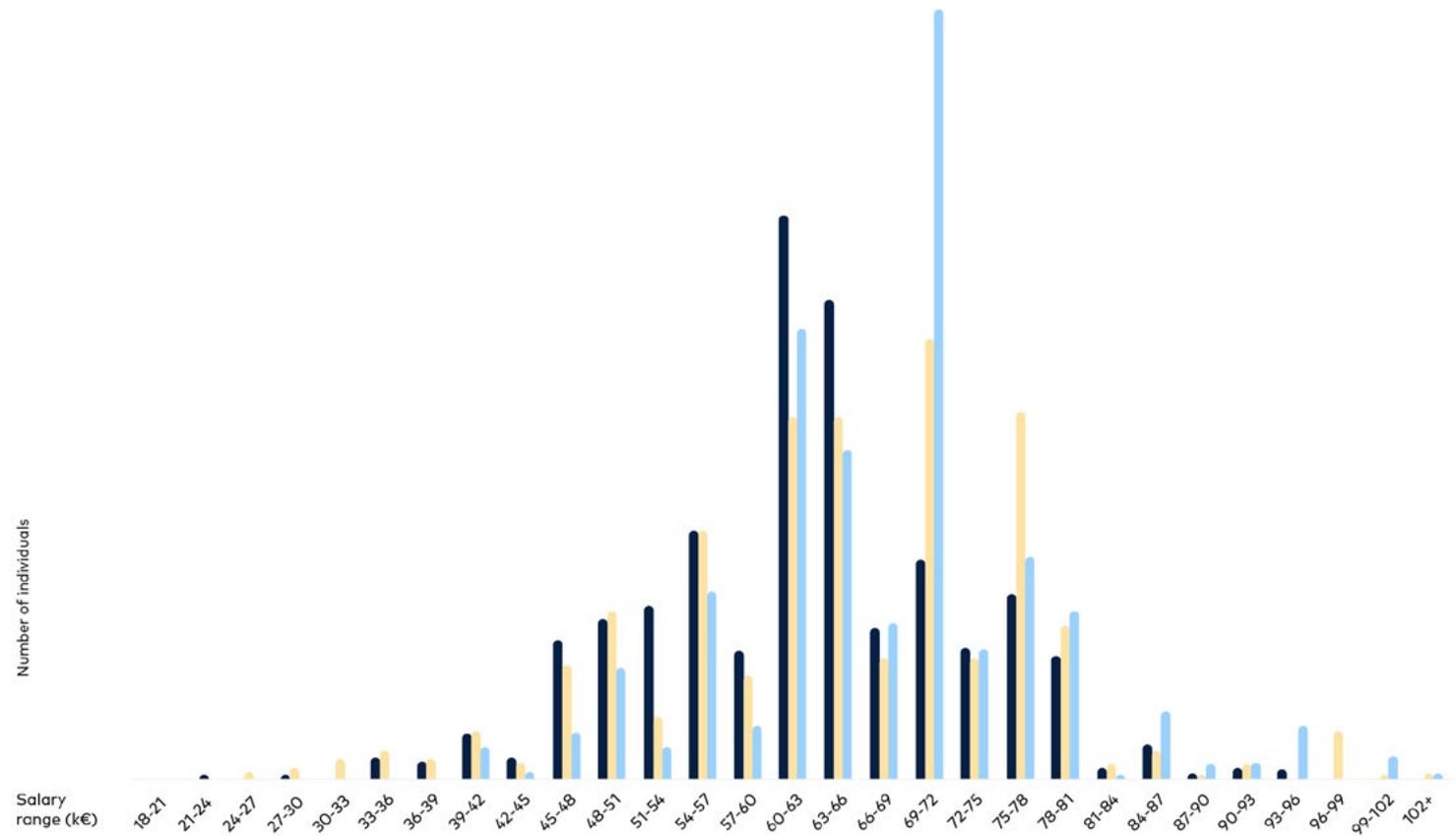
Average salary: €64,276

Median salary: €65,000

## Munich

Average salary: €67,406

Median salary: €70,000



# Impact of experience on median salaries

Salaries are strongly impacted by years of experience. Here's a breakdown of median salaries according to a candidate's years of experience. Considered positions: Back-end, Front-end, Full Stack and Lead Developers.

