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Deep-dive into the **Portuguese tech market**

2022
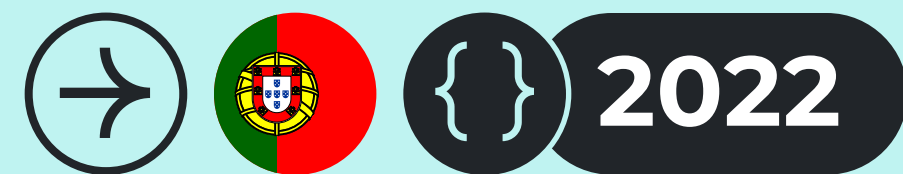
The **largest community-based** tech talent report

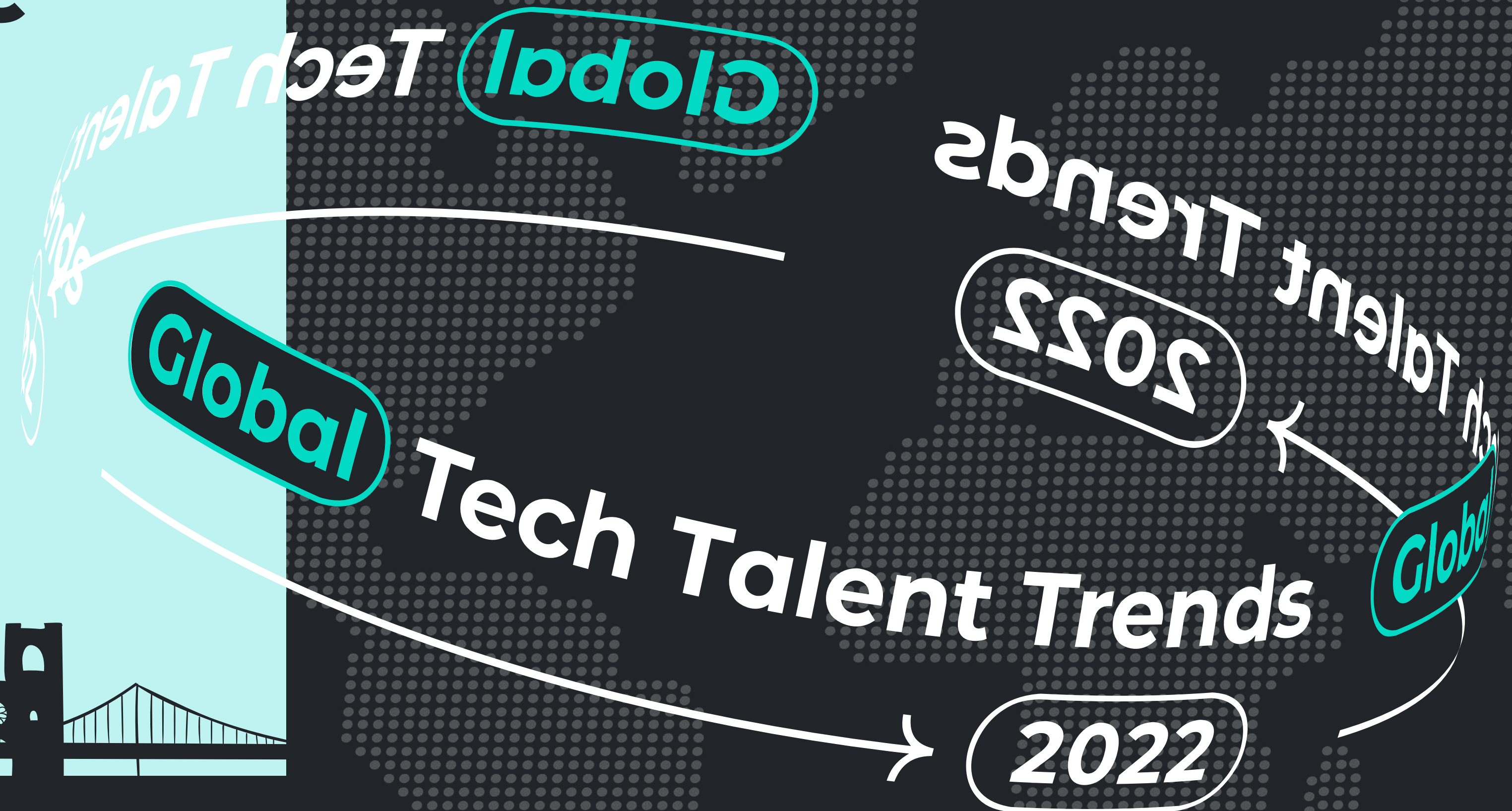Global Tech Talent Trends 2022

Salary · Remote work · Programming Languages

Relocation · Work across-borders · Perks · Career Drivers

POWERED BY:

VOLKSWAGEN DIGITAL SOLUTIONS

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Introduction

The Covid-19 pandemic accelerated changes in the tech work market. Far from being an exception, Portugal suffered drastic changes in the fabric of this market. With the mass adoption of remote work, a lot of geographic and cultural barriers went down, allowing tech talent to work remotely not just for Portuguese companies, but also for companies across borders. Foreign companies knew this, and made aggressive moves in hiring Portuguese tech talent to work remotely from Portugal. An impressive 18.6% of tech professionals in Portugal work remotely for a company across-borders, with a tendency to grow. This has caused huge impacts in both the availability of local talent and also on the salaries, an impact local companies are starting to realise.

On the other hand, Portuguese companies still haven't embraced the globalisation of tech work, especially when it comes to recruiting tech talent from abroad to work remotely from or relocate to Portugal. Only 8.9% of the Portuguese workforce comes from other countries, compared to an average of 12% in Europe and 38% in North America. This is one of the ways the scarcity of local tech talent can be dealt with.

These and many other insights can be found on this report. It contains data on *Demographics*, *Professional Roles*, *Tech Stacks*, *Remote and Global Work*, *Career Management* and *Salary & Perks*.

This report aims to provide insights that not only allow tech professionals to make more informed career decisions under a global perspective, but also help companies to better understand the new nature of the global tech market and how they should position themselves to hire and retain the talent they so desperately need, not just in the local market but globally.

At **Landing.Jobs**, we believe in the inevitable globalisation of the tech talent market. For that market to thrive, there's the need to avoid asymmetry and lack of information. This report was built by the tech community *for* the tech community. The Portugal edition has been done for 3 consecutive years, allowing a deeper look into the evolution of the local tech market.

Please reach out to us with feedback, suggestions or anything else at letstalk@landing.jobs.

Join us in building better futures. Join the globalisation of tech work.

Pedro Moura
CMO @ Landing.Jobs

Foreword - Sponsor

The IT world is in continuous change. This fast-paced ecosystem is quickly growing and, from year to year, the scenery evolves. Salaries, commutes, languages required (spoken and coded) and even job descriptions are not the same as they were not so long ago, and to be competitive in this highly demanding market, one needs to understand the trends and how to adapt. One thing, however, that has remained constant over the last years was the establishment of Portugal as a hotspot for tech companies to invest and tech professionals to evolve.

In this report, one can confirm the predictions that said that remote work had come to stay and that a company that doesn't have at least a hybrid model will be at risk of falling behind. In such an ambitious attraction market for companies, where the demand outnumbers supply, work-life balance starts to get almost as much importance as the salary when it comes to tech professionals choosing their new job.

Founded in 2019, Volkswagen Digital Solutions (VWDS) plays a major role in the Volkswagen Group strategy of going digital, as we keep innovating by exploring new paths that lead us to striking learnings and quirky ideas. So it only made sense for us to sponsor a report that will, for sure, be a very valuable asset to make the tech scene in Portugal continue to develop and ever more be a reference and a point of attraction for investment and evolution in this area.

About Volkswagen Digital Solutions:

Volkswagen Digital Solutions is a Portuguese company from the Volkswagen Group that started as a start-up and today it counts with more than 275 employees with 20 different nationalities and works in more than 30 projects in total.

Being the world leader in the automotive industry doesn't make us stop. Not even slow down. We are a team of restless and curious creatures who are boosting Volkswagen Group's Digital journey around the world, as we believe that the only way to evolve is to wander, to pursue new ideas and follow new roads. Our vision is to inspire and transform the future of IT in the Volkswagen Group, by questioning and re-questioning the things we know to be true today.

Split across 3 tech units: CODE (Core Operations + Development), MAN Digital Hub and SDC (Software Development Center), VWDS is crafting top-notch software for the end-user and to application support, also developing original products for commercial vehicles. A pathway that enables us to step up the Volkswagen Group's platforms beyond limits.

The opportunities are endless.

www.vwds.pt

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Highlights

1. Demographics

• Lisbon Metro area representativity increased from 40% (2021) to 55.4% (2022)

• Women's representativeness has increased from 12.5% in 2021 to 18% in 2022

• More than 90% of tech professionals work as Full-time employees, while the % of Contractors/ Freelancers decreased to 8.9%

• Regarding education, Tech Bootcamps and Self-thaught represent only 1.6% of tech professionals, less than last year

2. Professional Role & Tech

• 50.5% of people in developer roles are Full-stack, Back-end or Front-end

• Tech professionals with 9+ years of experience represent 48.2% (+10% than last year)

• SQL is the most used language (15.9%)

• In terms of programming frameworks, .NET is the champion once again (12.9%)

3. Remote and Global work

• A mere 6% of tech professionals overall work in a full-office job

• Over 90% of the tech workforce in Portugal are nationals

• 18.6% of tech professionals in Portugal work remotely for a company across-borders

• The continent to which most Portuguese tech professionals work for is Europe (top countries: UK, France and Germany). But country-wise the U.S. is the clear winner with more than 25%

• Tech professionals are highly motivated to work remotely for a company in another country (8.6/10)

• 99% of tech professionals in Portugal want to work remotely, more than 70% for a company located in another continent.

• Work-life balance is the biggest reason to work remotely across-borders (25.3%)

• Regarding relocation, nearly 50% would prefer to remain in Portugal

• Unlike many other tech professionals around the world, in Portugal those who want to relocate are after a better salary (28.5%)

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4. Career management

- Regarding career drivers, salary (21.3%) and work-life balance (17.8%) matter the most to tech professionals

- The average job permanence ranges from 1.4 years for professionals between 1-3 years of experience, to 4 years for professionals with 9+ years of experience

- 6.5 out of 10 tech professionals in Portugal are considering changing jobs in the next 3 months

- Full-office workers are highly motivated to changes jobs (8.6/10)
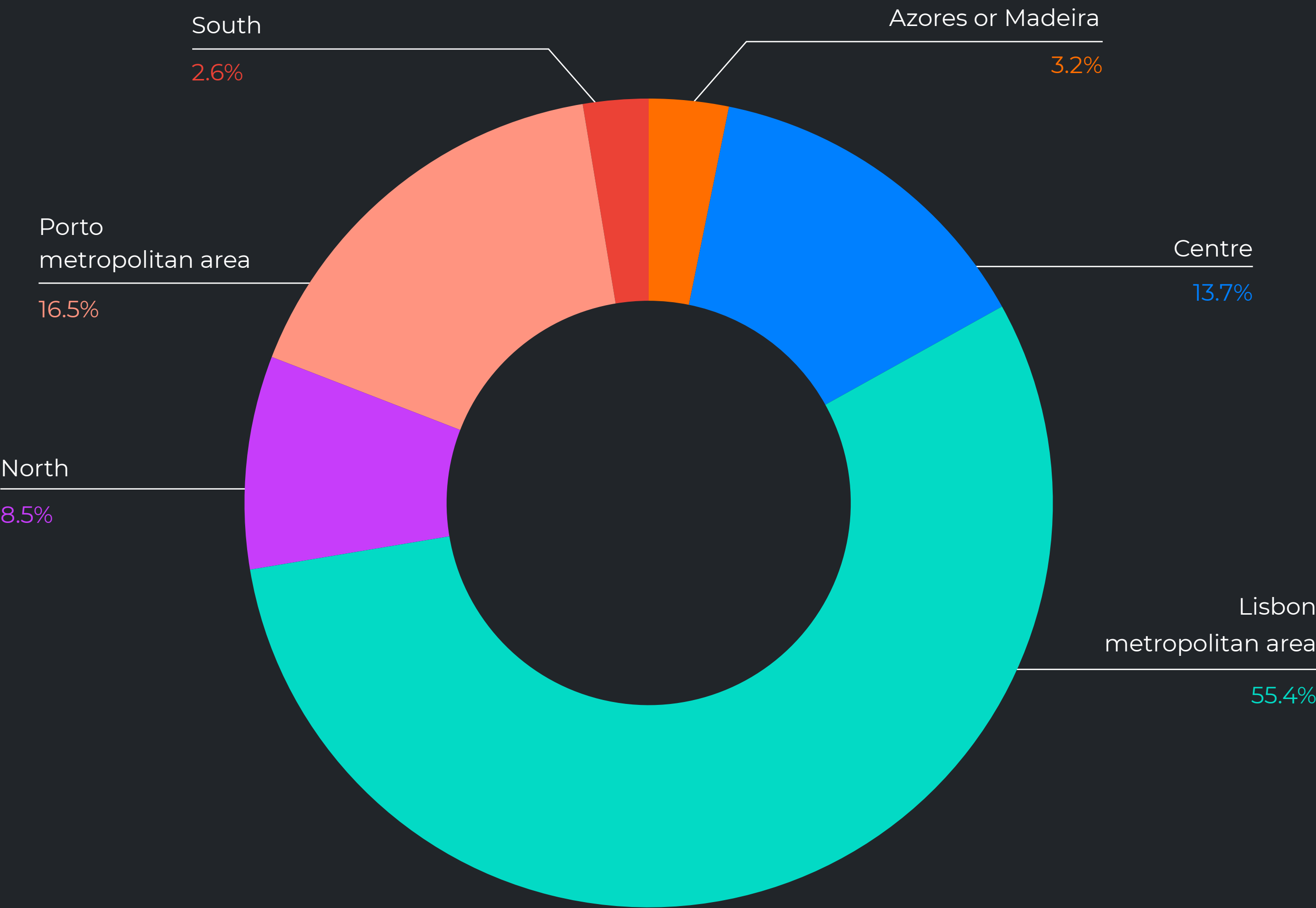
5. Salary and Perks

- Health benefits (20.3%) and annual bonus (20.1%) are the most relevant job perks

- Salaries jumped an unprecedented +36.5% compared to last year, overall (average GAS 44,449€)

- Tech professionals who work in the Lisbon metropolitan area earn the most (48,497€). The islands of Azores and Madeira are the ones were salaries are the lowest (37,073€)

- Contractors earn, on average, 57% more than full-time employees

- Men earn, on average, 31.2% more than women in tech—a gap that is 15% higher than last year (and 8% higher than 2020)

- The gender pay gap is bigger in management roles (35%) than in development roles (32.1%).

- Full-office jobs are the most poorly paid (29.197€) and have actually seen pay cuts in the past year (-0.8%)

- Companies overseas pay 46.8% more than companies in Portugal

- Niche programming languages lead the salary war, but Elixir takes the ultimate prize. WebAssembly is the worst paying language

- In terms of programming frameworks, Ruby on Rails leads in salary while at the lower end of the rank we have Laravel and Bootstrap

- Management roles pay more, but in Developer roles Solutions Architect, Business Applications or DevOps also fare well in the rank

- Contractor Mobile App Developers have taken a hit in the last 12 months (-7.6%)

- Men saw their salaries raised more than women by around 10%, and women saw their salaries lowered more than men

- Full-office jobs: not only are they offering the least amount of salary raises, they're also the ones with the most salary cuts

- 76% of tech professionals from scale-ups reported salary raises

- As for roles, Mobile (78.5%), Back-end (73.6%) and Data Science (68.6%) have experienced the most salary raises

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Tech talent distribution
BY REGION OF RESIDENCE
(IN PORTUGAL)

• Lisbon Metro Area representativity increased from 40% (2021) to 55.4% (2022), showing an increased concentration of tech talent in this area.

• All other regions lost (percentage) in the tech talent distribution around Portugal.

South
2.6%

Azores or Madeira
3.2%

Porto
metropolitan area
16.5%

Centre
13.7%

North
8.5%

Lisbon
metropolitan area
55.4%

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Employment status

Most respondents are full-time employees

• But Contractors are on the rise, having increased 2% from 2021 to 2022. Is this a consequence of more tech professionals working for companies abroad?
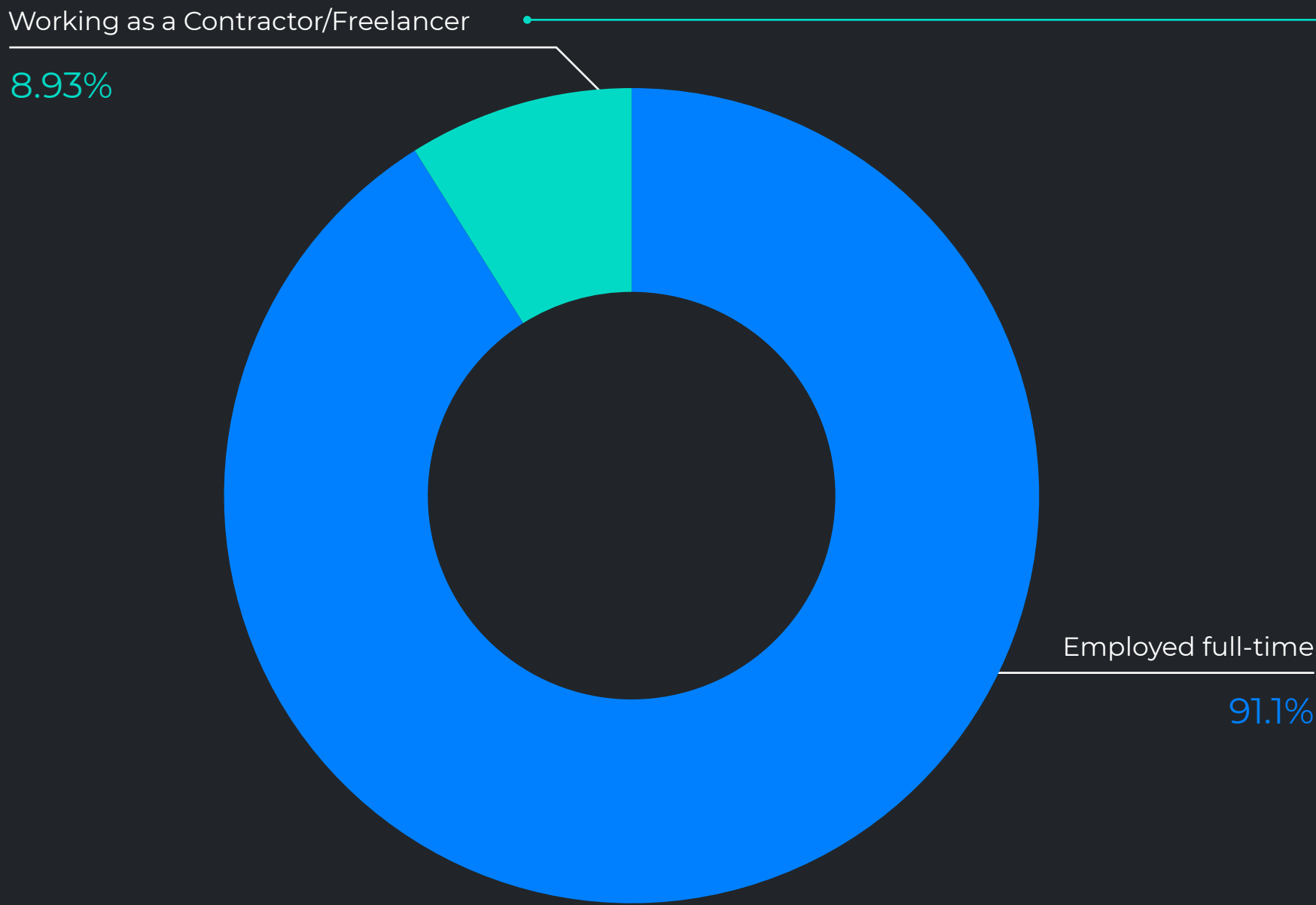
BY REGION

• Contractors are definitely more present in the South of Portugal, is the nice weather the main catch here?

• Second and third places go to the Centre and the Islands.

Working as a Contractor/Freelancer
8.93%

Employed full-time
91.1%

Azores or Madeira

Centre

Lisbon metropolitan area

North

Porto metropolitan area

South

0%   5%   10%   15%   20%
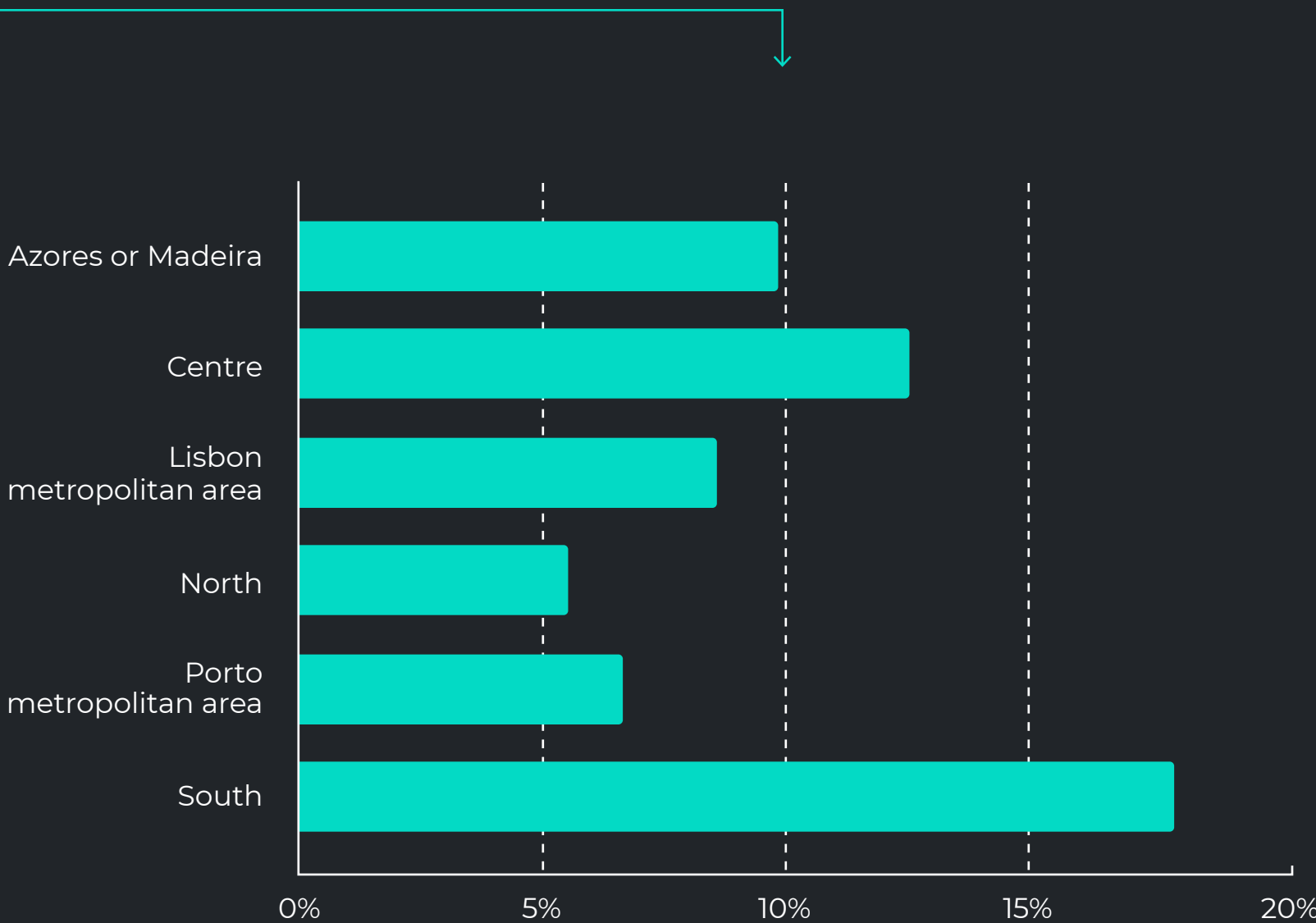
Gender distribution

• Although we still have a long way to diversify the tech industry when it comes to gender, women's representativeness has increased from 12.5% in 2021 to 18% in 2022. Let's work to guarantee this positive trajectory continues.
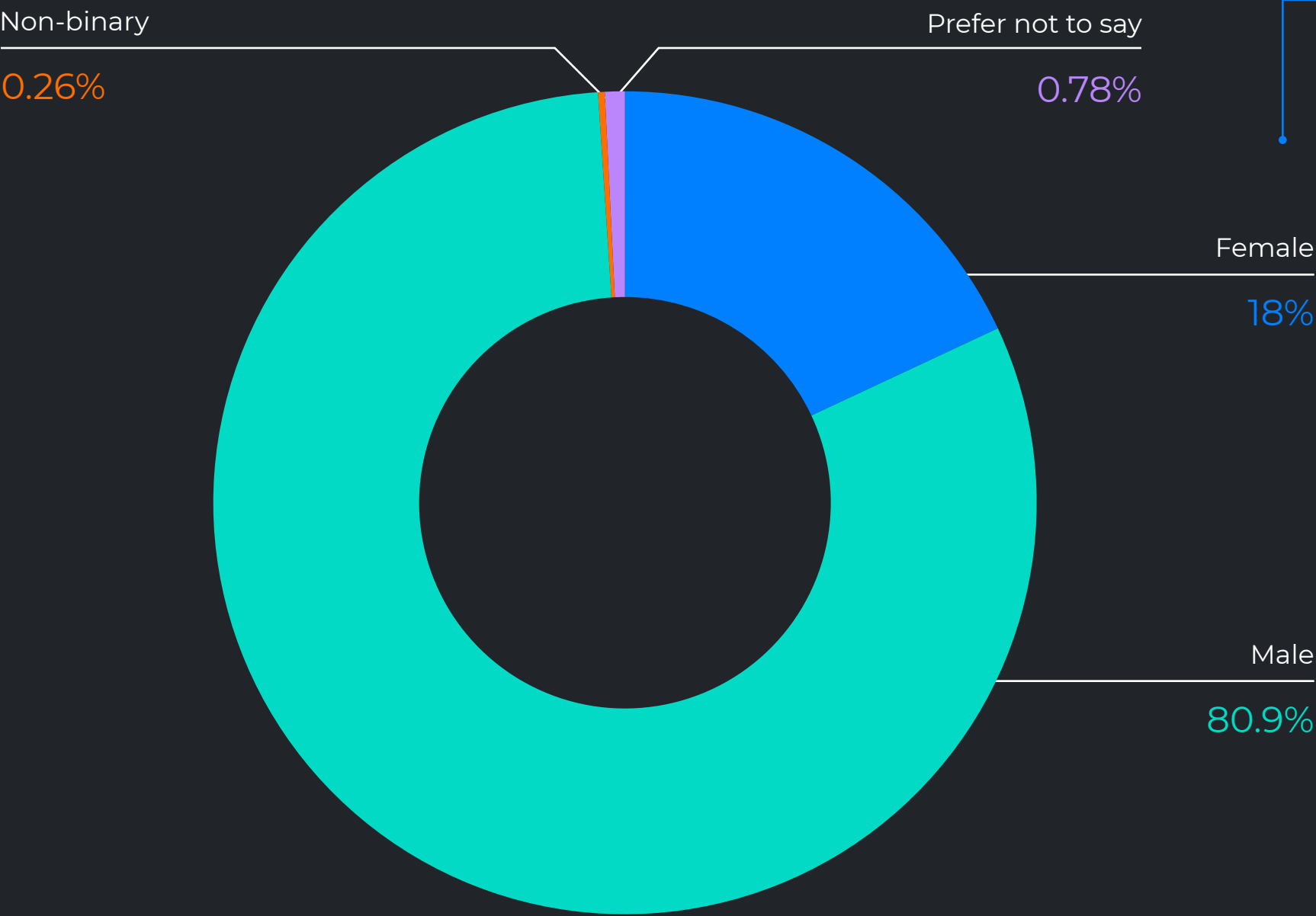
BY REGION

• Women are more represented in the South and Centre, and on the other hand, lacking in the Islands. Is this mere coincidence or are the former regions working harder than the others regarding diversity?

