Landing.Jobs

SPONSORED BY vizrt

Tech Talent Trends Report

2025 Portugal

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

Salary | Remote work | Relocation | Work across borders

Programming languages & frameworks | Career Drivers | Perks

AT A GLANCE

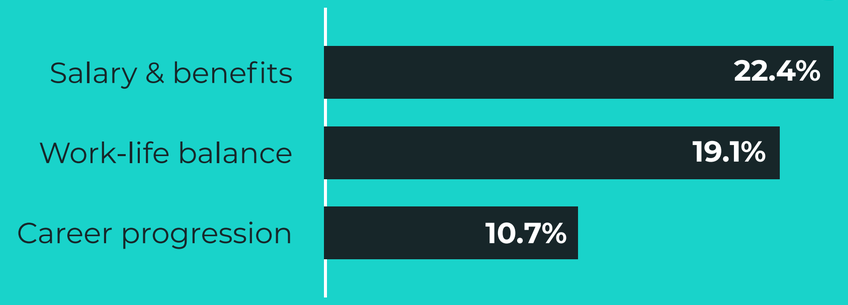
1 Remote vs Office

50% full remote

44% hybrid

6% full office

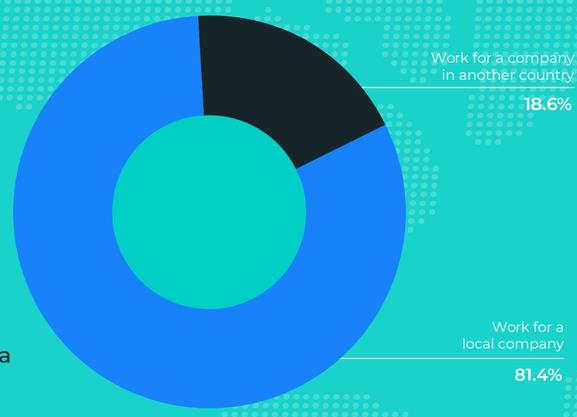
3 Top 3 career drivers



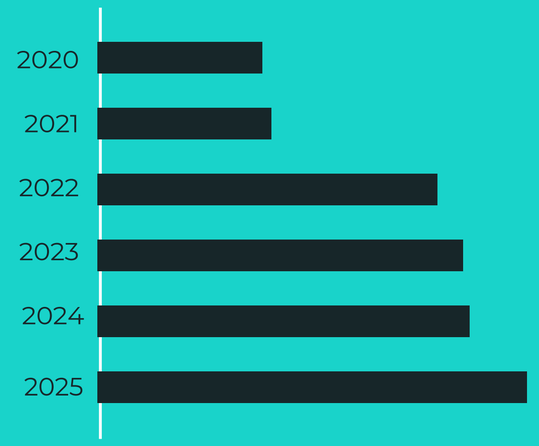
2 Remote work cross-borders

81%
Working for a company in my country of residence

18%
Working remotely cross-borders to a company in other country



4 Average salary evolution



5 Salary gender gap

Gender salary gap inverted it's negative trajectory and reduced from 36% to 29.4%)

29% men earn more than women

Landing.Jobs SPONSORED BY vizrt

01

Index

02 Demographics ..... page 5

03 Professional role & tech ..... page 11

04 Remote and global work ..... page 17

05 Career management ..... page 29

06 Salary and perks ..... page 36

Introduction

After a few years of turbulence and stagnation, 2025 seems to be marking a shift in momentum for the tech talent market. While uncertainty still lingers, especially around the disruptive potential of AI on traditional development roles, there are solid signs of recovery and renewed confidence across the sector.

This year's 7th edition of the Tech Talent Trends Report reflects a turning point.

Salaries for tech professionals rose by a remarkable 14.4%, signalling a reawakening of demand and competition for skilled talent. Remote work continues to assert itself as a defining characteristic of modern tech employment, with Full Remote roles growing 3.3% year-over-year and Full-Office setups shrinking by 2.5%.

The internationalisation of Portugal's tech workforce is also accelerating. Foreign tech professionals now represent 17.6% of the total, reinforcing the country's positioning as a magnet for global digital talent. Interestingly, tech professionals are staying longer in the same company with an average of 3.8 years (up from just 2.8 in 2022), suggesting renewed trust and alignment between employers and talent.

And there's more progress to highlight: the gender salary gap, still a critical issue, has decreased from 36% to 29.4%, marking a step, albeit a small one, toward greater equity in the sector.

This report is more than just numbers, it's a tool that reduces information asymmetry, allowing companies and professionals to make smarter and strategic decisions.
For professionals, it's a way to read the market and choose your next move.
For companies, it's a chance to lead rather than follow.

At Landing.Jobs, we remain committed to building a stronger, fairer tech ecosystem, and that's why this report is built by the tech community for the tech community.

We're eager to hear your thoughts.
Please send your feedback to letstalk@landing.jobs.

Let's keep building the future, together.

Cláudio Menezes
Managing Partner @ Landing.Jobs

Foreword

Vizrt is a global leader in real-time graphics and live production solutions, empowering the world's most prominent content creators to tell more stories, better told.

With over 25 years of pioneering innovation across broadcast, cloud, virtual production, and media technology, Vizrt's tech teams are the backbone behind next-gen tools that power billions of daily viewers, from immersive live events and sports broadcasts to virtual newsrooms and cloud-native workflows.

Whether developing scalable microservices, deploying cutting-edge cloud solutions, or improving on-air storytelling through automation and advanced graphics engines, Vizrt's technology is designed for performance, agility, and impact. Its global engineering force thrives on collaboration, continuous learning, and an unwavering commitment to excellence.

As part of its mission to shape the future of the media tech ecosystem, Vizrt proudly sponsors this report on the global IT talent market. The landscape of tech is evolving rapidly, with Europe emerging as a key hub driven by innovation, diversity, and an expanding pool of skilled professionals. Understanding these dynamics is essential to support companies and individuals navigating a complex, fast-paced industry.

At Vizrt, lives the belief that sustainable innovation is rooted in investment in talent: diverse, curious, and driven people who challenge the status quo and move the world forward through storytelling technology.

This report reflects that belief and their continued effort to build a more inclusive, informed, and future-ready industry.

About the sponsor

Vizrt is the global leader in real-time graphics and live production solutions, empowering content creators with the tools to innovate and engage audiences in the digital age.

Over 25 years, Vizrt has pioneered simplified, end-to-end workflows across graphics, cloud, remote and live production, live streaming, sports production, virtual reality, virtual studios, and infrastructure. Its market-leading technology enables storytellers to deliver visually compelling, high-performance content at scale, backed by expert support.

In an era where capturing and sustaining audience attention demands constant innovation, Vizrt's solutions make it possible to produce more stories, better told. Millions of viewers globally experience content powered by Vizrt every day, thanks to partnerships with leading media organisations and enterprises around the world.

In 2025, Vizrt continues to lead not only in technology but in purpose, ensuring that progress in media and technology is both inclusive and sustainable.

www.vizrt.com

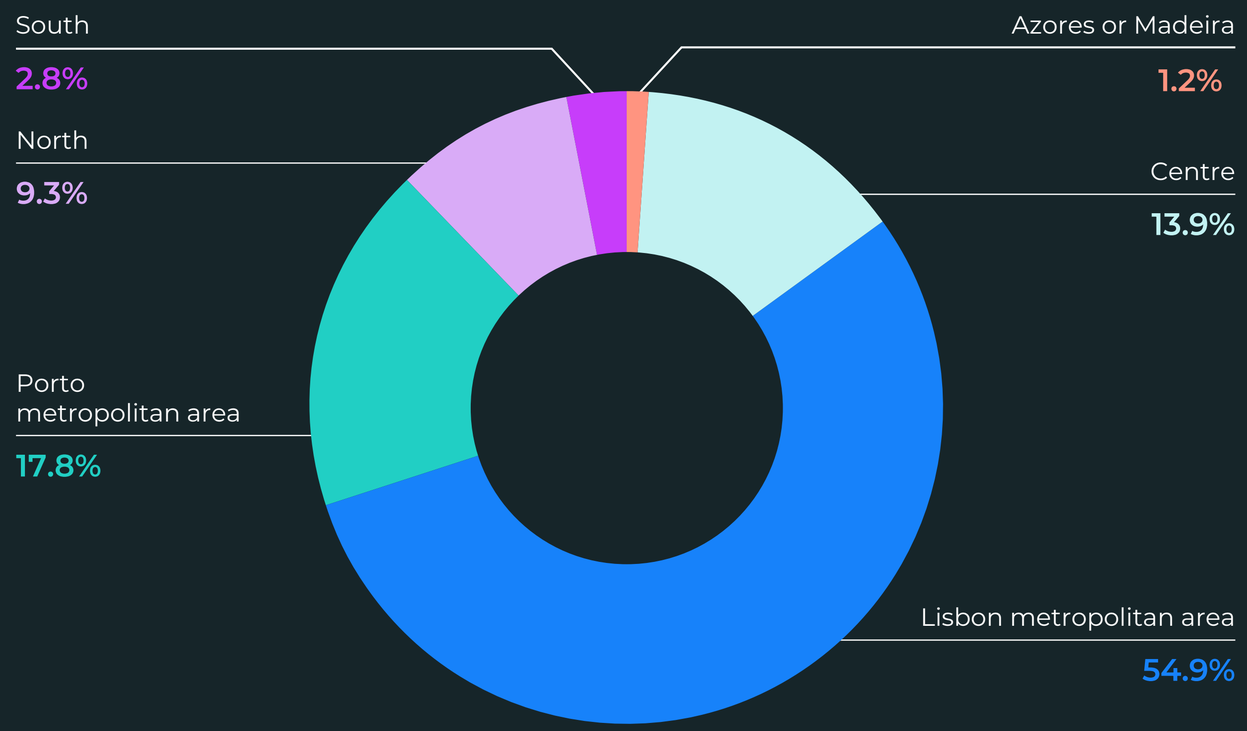
02

Demographics

Talent by region of residence

TECH TALENT DISTRIBUTION BY REGION OF RESIDENCE (IN PORTUGAL)

- Lisbon metro area regained importance, growing from 41.8% (2024) to 55% as the region with the largest share of IT Talent in Portugal.
- Northern regions dropped in representativity to 9.3% (North) and 17.9% (Porto metro area).
- The two top metropolitan areas (Lisboa and Porto) hold resident the vast majority (72.9%) of IT talent in Portugal, signaling a strong urban concentration.

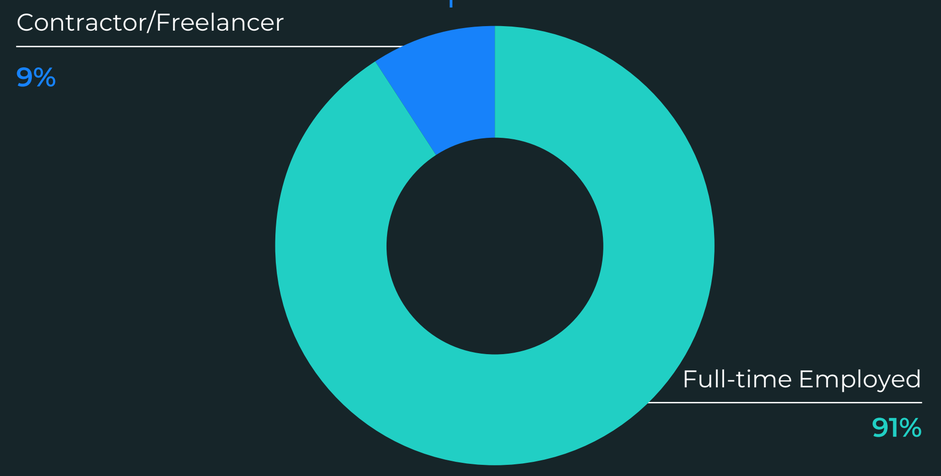


Landing.Jobs SPONSORED BY vizrt

Employment status

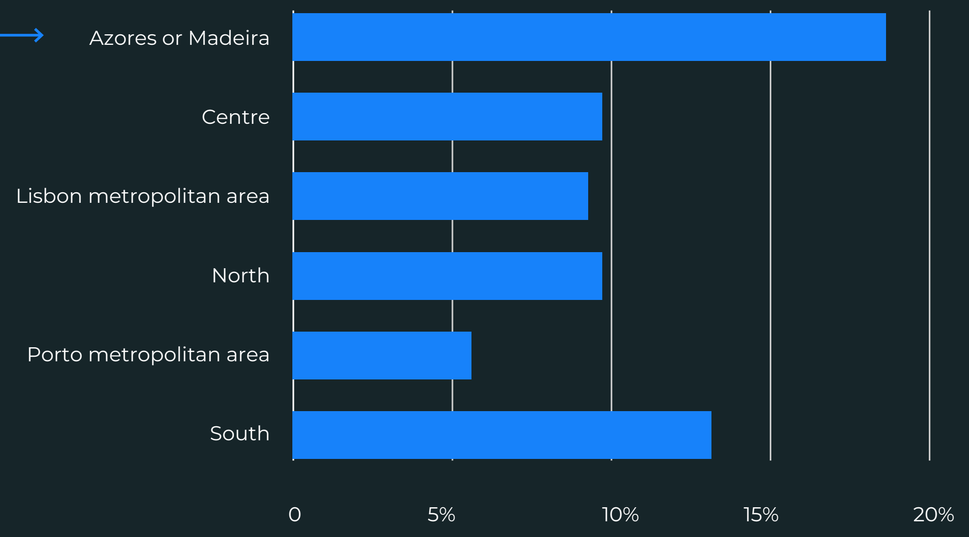
Most respondents are full-time employees.

- The number of IT professionals working as Contractors reduced from 9.9% (2024) to 9%. These values are stable along the past few years. Contracting in IT definitely seems not to thrive in Portugal.
- Contractors tend to work remotely to companies cross-borders far more than full-time employees (63.9% vs 14.10%).



BY REGION

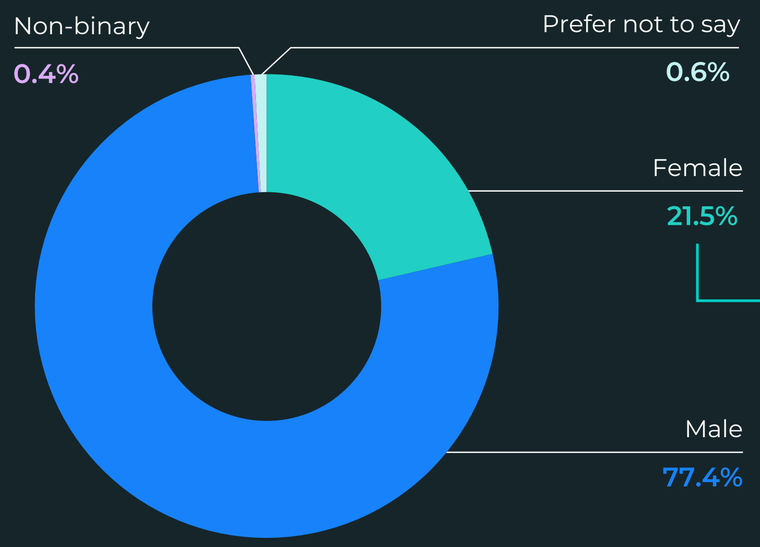
- Azores and Madeira keep being the region with most IT professionals working as Contractors (18.8%).
- From 2024, Porto metro area saw the a considerable decrease (7.6% to 5,5%) and South an increase (7.7% to 13.6%).



Landing.Jobs SPONSORED BY vizrt

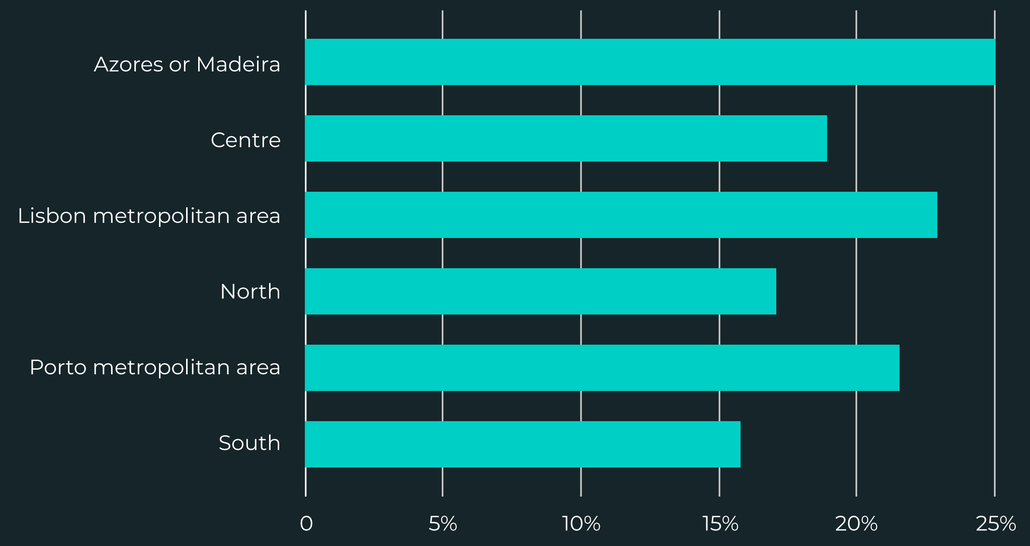
Gender distribution

- Female representativity keeps increasing for (at least) 4 years in a row. This year it went from 19.7% to 21.5% of the whole IT workforce.
- The movement is slow, but steady.



BY REGION

- Azores and Madeira had (again) the highest rise in representativity of female IT Professionals (+9%), while South saw a steep decline of -7.3%.

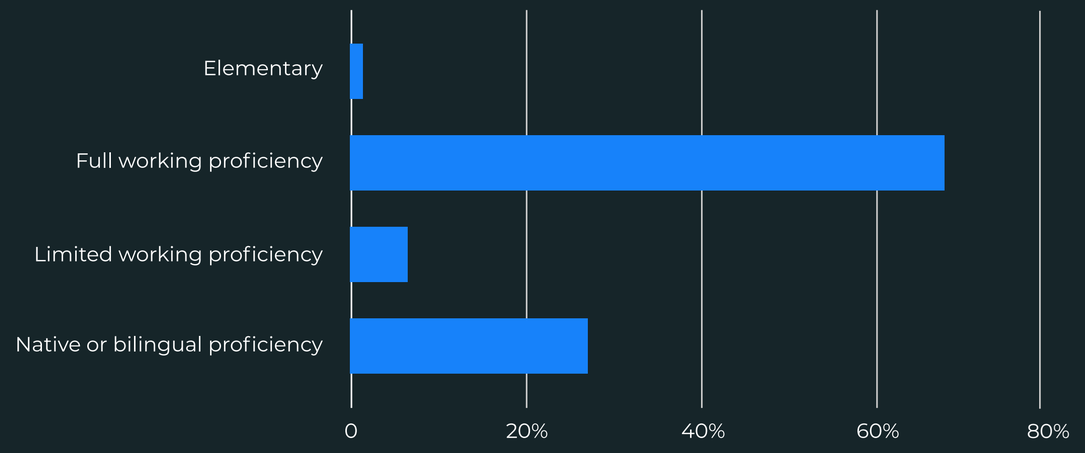


Landing.Jobs SPONSORED BY vizrt

English level

IT Professionals in Portugal are English pros

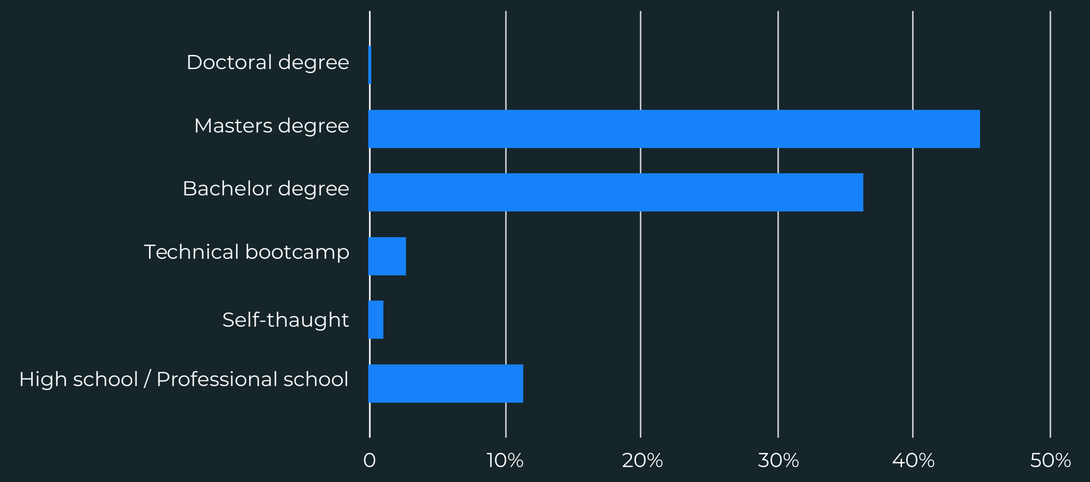
- 92,9% of Portuguese residing techies consider their English to be Full Working Proficiency or Native level (up from 88% last year). It is no surprise since Portugal keeps ranking high as one of the most English proficient countries in the world (#6 in 2024).



Education level

Master and Bachelor degrees make up almost 82% of IT Professionals

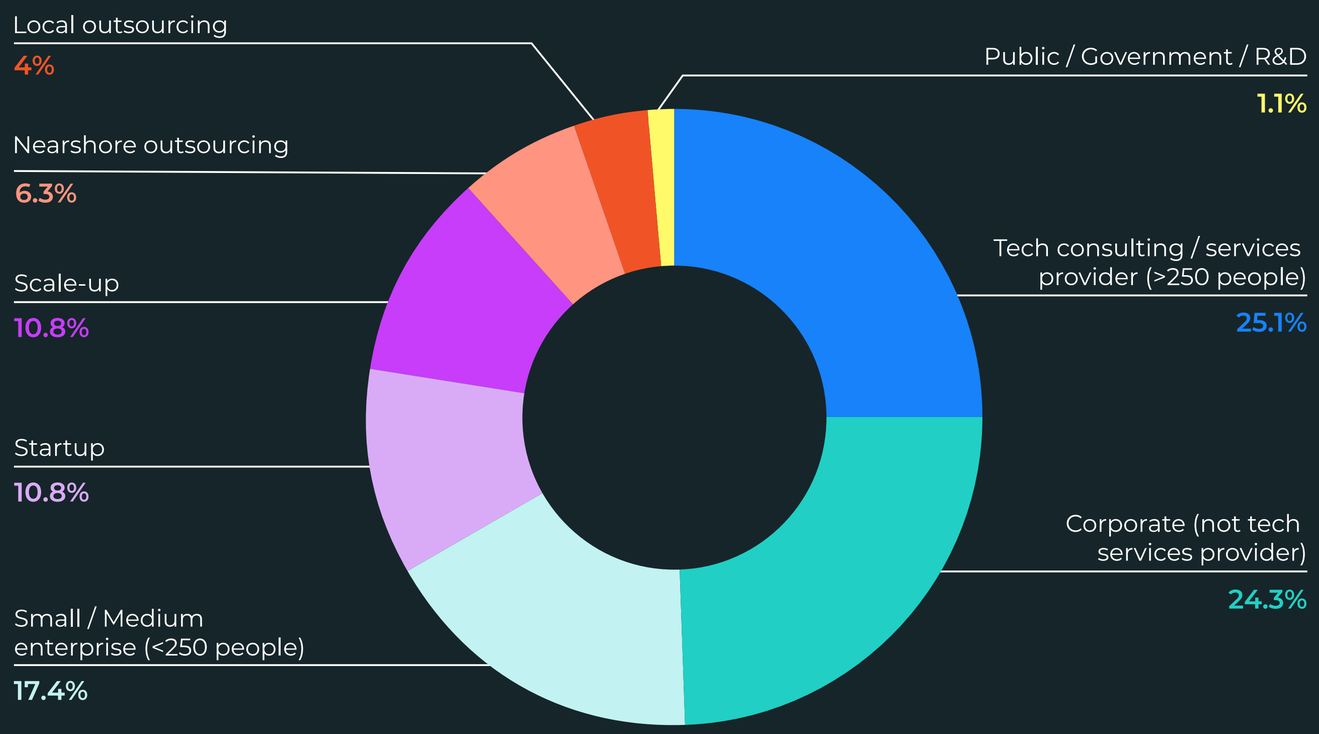
- The percentage of IT Professionals with High / Professional School degree increased 1.5%, and Master degrees +0.8%.
- PhDs (-2.8%) and Bachelhors (-3.1%) where the classes with bigger representatitivy reduction in the overall IT Workforce.