Years of experience	0-1	2-3	4-6	7+
Paris	€39,000	€45,000	€50,000	€55,000
Régions	€34,000	€36,500	€40,000	€45,000
Berlin	€42,000	€55,000	€60,000	€70,000
London	£40,000	£50,000	£60,000	£70,000
Amsterdam	€38,250	€47,500	€55,000	€60,000
Hamburg	€42,000	€52,500	€60,000	€65,000
Munich	€50,000	€59,000	€70,000	€70,000
Brussels	€36,200	€45,600	€52,200	€59,900

# Deep dive on specific positions

Now, let's dive deeper and compare salaries across each position and seniority level.

Back-end Developers			
Years of exp.	0-3	4-6	7+
Paris	€42,000	€50,000	€55,000
Régions	€35,500	€40,000	€45,000
Berlin	€55,000	€63,000	€70,000
London	£47,500	£60,000	£70,000
Amsterdam	€50,000	€56,250	€65,000
Hamburg	€52,000	€62,750	€65,000
Munich	€65,000	€70,000	€70,000

Front-end Developers			
	0-3	4-6	7+
Paris	€42,000	€48,000	€55,000
Régions	€35,000	€40,000	€45,000
Berlin	€50,000	€60,000	€65,000
London	£50,000	£50,000	£63,500
Amsterdam	€45,000	€55,000	€60,000
Hamburg	€45,000	€60,000	€65,000
Munich	€56,000	€65,000	€67,500

Full Stack Developers			
Years of exp.	0-3	4-6	7+
Paris	€42,500	€50,000	€55,000
Régions	€36,000	€42,000	€47,500
Berlin	€51,000	€60,000	€67,500
London	£50,000	£60,000	£66,250
Amsterdam	€45,000	€55,000	€60,000
Hamburg	€52,500	€60,000	€70,000
Munich	€55,000	€65,000	€70,000

Lead Developers			
	0-3	4-6	7+
Paris	-	€55,000	€60,000
Régions	-	€45,000	€48,000
Berlin	-	€73,750	€75,000
London	-	£67,500	£70,000
Amsterdam	-	€60,000	€64,000
Hamburg	-	€70,000	€75,000
Munich	-	€74,000	€80,000

# Median daily rates of freelance developers



talent.io caters to both permanent and freelance professionals in Paris and Berlin. This section will go over the daily rates of independent workers. Once again, we are looking at median salaries, according to position and years of experience.

## France

Position	Years of experience			All experience levels
	0-2	2-6	7+	
Back-end Developer	€275	€390	€500	€400
Front-end Developer	€260	€350	€480	€375
Full Stack Developer	€280	€400	€500	€400

## Germany

Position	Years of experience			All experience levels
	0-2	2-6	7+	
Back-end Developer	€314	€600	€600	€600
Front-end Developer	€350	€530	€655	€600
Full Stack Developer	€450	€600	€670	€667

Due to lack of data, lead developers were removed from this analysis.



The median daily rate of German freelance developers is about 50% higher than that of French professionals.

Full stack developers report higher median daily rates than Front-end / Back-end developers, in both countries.

# Most in-demand technologies



This report would be incomplete if we overlooked the core of a software developers' craft: technologies.

We decided to take a look at more than 100,000 interview requests and rank technologies according to how many times they showed up in a job offer.



### How do we assess demand for technologies?

Interview requests made by recruiters on talent.io include a list of technologies needed for the position. Each time a technology is listed in an interview request, we count one point for that technology. This is a useful method to assess the overall demand for specific technologies.