Non-binary
0.26%

Prefer not to say
0.78%

Female
18%

Male
80.9%

Azores or Madeira

Centre

Lisbon metropolitan area

North

Porto metropolitan area

South

0%   5%   10%   15%   20%   25%
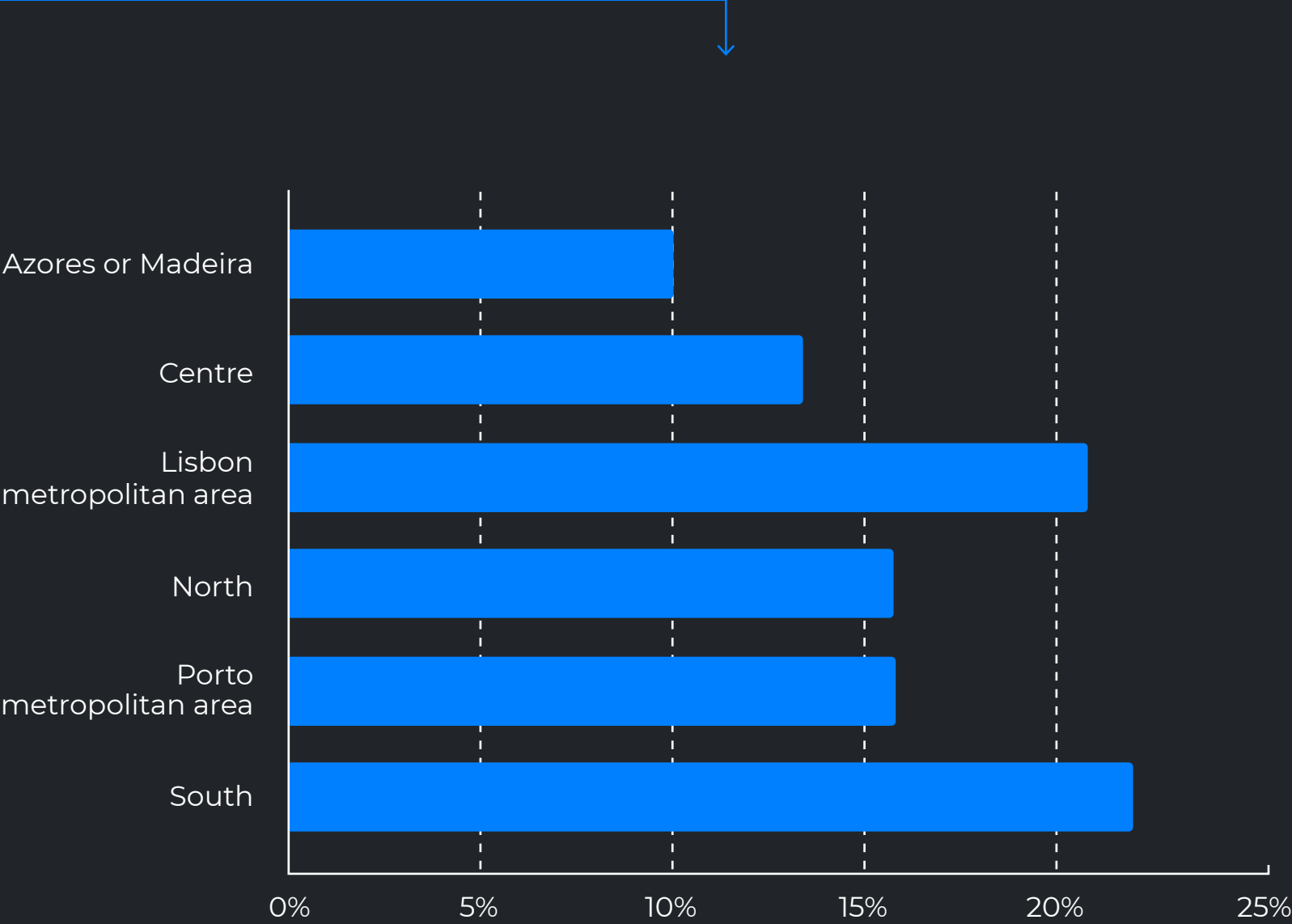
English level

Portuguese are quite the English speakers (or so the data shows)

• More than 90% of Portuguese techies consider their English to be, at least, in professional working proficiency level. It is no surprise since Portugal keeps ranking high as one of the most proficient countries in the world in this language (#7 in 2021).
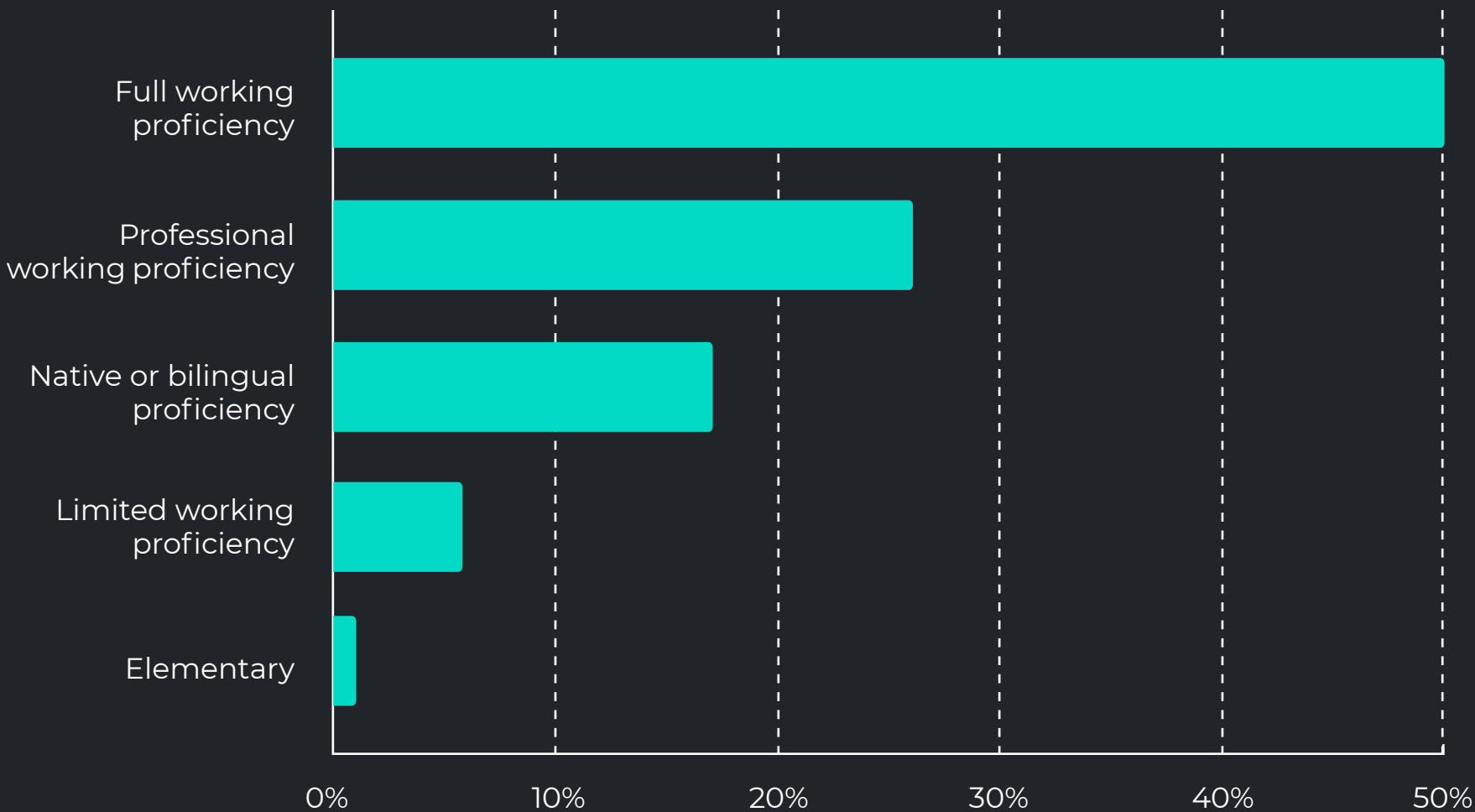
Education level

Nothing new here, University degrees are still the favoured path for tech professionals

• Masters and Bachelor degrees make up almost 85% of the possible educational routes, showcasing their lasting dominance. Doctoral degrees are still ones that not many have the audacity to venture into, and bootcamp graduates unfortunately still represent as little as 1.6%.

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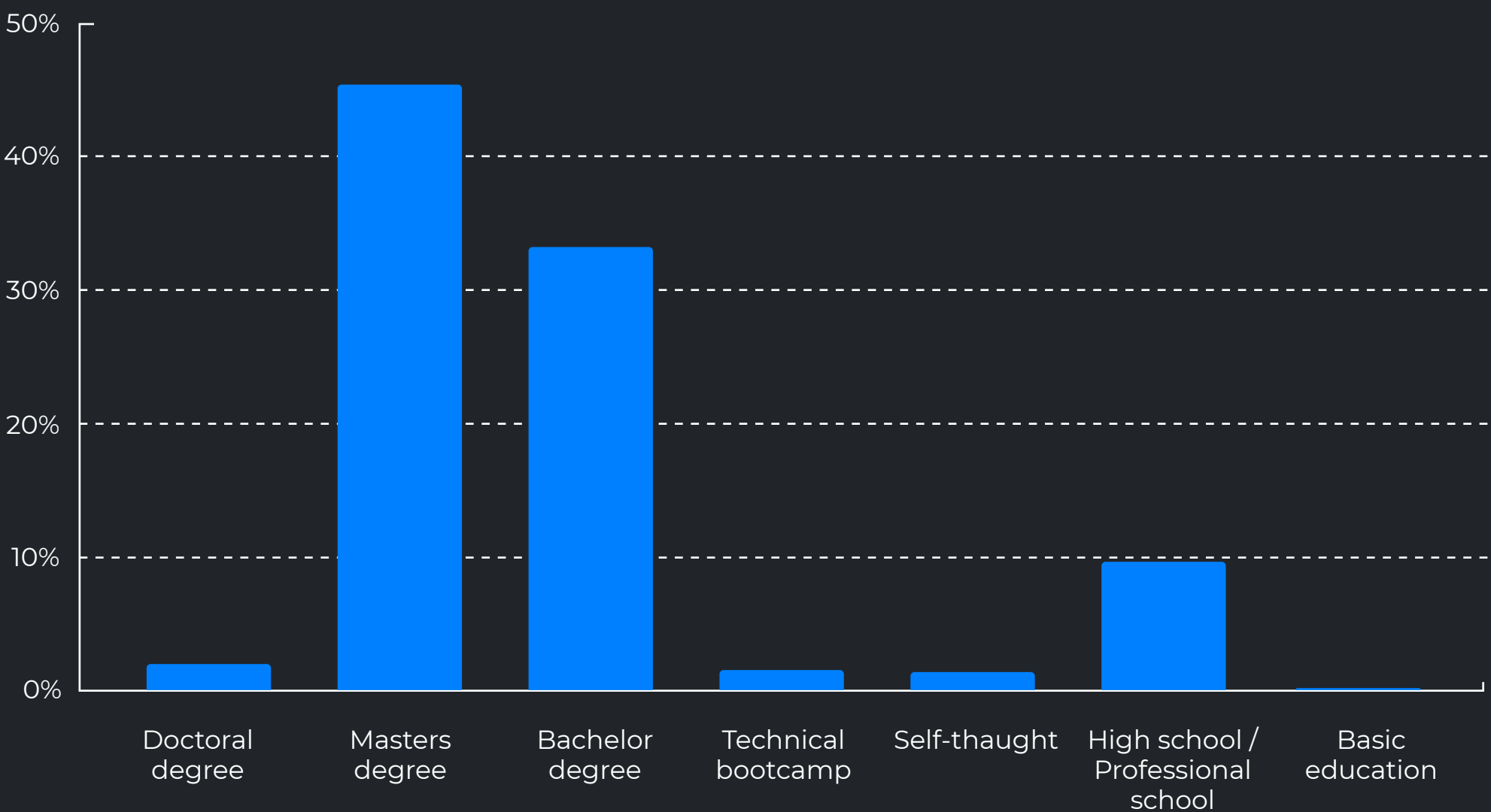
Employer company type

• Tech consulting and services companies seem to have drastically increased their share of the pie since 2021, growing almost 17%.

• Startups (+5%) and Scale-ups (+2.5%) are on the rise. SMEs lost almost 13%! Corporates + Consulting together have dropped around 3.5%.

Local outsourcing
4.3%

Public / Government / R&D
0.8%

Nearshore outsourcing
5.2%

Scale-up
9.8%

Startup
14.9%

Small / Medium enterprise (<250 people)
18%

Tech consulting / services provider (>250 people)
26.9%

Corporate (not tech services provider)
20.2%

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Professional role

Health benefits, annual bonus and training sponsorship are the most relevant job perks.

• On the Tech Development side, the traditional Full-stack, Front and Back-end roles sum up more than 50%.

• Data-related roles represent a respectful percentage of this wider group, showing the importance Data progressively has for businesses.

Tech management roles
34.2%

Tech development roles
65.8%

Technical Team Leader

Project Manager

Product Owner/ Product Manager

CTO

Scrum Master

0%   10%   20%   30%

Full-Stack Developer

Back-End Developer

Front-End Developer

Data Scientist/Data Engineer

UX/UI Designer

Solutions Architect

Quality Assurance/Testing

Business Applications (BI/CRM/ERP)

Mobile Apps Developer

DevOps Engineer

Maintenance & Support

Computer & Network Security

SysAdmin Engineer

0%   5%   10%   15%   20%

Professional experience

The Portuguese tech industry is still made up of Senior professionals with 9+ years of experience

• This chart isn't much different, visually speaking, compared to last year's, except tech professionals with more than 9 years of experience are representing around 10% more.

• Seems like the industry is working counter-clockwise when it comes to providing enough talent for the (huge) demand.

No working experience
0.8%

Less than 1 year
4.2%

Between 1 - 3 years
11.8%

Between 3 - 6 years
14.8%

Between 6 - 9 years
20.3%

More than 9 years
48.2%

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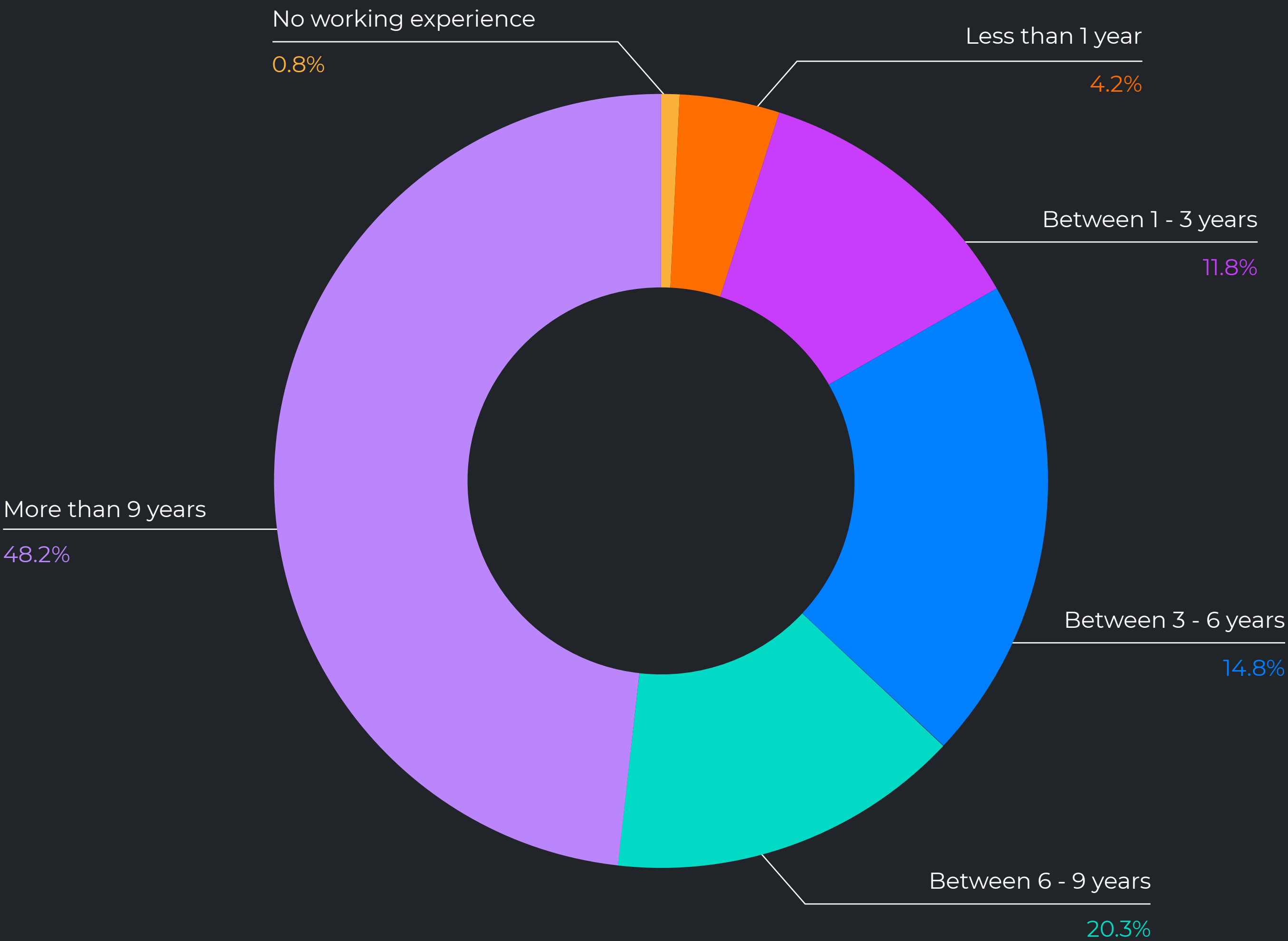
Professional experience

BY PROFESSIONAL ROLE

Without much surprise, tech management professionals tend to be more experienced.

• Data-related roles seem to be dominated by juniors, while SysAdmin professionals tend to have more experience.

• Front-end developers occupy the bottom of the chart—might this be where people start their careers at and then move on to other roles?

Average years of working experience

Role	
CTO	
Solutions Architect	
Technical Team Leader	
Project Manager	
Scrum Master	
Product Owner/Product Manager	
SysAdmin Engineer	
Business Applications (BI/CRM/ERP)	
Computer & Network Security	
Maintenance & Support	
UX/UI Designer	
Quality Assurance/Testing	
DevOps Engineer	
Back-End Developer	
Mobile Apps Developer	
Full-Stack Developer	
Data Scientist/Data Engineer	
Front-End Developer	

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Programming languages

SQL beats JavaScript to the podium!

• Unlike what we observed for the global context and in last year's Tech Careers Report 2021, this year SQL is king.

• Python gets to the top of the generic languages, probably with a large contribution from data-related work.

• Java, for all it's history, remains one of the most widespread languages. Typescript is also on the rise, showing an increasing swing.

• C# had a good position, probably mostly because of corporate systems, although it has fallen behind Python and Java.

• PHP, despite it's fragilites, is still widely used. Swift and Elixir took a hit this year. And... VBA and Visual Basic 6 are still used, much to our surprise.
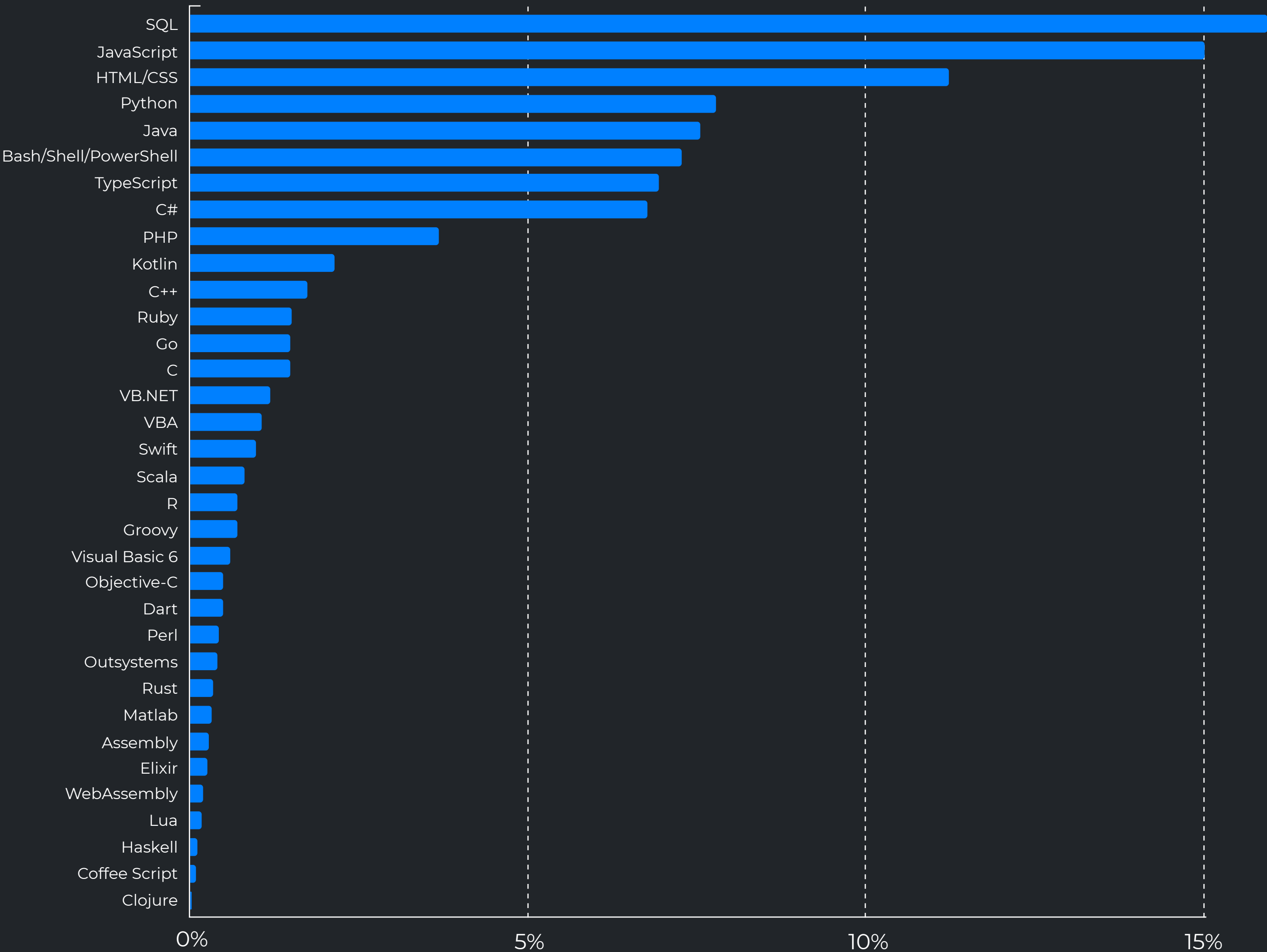
Note: each respondent was able to select more than one language.

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Programming frameworks

.NET is the champion once again

• Similarly to last year, .NET remains the clear winner.

• React has surpassed jQuery, confirming our predictions, although Angular is no longer in the 4 most used frameworks.

• Outsystems has clearly gained some traction in the market, surpassing Django, Laravel, Ruby on Rails and others.

Framework	
.NET	
Node.js	
React	
jQuery	
Bootstrap	
Angular	
Asp.NET	
Spring	
Vue	
Express	
Next.js	
Outsystems	
Django	
Laravel	
Ruby on Rails	
Flask	
Drupal	
Symfony	
CodeIgniter	
Cake PHP	
Yii Framework	
CherryPy	
Ember	
Meteor	
Sinatra	
Sails.js	

0%   2.5%   5%   7.5%   10%   12.5%

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Remote work status

BY REGION

Full office jobs may very well be a thing of the past

• A mere 6% of tech professionals overall work in a full office job (the Islands and the South are the regions most contributing to it), while the remaining ones divide themselves pretty equally between hybrid and full remote. Curiously, the South is also one of the regions with more fully remote professionals, as well as the Centre.

• These are for sure signs of the times. There is no doubt that remote work, in its many forms, is no longer a nice-to-have option, but instead mandatory.
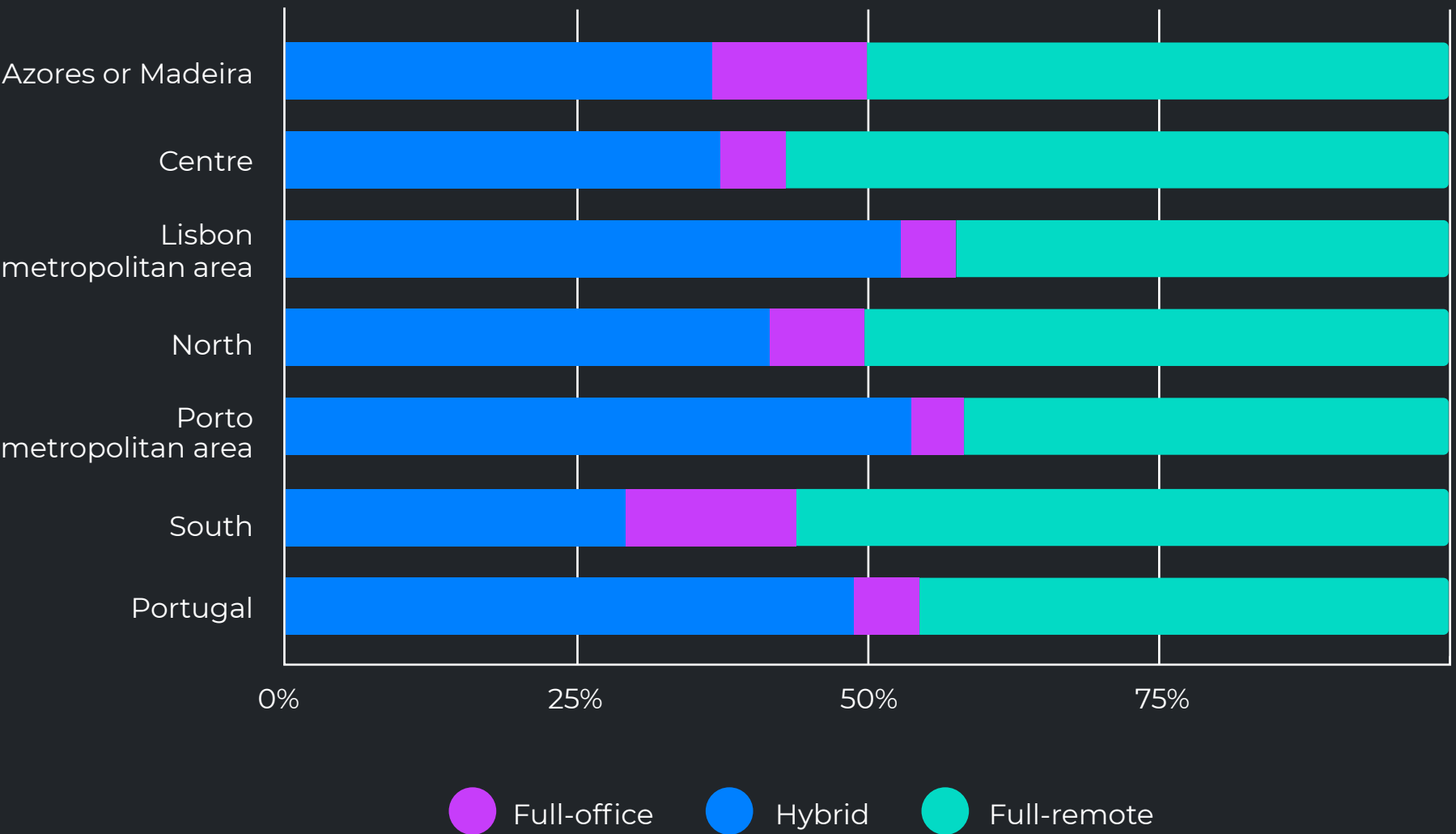
BY EMPLOYMENT STATUS

Not surprisingly, contractors tend to work more in full-remote mode

• But, again, even for fulltime employees, hybrid or full remote is the current rule of the land.