Landing.Jobs SPONSORED BY vizrt

Employer company type

- The distribution of tech professionals by company type had, once again, marginal changes from last year, signing a stable market.
- The usually larger companies (Tech Consulting / Services Providers plus Corporates) keep their representativity a bit below 50% (49.5%), with a -2.1% decline in Corporate and an increase of 1.6% in Tech Consulting.
- This might signify Corporate is more prone on internalizing IT Professional than subcontracting them.
- Scale-ups and Startups have the same representativity (10.8% each), but while Startups saw a reduction (-0.6%) Scale-ups saw an increase (+0.9%).



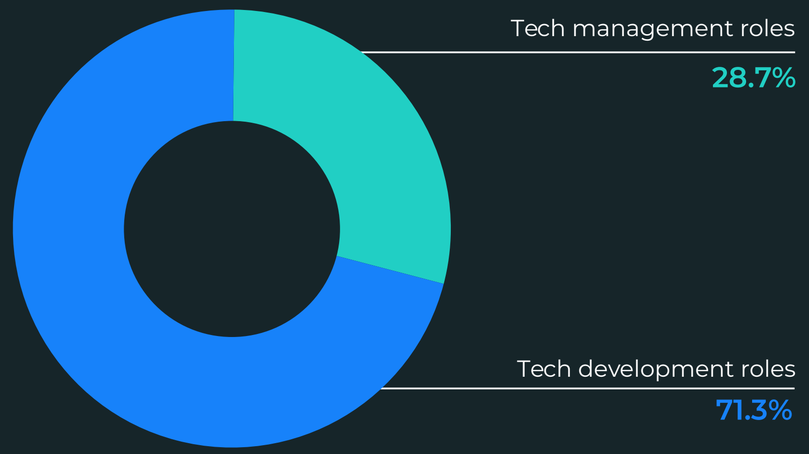
Landing.Jobs SPONSORED BY vizrt

03

Professional role & tech

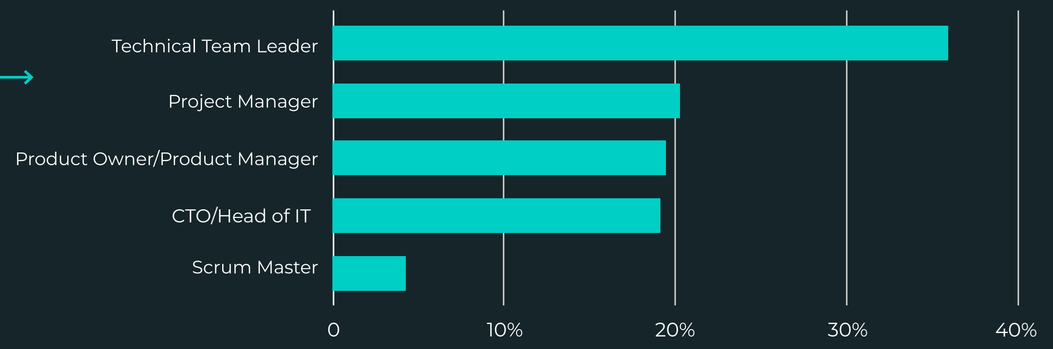
Professional role

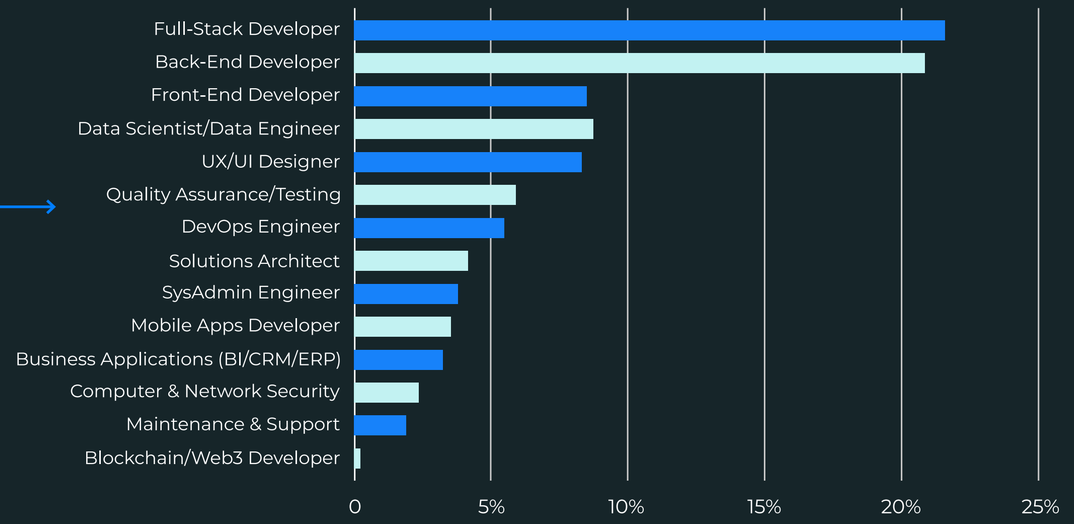
- Following last years trend, Full-stack, Back-end and Front-end developers continue to represent roughly half of all developers (51.4%). This is stable.
- The roles that grew more YoY are UX/UI (+3.6%) and DevOps (+2.3%). The ones that took a bigger hit are Data Science (-3.8%) and Front-end dev (-3.3%).



- Curious fact: Mobile Apps regained ground after 3 years reducing representativity.
- On the Tech management side, considerable reductions on Project Managers (-11%), maybe a sign of a change in how companies organize their IT work.

Less 2.7% managers, more 2.7% developers: those are the numbers.



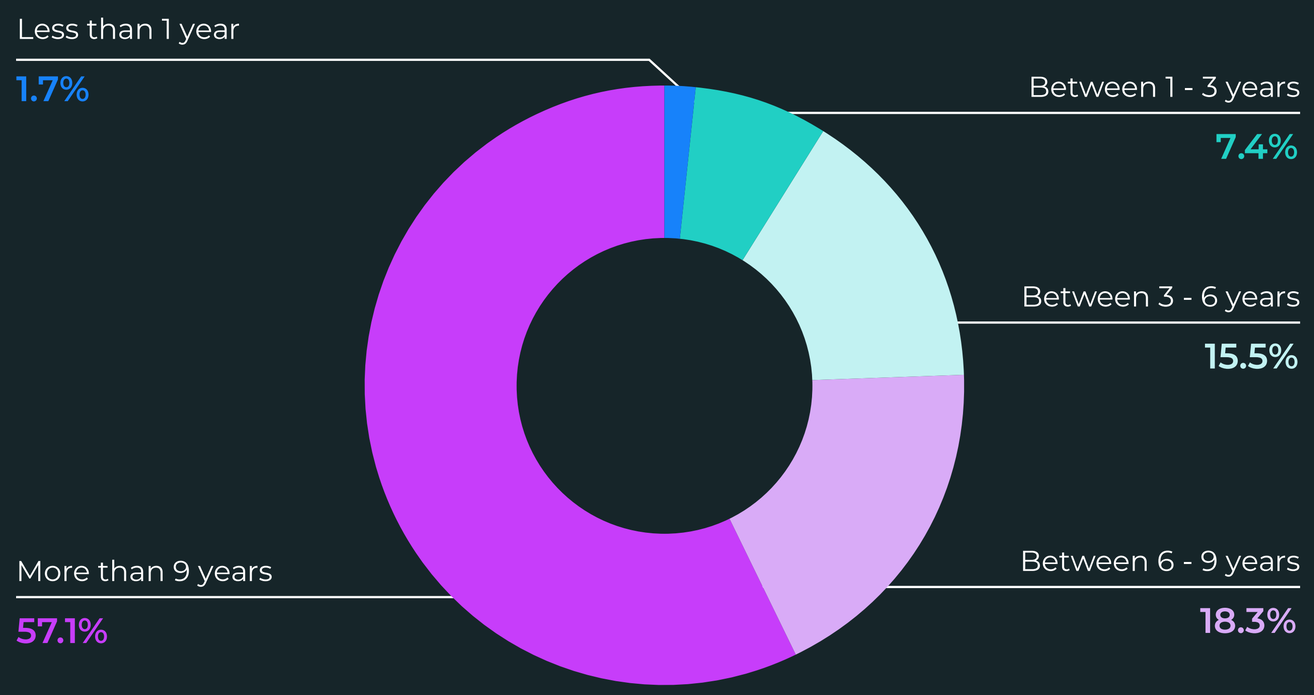


Landing.Jobs SPONSORED BY vizrt

Professional experience

Portuguese IT Workforce is more and more mature.
What about the younglings?

- Professionals between 6-9 Years and more than 9 years of experience increased their representativity (+1.4% and +4.7% respectively) adding up to more than 75% of the whole IT Workforce.
- Below this experience level all ranges took a reduction in their representativity.
- This is good from the perspective of experience / competence, but seniors always start by being juniors.
- Is the market unable to create, absorb and retain younger IT talent? Or is there some other explanation to this trend?



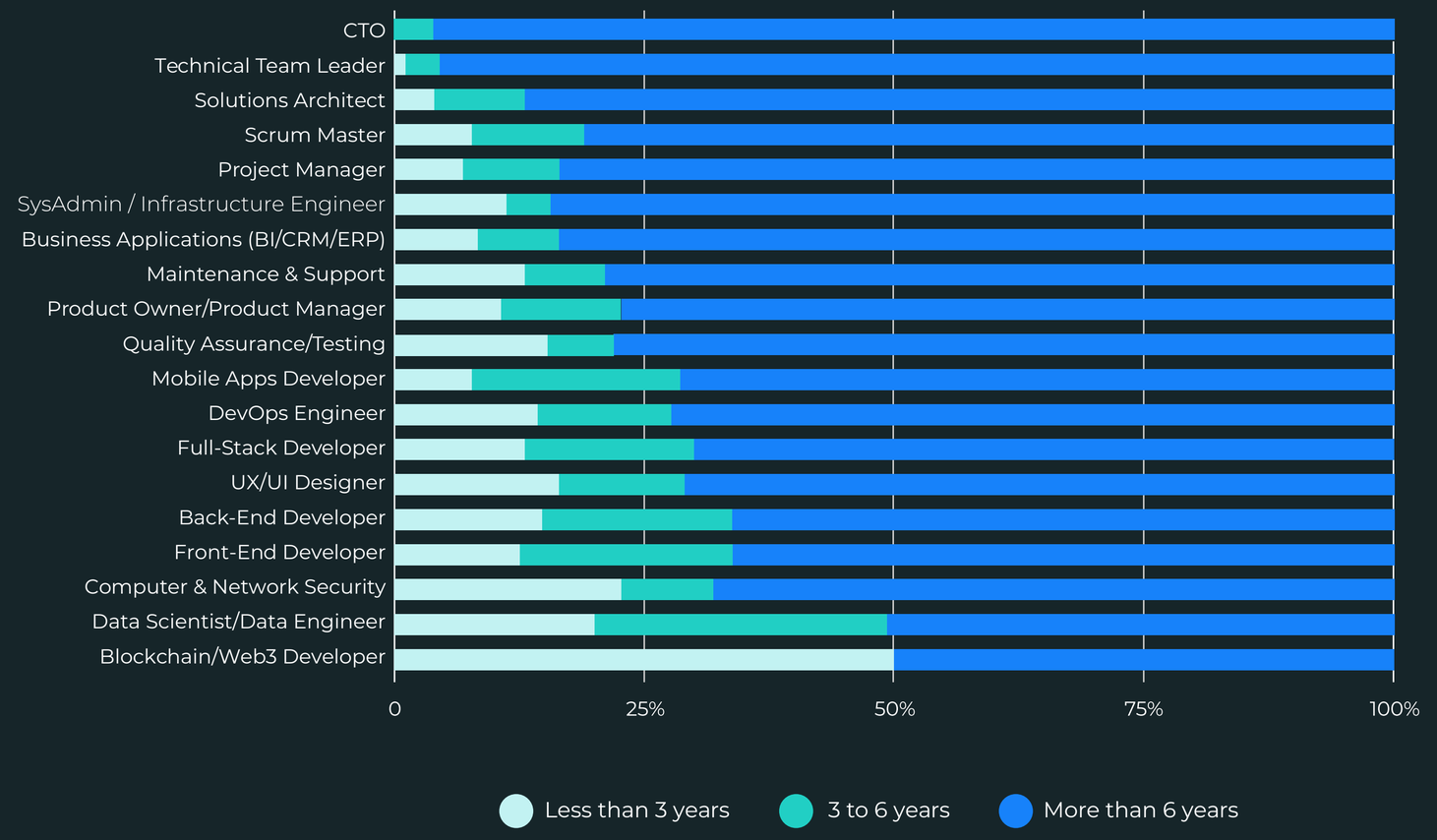
Landing.Jobs SPONSORED BY vizrt

Professional experience

BY PROFESSIONAL ROLE

Tech management professionals are naturally more experienced.

- Overal experience levels grew on the IT Workforce.
- On the tech development side, SysAdmin and Business Applications professionals tend to have more experience, while Data Scientists / Engineers and Blockchain Developers tend to be the youngest inside IT Teams.

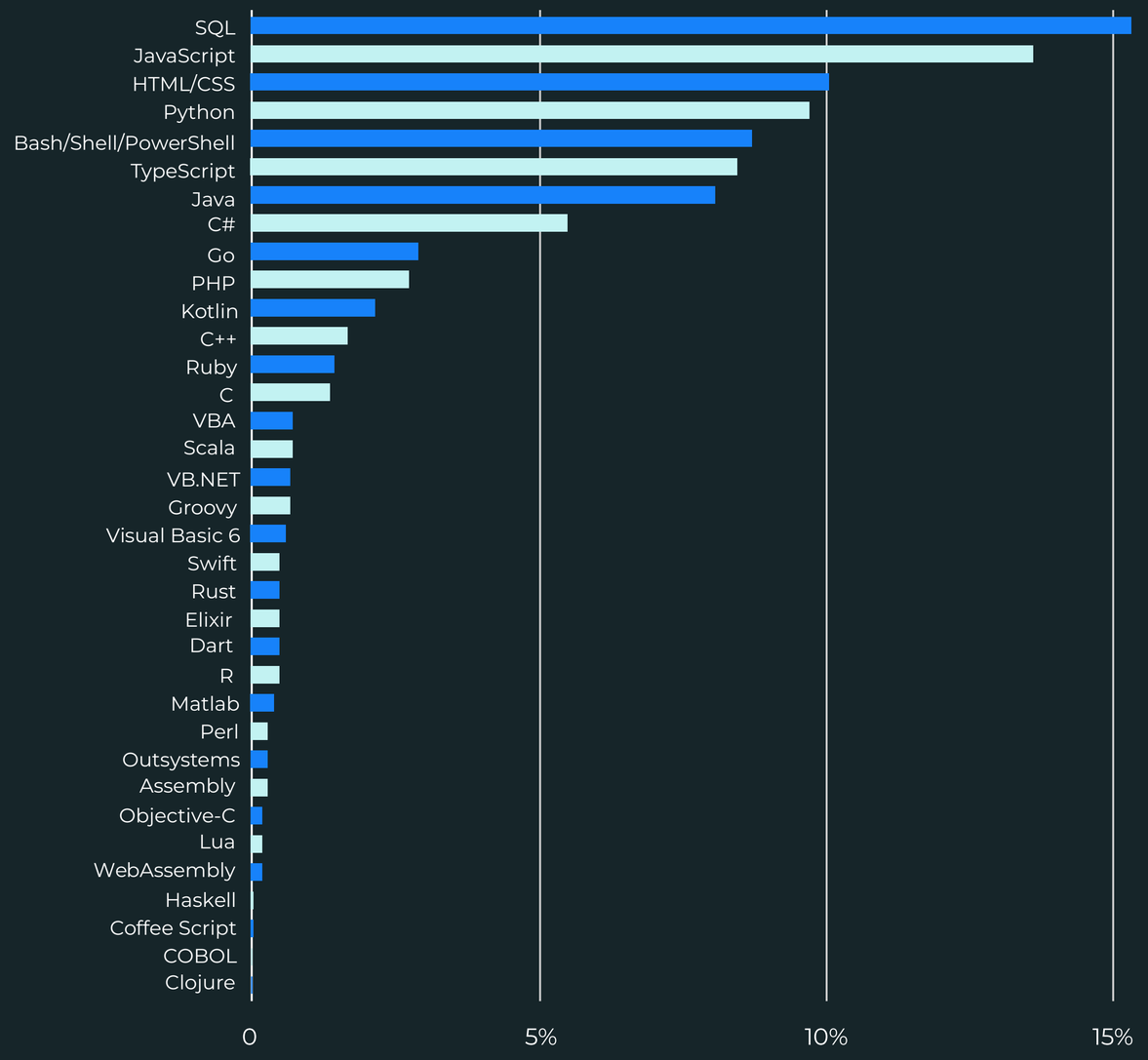


Landing.Jobs SPONSORED BY vizrt

Programming languages

Javacsript and Python lead the podium in general purpose programming languages.

- There are some interesting changes from last year:
  - Typescript took over Java's rank
  - Javascript (-1.5%), PHP (-1.8%) and HTML/CSS (2.5%) are the languages with bigger reduction;
  - Bash/Shell/PowerShell had the steepest increase (+3.1%)
  - GO continues to climb the ladder (+1.2%) passing C++ and PHP
- All the other languages had minor changes YoY.



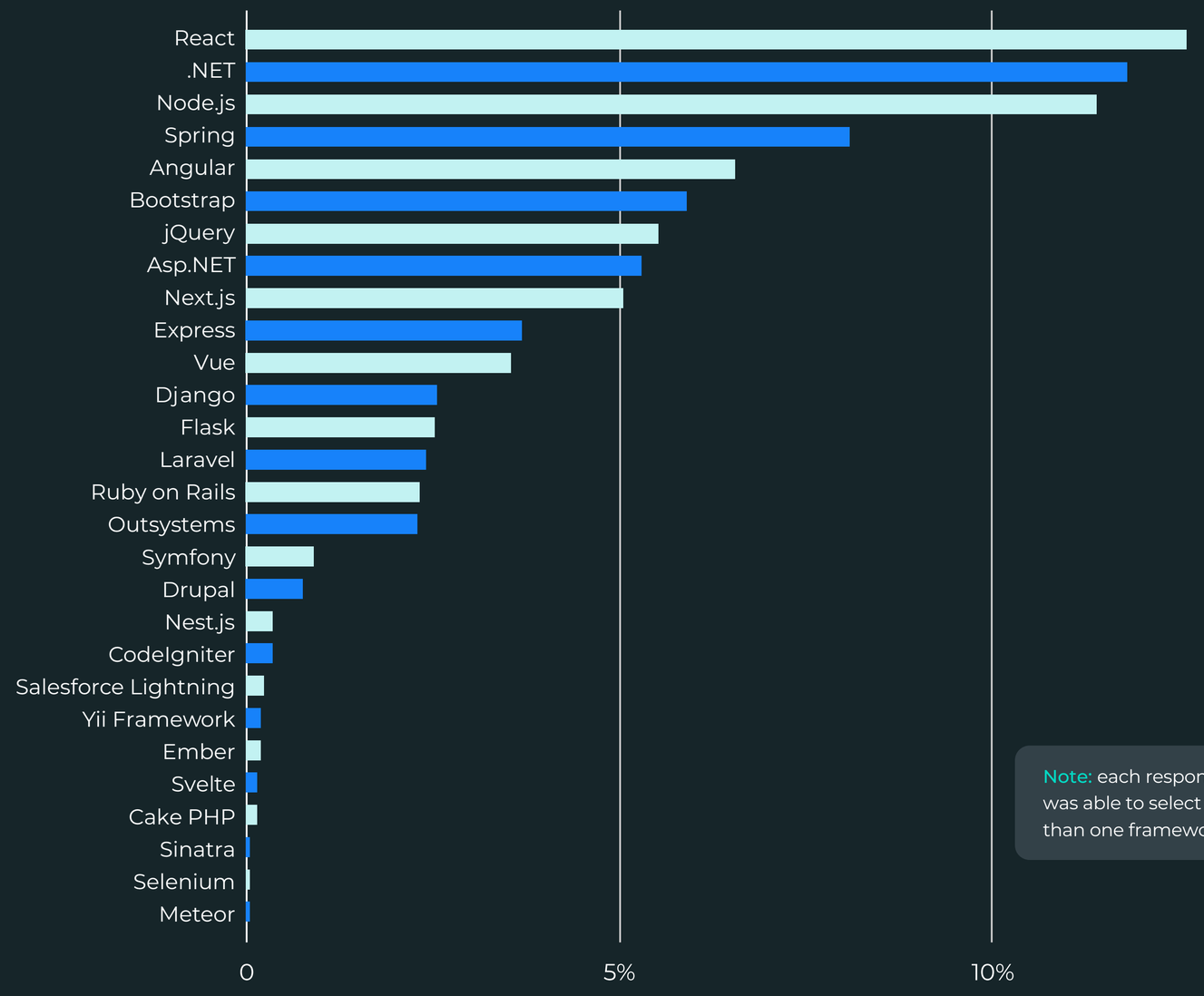
Note: each respondent was able to select more than one language.

Landing.Jobs SPONSORED BY vizrt

Programming frameworks

This is the year! .NET lost the lead (to React)

- React finally surpassed .NET as the most used Programming Framework (and Node.JS is almost there also).
- Spring (+1.3%), JQuery (-2.5%) and Bootstrap (-1.9%) took the biggest hits.
- Ruby on Rails (+1%) and React (+1%) had the highest increases in representativity.
- Javascript based frameworks dropped below the 50% representativity mark, signaling a change (albeit small) in the way IT Professionals code.



Note: each respondent was able to select more than one framework.

