Global Tech Talent Trends Report

🌐 { } 2023 Portugal

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

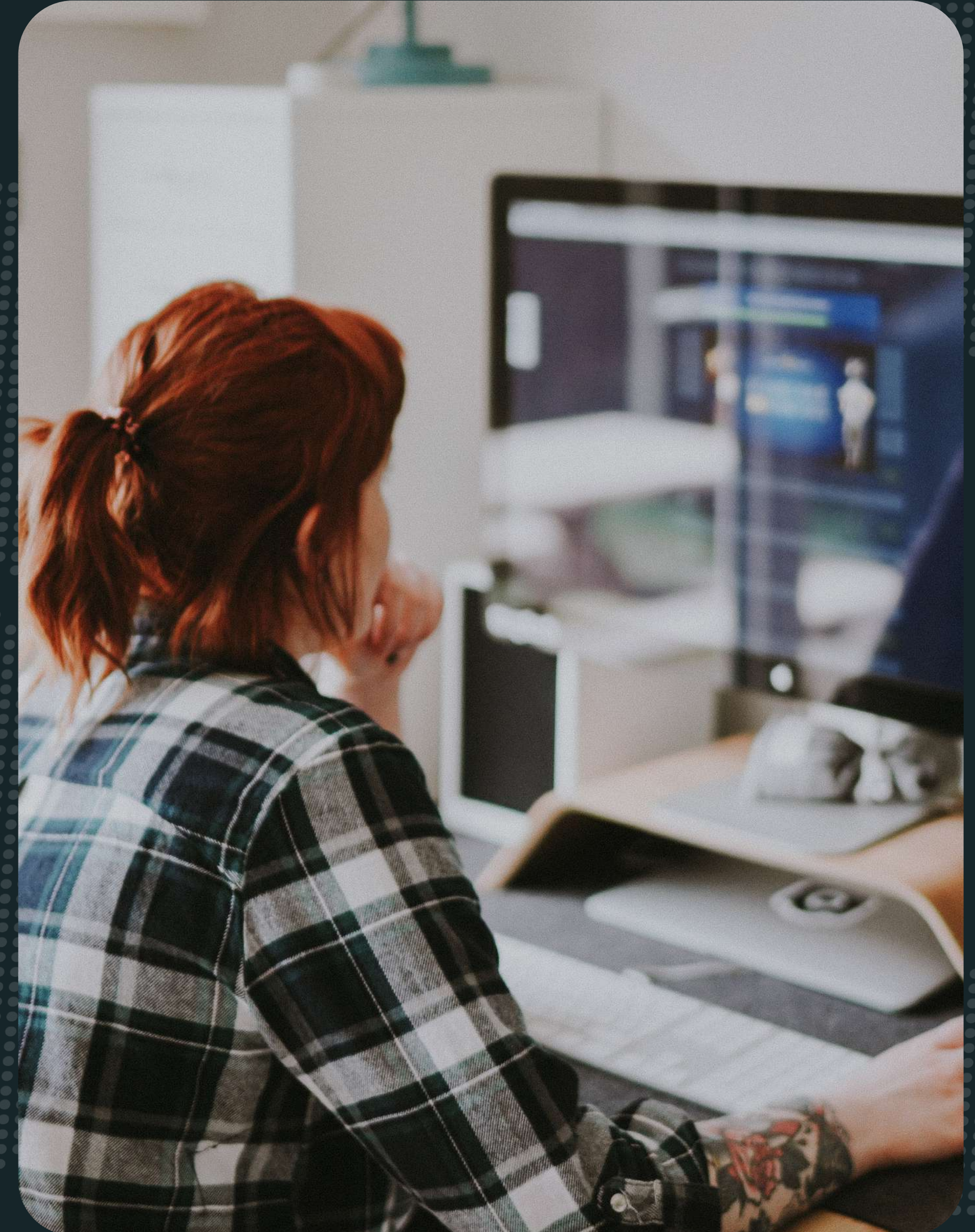Salary　　Remote work　　Relocation　　Work across borders

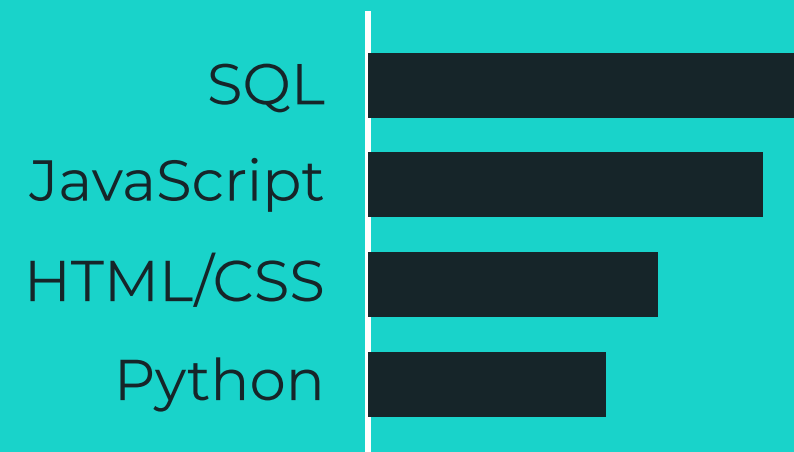Programming languages & frameworks　　Career Drivers　　Perks

01

Index

02

Highlights

Top 4 programming languages

- SQL
- JavaScript
- HTML/CSS
- Python

Top 4 programming frameworks

- .NET
- React
- Node.js
- Angular
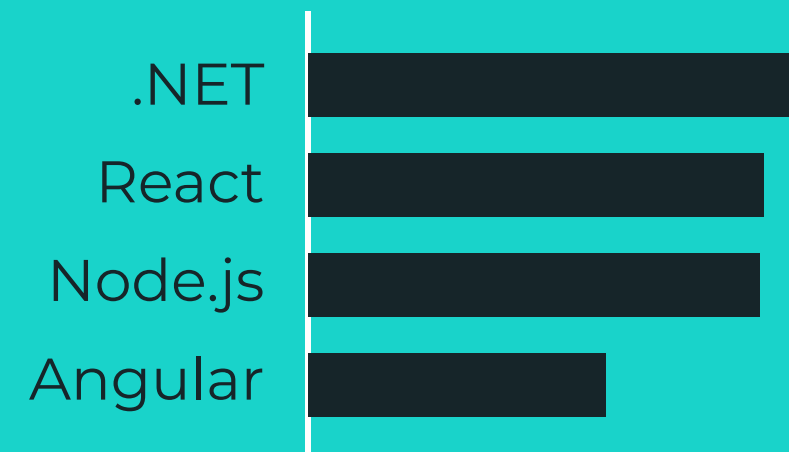
Remote work still strong, hybrid on the rise

42% full remote   **52%** hybrid   **6%** office

Most Portuguese tech professionals **don't want to leave:**

49% want to stay in Portugal

24% want to relocate to another continent

Why?
- Better salary 30.5%
- Quality of life 21.0%
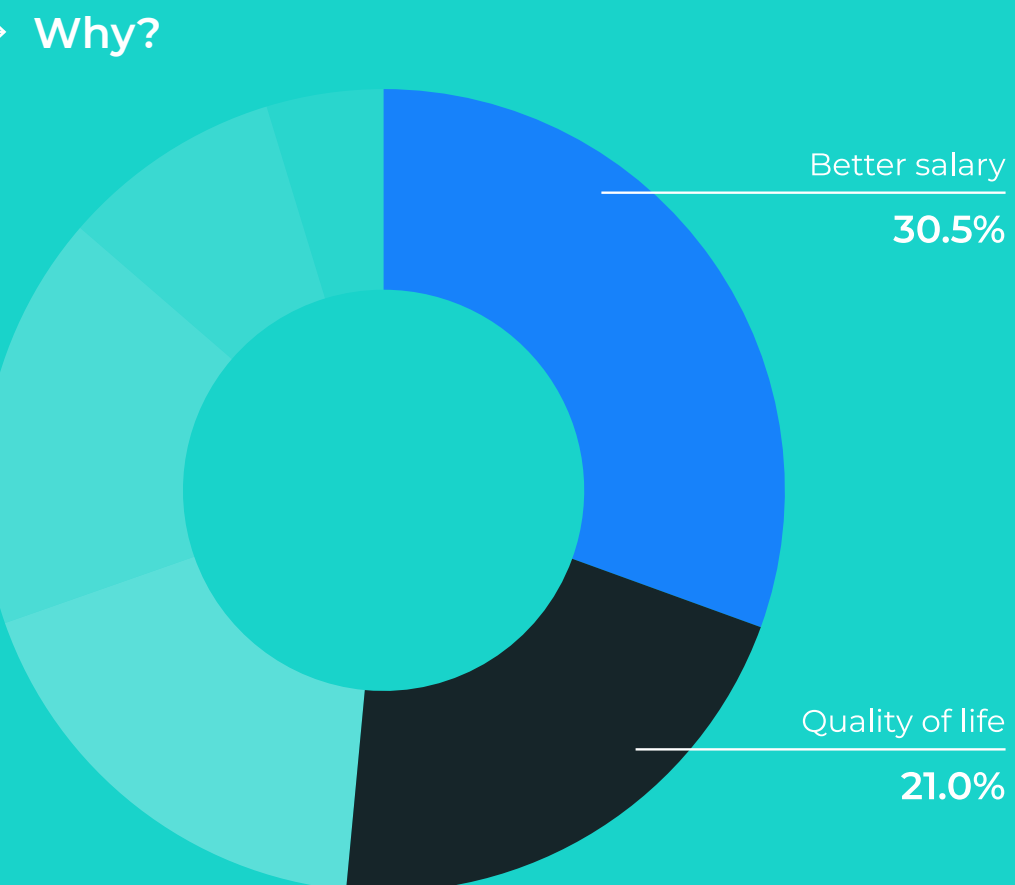
Tech professionals are highly motivated to **work remotely for a company overseas**

8.6/10 Average motivation

Why?
#1 Work-life balance
#2 Salary

For companies in:
- Europe 37.4%
- North America 25.4%

GLOBAL TECH TALENT TRENDS 2023 – PORTUGAL   Landing.Jobs   SPONSORED BY Reaktor

Their favourite perks

Health benefits
21.0%

Annual bonus
20.7%

Training/education sponsorship
15.1%
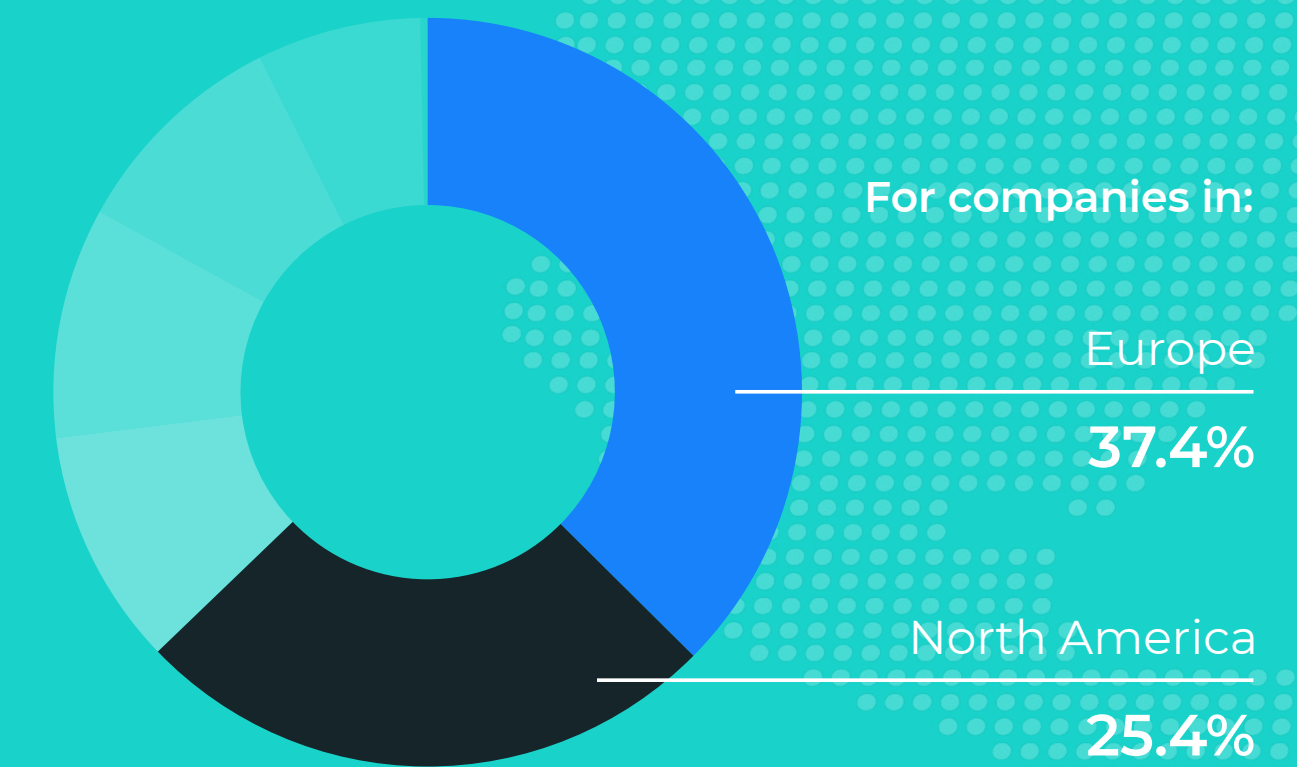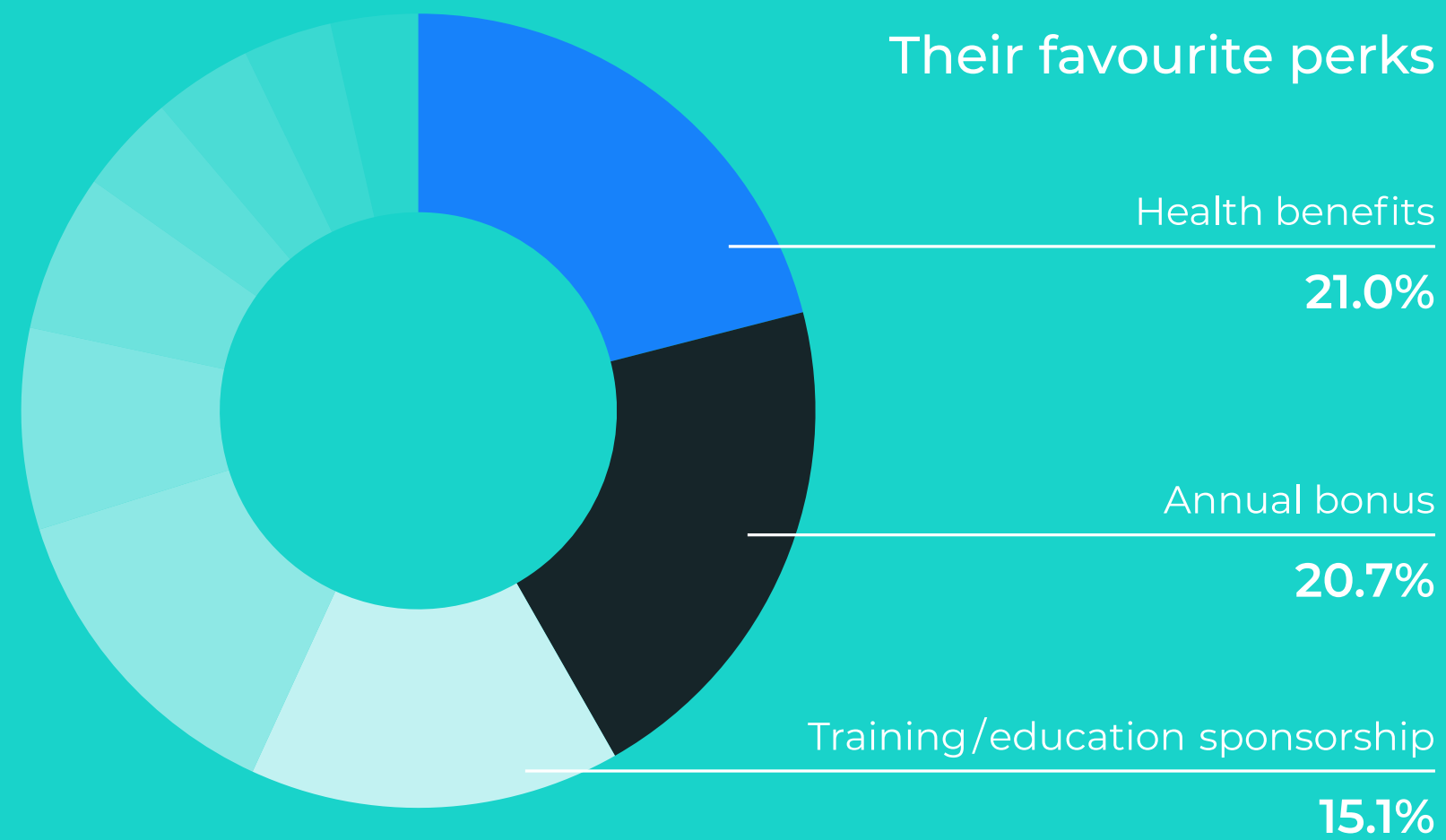
Let's talk money 💸

The **average gross annual salary is**

46,334€

Men earn, on average,
35% more than women

Female

Male

30,000€   40,000€   50,000€

The 3 highest-earning job roles

CTO **80,843€**

Technical Team Leader **62,092€**

Blockchain/Web3 Developer **60,313€**

The 3 lowest-earning job roles

Quality Assurance/Testing **36,941€**

SysAdmin Engineer **35,500€**

Maintenance & Support **28,977€**
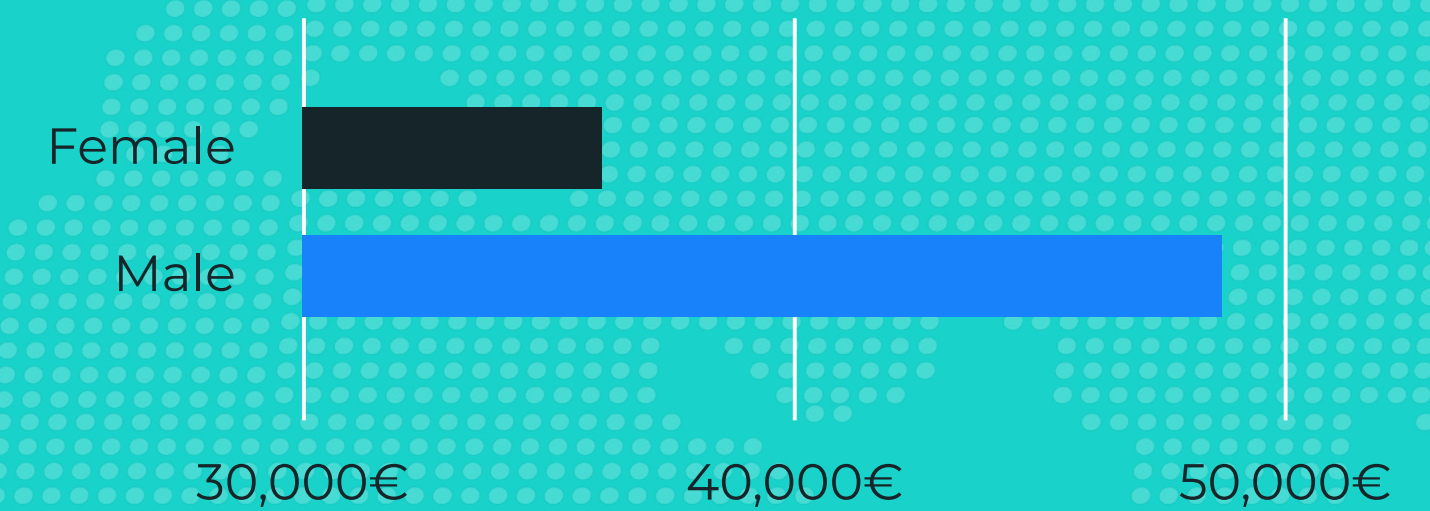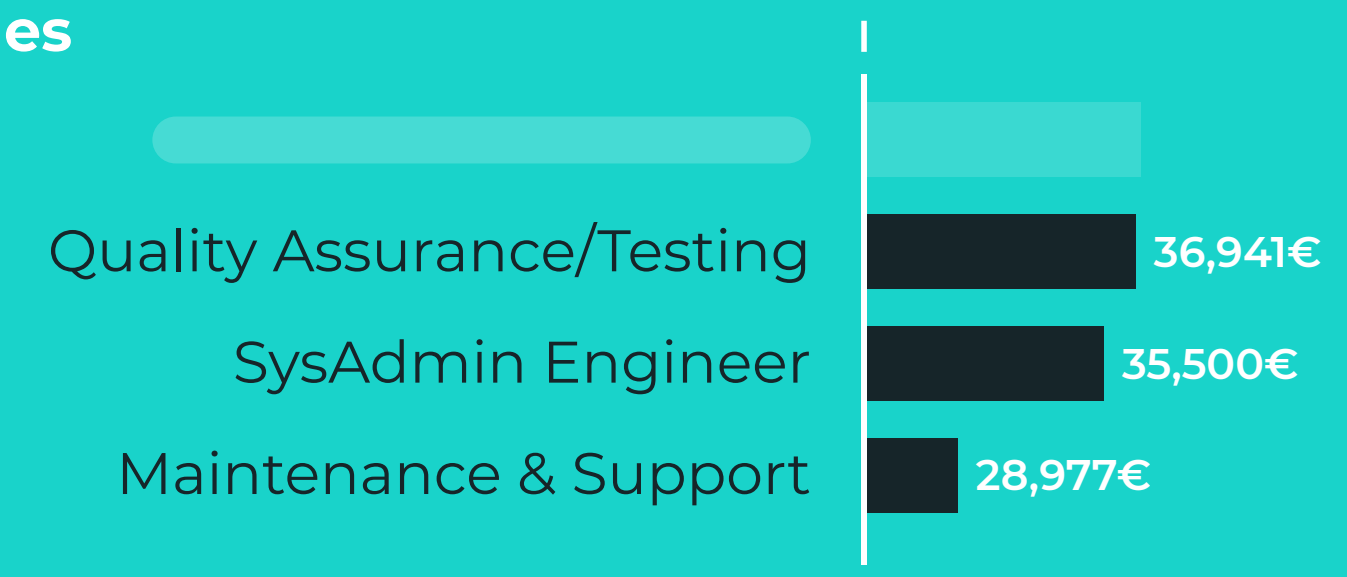
Introduction

Far from being an exception, Portugal has suffered drastic changes in the tech sector in the past couple of years.

With the mass adoption of remote work, geographic and cultural barriers disappeared, allowing tech talent to work remotely not just for Portuguese companies but also for companies across borders.

Foreign companies saw this as an opportunity and made aggressive moves in hiring Portuguese tech talent to work remotely from Portugal. If last year's percentage of Portuguese professionals working remotely across borders was impressive (18.6%), this year, that feeling is exacerbated (22.6%).

This phenomenon has been causing a huge impact on both the availability of local talent and on the salaries, something local companies are starting to realise.

However, Portuguese companies still haven't embraced the globalisation of tech work. Only 10.6% of the Portuguese workforce comes from other countries. The local talent shortage will increase unless companies start seriously hiring and relocating tech professionals from abroad. **Competition for talent is fierce, and recruitment strategies need to be critically assessed — it might even be a question of life or death for some companies.**

These and many other insights can be found in 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 allow tech professionals to make more informed career decisions from a global perspective and help companies grasp the new nature of the global tech market and how they should position themselves to hire and retain the talent they so desperately need.

At Landing.Jobs, we believe in the inevitable globalisation of the tech talent landscape. For it 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. This report has been launched for four consecutive years, enabling a deeper look into the evolution of the local tech scene.

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/CPO @ Landing.Jobs

Foreword

Reaktor is a global leader in digital solutions, with a strong track record of helping companies leverage cutting-edge technology to drive business growth. As part of our commitment to staying at the forefront of the industry, we are happy to support this survey on the Portuguese tech talent market.

Portugal is growing to become the most important hub for technology in Europe, with a fast-developing startup scene and many international companies setting up shops in the country.

And it's easy to see why: it's where the great quality of life meets great talent. Portugal is exactly the kind of environment in which the core values of Reaktor flourish, too: an international, get-things-done mindset, endless curiosity toward the unknown, and not being afraid of putting a bit of extra effort in when going gets tough.

Our sponsorship of this report underlines our belief in the importance of understanding the ever-evolving landscape of the tech industry and the critical role that talent plays in driving innovation and growth. By gaining insights into the trends and challenges facing the Portuguese tech talent market, we are better equipped to support our clients and to build the best environment possible for the people working in our Lisbon community.

About the sponsor

We are a global technology consultancy that designs and builds category-defining digital products and services. We partner deeply with our clients to solve their most mission-critical challenges. Our clients include industry leaders such as adidas, HBO, Supercell, Cathay Pacific, and KONE.

At Reaktor, you'll find one of the highest-performing software development cultures on the planet. Our clients look to us to not only deliver digital products of the highest order but better ways of working as well. We believe that how we work enlightens what we deliver; we help our clients build the teams and processes they need to run with the best digital natives. We're known for embracing autonomy, optimising for speed, and meticulously building the most high-performing multidisciplinary teams that get to the heart of what matters.

Today, we're a team of 700 designers, developers, and strategists with offices in six countries around Europe, North America, and Asia. Reaktor Lisbon opened its doors in 2021.

www.reaktor.com

Demographics

Landing.Jobs

SPONSORED BY Reaktor

AT A GLANCE

1
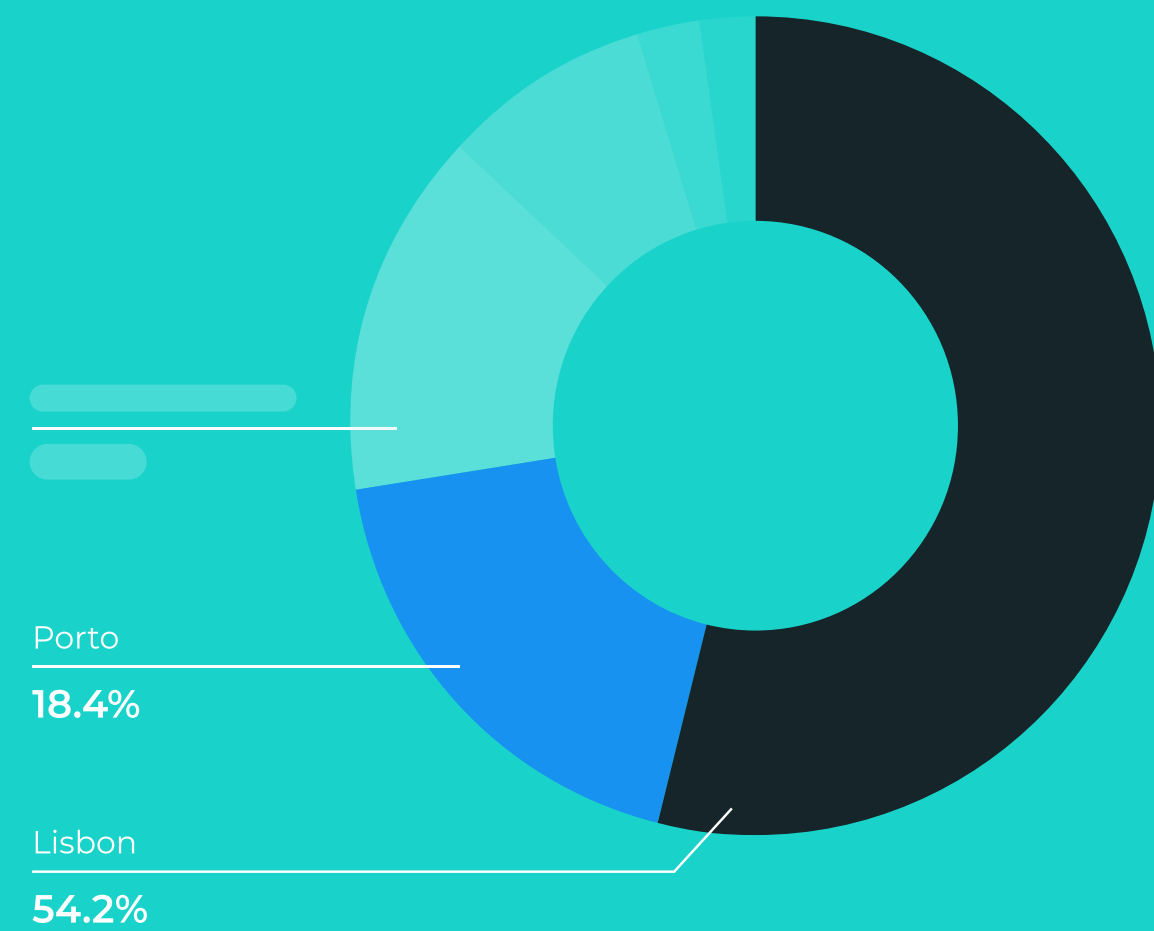
73%

of tech professionals in Portugal are concentrated in **Lisbon and Porto**

Porto
18.4%

Lisbon
54.2%

2

The gender gap continues:

80%

of tech professionals are male

Male
80.0%
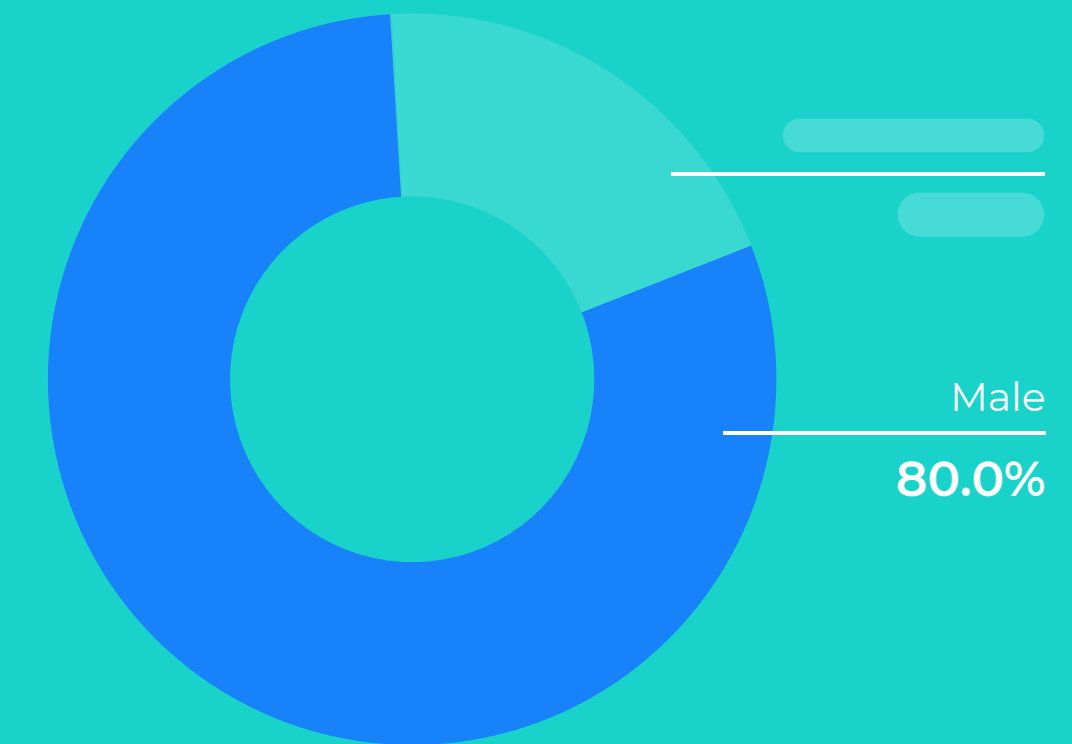
3

Tech **consulting companies** and **corporates** are the most popular types of employers

Tech consulting
28.2%

Corporate
22.0%
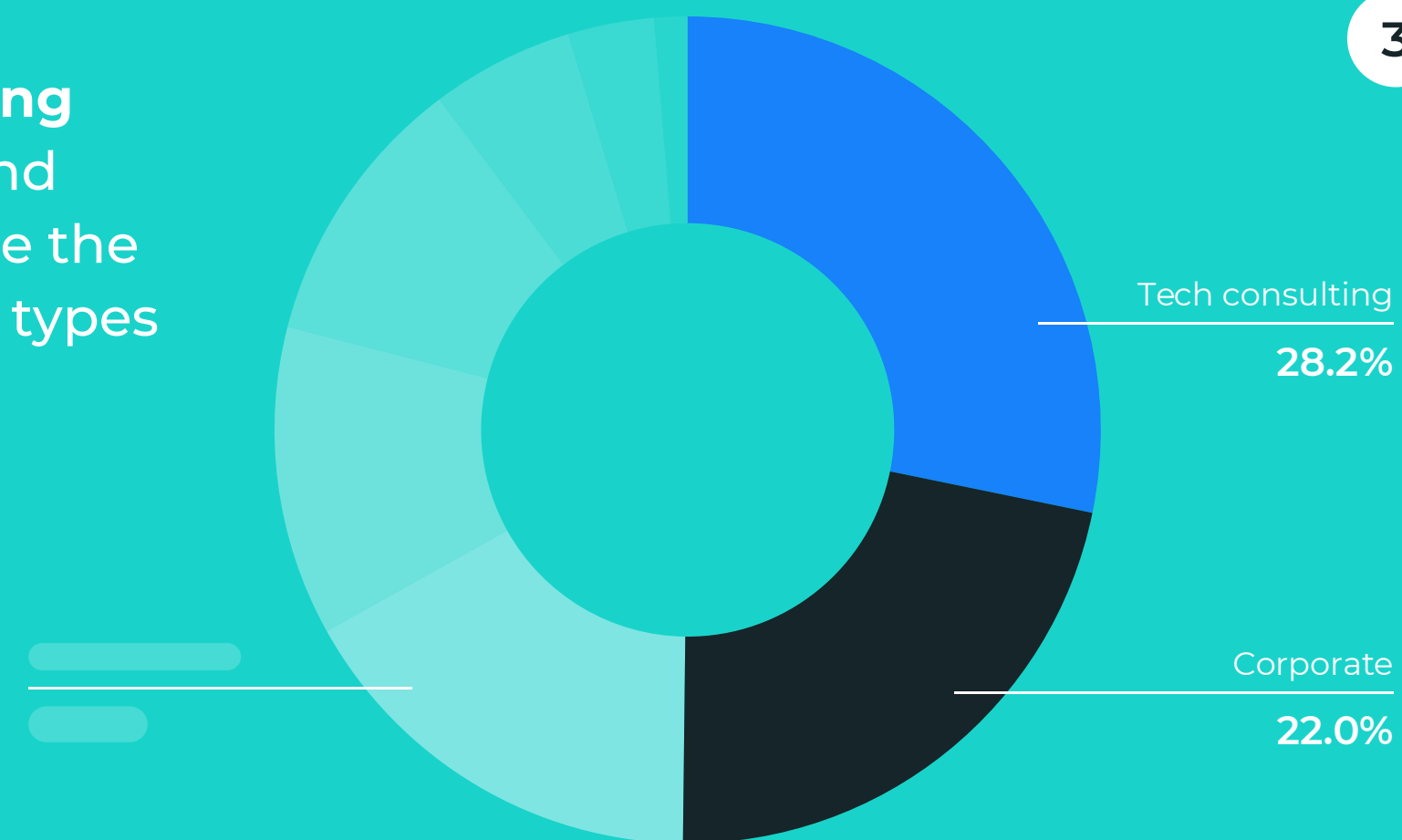
4

Doctoral degree — **2.6%**

Masters degree — **47.2%**

Bachelor degree — **36.2%**

University is still the most common entry path to a tech career

(Bachelors, Masters and Doctorates together make up 86%)

Talent by region of residence

- The **Lisbon** metro area representativity slightly dropped by -1.3% compared to last year, while **Porto** metro area increased +1.7%.

- All other regions had marginal variations in their representativeness of tech professionals in Portugal.