Region chart:
Azores or Madeira, Centre, Lisbon metropolitan area, North, Porto metropolitan area, South, Portugal
Legend: Full-office, Hybrid, Full-remote

Employment status chart:
Full-time employee, Contractor
Legend: Full-office, Hybrid, Full-remote

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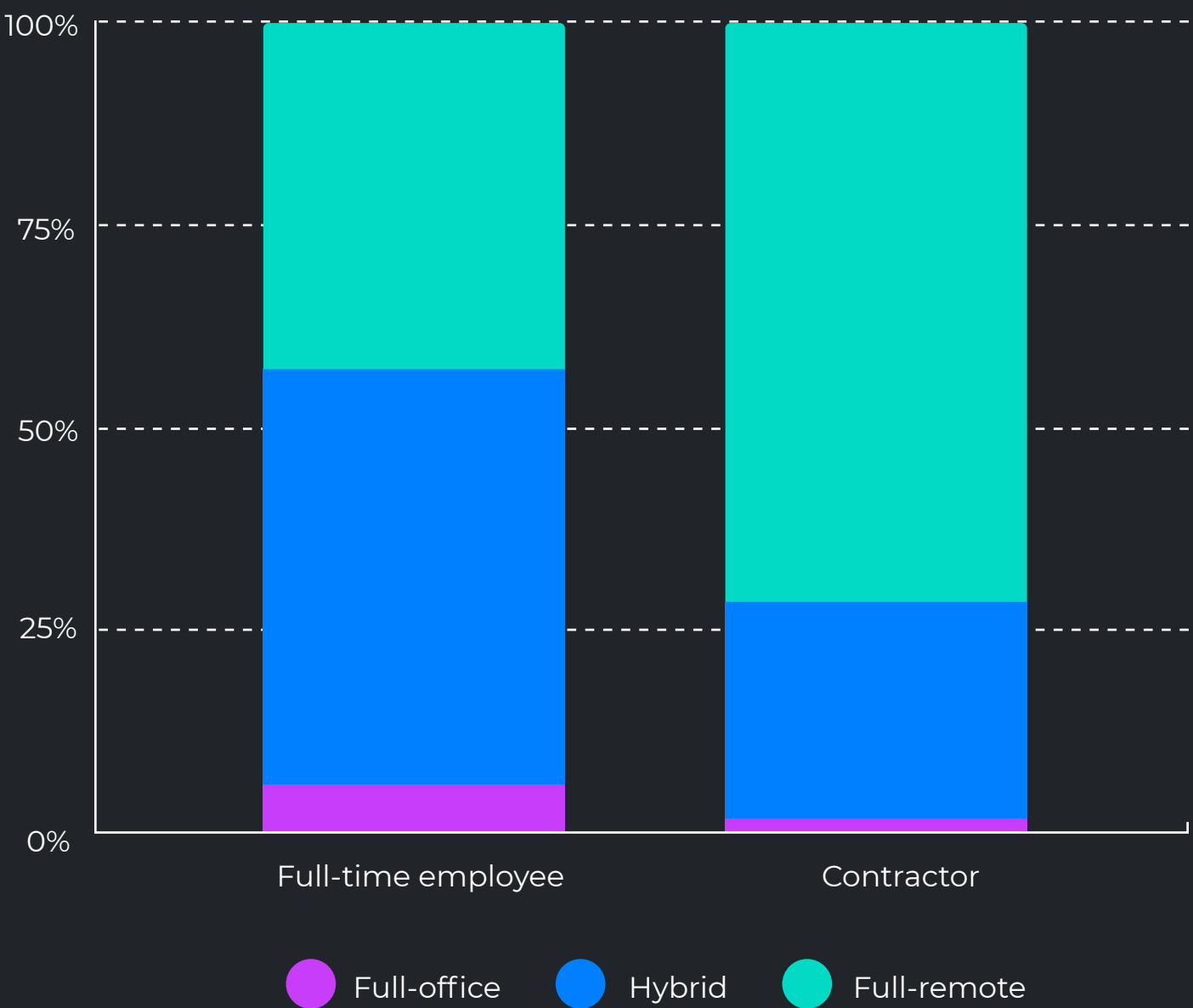
Workforce
BY ORIGIN

Local companies are hiring mostly local talent. What about the globalisation talk?

• Over 90% of the tech workforce in Portugal are nationals, followed by 6.6% of Brazilians (showing the impact and importance Brazil has).

• This is a clear indicator that companies in Portugal are not hiring and relocating talent across-borders. With companies all over the world opening borders and hiring top international tech talent (including Portuguese), national companies have fierce competition.

• There's a long way to go to make Portugal a clear hub for tech talent from other geographies, and companies should have a clear role here, to make sure they have enough talent for their needs.

• Note: the US has more than 30% of workers originary from other continents.

Asia
0.21%

North America
0.16%

Africa
0.58%

South America
6.7%

Europe (non-Portugal)
1.27%

Portugal
91.1%

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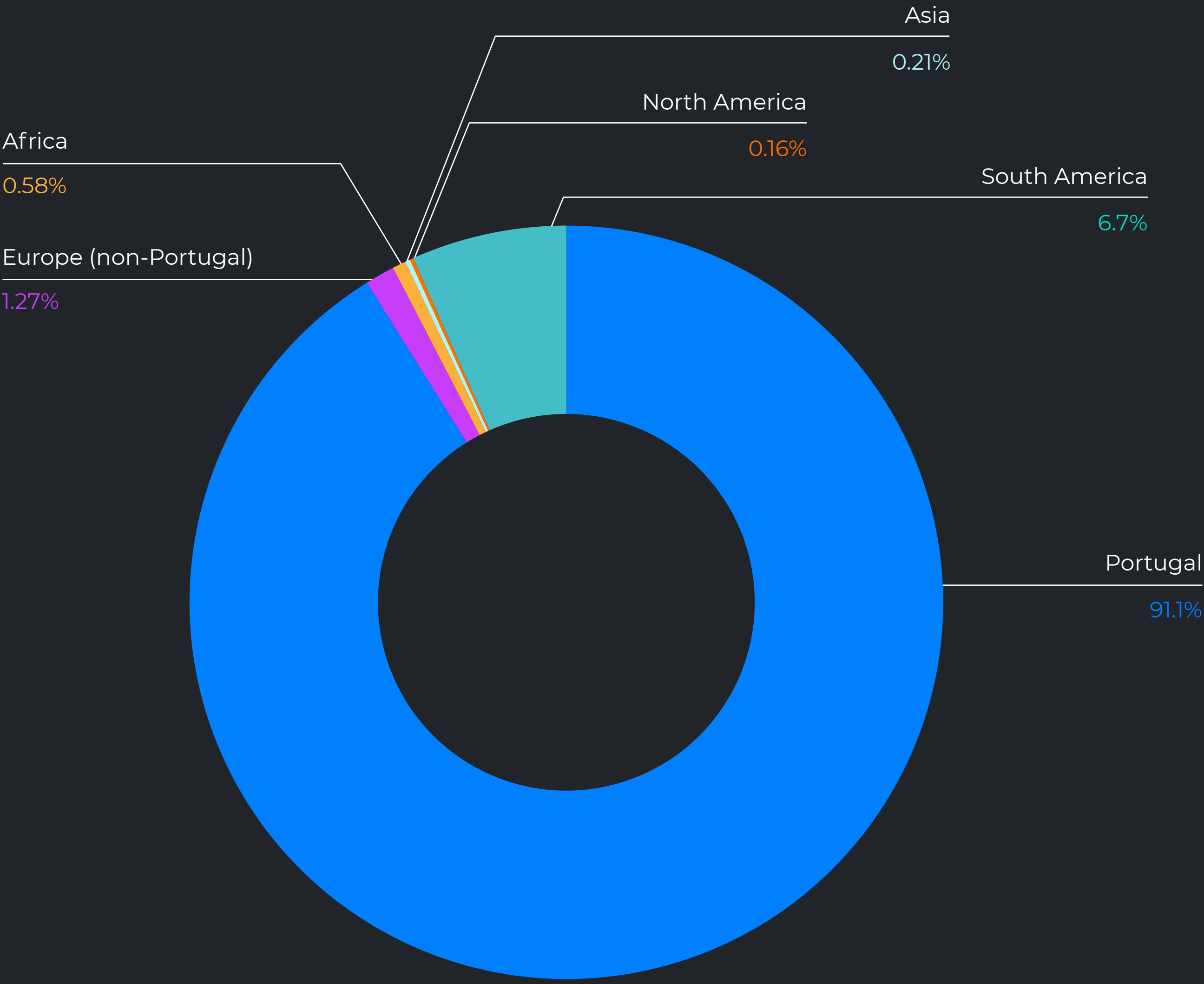
Working across borders

TECH PROFESSIONALS WORKING FOR A COMPANY ACROSS-BORDERS

• Most Portugal-based tech professionals work for local companies.

• But 18.6% of them are working for companies across-borders (remotely), which is very significant, and with a tendency to grow. It'll be interesting to look at the evolution of this data.

• This is putting a high pressure on salaries and local talent availability.
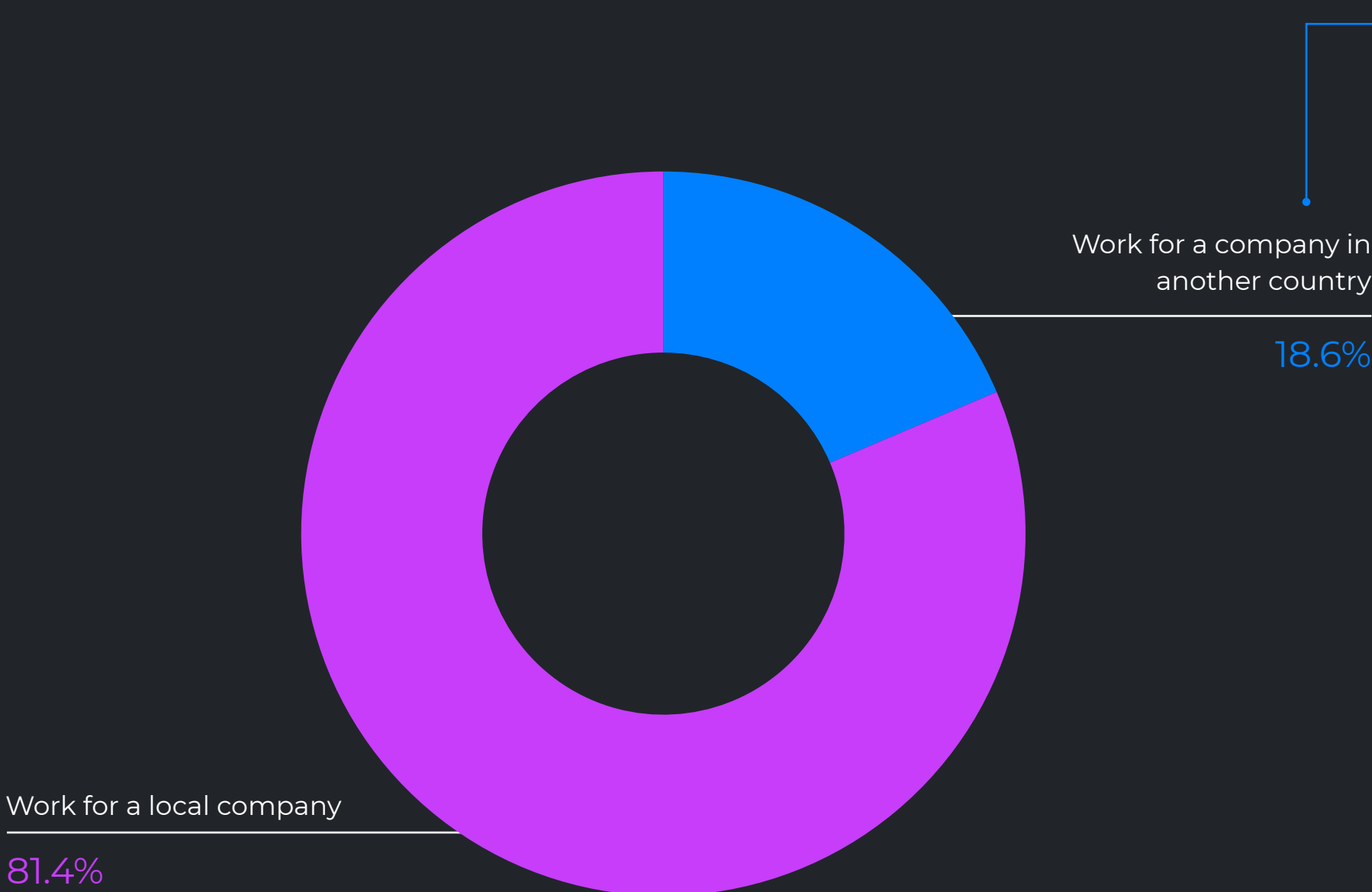
EMPLOYER COMPANIES' CONTINENT

Most Portuguese tech professionals work for European companies

• As a whole, Europe takes the prize, with top countries being the UK, France and Germany. However, country-wise, the USA is the clear winner with more than 25%, showing off its unmistakable power in the industry. Also a sign that they are searching for tech talent beyond their borders. The world is your oyster, tech pros.

Africa
0.81%

South America
2.7%

Asia
1.6%

Work for a company in another country
18.6%

North America
27.2%

Europe
67.7%

Work for a local company
81.4%
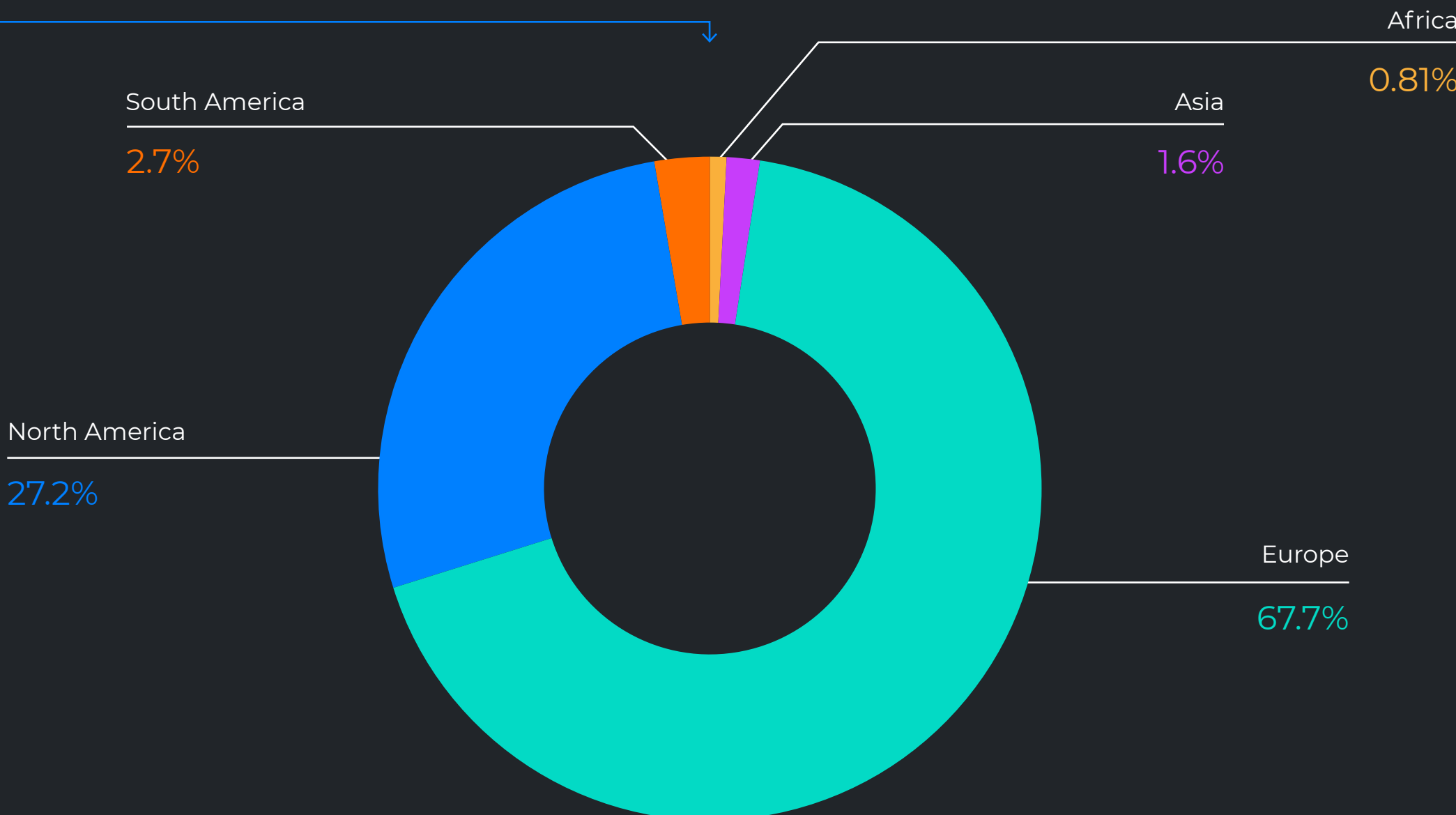
Note: only for professionals working for companies across-borders

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Motivation to work remotely for a company in another country

Tech professionals are highly motivated to work remotely for a company in another country.

• The globalisation of tech work is a reality. Covid-19 brought the maturity of remote work, helping bring down the cultural barriers that still existed, both from companies and tech professionals.

• Portuguese decision-makers: beware because change isn't coming in the future, it's already here.

Avg. 8.6

0%   25%   50%   75%   100%

● 1 - Not motivated at all ● 2 ● 3 ● 4 ● 5 ● 6 ● 7 ● 8 ● 9 ● 10 - Definitely!
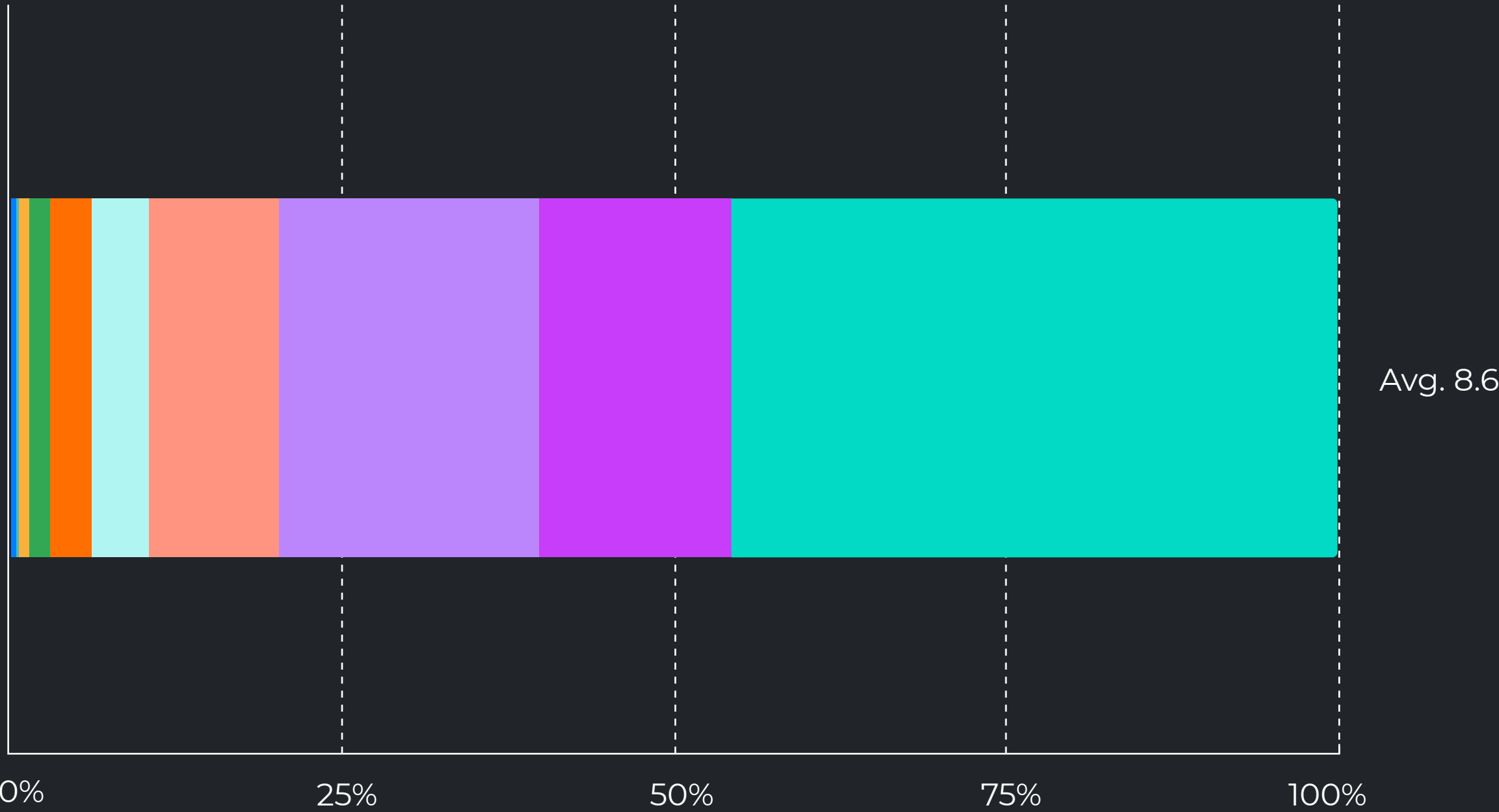
Openness to work remotely for a company

BY COMPANY LOCATION

99% want to work remotely, 80% for a company located outside Portugal

• Portugal tech talent is highly open (80%) to work remotely for companies across-borders (74% outside Europe).

• This shows that the game has really changed, borders are not barriers anymore for tech talent, and they're embracing a new globalised reality along with the opportunities it presents.

• More on the reasons for this ahead.

• On this topic, compared to the global reality, Portuguese tech talent is closer to Africa, Asia and South America than to Europe or even North America.

Just local office job

1%

Outside my continent
of residence

73.9%

In my country of residence

18.8%

In other country,
in my continent of
residence

6.3%
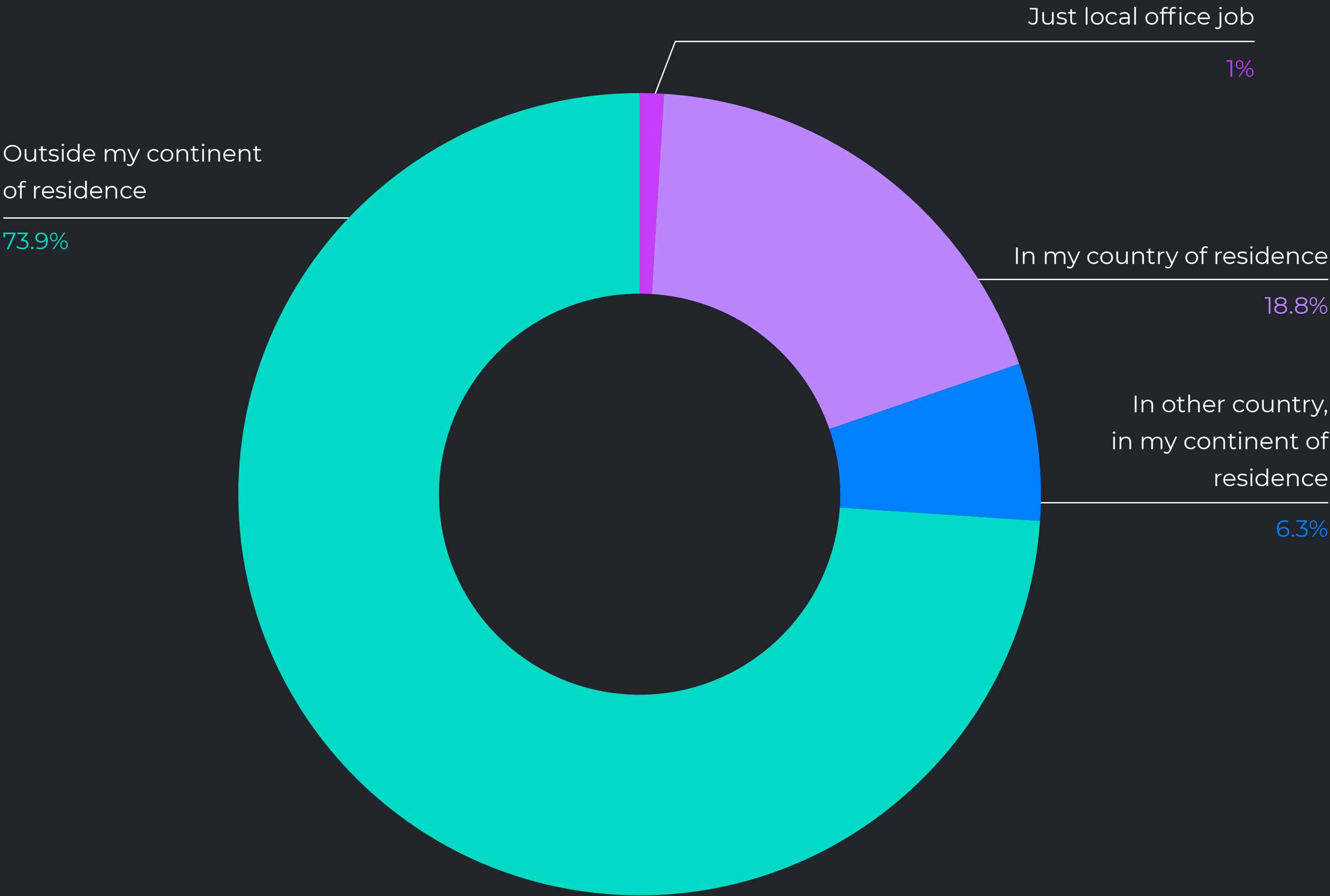
Working across borders

PREFERRED CONTINENT OF COMPANY TO WORK REMOTELY FOR

• Europe is the top destination for tech professionals wanting to work remotely across-borders, followed by North America.

PREFERRED EUROPEAN COUNTRIES TO WORK REMOTELY FOR

• When it comes to working remotely to european countries, there are no significative differences between different regions.

Africa
7.9%

Anywhere
1.5%

Asia
10.2%

Europe
35.9%

South America
10.2%

Oceania
10.4%

North America
24%

Other European Countries
9.4%

United Kingdom or Ireland
19%

Denmark, Finland, Norway or Sweden
17.4%

Portugal or Spain
18.3%

France, Belgium, Netherlands or Luxembourg
17.7%

Germany, Switzerland or Austria
18.2%

Note: only tech professionals open to work remotely for a company across-borders

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Reasons to work remotely for a company across-borders

Work-life balance is the biggest reason to work remotely across-borders

• Salary and benefits come second. Seems tech professionals are a class not on the lower level of the Maslow Pyramid.

• The freedom to work wherever they want come in 3rd, but not far ahead from the chance to find a better job.

• These indicators show us that improving the ownership of their careers and having a better quality of life is crucial for Portuguese tech talent, much in line with key topics like burnout.

Save money
5.9%

Be more productive
8.1%

Better work-life balance
25.4%

Working for companies abroad
9.8%

Better salary / benefits
21.7%

Finding better jobs
14.2%

Work from wherever I want
14.8%

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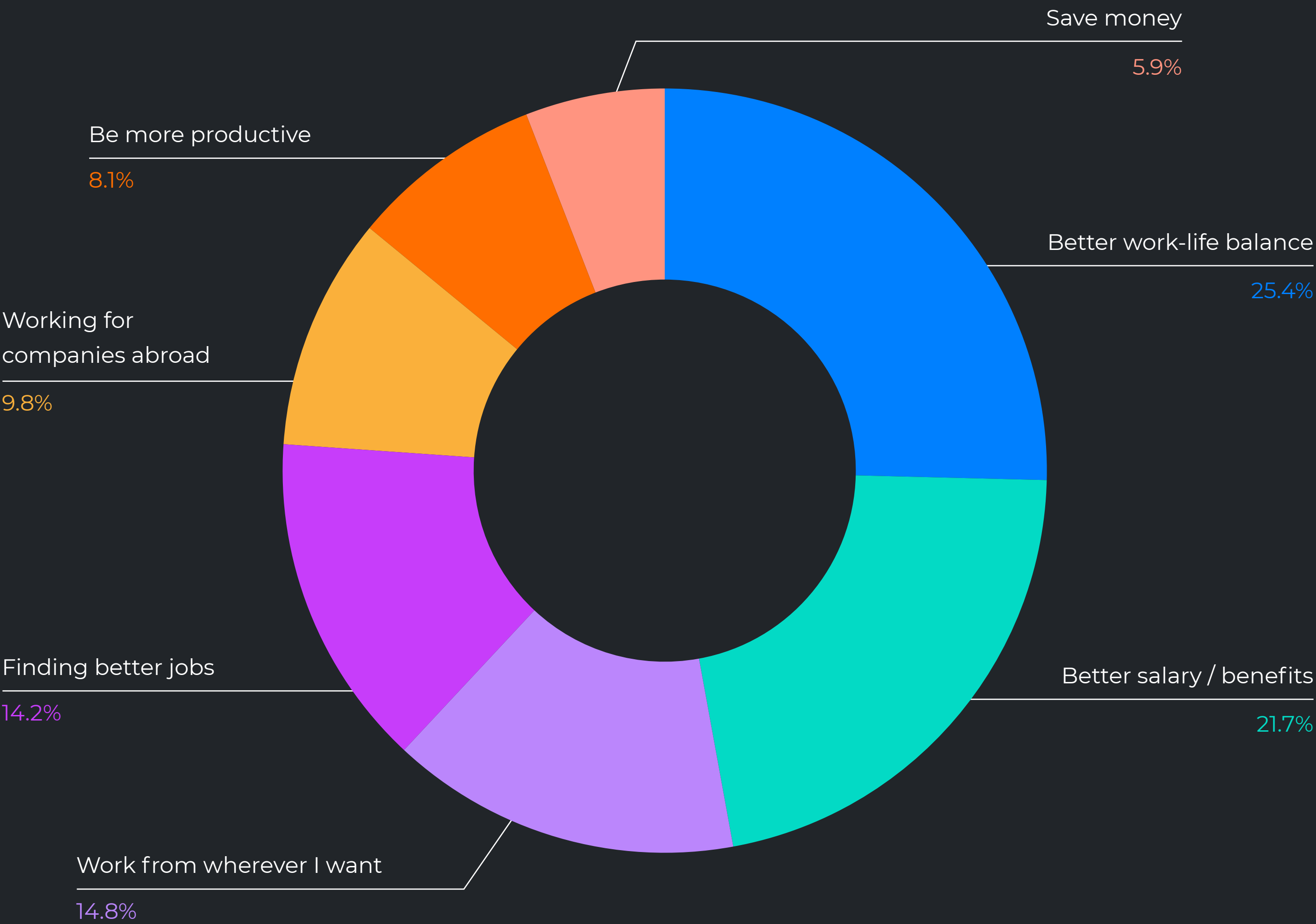
Openness to relocate to another country

BY COMPANY LOCATION

Portuguese tech professionals aren't keen on leaving their country

• Some want to stay, some want to go. Nearly 50% would prefer to remain in Portugal, showing a tendency for local permanence (comparing, 80% are willing to work remotely across-borders).