Landing.Jobs SPONSORED BY vizrt

04

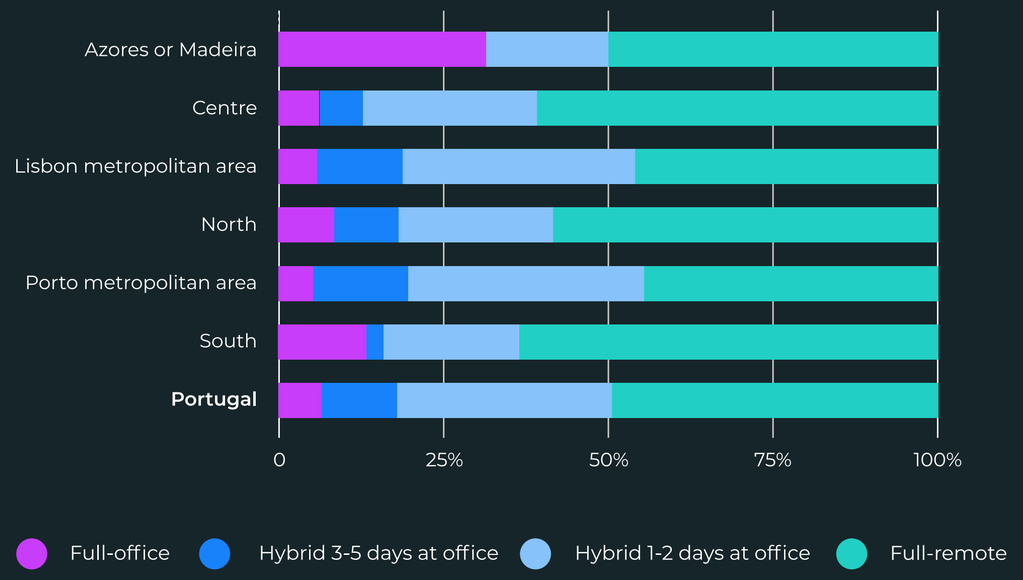
Remote and global work

Remote work status

BY REGION

There are a lot of people talking about RTO. But apparently to no avail, at least in Portugal.

- Full Office (-2.5%) and even Hybrid (-0.8%) have reduced its representativity!
- Full Remote increased 3.3%, following a growing streak of 3 years in a row (42.4% in 2023 to 49.5% in 2025).

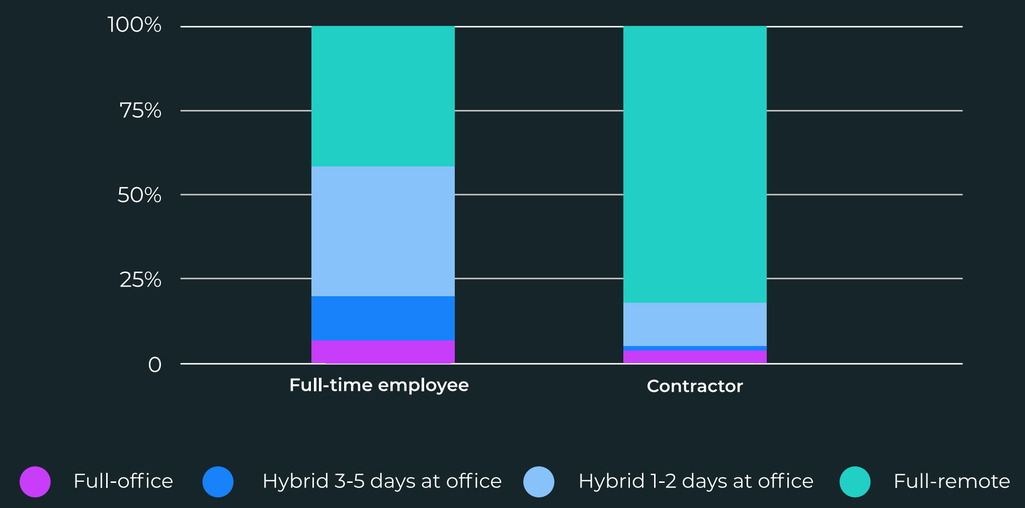


- Inside Hybrid Remote not all is the same: Hybrid 3-5 Office Days increased +2.4%, while Hybrid 1-2 Office Days decreased -3.2%.
- Even though there are some confusing signs here, Return to (full) Office is definitely not gaining ground.

BY EMPLOYMENT STATUS

Full remote work is mostly associated with Contractors / Freelancers

- Which makes sense, as Contracting in Portugal is mostly associated also with working remotely cross borders to a company abroad.
- But, maybe contrary to expected, Full-time employees saw a -3.4% reduction in Full-Office jobs and a 4.7 increase in Full Remote Work.

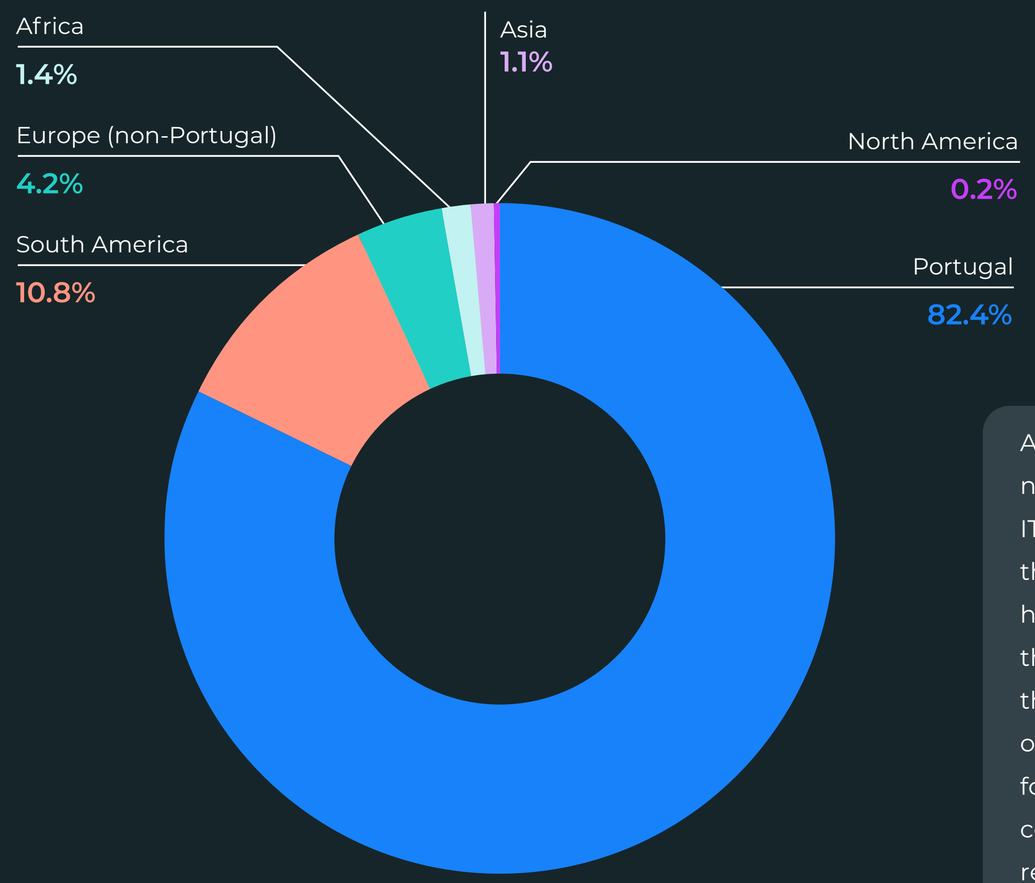


Landing.Jobs SPONSORED BY vizrt

Workforce by origin

Non-Portuguese IT Professionals continue to increase in Portugal (+1.9%)

- What's the role of emmigration (IT Talent leaving Portugal) and immigration (non-Portuguese IT Talent coming to Portugal)?
- Non-Portuguese IT professionals now make 17.6% (15.7% in 2024) of the residing IT workforce, with 10.1% originary from Brazil.
- Porto Metro area (15.3%) and North (13.9%) have a large representativeness of Brazilian IT talent, but the region where Brazilians grew more is Lisbon Metro Area (+1.8% to 9.9%).
- The trend of more foreigners joining the Portuguese IT Workforce is good, but it should be accelerated to face the market needs in the forthcoming years.



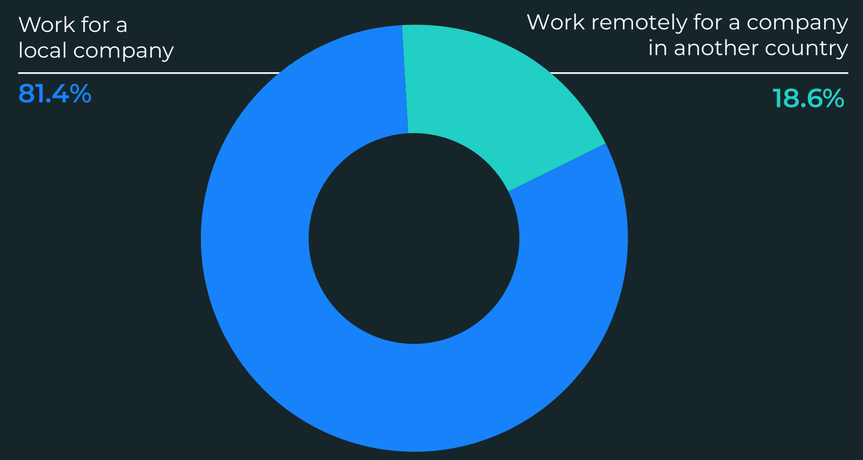
And, obviously, there's a need to retain Portuguese IT Professionals, especially the younger ones, which are having a bad time starting their careers, and many of them deciding to move to other countries. Competition for talent is fierce and companies really need to rethink their recruitment strategies, embracing the globalisation of tech work. Might be a question of life and death for some companies.

Landing.Jobs SPONSORED BY vizrt

Working across borders

TECH PROFESSIONALS WORKING FOR A COMPANY ACROSS-BORDERS

- Portugal-based tech professionals working remotely for companies in other countries have grown from 16% (2024) to 18.6% (2025).
- It must be remembered this metric grew a lot in the post-pandemic (it was 22.6% in 2023) but had a steep decline in the IT Work market cool-off of 2024.
- IT Professionals residing in Portugal but originary from outside Europe are the ones more working remotely for companies in other countries (27%).



TOP DESTINATION COUNTRIES

- Portuguese resident tech professionals tend to work remotely cross-borders mostly for European countries (64.6% from 63.8% in 2024), mostly for UK, DE and CH. United States (20,7%) keeps being the the top destination country, and Spain entered the top 5 (4.1%).

	2024	2025
#1	United States of America (19.1%)	United States of America (20.7%)
#2	United Kingdom (19.1%)	United Kingdom (17.5%)
#3	Germany (10.6%)	Germany (16.3%)
#4	Brazil (7.2%)	Switzerland (5.7%)
#5	Switzerland (4.7%)	Spain (4.1%)

Landing.Jobs SPONSORED BY vizrt

Working across borders

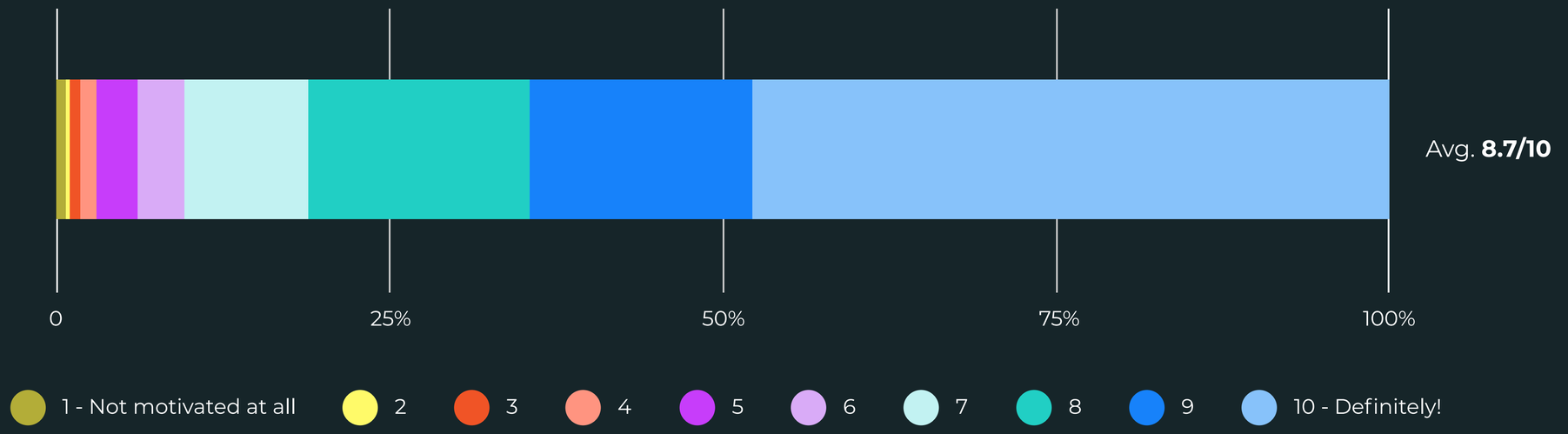
MOTIVATION TO WORK REMOTELY FOR A COMPANY IN ANOTHER COUNTRY

Almost no changes here: 8.7/10 Tech professionals feel 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 trend is not showing reversal signs.

- 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.



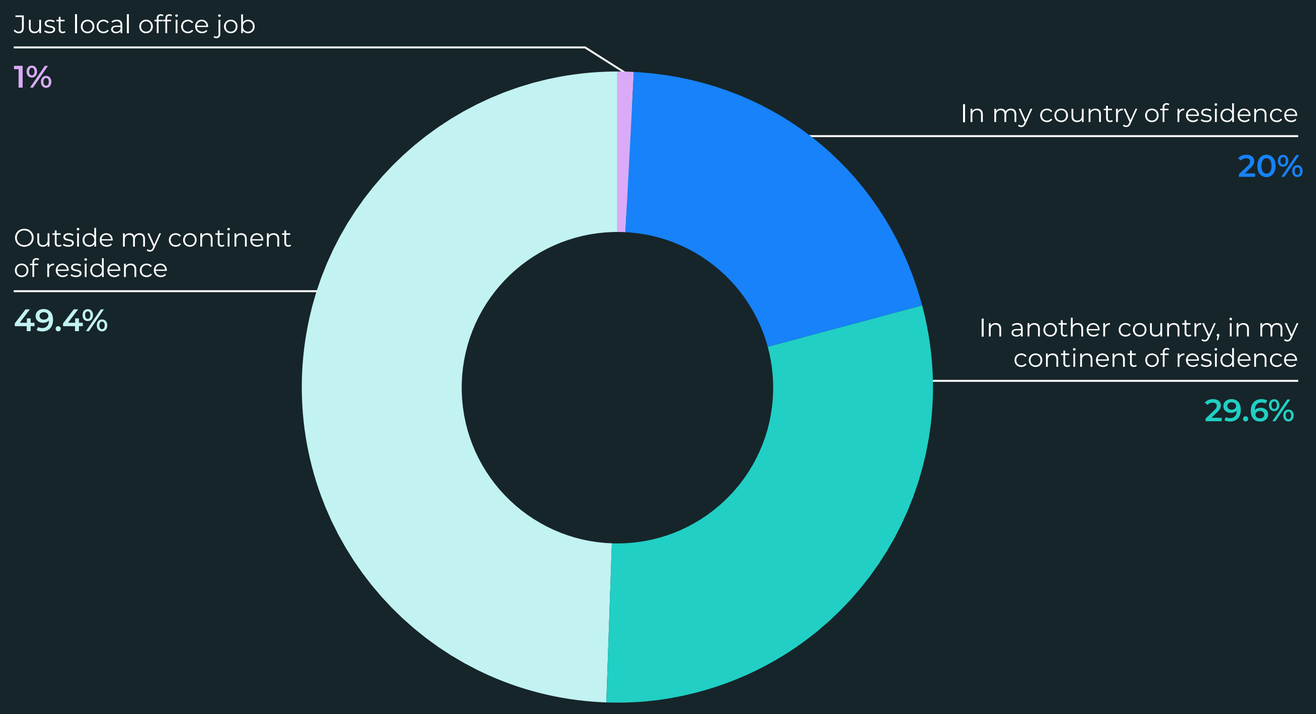
Landing.Jobs SPONSORED BY vizrt

Openess to work remotely cross borders

BY COMPANY LOCATION

Only 1% of the respondents consider working solely in a local full-office job. Almost 80% consider working remotely for a company outside Portugal.

- Remote, remote, remote.
- This also solidifies the high openness of 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 in regards to tech work.
- Please remember 'only' 18.6% of IT Professionals in Portugal are working remotely for a company abroad, and 80% consider doing so. This gap should worry portuguese companies.



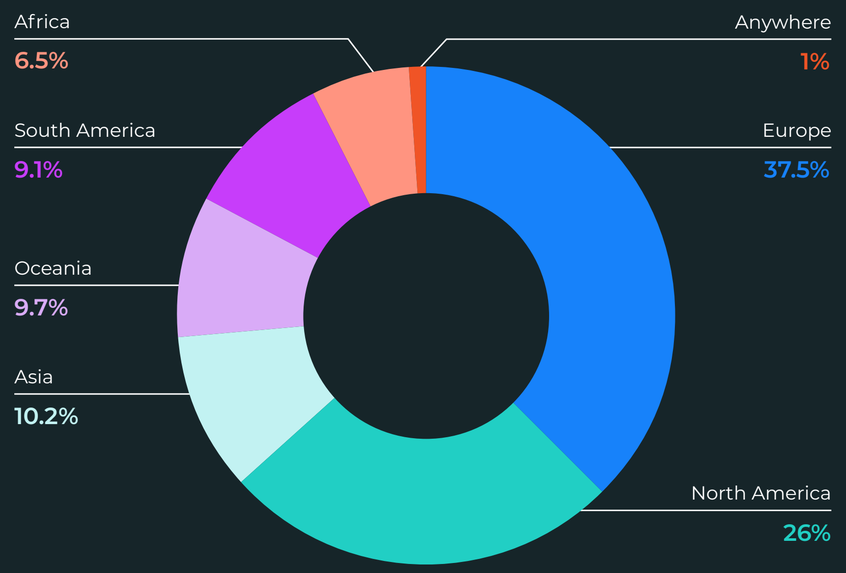
Landing.Jobs SPONSORED BY vizrt

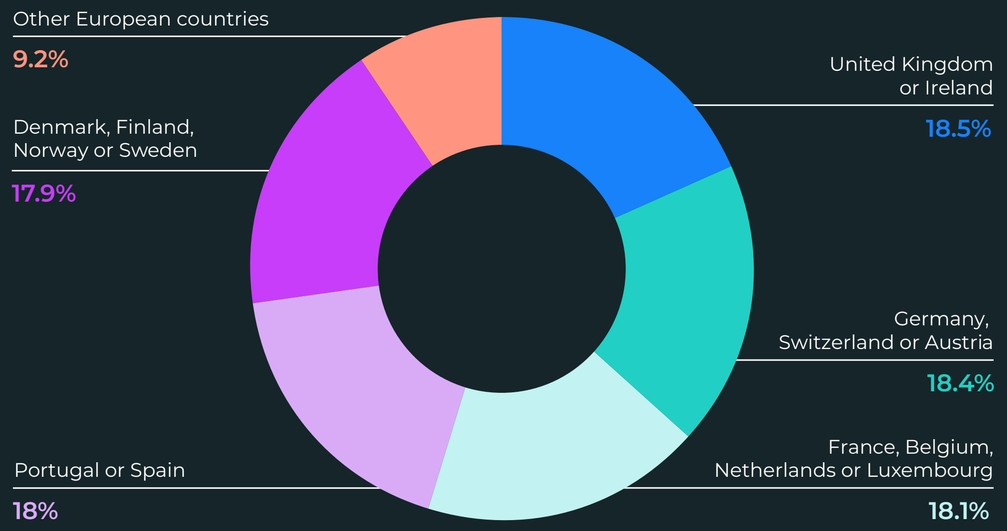
Preferred continent

of company to work remotely for

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

- Europe continues to be the top destination for tech professionals wanting to work remotely across-borders (37,5%), followed by North America (26%). The continent with a more positive variation YoY is Asia (+0.7% to 10.2%).





Preferred European countries

to work remotely for

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

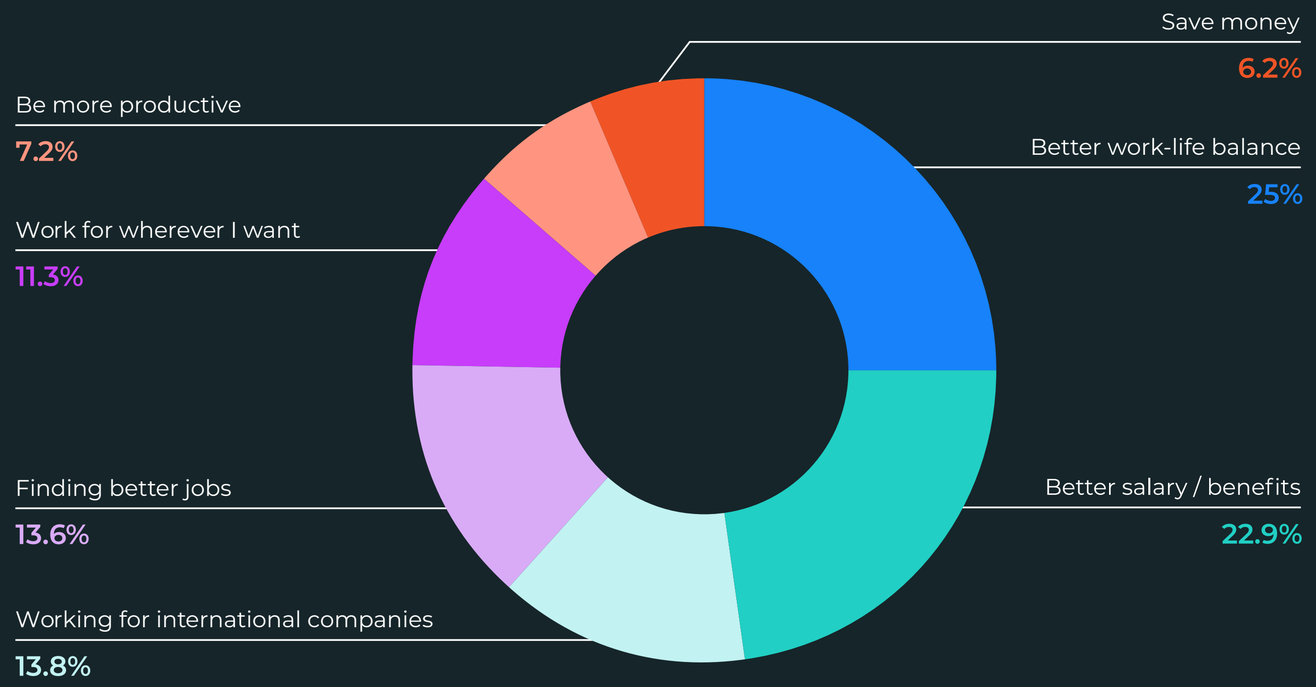
- When it comes to working remotely for European countries, there are no significative differences between different regions. Same as last year's report.

Landing.Jobs SPONSORED BY vizrt

Reasons to work remotely for a company across-borders

Work-life balance (25%) continues to be the top reason to work remotely across-borders.

- Salary and benefits (22.9%) come second, and working for international companies (13.8%) in third position.
- Portuguese tech professionals are still interested in what international companies have to offer in comparison to Portuguese ones.
- Working from wherever they want keep losing importance for the fourth year in a row (since 2022)
- These stats show us that quality of life and better salary are perceptionaly associated with working remotely cross-borders.