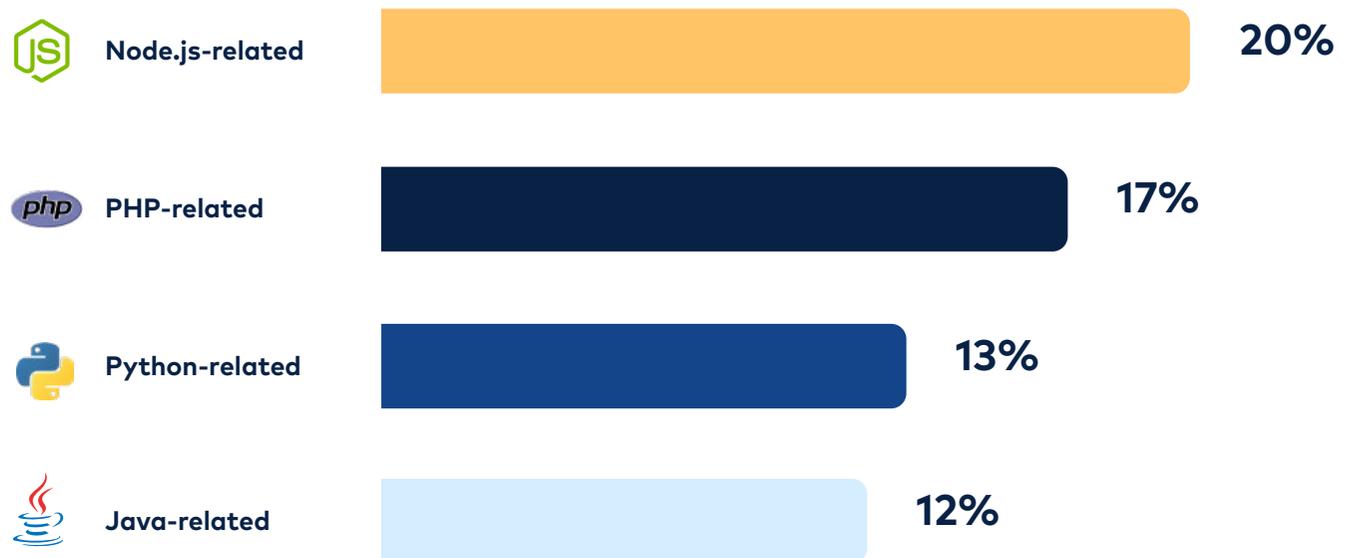
These metrics are reflective of trends on talent.io - they do not reflect the whole market of tech talent. Web development technologies might be a little less prevalent when looking at the whole market.

# Paris

## Most in-demand Back-end technologies on talent.io

Based on their occurrences in interview requests made on our platform.  
January - December 2020

How to read this chart: *20% of interview requests made on talent.io in Paris mention Node.js as a required technology.*