• The other 50% considers, in equal proportions, relocating to another European country or to another continent.

• Compared globally with talent in other countries, Portuguese talent has a greater desire to remain in their country than Europeans (and everyone else in general). It seems Portugal is a loved place.

Relocate to another continent
25.8%

Relocate to a country in my continent
26.7%

Want to stay in my current country
47.5%

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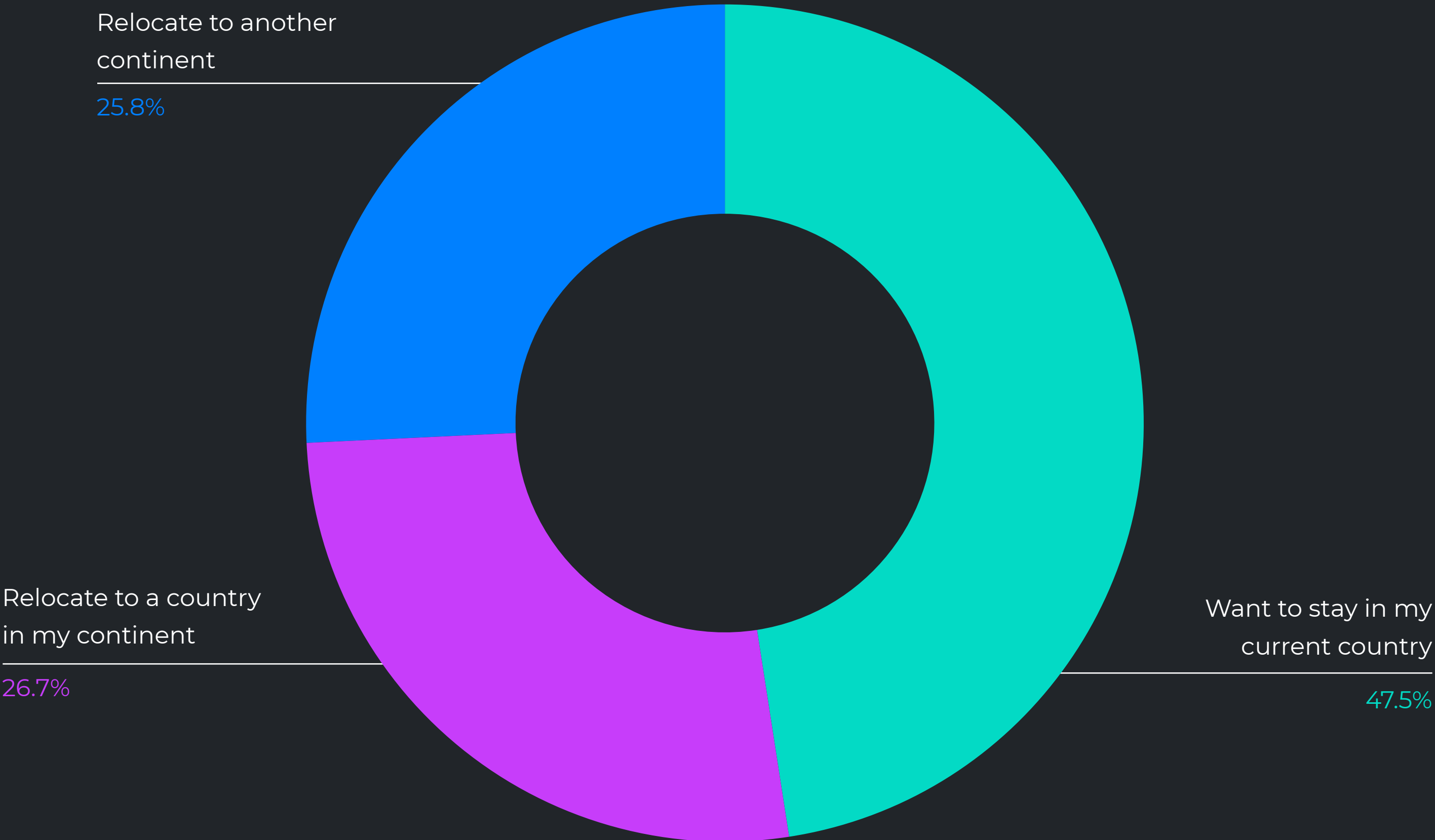
Working across borders

PREFERRED CONTINENT TO RELOCATE TO (EXCEPT EUROPE)

Go big or go home

• Even though Portuguese tech pros would rather work remotely from their country, when faced with relocation, they would rather go as far as North America — or even Oceania.

Anywhere
1.8%

Africa
5.9%

South America
10.8%

North America
48.9%

Asia
12.9%

Oceania
19.6%
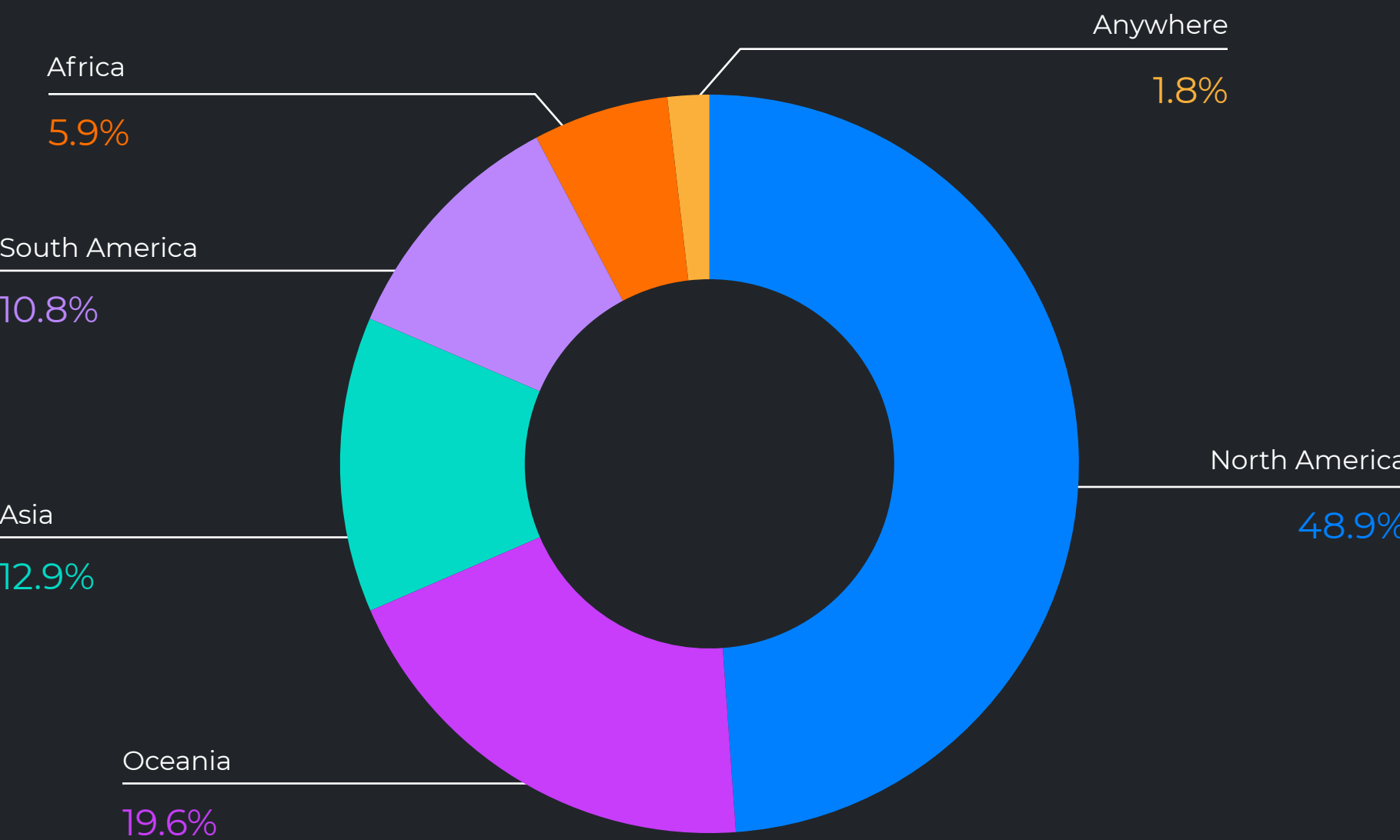
PREFERRED COUNTRY TO RELOCATE TO IN EUROPE

• From the 26.7% who would rather relocate within Europe, the options are evenly balanced.

Other European Countries
5.4%

Germany, Switzerland or Austria
20.6%

Spain
16.6%

France, Belgium, Netherlands or Luxembourg
20.2%

Denmark, Finland, Norway or Sweden
17.3%

United Kingdom or Ireland
19.8%

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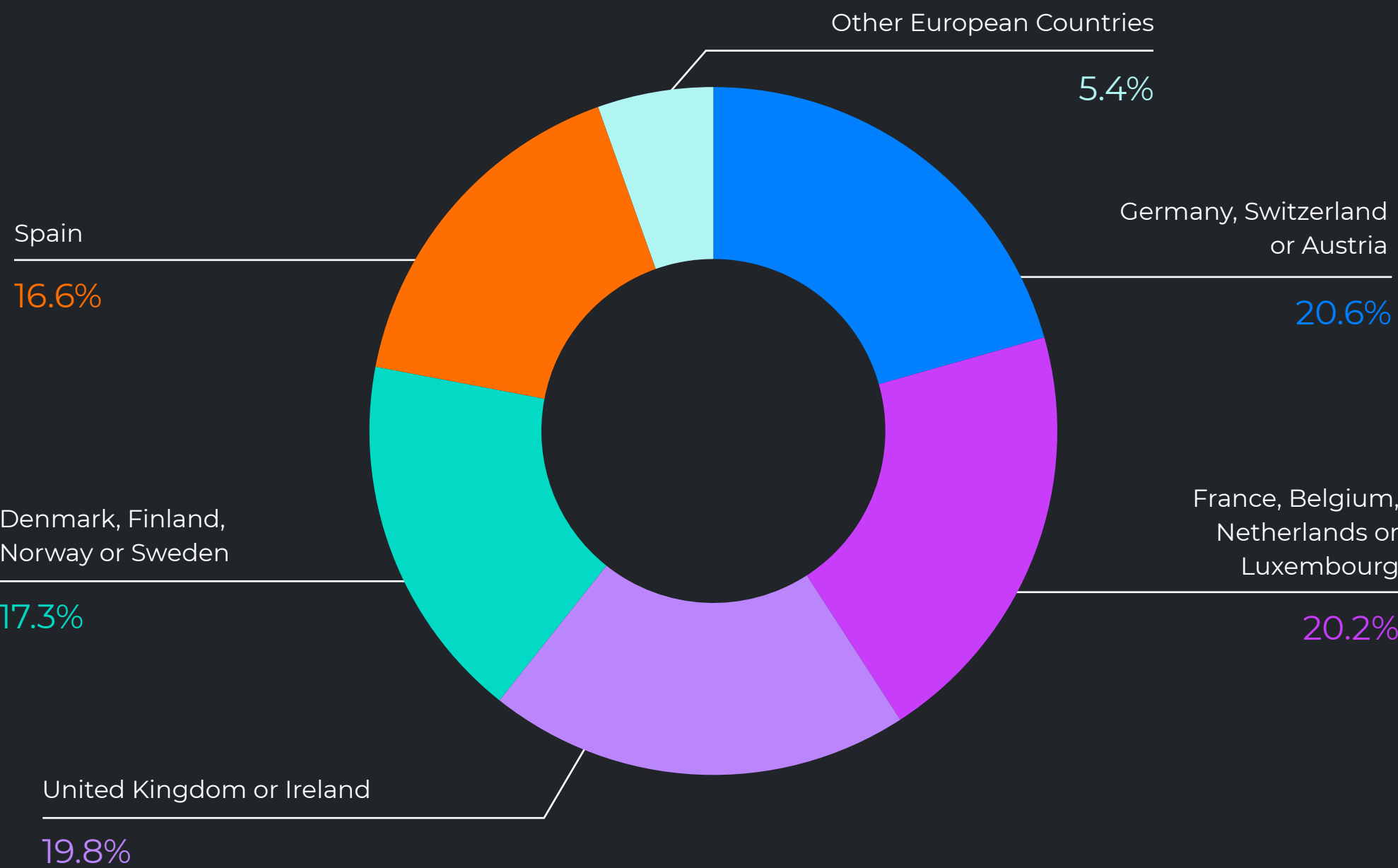
Working across borders

WOULD RESPONDENTS RELOCATE ACCOMPANIED

• More than half of Portuguese tech professionals would relocate with their family.

With family
53.8%

Alone
37.5%

Prefer not to say
8.7%
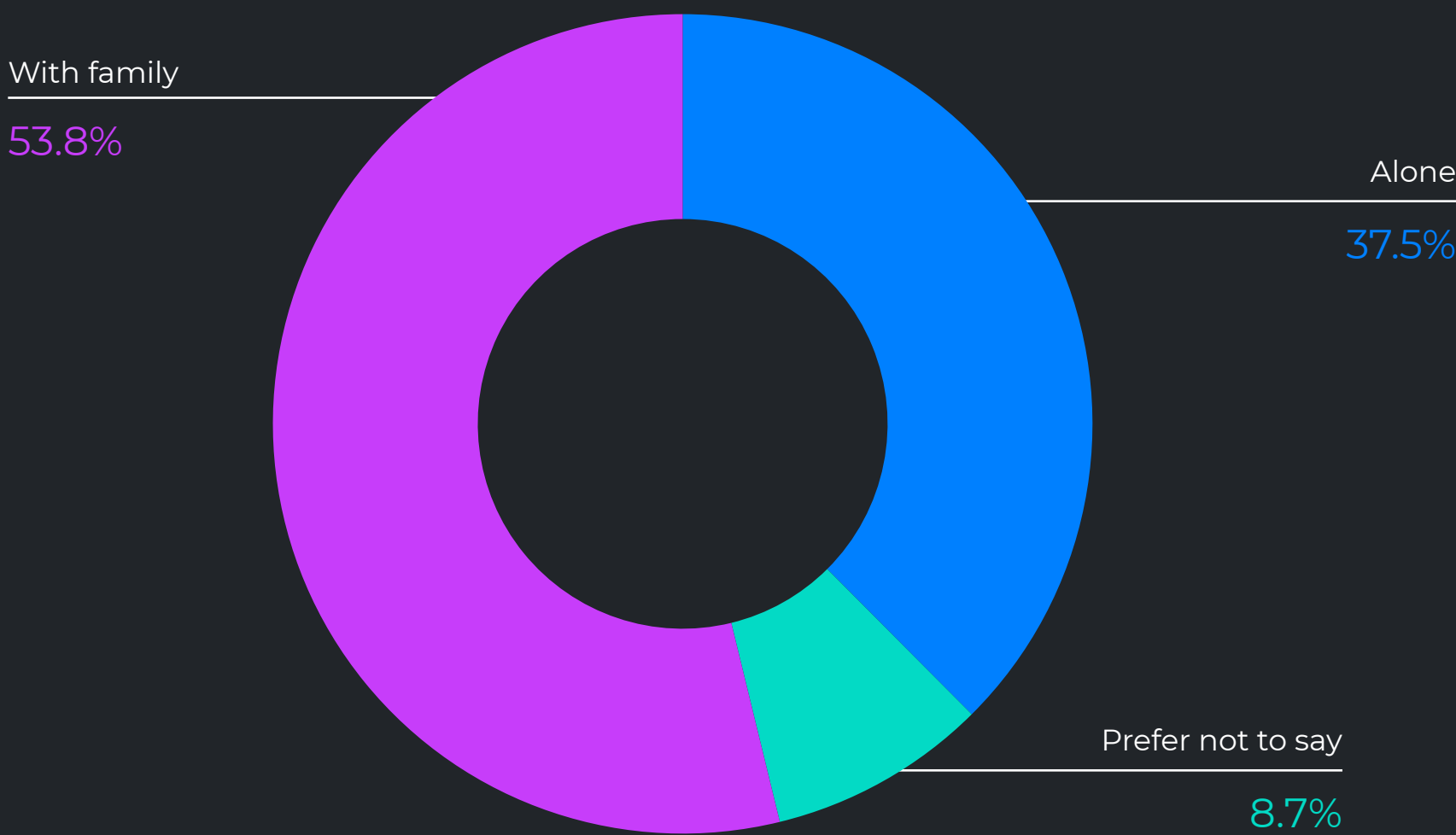
BY FAMILY SITUATION

• Not surprisingly, married respondents prefer to relocate with their families, while singles would relocate alone. 'Singles with children' don't show such a clear tendency, possibly because their personal situation isn't as linear.

Married / Living
together with children

Married / Living together
without children

Single with children

Single

0%   25%   50%   75%   100%

● Alone   ● Prefer not to say   ● With family

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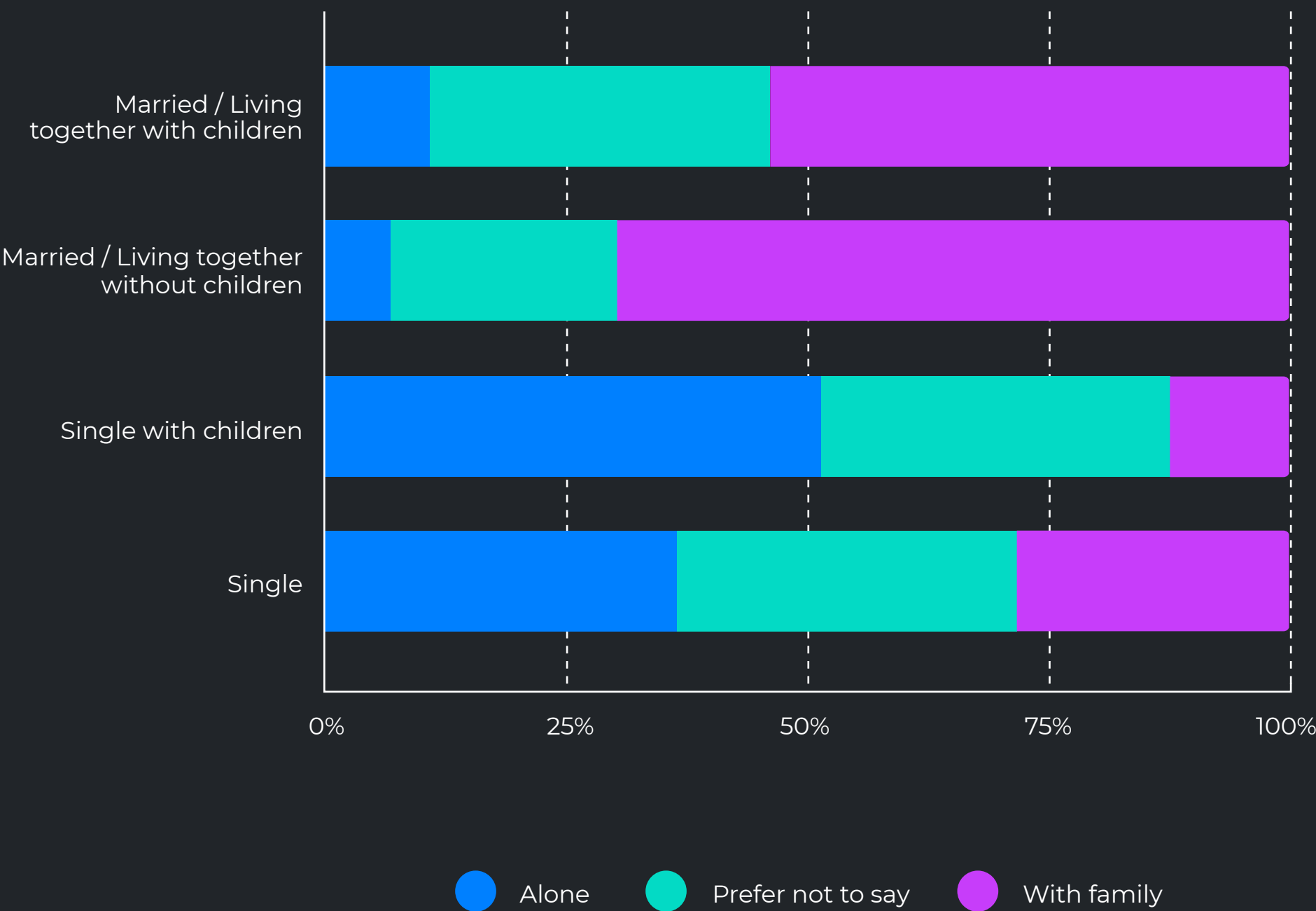
Working across borders
RELOCATION REASONS

Unlike many other tech professionals around the world, in Portugal those who want to relocate are after a better salary

• Shortly followed by a better quality of life and better companies, jobs or challenges.

• The desire to explore new countries and cultures is also highly valued.

• Not surprisingly, Portuguese tech pros aren't after safety when they relocate, probably because Portugal is one of the most peaceful countries in the world (GPI 2021).

Safety, security and/or stability
4.6%

Better future for my family
9.7%

Better salary
28.5%

Knowing a different country / culture
16.1%

Quality of life
21%

Better companies / jobs / professional challenge
20.3%

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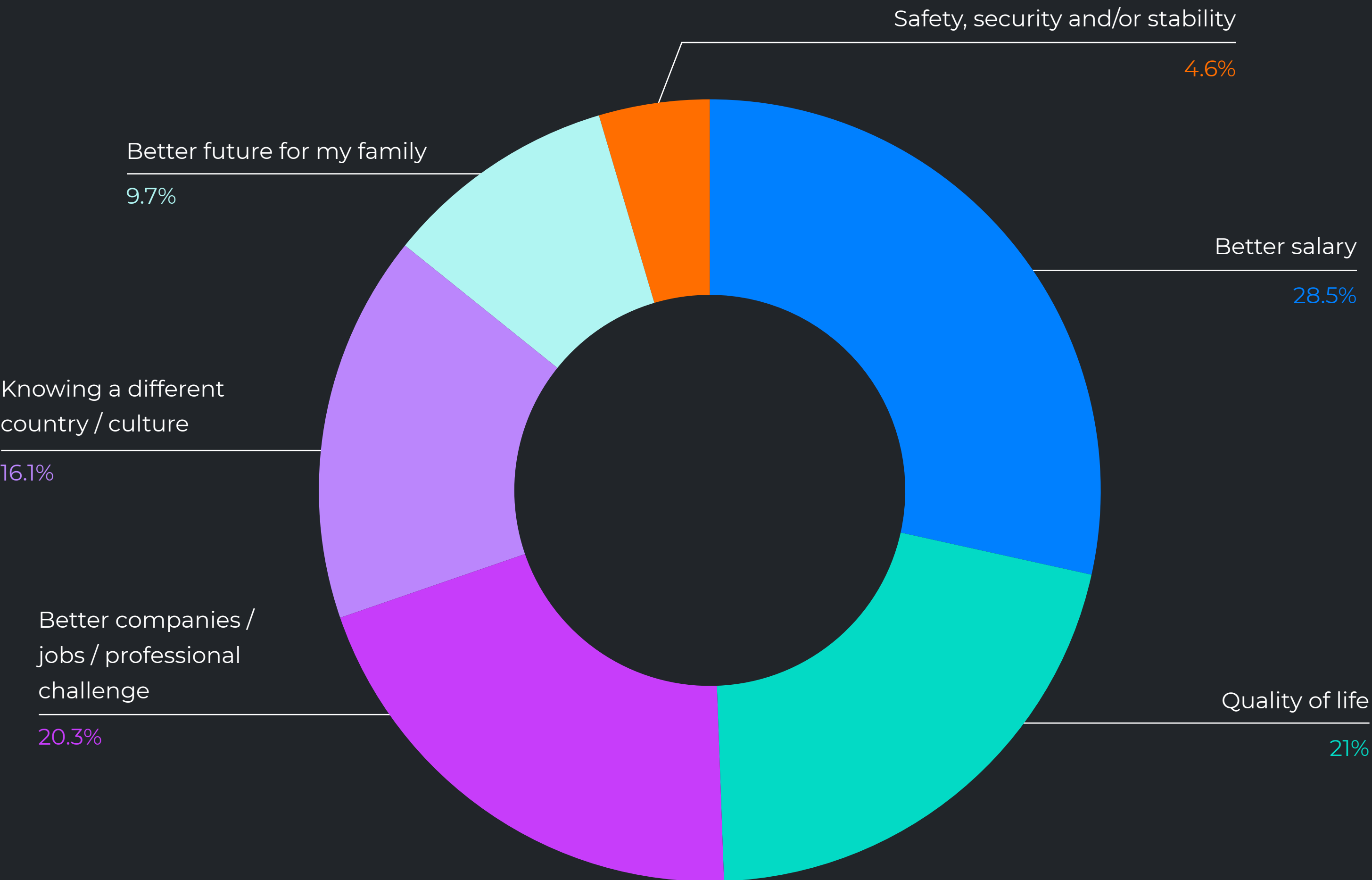
Career Drivers

Salary and work-life balance matter the most to tech professionals

• Money is still the top driver regarding career management, while respondents don't mind much about recognition and status. But work-life balance is a progressively relevant career driver.

• Career progression, technological challenge and cultural fit are topics companies should mind about.

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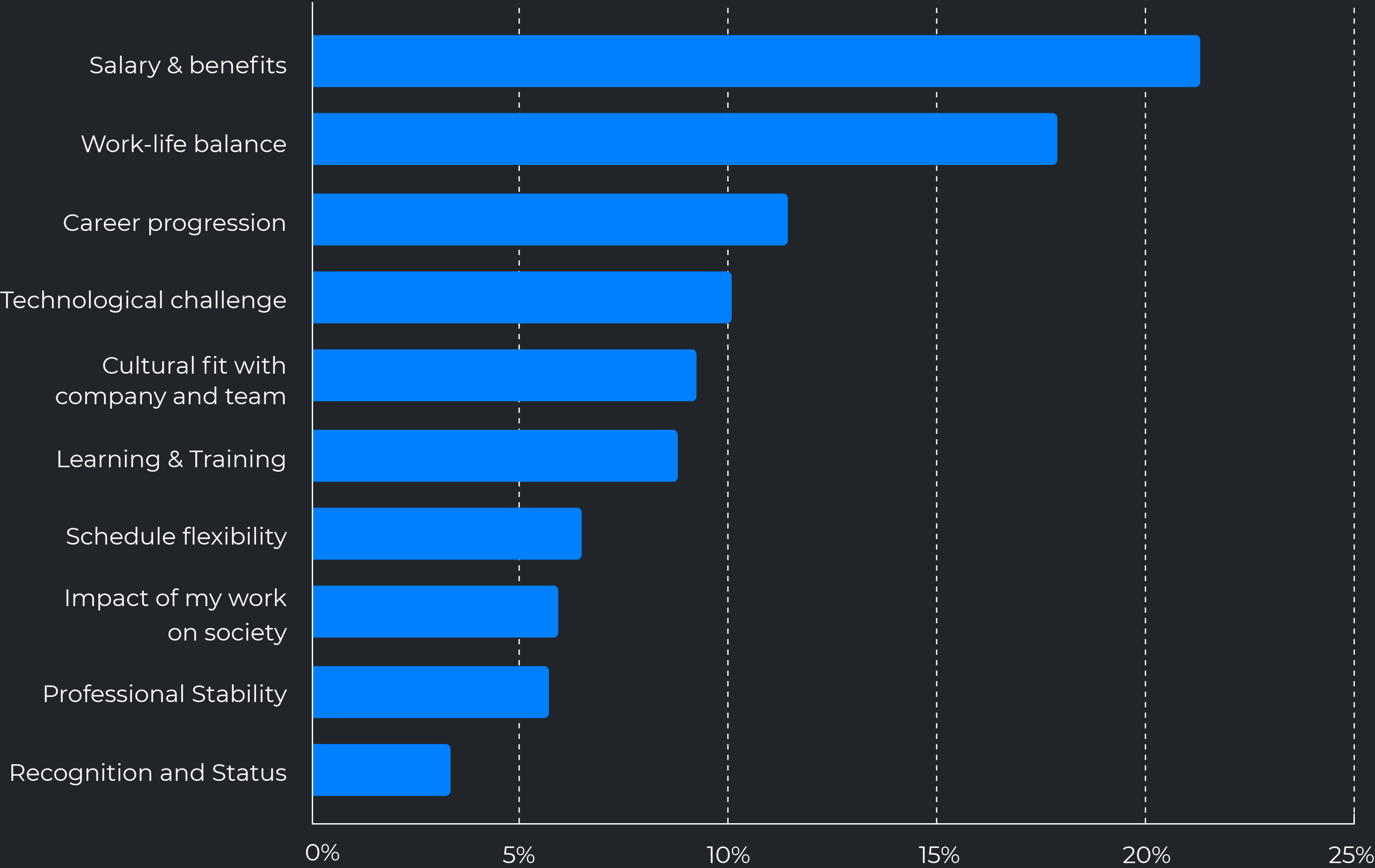
Career Drivers
BY GENDER

• The differences by gender are significant: male minds tend to gear more towards drivers like technological challenge and salary, while females are more driven by cultural fit and schedule flexibity. Knowing these pattern differences is important to manage diversity well.