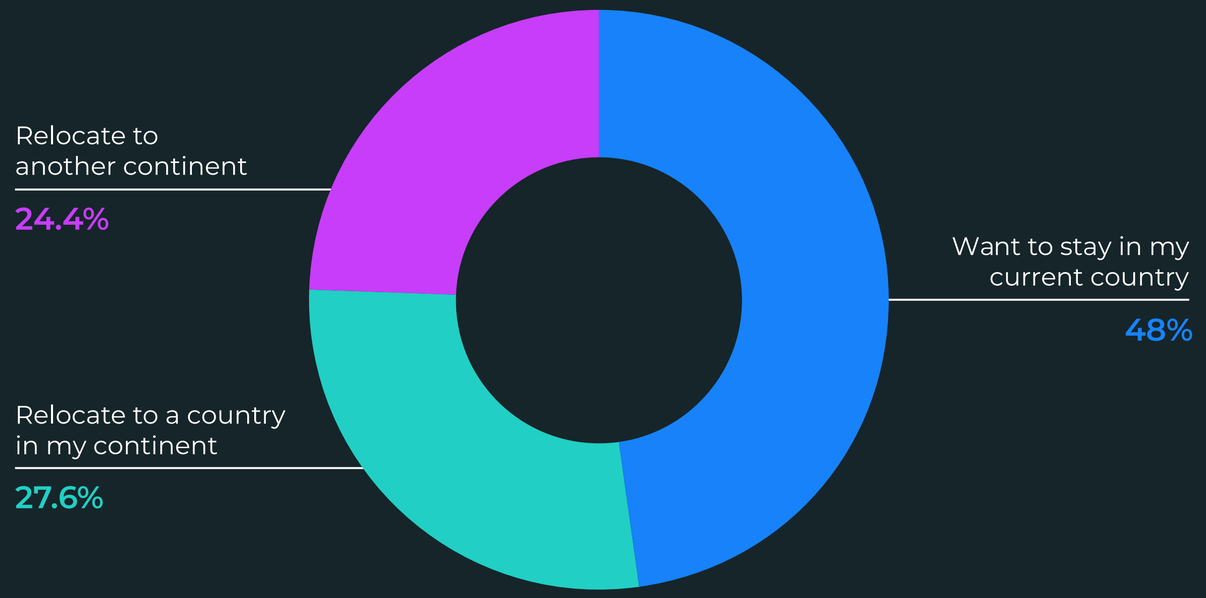
Landing.Jobs SPONSORED BY vizrt

Openness to relocate to another country

BY COMPANY LOCATION

IT Professionals continue to not want to relocate to other country.

- This chart is almost the same for some years now.
- 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.
- As a matter of fact, the only category that grew YoY was the 'Want to stay in my country' (+1%), inverting the decrease of the previous year.
- But again, this statistics are very stable year after year.



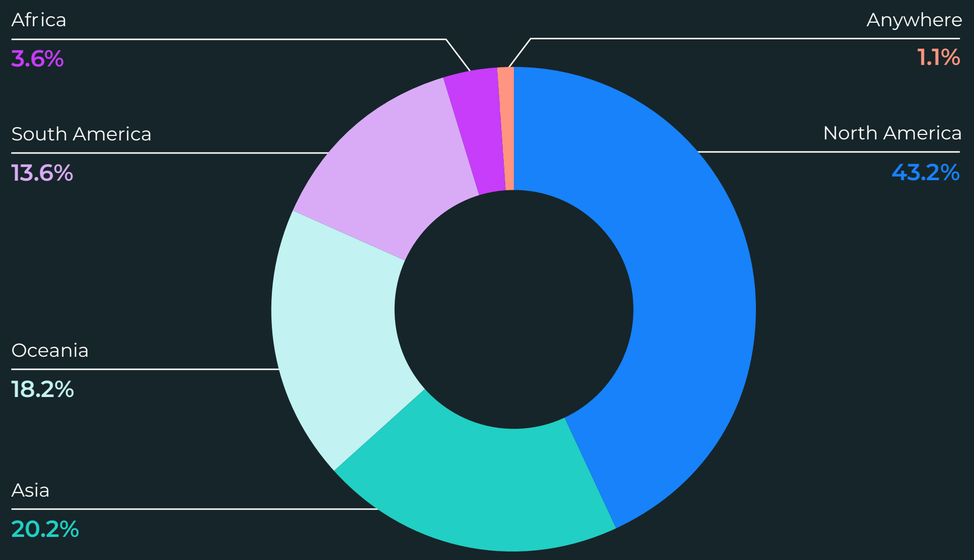
Landing.Jobs SPONSORED BY vizrt

Relocate to where?

PREFERRED CONTINENT TO RELOCATE TO (ONLY TECH PROFESSIONALS OPEN TO RELOCATE)

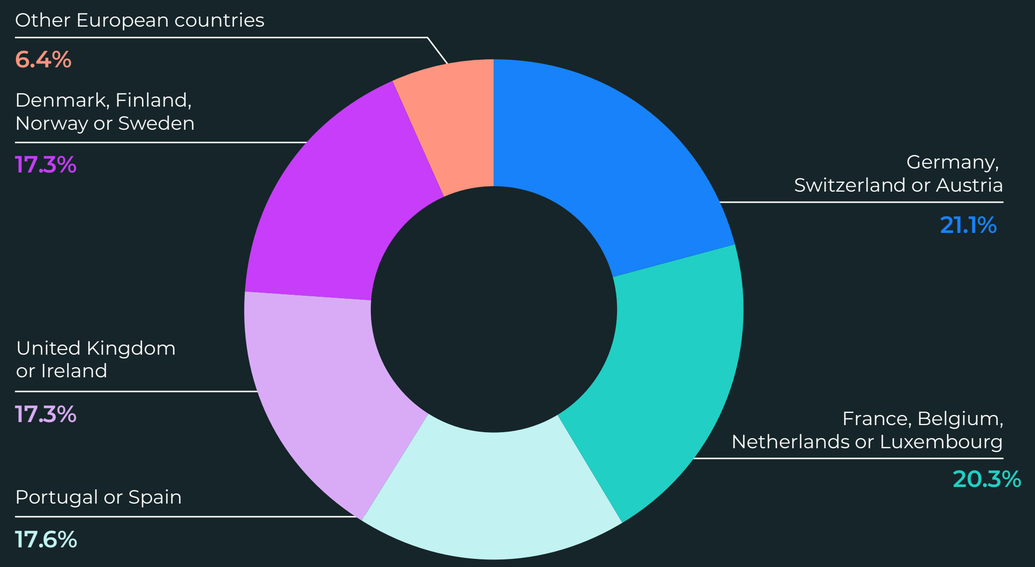
North America looses ground.

- IT Professionals potential interest in relocation to North America took a hit (-4.2% from 2024), but this is still the continent most people would relocate to (43.2%). Maybe 'politics' has something to do with this.
- Curious enough, the two continents which grew in interest are Asia (+2.9% to 20.2%) and South America (+2.1% to 13.6%).



PREFERRED EUROPEAN COUNTRY TO RELOCATE TO (ONLY TECH PROFESSIONALS OPEN TO RELOCATE TO EUROPE)

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

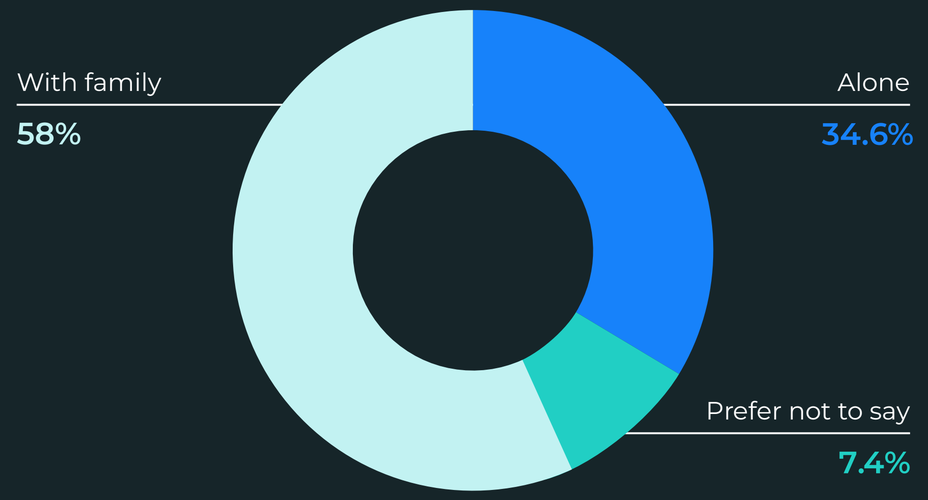


Landing.Jobs SPONSORED BY vizrt

Relocate with whom?

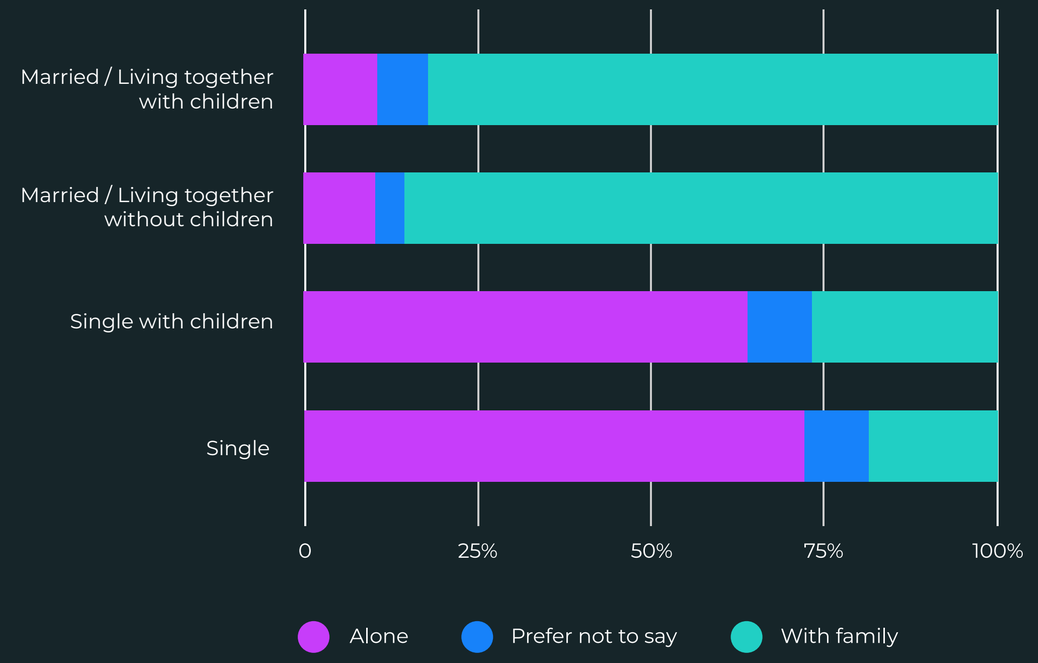
WOULD RESPONDENTS RELOCATE ACCOMPANIED

- 58% of Portuguese tech professionals would relocate with their family (from 59% in 2024).



BY FAMILY SITUATION

- Same as last year, married respondents would rather relocate with their families, while singles would relocate alone. The % of 'Single with Children' that would prefer to relocate alone went from 46.1% in 2024 to 63.6% this year.

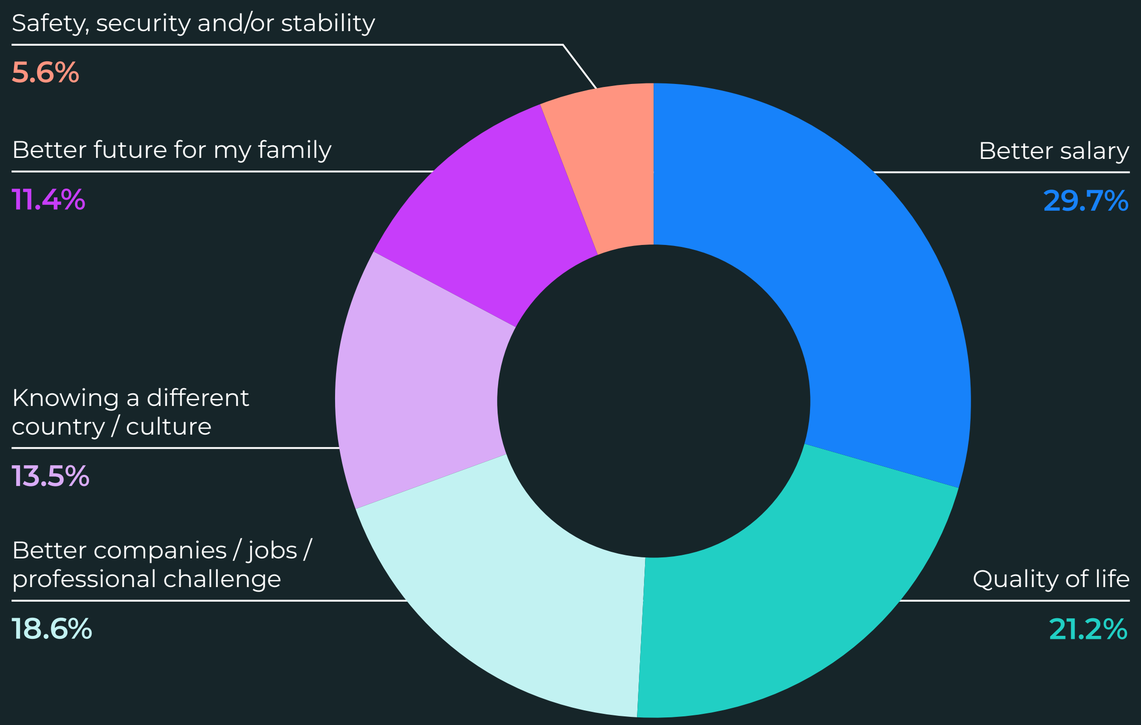


Landing.Jobs SPONSORED BY vizrt

Relocation reasons

IT Professionals residing in Portugal who want to relocate are mostly after a better salary and quality of life.

- The rank of factors hasn't changed from 2024. Most significant changes are the reduction of 'Better Salary' (-0.7%) and the increase of 'Safety, security and Stability (+1.3%).
- 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 (#7 in Global Peace Index 2024).



Landing.Jobs SPONSORED BY vizrt

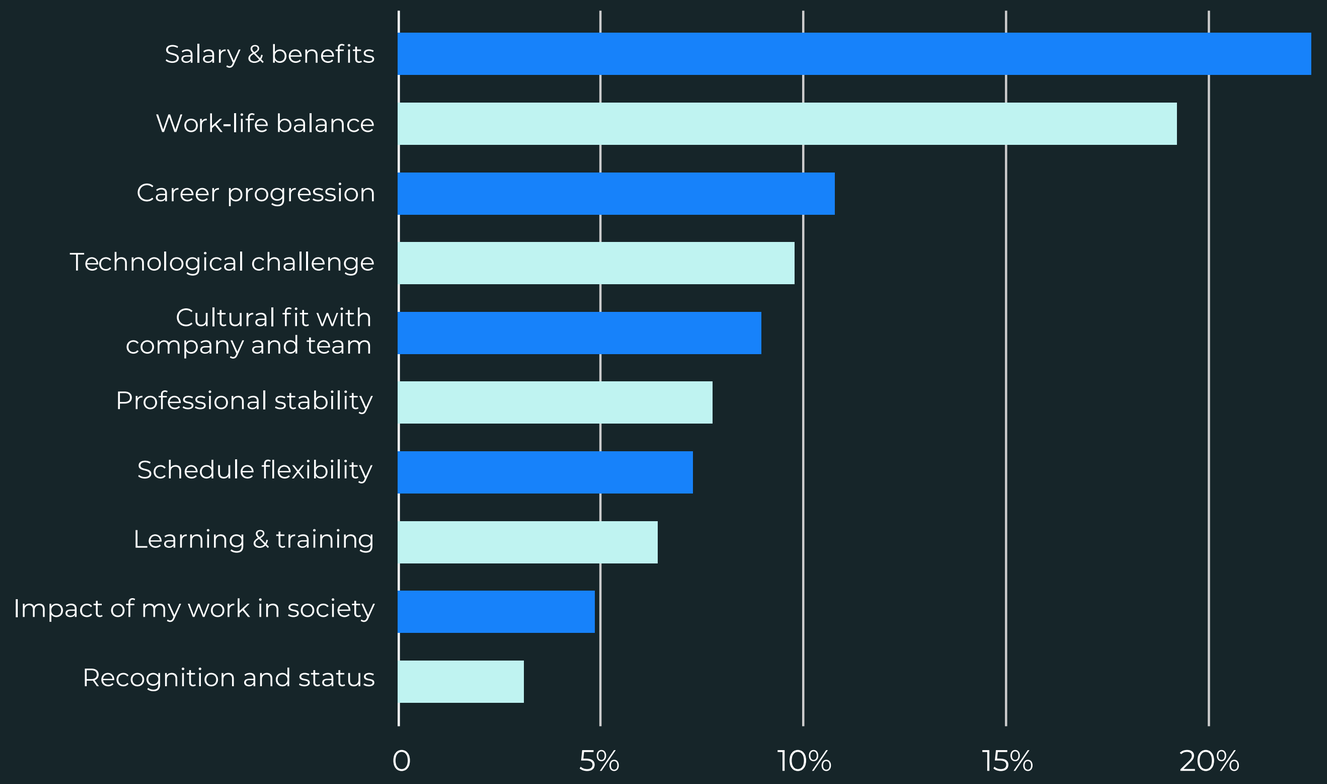
05

Career management

Career drivers

Salary (22.4%) and Work-life (19.1%) continue to be what matters the most to tech professionals.

- On the losing side, Learning and Training as a driver had a reduction of (-1.1%) and Career Progression (-1.4%) saw their relevance diminished.
- Respondents don't mind much about Recognition and Status (3.1%) or the Impact of their work on society (4.8%).
- Cultural Fit saw its importance upgraded +1.1% to 8.9%.

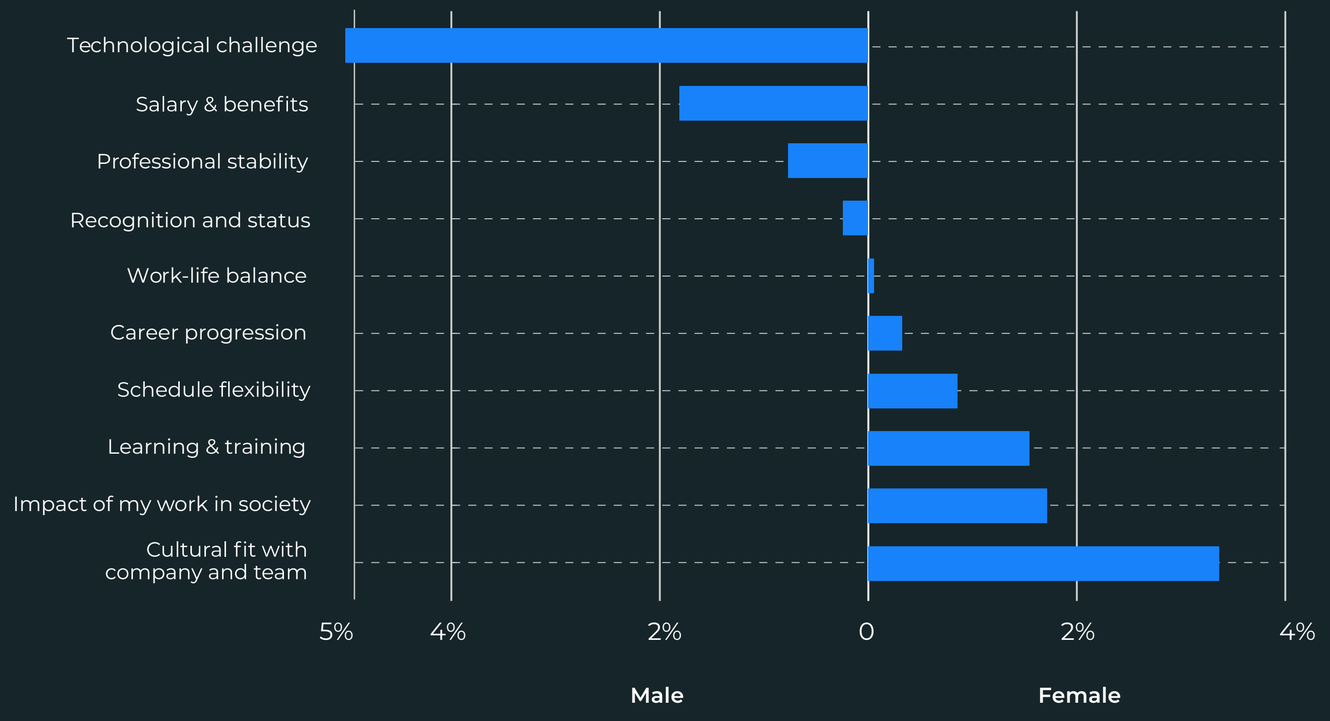


Landing.Jobs SPONSORED BY vizrt

Career drivers

- The differences by gender are significant.
- Male minds are way more inclined towards 'hard' drivers like technological challenge and salary.
- Females are more driven by cultural fit, schedule flexibility and impact of work in society.
- Work-life balance seems to be the most balanced career driver between genders.
- Knowing these pattern differences is important to manage diversity in IT teams.

BY GENDER



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.

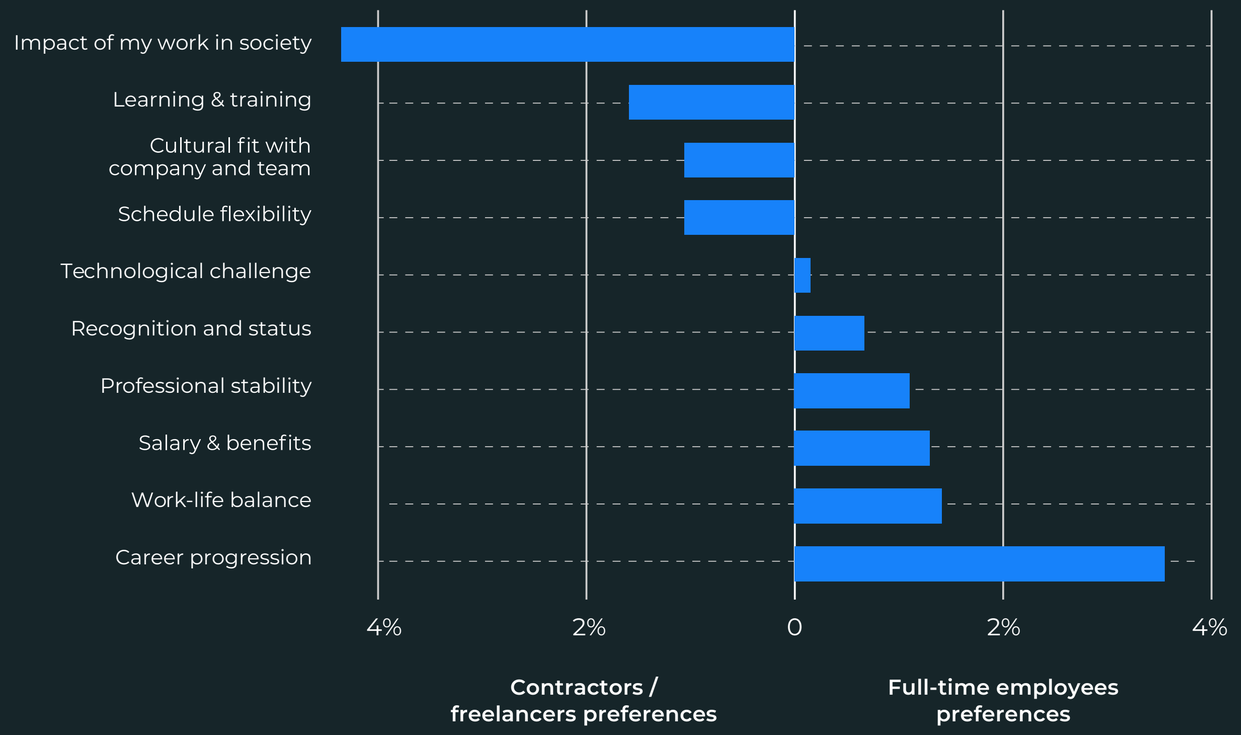
Landing.Jobs SPONSORED BY vizrt

Career drivers

Contractors are much more mindful of the impact of their work in society than Full-time employees.