IN PORTUGAL

Azores or Madeira
2.4%

South
2.1%

North
8.5%

Centre
14.5%

Porto metropolitan area
18.4%

Lisbon metropolitan area
54.2%

Landing.Jobs

SPONSORED BY Reaktor
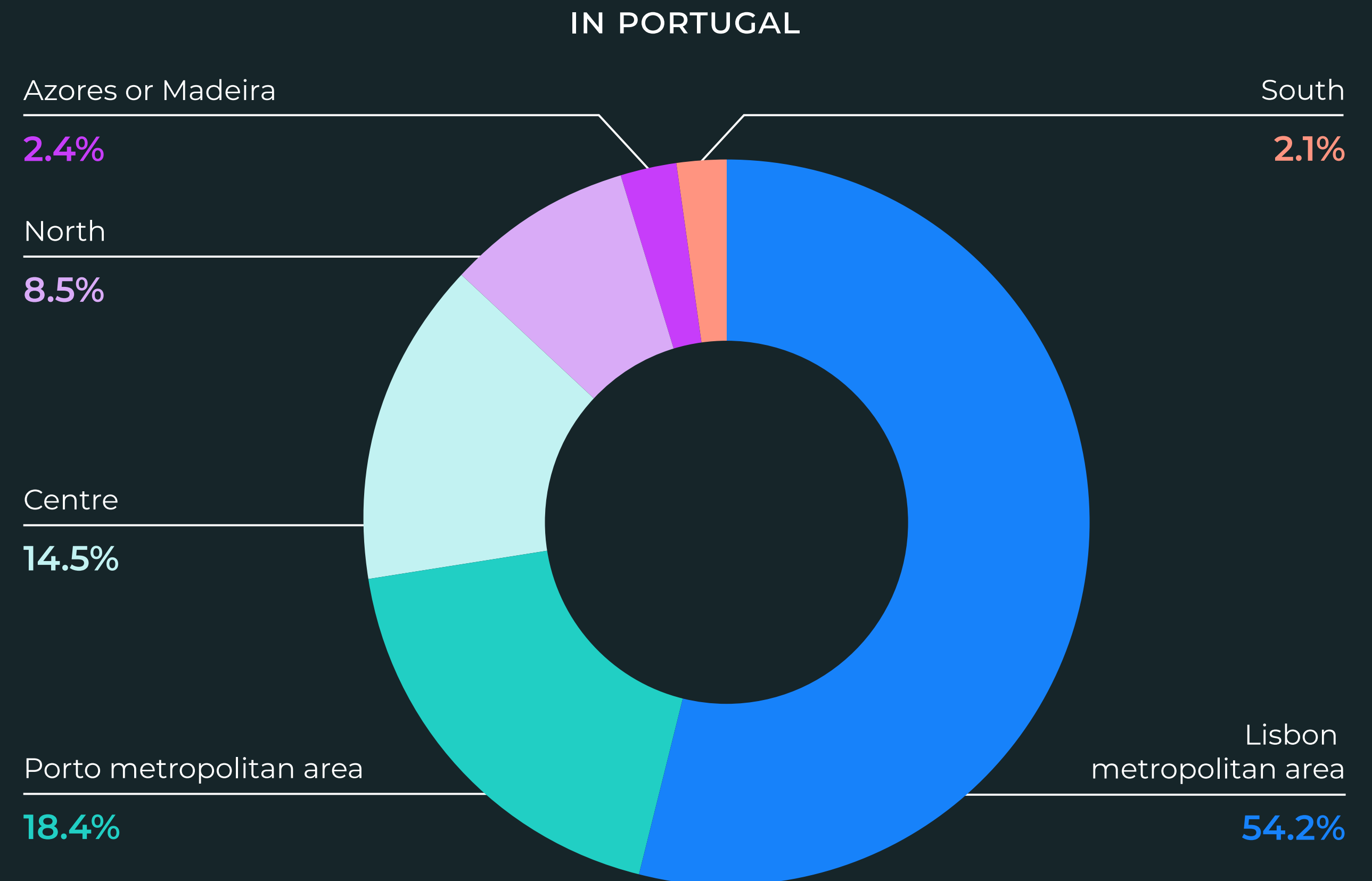
Employment status

Most respondents are full-time employees.

- Tech professionals in Portugal continue to massively disregard working as contractors, maybe due to a higher risk perception. No changes from last year.

- Without surprise, contractors tend to work remotely to companies cross-borders (55.3%) far more than full-time employees (only 19.2%).

Contractor/Freelancer
8.9%

Full-time employee
91.1%
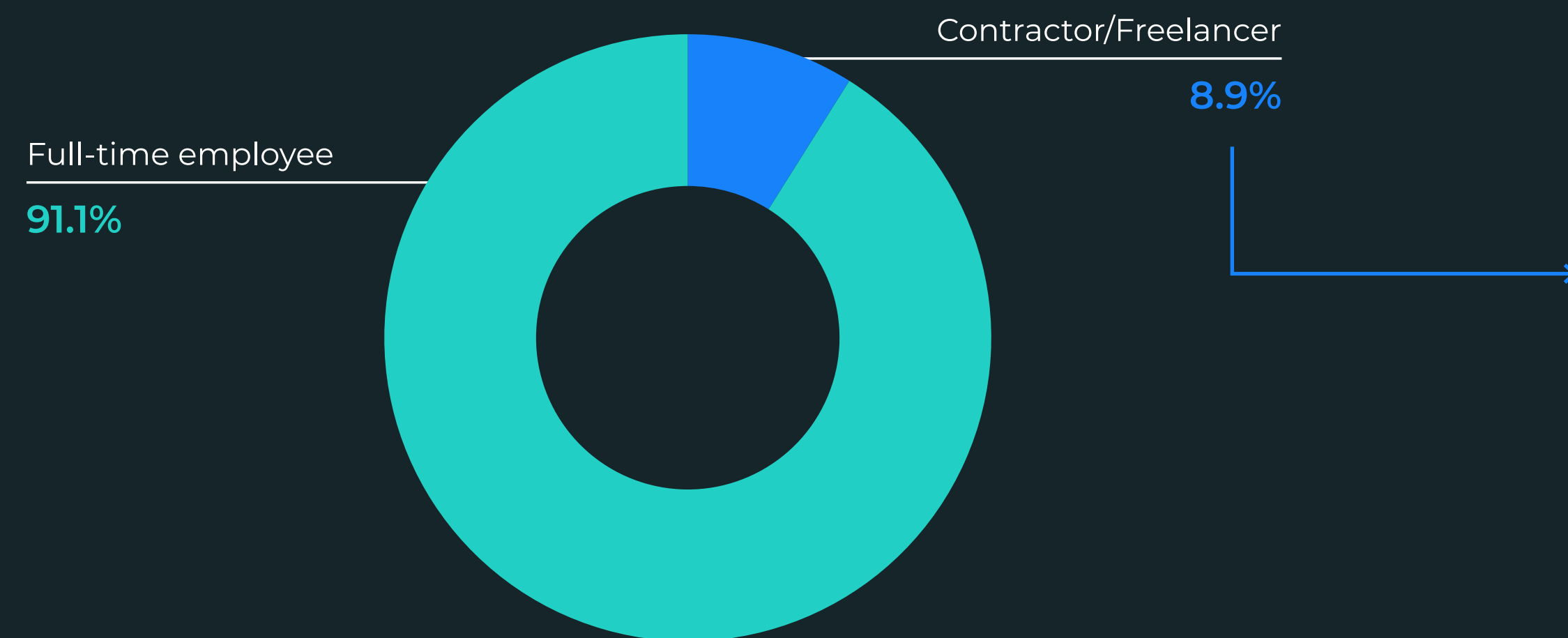
CONTRACTORS/FREELANCERS BY REGION

- Tech professionals from **Azores** and **Madeira** are working more (20% of total) as contractors than last year (10%). The Southern region saw a decline from 18% to 12%.

Azores or Madeira

Centre

Lisbon metropolitan area

North

Porto metropolitan area

South

0   5%   10%   15%   20%
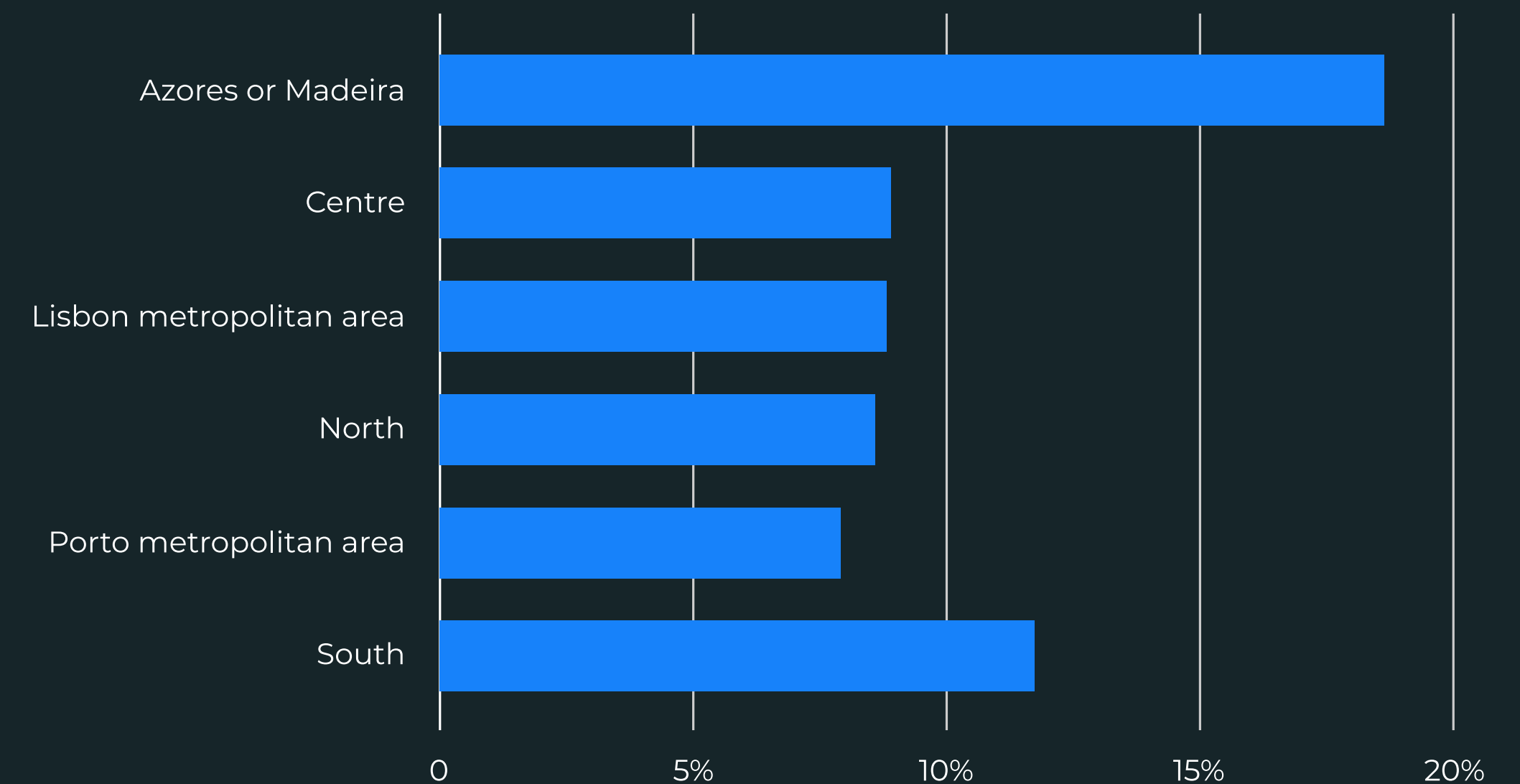
Gender distribution

- There are +1% more female tech professionals compared to 2022, which is less of an increase we had in 2022 (+6%). Fair news, but there's a lot to be done to improve this stat.
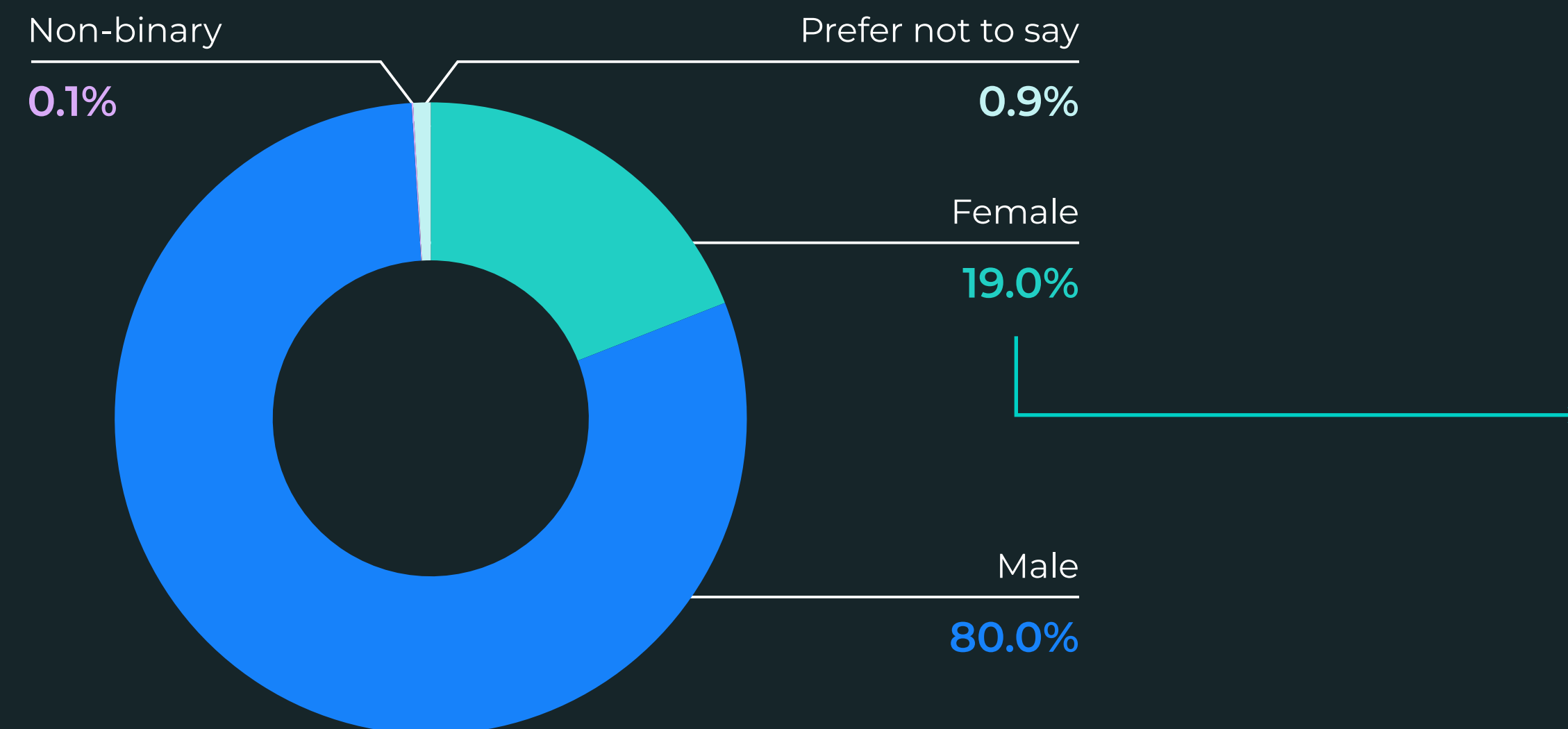
FEMALE TECH PROFESSIONALS BY REGION

- All regions have more female tech professionals compared to 2022, except the Lisbon metro area. Centre (+3.7%) and Porto (+2.4%) had the highest bumps.

Non-binary
0.1%

Prefer not to say
0.9%

Female
19.0%

Male
80.0%

Azores or Madeira
Centre
Lisbon metropolitan area
North
Porto metropolitan area
South

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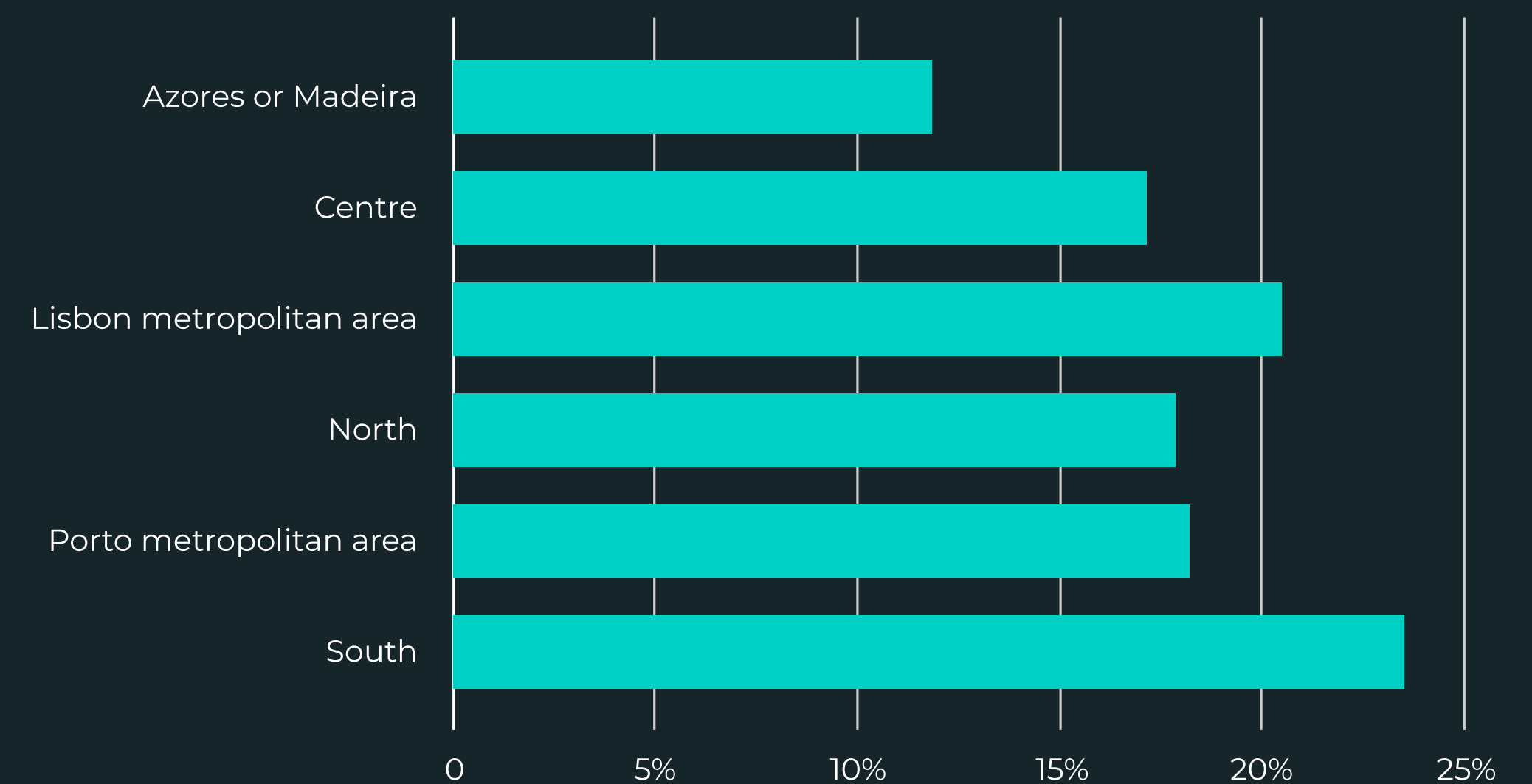
English level

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 (#9 in 2022).

Native or bilingual proficiency — **23.2%**

Full working proficiency — **67.3%**

Limited working proficiency — **8.3%**

Elementary — **1.2%**

0   20%   40%   60%
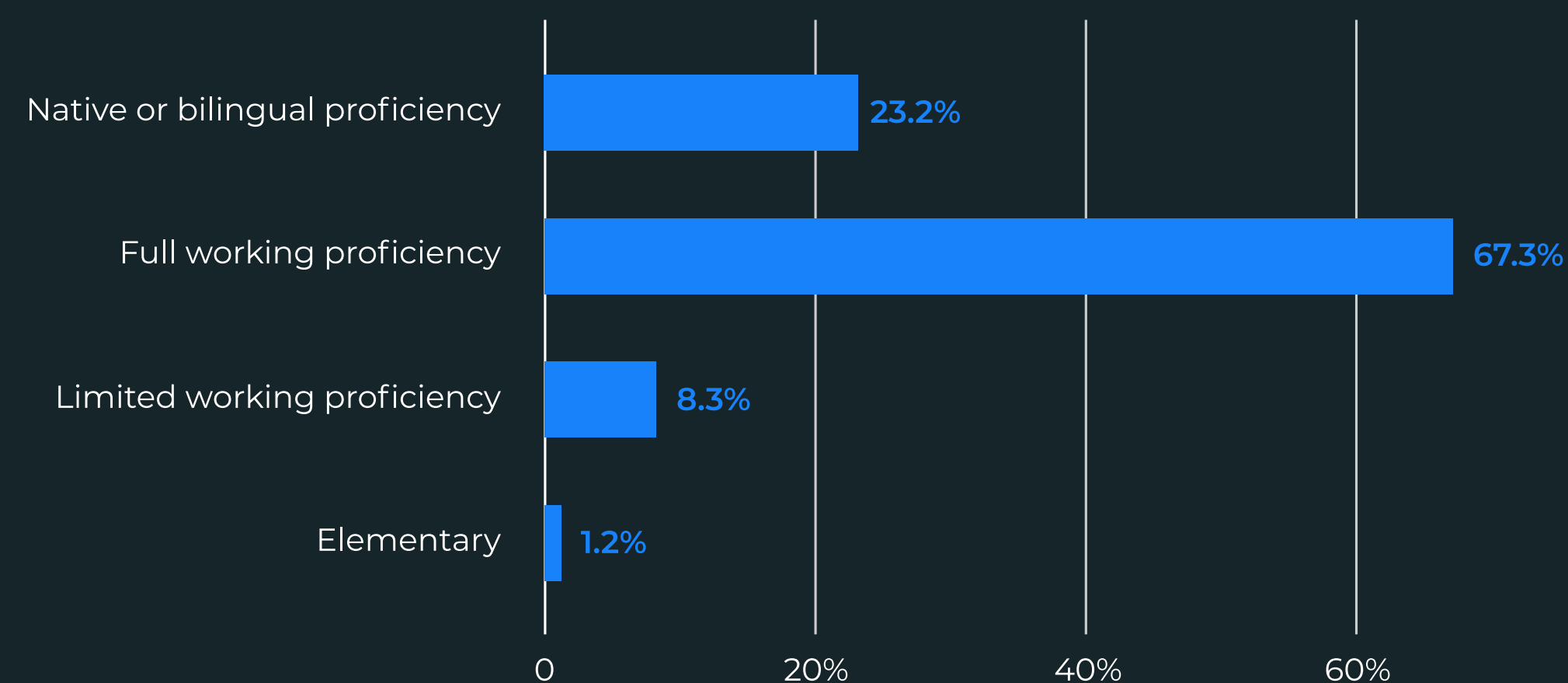
Education level

University degrees are still the favoured path for tech professionals.

- Master and Bachelor degrees make up almost 85% of the possible educational routes, showcasing their lasting dominance. Doctoral degrees are increasing year on year, and bootcamp graduates unfortunately still represent as little as 2.2% (but up from last year's 1.6%).

Doctoral degree — **2.6%**

Masters degree — **47.2%**

Bachelor degree — **36.2%**

Technical bootcamp — **2.2%**

Self-thaught — **1.3%**

High school / Professional school — **10.3%**

Basic education — **0.2%**

0   10%   20%   30%   40%   50%
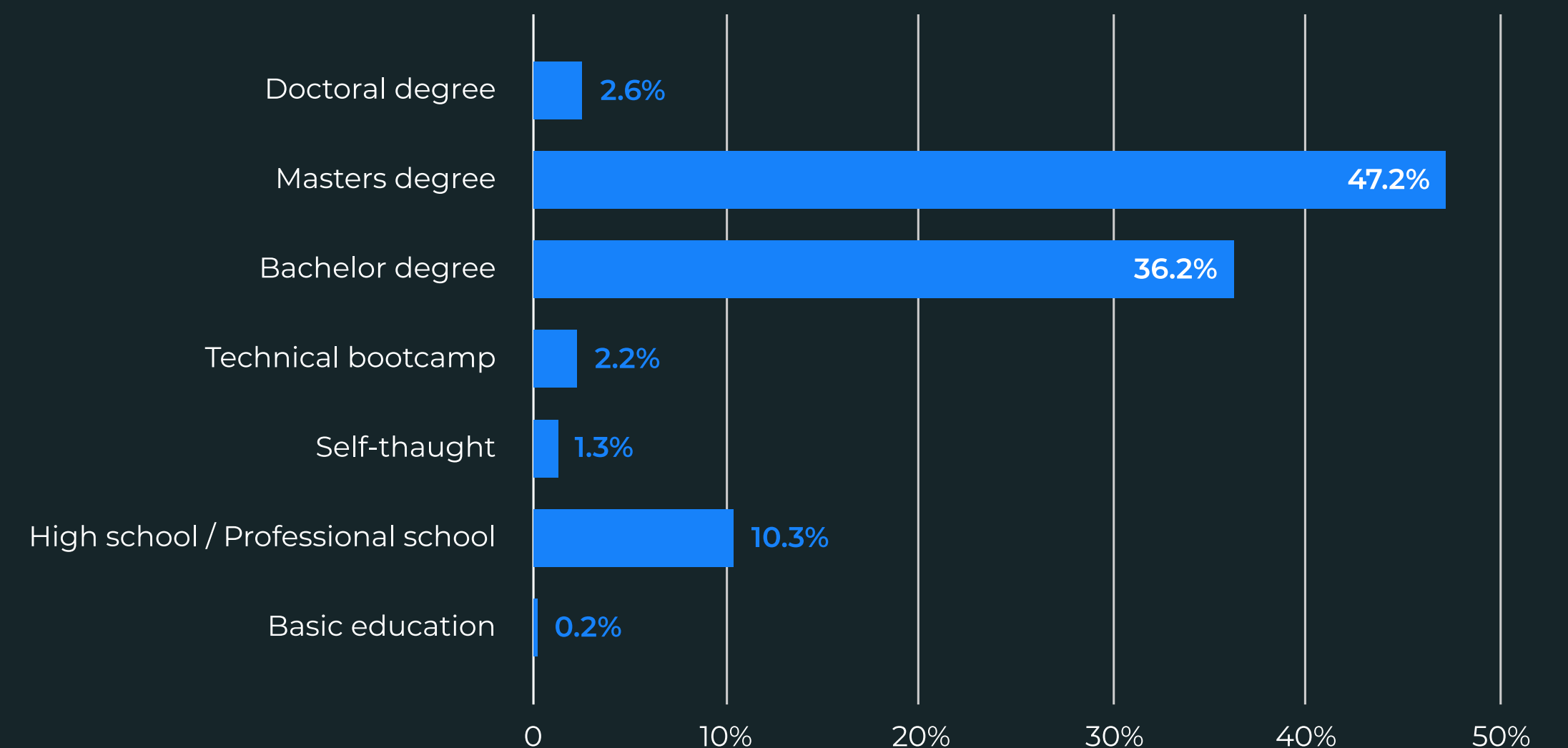
Employer company type

- The distribution of tech professionals by company type had marginal changes from last year.

- **Startups** lost the most, going from 14.9% in 2022 to 12.1% this year.

- Local outsourcing and SMEs also reduced their percentages of the market share.

- On the growing side, **Tech Consulting / Services Providers** and **Corporates** together increased their representativeness by +3.1%.

Local outsourcing
3.4%

Nearshore outsourcing
5.6%

Scale-up
10.7%

Startup
12.1%

Small / Medium enterprise (<250 people)
16.7%

Public / Government / R&D
1.3%

Tech consulting / services provider (>250 people)
28.2%

Corporate (not tech services provider)
22.0%

Landing.Jobs

SPONSORED BY **Reaktor**
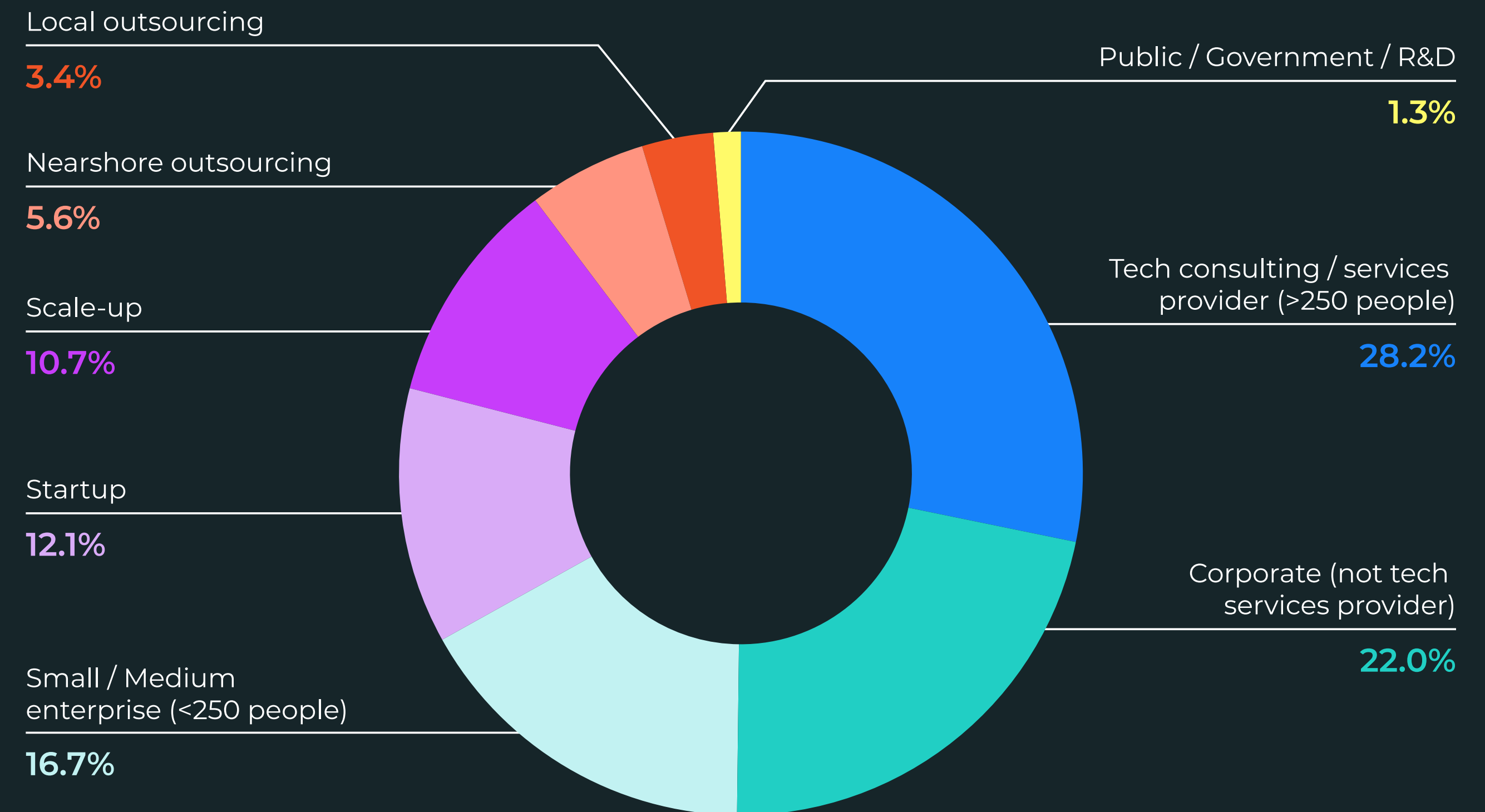
04

Professional role & tech

AT A GLANCE

1
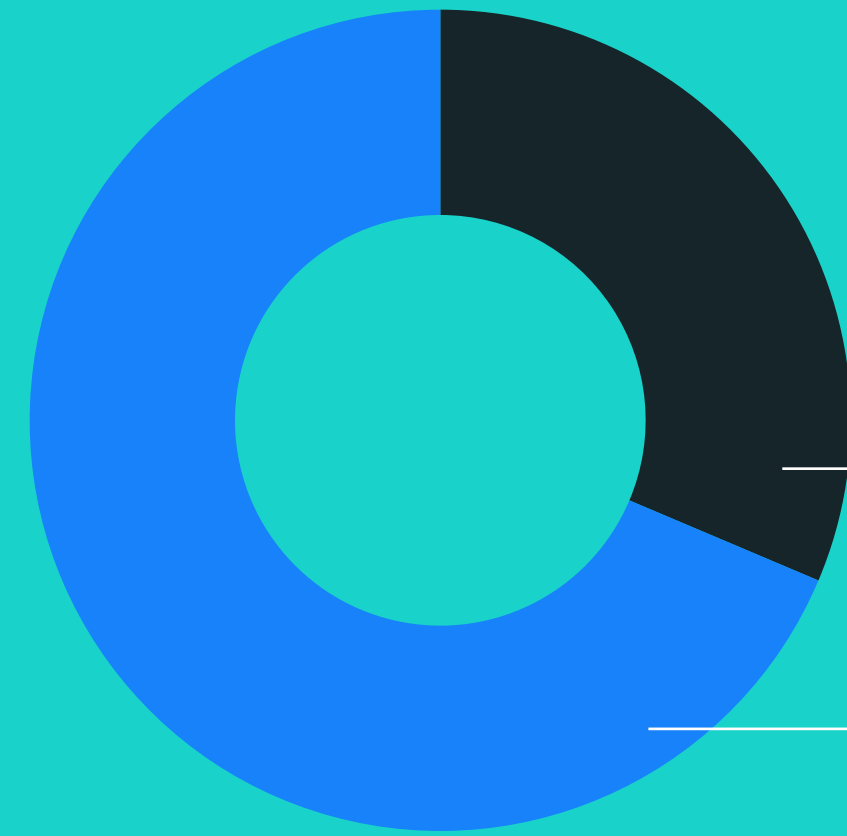
Full-stack, Back-end and **Front-end** developers represent roughly half of all developers (52%)

Tech management roles
31.4%

Tech development roles
68.6%

2

The Portuguese tech industry is still made up of **senior professionals with 9+ years of experience** (48%)
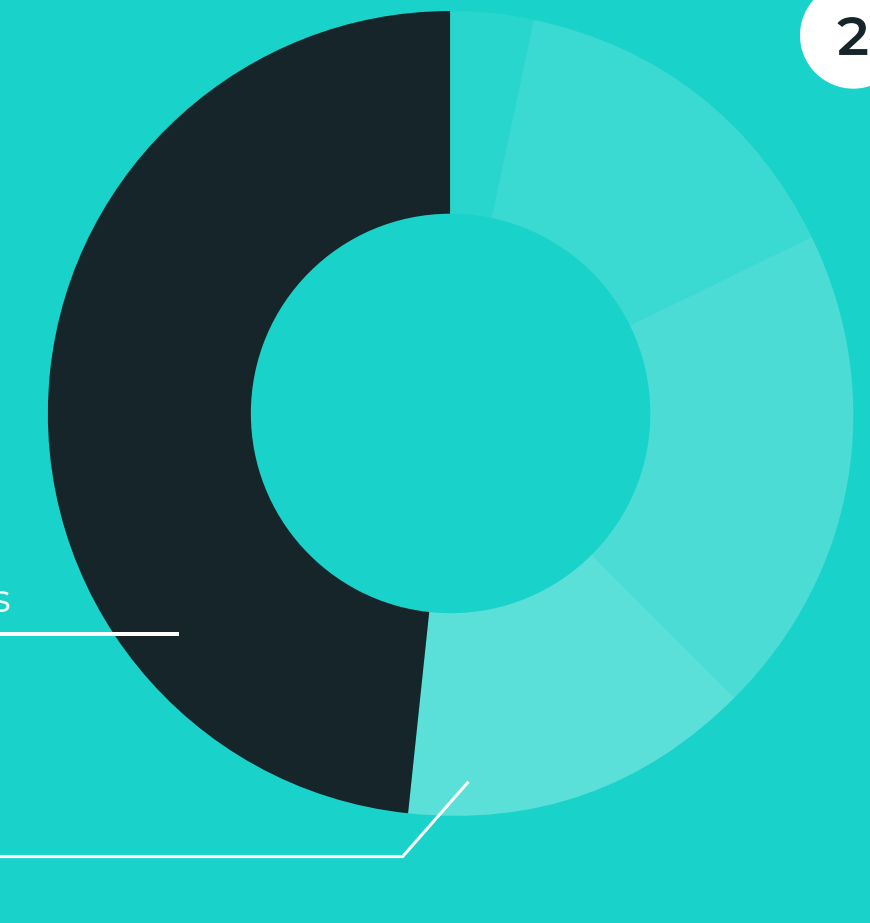
More than 9 years
48.1%

3

Top 4 programming **languages**:

- SQL
- JavaScript
- HTML/CSS
- Python

4

Top 4 programming **frameworks**:

- .NET
- React
- Node.js
- Angular

Professional role

- Following last year's trend, Full-stack, Back-end and Front-end developers continue to represent roughly half of all developers.