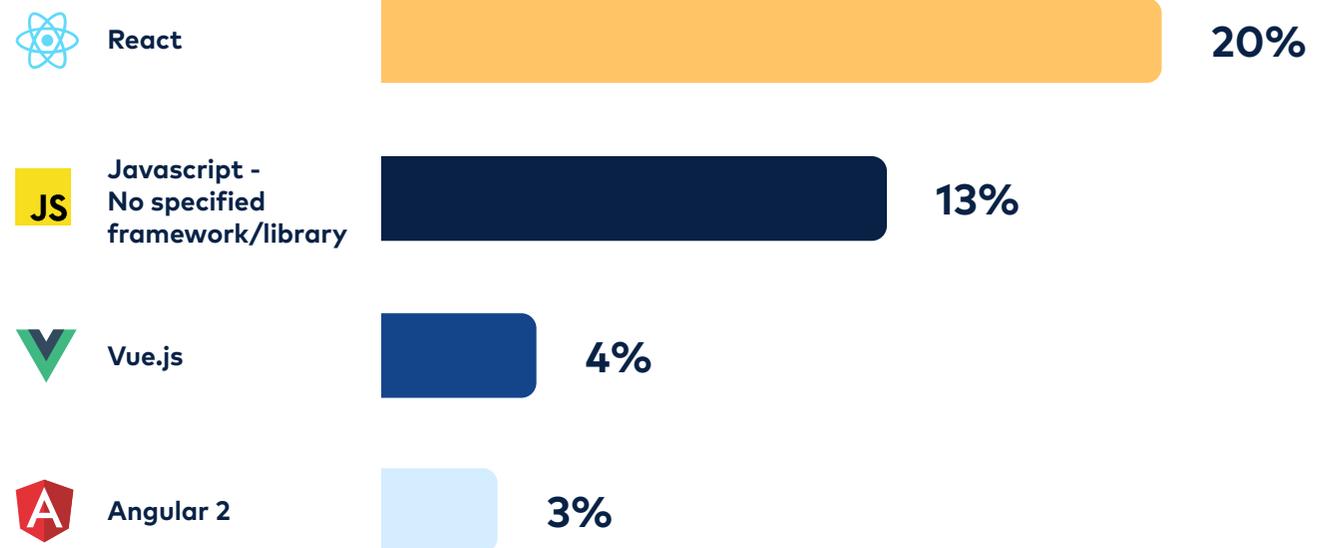


# Paris

## Most in-demand Front-end technologies on talent.io

Based on their occurrences in interview requests made on our platform.  
January - December 2020

How to read this chart: *20% of interview requests made on talent.io in Paris mention React as a required technology.*

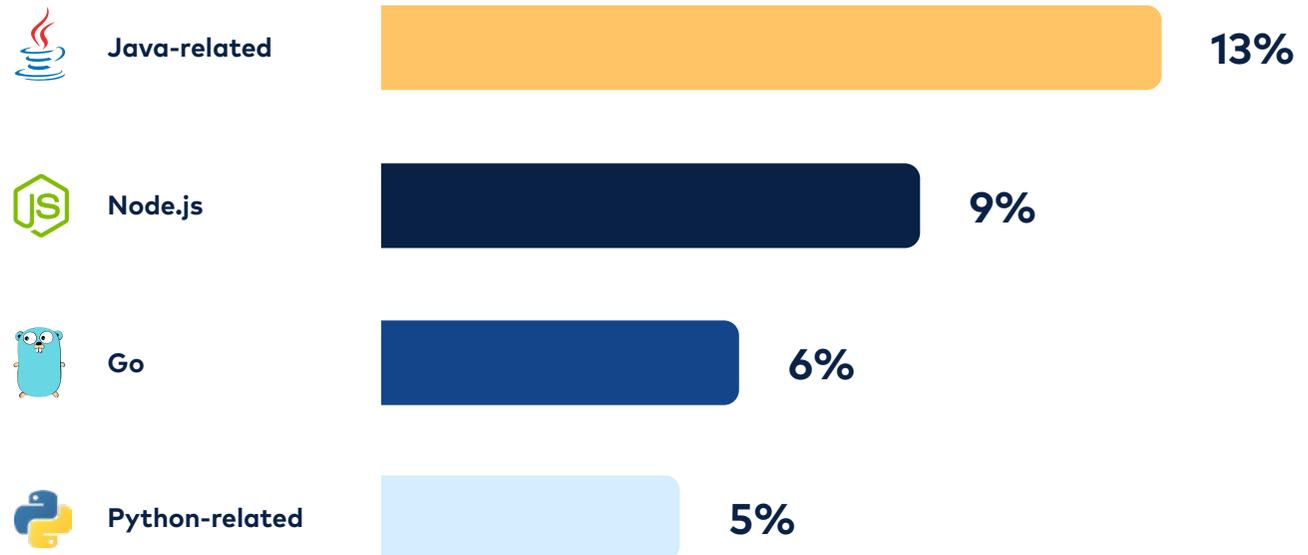


# Berlin

## Most in-demand Back-end technologies on talent.io

Based on their occurrences in interview requests made on our platform.  
January - December 2020

How to read this chart: *13% of interview requests made on talent.io in Berlin mention Java as a required technology.*