- Compared to 2024, Full-time employees are less driven by Professional stability and more focused on Career progression.
- Learning and training, Cultural fit and Schedule flexibility are favoured by Contractors.
- We have two very different segments here, with a common driver: Technological challenge.

BY EMPLOYMENT STATUS



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.

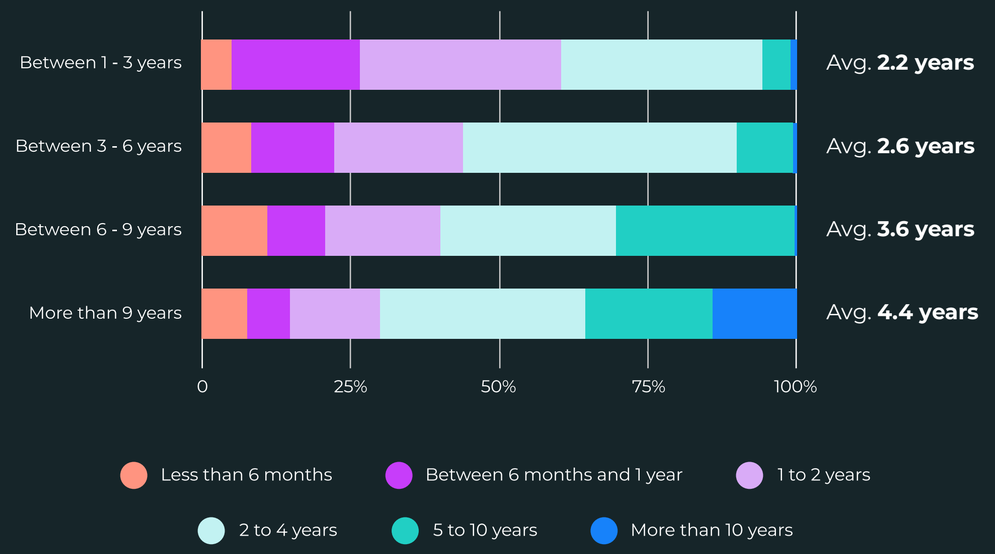
Landing.Jobs SPONSORED BY vizrt

Job permanence

BY PROFESSIONAL EXPERIENCE

Tech professionals have an average tenure of 3.8 years (up from 3.5 in 2024).

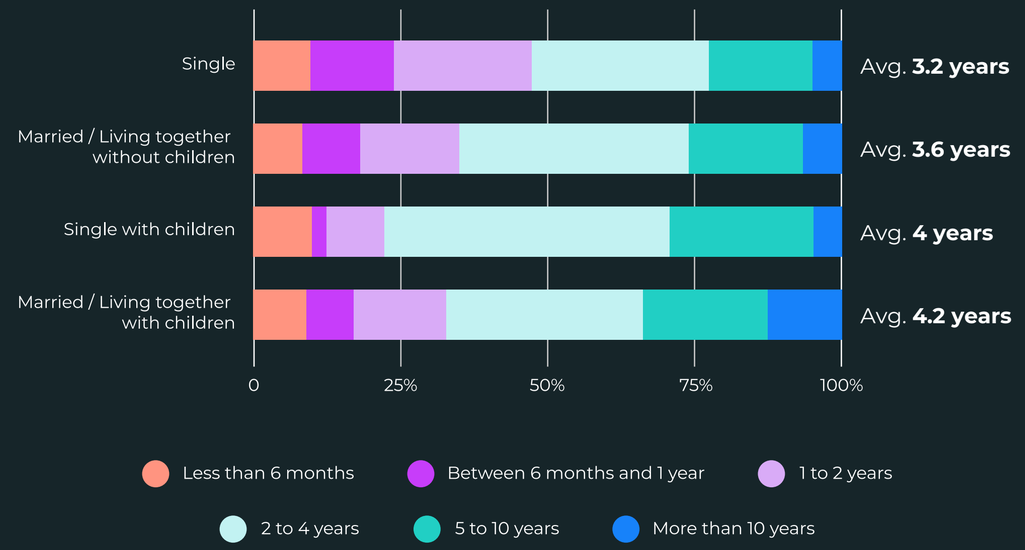
- The crazy post-pandemic years in the IT Market are gone. Companies are not hiring swarms of IT Professionals every month anymore, thus constant job changes are not a reality. Feeling the IT work market is in a 'winter' phase, IT Professionals favour caution and stability.



- The only age group who saw its tenure diminish (a bit only) was the 3-6 Years of experience.

BY FAMILY SITUATION

- Respondents with children have job permanences of 4 to 4.2 years, while those who are not parents have been in their current jobs between 3.2 to 3.6 years.
- The group who increased its tenure more is 'Married / living together without Children' (+0.5 years to 3.6 years).

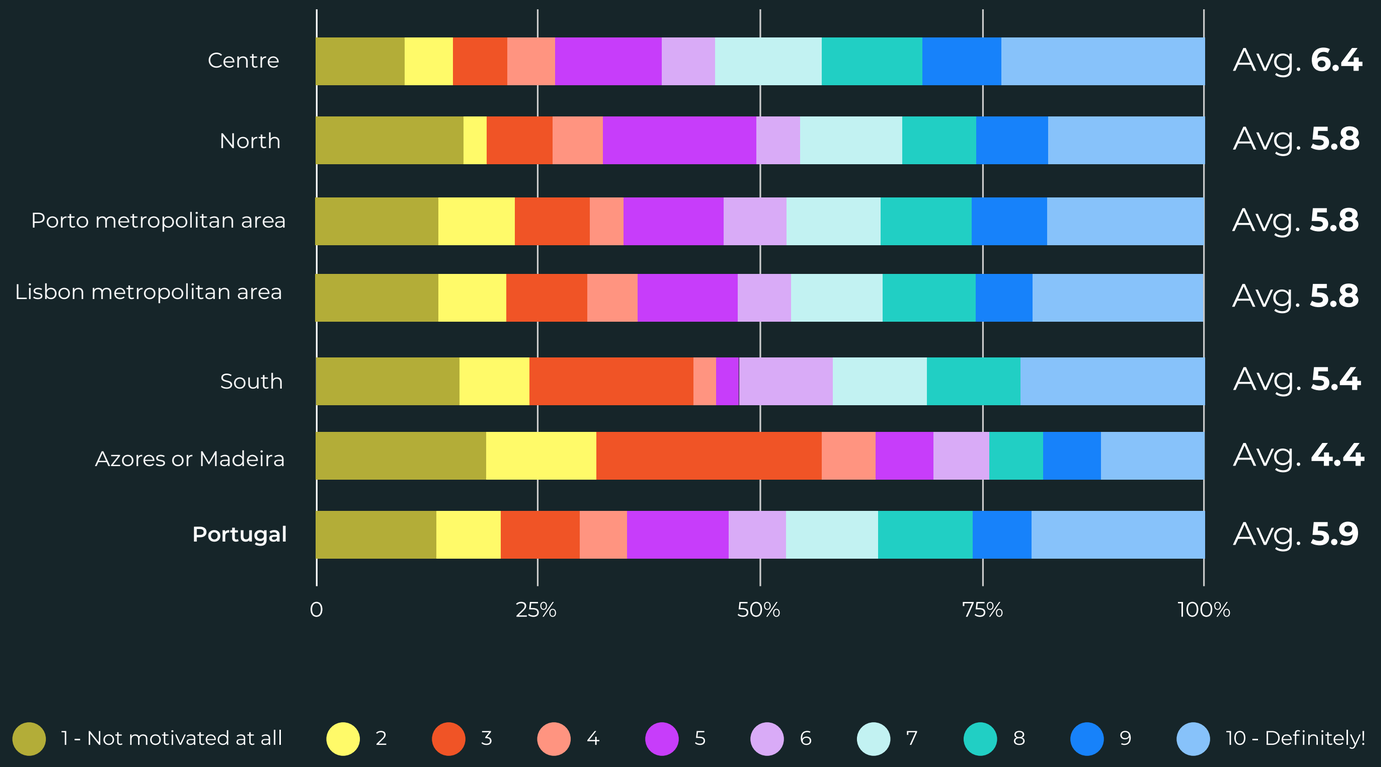


Motivation to change job

(NEXT 3 MONTHS)

Portuguese tech professionals motivation to change jobs is the same as in 2024.

- The eagerness of IT professionals to change jobs took a hit from 2022 to 2023 (6.5/10 to 5.8/10) and kept the same level in 2024 and 2025 (5.9/10).
- The tech hiring frenzy of 2022 seems to really have been curtailed in the following years, with a drastic change in the easiness / motivation for changes in the IT job market.
- Now that salaries resumed growth, will it motivate a more heated IT work market?

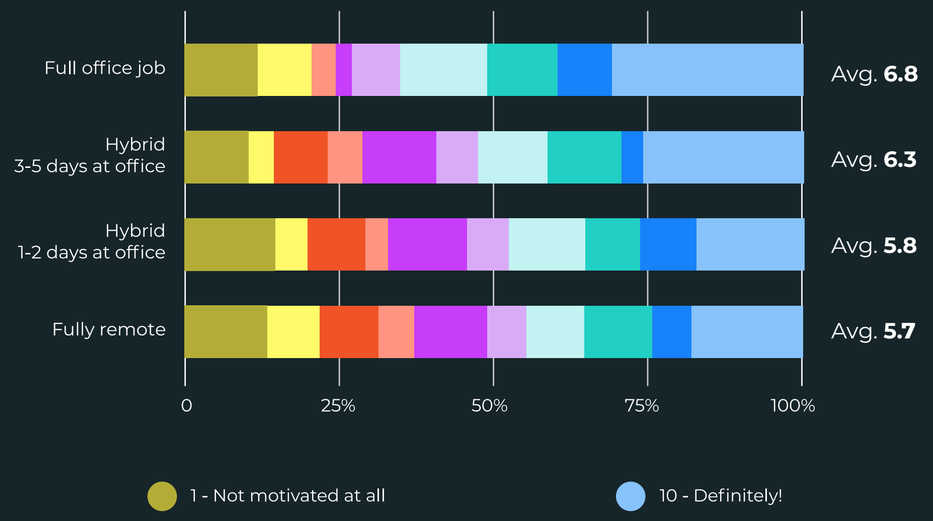


Landing.Jobs SPONSORED BY vizrt

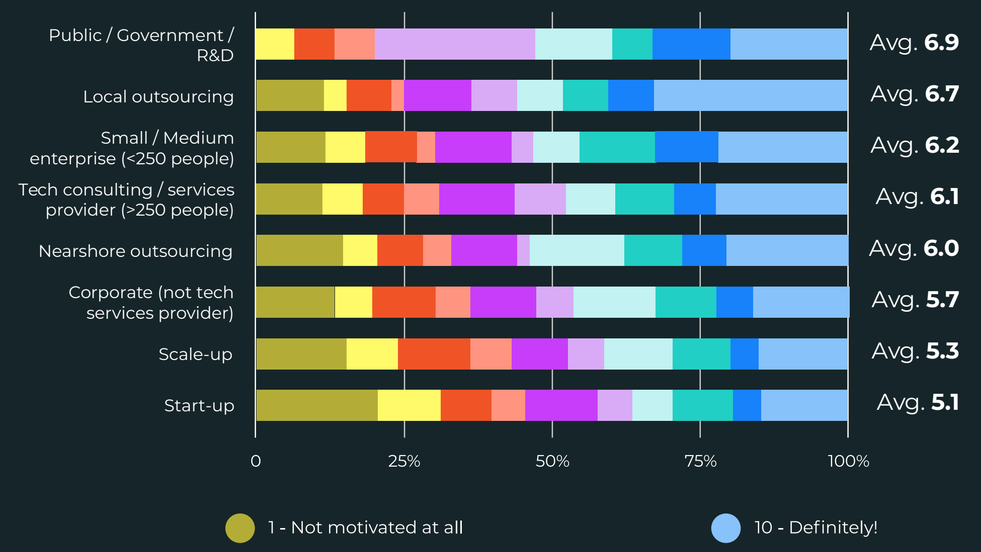
Motivation to change job

(NEXT 3 MONTHS)

BY REMOTE WORK SITUATION



- Full office workers continue to be the ones more motivated to change jobs (6.8/10). But the group who increased more its willingness to change jobs is Hybrid remote - 3-5 days (+0.6 to 6.3/10).



BY EMPLOYER COMPANY TYPE

- Startups (5.1/10) passed Scale-ups (5.3/10) in their ability to keep IT Professionals happy and unmotivated to change jobs.
- Maybe the huge Scaleups layoffs of the last couple of years removed some of the 'shine' of Scale-ups.
- Apart from that, Local IT Outsourcing (6.7/10) and and Public / Government (6.9/10) IT professionals have the higher motivation to change jobs.
- Nearshore IT Professionals had the worst change (+0.7 to 6/10) YoY.

06

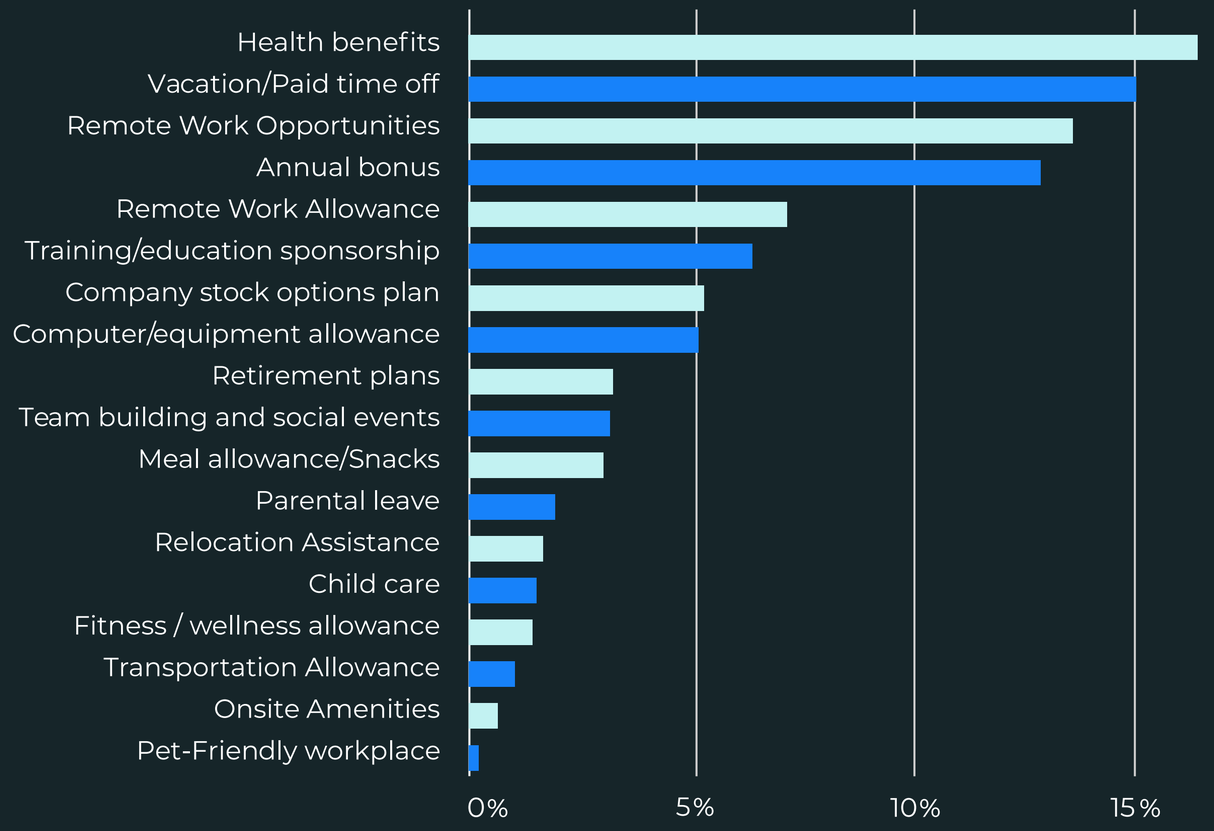
Salary and perks

Landing.Jobs SPONSORED BY vizrt

Preferred job perks

Health benefits continue to be the top benefit for IT Professionals.

- In a country like Portugal with a tendentially free Healthcare System, could this be related to the continued exposure of problems and inneficiencies of that system in mass media?
- Vacation / Paid Time Off (15%) gained the 2nd position to Remote Work opportunities (13.7%) and Annual Bonus (12.9%, with a reduction of -1.4% YoY). Again, Vacation / Paid Time Off are by law in Portugal. Might this signal fear of losing this right?
- All the top 3 less attractive perks regard office work: Transportation allowance (1.1%), Onsite amenities (0.6%) and Pet-friendly workplace (0.3%), maybe due to all these being related to Full Office Jobs.
- Interestingly, Company Stock Options was the category with higher growth YoY (+1.9% to 5.3%). Is financial literacy growing among IT Professionals in Portugal?



Landing.Jobs SPONSORED BY vizrt

(-48.2%)

EMPLOYEE COST	65,688€
Social Security Company (TSU-C)	+23,75% (+11,875€)
Work Insurance	+1.19% (+595€)
Lunch Allowance	+2,468€
Work Health and Safety Plan (mandatory)	+250€
Health Insurance (non-mandatory)	+500€

(+31.4%)

GROSS SALARY
50,000€

(-31.9%)

NET SALARY	34,058€
Social Security Employee (TSU-E)	-11% (-5,550€)
Work Tax (IRS)	-25.8% (-12,910€)
Lunch Allowance	+2,468€

- Gross Annual Salary: +4.167€/month (50.000€/year)
- Net Annual Salary
- Cost of Employee
- Diagram with way to calculate all
- Tips to do the math right

Understanding gross vs net salaries and cost of employee

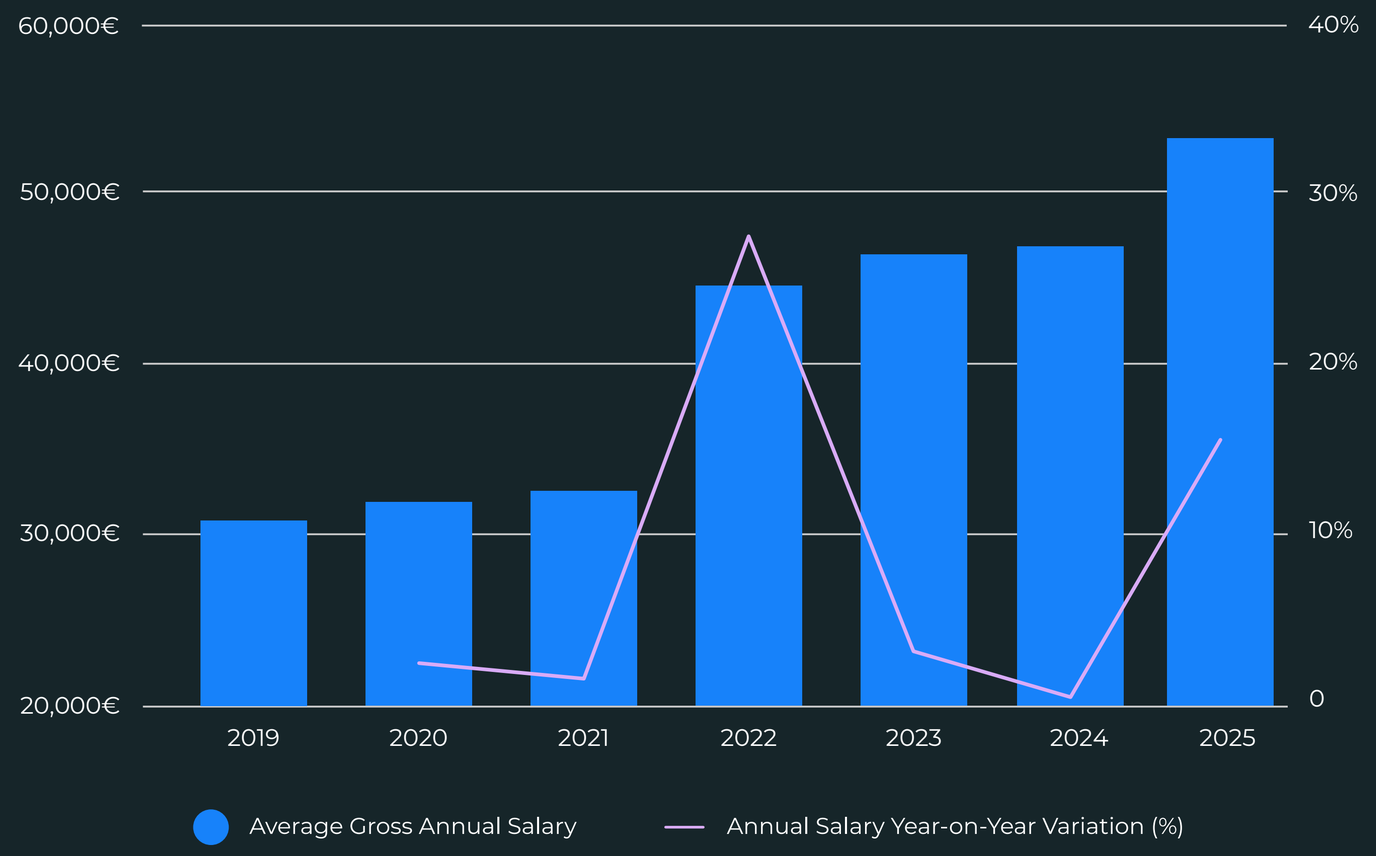
Knowing how salaries work in Portugal is key to defining successful salary strategies

Landing.Jobs SPONSORED BY vizrt

Salary

After two year of decline, IT Professionals salaries resumed growth (+14.4%)

- 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).
- This trend has continued into 2024, with just a small average increase of +0.4%, much less than the inflation rate.
- After these last hard years, the IT Work market seems to be maturing and recovering, as the average gross salary rose +14.4% to 53.189€.