- This year the big news is Data Scientists/Engineers passing Front-end in market share, signaling a progressive rise of this job category in the IT landscape.

Tech management roles
31.4%

Tech development roles
68.6%
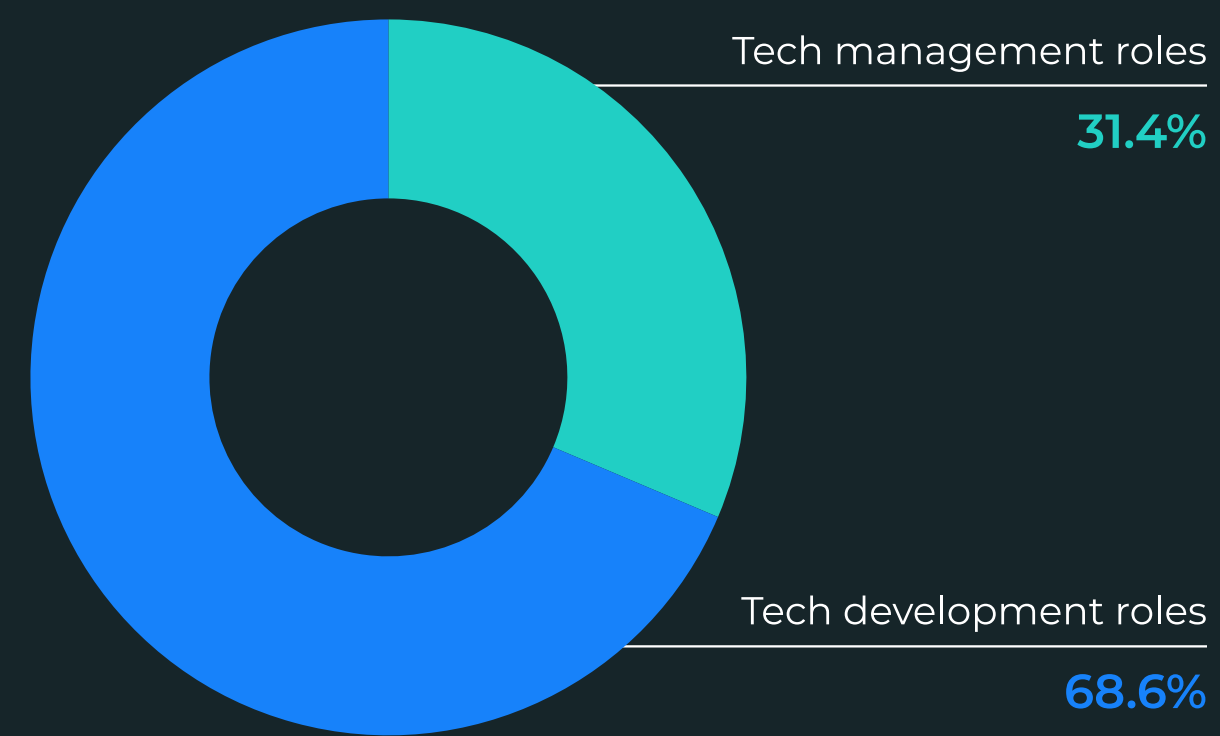
- On the negative side, Project Managers, Solution Architects and Business Applications engineers saw a considerable drop of their market share.

- This year we included Blockchain/Web3 developers for the first time. Let's keep track of these.

Tech management roles have reduced their market share from last year (34.2% in 2022 to 31.3% on 2023).

Technical Team Leader
Project Manager
Product Owner/Product Manager
CTO
Scrum Master

0   10%   20%   30%   40%

Full-Stack Developer
Back-End Developer
Data Scientist/Data Engineer
Front-End Developer
UX/UI Designer
Solutions Architect
Quality Assurance/Testing
Maintenance & Support
Business Applications (BI/CRM/ERP)
DevOps Engineer
Mobile Apps Developer
Computer & Network Security
SysAdmin Engineer
Blockchain/Web3 Developer

0   5%   10%   15%   20%   25%

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 junior (1-3 years) and intermediate (3-6 years) saw an increase in their market share, signaling a most welcome influx of new people in the market.

• However, **senior (6+ years of experience) make more than 61% of the total**, proving a high degree of maturity in the Portuguese IT workforce.

Less than 1 year
3.5%

Between 1 - 3 years
14.4%

More than 9 years
48.1%

Between 3 - 6 years
19.6%

Between 6 - 9 years
14.4%

Landing.Jobs

SPONSORED BY Reaktor
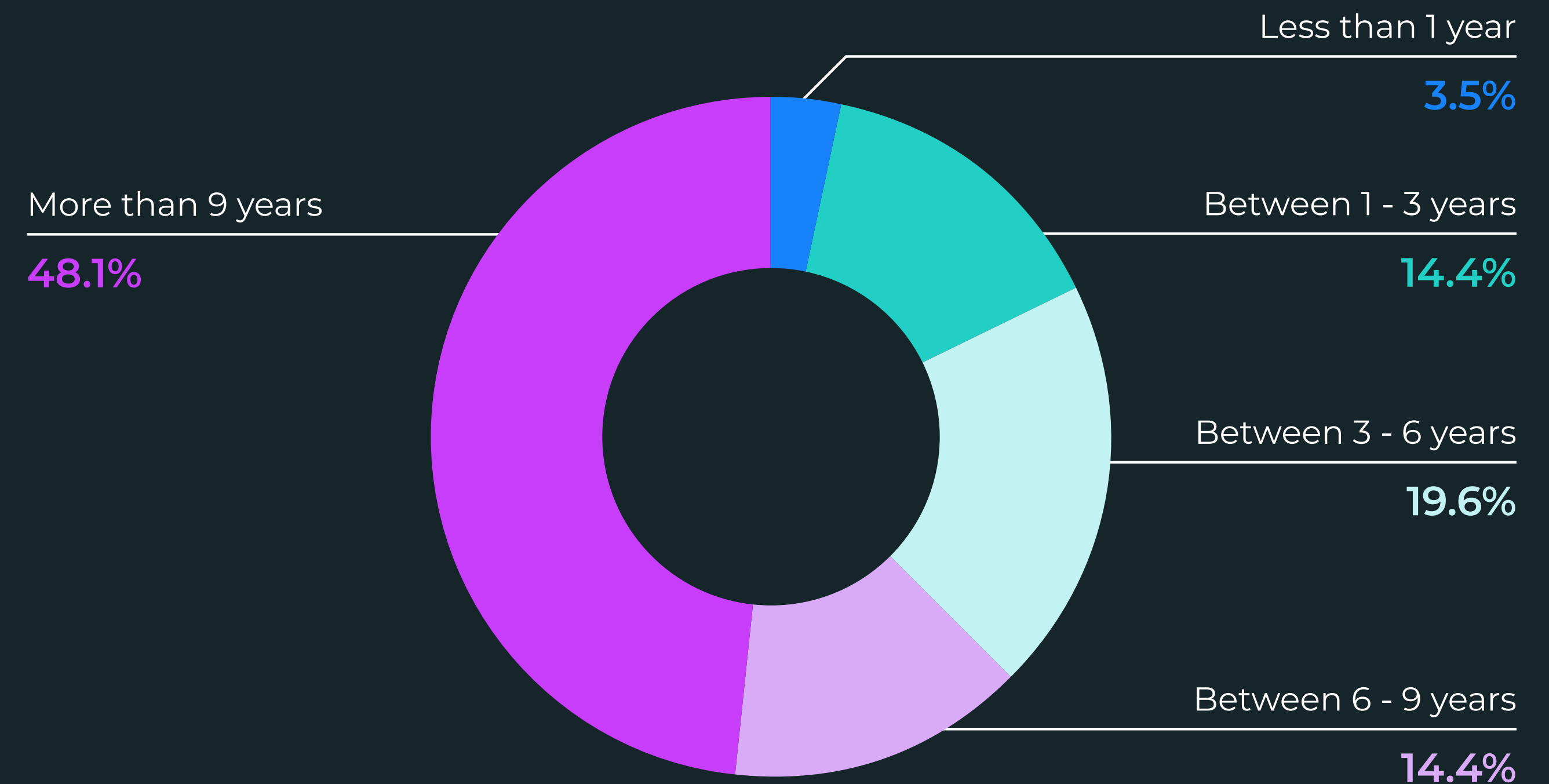
Professional experience

BY PROFESSIONAL ROLE

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

• SysAdmin professionals tend to have more experience, while the job roles more related to programming seem very similar in terms of average experience.

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

Role	Years of professional experience
CTO	8.7
Technical Team Leader	8.3
Solutions Architect	8.2
Product Owner/Product Manager	7.7
Scrum Master	7.6
Project Manager	7.5
SysAdmin Engineer	7.4
Computer & Network Security	6.8
Maintenance & Support	6.6
UX/UI Designer	6.2
Business Applications (BI/CRM/ERP)	6.0
Mobile Apps Developer	5.9
Back-End Developer	5.9
Data Scientist/Data Engineer	5.8
DevOps Engineer	5.8
Full-Stack Developer	5.7
Blockchain/Web3 Developer	5.5
Quality Assurance/Testing	5.4
Front-End Developer	5.2

Years of professional experience

Programming languages

Year on year data on programming languages is surprisingly stable.

• Variations from 2022 to 2023 are almost negligible, with the rank and market shares almost the same.

• **Python** (+1%) and **Go** (+0,5%) are the languages with a largest increase in market share YoY. Python continues to be the top language amongst 'generic usage' languages.

• **Typescript** and **Java** keep growing (+0.2% each), whilst C# and PHP decreased their importance (-0.4% and -0.3%, respectively).

• Some notable cases are Outsystems with a steady growth, and mobile dev languages (Kotlin, Swift and Objective-C), all with a decrease in market share. Is native mobile dying?
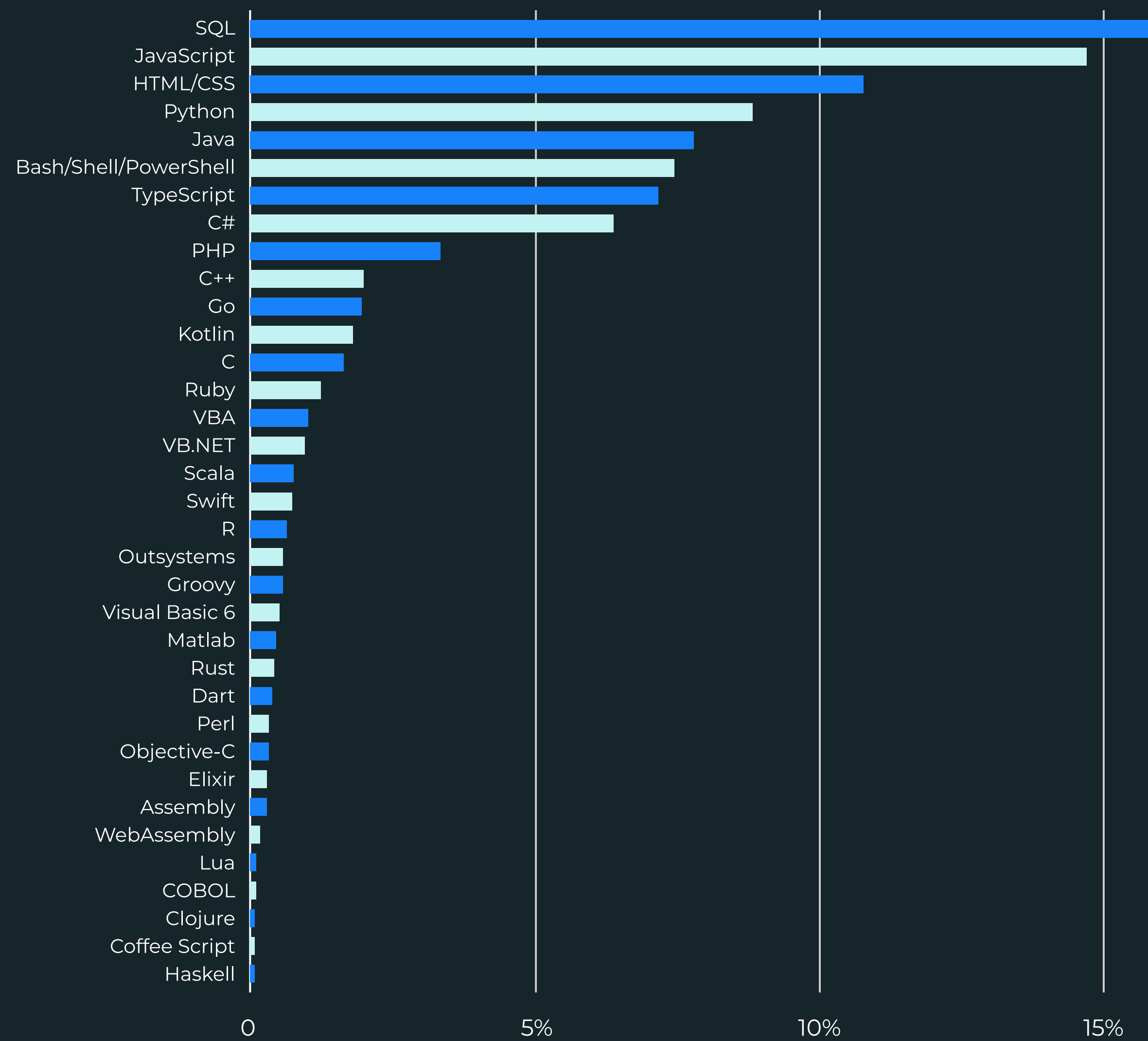
Note: Each respondent was able to select more than one language.

SQL
JavaScript
HTML/CSS
Python
Java
Bash/Shell/PowerShell
TypeScript
C#
PHP
C++
Go
Kotlin
C
Ruby
VBA
VB.NET
Scala
Swift
R
Outsystems
Groovy
Visual Basic 6
Matlab
Rust
Dart
Perl
Objective-C
Elixir
Assembly
WebAssembly
Lua
COBOL
Clojure
Coffee Script
Haskell

0   5%   10%   15%

Landing.Jobs   SPONSORED BY   **Reaktor**

Programming frameworks

.NET is the champion once again, but by a smaller margin than last year.

• Similarly to 2022, and to the surprise of some, **.NET** remains the clear winner.

• **React** has surpassed Node.js, reaching the second place of the podium. Angular is also on the rise, having climbed one position to pass Bootstrap and JQuery. Either way, Javascript frameworks are in 3 of the top 4 positions.

• JQuery and Bootstrap had the most decreases in market share (1.8% and 1.7%, respectively).

• Also of notice, Spring passed ASP.Net, signaling a rise of the importance of Java vs Microsoft languages.

• Outsystems continues to gain relevance in the market, with the secong biggest rise (+0.85%) marking a clear growth in low-code frameworks.

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

Axis: 0, 5%, 10%, 15%
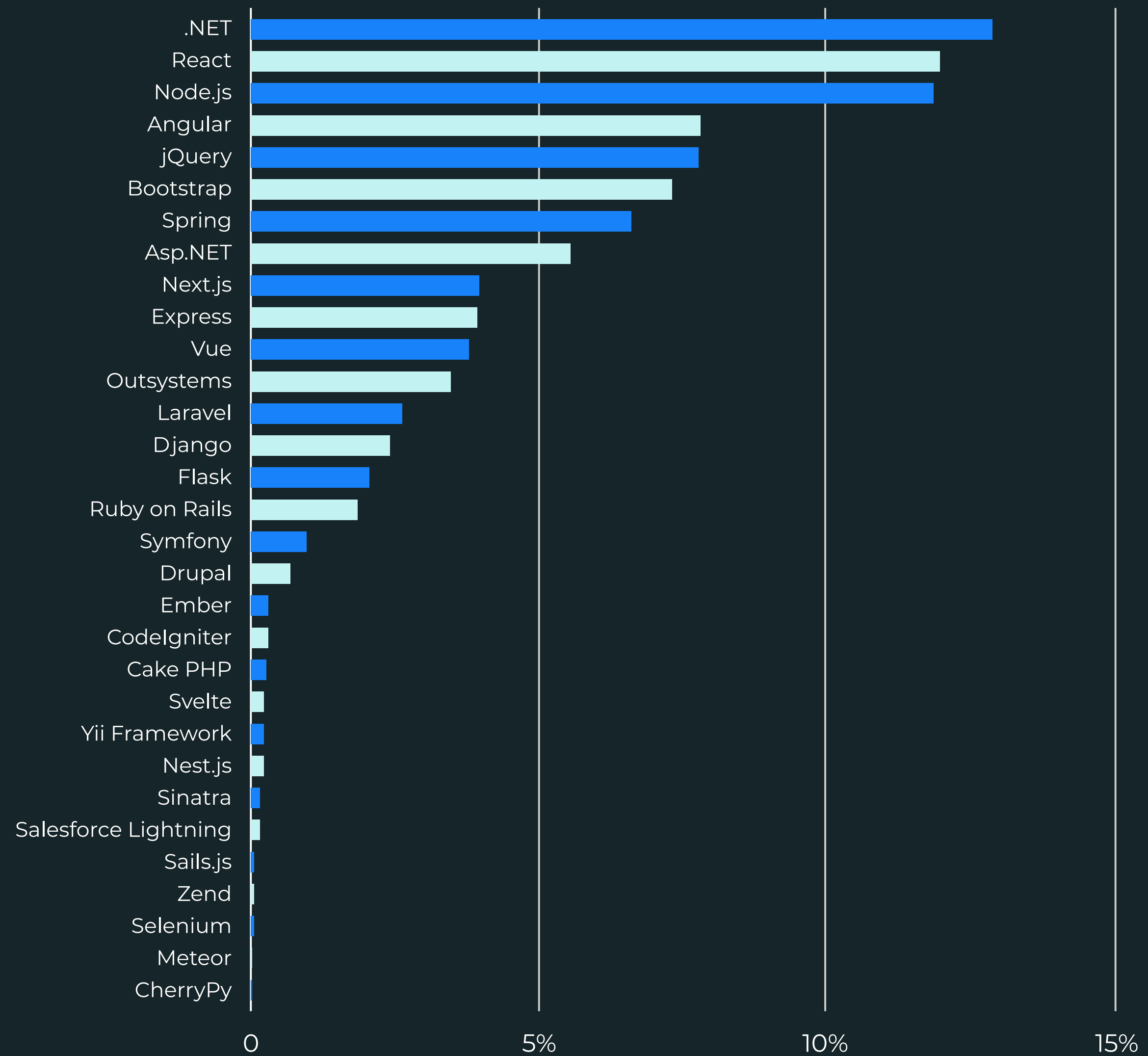
05

Remote and global work
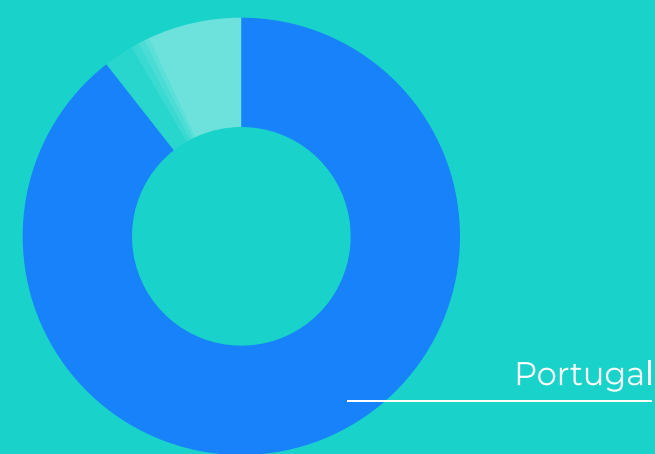
AT A GLANCE

Hybrid work is on the rise, a flexi between office and remote:

42% full remote

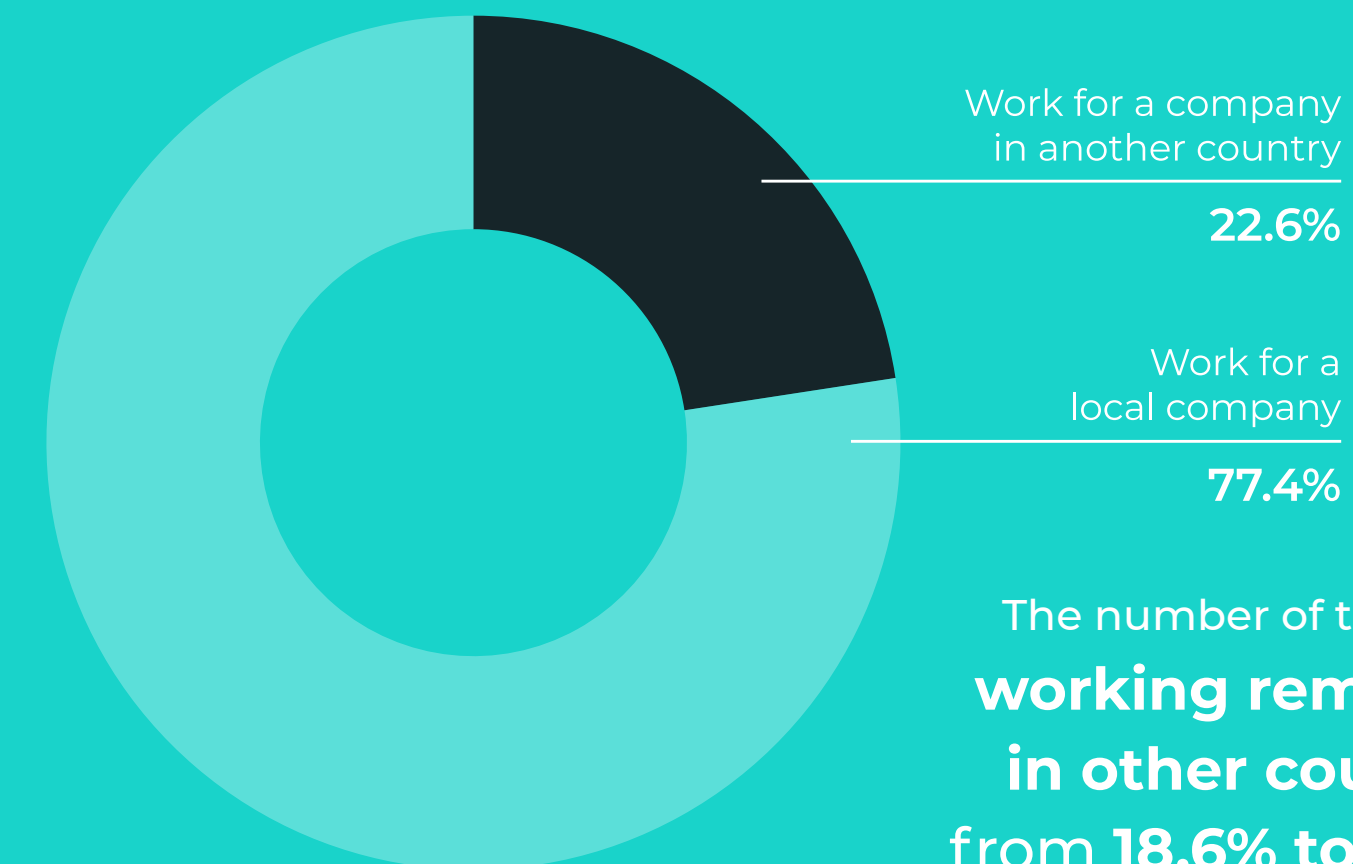**52%** hybrid

6% office

1

2

Although the market share of non-Portuguese tech pros has increased +1.7% compared to last year,

90% **of the tech workforce in Portugal are Portuguese**

Portugal

3

Work for a company in another country
22.6%

Work for a local company
77.4%

The number of tech professionals in Portugal **working remotely for companies in other countries** has increased from **18.6% to 22.6%** since last year

4

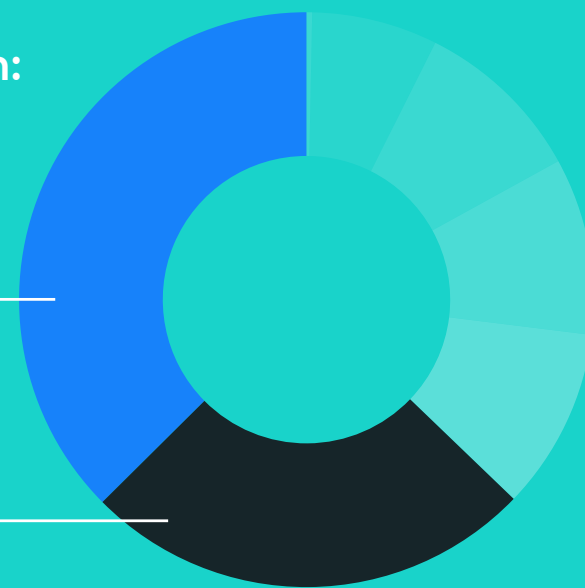Tech professionals are highly motivated to **work remotely for a company overseas**

8.6/10
Average motivation

For companies in:

Europe
37.4%

North America
25.4%

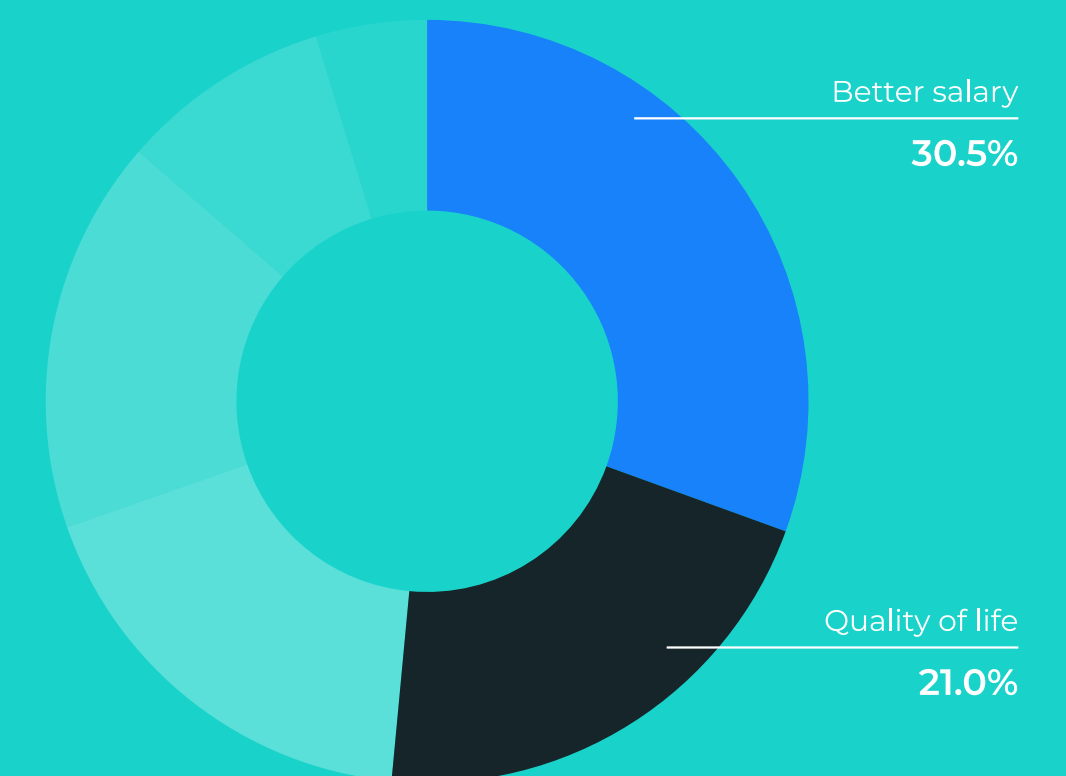Why? **#1** Work-life balance **#2** Salary

5

Most Portuguese tech professionals **don't want to leave:**

49% want to stay in Portugal

24% want to relocate to another continent

Why?

Better salary
30.5%

Quality of life
21.0%

Remote work status

Full office jobs have been kept on the same level as last year, i.e., low.

• **Full remote** or **hybrid work** seem to be here to stay, with full office jobs stabilized around the 5.7% of market share.

• Most notably the hybrid (flexible between remote and office) option has increased in comparison with full remote (a gap of +10%), maybe signalling the will of some companies and tech professionals to adopt work methods that favour flexibility, but also provide some human contact. This is particularly important for the onboarding of newbies and recently hired tech professionals.

• South is the region where full remote work lost more in favor of hybrid work.

BY REGION

Azores or Madeira
Centre
Lisbon metropolitan area
North
Porto metropolitan area
South
Portugal

0   25%   50%   75%   100%

● Full-office   ● Hybrid   ● Full-remote

Landing.Jobs   SPONSORED BY **Reaktor**
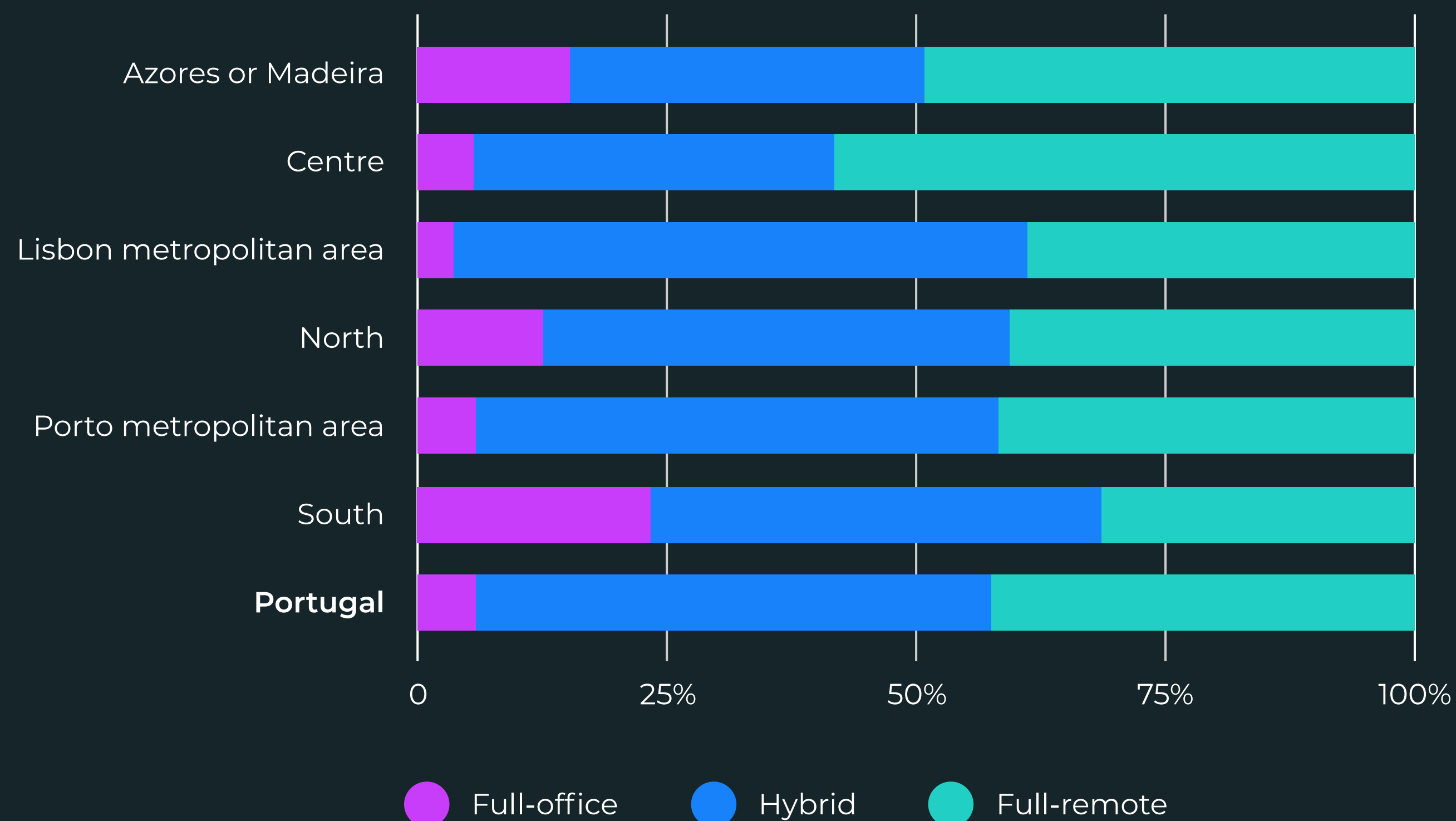
Remote
work status

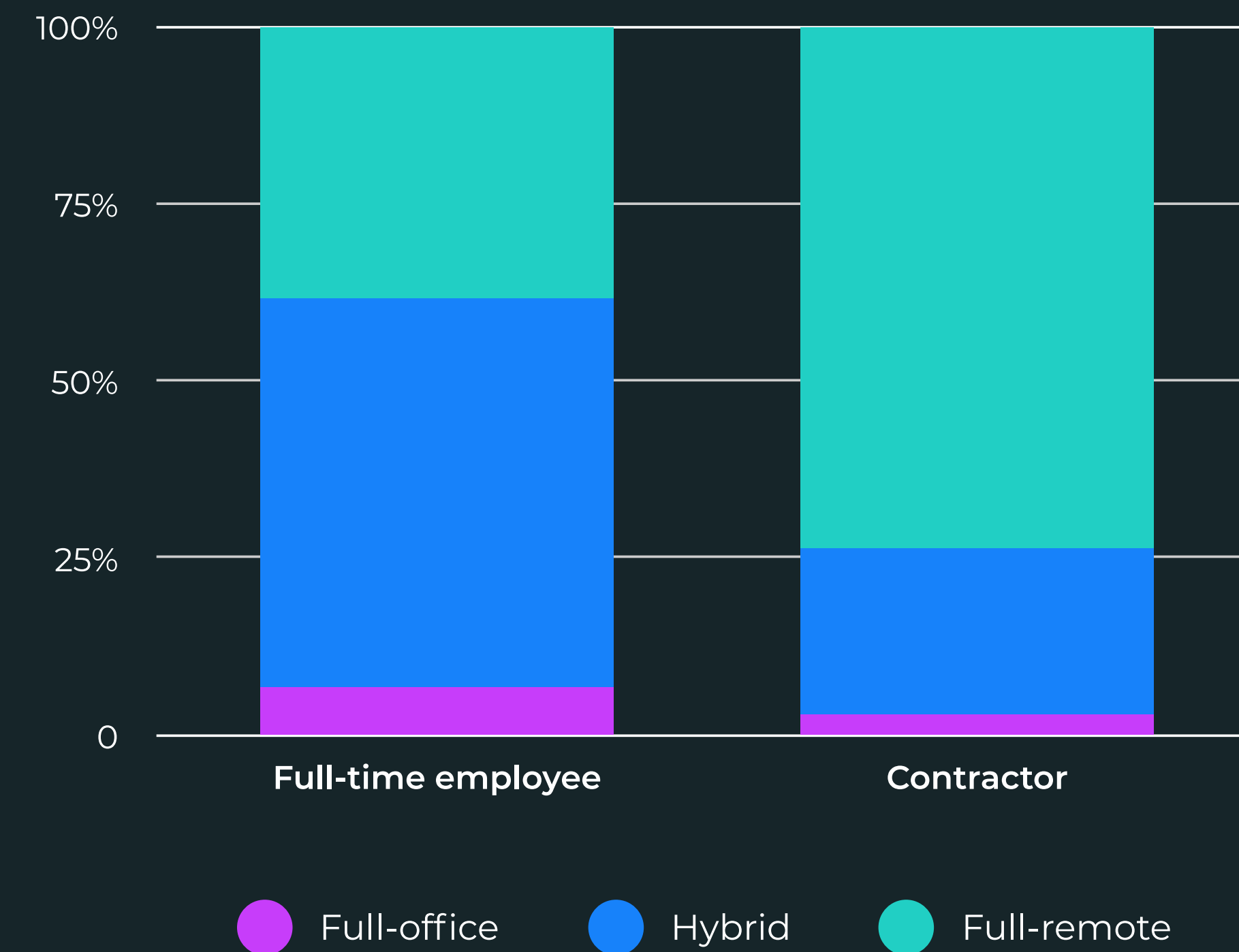**Not surprisingly, contractors tend to work more in full remote mode.**

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

• These stats haven't pratically changed from last year.