MALE PREFERENCES   FEMALE PREFERENCES

Salary & benefits
Work-life balance
Career progression
Technological challenge
Cultural fit with company and team
Learning & training
Schedule flexibility
Impact of my work on society
Professional Stability
Recognition and Status

6%   4%   2%   0%   2%   4%
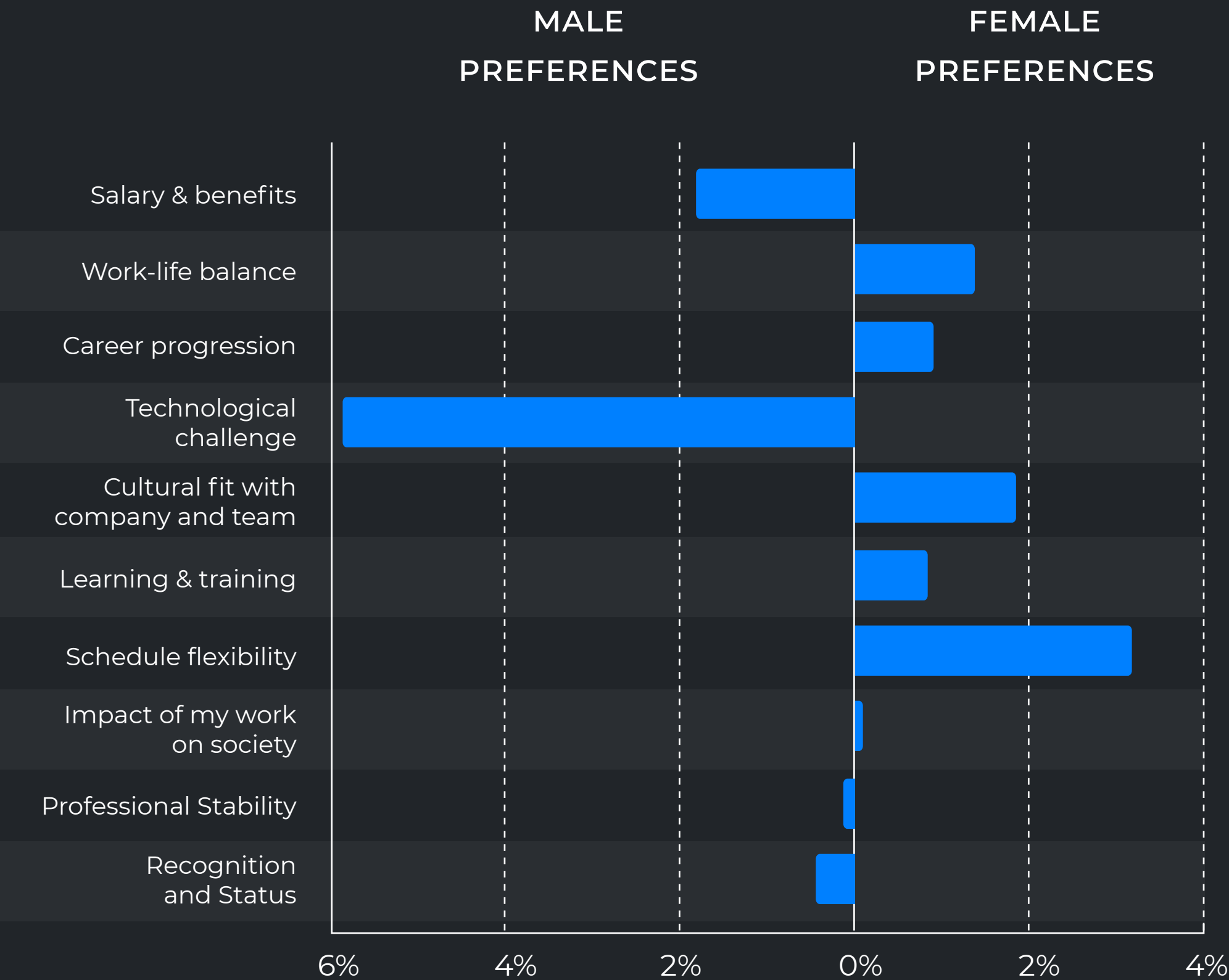
Note: These charts show the percentual differences between genders for career drivers. Have in mind the overall importance given to each driver by checking the chart in the previous page.

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Career Drivers
BY EMPLOYMENT STATUS

The biggest difference between contractors and full-time employees is, by far, career progression

• It's clear that professionals with different work relations with their employer value different things.

• Full-time employees care way more about career progression, while contractors value schedule flexibility, the impact of their work and tech challenge. Clearly, two different segments here.

CONTRACTORS / FREELANCERS

FULL-TIME EMPLOYEES

Salary & benefits
Work-life balance
Career progression
Technological challenge
Cultural fit with company and team
Learning & training
Schedule flexibility
Impact of my work on society
Professional Stability
Recognition and Status

4%   2%   0%   2%   4%   6%

Note: These charts show the percentual differences between different employment status. Have in mind the overall importance given to each driver by checking the chart two pages behind.

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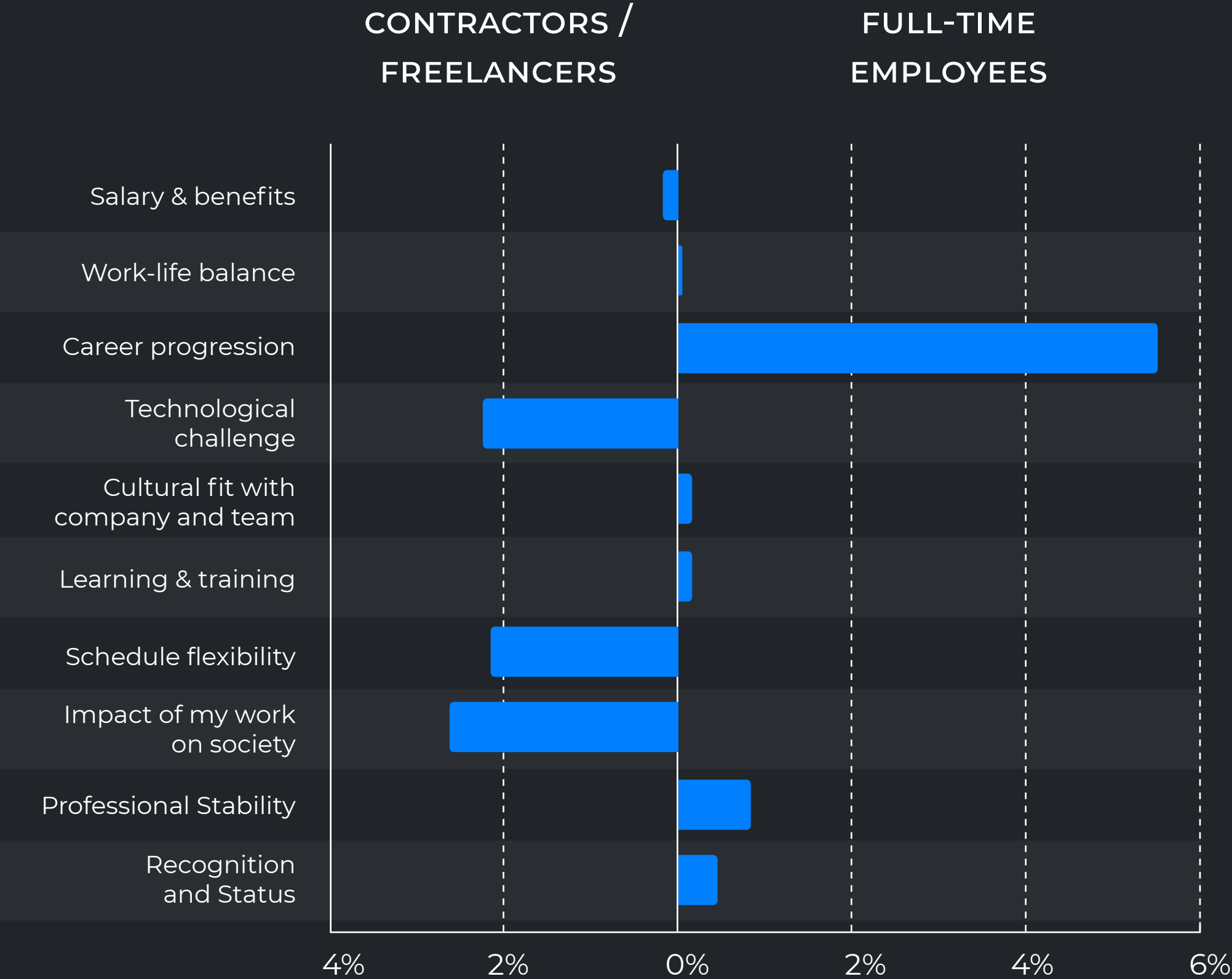
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Job permanence

BY PROFESSIONAL EXPERIENCE

Job permanence increases with work experience

• Does being more experienced mean stability? Maybe so, according to these figures. The average job permanence ranges from 1.4 years for professionals between 1-3 years of experience, to 4 years for professionals with 9+ years of experience.

Working experience

Between 1 - 3 years	Avg. 1.4 years
Between 3 - 6 years	Avg. 2.3 years
Between 6 - 9 years	Avg. 2.7 years
More than 9 years	Avg. 4.0 years

0%   25%   50%   75%   100%

● Less than 6 months   ● Between 6 months and 1 year   ● 1 to 2 years
● 2 to 4 years   ● 5 to 10 years   ● More than 10 years
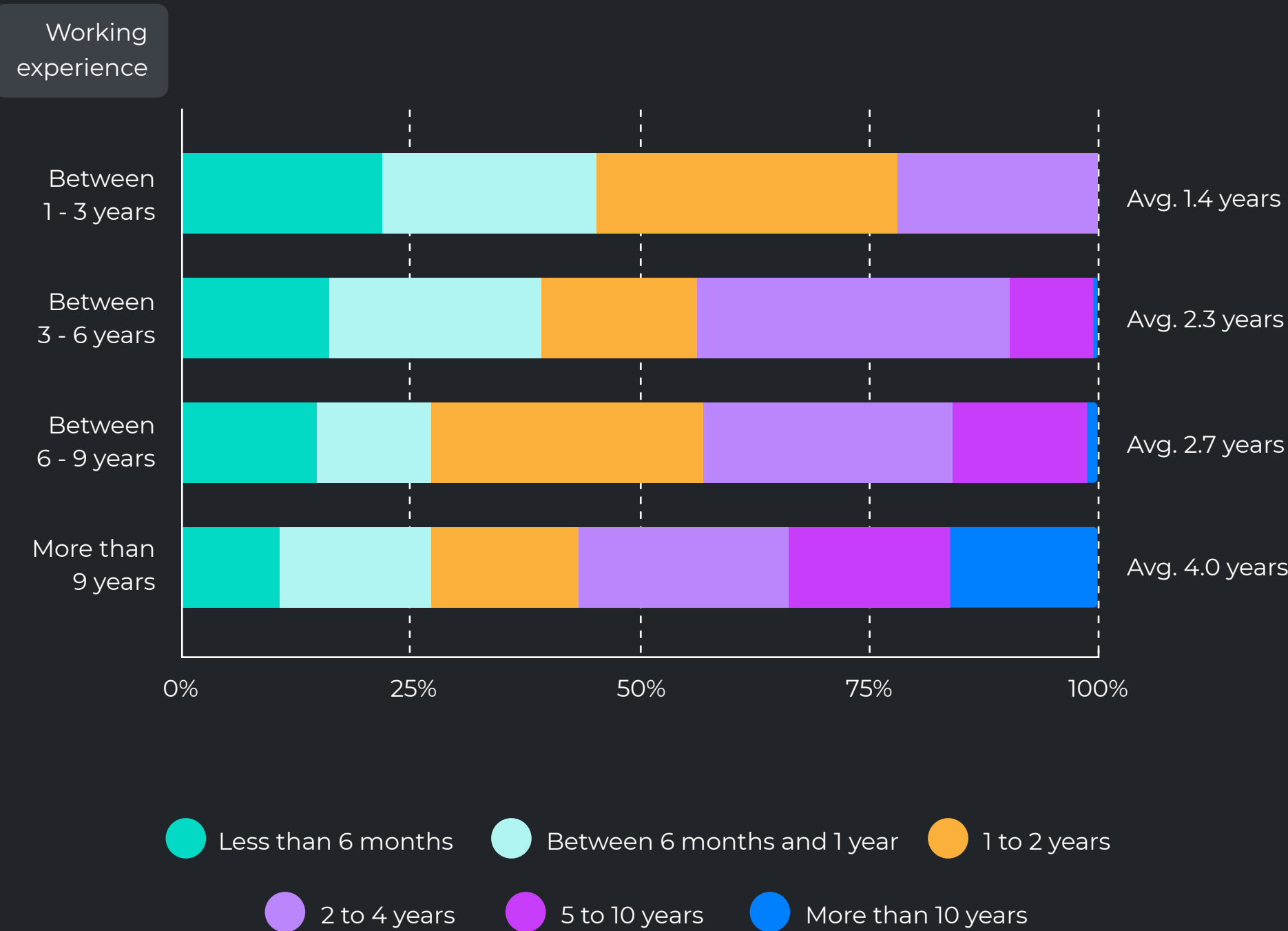
BY FAMILY SITUATION

Children have a direct impact in job stability

• Respondents with children have job permanences of 3.9 to 5.1 years, while those who are not parents have been in their current jobs between 2.1 to 2.5 years.

Single	Avg. 2.1 years
Married / Living together without children	Avg. 2.5 years
Single with children	Avg.5.1 years
Married / Living together with children	Avg.3.9 years

0%   25%   50%   75%   100%

● Less than 6 months   ● Between 6 months and 1 year   ● 1 to 2 years
● 2 to 4 years   ● 5 to 10 years   ● More than 10 years

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Motivation to change job
(NEXT 3 MONTHS)

• On average, 6.5 out of 10 tech professionals consider changing jobs in the next 3 months (similar to Europe average).

• Full-office workers are more at risk here (8.6/10).

• Regarding company types, it ranges from a great retention in Scale-ups (5.1/10) to a big dissatisfaction in Public Sector (8.4/10).

• When compared with the global data, it's very clear that companies should focus their tech talent attraction efforts in Africa, Asia and South America, where the same score is 8.5/10.

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Avg. 5.6

Azores or Madeira   Avg. 5.6

Centre   Avg. 6.4

Lisbon
metropolitan area   Avg. 6.5

North   Avg. 7

Porto
metropolitan area   Avg. 6.4

South   Avg. 7

Portugal   Avg. 6.5

0%   25%   50%   75%   100%

● 1 - Not motivated at all   ● 2   ● 3   ● 4   ● 5   ● 6   ● 7   ● 8   ● 9   ● 10 - Definitely!

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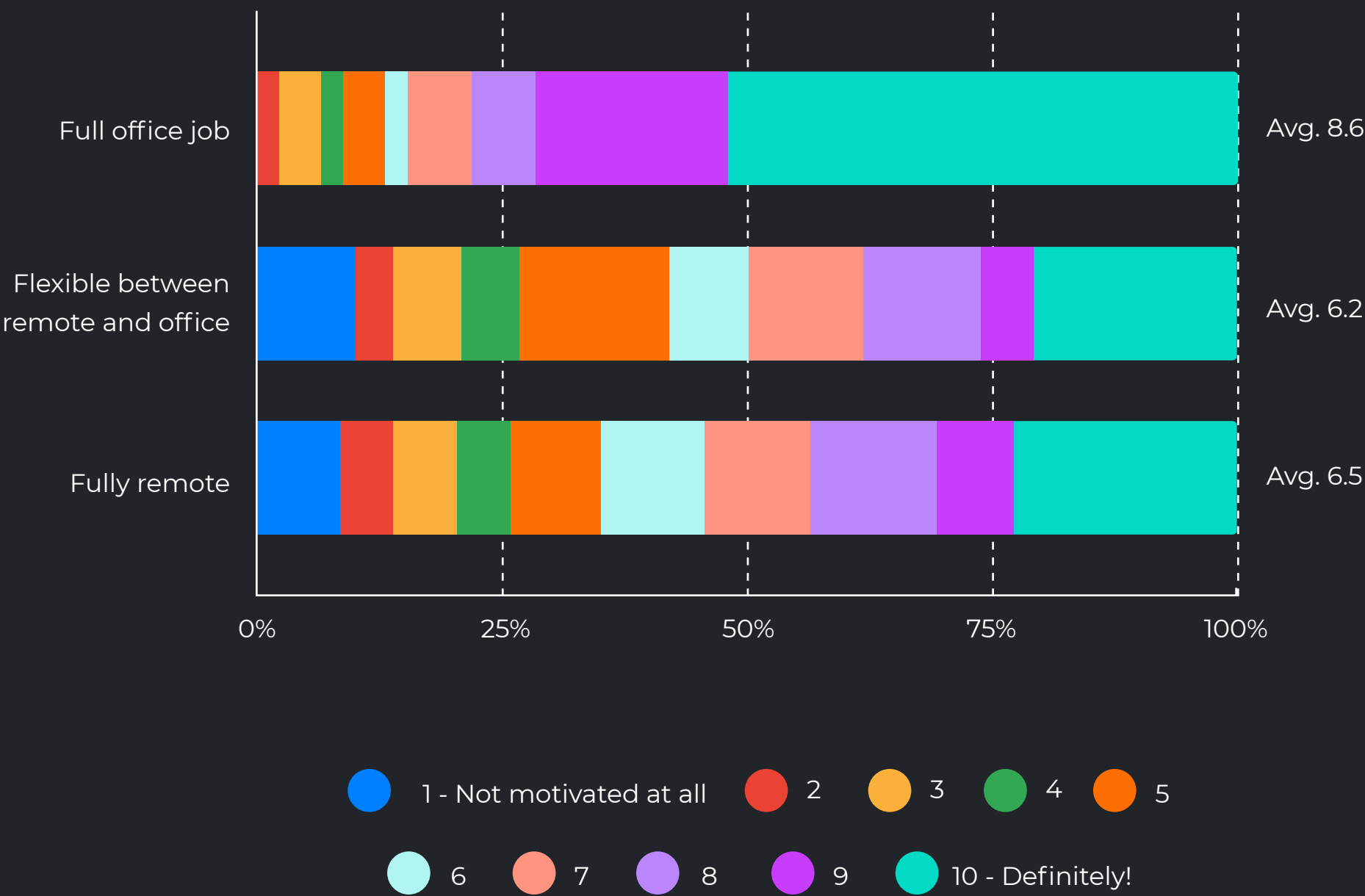SALARY
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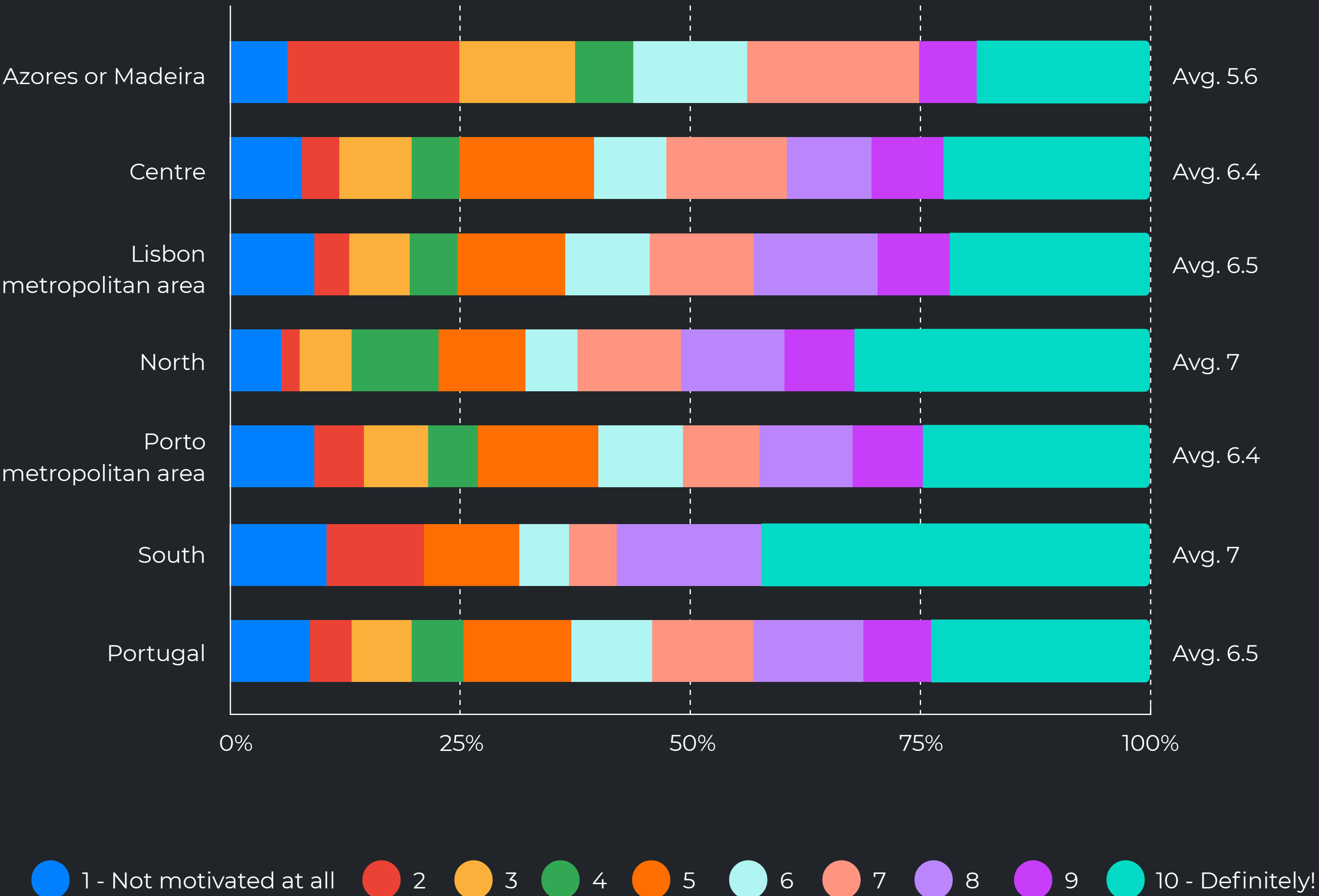
Motivation to change job
(NEXT 3 MONTHS)

BY REMOTE WORK SITUATION

• Office workers are looking for a change, watch out remote work naysayers.

Full office job — Avg. 8.6

Flexible between remote and office — Avg. 6.2

Fully remote — Avg. 6.5

Legend: ● 1 - Not motivated at all ● 2 ● 3 ● 4 ● 5 ● 6 ● 7 ● 8 ● 9 ● 10 - Definitely!

BY EMPLOYER COMPANY TYPE

• The clear loser on this chart is different from what we observe in the global report: public, government and R&D. Something for these companies to watch out in Portugal, as they will likely suffer a high turnouver rate in these times of change towards remote and globalisation. Startup and scale-up employees seem to be more stable than all others.

Public / Government / R&D — Avg. 8.4

Nearshore outsourcing — Avg. 6.9

Corporate (not tech services provider) — Avg. 6.9

Small / Medium enterprise (<250 people) — Avg. 6.6

Local outsourcing — Avg. 6.8

Tech consulting / services provider (>250 people) — Avg. 6.7

Startup — Avg. 5.8

Scale-up — Avg. 5.1

Legend: ● 1 - Not motivated at all ● 2 ● 3 ● 4 ● 5 ● 6 ● 7 ● 8 ● 9 ● 10 - Definitely!

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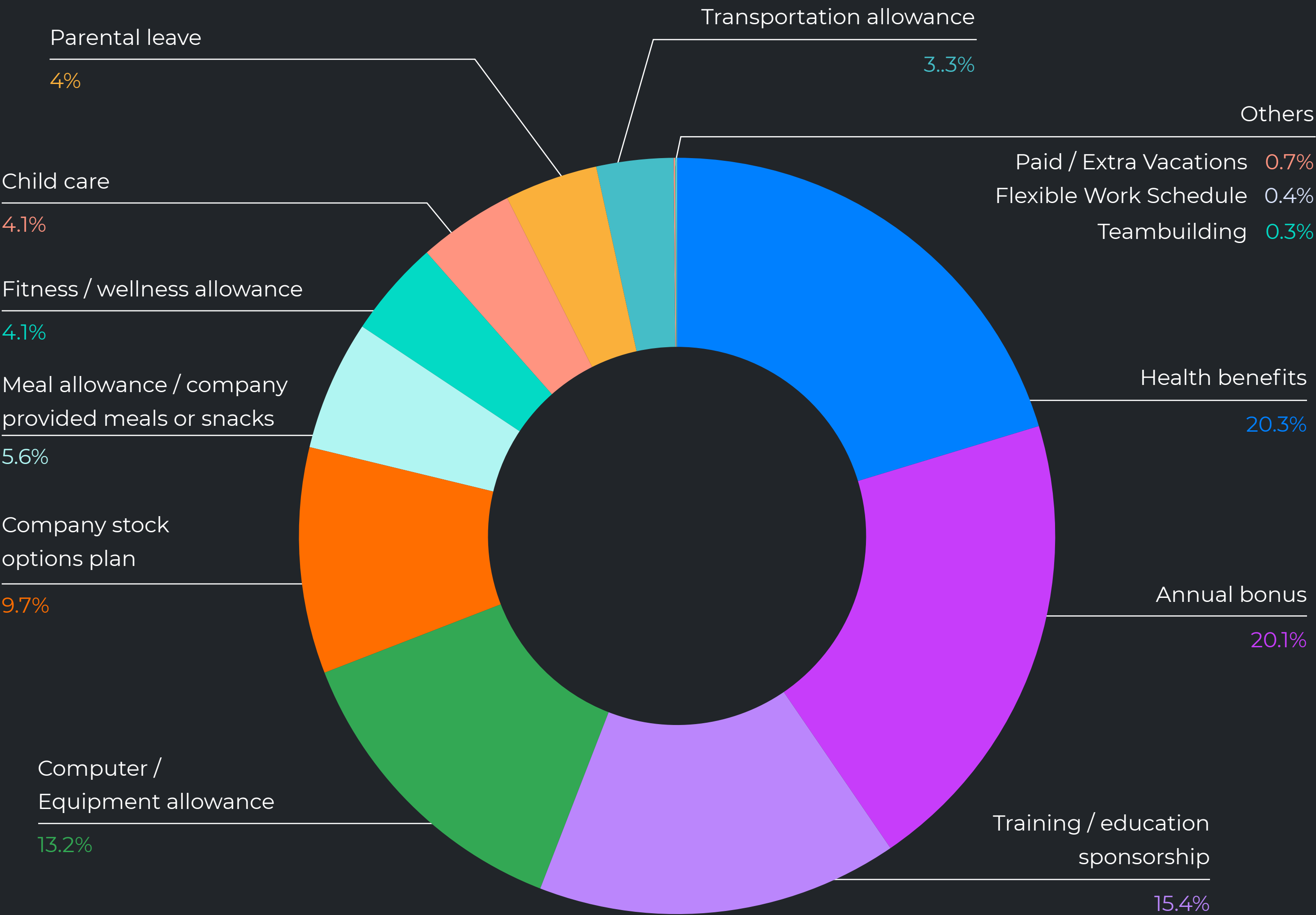CONCLUSIONS

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Preferred job perks

Health benefits and annual bonus are the most relevant job perks.