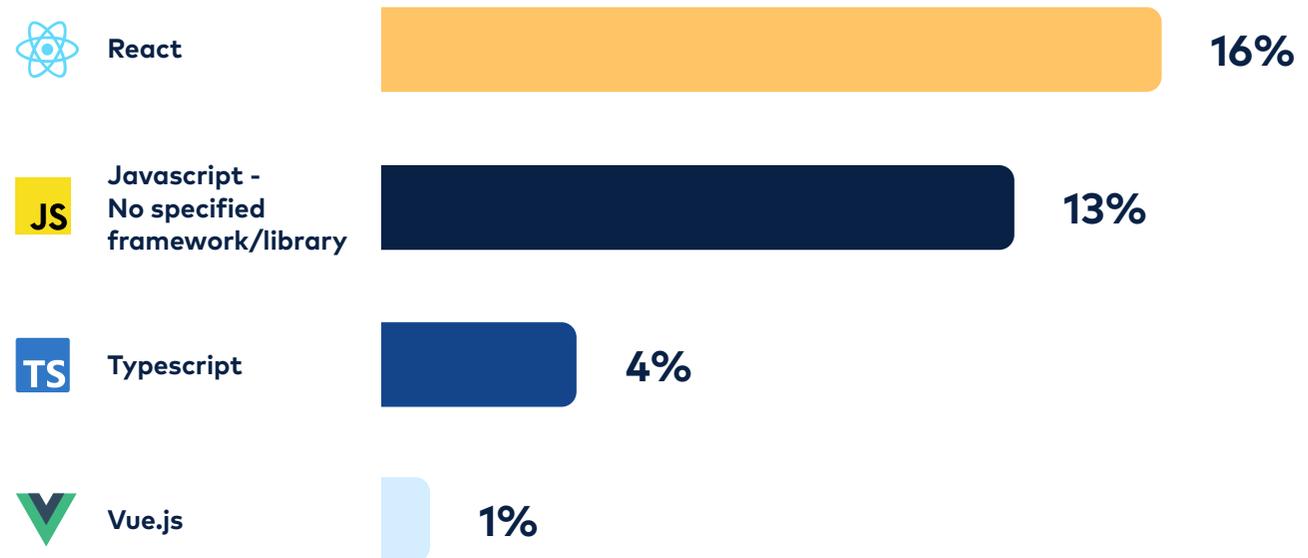


# Berlin

## Most in-demand Front-end technologies on talent.io

Based on their occurrences in interview requests made on our platform.  
January - December 2020

How to read this chart: *16% of interview requests made on talent.io in Berlin mention React as a required technology.*