BY EMPLOYMENT STATUS

Legend: Full-office · Hybrid · Full-remote

Workforce by origin

Still a long way to go to solve tech talent shortage with tech professionals from other countries.

• The market share of non-Portuguese tech professionals in Portugal has increased +1,7%, being now 10.6% of the total IT workforce.

• This is good news, but with a lot of Portuguese tech talent working remotely for companies cross-borders, local talent shortage will increase unless companies start seriously hiring and relocating tech professionals from other countries.

• Competition for talent is fierce and companies really need to rethink their recruitment strategies, embracing the globalisation of tech work. Might be a question of life and death for some companies.

Asia
0.5%

North America
0.4%

Africa
0.6%

South America
7.0%

Europe (non-Portugal)
2.2%
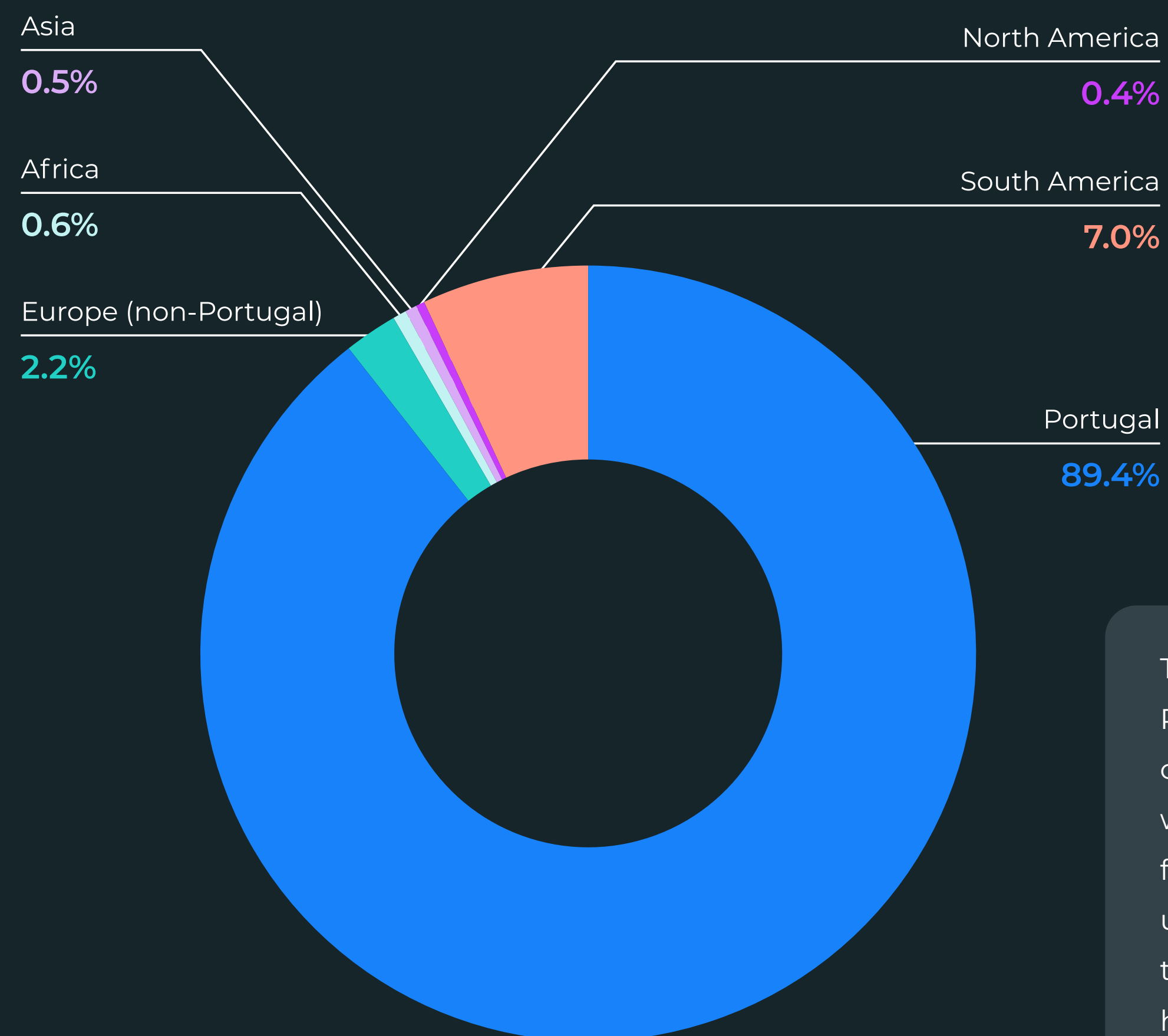
Portugal
89.4%

The largest increase of non-Portuguese is from European citizens choosing Portugal to work and live. But the largest foreign group is still made up of Brazilians, with 6.6% of the total (curiously, Brazilians have been concentrating in the Porto Metropolitan area, representing around 13.2% of tech professionals there).

Working across borders

TECH PROFESSIONALS WORKING FOR A COMPANY ACROSS BORDERS

• Portugal-based tech professionals working remotely for companies in other countries have increased from 18.6% to 22.6% compared to 2022.

• The possibility of combining higher salaries, better work-life balance and challenges, and not needing to relocate to another country are fueling this growing trend.

• This movement was the main reason for a steep increase in average salaries from 2021 to 2022 (+36,5%), and it's putting a high pressure on the local shortage of tech professionals, especially for the more traditional Portuguese companies.

Work for a
local company

77.4%

Work for a company
in another country

22.6%
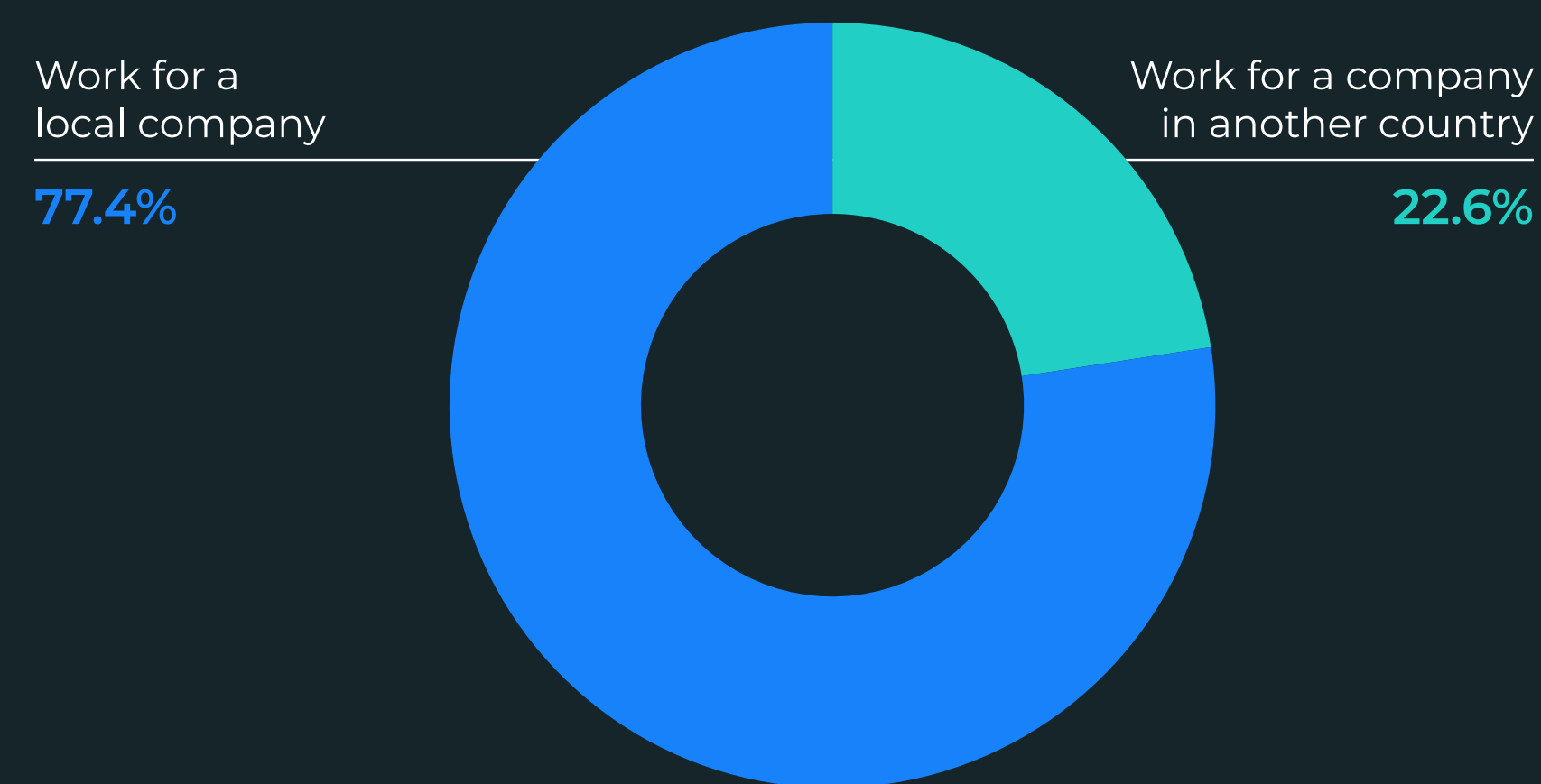
• Aside from needing to improve their competitiveness as employers for local talent, Portuguese companies need to make a strong push to correct this assimetry by attracting and hiring tech professionals from other countries, both to work remotely from their countries or relocate to Portugal.

• As a final note, female tech professironals work less in this manner than males, one of the main causes for the gender salary gap.

TOP DESTINATION COUNTRIES

• Portuguese resident tech professionals tend to work remotely cross-borders mostly for European countries (71.6%), with steep growth in UK and Germany. United States is a close second. France left the top 5 in 2023.

	2023	2022
#1	United Kingdom (20.8%)	United States of America (25.6%)
#2	United States of America (18.5%)	United Kingdom (19.4%)
#3	Germany (10.6%)	France (8.8%)
#4	Netherlands (5.9%)	Germany (7.7%)
#5	Switzerland (4.5%)	Netherlands (5.1%)

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.

• This chart is practically the same as last year's, showing a stability in tech professionals in Portugal in their likeness for this option.

• Again, for Portuguese companies to fight local talent shortage, they really need to embrace the globalisation of tech work and consider hiring tech professionals from other geographies.

Avg. **8.6/10**

0   25%   50%   75%   100%

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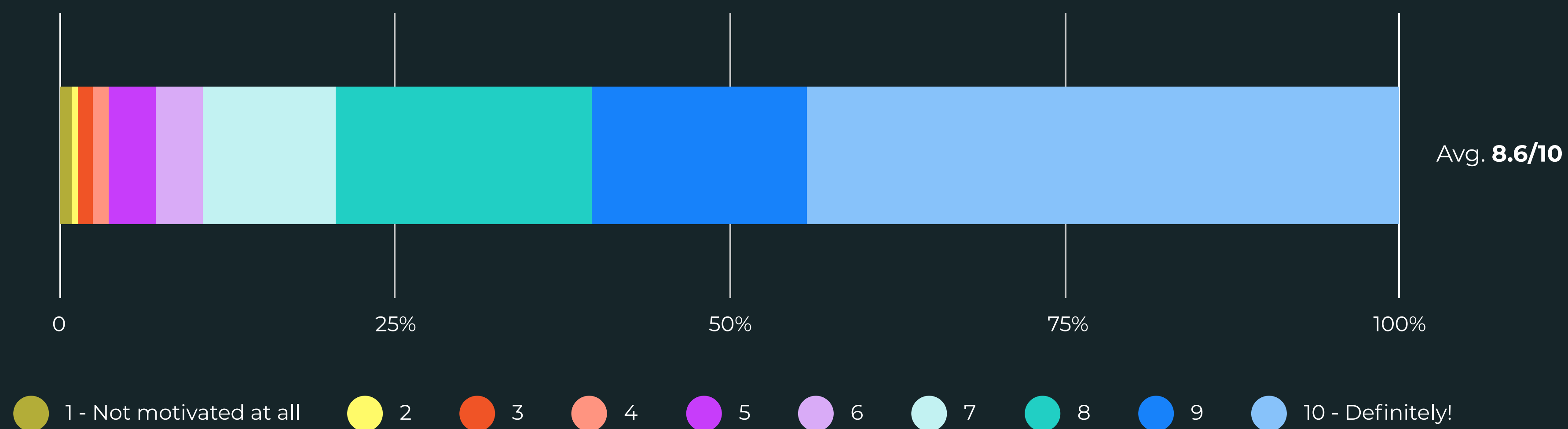
Openness to work remotely for a company

by company location

99% want to work remotely, more than 50% for a company located in other continent.

• Remote, remote, remote.

• This also solidifies the high openness for tech professionals to work remotely for companies across borders.

• This goes in line with the previous chart, showing that borders have in fact become diluted.

• More on the reasons why tech professionals want to work remotely for a company in another country ahead.

Just local office job
0.3%

In my country of residence
18.8%

Outside my continent of residence
50.9%

In another country, in my continent of residence
30.0%

Country of Residence: Portugal

Landing.Jobs

SPONSORED BY Reaktor
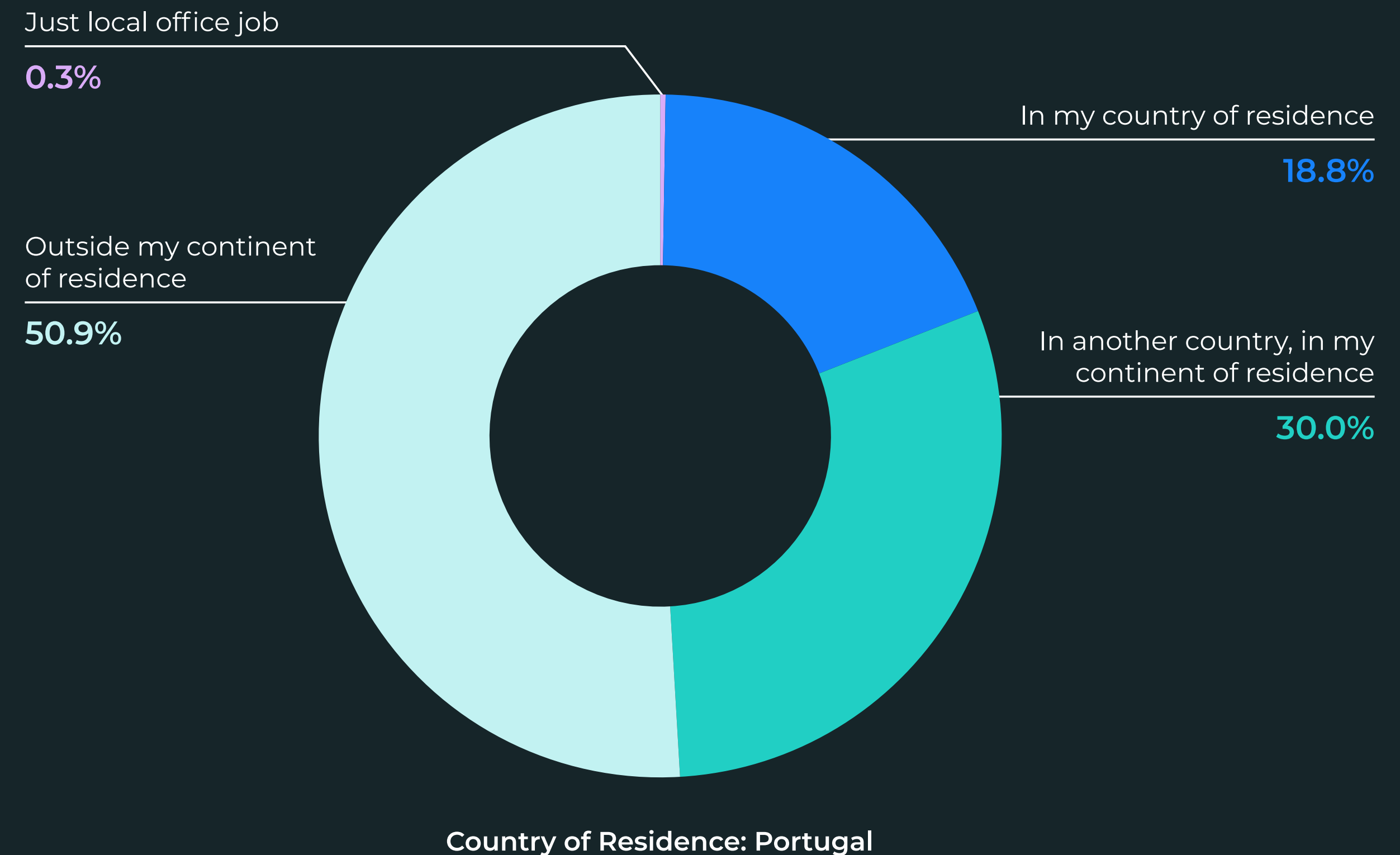
Preferred continent

of company to work remotely for

(only tech professionals open to work remotely for a company across borders)

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

Africa
7.1%

Anywhere
0.3%

South America
9.6%

Europe
37.4%

Oceania
10.0%

Asia
10.2%

North America
25.4%
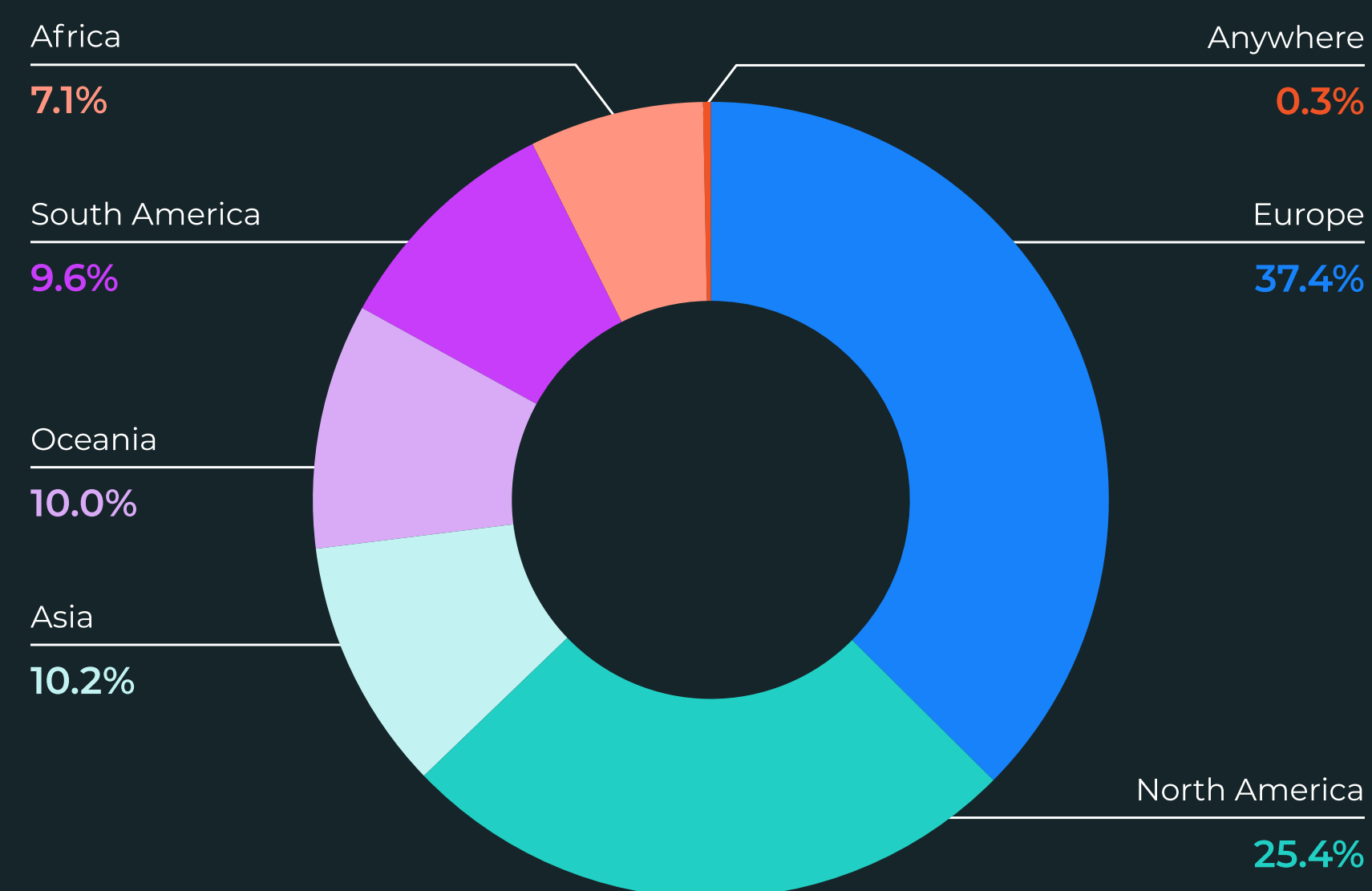
Other European countries
8.8%

United Kingdom or Ireland
18.8%

Portugal or Spain
17.9%

Germany, Switzerland or Austria
18.6%

France, Belgium, Netherlands or Luxembourg
17.9%

Denmark, Finland, Norway or Sweden
18.0%

Preferred European countries

to work remotely for

(only tech professionals open to work remotely across borders for a company in Europe)
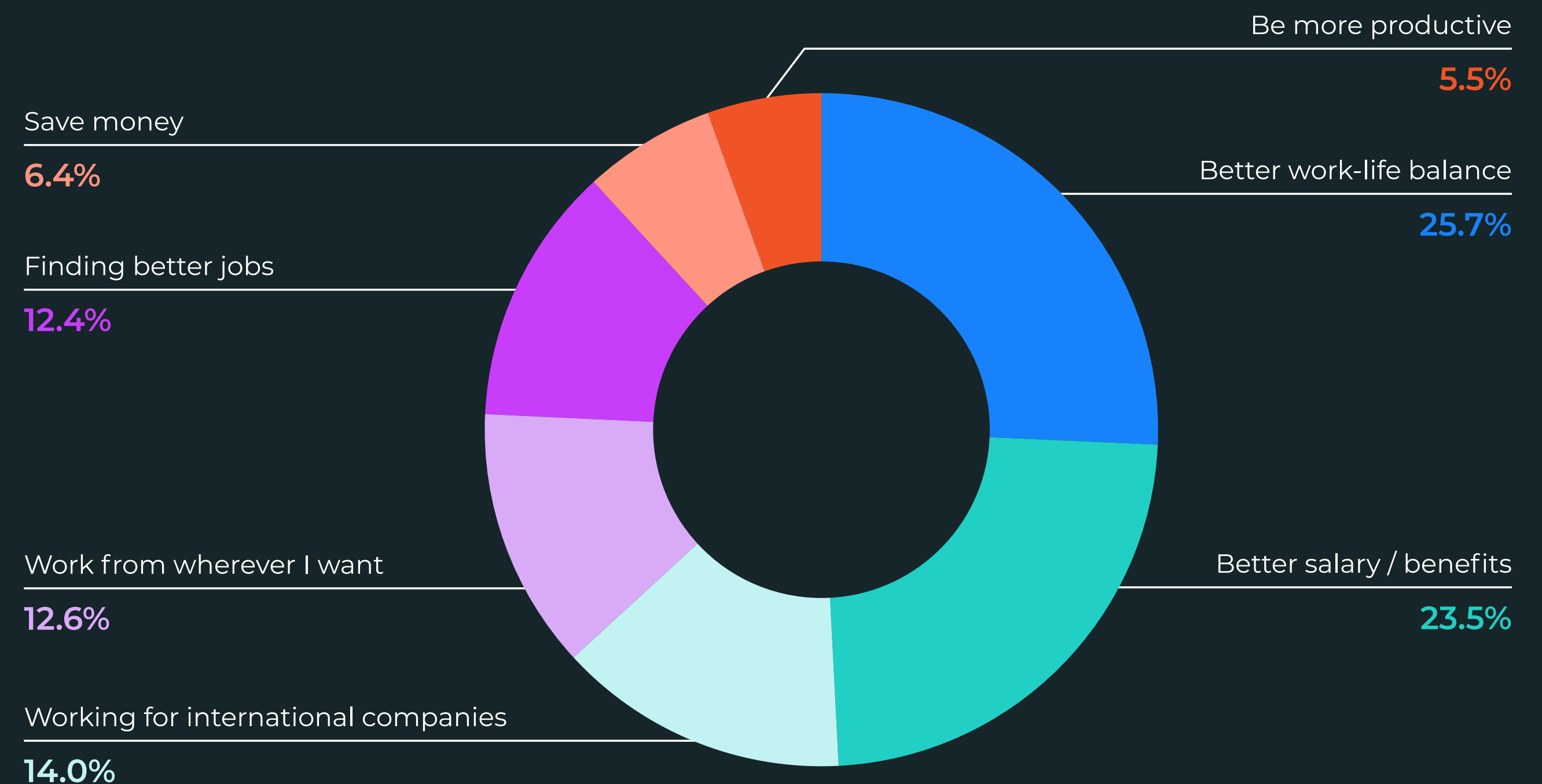
• When it comes to working remotely for European countries, there are no significative differences between different regions. Same as last year's report.

Reasons to work remotely

for a company across borders

Work-life balance is (still) the top reason to work remotely across-borders.

• Salary and benefits come second, and working for international companies rises +4% to the third position. It seems Portuguese tech professionals are growing more interested in what international companies have to offer in comparison to Portuguese ones.

• Working from wherever they want lost importance, maybe showing a parallel with the rise of hybrid remote work.

• These stats show us that quality of life and better salary are perceptionaly associated with working remotely across borders.

• It's important to correlate this with the growth trend of remote work across borders.
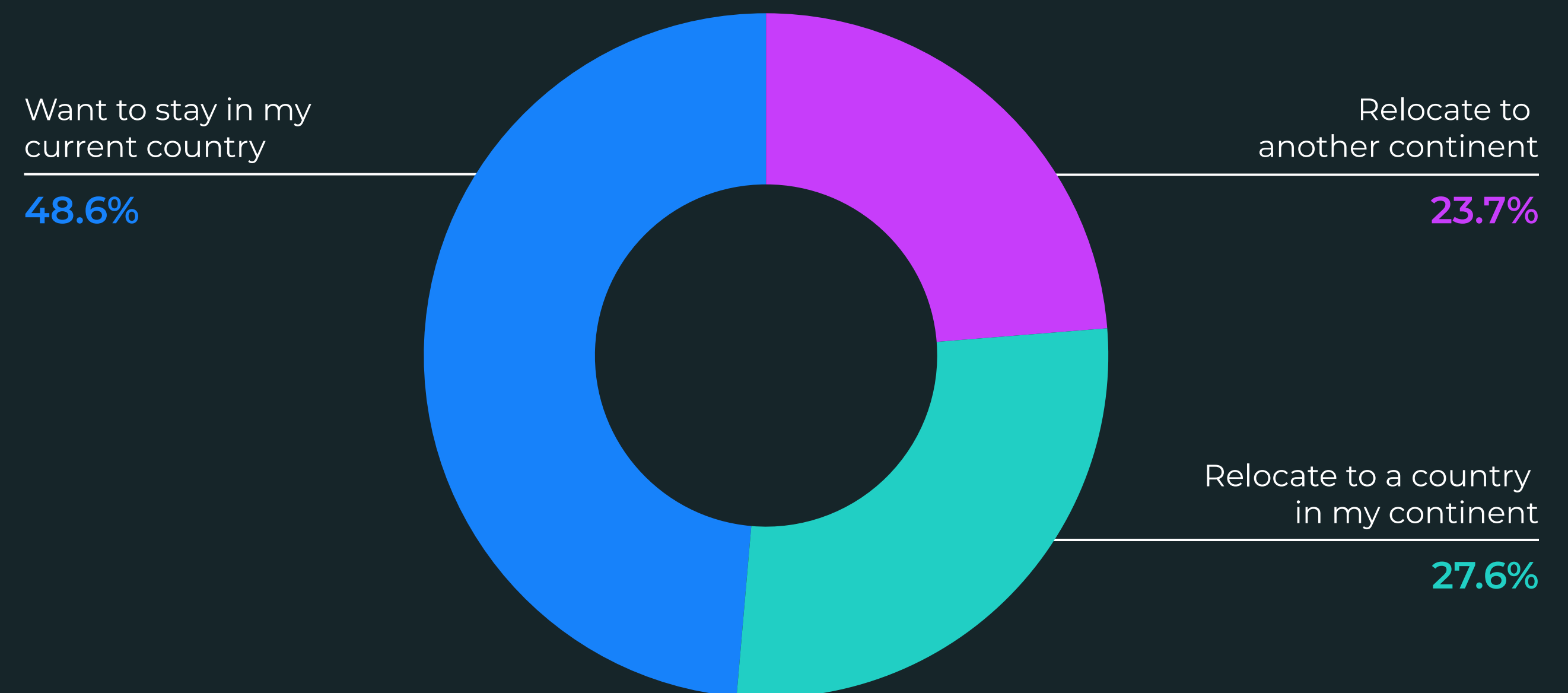

Be more productive
5.5%

Better work-life balance
25.7%

Save money
6.4%

Finding better jobs
12.4%

Better salary / benefits
23.5%

Work from wherever I want
12.6%

Working for international companies
14.0%

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 half would prefer to remain in Portugal, while the other half divide themselves between considering moving to a different European country or a different continent altogether. Practically no changes from 2022.

• There is no clear consensus when it comes to the most coveted European country for relocation.

• Compared globally, Portuguese have a greater desire to remain in their country than other Europeans (and everyone else in general). It seems Portugal is a good place to live. Now combine this with the possibility of remote work cross-borders and a lot is apparently explained.

Want to stay in my current country

48.6%

Relocate to another continent

23.7%

Relocate to a country in my continent

27.6%

Landing.Jobs

SPONSORED BY Reaktor

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 outside Europe, they would rather go as far as North America. Asia saw a steep increase (+4.2%) from last year.

Africa
4.9%

Anywhere
0.1%

South America
11.1%

North America
49.0%

Asia
17.1%

Oceania
17.8%
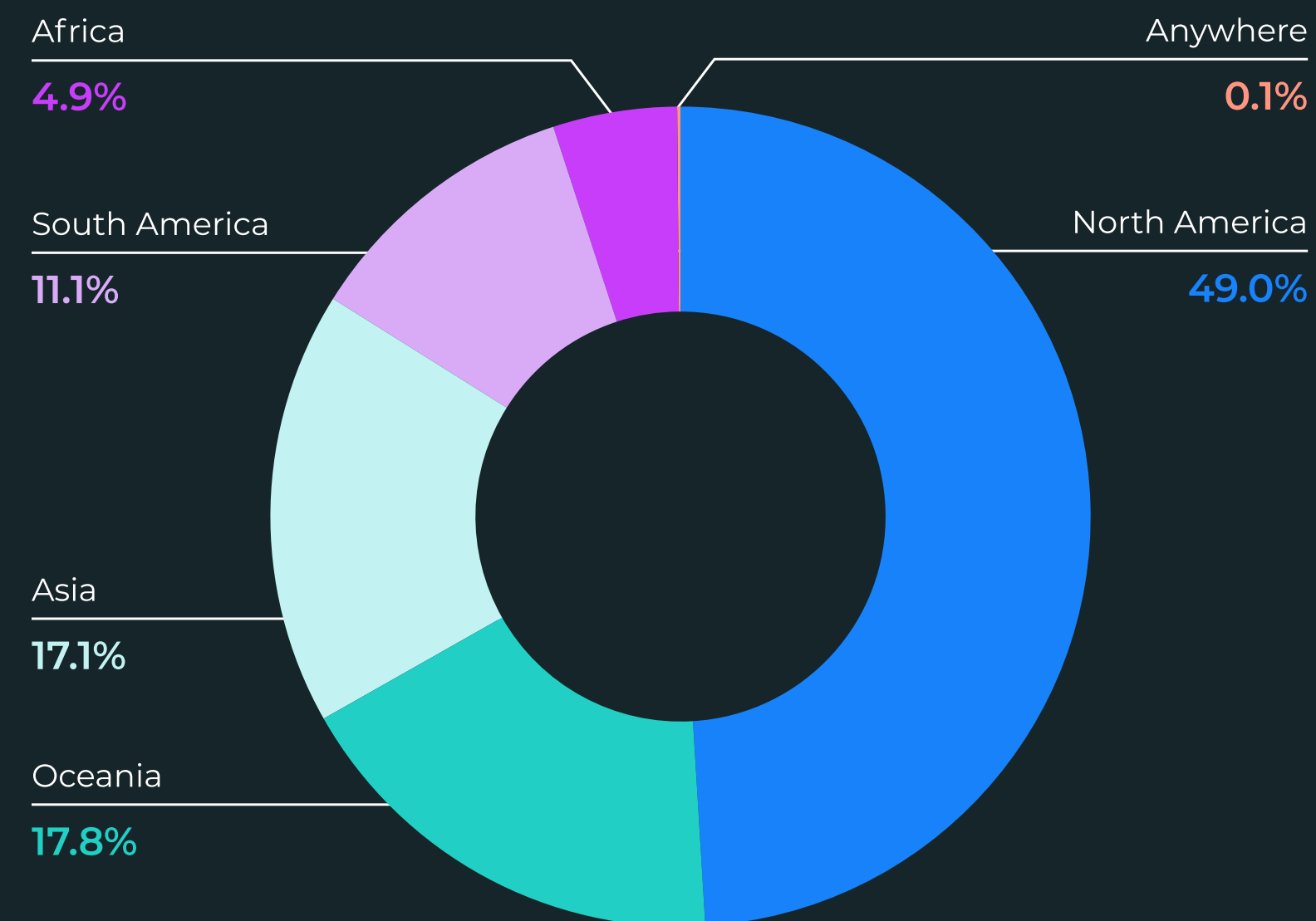
Other European countries
4.1%

Spain
16.3%

Germany, Switzerland or Austria
21.9%

Denmark, Finland, Norway or Sweden
18.1%

France, Belgium, Netherlands or Luxembourg
20.4%

United Kingdom or Ireland
19.0%

Preferred european country

to relocate to

(only for those who answered they'd consider relocating to Europe)

• From the 27.6% who would rather relocate within Europe, the preferences between countries are evenly balanced, same as last year.