Note: All salary values displayed represent gross annual salaries

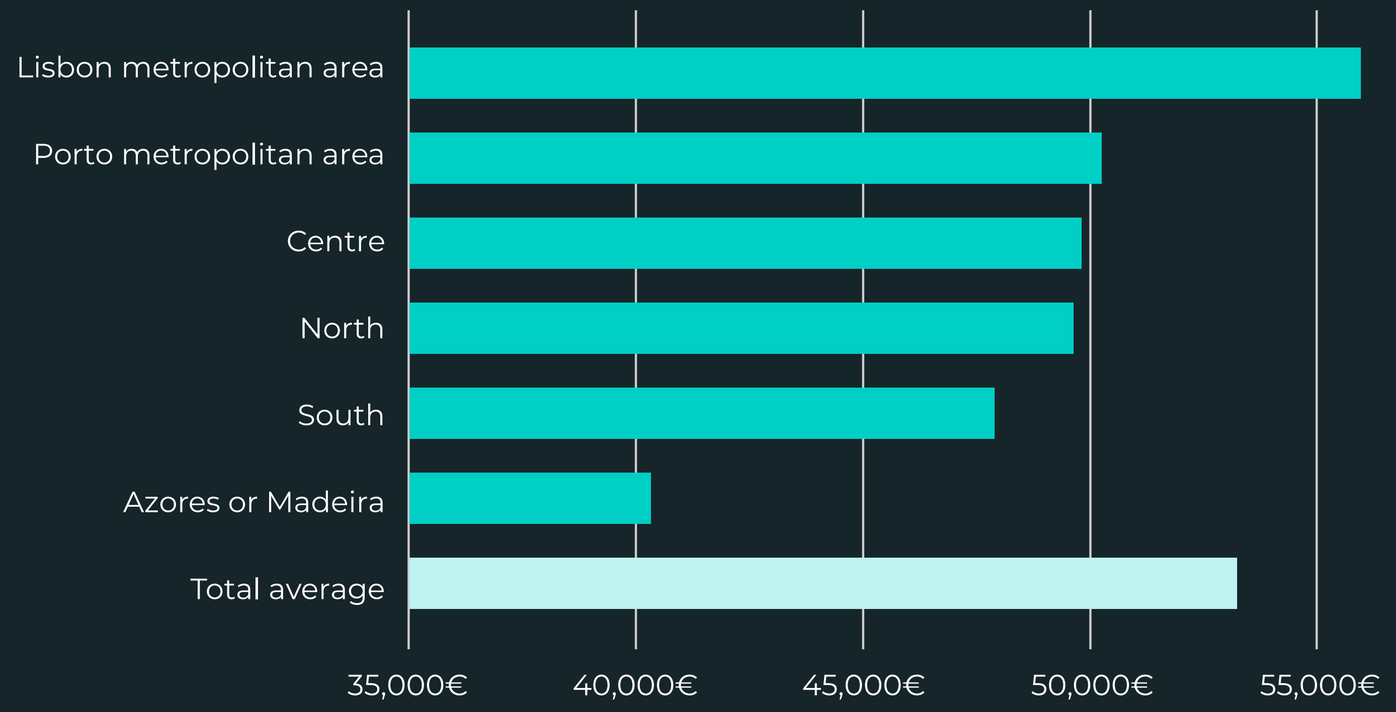
Landing.Jobs SPONSORED BY vizrt

Salary

BY REGION

Lisbon is still the place for top IT salaries (56.125€ / year)

- But it must not be forgotten that this region is also the one with the highest cost of living.
- Curiously the gap in average salaries between Lisbon and the rest of the country was reduced (7.7% to 5.5%).
- As a matter of fact, the general trend was for salaries in Metropolitan areas to increase less than the rest of the country: Lisbon +12.1% and Porto +11%, compared with Centre (+14.7%), North (+15%) and South (+14.6%). Can this be a sign of a territorial rebalancing regarding IT, with people working remotely opting to leave the metro areas for quieter (and more affordable) places?
- Azores and Madeira were a clear exception, with a meagre +3.8% raise.



Note: All salary values displayed represent gross annual salaries

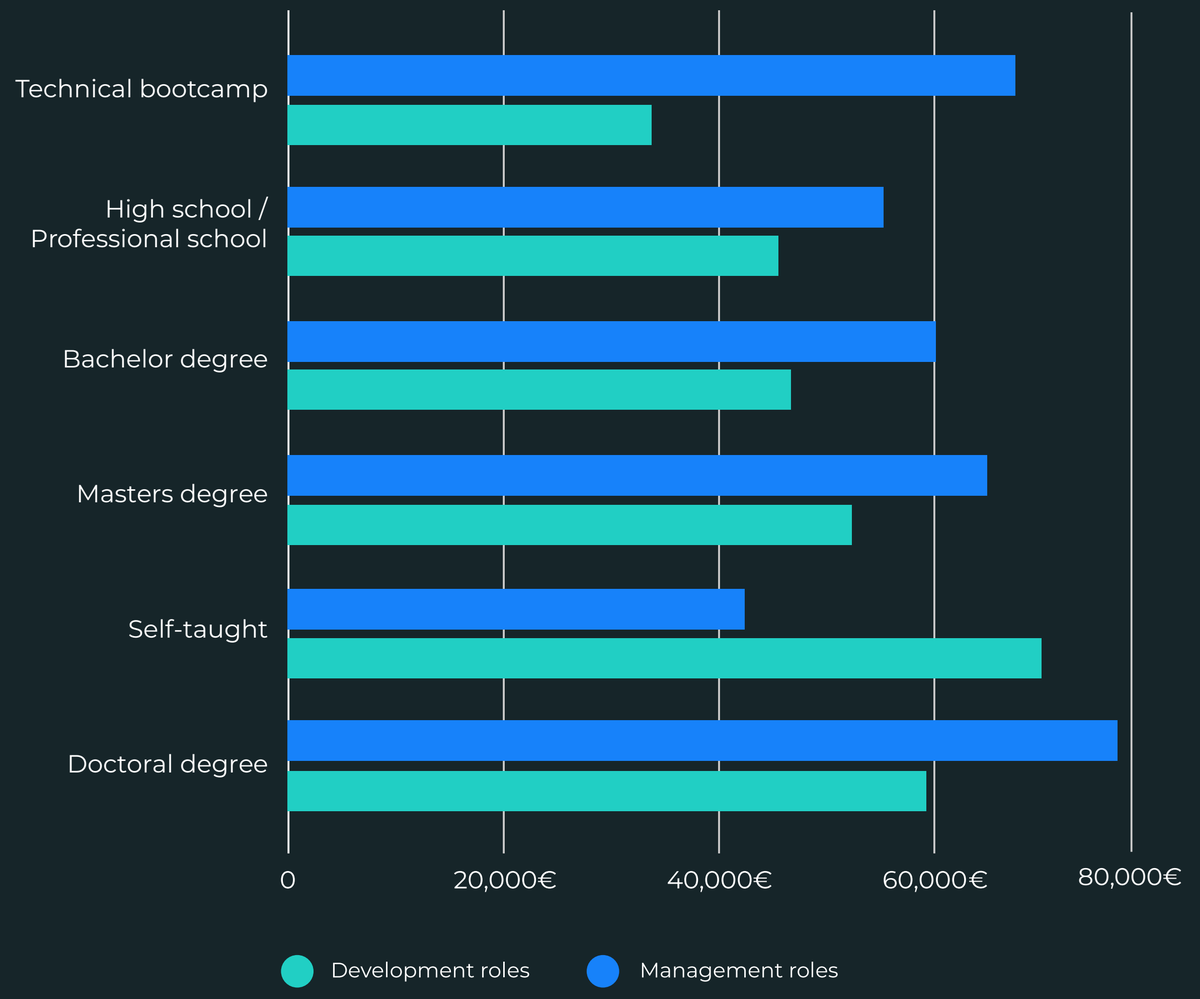
Landing.Jobs SPONSORED BY vizrt

Salary

BY EDUCATION LEVEL

In general, the higher the education level the higher the salary. But there are exceptions.

- Self-thaught IT professional average salary is the highest average salary among developers, but this value must be taken with a pinch of salt due to the low representativeness of this group in the overall IT workforce (same with Technical bootcamp managers).
- PhDs have solidly increased their average wages in the last years, both as developers and managers.
- In the most representative groups, IT Professionals with Masters Degree saw the biggest overall average salary increase (+22.1% to 59.960€).



Note: All salary values displayed represent gross annual salaries

Landing.Jobs SPONSORED BY vizrt

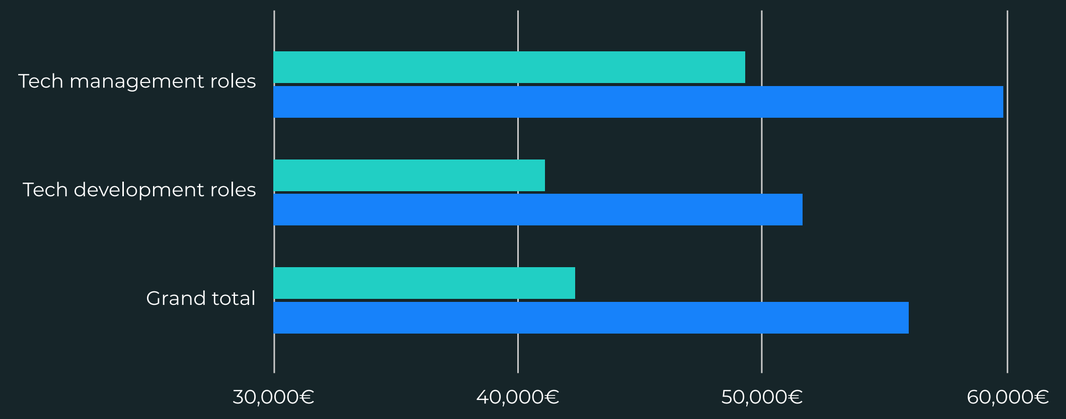
Salary

GENDER GAP

2025 is a year of good news: gender salary gap inverted its negative trajectory and reduced from 36% to 29.4%

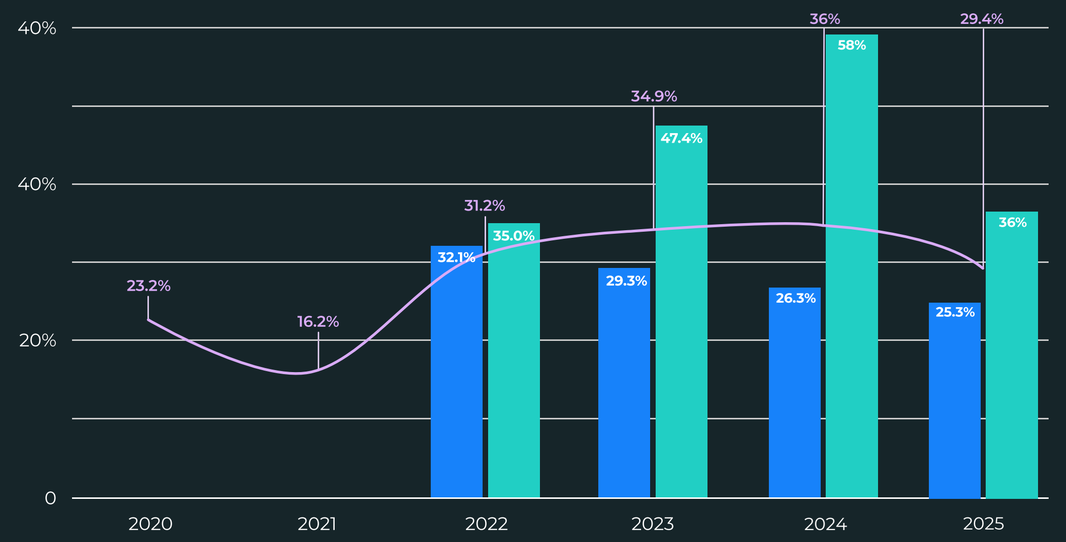
- The gender pay gap continues to be a harsh reality, and much higher in management roles (36%) vs Developers roles ('only' 25.3%).
- The biggest salary gap reduction is seen in Management roles (58%! in 2024 to 36% in 2025), with Developers roles having a positive but small reduction (26.3% in 2024 to 25.3% in 2025).
- Regarding the overall value, let me please remind all readers that the gender salary gap in 2021 was 16.2%, less than half the 2024 value.
- Why these huge changes? Which market dynamics have caused the salary gender gap to have this evolution?

BY GENDER AND JOB ROLE CATEGORY



Note: All salary values displayed represent gross annual salaries

GENDER SALARY GAP VARIATION



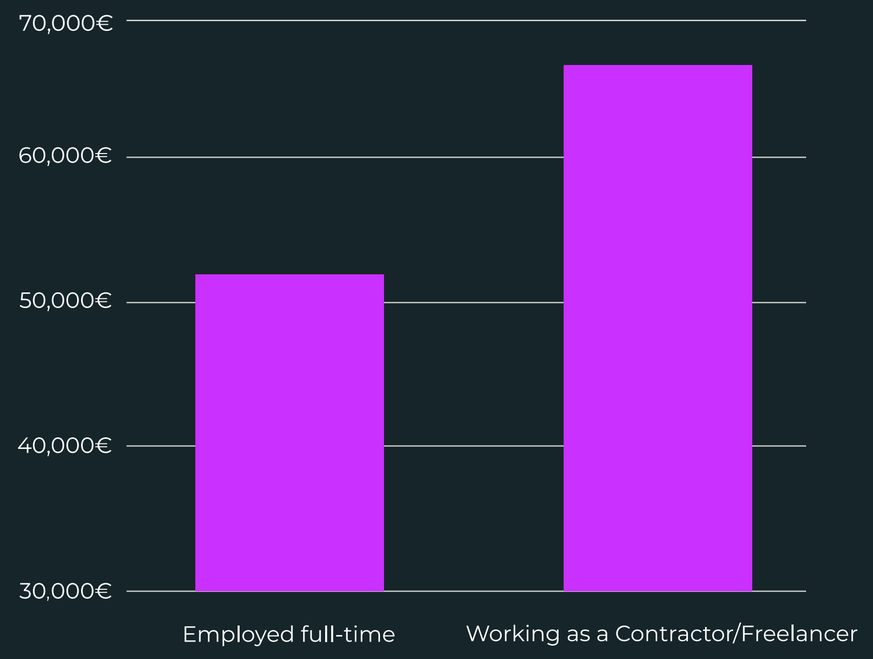
* no data available for 2020 and 2021

Landing.Jobs SPONSORED BY vizrt

Salary

BY EMPLOYMENT STATUS

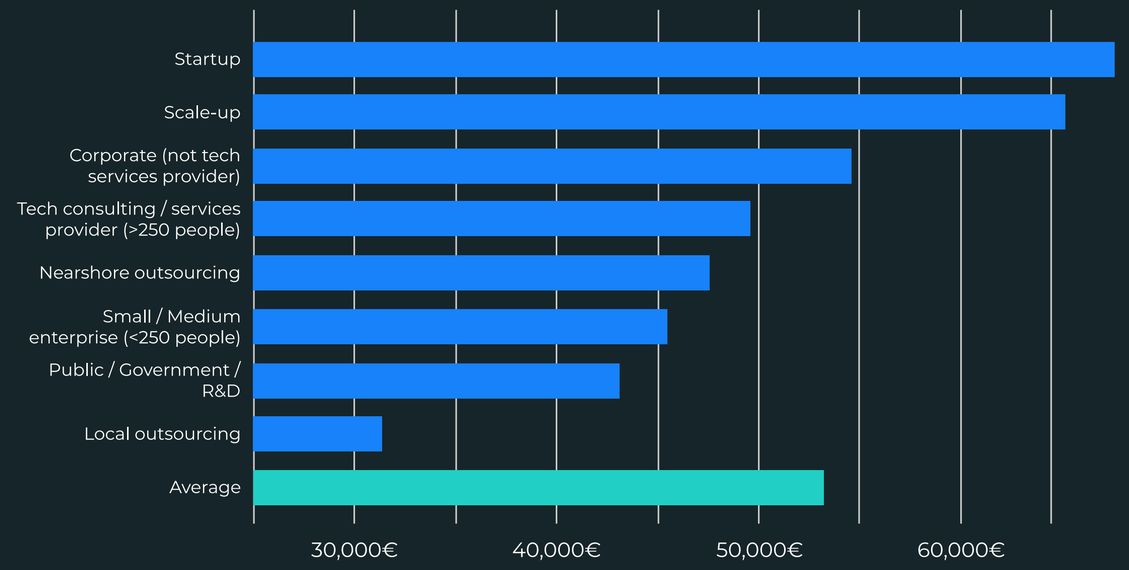
- Contractors earn, on average, 28% more in gross annual salary than full-time employees, showing one of the main benefits of this type of employment. But this gap has reduced a lot in the last years (58.1% in 2023, 30.6% in 2024).



BY EMPLOYER COMPANY TYPE

Scale-ups and Startups continue to pay higher salaries than all other company types by far.

- Startups average IT salaries rose more than any other company type: +17.3% to 68.393€.
- But IT professionals working in Scale-ups had a reduction of -4.9% in their average salaries.
- The worst results come from Small / Medium companies (+6.7%) and Local IT outsourcing (+0.2%), a far cry from the general average of +14.4%



Landing.Jobs SPONSORED BY vizrt

Salary

BY EMPLOYER COMPANY TYPE

Startups pay the highest wages but it's also where the gender pay gap is higher.

- What could be the meaning of this? Are Startups a 'boys-club-only'? Anyone up for an explanation?
- On the other side, Scale-ups had a hug salary gender gap correction (-16.1% to 28.2%). Apparently the business maturation of Scale-ups also reached the gender salary gap, fortunately.
- But the company type with the bigger salary gender gap correction was Nearshore IT Outsourcing (-26.8% to 13.2%).
- Local IT Outsourcing (2.9%) and Public / Government (3%) are the company types where this gap is lower.

Note: All salary values displayed represent gross annual salaries

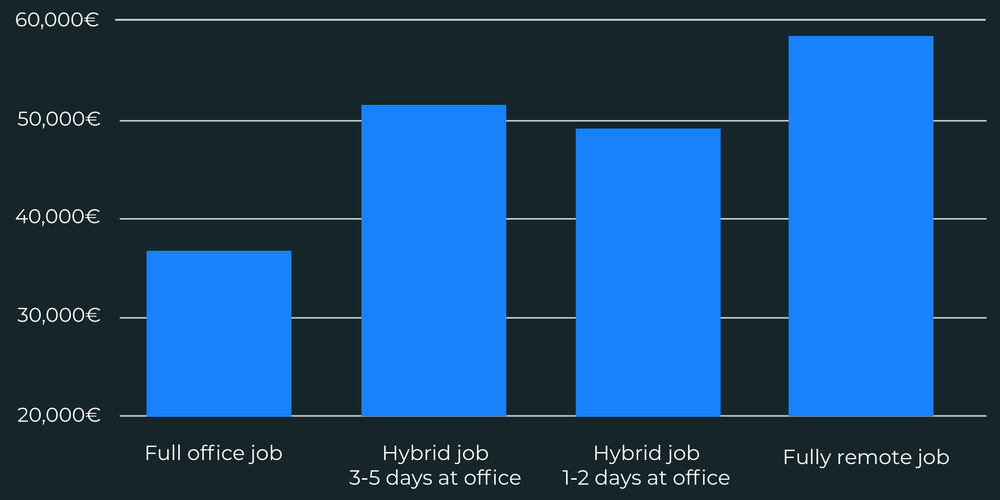
Landing.Jobs SPONSORED BY vizrt

Salary

BY REMOTE WORK SITUATION

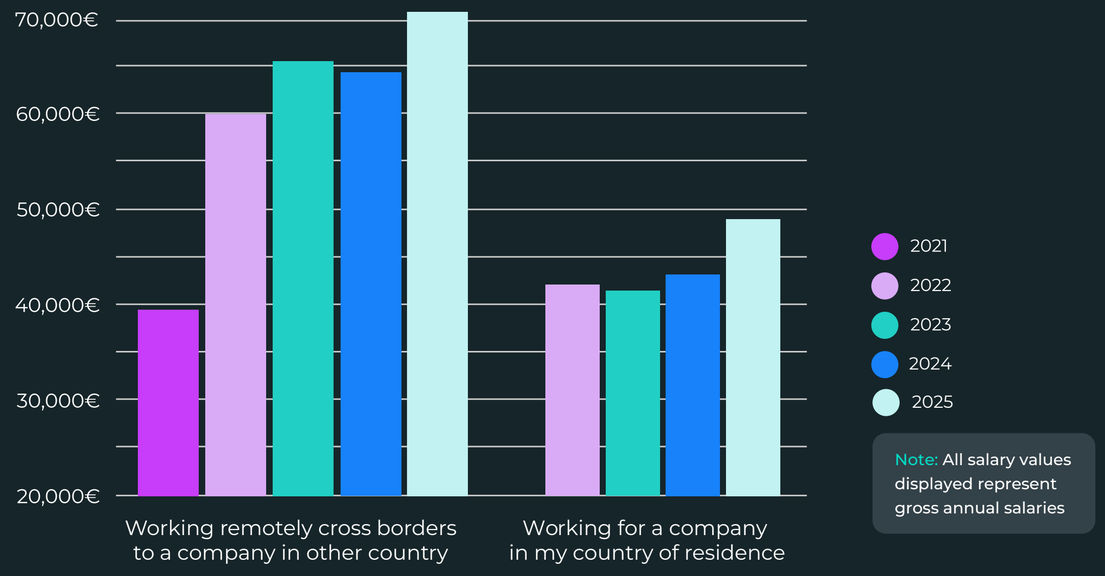
Full-office job sucks in terms of average wages

- Full-office job not only has the lower average salaries, but also had the lowest increase YoY (+4.4% vs +14.4% for the whole market).
- For a better comparison, Full-Remote average salary (58.357€) is 60% above Full-Office (36.337€). It's a staggering difference.
- The job type category with the biggest increase was Hybrid Remote 2 or less days per week (+16.3% to 49.298€). But Hybrid Remote 3 or more days still pays better than that: 51.127€.



BY WORKING FOR A COMPANY ACROSS-BORDERS SITUATION

- The average salary increase we're witnessing in 2025 probably has the side effect of helping in the reduction of the salary gap between IT professionals working remotely to companies abroad vs working to local companies. It was 60% in 2023, 50.1% in 2024 and now 42.7% in 2025
- Even though this gap is still a considerable difference, local salaries have grown more (+14.4%) than remote abroad ones (+8.8%), increasing the potential interest in working for local companies.



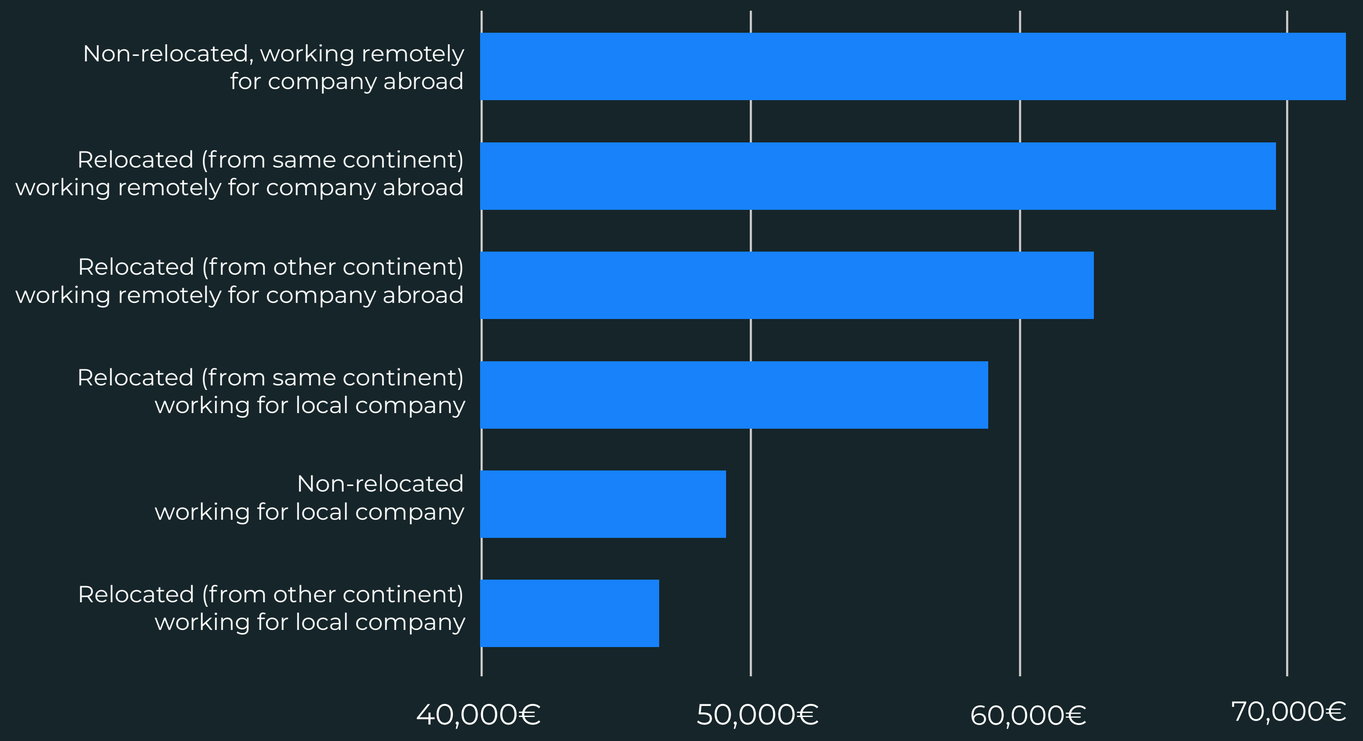
Landing.Jobs SPONSORED BY vizrt

Average salary

BY RELOCATION / REMOTE WORK SITUATUON

PT naturals working remotely for a company cross borders pays the best (72.118€)

- But this winning combination had the lowest salary increase: +5.5% (vs +14.4% in average).
- The combination with a steeper rise in salary is Relocated (from other continent) & working remotely for company abroad (+30.7% to 48.223€).
- As a matter of fact the combination involving working remotely to a company abroad fill the top 3 positions out of 6.
- On the low side, the worst paying combination is Relocated (from other continent) & working for local company (+7.3% to 47.159€).
- However it must be noted that all these values are higher than the average salary in 2024.