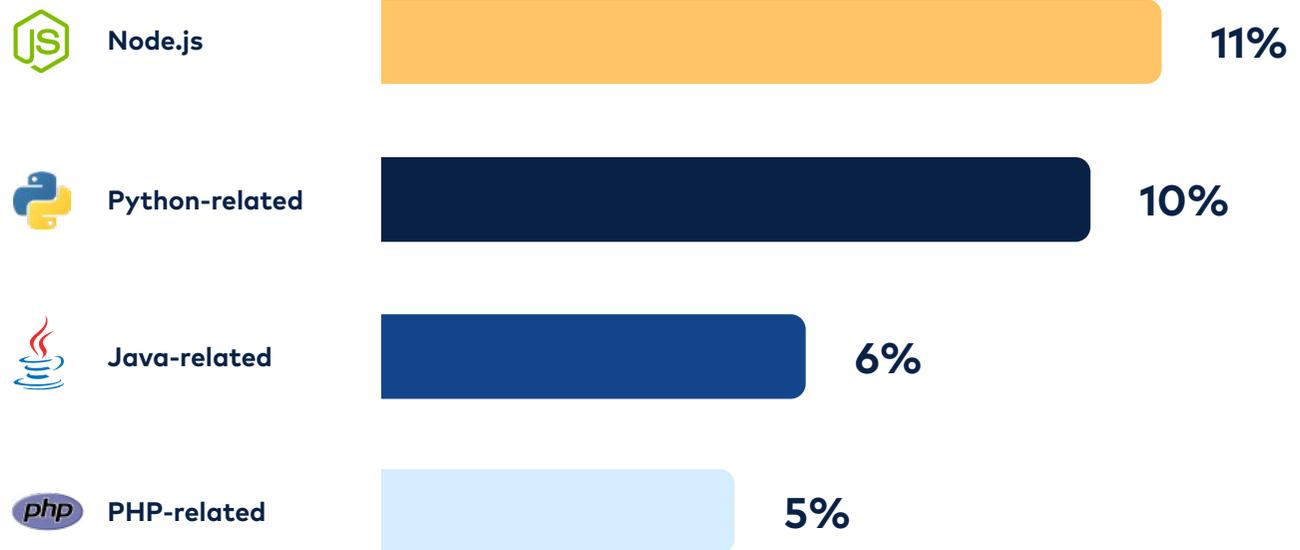


# London

## Most in-demand Back-end technologies on talent.io

Based on their occurrences in interview requests made on our platform.  
January - December 2020

How to read this chart: *11% of interview requests made on talent.io in London mention Node.js as a required technology.*

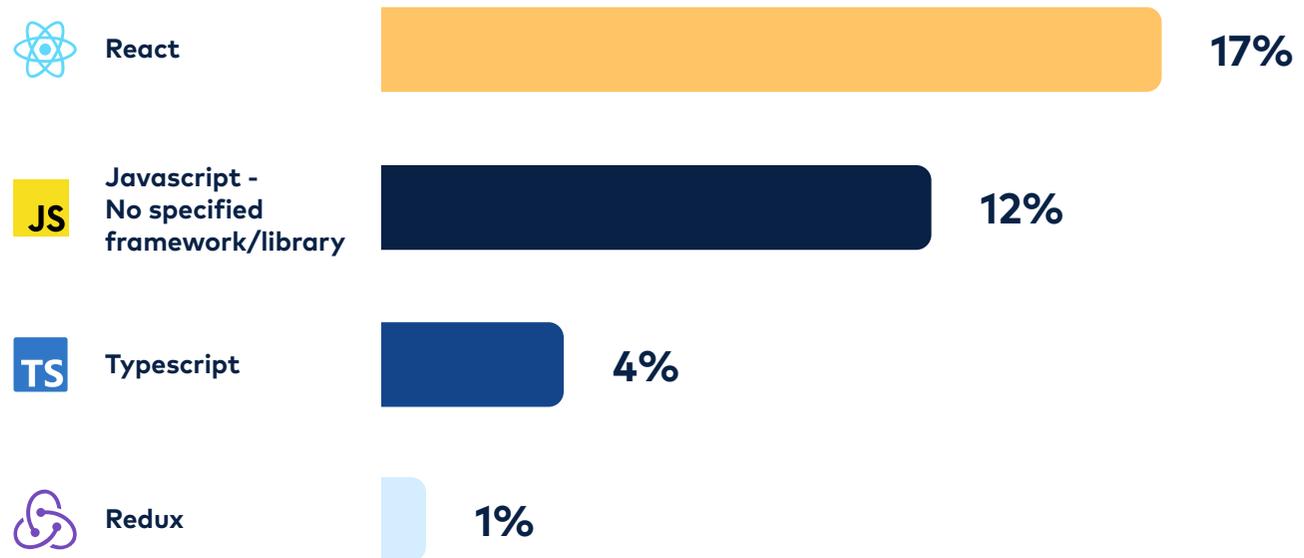


# London

## Most in-demand Front-end technologies on talent.io

Based on their occurrences in interview requests made on our platform.  
January - December 2020

How to read this chart: *17% of interview requests made on talent.io in London mention React as a required technology.*



# Discover our other resources

Want to see a more in-depth analysis of the French market, including Data, DevOps and Product positions? Check out our [French Tech Salary Report](#).



To understand how COVID-19 impacted the tech hiring industry, head over to our [State of the European Tech Market](#), published earlier in 2020.



Never make any recruitment mistake - [download our Scorecard templates](#) to hire the best experts.



For more articles, webinars and guides, check out [our blog](#).



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