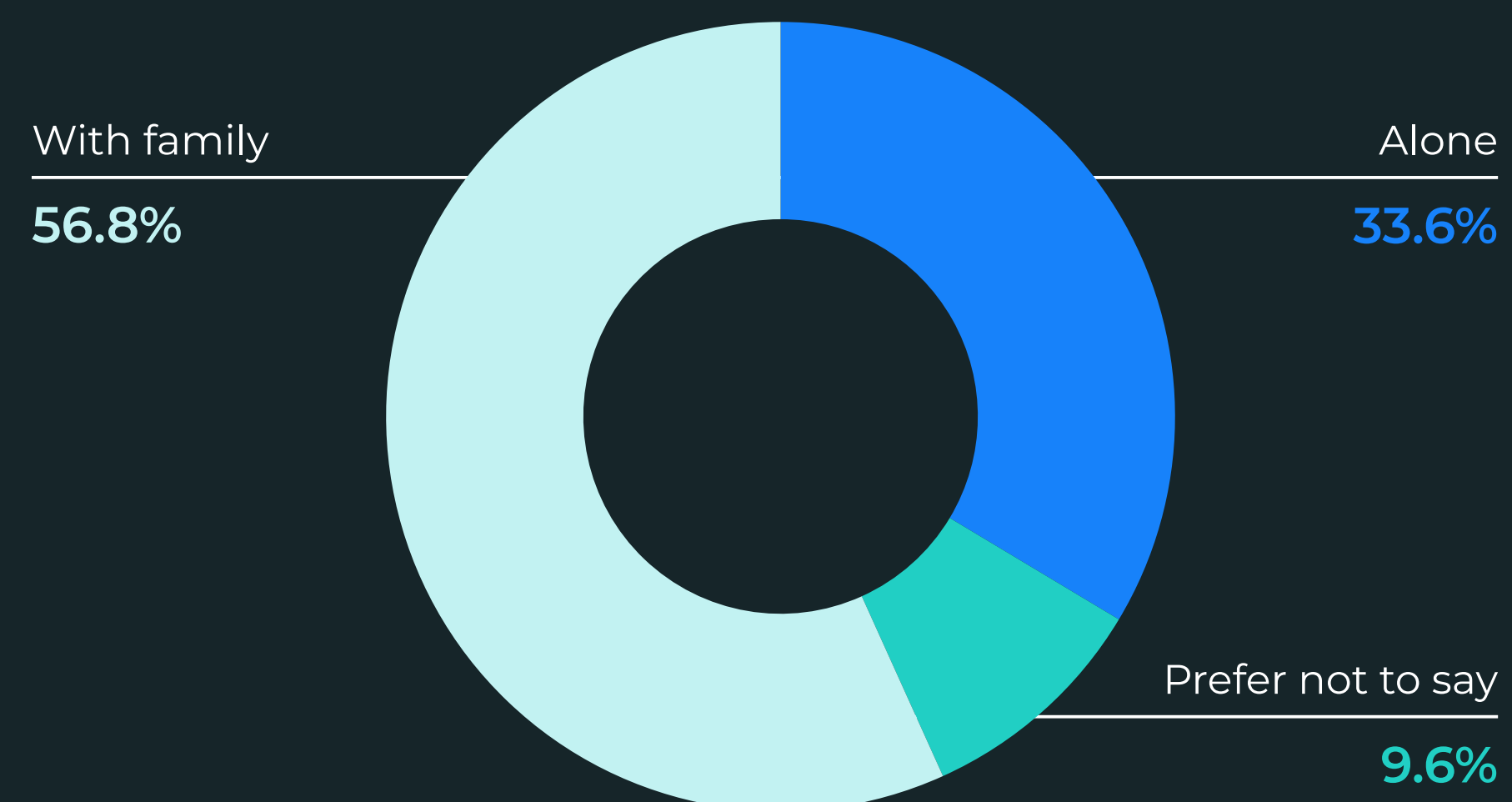# Relocating alone
or accompanied

• More than half of Portuguese tech professionals would relocate with their family. Relocating alone fell -4% to 33.6% since last year.

With family
56.8%

Alone
33.6%

Prefer not to say
9.6%

• Not surprisingly, married respondents prefer to relocate with their families, while singles would relocate alone. Notably the % of 'prefer not to say' reduced a lot since last year, converting mostly to the 'with family' option. Is this a sign of an increasing importance of family for tech professionals?

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
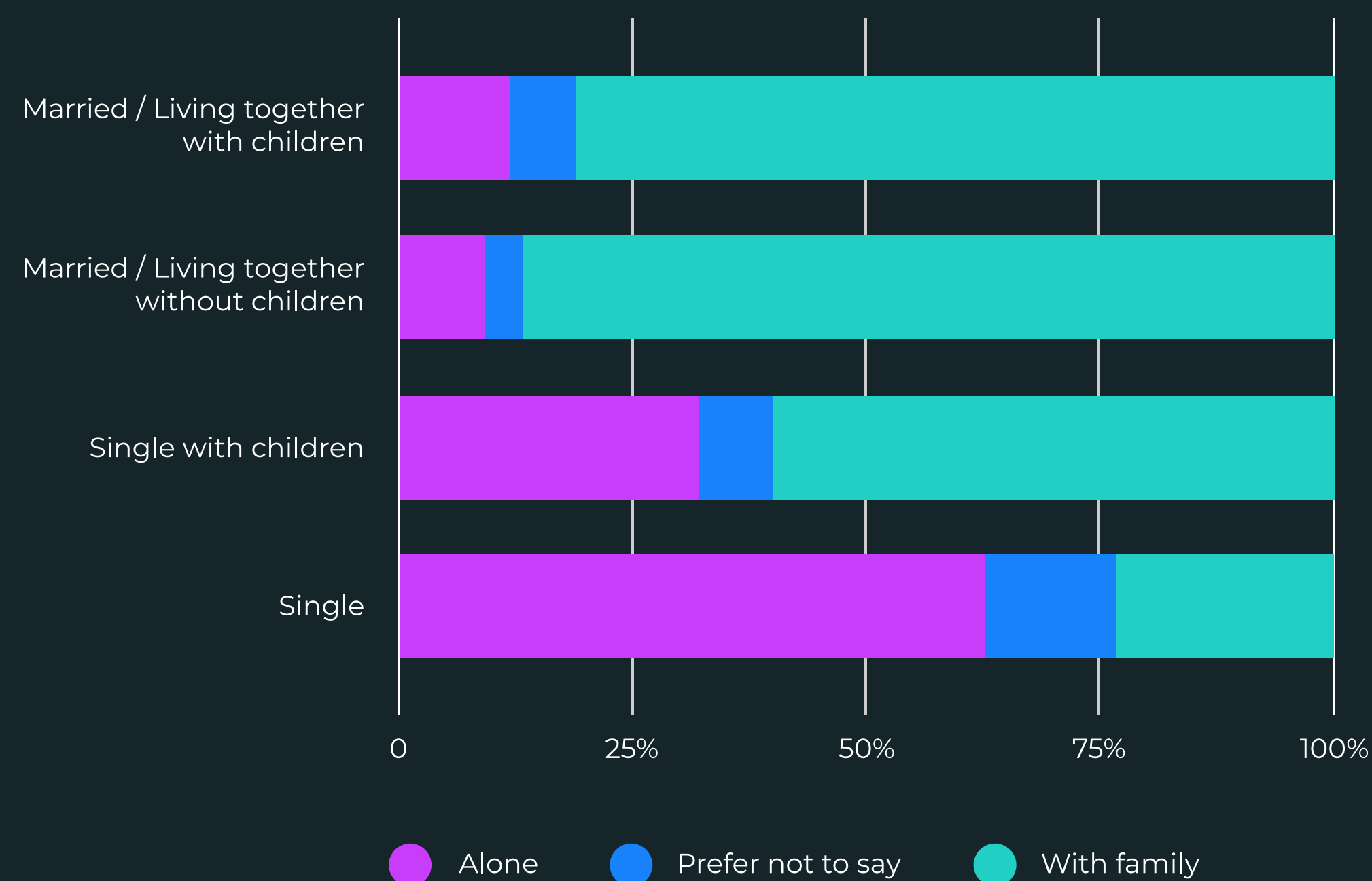
Relocation reasons

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

• And salary has grown +2.1% in relevance from last year.

• Better quality of life and better companies, jobs or challenges come in 2nd and 3rd places.

• 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 (#6 in Global Peace Index 2022).

Safety, security and/or stability
4.7%

Better future for my family
8.9%

Knowing a different country / culture
16.7%

Better companies / jobs / professional challenge
18.1%

Better salary
30.5%

Quality of life
21.0%
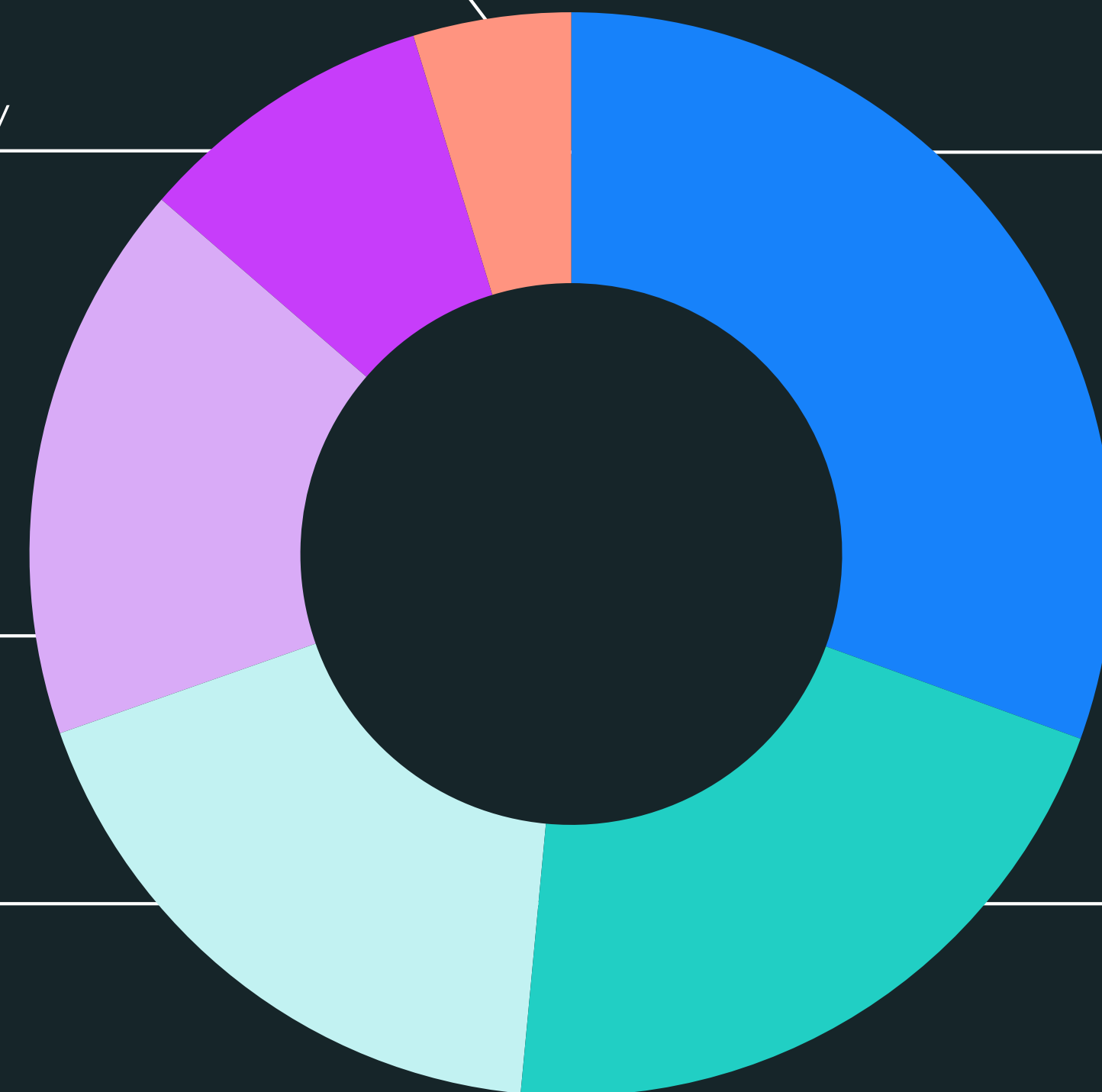
06
Career management

AT A GLANCE

1

The biggest career drivers of tech professionals in Portugal:

- Salary & benefits
- Work-life balance
- Career progression

2

- Salary & benefits
- Technological challenge
- Cultural fit with company and team
- Schedule flexibility
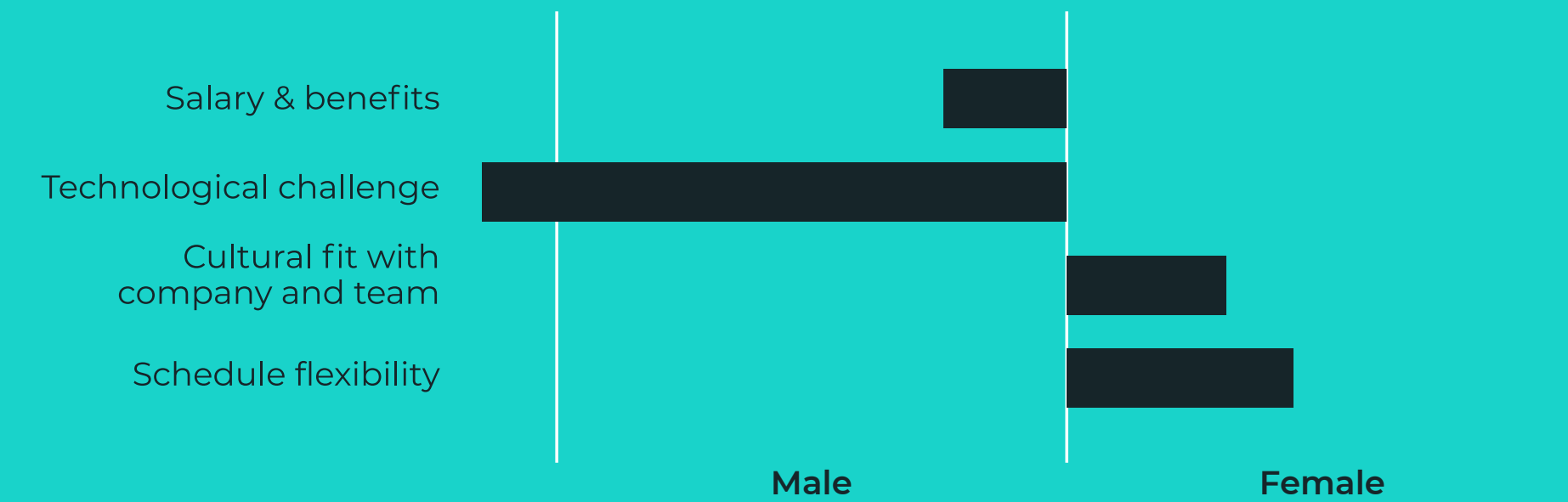
Male **Female**

But there are big differences when it comes to gender: male tech pros gear towards **technological challenge** and **salary**, while female tech pros are more driven by **cultural fit** and **schedule flexibity**.

3

Tech professionals stay on average

3.1 years

in one job

4

Tech professionals aren't that motivated to **change jobs** in the next 3 months

(average motivation of 5.8/10 vs 6.5/10 in 2022)

Avg. **5.8**

0 100%

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

GLOBAL TECH TALENT TRENDS 2023 – PORTUGAL   Landing.Jobs   SPONSORED BY Reaktor
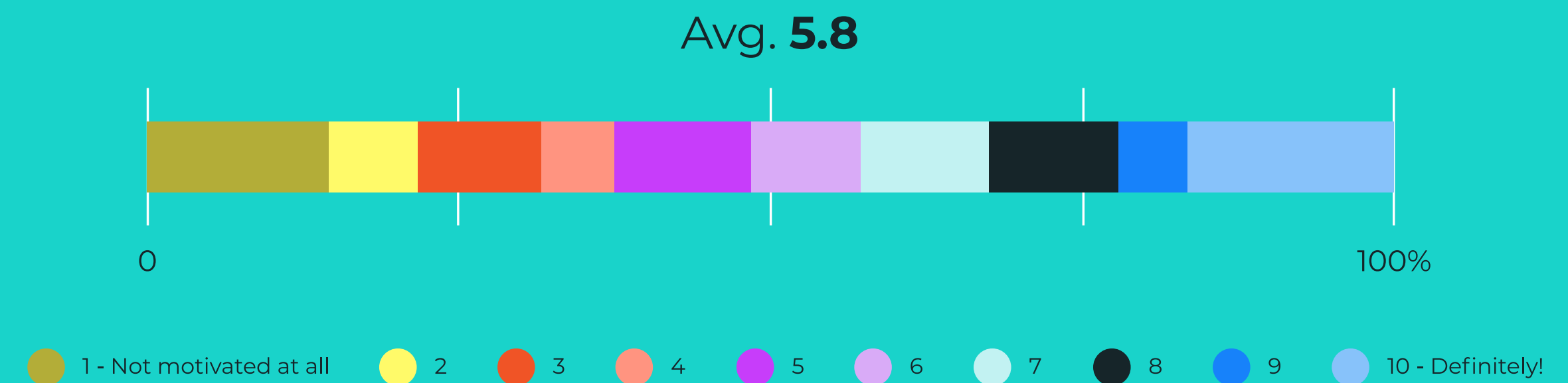
Career drivers

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

• **Money** is still the top driver regarding career management, and its importance grew from last year's report.

• 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 also mind about.
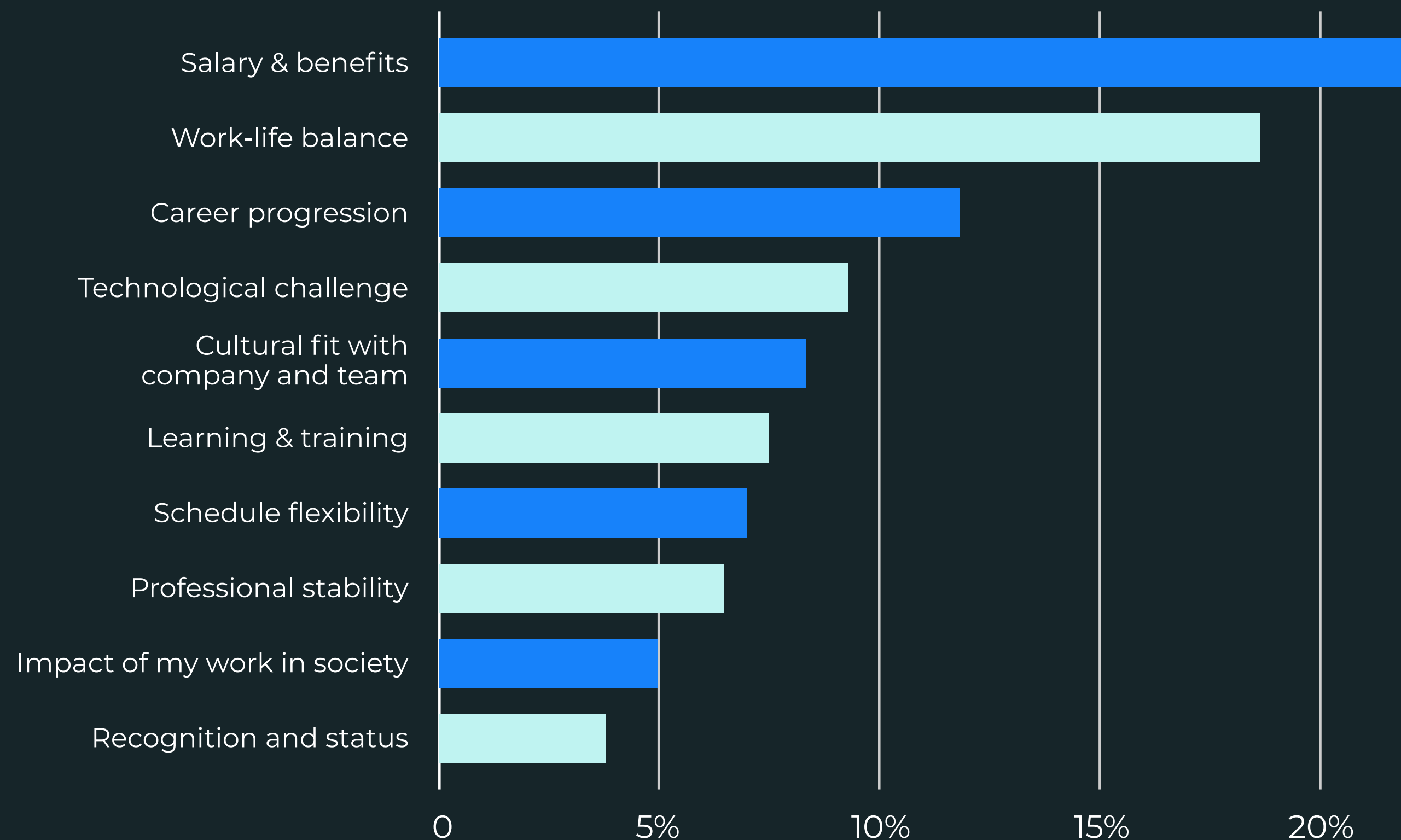
Career drivers

• 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.

• Worthy of note: male tech professionals are significantly minding professional stability more than in 2022. Why?

BY GENDER

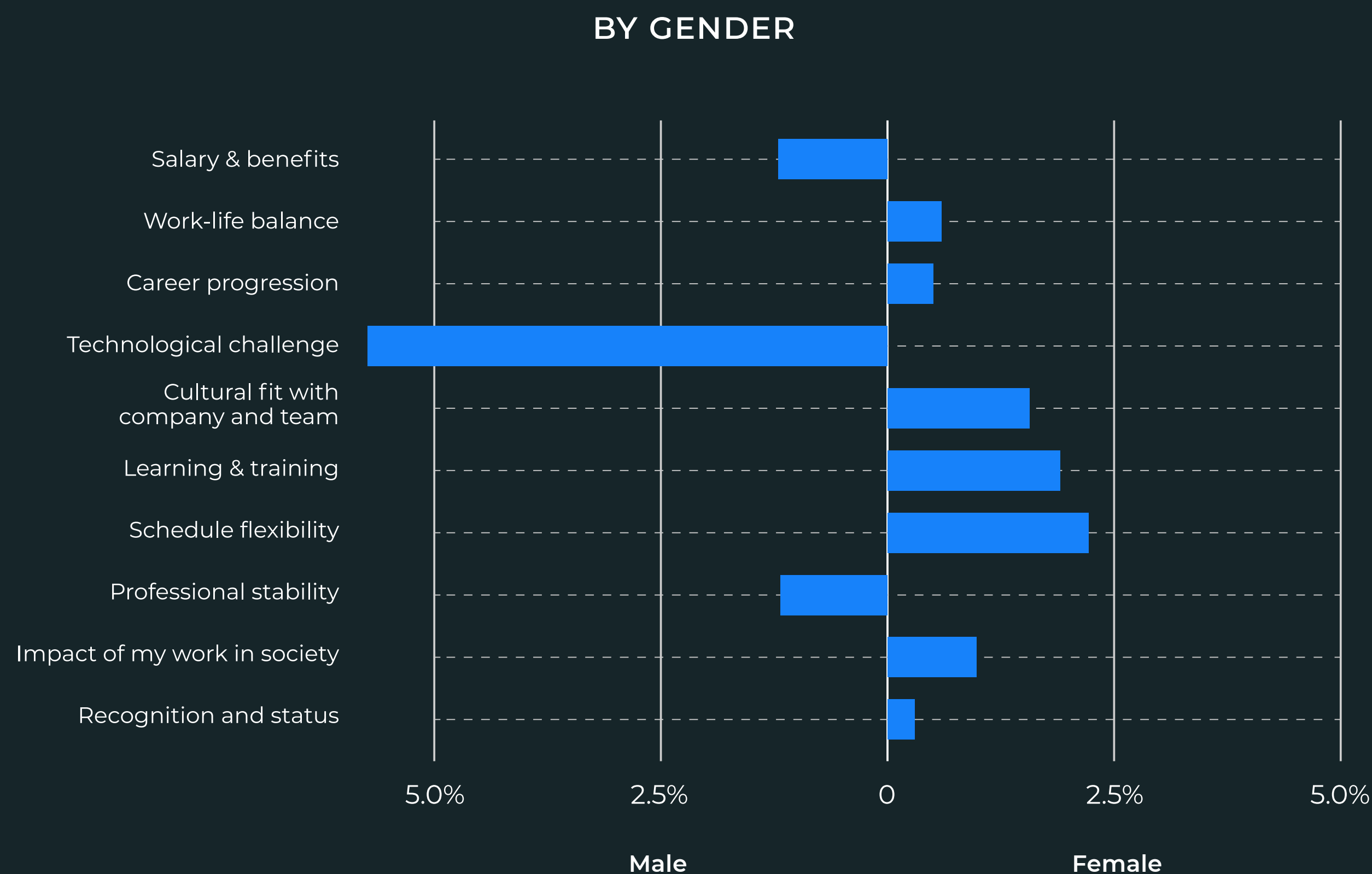| Driver	
Salary & benefits	
Work-life balance	
Career progression	
Technological challenge	
Cultural fit with company and team	
Learning & training	
Schedule flexibility	
Professional stability	
Impact of my work in society	
Recognition and status	

5.0%   2.5%   0   2.5%   5.0%

Male   **Female**

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.

Landing.Jobs   SPONSORED BY Reaktor

Career drivers

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 much more about career progression, while contractors value schedule flexibility, the impact of their work and salary.

• Clearly, two different segments here.

• Curiously, from 2022 to 2023, contractors started valuing professional stability more than full-time employees (it was the other way around). Again, why?

BY EMPLOYMENT STATUS

Contractors / freelancers preferences — Full-time employees preferences
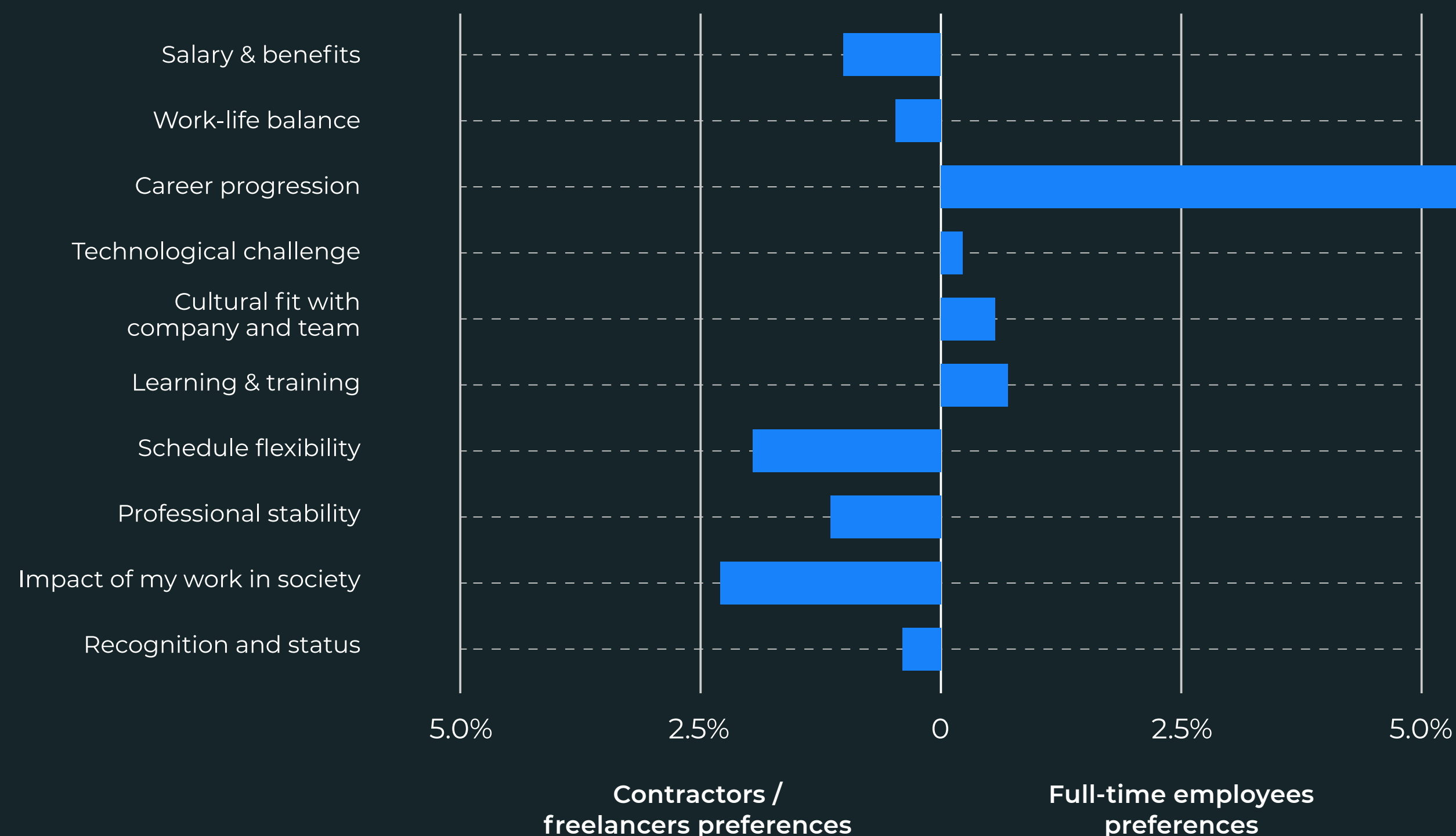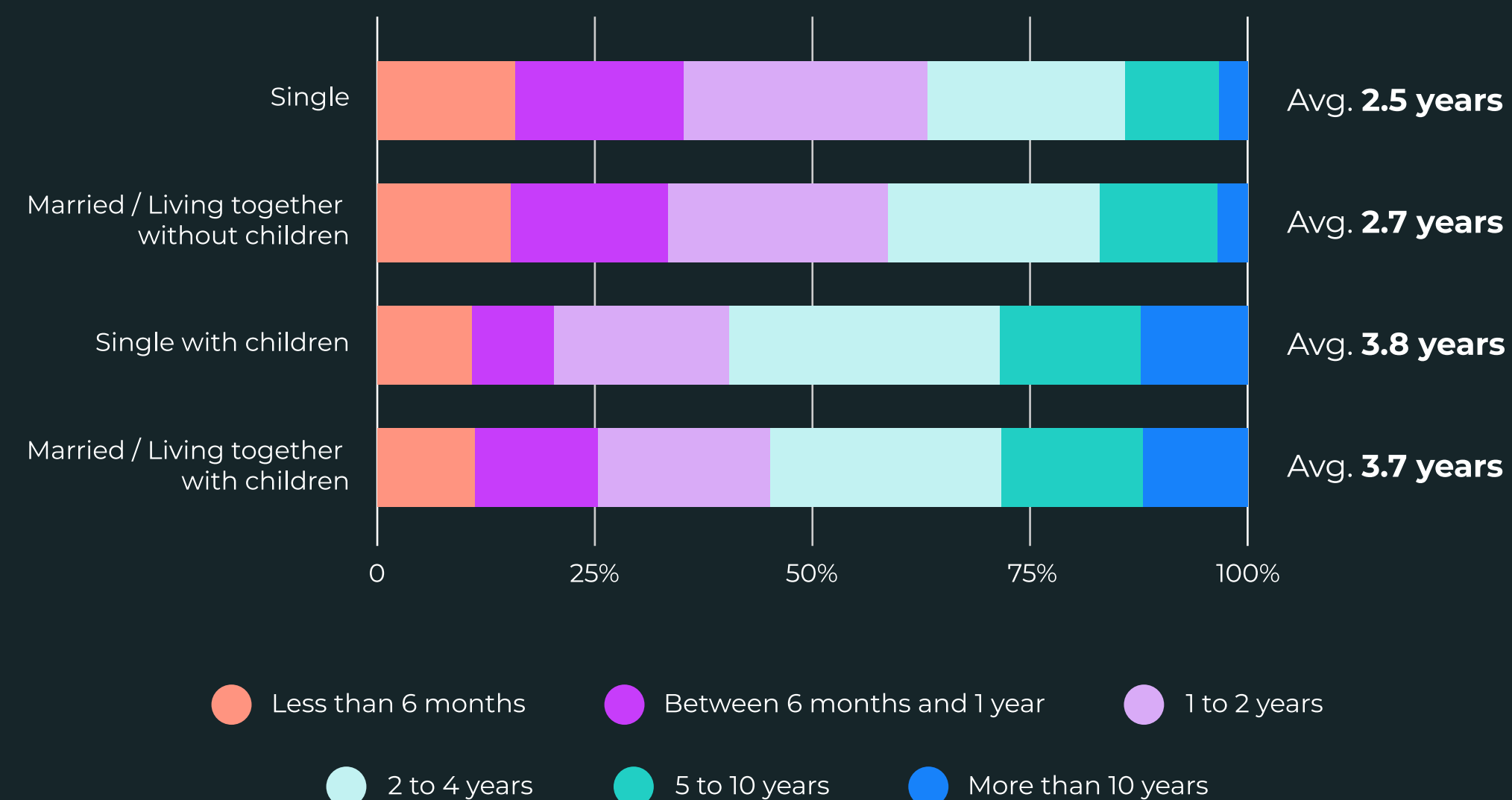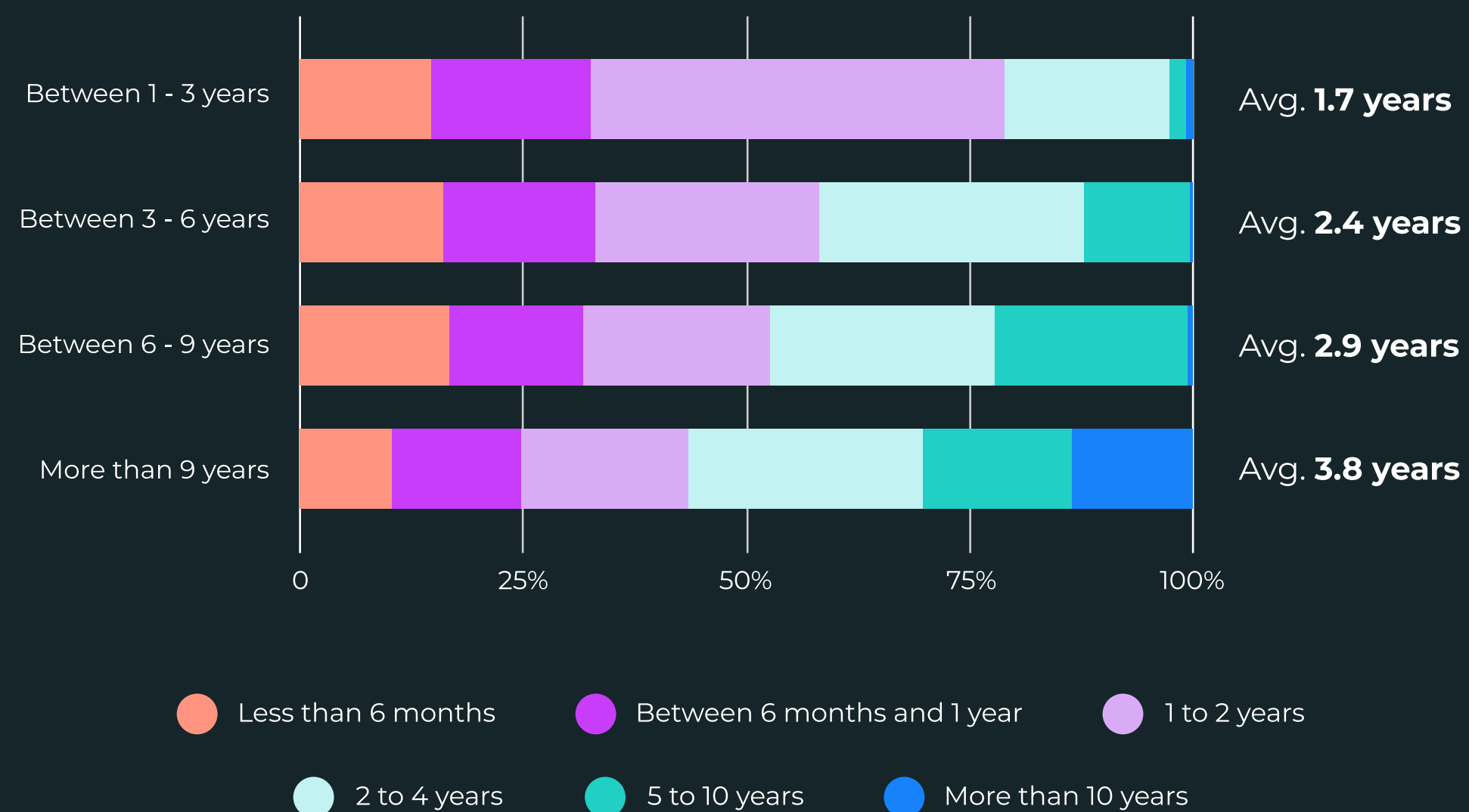
Note: These charts show the percentual differences between genders for career drivers. Have in mind the overall importance given to each driver by checking the chart in the previous page.