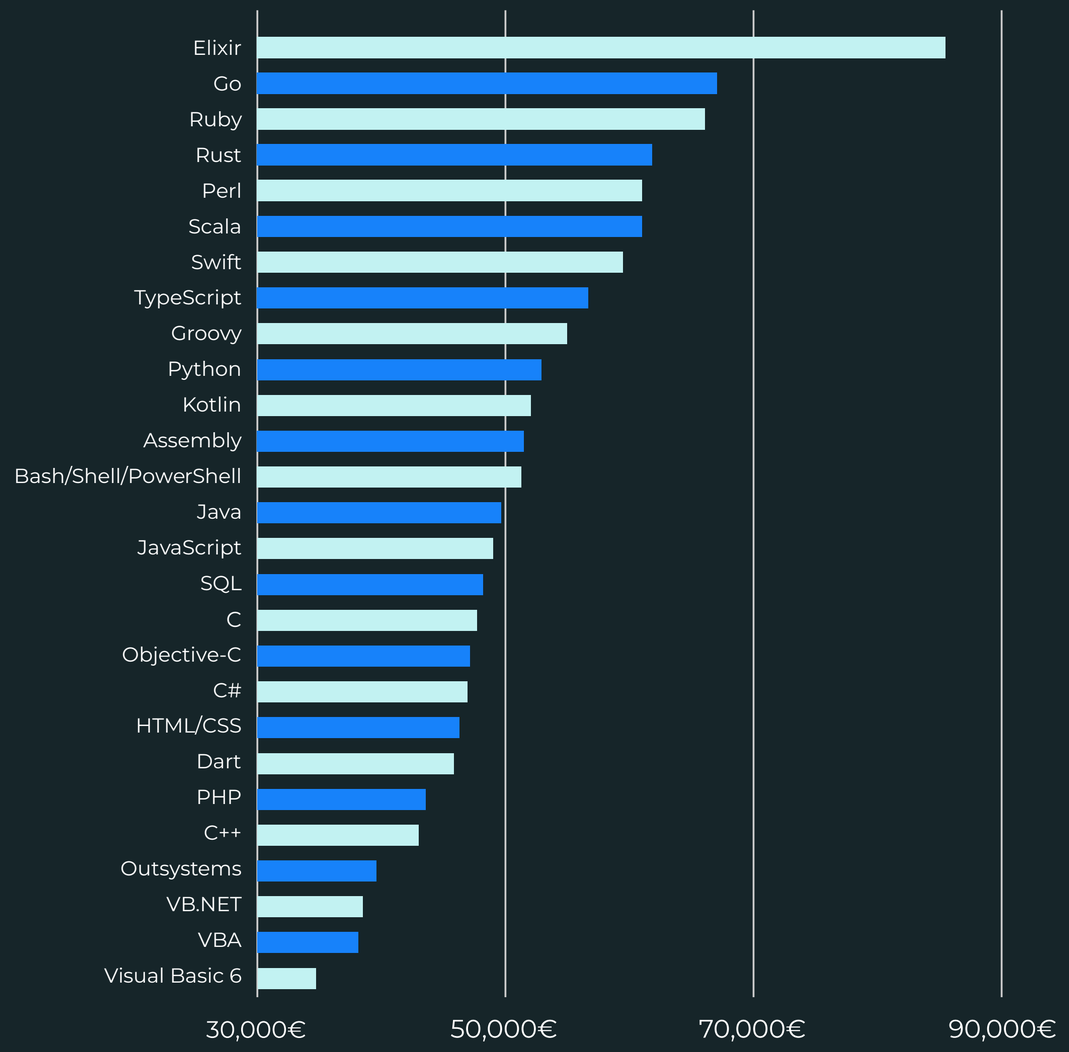
Landing.Jobs SPONSORED BY vizrt

Salary

BY PROGRAMMING LANGUAGE

Top 3 average gross salaries are Elixir (86.250€), Go (67.407€) and Ruby (66.554€).

- Scarcity rules, as top salaries are for niche languages, where presumably there's less competition, but where you have to be top of class.
- Typescript continues to fare well regarding other more common use languages (+15.2% to 56.576€).
- Python also deserves a note: +19.7% to 52.900€
- On the mobile dev world Swift (iOS) is in rank #7 and has grown more than Kotlin (+12.8% vs +1.9%).
- The most significant increase in average salary prize goes for Scala (+43.9%!)
- On the other side, the last three positions go for VB.NET (38.103€), VBA (37.679€) and Visual Basic 6 (34.545€).



Note: All salary values displayed represent gross annual salaries

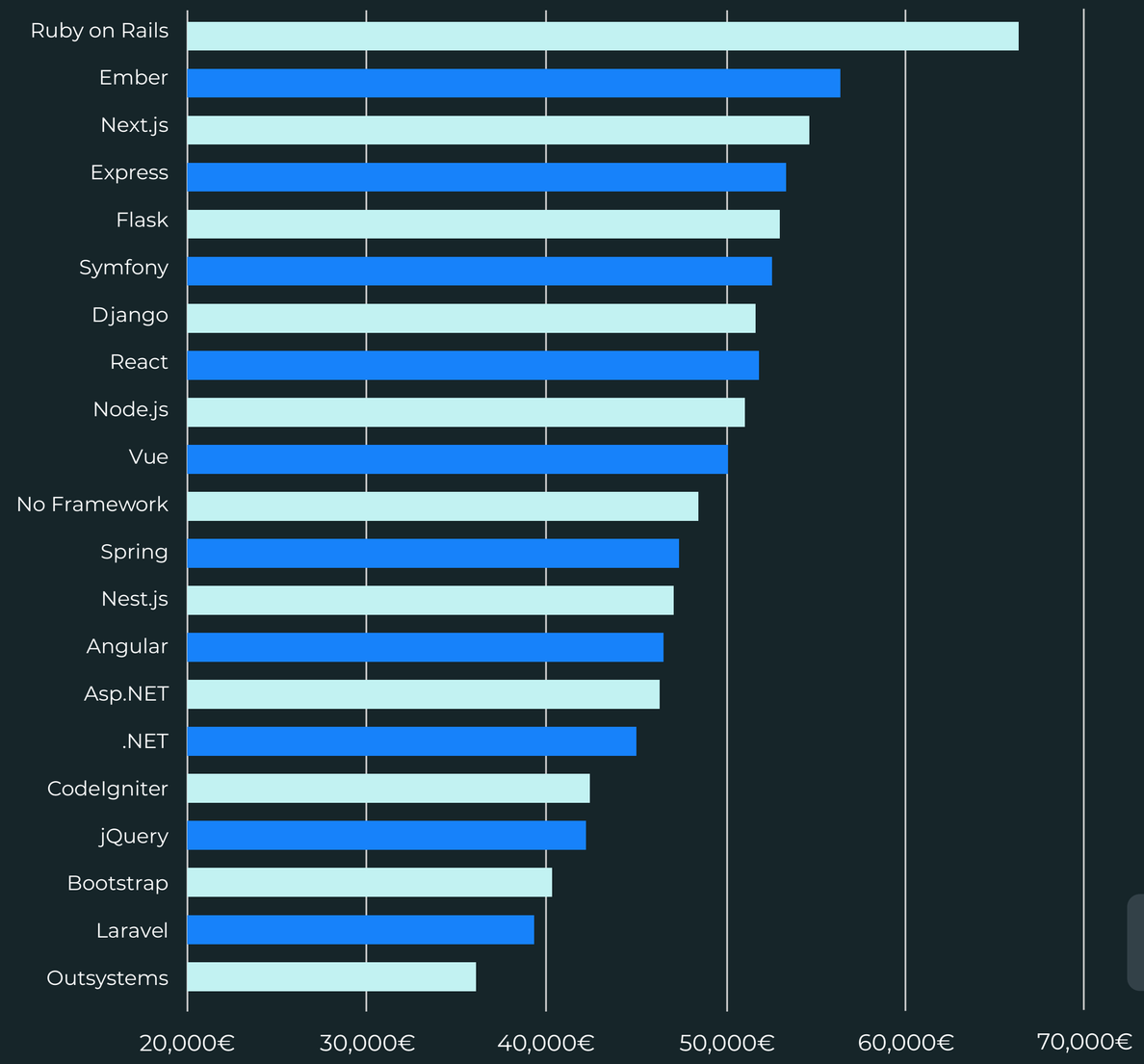
Landing.Jobs SPONSORED BY vizrt

Salary

BY PROGRAMMING FRAMEWORK

Ruby on Rails (+33.7% to 66.293€) continues as indisputed King of Frameworks Salaries

- This year's rank had some changes.
- Javascript-based frameworks lost ground to cases such as Flask (#3, +22,4% to 56.250€), Symfony (#6, +38.5€ to 52.500€) and Django (#7, +26.1% to 51.833€).
- Worth of notice are also the cases of CodeIgniter (+48.8% to 42.500€) and Asp.NET (the lowest variation, +5.7% to 46.429€).



Note: All salary values displayed represent gross annual salaries

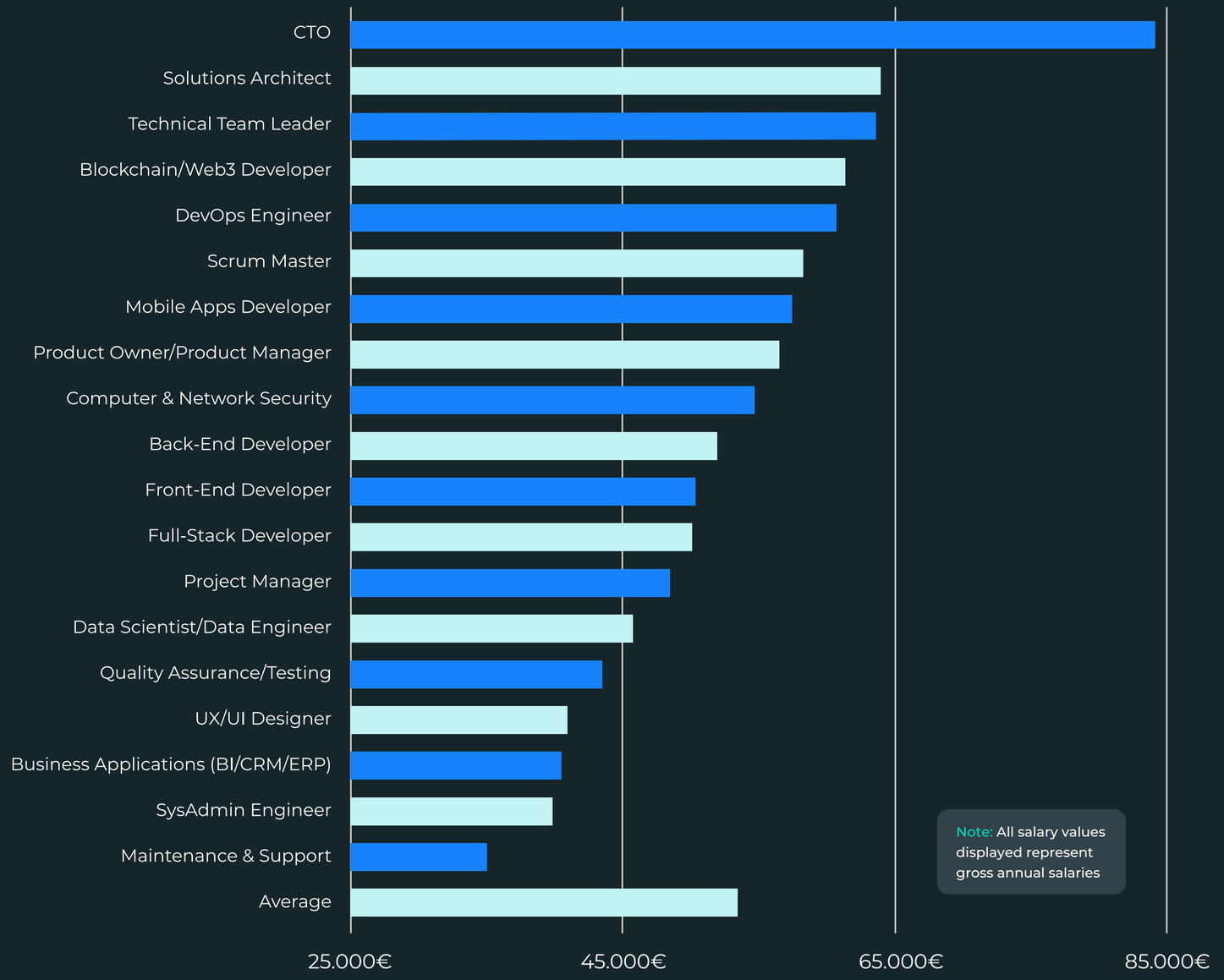
Landing.Jobs SPONSORED BY vizrt

Salary

BY JOB ROLE

CTOs / Heads of IT are definitely the IT Salary Kings

- Top rises: Maintenance & Support (+49.2% to 34.642€), Scrum Master (+41.4% to 57.969€) and Computer and Network Security (+34.4% to 54.320€).
- Worst performers: Business Applications (BI/CRM/ERP) (-7% to 40.417€), SysAdmin / Infrastructure Engineer (-5.8% to 39.671€) and Solutions Architect (+1.7% to 63.816€).
- Among the most representative roles, we have Back-End Developer (+12.7% to 51.814€), Front-End Developer (+20.4% to 50.181€) and Full-Stack Developer (+18% to 49.977€).



Note: All salary values displayed represent gross annual salaries

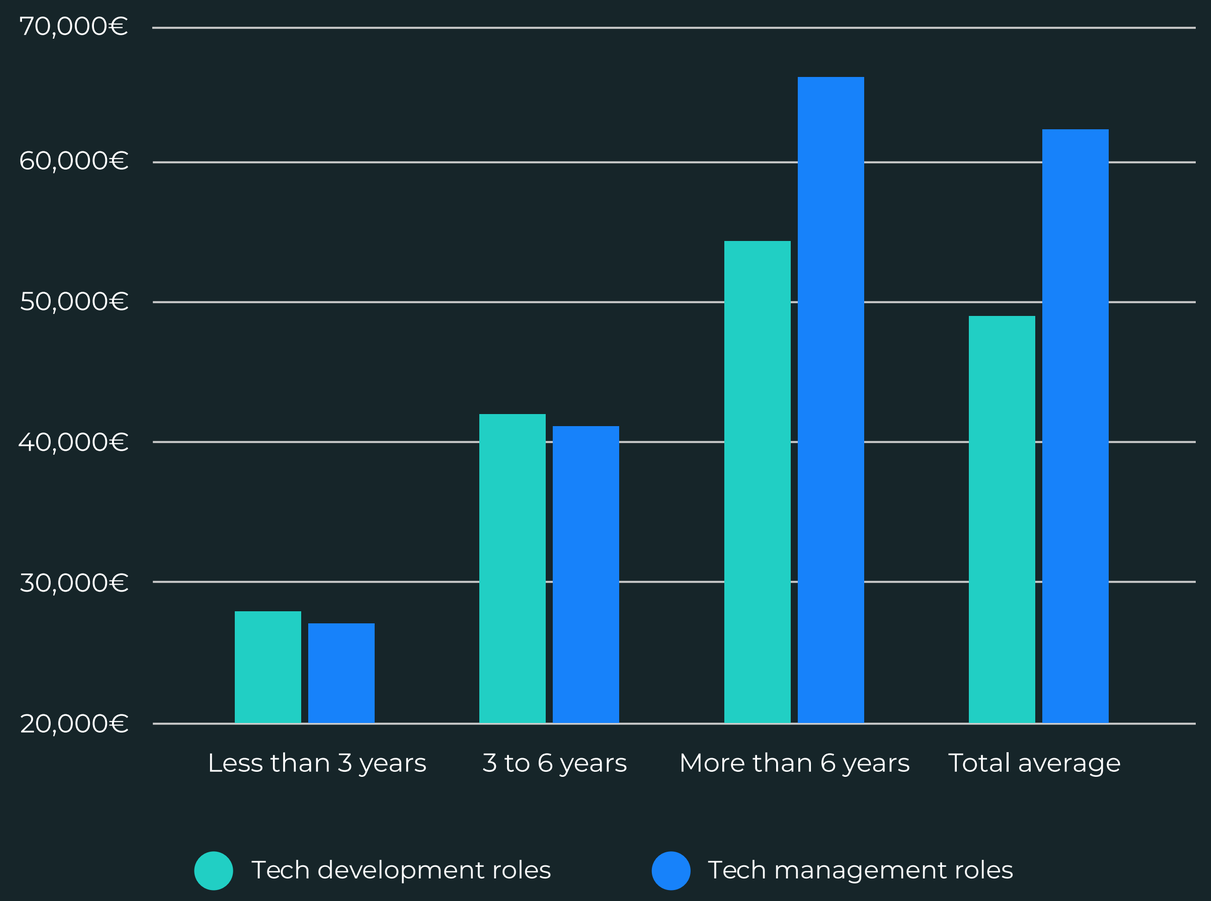
Landing.Jobs SPONSORED BY vizrt

Salary

BY JOB ROLE CATEGORY AND EXPERIENCE

Salary gap between Management and Development roles increased from 24.3% to 27.9% YoY

- But only in IT Professionals over 6 years of experience (gap 20.7%), as in the lower experience ranges Developers tend to earn more than Managers.
- It's interesting to see the steep salary evolution along experience ranges.
- For those who might ask you 'how much is the average gross annual salary of a medium experience software engineer', the answer is 41.830€.
- Tech Management roles earn, on average, +24.4% than Developers.



Note: All salary values displayed represent gross annual salaries

Landing.Jobs SPONSORED BY vizrt

Salary

DEVELOPMENT ROLES

(FULL-TIME EMPLOYEES)

Solutions Architects, DevOps Engineers and Computer & Network Security are the top paid roles overall.

- Mobile developers continue to grow YoY salary-wise.
- Regarding noteworthy cases of salary growth, we highlight DevOps 3- years (+55.3% to 48.750€), Computer & Network Security 6+ years (+43.9% to 63.846€) and Maintenance & Support 3-6 years (+58.3% to 23.750€) and 6+ years (+52.9% to 39.808€).
- On the negative side of the spectrum, we have Mobile Apps Devs 3- years (-35.3% to 27.500€) and SysAdmin / Infrastructure 3-6 years (-28.9% to 32.500) and Quality Assurance (-15.9% to 44.868€) respectively).

Job role	Less than 3 years	3 to 6 years	More than 6 years
Solutions Architect	**22,500€** (-10%)	**42,500€** (30.8%)	**63,561€** (-1.1%)
DevOps Engineer	**48,750€** (55.3%)	**58,571€** (24.6%)	**61,551€** (7.5%)
Computer & Network Security	**40,804€** (36%)	**33,750€** (8%)	**63,846€** (43.9%)
Mobile Apps Developer	**27,500€** (-35.3%)	**42,500€** (13.2%)	**60,909€** (21%)
Back-End Developer	**30,714€** (16.6%)	**40,035€** (-0.6%)	**56,771€** (15.5%)
Front-End Developer	**25,000€** (20.8%)	**37,976€** (2.2%)	**55,102€** (4.2%)
Full-Stack Developer	**23,929€** (5.2%)	**37,153€** (8.9%)	**52,880€** (18.9%)
Data Scientist/Data Engineer	**27,690€** (8%)	**44,457€** (13%)	**55,000€** (14.9%)
Quality Assurance/Testing	**26,726€** (15.5%)	**38,125€** (-4.7%)	**44,868€** (-15.9%)
Business Applications (BI/CRM/ERP)	**25,000€** (41.4%)	**30,000€** (17.6%)	**43,068€** (-5.8%)
UX/UI Designer	**21,948€** (-2.5%)	**37,000€** (5.7%)	**44,894€** (-5.7%)
SysAdmin Engineer	**28,750€** (4.5%)	**32,500€** (-28.9%)	**41,129€** (4.3%)
Maintenance & Support	**17,857€** (8.2%)	**23,750€** (58.3%)	**39,808€** (52.9%)

*not enough data for statistical degree of confidence

Note: All salary values displayed represent gross annual salaries

Landing.Jobs SPONSORED BY vizrt

Salary

MANAGEMENT ROLES

(FULL-TIME EMPLOYEES)

Without surprise CTOs / Heads of IT continues to be the top paying role.

- Intermediate CTOs (3-6 years) took a hard hit (-28.6% to 37.500€), opposite to more senior ones (+20.5% to 88,968€).
- This trend of senior IT Professionals taking the top salary growths can be seen across the whole table.
- Project Manager seems to be progressively loosing ground both in terms of representativeness and salary wise.
- Top increases were Scrum Master 3-6 years (+27% to 58.750€) and Product Owner / Manager (+27.4% to 61.667€).

Job role	Less than 3 years3	to 6 yearsM	ore than 6 years
CTO/Head of IT	*	**37,500€** (-28.6%)	**88,968€** (20.5%)
Technical Team Leader	**22,500€** (0%)	**46,875€** (-0.9%)	**63,427€** (11.1%)
Product Owner/Product Manager	**28,333€** (25.5%)	**43,750€** (-16.7%)	**61,667€** (27.4%)
Scrum Master	**22,500€** (-30.8%)	**58,750€** (27%)	**47,250€** (12%)
Project Manager	**26,339€** (1%)	**30,000€** (-9.4%)	**49,698€** (6.4%)

*not enough data for statistical degree of confidence

Note: All salary values displayed represent gross annual salaries

Landing.Jobs SPONSORED BY vizrt

Salary

ALL ROLES

(CONTRACTORS)

Contractor Solution Architects are the top payed contractors.

- Contracting tends to pay well (especially if working remotely to a company abroad).
- Regarding best roles, if we mix demand and salary levels, our advice would go to Solutions Architect, Back / Front-End or Full-Stack Developer, Mobile Dev and DevOps
- On the negative side, Maintenance & Support, Data Scientist / Manager and Business Applications don't seem very interesting prospects for Contracting.