• This data is quite different from last year. Computer and equipment allowance maintains an interesting relevance (but lost its #1 place from last year), although tech pros tell us they value training and education more.

• Stock options have come back from the dead, since last year they were almost the least valued perk. What a turn of events.

• It seems tech professionals have also started caring more for their health in this last year, but still don't really care for transportation allowance.

Parental leave
4%

Transportation allowance
3..3%

Others
Paid / Extra Vacations 0.7%
Flexible Work Schedule 0.4%
Teambuilding 0.3%

Child care
4.1%

Fitness / wellness allowance
4.1%

Meal allowance / company provided meals or snacks
5.6%

Health benefits
20.3%

Company stock options plan
9.7%

Annual bonus
20.1%

Computer / Equipment allowance
13.2%

Training / education sponsorship
15.4%

15.4%

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Salary
BY REGION

Salaries jumped an unprecedented +36.5% compared to last year, overall

• Now this what might be named a staggering piece of data. Our best guess for the main reason for this huge change would be the impact of remote work across-borders and foreign companies' competition for Portuguese talent.

• Maybe 'it's the economy, stupid', but this seems like troubled times for Portuguese companies regarding local talent.

• Tech professionals who work in the Lisbon metropolitan area earn the most. The islands of Azores and Madeira seem to be the ones where salaries are the lowest.

• The gap (%) between Lisbon and the other regions has shrunk, most likely a consequence of remote work — just like on the global scale borders are mattering less and less.

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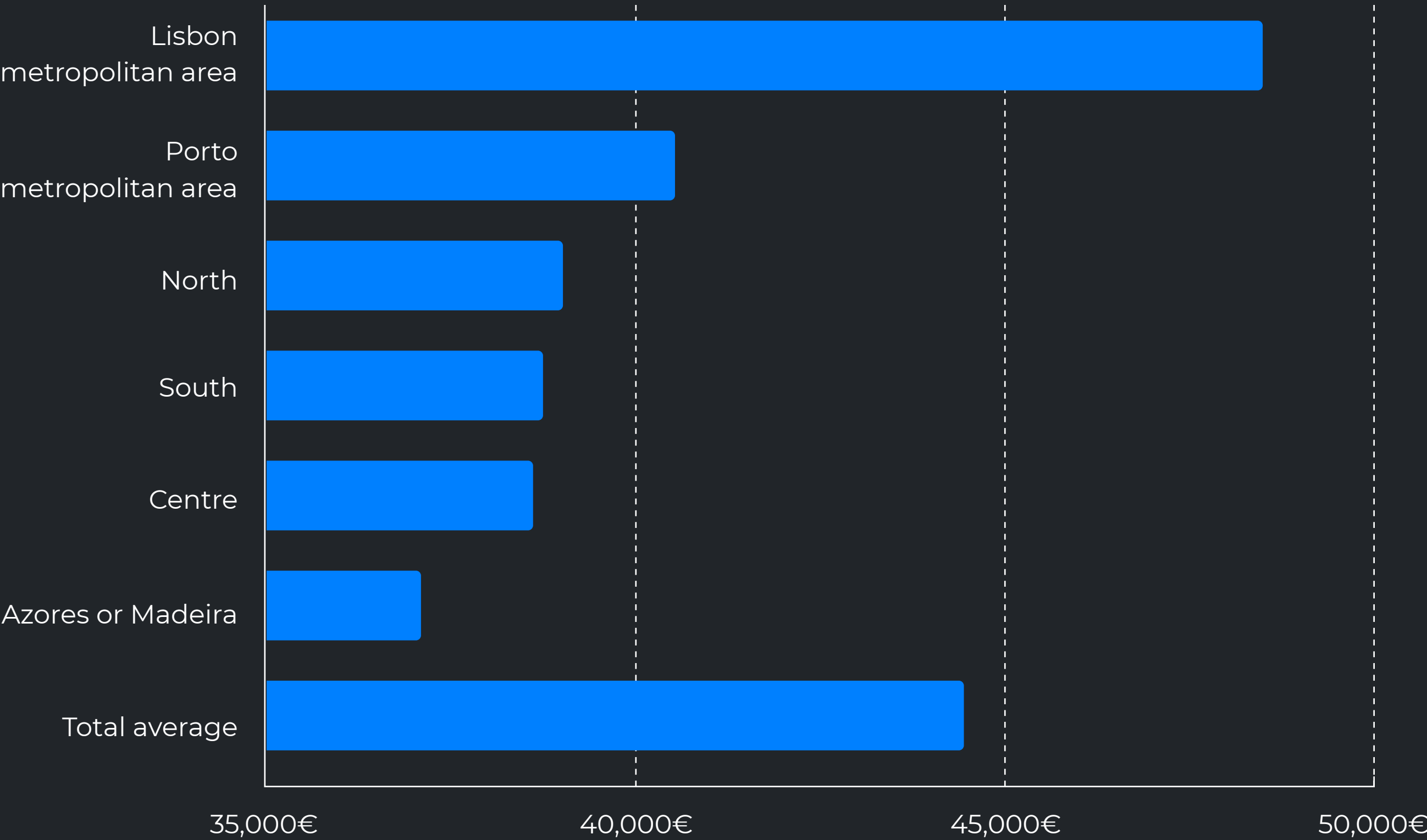
Salary
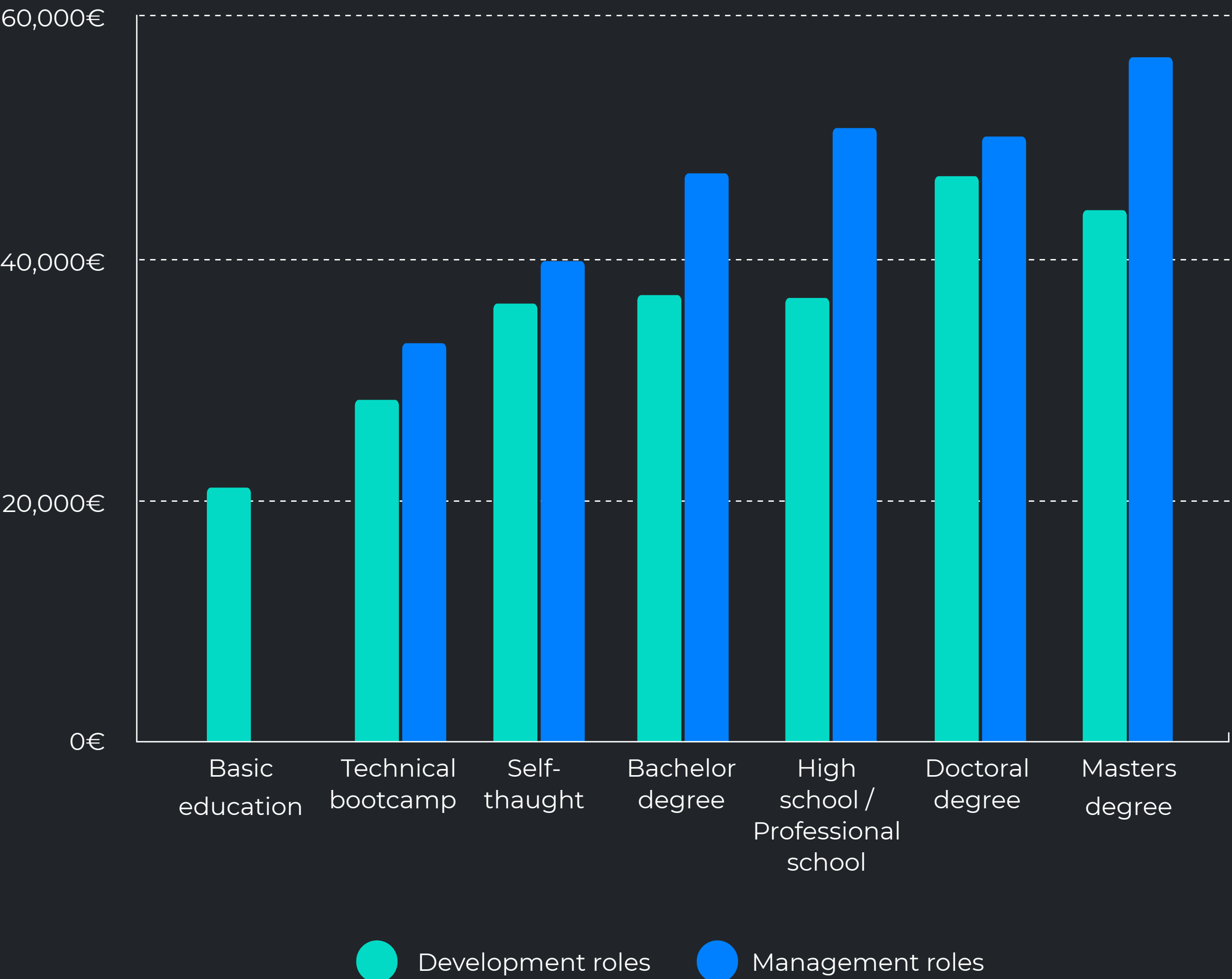### BY EDUCATION LEVEL

**Nothing new here,
management roles pay better**

• Tech professionals who have
basic education level work only in
development roles.

• Bootcamp graduates are the second
lowest paid of the group, in both types
of roles.

• Curiously, managers who graduated
from highschool earn more than those
who completed a Doctoral degree.

● Development roles   ● Management roles

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Salary

BY GENDER AND JOB ROLE CATEGORY

Men earn, on average, 31.2% more than women in tech—a gap that is 15% higher than last year (and 8% higher than 2020).

• Also no surprises here: tech management jobs pay better than tech development when we analyse gender.

• The gender pay gap is bigger in management roles (35%) than in development roles (32.1%).

• In what ways can the pandemic and its consequences have influenced this increase in gender salary gap?

Management roles

Development roles

Total average

30,000€   40,000€   50,000€   60,000€

● Female   ● Male

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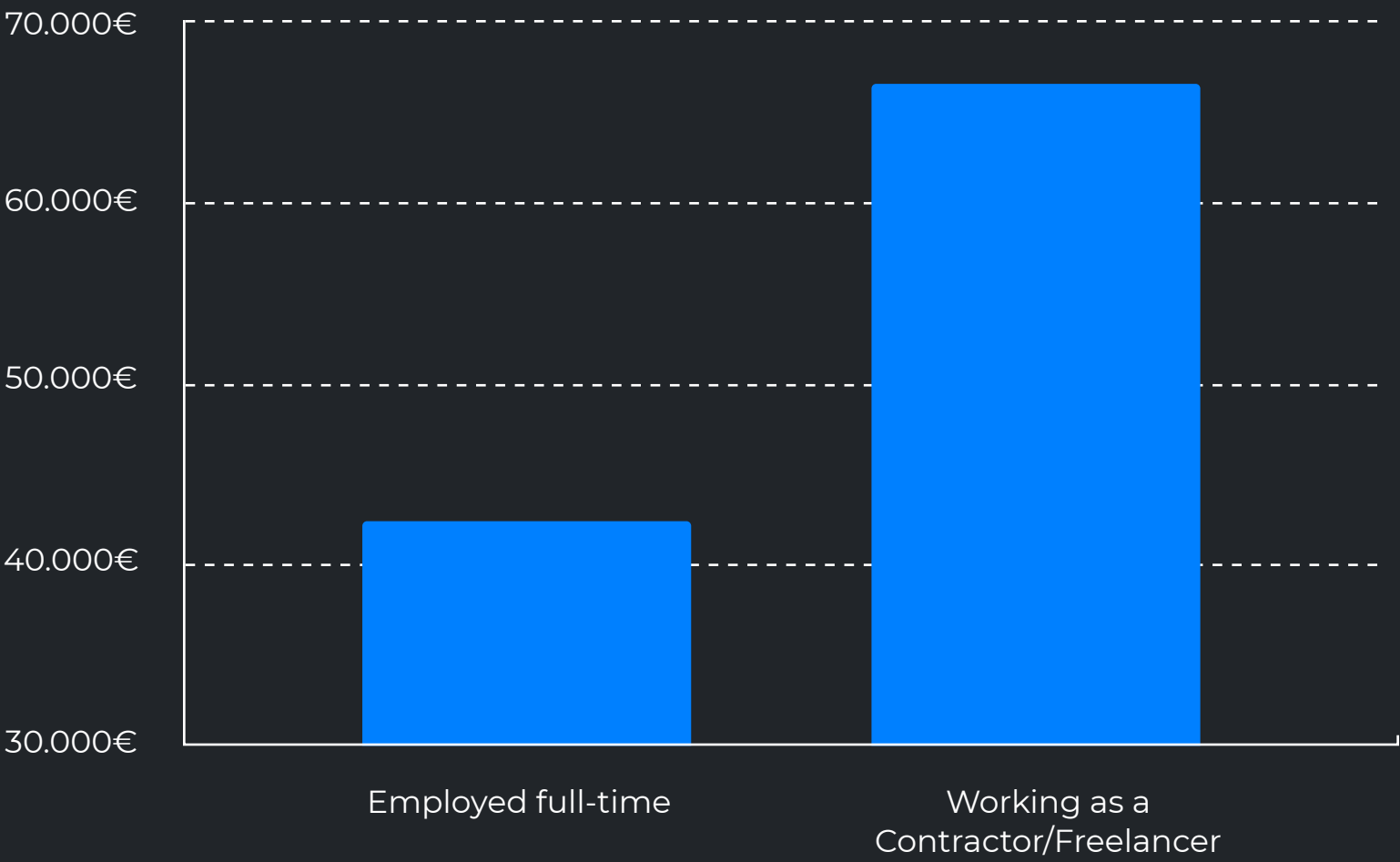ROLE & TECH

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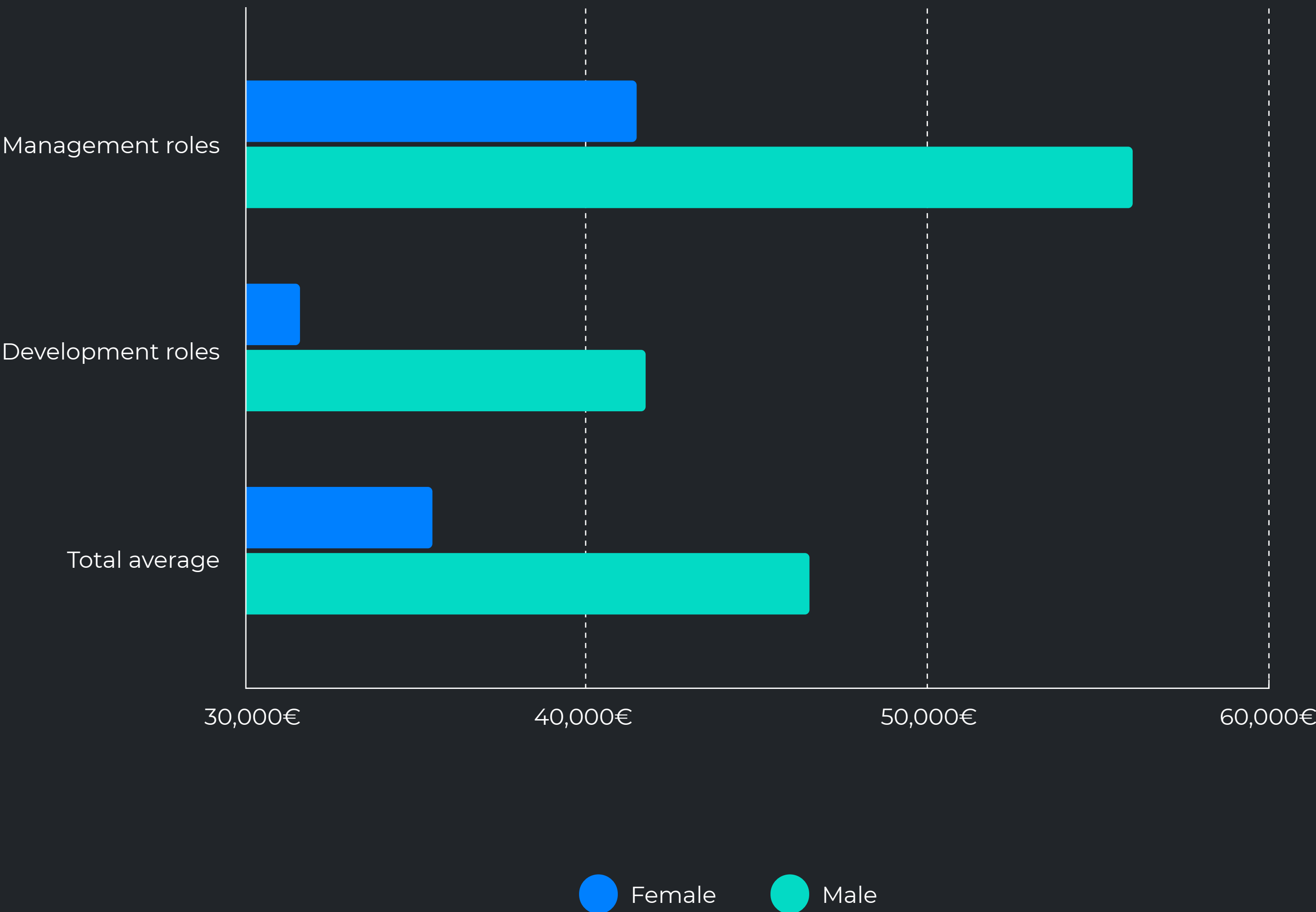
Salary

BY EMPLOYMENT STATUS

• Contractors earn, on average, 57% more than full-time employees, showing one of the main benefits of this type of employment. Furthermore, this difference is in rising tendency.

BY EMPLOYER COMPANY TYPE

• Scaleups pay the best out of all the others, probably because they assume the best tech talent is a key competitive factor and have the money to invest.

• Government/public services and local outsourcing are the worst options if you're looking to maximize salary.

• One of the visible differences from last year is that Startups have surpassed the giant corporates.

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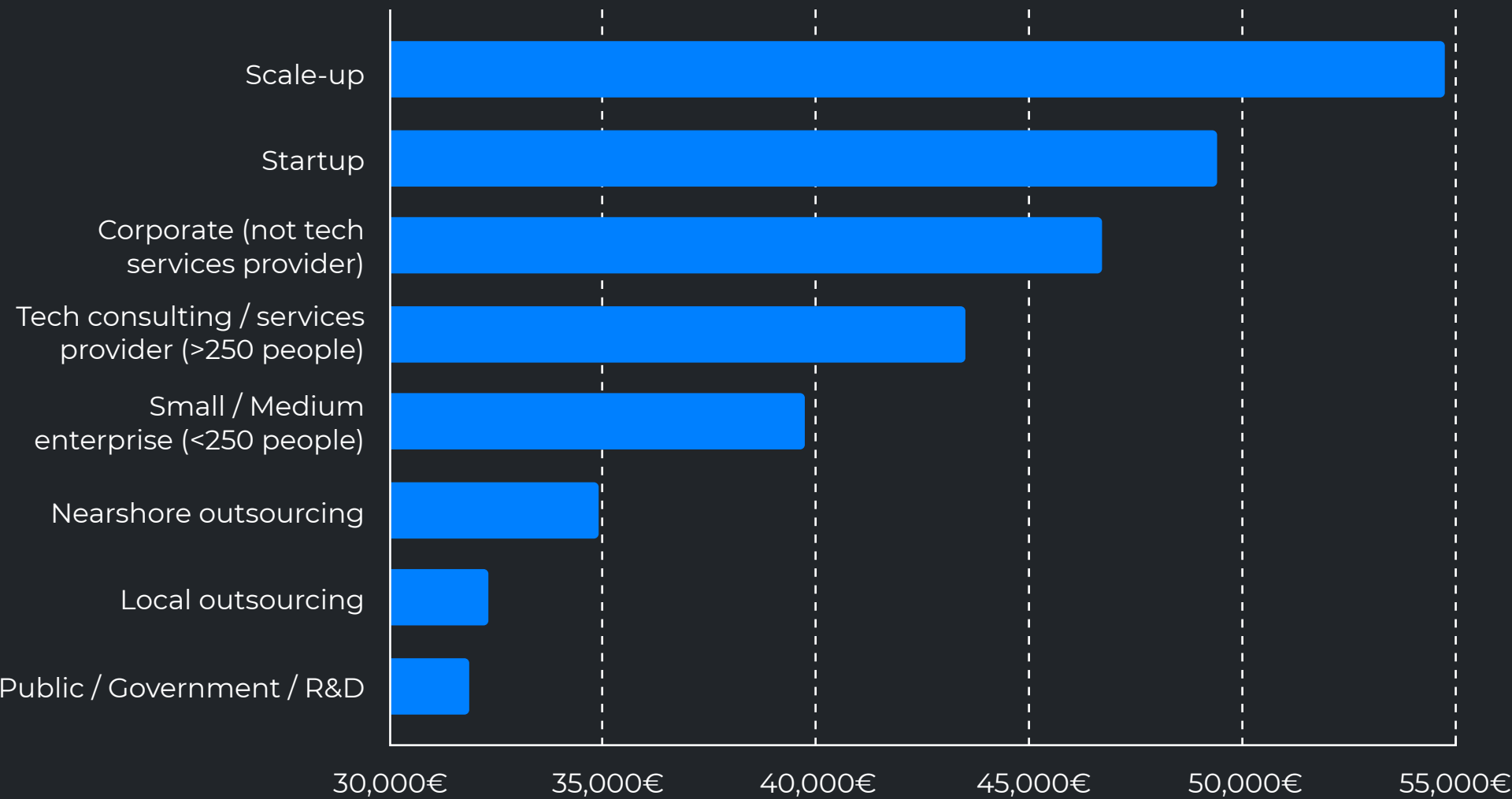
Salary
BY GENDER AND COMPANY TYPE

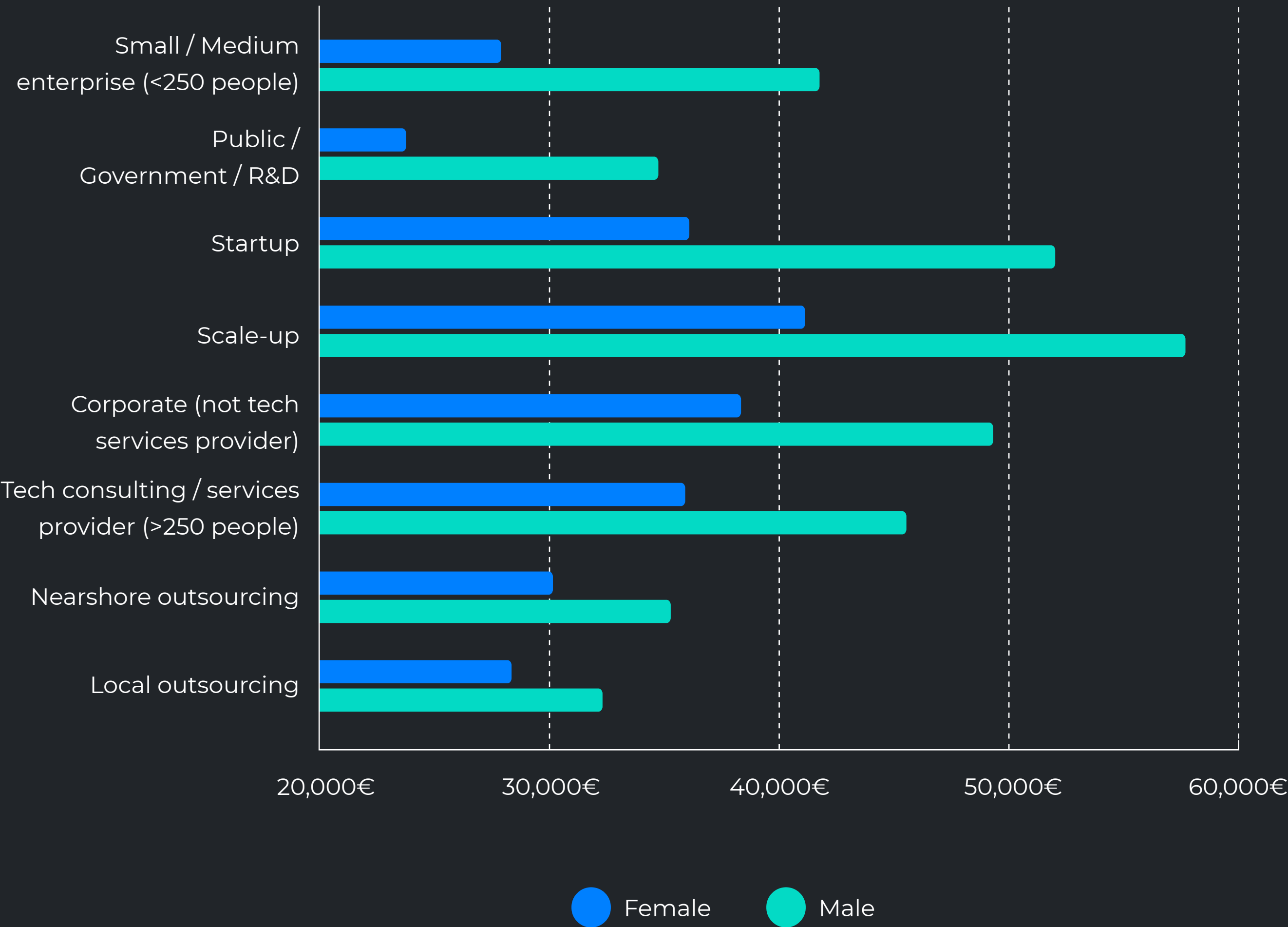**Some of the highest paying company types are also the ones where gender salary gap is higher.**

• SME, Public sector, Scale-ups and Startups are the sad bearers of the highest gender salary gaps. It's strange to have Startups and Scale-ups in this group, as they have the highest average salaries, and it's usually where the 'diversity' topic is more spoken of.

• On the other hand, Corporates and Tech Consulting companies seem to have a less negative gap, and the worst payers (Local and Nearshore Outsourcing) have the lowest values.

• Definitely a lot of work to do here, to pass from words and high aspirations to concrete actions.

Chart: Salary by gender and company type. Categories (top to bottom): Small / Medium enterprise (<250 people); Public / Government / R&D; Startup; Scale-up; Corporate (not tech services provider); Tech consulting / services provider (>250 people); Nearshore outsourcing; Local outsourcing. X-axis: 20,000€, 30,000€, 40,000€, 50,000€, 60,000€. Legend: Female, Male.