Job permanence

BY PROFESSIONAL EXPERIENCE

Tech professionals have an average tenure of 3.1 years (up from 2.9 in 2022).

• Does being more experienced mean stability? Maybe so, according to these figures. The average job permanence ranges from 1.7 years for professionals between 1-3 years of experience, to 3.8 years for professionals with 9+ years of experience.

Between 1 - 3 years — Avg. **1.7 years**

Between 3 - 6 years — Avg. **2.4 years**

Between 6 - 9 years — Avg. **2.9 years**

More than 9 years — Avg. **3.8 years**

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

Single — Avg. **2.5 years**

Married / Living together without children — Avg. **2.7 years**

Single with children — Avg. **3.8 years**

Married / Living together with children — Avg. **3.7 years**

Less than 6 months

Between 6 months and 1 year

1 to 2 years

2 to 4 years

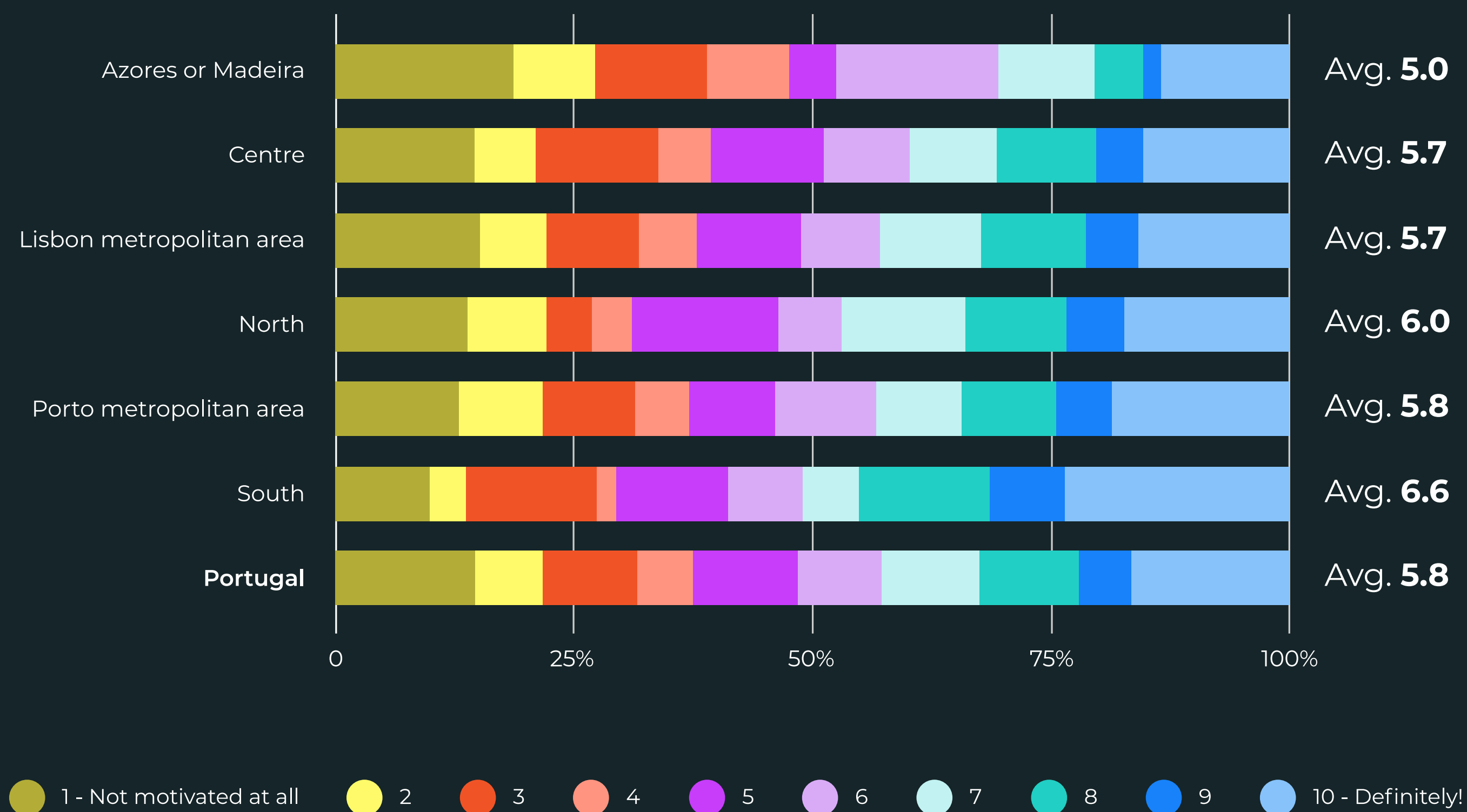5 to 10 years

More than 10 years

BY FAMILY SITUATION

• Respondents with children have job permanences of 3.7 to 3.8 years, while those who are not parents have been in their current jobs between 2.5 to 2.7 years. Curiously, the average tenure for tech professionals with children reduced significantly since last year.

Motivation to change jobs

(NEXT 3 MONTHS)

Portuguese tech professionals are even less motivated to change jobs than in 2022.

• Maybe due to the current economic and geo-political situation, tech professionals are less keen on landing new challenges (average motivation of 5.8/10 vs 6.5/10 in 2022).

• This raises the bar even more for companies looking to hire tech professionals locally.

• When compared with the global data, it's very clear that companies should also bet their tech talent recruitment efforts in Africa, Asia and South America.

Region	Avg.
Azores or Madeira	Avg. **5.0**
Centre	Avg. **5.7**
Lisbon metropolitan area	Avg. **5.7**
North	Avg. **6.0**
Porto metropolitan area	Avg. **5.8**
South	Avg. **6.6**
Portugal	Avg. **5.8**

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

Motivation to change jobs

(NEXT 3 MONTHS)

BY REMOTE WORK SITUATION

Full office job — Avg. **6.8**

Hybrid — Avg. **5.5**

Fully remote — Avg. **5.5**

1 - Not motivated at all · 10 - Definitely!
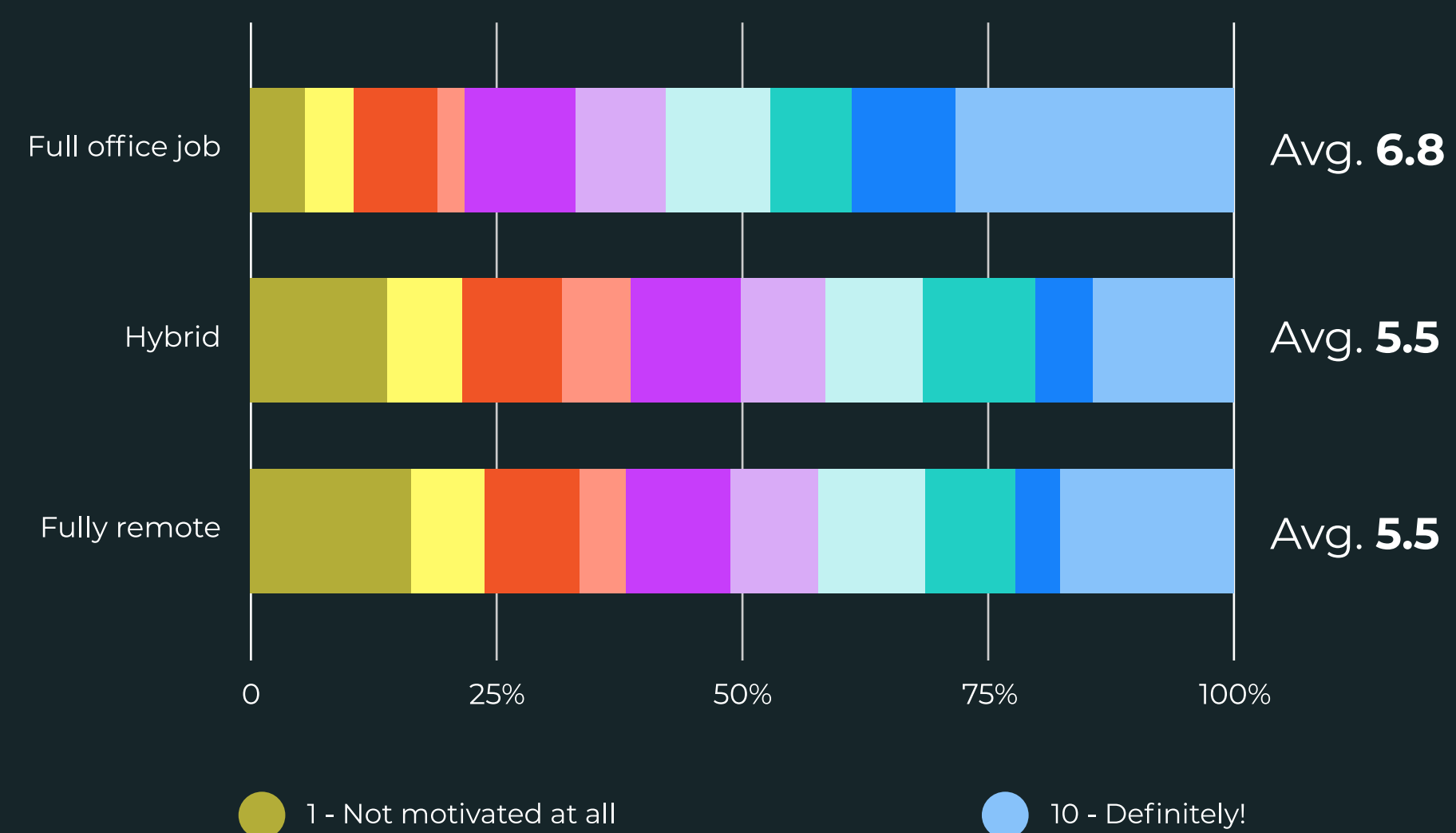
• Full office workers are more willing to land new challenges (or so they say).

Local outsourcing — Avg. **6.9**
Public / Government / R&D — Avg. **6.6**
Nearshore outsourcing — Avg. **5.9**
Small / Medium enterprise (<250 people) — Avg. **5.7**
Tech consulting / services provider (>250 people) — Avg. **5.7**
Corporate (not tech services provider) — Avg. **5.7**
Scale-up — Avg. **4.9**
Startup — Avg. **4.8**

1 - Not motivated at all · 10 - Definitely!
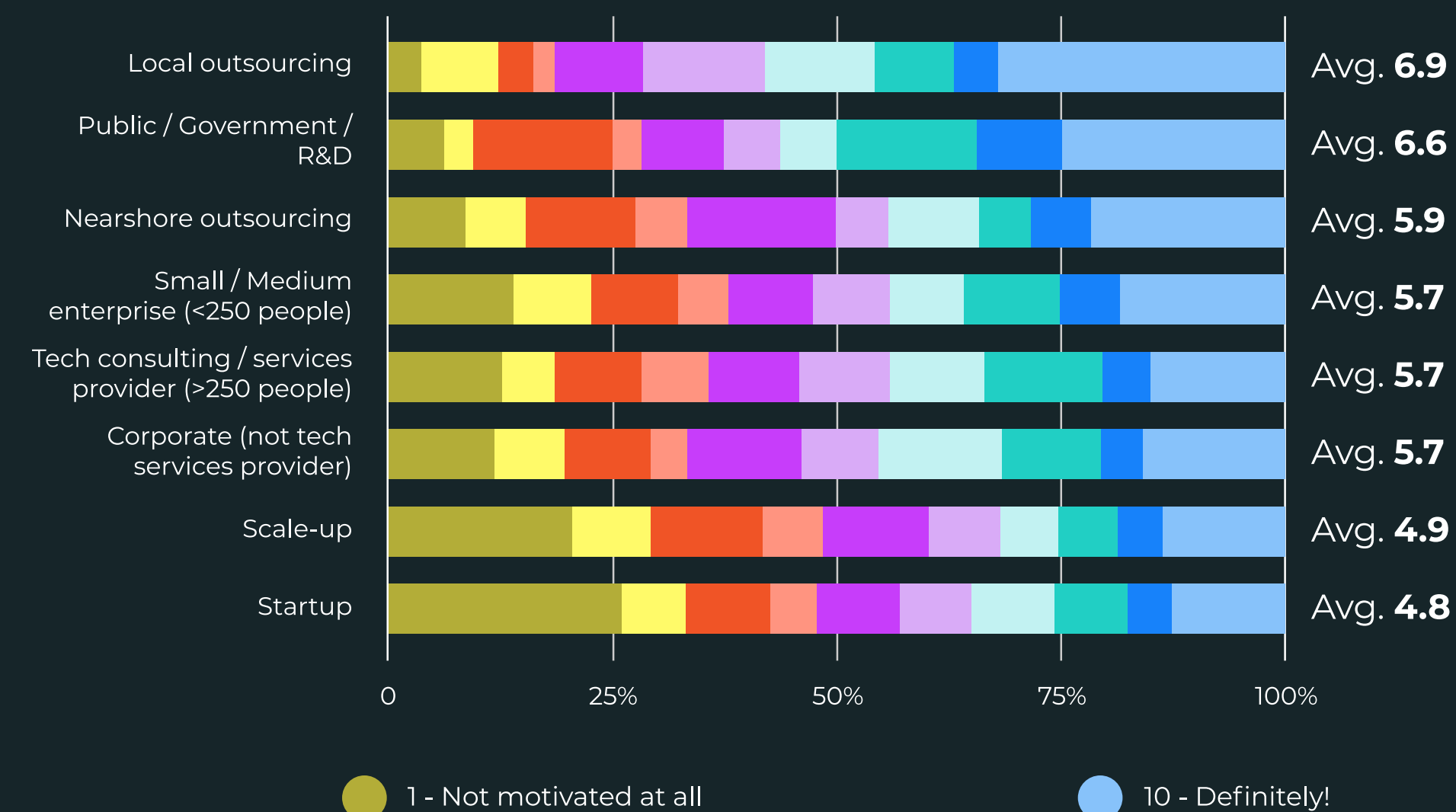
BY EMPLOYER COMPANY TYPE

• Even though there's less willingness for a job change this year across the board, tech professionals in local outsourcing companies contradict this: more of these workers are looking to change than last year.

• The largest decrease in motivation to land new jobs is in Public, Government and R&D (but is still second worst).

• Startup and Scale-up employees continue to be the ones less looking for a change.

07

Salary and perks
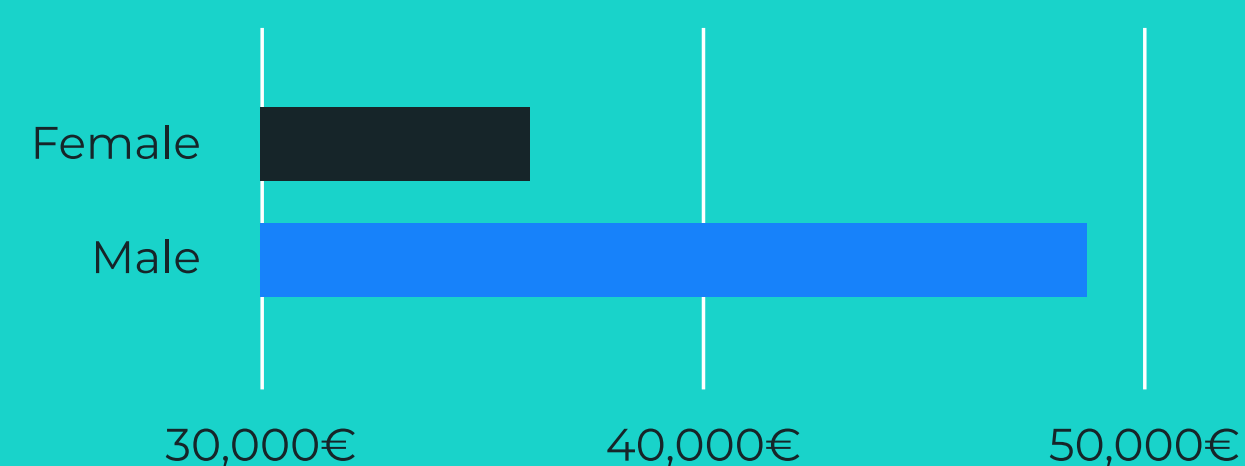
AT A GLANCE

1

The **average gross annual salary** for a tech professional in Portugal is

46,334€

- **Management roles** pay better
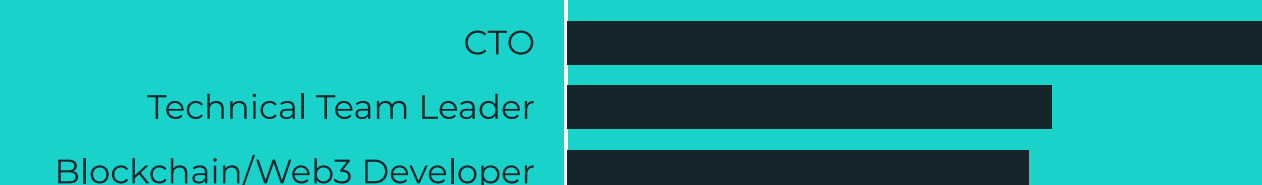- **PhDs** have solidly increased their average wages since last year

2

Men earn, on average, **35% more** than women

Female	
Male	

30,000€   40,000€   50,000€

3

Highest-earning job roles

CTO
Technical Team Leader
Blockchain/Web3 Developer

Lowest-earning job roles

Quality Assurance/Testing
SysAdmin Engineer
Maintenance & Support

4
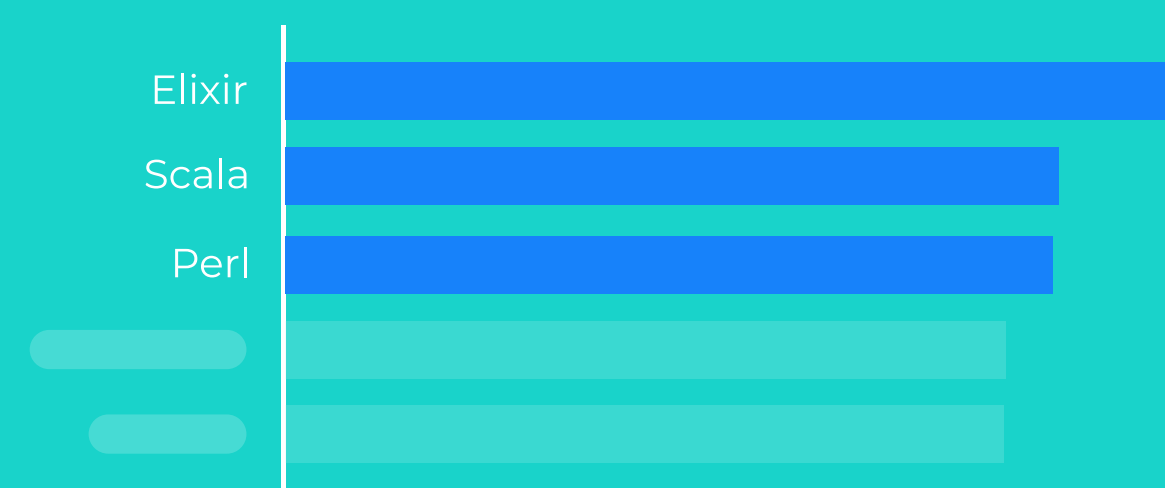
Elixir
Scala
Perl

The 3 highest-earning programming **languages**

Elixir	Scala	Perl
59.773€	**56.042€**	**55.833€**

5

Ember
Ruby on Rails
Yii Framework

The 3 highest-earning programming **frameworks**

Ember	Ruby on Rails	Yii Framework
58.636€	**54.111€**	**49.286€**

6

The vast majority of Portuguese tech professionals saw a **positive change in their salary** over the past year

0   50%   100%

● Decreased   ● Hasn't changed   ● Increased
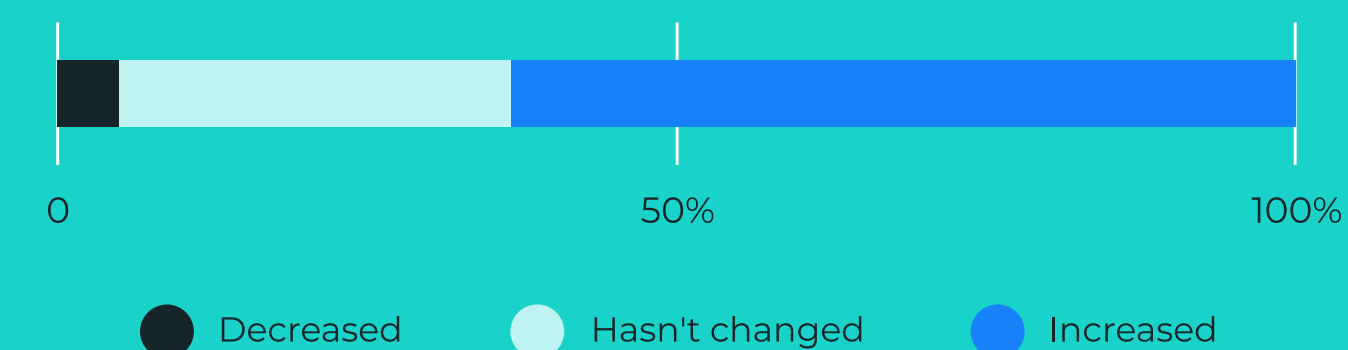
Preferred job perks

Annual bonus and health benefits are the most relevant job perks.
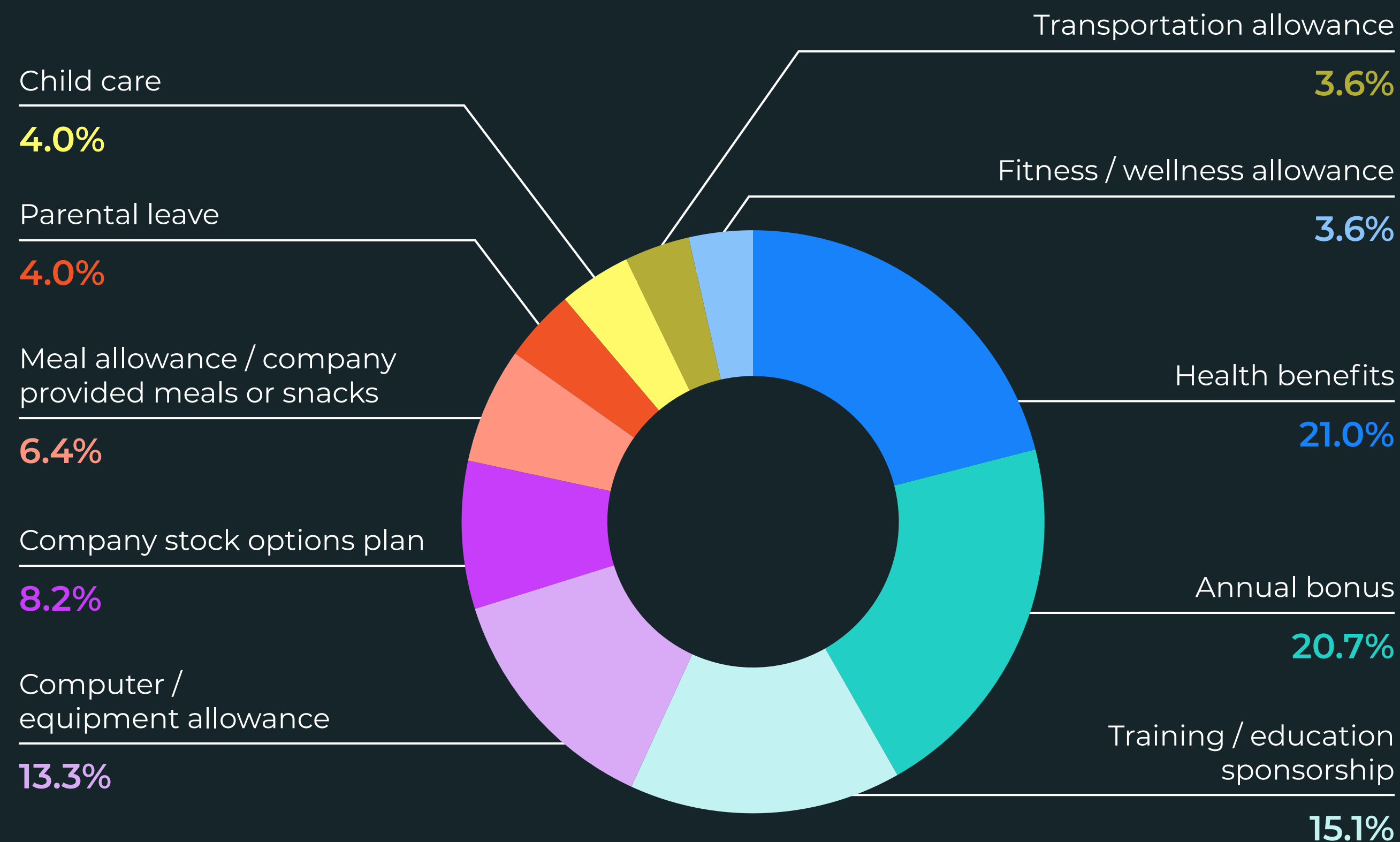
• This data is almost the same as from last year.

• Training and education, and computer and equipment allowance come in third and fourth, with a significant relevance.

• Stock options had the largest fall from grace, showing a below average interest for Portuguese tech professionals.

• Interestingly, respondents don't care much about flexible work schedules and paid/extra vacations. Is it because they consider these as guaranteed?

Child care
4.0%

Parental leave
4.0%

Meal allowance / company provided meals or snacks
6.4%

Company stock options plan
8.2%

Computer / equipment allowance
13.3%

Transportation allowance
3.6%

Fitness / wellness allowance
3.6%

Health benefits
21.0%

Annual bonus
20.7%

Training / education sponsorship
15.1%

Landing.Jobs

SPONSORED BY Reaktor

(-50%)

GROSS SALARY
44,000€

(+31.35%)

(-35%)

EMPLOYEE COST — 57,794€

Social Security Company (TSU-C)	**+23,75%** (+10,450€)
Compensation Fund	**+1%** (+440€)
Work Insurance	**+1.19%** (+523.60€)
Lunch Allowance	+1,830.04€
Work Health and Safety Plan (mandatory)	+150€
Health Insurance (non-mandatory)	+400€
Other Perks	0€

NET SALARY — 28,406€

Social Security Employee (TSU-E)	**-11%** (-4,840€)
Work Tax (IRS)	**-28.6%** (-12,584€)
Lunch Allowance	+1,830.04€

Understanding gross vs net salaries and cost of employee

**Knowing how salaries work in Portugal is key to defining successful salary strategies**

• The example shows the corresponding values for an employee earning a gross salary of 44.000€/year (3.500€/month), single, with no children, with health insurance but no extra perks

Salary

YEAR-ON-YEAR VARIATION

After a huge average increase from 2021 to 2022, salaries are stabilizing with a 4.2% average increase.

• In the end of the Covid-19 pandemic, salaries took an unprecedented bump of +36.5% (2022 report), mostly due to foreign companies hiring Portuguese tech professionals to work remotely cross-borders, with much higher salaries than local companies.

• Cheap money and agressive recruitment policies also contributed to that bump.

• From 2022 to 2023, with the advent of a new economic crisis, companies corrected their course and returned to a more cautious salary and recruitment policy (some even went for layoffs).

• Our belief, based on this report's data and experience, is that salaries will keep increasing, but at a more reasonable rate, with companies being less aggressive.
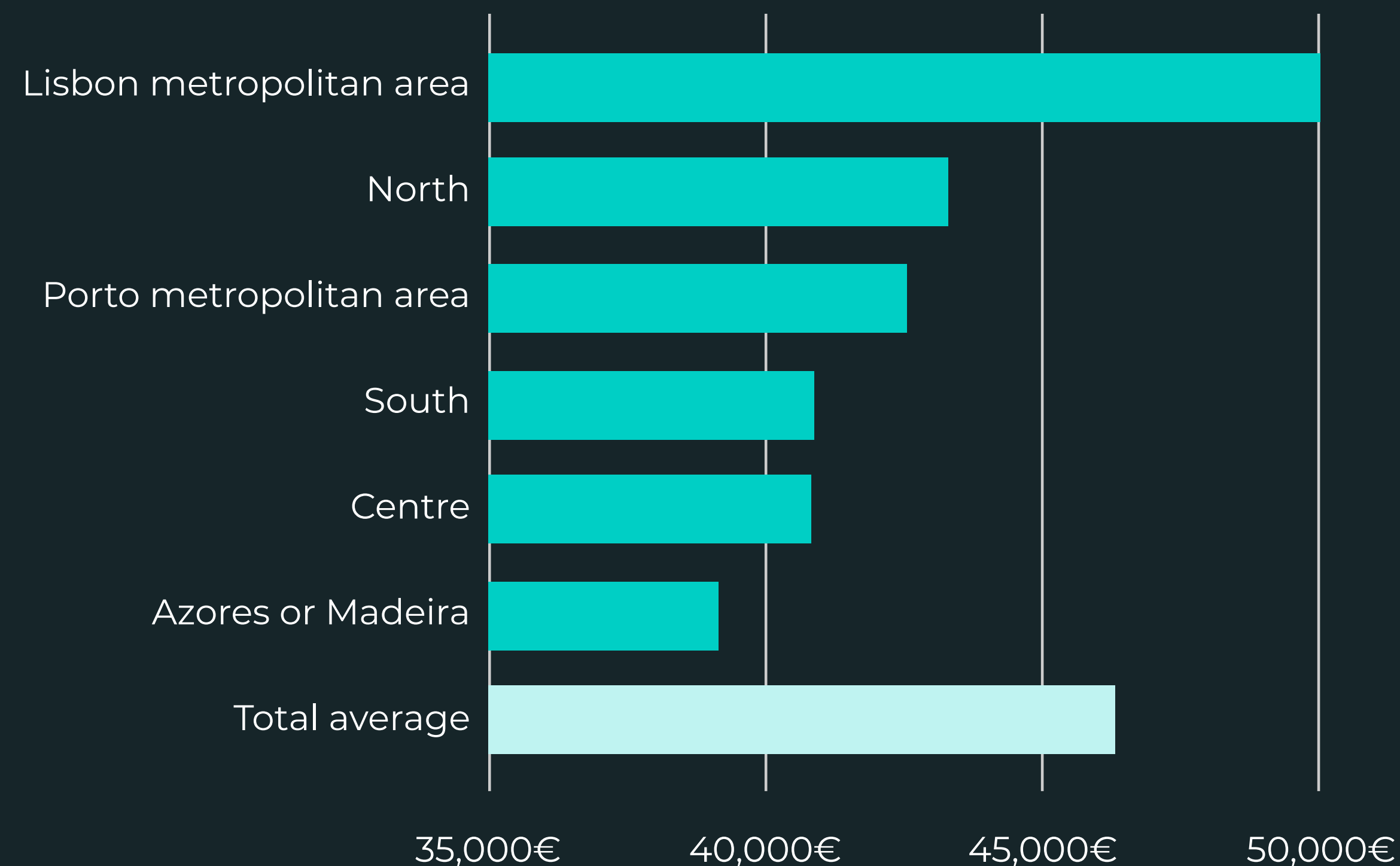
● Average Gross Annual Salary ——— Annual Salary Year-on-Year Variation (%)
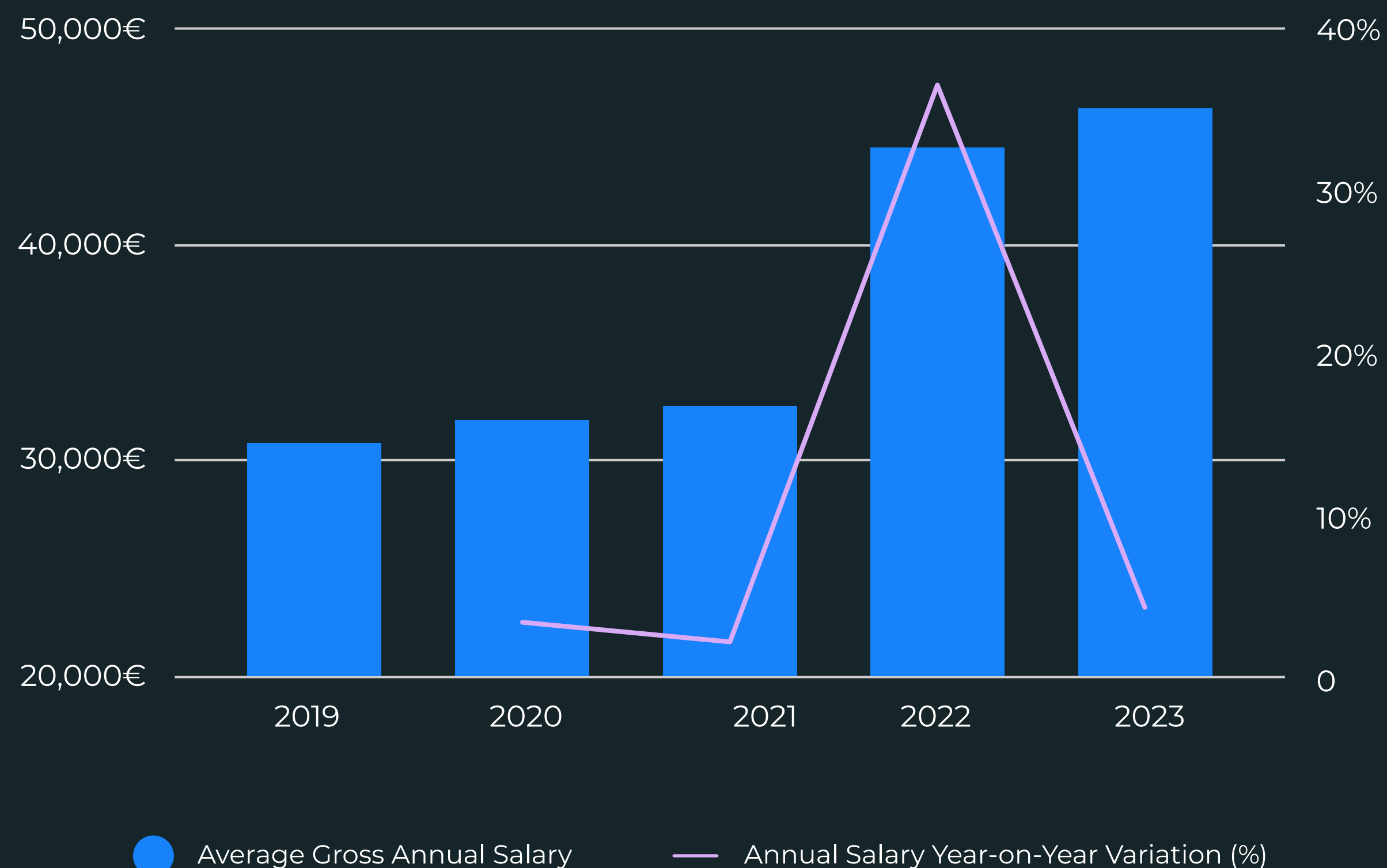
Note: All salary values displayed represent gross annual salaries

Salary

BY REGION OF RESIDENCE

Salaries in Lisbon metropolitan area are 8.0% higher than the average in Portugal.

• Tech professionals who work in the Lisbon metropolitan area still earn the most, but were the ones with a lower increase year on year (+3.2% vs +4.2% for the country average).

• The islands of Azores and Madeira are the ones where salaries are the lowest.

• North region saw the largest increase YoY, with +11% gross annual salary increase.

• A curious fact: both Lisbon (+3.2%) and Porto (+4.9%) metropolitan areas were the ones with a lower positive variation. Is this an effect of remote work and the possibility of residing outside these large metro areas?