Job role	3+ years
Solutions Architect	**110,000€** (51.7%)
Blockchain/Web3 Developer	**105,000€** (*)
Back-End Developer	**84,318€** (23.4%)
Front-End Developer	**83,750€** (71.9%)
Mobile Apps Developer	**78,125€** (228.9%)
Full-Stack Developer	**76,196€** (6.5%)
DevOps Engineer	**73,750€** (*)
Computer & Network Security	**65,000€** (13%)
Quality Assurance/Testing	**60,000€** (77.8%)
SysAdmin/Infrastucture Engineer	**52,500€** (-20.8)
UX/UI Designer	**49,000€** (32.2%)
Business Applications (BI/CRM/ERP)	**41,667€** (-30%)
Data Scientist/Data Engineer	**38,750€** (-39%)
Maintenance & Support	**28,750€** (50%)

*comparative data from last year

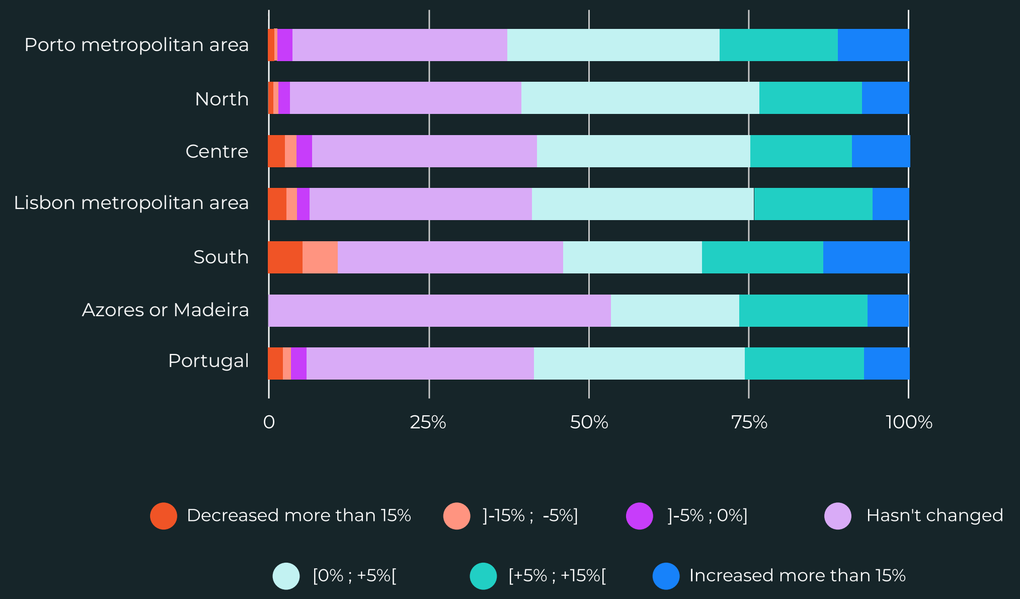
Note: All salary values displayed represent gross annual salaries

Landing.Jobs SPONSORED BY vizrt

Salary variation

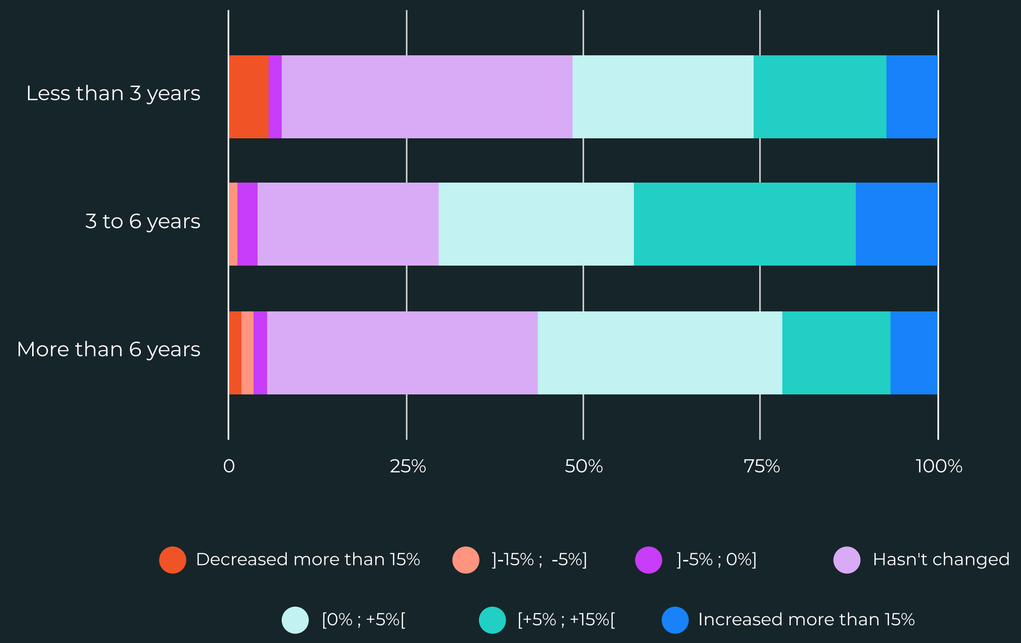
(LAST 12 MONTHS)

- The vast majority of Portuguese tech professionals saw a positive change in their salary over the past year (+58.7%), with a bigger incidence in the Porto Metro area (+62.9%).



BY WORK EXPERIENCE

- Mid seniors (3-6 years of experience) are the segment with a largest number of IT Professionals with a salary raise YoY (70.2%). Same pattern as last year.



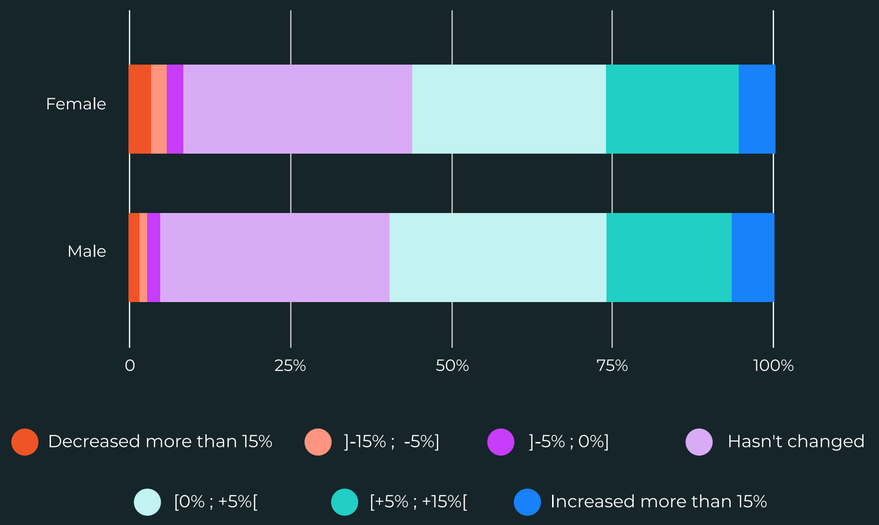
Landing.Jobs SPONSORED BY vizrt

Salary variation

(LAST 12 MONTHS)

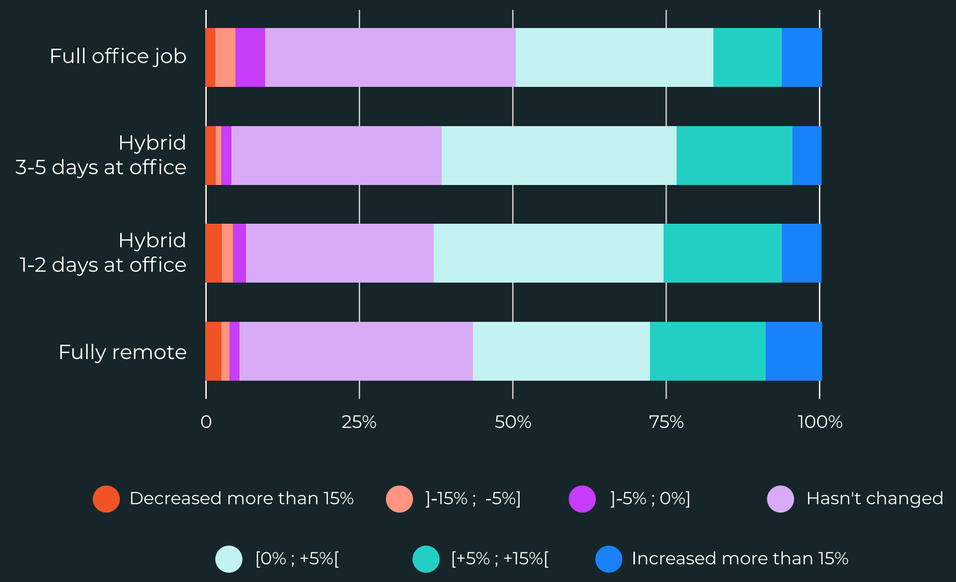
BY GENDER

- Female IT professionals had both a smaller percentage of people with salary raises (57% vs 59% in Males) and a larger percentage with salary reductions (7.2% vs 5.3% in Males).



BY REMOTE WORK SITUATION

- Full office jobs had the worst percentage of IT professionals with a raise (49.3%) vs the top performer segment: Hybrid 3+ days at office (62.8%). Full-Office Jobs also saw the highest percentage of IT Professionals with a reduction in average salary (8%).



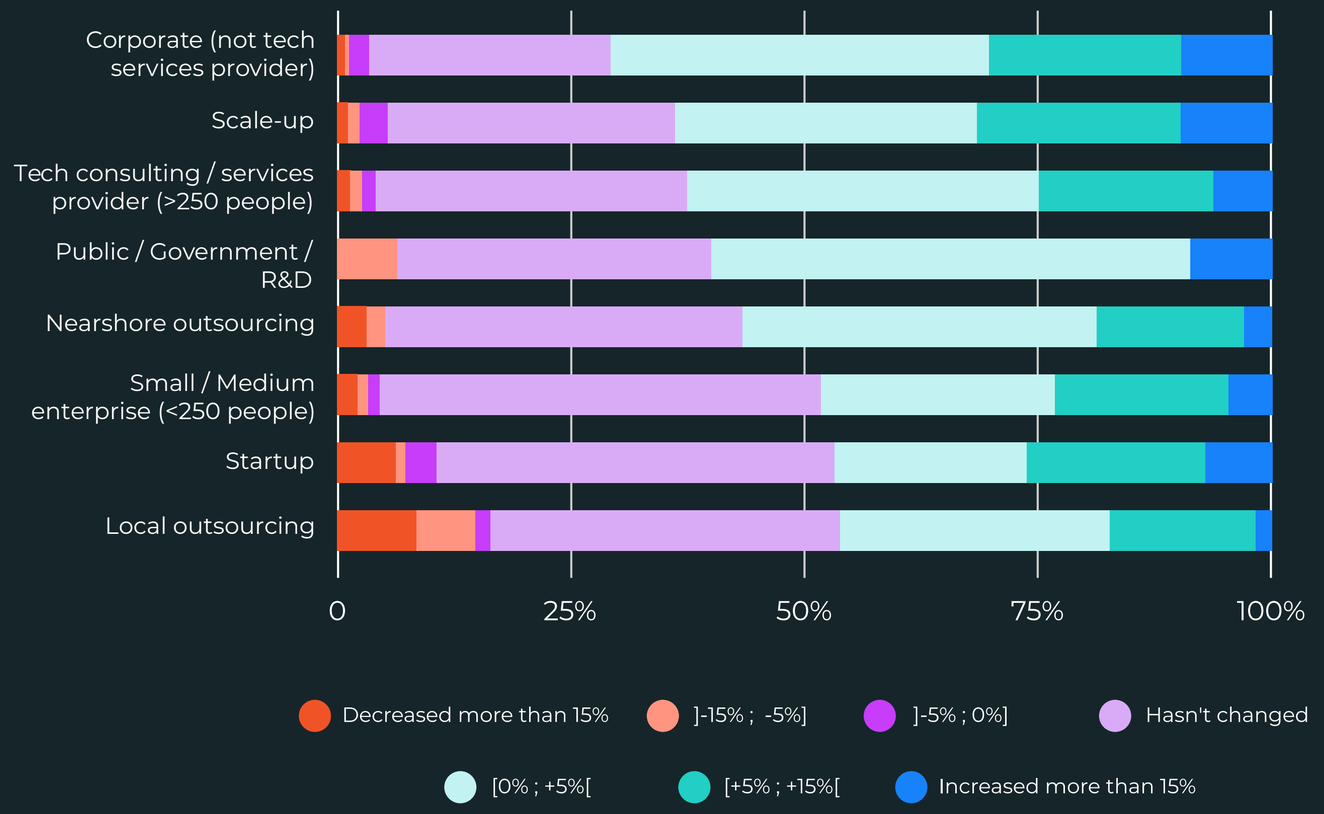
Salary variation

(LAST 12 MONTHS)

BY COMPANY TYPE

Corporate had the best performance in this category (70.6% with a salary raise)

- Scale-ups are still high on the rank (2nd, with 62.7% of IT professionals with a raise), followed by Tech consulting / services provider (>250 people) (3rd with 61.3% of raises).
- On the lower side of the scale we have Startups (46.3% with a raise, 10.3% with a cut) and Local IT outsourcing / staffing (44.9% with a raise, 16.3% with a cut).
- It's interesting to analyze data for Startups in this chart, which is not based on salary data but on people's perceptions, with the charts with salary variation based on salary data (up in this document).



Landing.Jobs SPONSORED BY vizrt

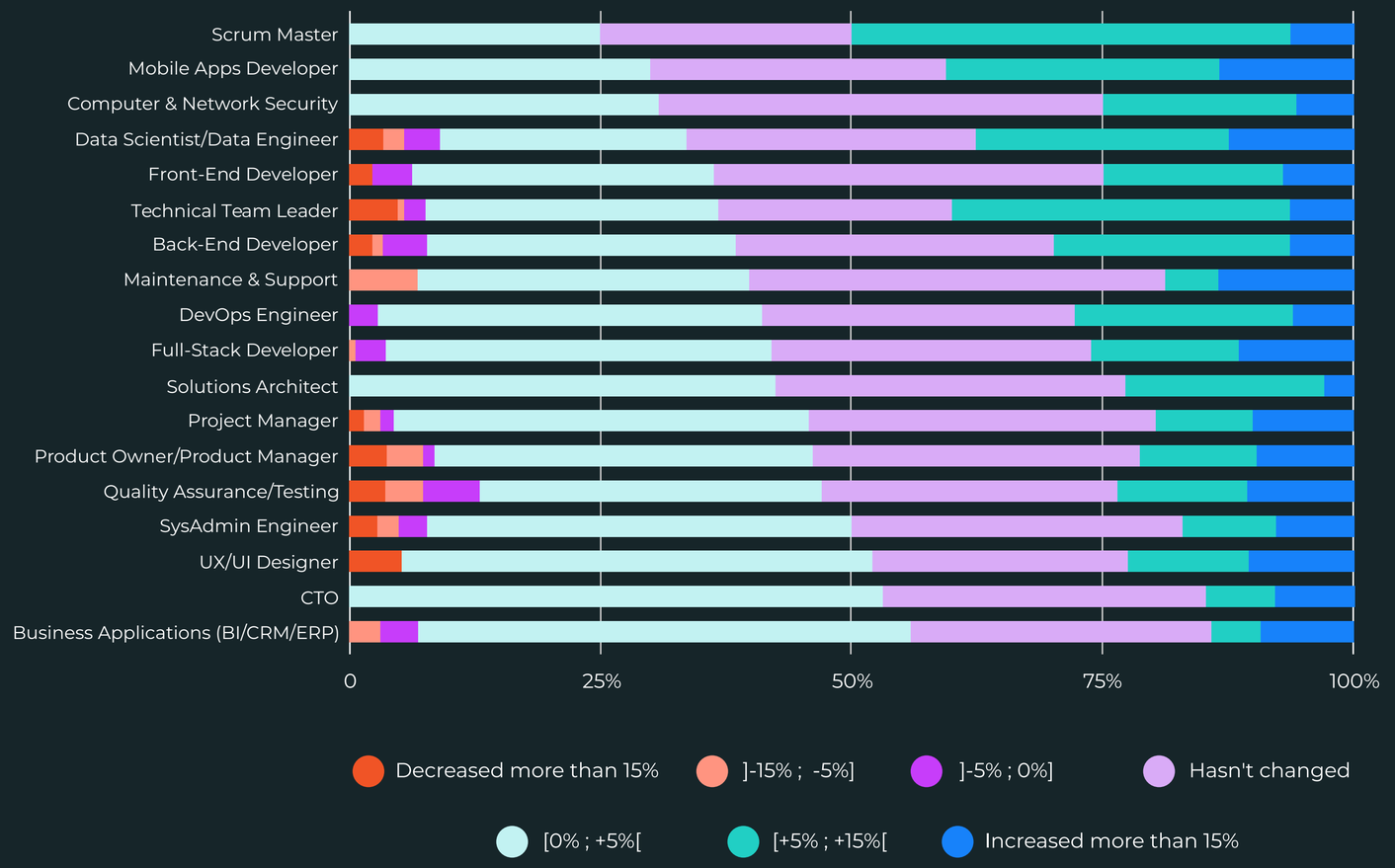
Salary variation

(LAST 12 MONTHS)

BY JOB ROLE

Salary raises have been curtailed from 2023, signaling a 'bear' job market.

- Technical Team Leaders (69.3%), DevOps Engineers (68.8%) and Back-End Developers (68%) had the largest percentage of IT professionals with salary raises.
- On the other side of the spectrum, Maintenance & Support (44.8%), Mobile Apps Developers (43.5%) and Business Applications (BI/CRM/ERP) (36.8%) had the lowest percentage of IT professionals with salary raises reported.
- The segment with a larger number of IT professionals reporting salary reduction is Computer & Network Security (14.3%), a strange data point for a category supposedly in big demand.



Landing.Jobs SPONSORED BY vizrt

🧩 IT Roles & Career Paths

- Several respondents emphasized the importance of distinguishing between roles (e.g., SDET vs Manual Tester, developers vs service managers), due to major differences in expectations, pay, and responsibilities.
- There's also a call for more part-time opportunities, which are rare in tech but highly valued by some professionals.

💸 Salaries & Compensation

- Many feel tech salaries in Portugal are unfairly low compared to the cost of living and to markets like the UK or Spain.
- Some argue that net salary is more relevant than gross salary, given the complexity of taxation and benefits.

🏠 Remote Work & Flexibility

- There's a strong preference for remote or flexible work, seen as key to productivity and well-being.
- Portuguese companies were often criticized for resisting remote work, with management described as short-sighted or lacking strategic vision.
- Respondents expressed concern about the rollback of remote work and legal or tax barriers to international remote jobs.
- They also want clear communication about hybrid work: is it mandatory or flexible?

🌍 Relocation & International Work

- Many people are open to relocating or working remotely for global companies in pursuit of better pay and career advancement.

📈 Career Development & Opportunities

- People want more freedom, purpose, and growth.
- Certifications (e.g., ITIL) and non-traditional backgrounds are appreciated but often underrecognized.
- There's frustration with the lack of flexible, part-time, or freelance options.

⚠️ Discrimination, Inclusion & Culture

- Respondents shared personal stories of discrimination — including ageism (young and older), racism, and LGBTQ+ bias.
- Some criticized companies for preaching diversity without real practice.
- There's a call for greater investment in education and inclusion to improve retention and workplace quality.

🌐 Market & Workplace Perception

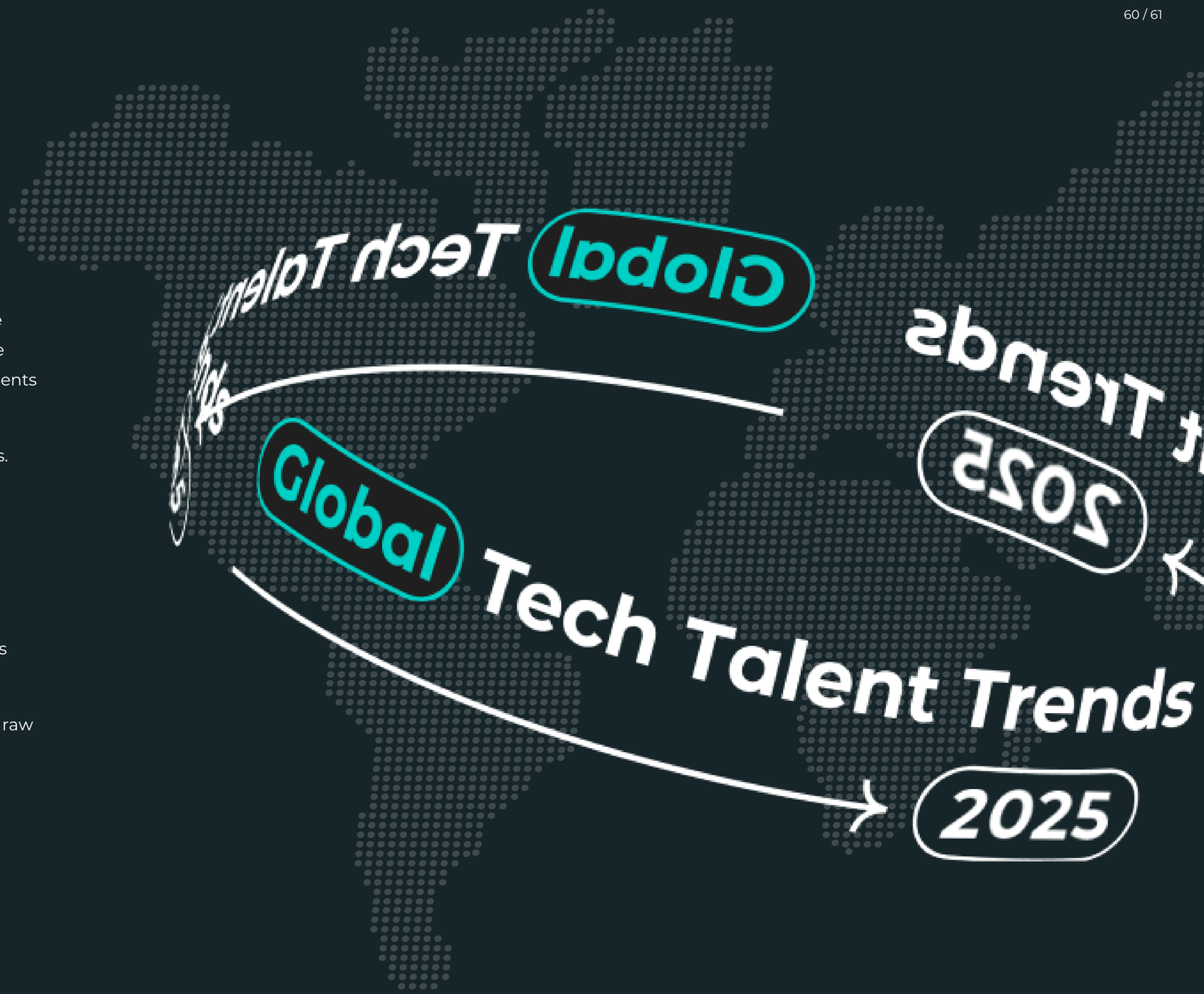
- Iberian, especially Portuguese, companies are seen as less attractive due to poor management and weak HR strategy.
- Some suggest creating a global tech professionals' body to raise standards, ethics, and collaboration — especially around AI.

Technical Sheet

- A total of 2.116 tech professionals residing in 70 countries responded to the survey. Of those, 1.516 residing in Portugal were considered for producing the results in this report. Respondents who identified as Part-time workers, 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 2024 to March 2025.

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



About

Landing.Jobs

Landing.Jobs is a leading tech hiring platform that connects companies with a community of +350,000 pre-vetted IT professionals worldwide.

Trusted for more than 10 years by top organizations, we deliver flexible, high-impact recruitment and staffing solutions — from permanent placements to outsourced teams, across local and international markets.

Now part of **Damia Group Portugal**, specialized in tech recruitment, Landing.Jobs reinforces its mission to offer digital-first, people-centric hiring experiences. Together, we bring innovation, scale, and deep industry expertise to help organizations — from startups to global enterprises — build the tech teams that drive their success.

At Landing.Jobs, we're committed to empowering organizations and individuals alike, **driving success and innovation in the tech industry!**

Visit website