Salary

BY REMOTE WORK SITUATION

• The trend that full office jobs pay lower salaries seems to be visible all over, Portugal is no exception. Just like last year, hybrid and fully remote tech jobs pay better, and the gap that separates them from full office jobs has even increased.
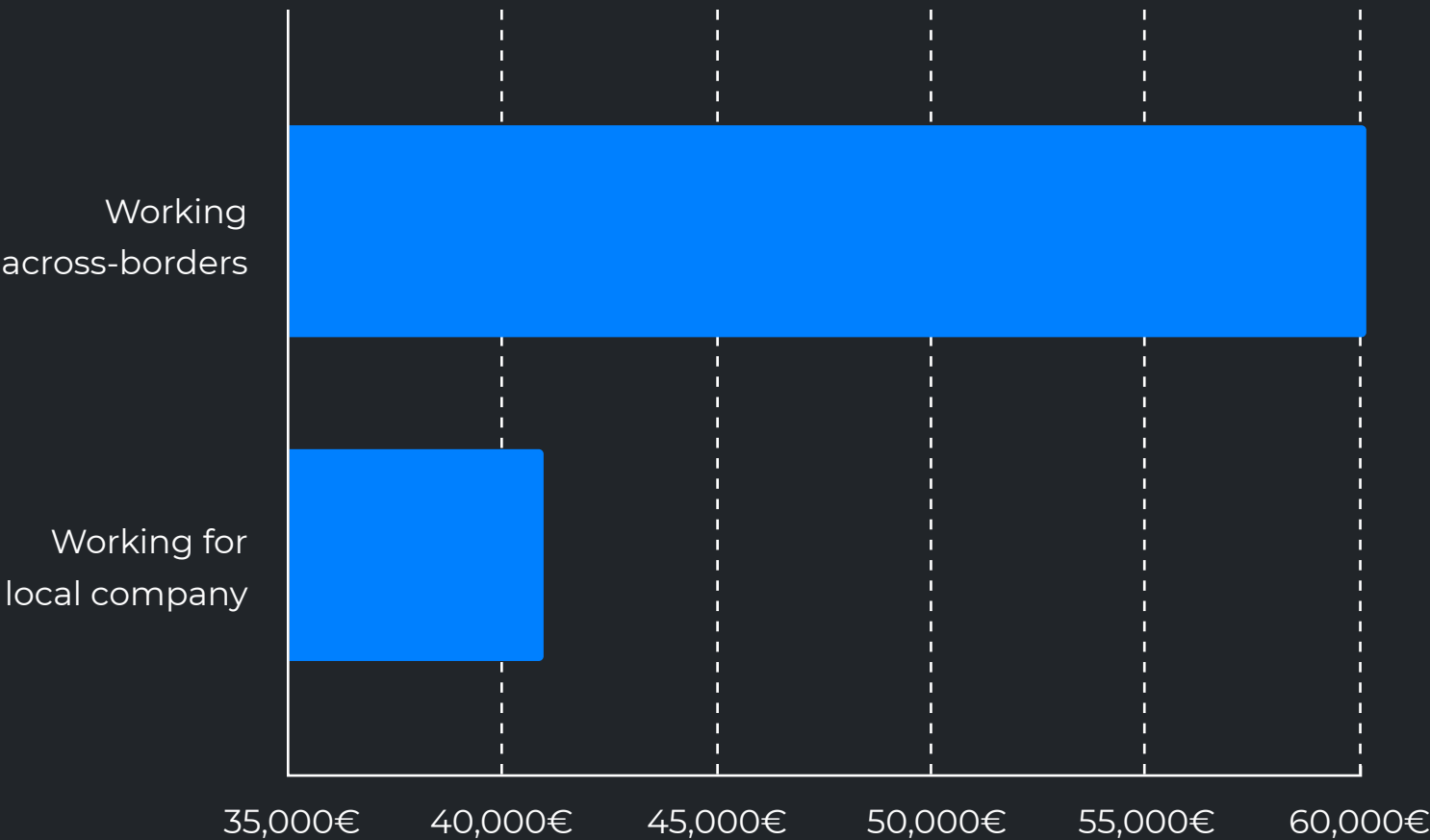
• To aggravate things, tech professionals who work fully onsite have actually seen pay cuts in the past year (by -0.8%).
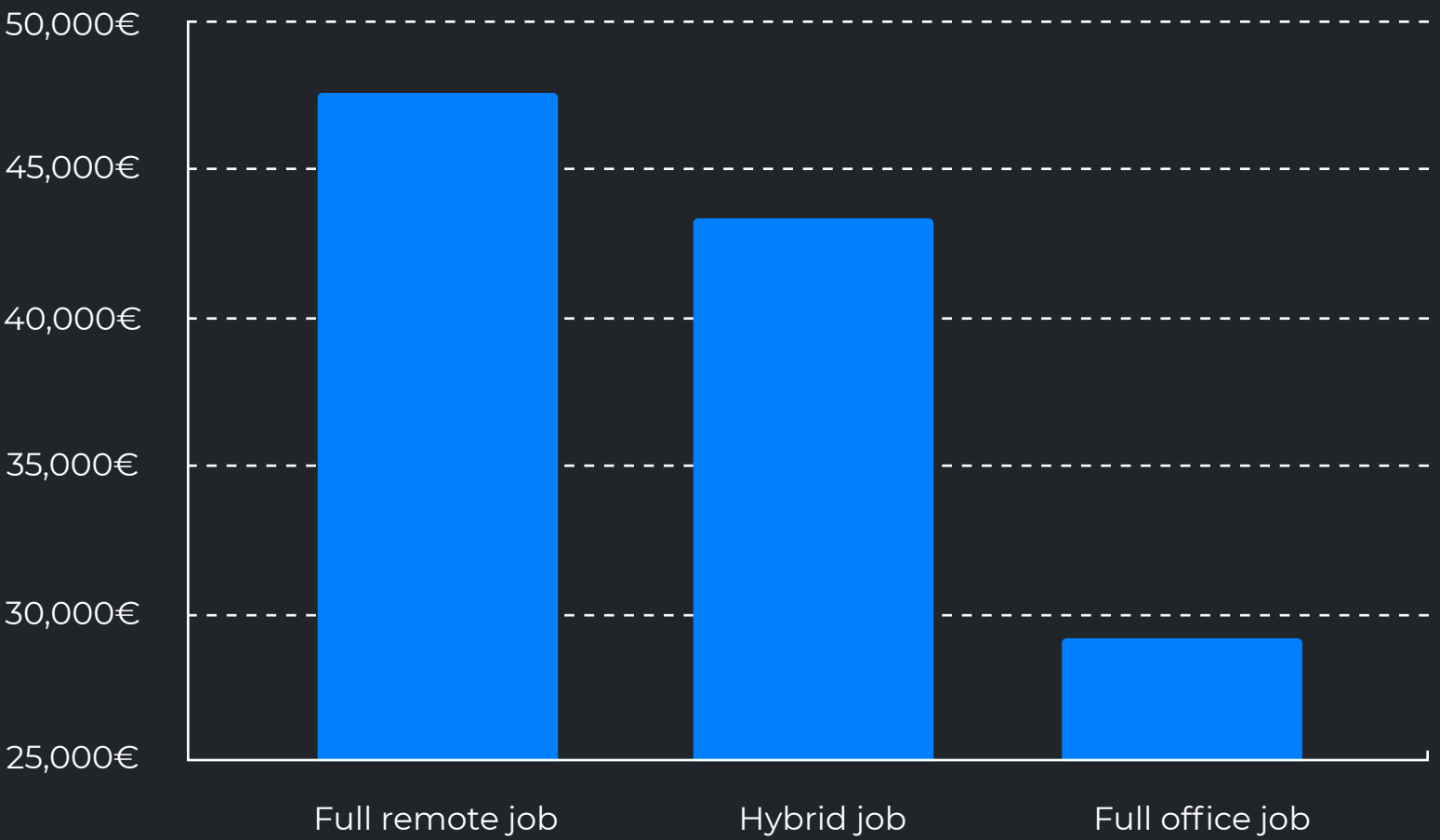
BY WORKING FOR A COMPANY ACROSS-BORDERS SITUATION

• The difference in salary between companies located in another country versus local companies is staggering. Moreover, companies overseas have apparently started offering even higher salaries than last year, by more than 50%.

• This is yet another sign of the globalisation of tech work: companies worldwide are throwing the big bucks to secure top tech talent, wherever they are. Local companies, step up or you'll have no one to attract.

50,000€	
45,000€	Full remote job
40,000€	Hybrid job
35,000€	Full office job
30,000€	
25,000€	

Full remote job   Hybrid job   Full office job

Working across-borders

Working for local company

35,000€ 40,000€ 45,000€ 50,000€ 55,000€ 60,000€

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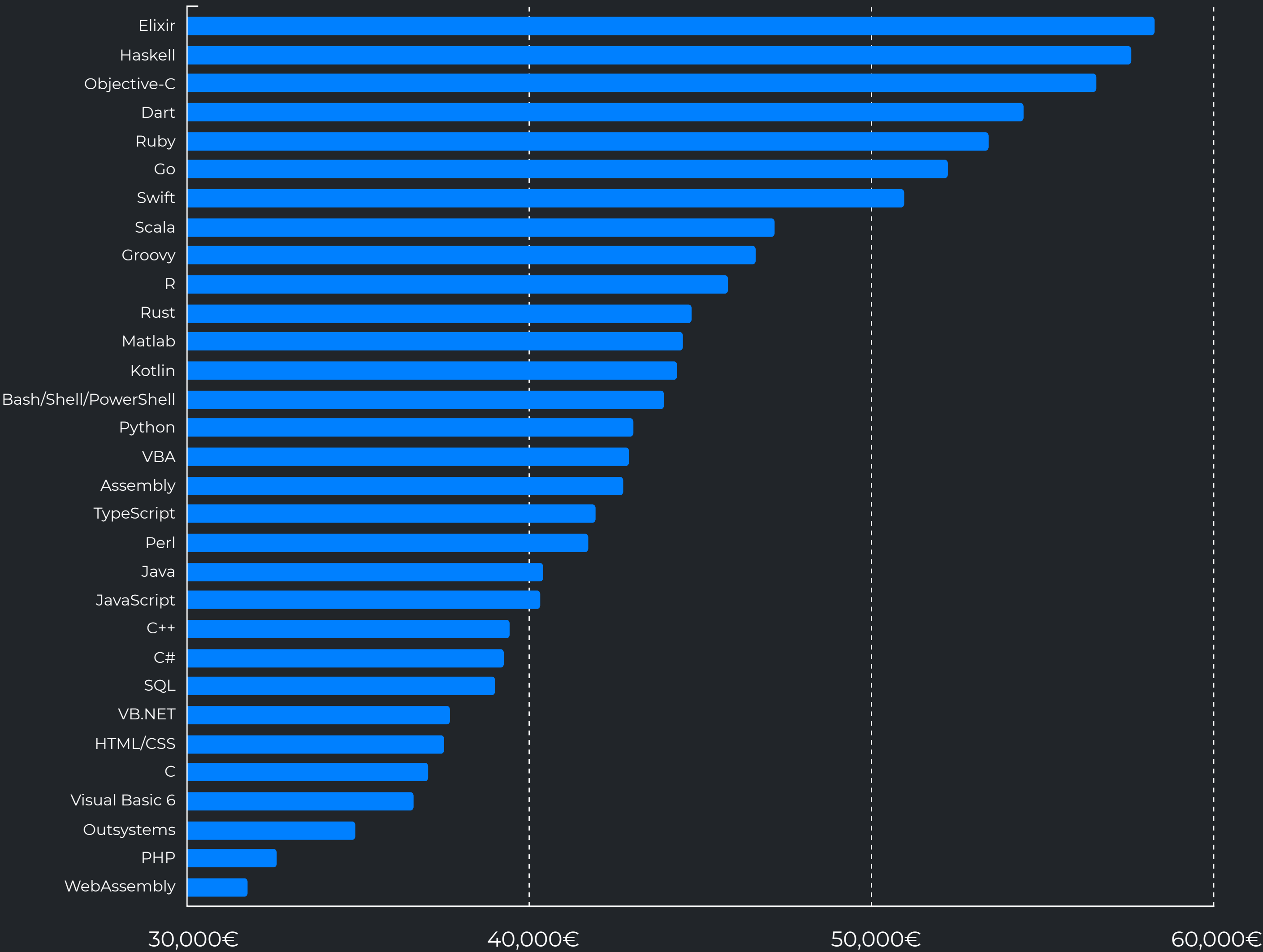SALARY
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Salary
BY PROGRAMMING LANGUAGE

Niche programming languages lead the salary war, but Elixir takes the ultimate prize

• We actually urge you to compare these results with last year's since their differences are so accute and interesting to analyse.

• Scarcity rules, so if you decide to invest in one of these make sure you're good, because there aren't a lot of job positions available.

• Among the more used languages, Ruby, Kotlin and Bash/Shell/PowerShell offer higher salaries.

• If you want to have a good salary, definitely don't go for PHP, Visual Basic 6 or WebAssembly.

Chart: Salary by programming language (horizontal bar chart). Languages from top to bottom: Elixir, Haskell, Objective-C, Dart, Ruby, Go, Swift, Scala, Groovy, R, Rust, Matlab, Kotlin, Bash/Shell/PowerShell, Python, VBA, Assembly, TypeScript, Perl, Java, JavaScript, C++, C#, SQL, VB.NET, HTML/CSS, C, Visual Basic 6, Outsystems, PHP, WebAssembly. X-axis: 30,000€, 40,000€, 50,000€, 60,000€.

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Salary
BY PROGRAMMING FRAMEWORK

Ruby on Rails leads in salary

• As in programming languages, less adoption correlates positively with higher average salary. Ruby on Rails, Vue and Flask champion the podium. The biggest fall from last year's podium is Drupal, although salaries are higher overall.

• Most used frameworks sit in the middle of the rank, as expected.

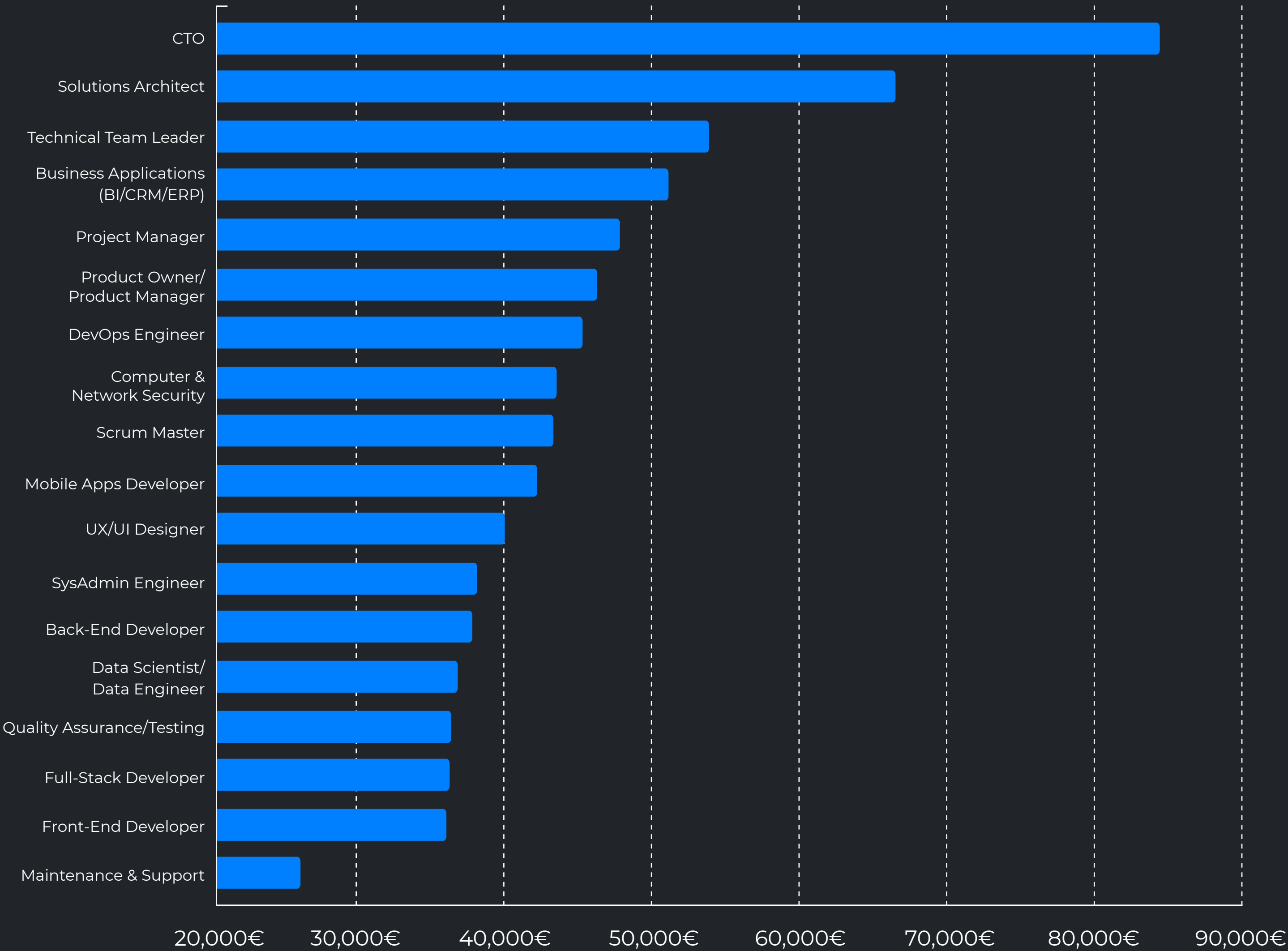• At the lower end of the rank we have Laravel and Bootstrap.

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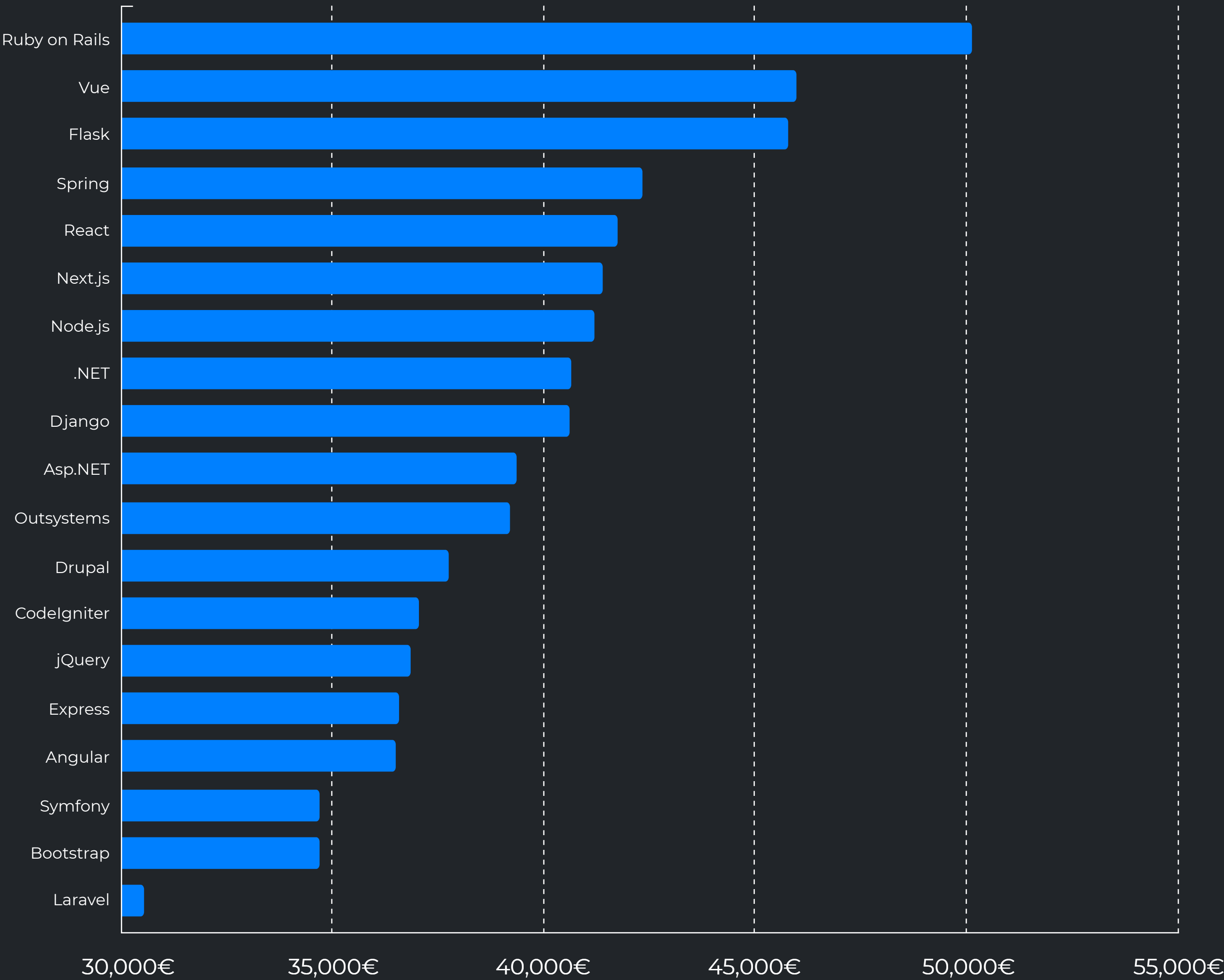
Salary

BY JOB ROLE

Management roles pay more, as expected

• But if you're into continuing to be a development specialist, aim either for Solutions Architect, Business Applications or DevOps.

• Mobile developers contine to fare really well when it comes to salary, even though its market isn't growing like it was years ago.

• In the 'regular development' roles, Back-end leads with Full-stack close by, with Front-end as the poor parent of this group, which may seem strange taking into account all the care put into the interface experience.

• Unlike what the global report showed, in Portugal Scrum Masters and Project Managers are actually well off in the chart.

• On the lower end, there's the usual maintenance and Support roles. Nothing new here.

CTO
Solutions Architect
Technical Team Leader
Business Applications (BI/CRM/ERP)
Project Manager
Product Owner/ Product Manager
DevOps Engineer
Computer & Network Security
Scrum Master
Mobile Apps Developer
UX/UI Designer
SysAdmin Engineer
Back-End Developer
Data Scientist/ Data Engineer
Quality Assurance/Testing
Full-Stack Developer
Front-End Developer
Maintenance & Support

20,000€ 30,000€ 40,000€ 50,000€ 60,000€ 70,000€ 80,000€ 90,000€

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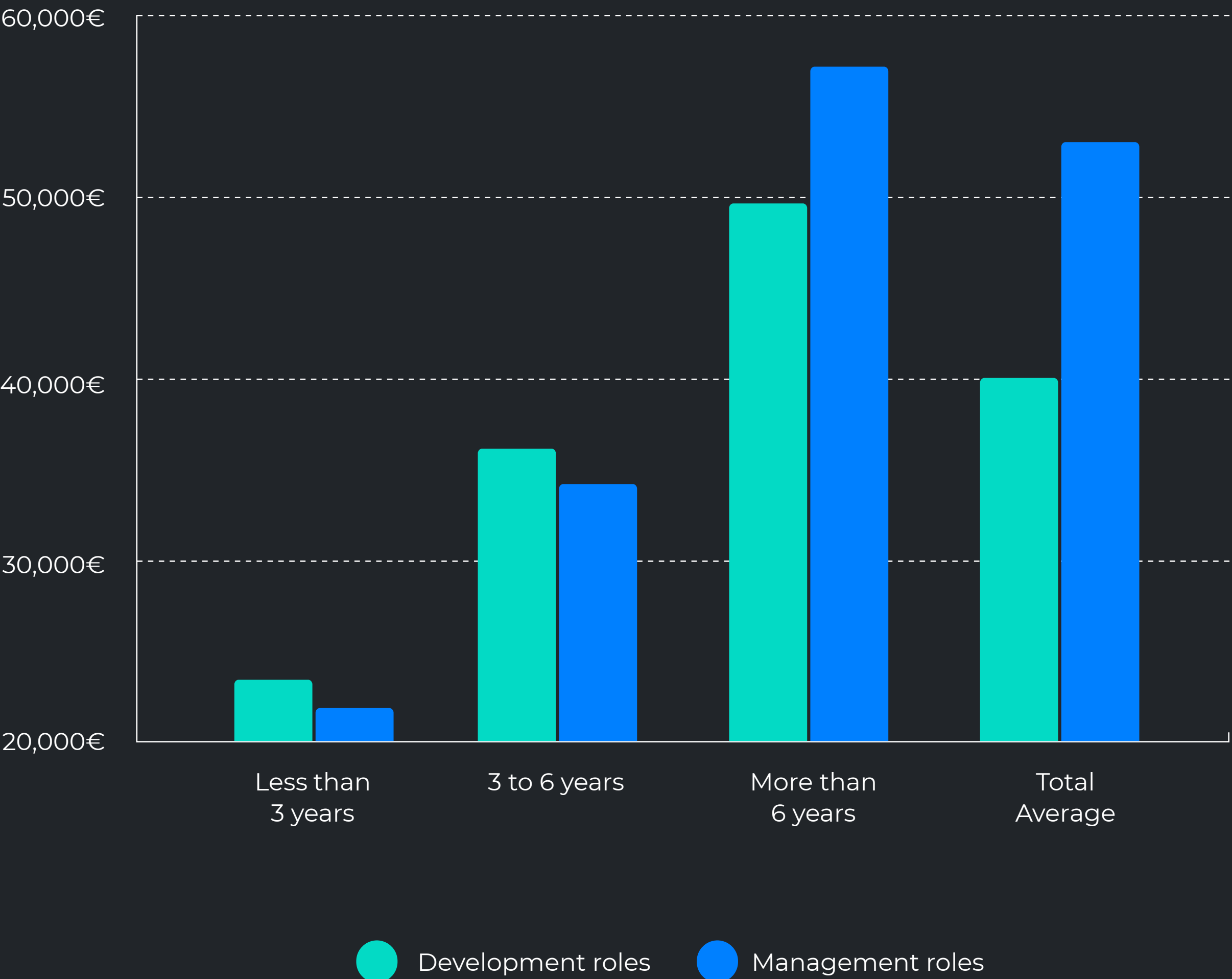SALARY
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Salary
BY JOB ROLE CATEGORY AND EXPERIENCE

When it comes to salary and experience, seniority matters

• Juniors with less than 3 years of experience are definitely on the lower end of pay, in both types of roles.

• The pay gap between management roles and development roles is the biggest with seniors (6+ years of experience).

• Interestingly enough, mid level (3-6 years of experience) developers earn more than managerial tech professionals. Thoughts?

Bar chart: Salary by job role category and experience.

Y-axis: 20,000€ to 60,000€

Experience	Development roles	Management roles
Less than 3 years	~23,000€	~22,000€
3 to 6 years	~36,000€	~34,000€
More than 6 years	~49,000€	~57,000€
Total Average	~40,000€	~53,000€

● Development roles   ● Management roles

Salary - Development roles
(FULL-TIME EMPLOYEES)

• SysAdmin Engineers and Mobile App Developers seem to be faring the best overall.

• UX/UI Designers experience an interesting phenomenon: they are the lowest paid in the beginning of their career, but from the third year onwards gain a decent amount of traction, becoming one of the best paid sectors towards seniority.

• The exact opposite happens to Data Scientists: they start off relatively well, to then falling behind over the years compared to their industry peers.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
UX/UI Designer	19,245€ (-2.6%)	25,053€ (10.2%)	50,345€ (42.4%)
SysAdmin Engineer	32,000€ (56.1%)	41,067€ (67.6%)	39,113€ (17.8%)
Solutions Architect	30,000€ (*)	56,000€ (*)	64,883€ (*)
Quality Assurance/Testing	24,855€ (19.3%)	34,258€ (47.1%)	40,411€ (31.3%)
Mobile Apps Developer	20,971€ (5.2%)	32,393€ (0.8%)	50,913€ (23.6%)
Maintenance & Support	21,900€ (35.7%)	19,802€ (-19.4%)	28,792€ (0.1%)
Full-Stack Developer	23,025€ (28.9%)	33,134€ (33.5%)	40,068€ (26.9%)
Front-End Developer	21,663€ (18.3%)	37,865€ (49.3%)	46,042€ (31.4%)
DevOps Engineer	22,743€ (26%)	42,630€ (34.8%)	53,000€ (48.1%)
Data Scientist/Data Engineer	24,935€ (15.8%)	36,327€ (26.4%)	44,931€ (32%)
Computer & Network Security	20,000€ (1.8%)	31,627€ (15%)	51,673€ (79.7%)
Business Applications (BI/CRM/ERP)	20,986€ (25%)	30,614€ (22.5%)	60,854€ (93%)
Back-End Developer	23,187€ (12%)	35,546€ (20.3%)	44,188€ (20.2%)

Salary values are Gross Annual Salary

Note: * some combinations are not show due to lack of statistical relevance

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Salary - Management roles
(FULL-TIME EMPLOYEES)

• Senior CTOs are definitely well-off, but for mid-level stage Scrum Masters are not so bad themselves.

40,935€ (+2.2%)

Job Role	Less than 3 years	3 to 6 years	More than 6 years
Technical Team Leader	18,000€ (-24.2%)	37,954€ (+15.9%)	54,480€ (+18.2%)
Scrum Master	*	42,800€ (+22.3%)	40,935€ (+2.2%)
Product Manager	20,495€ (+21.8%)	25,640€ (+1.5%)	50,378€ (+23.8%)
Product Owner/ Product Manager	22,500€ (+42.1%)	33,425€ (+33.1%)	51,121€ (+15.5%)
CTO	*	36,700€ (-14.9%)	82,590€ (+30.1%)

Salary values are Gross Annual Salary

Note: * some combinations are not show due to lack of statistical relevance

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Salary

(ALL ROLES AS CONTRACTORS)

Contractor Mobile App Developers have taken a hit in the last 12 months (-7.6%)

• When it comes to Contractors, CTOs take the cake without a hitch (unsurprisingly) and they've been the ones who experienced the highest pay raise in the last 12 months.

• DevOps Engineers and Solutions Architects are pretty high in the ranking as well.

• On the opposite scale, Front-end Developers have the lowest salary level for Contractors.