Note: All salary values displayed represent gross annual salaries

Salary

BY EDUCATION LEVEL

Management roles pay better, and PhDs have solidly increased their average wages since last year.

• Tech professionals who have basic education level or are bootcamp graduates have the lowest pay of the group, in both types of job roles.

• PhDs had a very positive variation in their average gross annual salary of +23%.

• Rule of the land this year is the higher the education level, the better the salary.

• An exception to the rule are self-taught professionals, who fare reasonably well, only below the ones with university degrees.

Development roles
Management roles

Note: All salary values displayed represent gross annual salaries
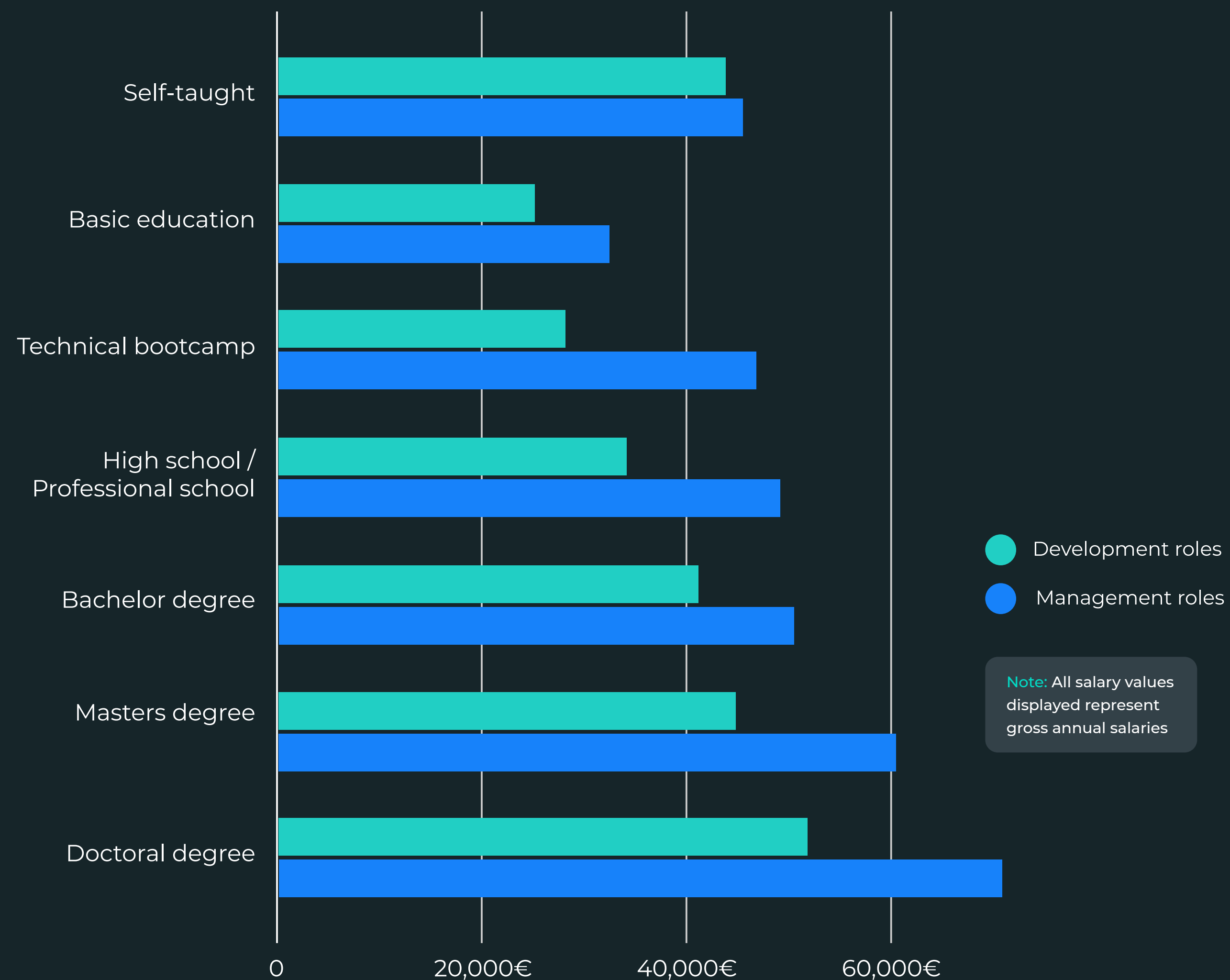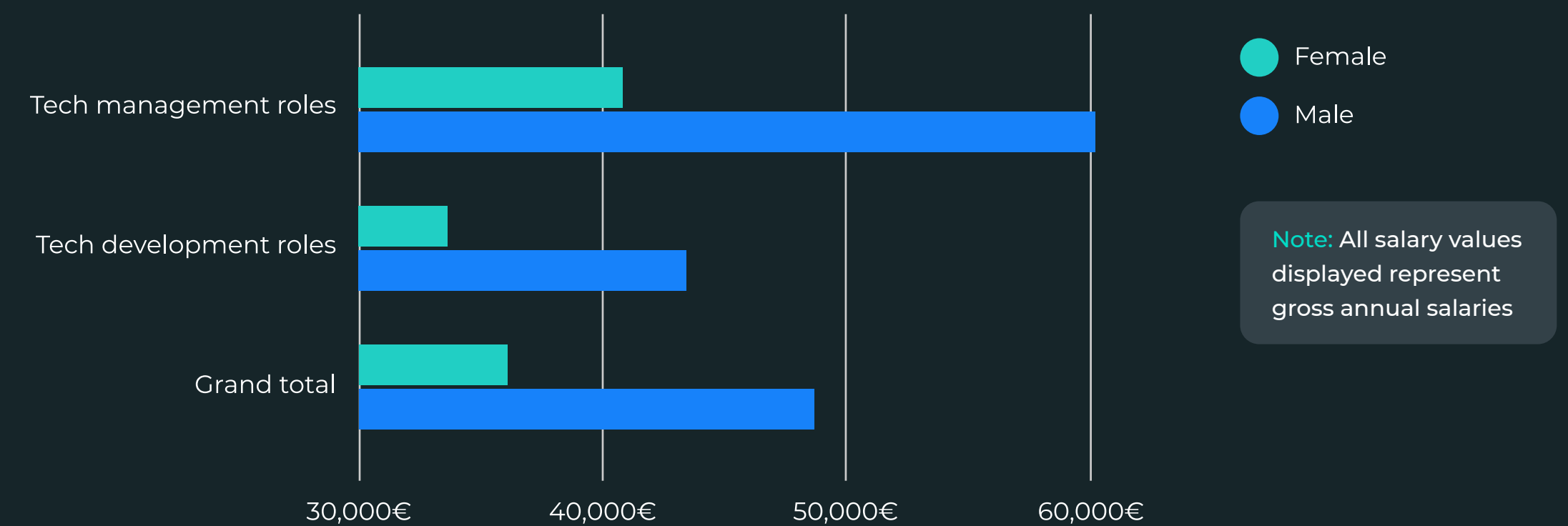
Salary

GENDER GAP

Men earn, on average, 34.9% more than women in tech – a gap that is 3.7% higher than last year.

• The gender pay gap is bigger in management roles (47.4%) than in development roles (29.3%).

• Apparently the pandemic (and whatever followed) brought a serious worsening of the situation for female tech professionals.

• Causes are various, for sure, and need to be discussed seriously to revert this situation.

• An hypothesis being discussed is that last year brought a lot of opportunities, but also a lot of risks, and that female tech professionals are more risk-averse than males, thus faring worse in a turbulent job market. We are not sure of this, but it's definitely worth being discussed, among others.

Gender salary gap has been getting worse since 2021.

• This is a grim stat, as the gender salary gap has been widening since 2021 (it was 16.2% then). From 2022 to 2023, this gap worsened mostly in tech management roles.

BY GENDER AND JOB ROLE CATEGORY

● Female
● Male

Note: All salary values displayed represent gross annual salaries

GENDER SALARY GAP VARIATION

23.2% 16.2% 32.1% 31.2% 35.0% 29.3% 47.4% 34.9%

● Tech development roles
● Tech management roles
— All roles

* no data available for 2020 and 2021

Landing.Jobs   SPONSORED BY Reaktor
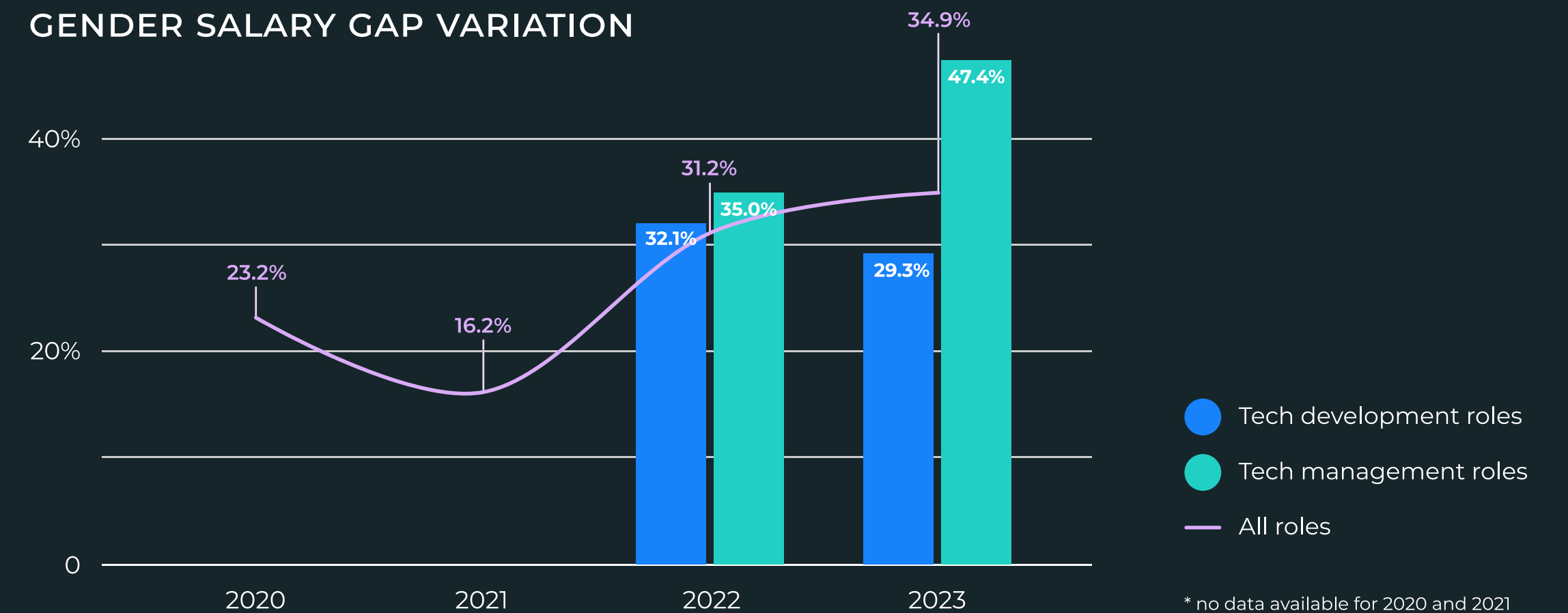
Salary

BY EMPLOYMENT STATUS

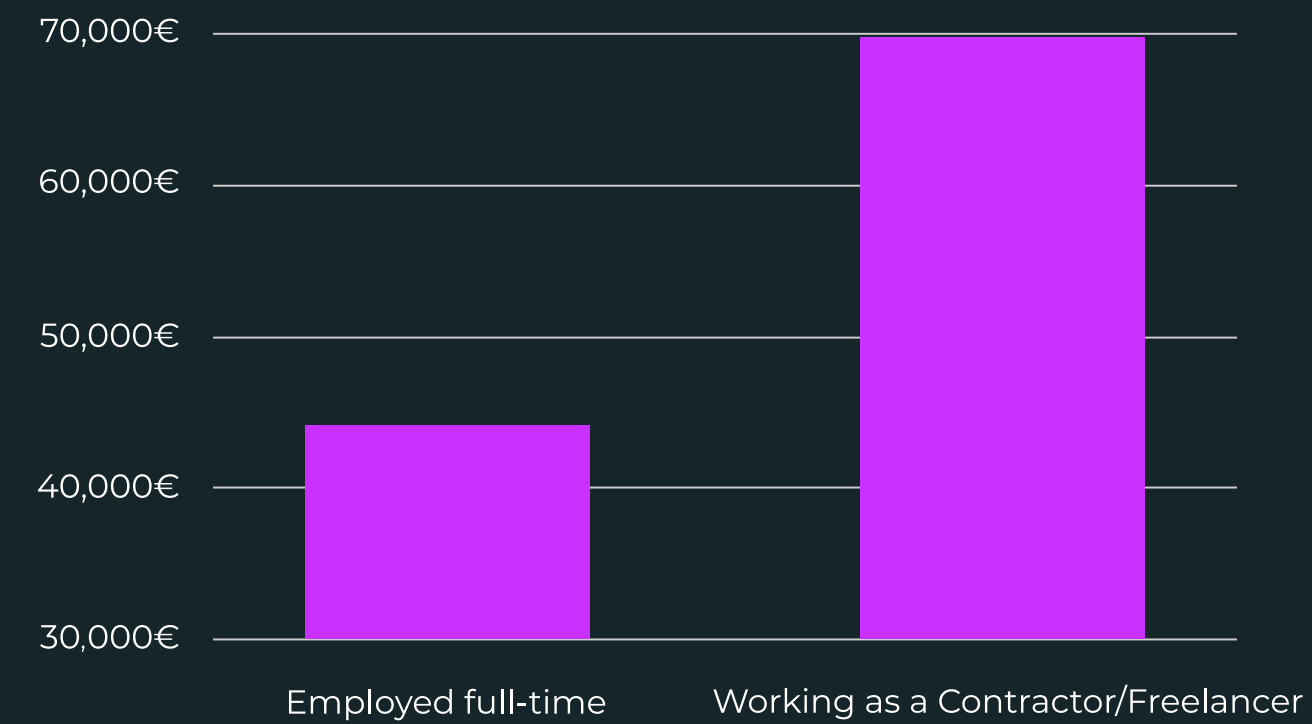• Contractors earn, on average, 58.1% more in gross annual salary than full-time employees, showing one of the main benefits of this type of employment. This difference has increased slightly since last year (it was 57%).

Note: All salary values displayed represent gross annual salaries

BY EMPLOYER COMPANY TYPE

Scale-ups and Startups continue to pay the higher salaries.

• And they had interesting raises in average gross salary (+10.2% and +11.2% respectively).

• The company types with a bigger increase in average gross salary are Nearshore Consulting (+18.9%) and Public / Government / R&D (+17.5%).

• Local Outsourcing (-17.1%) and Tech Consulting / Services (-4.6%) companies had the worst decreases, which may reflect on their (in)ability to attract tech professionals.

• Corporates and SMEs had marginal increases.
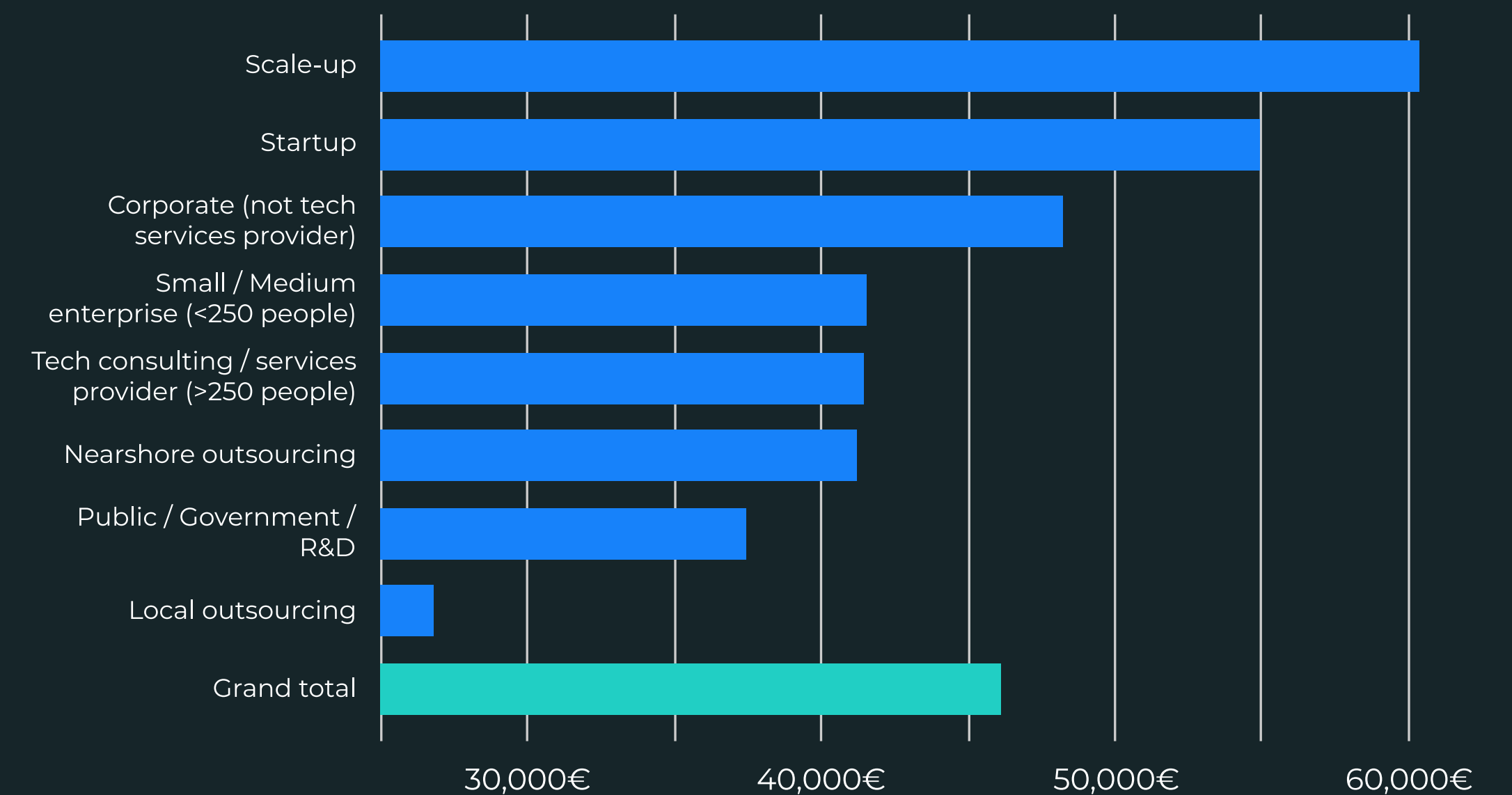
Salary

BY EMPLOYER COMPANY TYPE

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

• Something seems to be awfully wrong here, as company types that usualy boast about diversity and inclusion not only have the largest gaps, but also increased (considerably) their gender salary gap year-on-year.

• Scale-ups have the highest gender pay gap (57.3%, +17.1% than last year).

• Public / Government / R&D, Startup and Corporate come next with gaps ranging from 38% to 44%.

• The company types with a reduction in this gap were SMEs (-22.5%) and Local Outsourcing (-18.9%).

• Local outsourcing companies are the only case were females earn more than males (-4.7%).
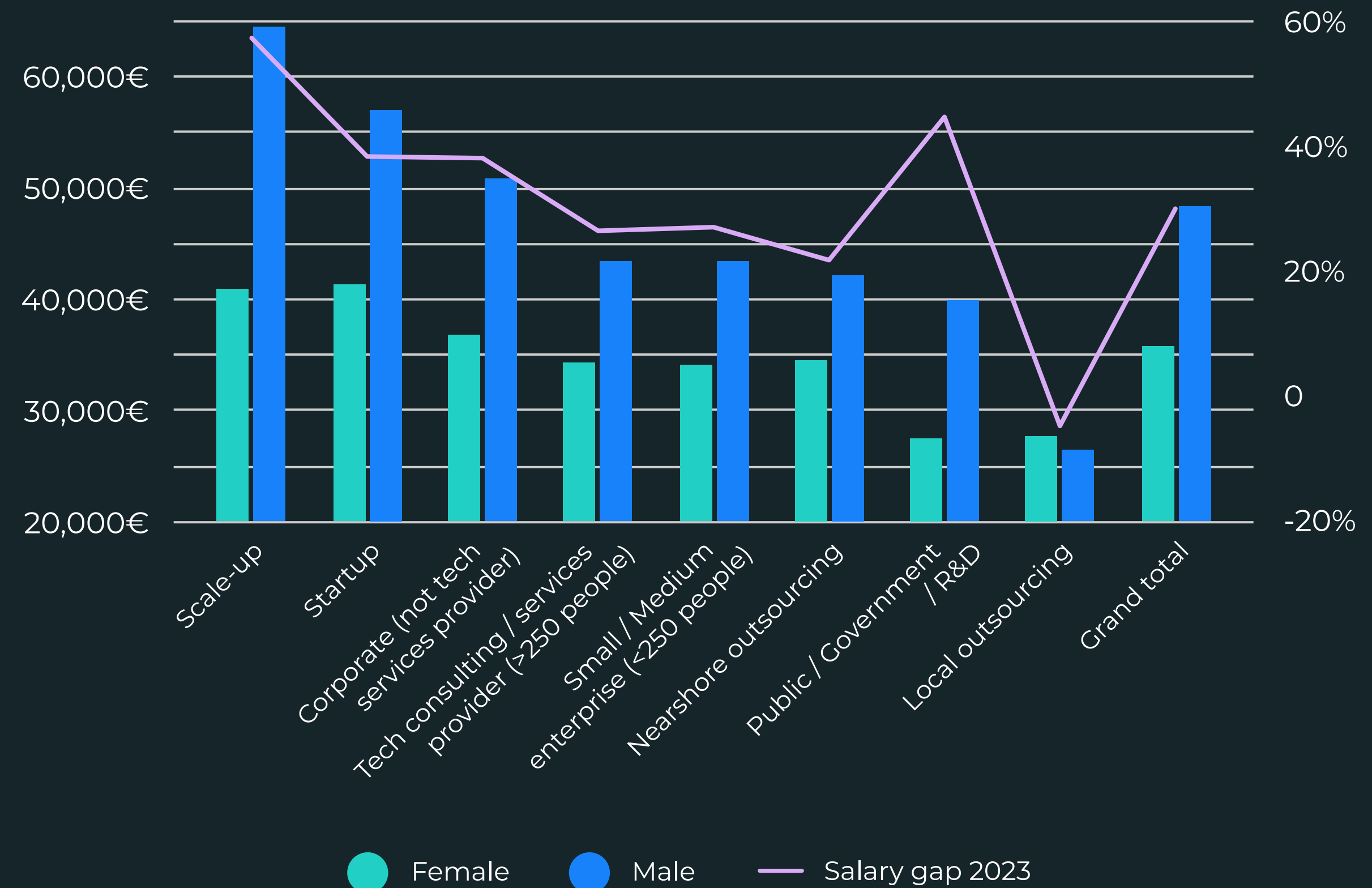
Note: All salary values displayed represent gross annual salaries

Salary

BY REMOTE WORK SITUATION

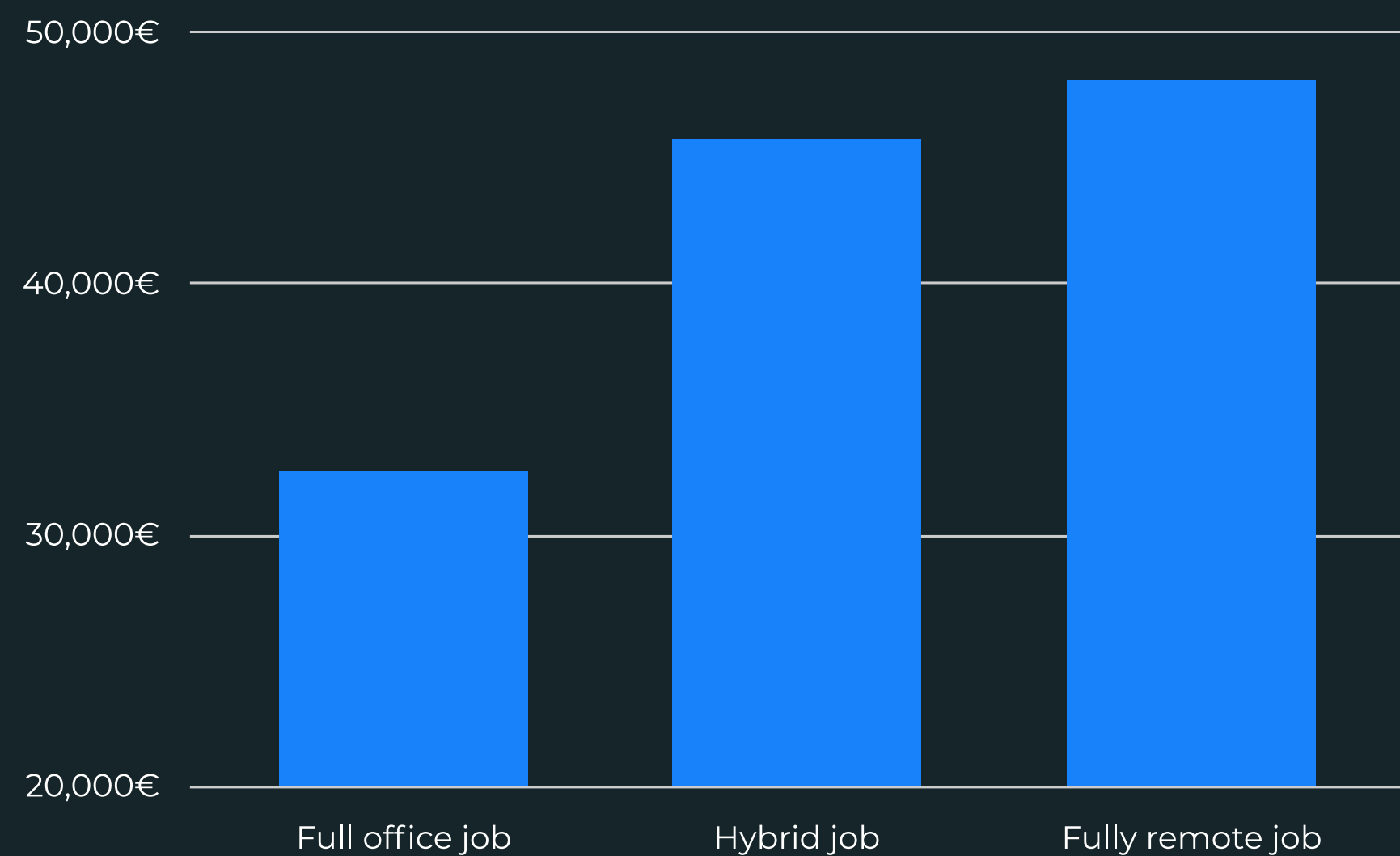• The trend that full office jobs pay lower salaries seems to be visible all over, Portugal is no exception. Just like last year, hybrid and fully remote tech jobs pay better.

• However, the gap that separates them from full office jobs has decreased since last year.

BY WORKING FOR A COMPANY ACROSS-BORDERS SITUATION

• The difference in average salary between companies located in another country versus local companies is staggering (+60.8%, it was +46.8% in 2022)

• 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.

• Bear in mind that average salaries being paid by local companies have decreased by -0.5%, while those working remotey across borders had an increase of 8.9%.

Legend:
- 2021
- 2022
- 2023

Note: All salary values displayed represent gross annual salaries

Salary

BY PROGRAMMING LANGUAGE

Niche programming languages lead the salary war, but Elixir, Scala and Perl make up the podium.

• Scarcity rules, as top salaries are for more niche languages, where presumably there's less competition, but where you have to be top of class.

• Among the most used languages, Go, Ruby, Kotlin, Swift, C++ and Python offer higher salaries.

• The highest variations year on year were Perl (+33,8%), PHP (+20.7%) and Scala (+18.8%).

• On the negative variation, there's Dart (-24.2%), Objective-C (-20.1%) and Matlab (-12.1%).

• If you want to have a good salary, definitely don't go for C or VBA.

Note: All salary values displayed represent gross annual salaries

Elixir
Scala
Perl
Go
Ruby
Swift
Kotlin
C++
Python
Bash/Shell/PowerShell
Objective-C
Rust
Java
TypeScript
R
JavaScript
C#
SQL
Groovy
Dart
Assembly
VB.NET
PHP
Visual Basic 6
Outsystems
Matlab
HTML/CSS
VBA
C

30,000€   40,000€   50,000€   60,000€

Salary

BY PROGRAMMING FRAMEWORK

Again, niche programming frameworks lead the pack with Ember, Ruby on Rails and Yii Framework.

• Among the most used/popular frameworks, Ruby on Rails, Django and Node.js pay the best.

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

• At the lower end of the rank we have Drupal and CodeIgniter.

• Symfony (+27.7%), Express (+20.4%) and Laravel (+33.4%) had the higher salary variations.

Note: All salary values displayed represent gross annual salaries

Framework	
Ember	
Ruby on Rails	
Yii Framework	
Flask	
Django	
Node.js	
Symfony	
Spring	
Express	
Next.js	
React	
.NET	
No Framework	
Angular	
Laravel	
Asp.NET	
Vue	
jQuery	
Bootstrap	
Outsystems	
Drupal	
CodeIgniter	

20,000€   30,000€   40,000€   50,000€   60,000€
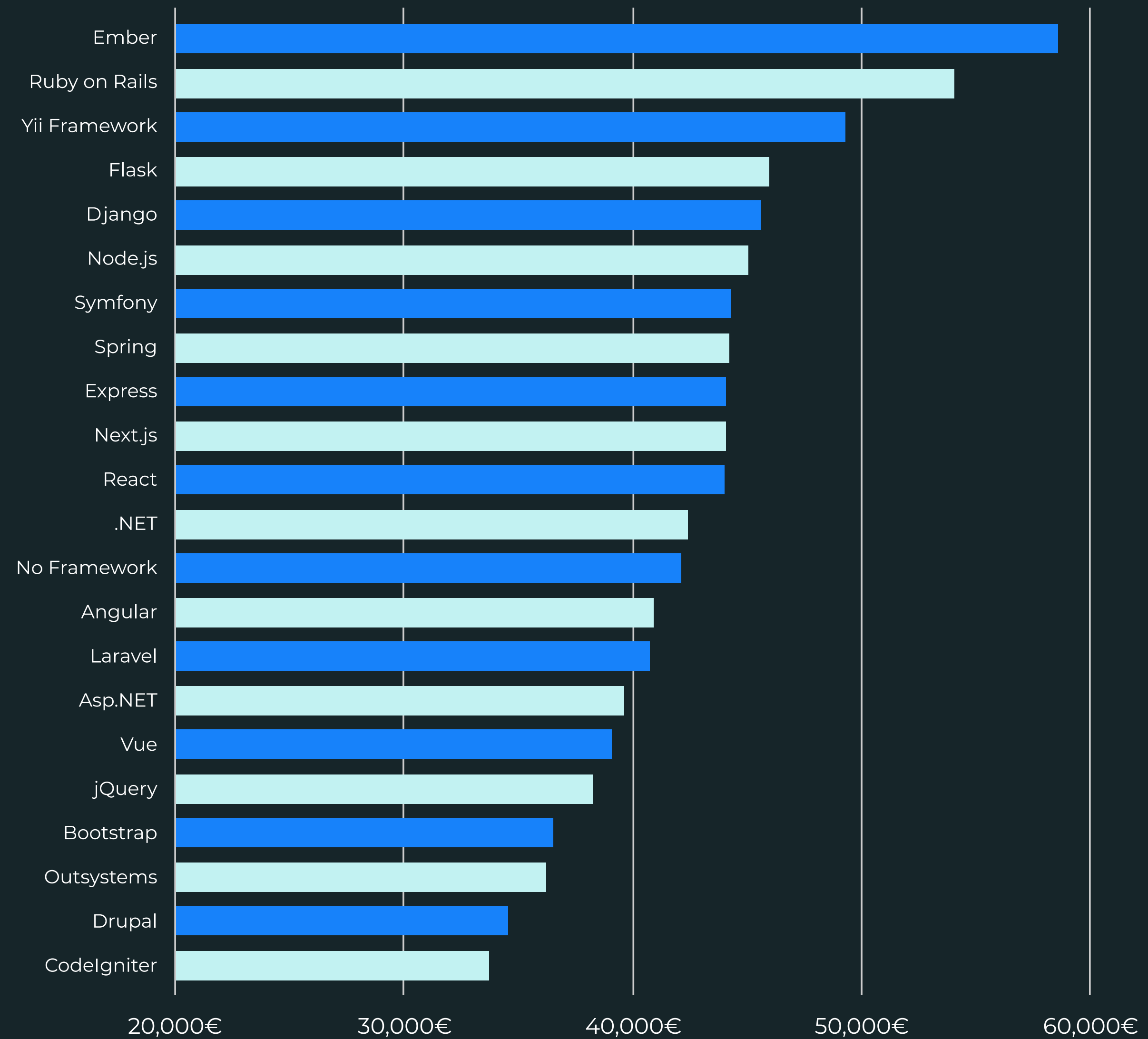
Salary

BY JOB ROLE

Tech management roles pay more, as expected.

• Tech team leaders (+15.1%), Scrum Masters (+18.4%) and Back-end developers (+17.9%) had pretty good raises.

• But if you're into continuing to be a development specialist, aim either for Solutions Architect, Blockchain/Web 3 Developer or DevOps Engineer.

• 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 by some distance over Full-stack and Front-End.

• Data Scientists / Engineers had a good raise of +12.6% compared to 2022.

Job Role
CTO
Technical Team Leader
Blockchain/Web3 Developer
Solutions Architect
DevOps Engineer
Product Owner/Product Manager
Scrum Master
Mobile Apps Developer
Back-End Developer
Computer & Network Security
Project Manager
Data Scientist/Data Engineer
Full-Stack Developer
UX/UI Designer
Front-End Developer
Business Applications (BI/CRM/ERP)
Quality Assurance/Testing
SysAdmin Engineer
Maintenance & Support

20,000€   40,000€   65,000€   85,000€

Note: All salary values displayed represent gross annual salaries
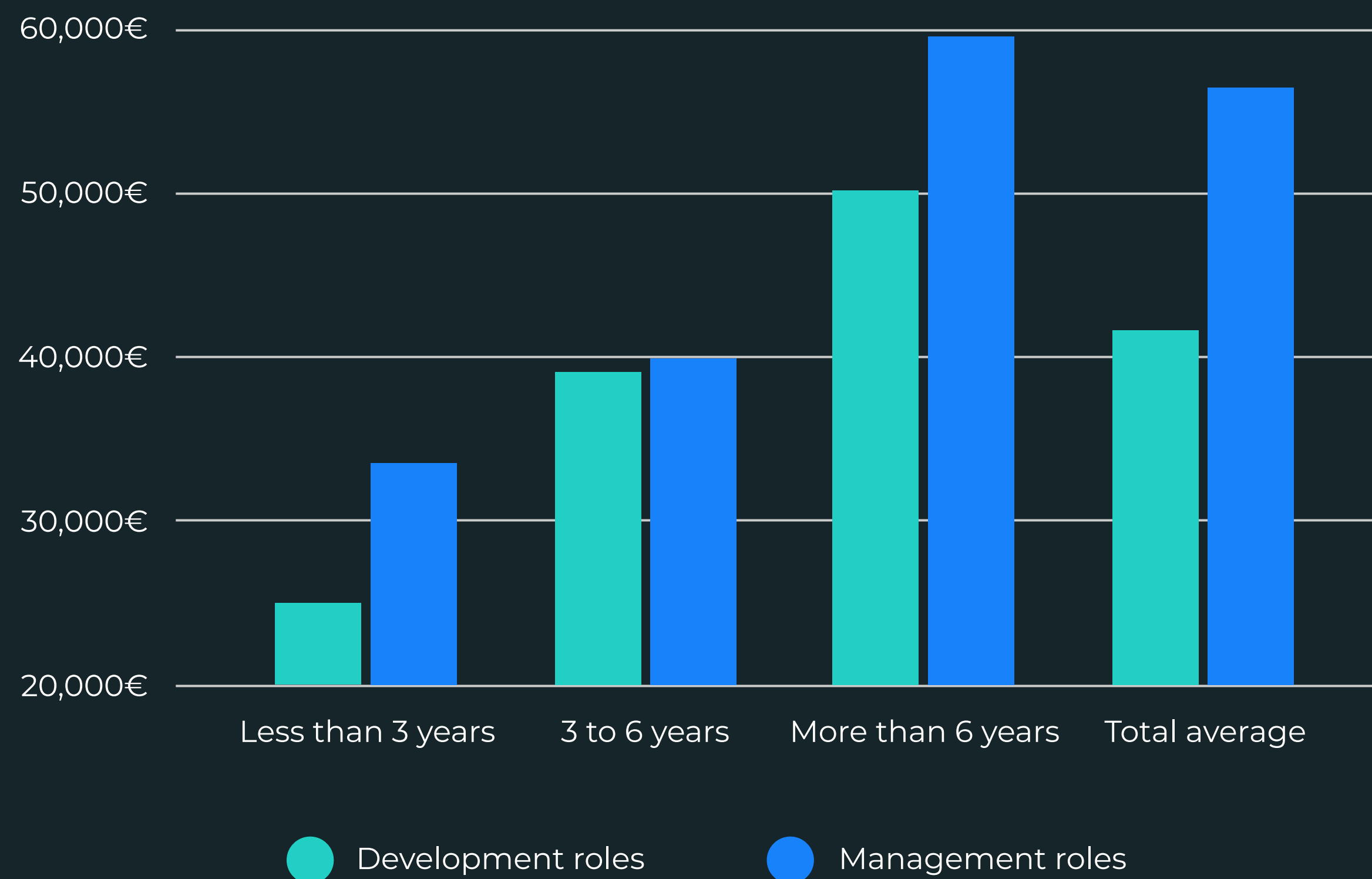
Landing.Jobs   SPONSORED BY   Reaktor

Salary

BY JOB ROLE CATEGORY AND EXPERIENCE

When it comes to salary and experience, seniority matters.