Job Role	More than 3 years
UX/UI Designer	51,547€ [32.2€/h] (0.6%)
Technical Team Leader	72,886€ [45.6€/h] (11.2%)
Solutions Architect	76,031€ [47.5€/h] (*)
Scrum Master	60,000€ [37.5€/h] (*)
Quality Assurance/Testing	72,000€ [45€/h] (*)
Project Manager	56,274€ [35.2€/h] (0.6%)
Product Owner/Product Manager	60,509€ [37.8€/h] (57.5%)
Mobile Apps Developer	60,560€ [37.9€/h] (-7.6%)
Full-Stack Developer	66,067€ [41.3€/h] (33.2%)
Front-End Developer	46,000€ [28.8€/h] (15.2%)
DevOps Engineer	78,750€ [49.2€/h] (17.1%)
Data Scientist/Data Engineer	72,000€ [45€/h] (66.7%)
CTO	136,000€ [85€/h] (73.5%)
Business Applications (BI/CRM/ERP)	55,000€ [34.4€/h] (37.6%)
Back-End Developer	60,833€ [38€/h] (35.7%)

Salary values are Gross Annual Salary, calculated by multiplying the Hour Rate value x 10 months x 160 work hours / month

Note: *no comparative data in 2021

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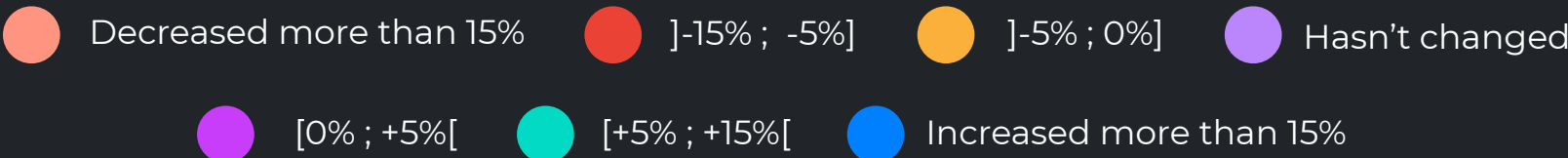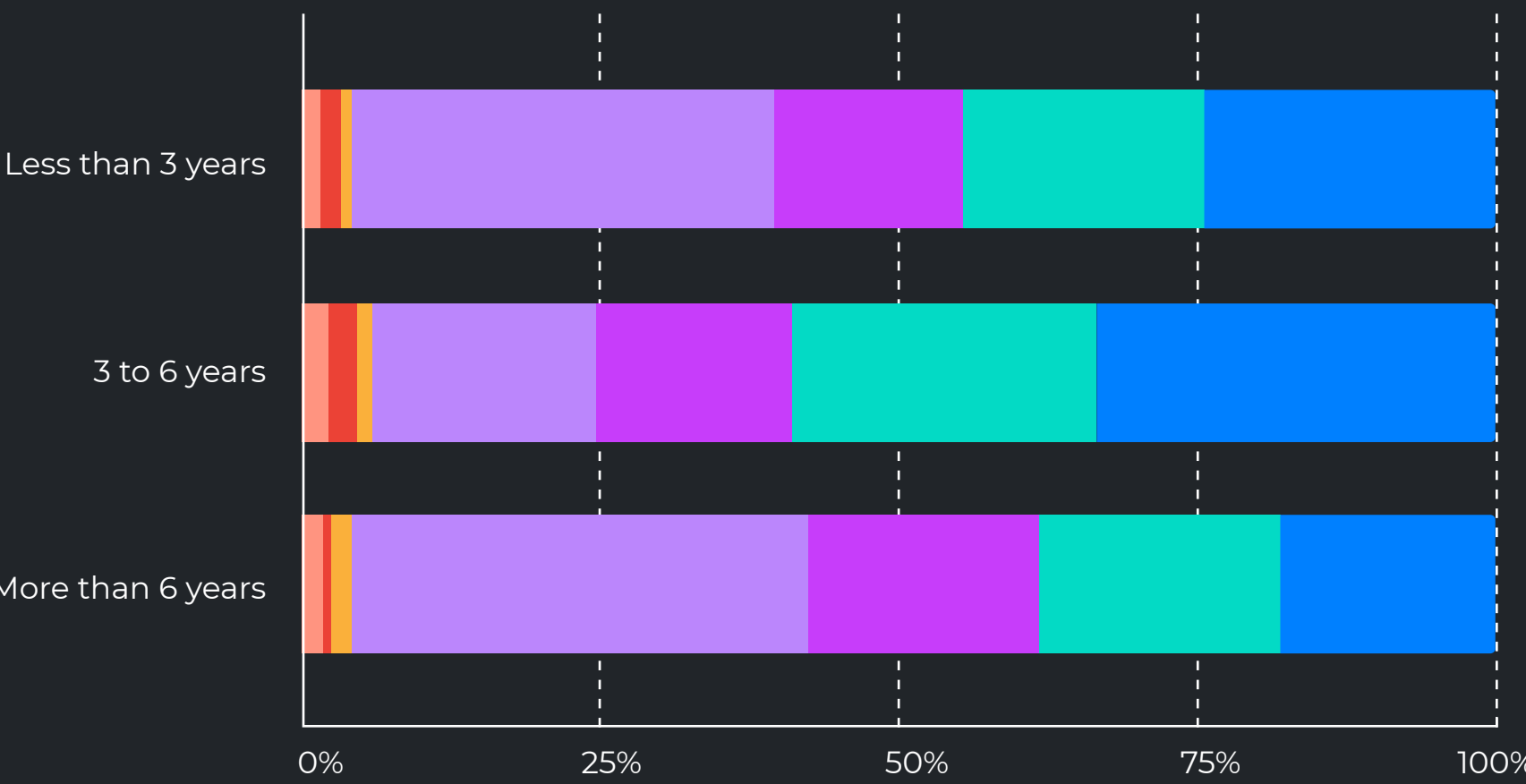Landing.Jobs

Salary Variation
(LAST 12 MONTHS)

BY REGION

• The vast majority of Portuguese tech professionals (61.3%) saw a positive change in their salary over the past year, but there were a few losses as well (especially in the South and North)
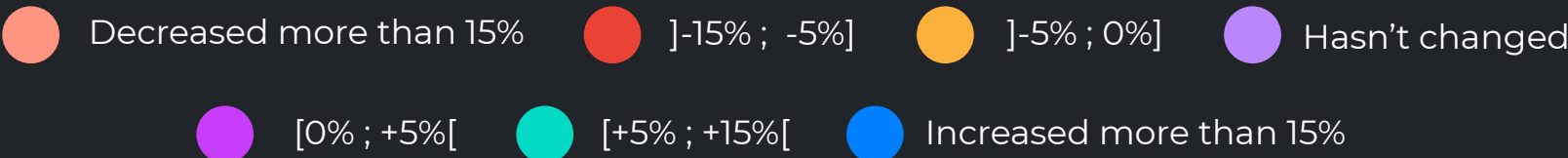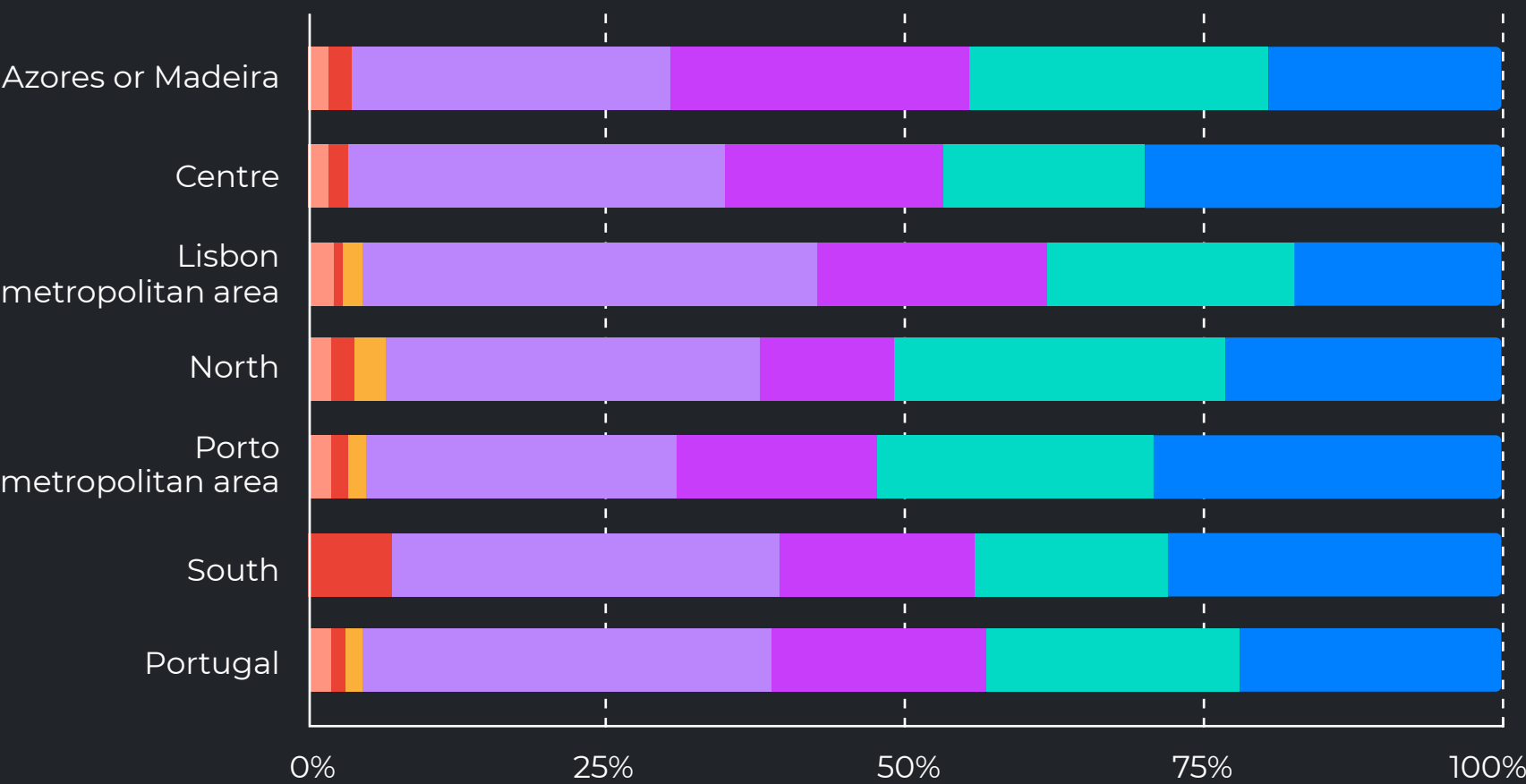
BY WORK EXPERIENCE

• Mid seniors (3-6 years of experience) clearly show the best salary variation, followed by juniors (less than 3 years) and seniors who are apart by very little.

Legend (left chart):
● Decreased more than 15%   ●]-15% ; -5%]   ●]-5% ; 0%]   ● Hasn't changed
● [0% ; +5%[● [+5% ; +15%[● Increased more than 15%

Legend (right chart):
● Decreased more than 15%   ●]-15% ; -5%]   ●]-5% ; 0%]   ● Hasn't changed
● [0% ; +5%[● [+5% ; +15%[● Increased more than 15%

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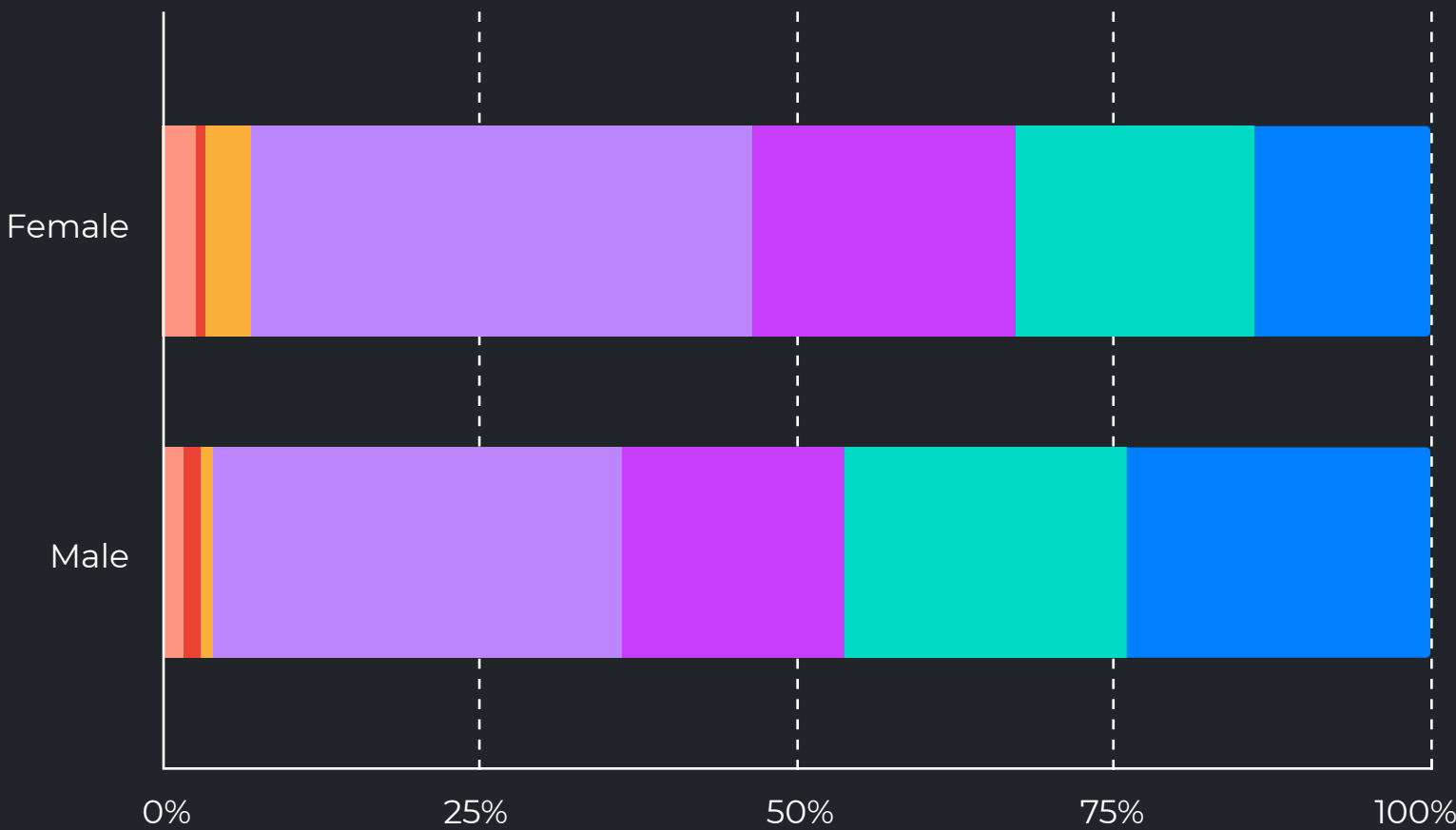SALARY
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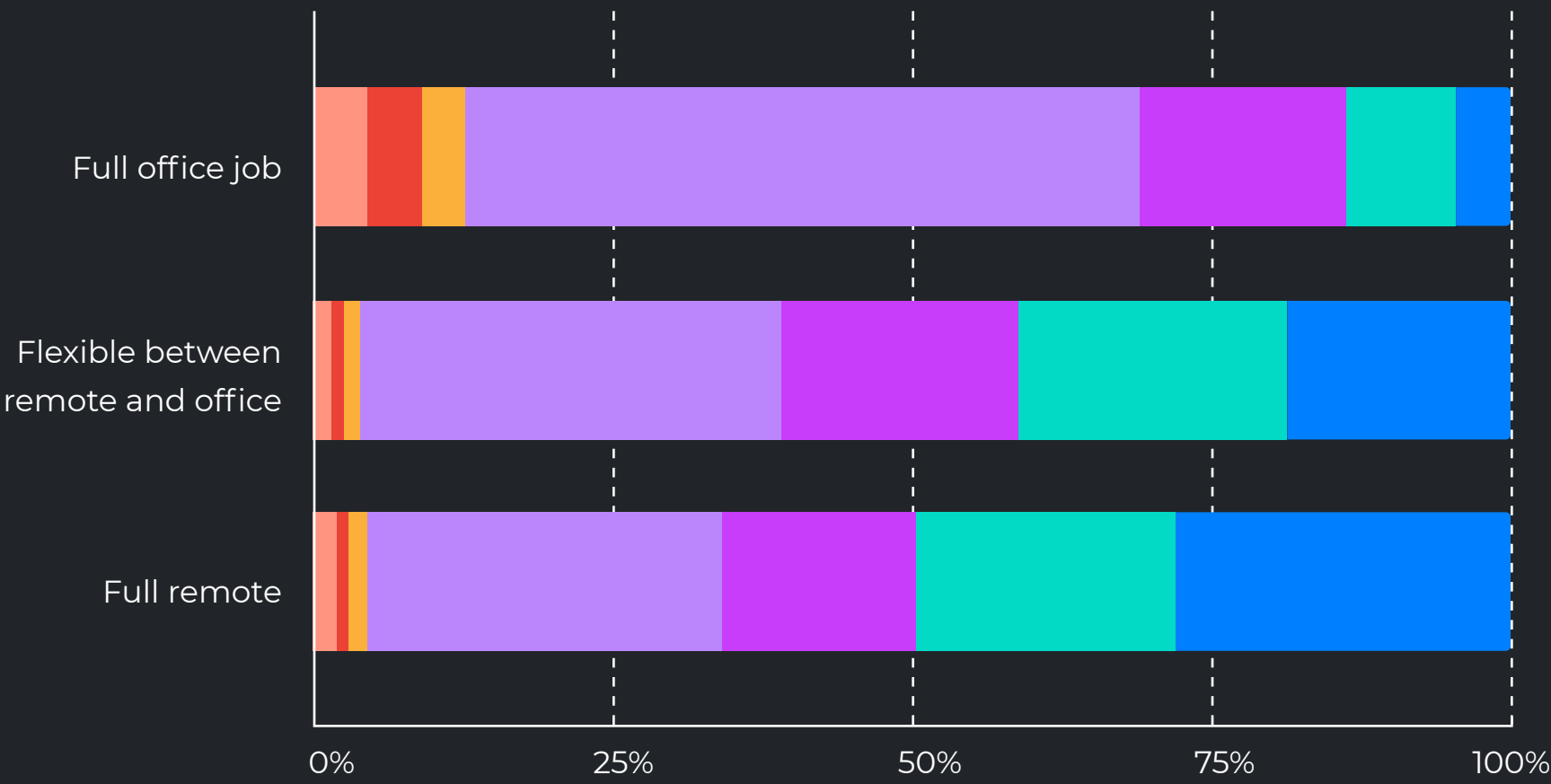
Salary Variation
(LAST 12 MONTHS)

BY GENDER

• Men saw their salaries raised more than women by around 10%, and women saw their salaries lowered more than men. Definitely not a good sign for diversity efforts.

BY REMOTE WORK SITUATION

• Full office jobs really come full cycle when it comes to low competitiveness. Not only are they offering the least amount of salary raises, they're actually also the ones who have experienced the most salary cuts.

Legend (BY GENDER):
- Decreased more than 15%
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- [0% ; +5%[
- [+5% ; +15%[
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Legend (BY REMOTE WORK SITUATION):
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Salary Variation

BY COMPANY TYPE (LAST 12 MONTHS)

One thing is certain: scale-ups rule salary-wise

• With 76% of tech professionals from scale-ups reporting salary raises, these companies are really on a league of their own.

• Tech consulting companies and startups are also making an effort to please tech talent.

• On the lower side of the scale, Public/Government have the least salary raises, as well as some of the most salary cuts, alongside local outsourcing companies. Public jobs may have the upside of stability, but local outsourcing companies seems to be the very last resort for tech professionals to have a good career salary-wise.

Legend:
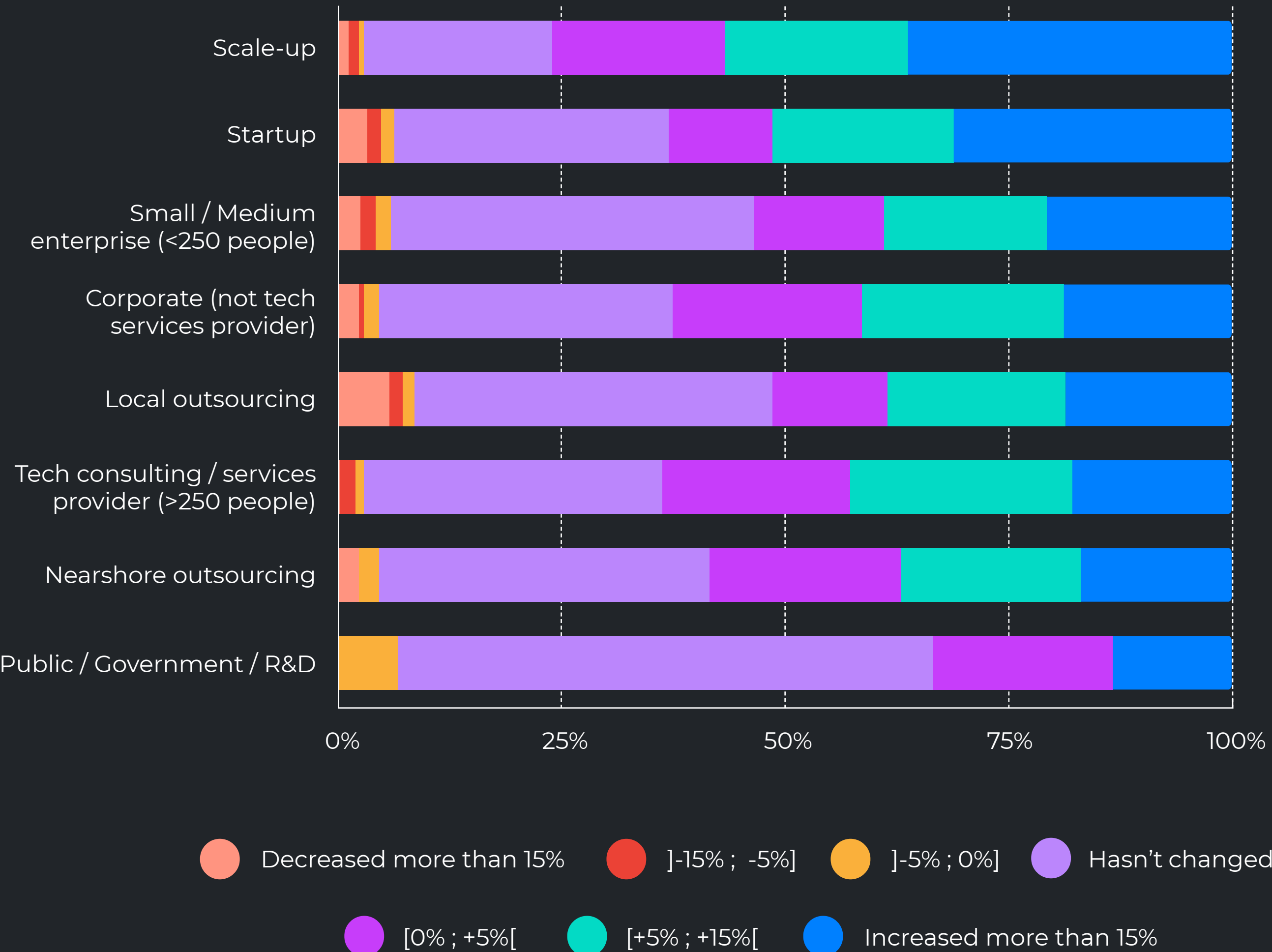- Decreased more than 15%
-]-15% ; -5%]
-]-5% ; 0%]
- Hasn't changed
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- [+5% ; +15%[
- Increased more than 15%

Chart categories (top to bottom):
- Scale-up
- Startup
- Small / Medium enterprise (<250 people)
- Corporate (not tech services provider)
- Local outsourcing
- Tech consulting / services provider (>250 people)
- Nearshore outsourcing
- Public / Government / R&D

X-axis: 0% 25% 50% 75% 100%

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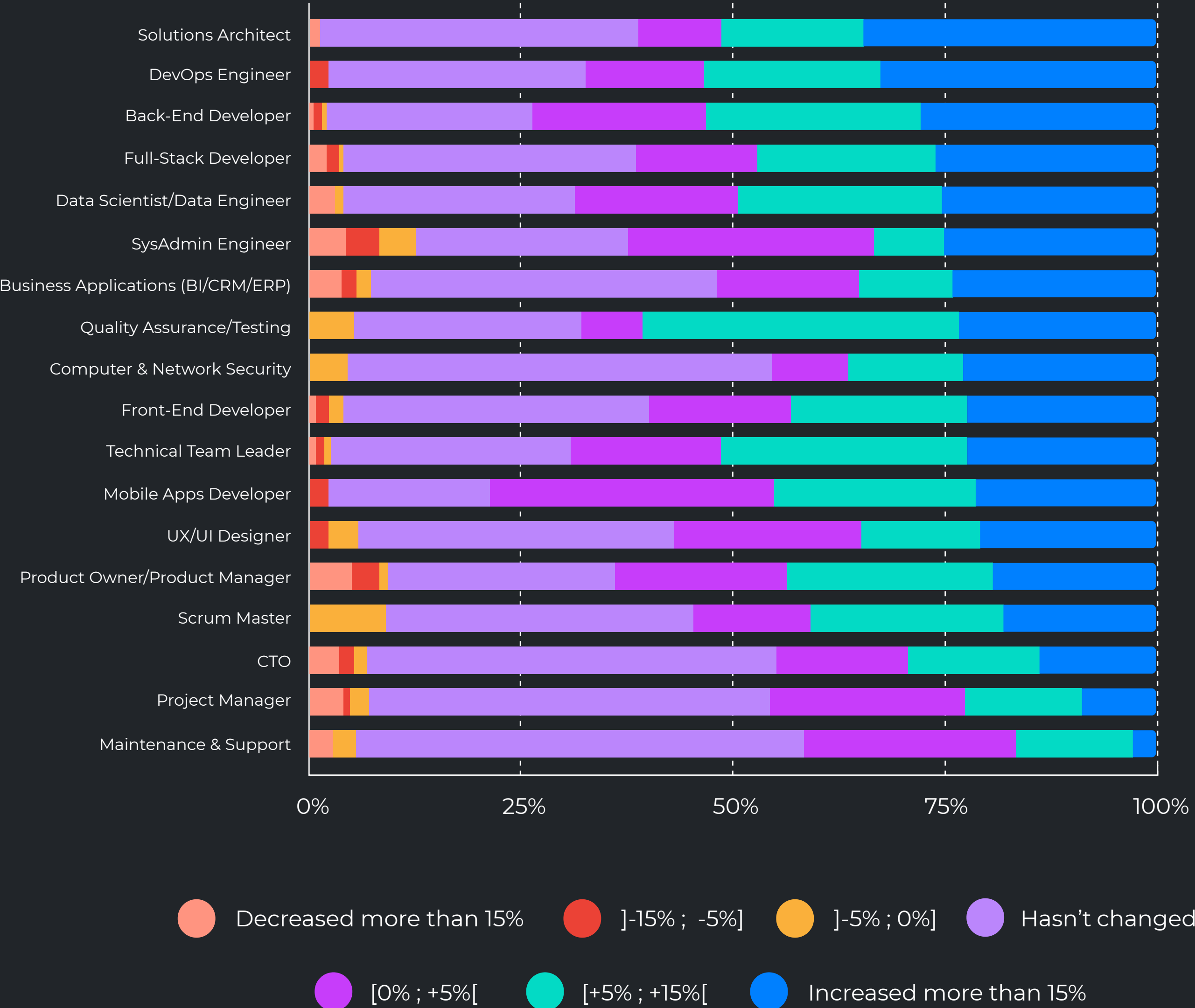SALARY AND PERKS

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Salary Variation
BY JOB ROLE (LAST 12 MONTHS)

Salary raises have been unleashed since last year, it seems

• Tech professionals who work in Mobile, Back-end and Data Science have experienced the most salary raises. Technical Team Leaders are also being progressively valued by companies.

• On the other hand, SysAdmin and Product roles have had the most pay cuts.

Solutions Architect
DevOps Engineer
Back-End Developer
Full-Stack Developer
Data Scientist/Data Engineer
SysAdmin Engineer
Business Applications (BI/CRM/ERP)
Quality Assurance/Testing
Computer & Network Security
Front-End Developer
Technical Team Leader
Mobile Apps Developer
UX/UI Designer
Product Owner/Product Manager
Scrum Master
CTO
Project Manager
Maintenance & Support

0%   25%   50%   75%   100%

Decreased more than 15%   ]-15% ; -5%]   ]-5% ; 0%]   Hasn't changed

[0% ; +5%[[+5% ; +15%[Increased more than 15%

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Technical Sheet

• A total of 6.568 tech professionals responded to the global survey. Of those, this report on the Portuguese market only considered 2.082 respondents who identified themselves as residents in Portugal. Respondents who identified as Students and Not working right now were excluded.The respondents are both Landing.Jobs users and other tech professionals.

• This survey was open to the public from January 2022 to March 2022.

Methodological notes

• Some charts or tables don't present values for combinations of dimensions resulting in a low number of cases, to prevent undersampling bias.

• For inquiries or comments about this survey, or to obtain the anonymized raw data, reach out to us at letstalk@landing.jobs.

For further reference

• When we mention the global report: Global Tech Talent Trends 2022

• When we mention last year's data: Tech Careers Report - Portugal 2021

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