• Tech Management roles earn, on average, +35.4% than Developers.

• 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 and the lowest in intermediates.

Legend: ● Development roles   ● Management roles

X-axis: Less than 3 years | 3 to 6 years | More than 6 years | Total average

Y-axis: 20,000€ | 30,000€ | 40,000€ | 50,000€ | 60,000€

Note: All salary values displayed represent gross annual salaries

Salary

DEVELOPMENT ROLES
(FULL-TIME EMPLOYEES)

• DevOps Engineers and Back-end Developers had a great rise in their salaries. Also on the rise are Computer & Network Security (intermediate), UX/UI Designers (intermediate) and Solutions Architect (junior).

• Some particular combinations of Job Role and Experience took serious hits on their average salary: SysAdmins (junior and intermediate), Quality Assurance (junior) and Business Applications (senior).

Job role	Less than 3 years	3 to 6 years	More than 6 years
UX/UI Designer	22,273€ (15.7%)	31,957€ (27.6%)	41,019€ (-18.5%)
SysAdmin Engineer	30,000€ (-6.3%)	25,833€ (-37.1%)	37,692€ (-3.6%)
Solutions Architect	37,500€ (25%)	32,500€ (-42%)	59,500€ (-8.3%)
Quality Assurance/Testing	18,452€ (-25.8%)	37,381€ (9.1%)	48,359€ (19.7%)
Mobile Apps Developer	23,750€ (13.2%)	33,750€ (4.2%)	54,688€ (7.4%)
Maintenance & Support	22,045€ (0.7%)	24,000€ (21.2%)	31,310€ (8.7%)
Full-Stack Developer	23,400€ (1.6%)	30,976€ (-6.5%)	46,085€ (15%)
Front-End Developer	25,761€ (18.9%)	34,261€ (-9.5%)	53,750€ (16.7%)
DevOps Engineer	32,333€ (42.2%)	50,000€ (17.3%)	60,481€ (14.1%)
Data Scientist/Data Engineer	26,173€ (5%)	37,692€ (3.8%)	46,824€ (4.2%)
Computer & Network Security	22,500€ (12.5%)	44,583€ (41%)	49,167€ (-4.9%)
Business Applications (BI/CRM/ERP)	23,611€ (12.5%)	36,136€ (18%)	39,138€ (-35.7%)
Blockchain/Web3 Developer	27,500€ (*)	73,750€ (*)	53,333€ (*)
Back-End Developer	27,000€ (16.4%)	45,515€ (28%)	48,399€ (9.5%)

*no comparative data in 2022

Note: All salary values displayed represent gross annual salaries

Salary

MANAGEMENT ROLES

(FULL-TIME EMPLOYEES)

• CTOs had a generalized decrease in their average salaries.

• On the positive trend, the following should be highlighted: Product Owner / Product Manager (junior), Project Manager (intermediate) and Scrum Master (intermediate)

• Technical Team Leaders seem to be on a solid rise across all levels of experience.

Job role	Less than 3 years	3 to 6 years	More than 6 years
Technical Team Leader	22,500€ (25%)	47,065€ (24%)	61,483€ (12.9%)
Scrum Master	36,250€ (*)	58,333€ (36.3%)	50,259€ (22.8%)
Project Manager	22,813€ (11.3%)	32,333€ (26.1%)	45,549€ (-9.6%)
Product Owner/Product Manager	33,500€ (48.9%)	39,118€ (17%)	53,013€ (3.7%)
CTO	(*)	32,500€ (-11.4%)	76,712€ (-7.1%)

* no comparison data from 2022 or not enough statistical degree of confidence

Note: All salary values displayed represent gross annual salaries

Salary

ALL ROLES

(CONTRACTORS)

Contractor Solution Architects have taken a hit to their salaries in the last 12 months (-34.7%).

• If you're into contracting, aim for Technical Team Leader, Data Science / Engineer or Full-stack Developer roles.

• The roles with a better year-on-year change are Back-end Developers(+17.2%) and Business Applications (BI/CRM/ERP) (+15%).

• On the lower end, Front-end Developers have the lowest average salary and also one of the worst variations (-16.5%).

Job role	3+ years
UX/UI Designer	64,028€ (12.9%)
Technical Team Leader	90,375€ (12.7%)
Solutions Architect	54,643€ (-34.7%)
Project Manager	54,712€ (-11.6%)
Product Owner/Product Manager	69,167€ (3.9%)
Mobile Apps Developer	75,000€ (12.6%)
Full-Stack Developer	80,859€ (11.3%)
Front-End Developer	42,273€ (-16.5%)
DevOps Engineer	78,333€ (-9.6%)
Data Scientist/Data Engineer	86,136€ (8.8%)
Business Applications (BI/CRM/ERP)	69,583€ (15%)
Back-End Developer	78,438€ (17.2%)

Note: All salary values displayed represent gross annual salaries
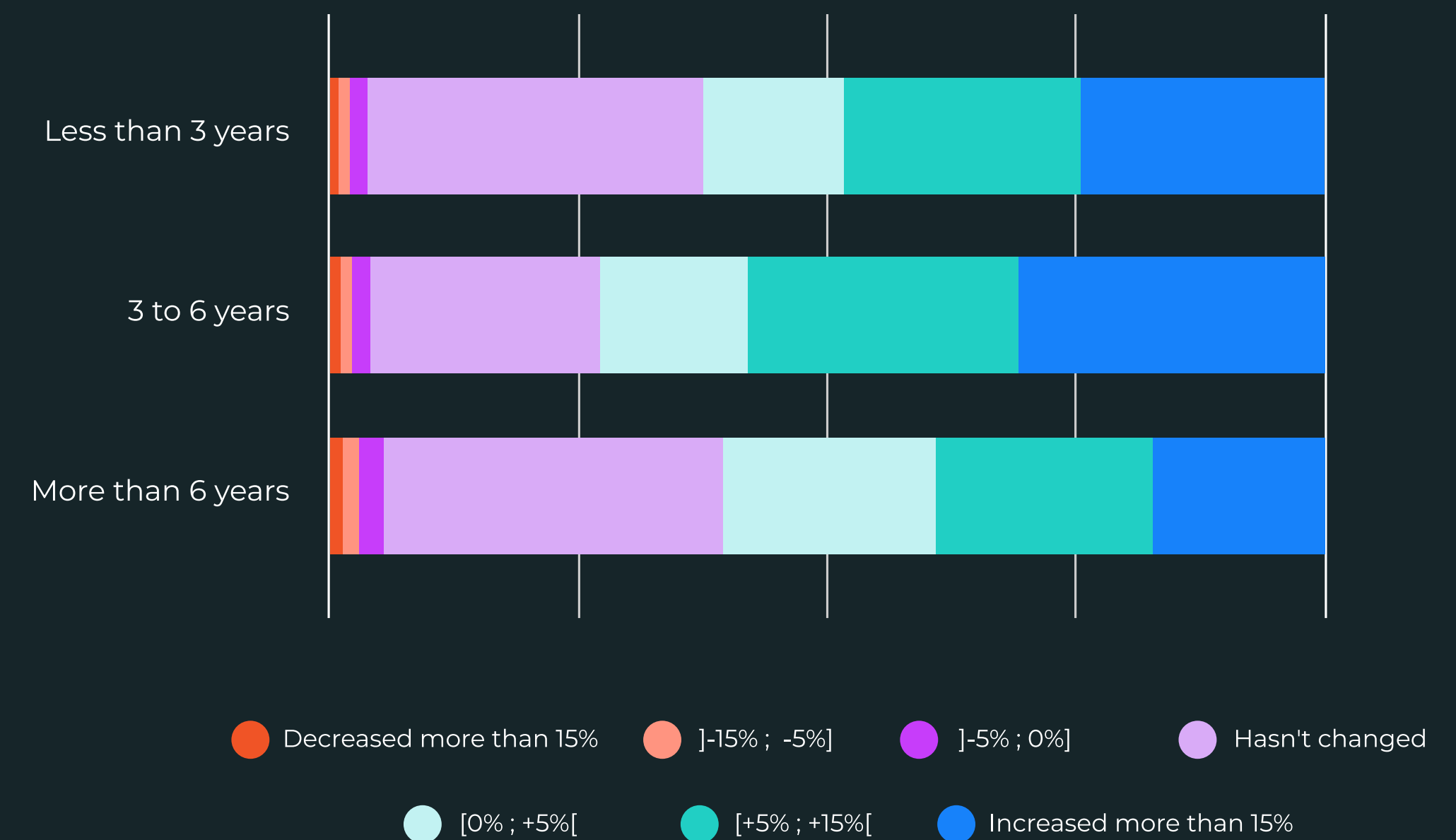
Salary variation

(LAST 12 MONTHS)

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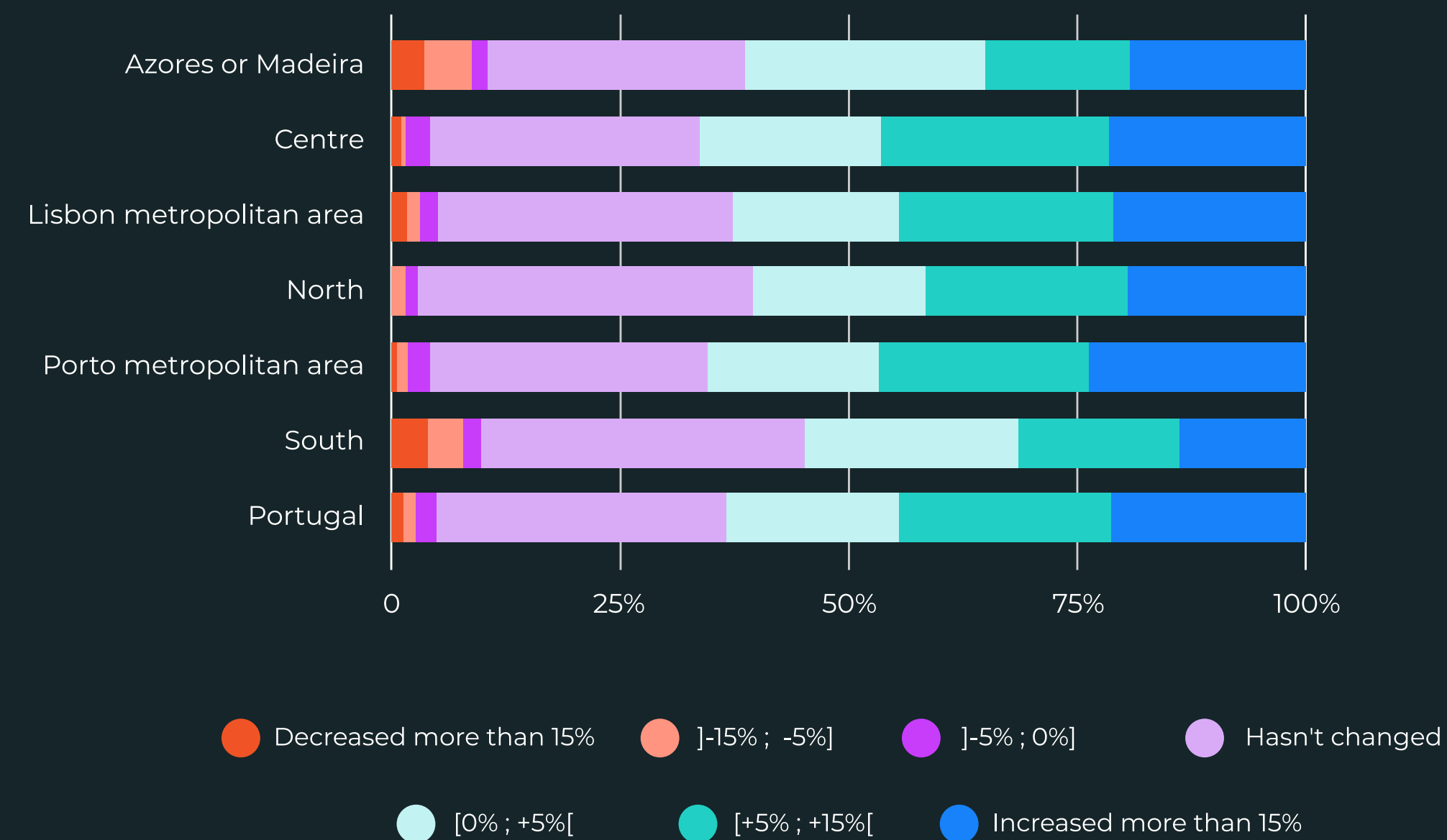
BY WORK EXPERIENCE

• 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. All in all, same pattern as last year.


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

Landing.Jobs

SPONSORED BY Reaktor
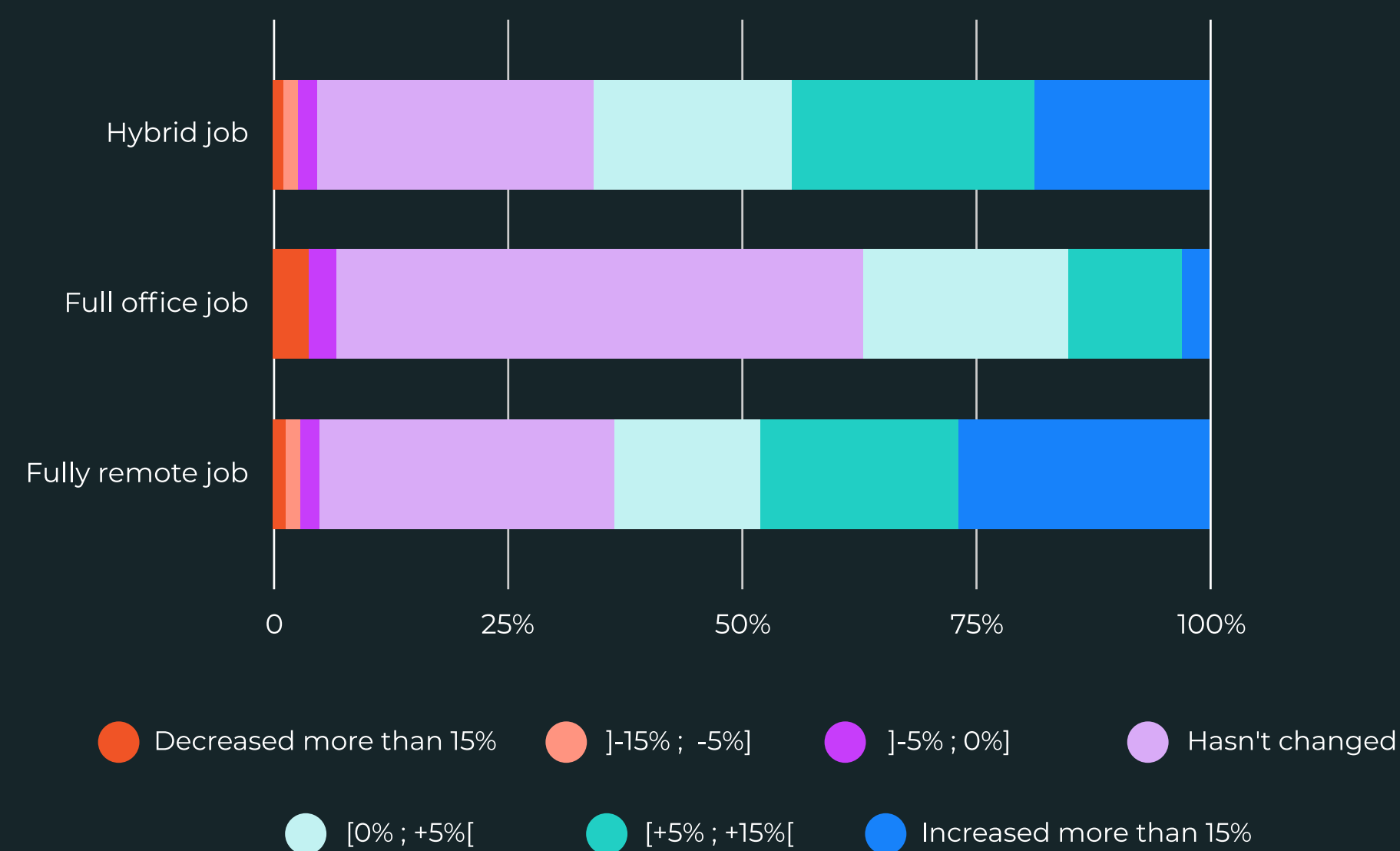
Salary variation

(LAST 12 MONTHS)

BY GENDER

• Women and men had a similar number of salary reductions. But men saw their salaries raised more than women by around 12% of the cases, in line with the gender pay gap we saw before in this report. Definitely not a good sign for diversity efforts.

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

[0% ; +5%[• [+5% ; +15%[• Increased more than 15%
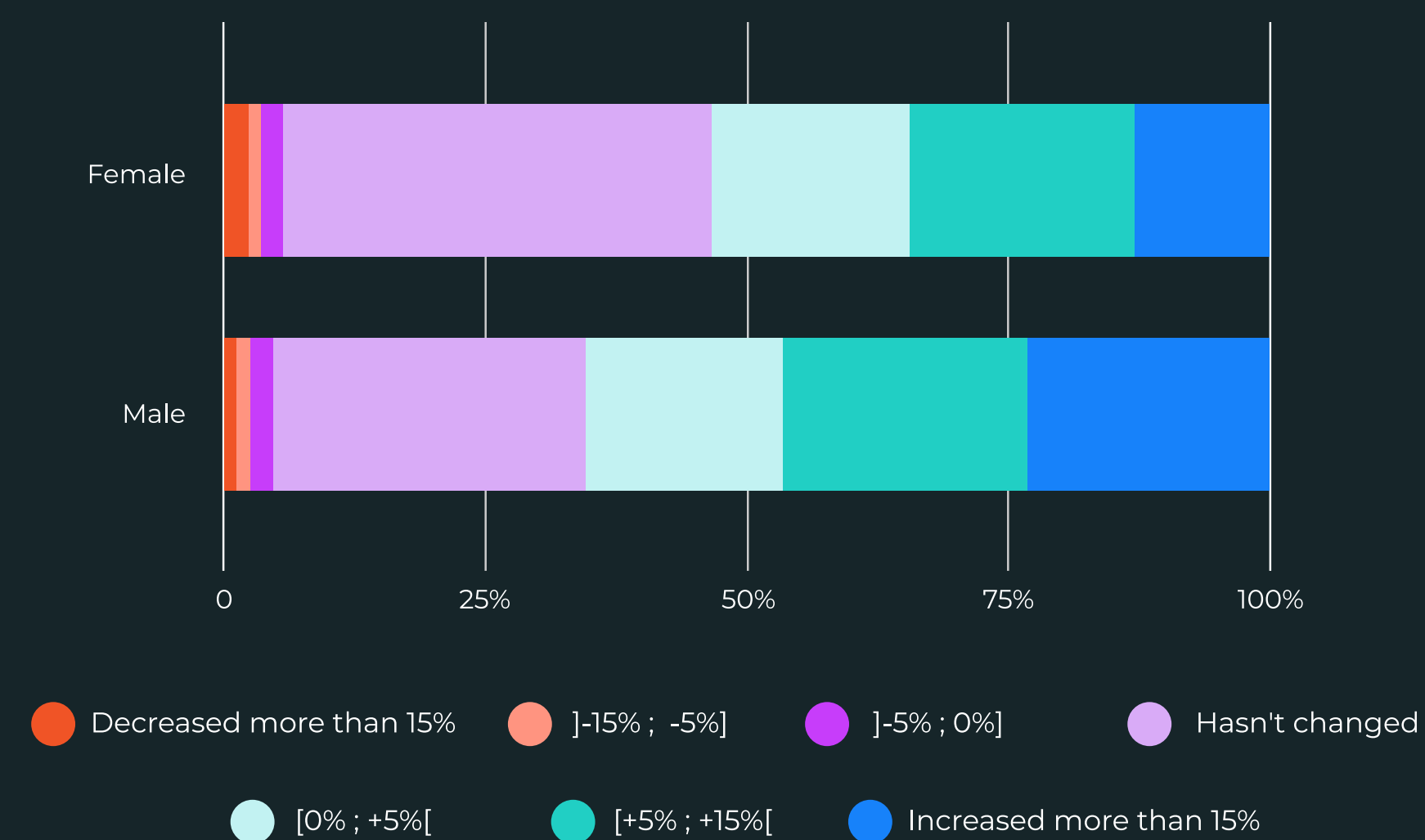
BY REMOTE WORK SITUATION

• 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.
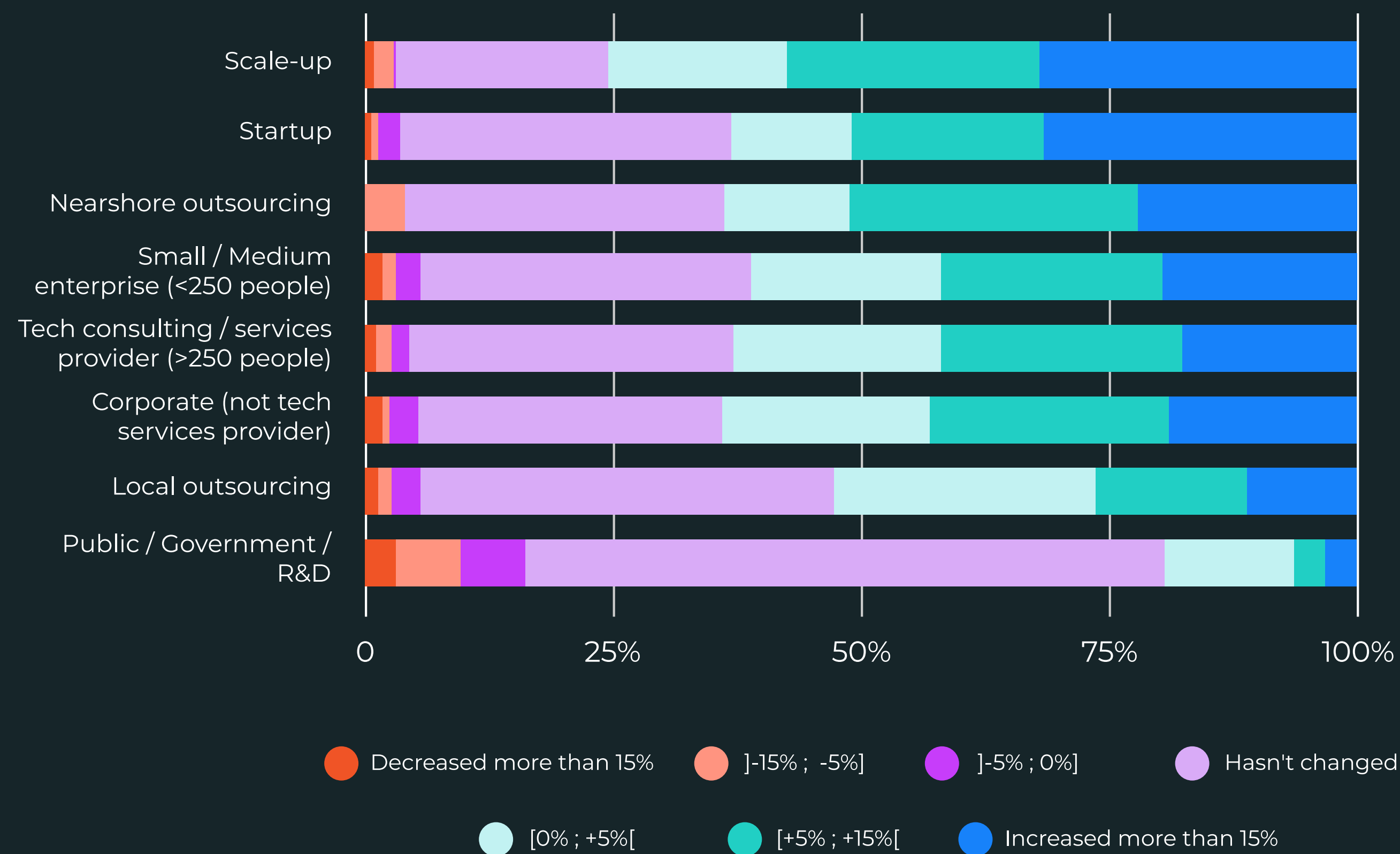

Decreased more than 15% •]-15% ; -5%] •]-5% ; 0%] • Hasn't changed

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

Landing.Jobs   SPONSORED BY   Reaktor

Salary variation

(LAST 12 MONTHS)

BY COMPANY TYPE

One thing is certain: Scale-ups rule salary-wise.

• With 75.2% of tech professionals from Scale-ups reporting salary raises, these companies are really on a league of their own.

• On the lower side of the scale, Public/ Government have the least salary raises, as well as some of the most salary cuts. Public jobs may have the upside of stability, but regarding salary evolution, the outlook looks pretty bad.

• All other company types have similar variations, with the exception of Local Outsourcing with a significantly lower percentage of raises compared to the average.
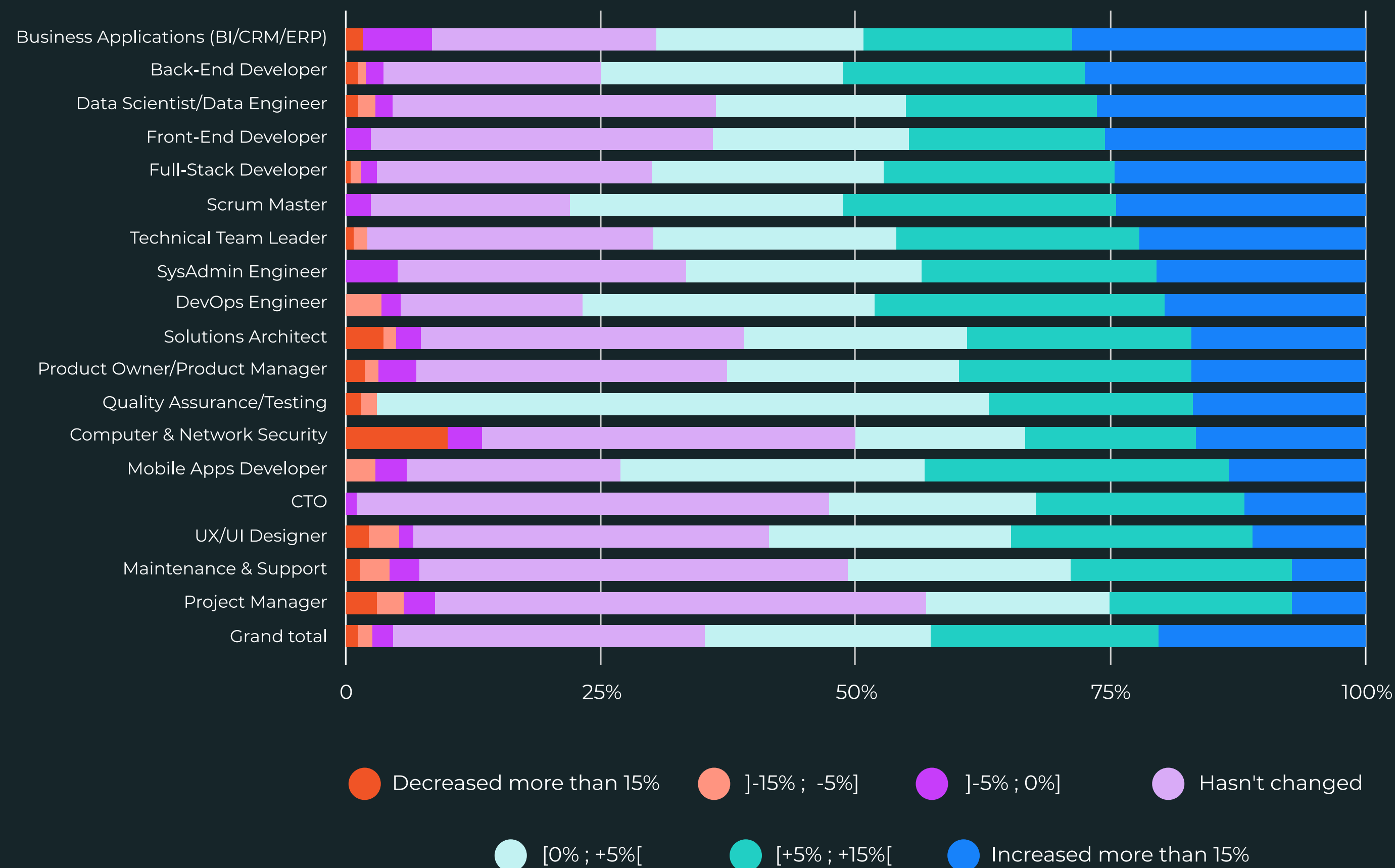

Legend: Decreased more than 15% ·]-15% ; -5%] ·]-5% ; 0%] · Hasn't changed · [0% ; +5%[· [+5% ; +15%[· Increased more than 15%

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

Salary variation

(LAST 12 MONTHS)

BY JOB ROLE

Salary raises have been unleashed since last year, it seems.

• Back-end Developers, Business Applications, DevOps and Scrum Masters had the highest variation in raises.

• On the other side of the spectrum, Computer and Network Security, Maintenance and Support, Project Managers and UX/UI Designers had the worst combos of lower percentage of raises and higher percentage of salary cuts.

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

Landing.Jobs   SPONSORED BY   Reaktor

Technical Sheet

- A total of 7.485 tech professionals residing in 143 countries responded to the survey. Of those, 2.474 residing in Portugal were considered for producing the results in this report. 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 December 2022 to March 2023

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 data from 2022: Global Tech Talent Trends 2022

- When we mention data from 2021: Tech Careers Report - Portugal 2021

Landing.Jobs

SPONSORED BY Reaktor
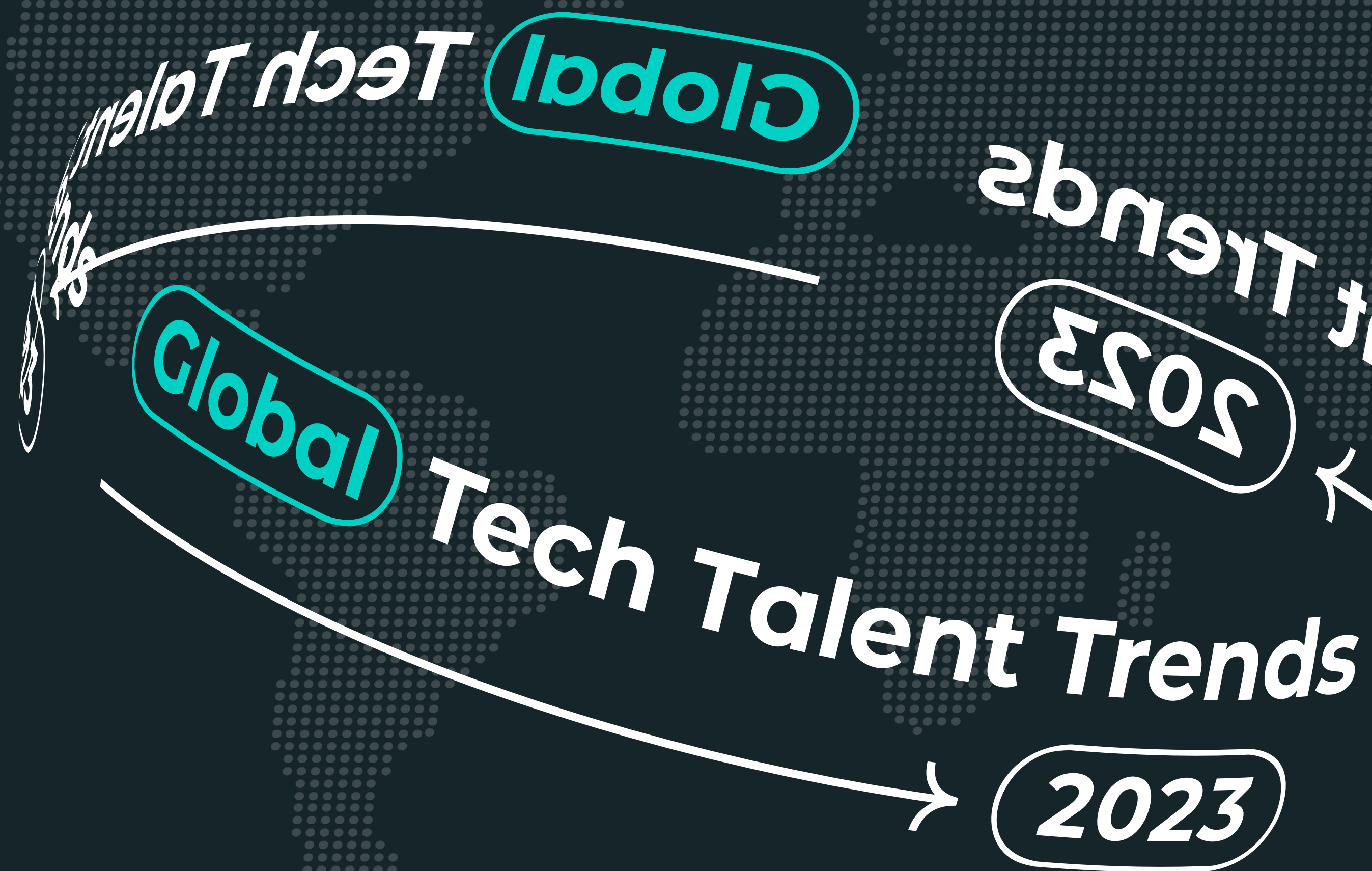
About

Landing.Jobs

Landing.Jobs is a global provider of Tech Recruitment and Workforce Payment services. We help companies tap into our **global community of 250.000+ pre-vetted tech professionals** to find, hire and pay the tech talent they need, world-wide. We've helped dozens of companies like Volkswagen, Cloudflare, SIXT, IWG, Sky and Pipedrive create tech hubs in Portugal.

Visit website

About

softlanding

As the one-stop-shop to **expand your business in Portugal**, Softlanding offers a wide range of services: Employer of Record, Highly Qualified Visa, Company Incorporation, Professional Employer Organisation, Management Consulting and Setup in Portugal.

Softlanding sets up a stable network with the entrepreneurial and business fabric, providing you with all the digital resources you need under one roof and keeping you involved in the agile process.

Visit website