ESTIMATED SALARIES
IT PROFILES

2022-2023

setesca
Talent

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DATA SOURCE

The data for this report has been taken from over 1,500 selection processes managed by SETESCA TALENT during the course of 2022 and takes into account the growth trend for each of the positions.

The results of other published reports from the sector have also been considered along with the general trend of wages for 2023.

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PURPOSE OF THE STUDY

The objective of the study is to provide an overview of salaries for ICT profiles in Spain, in order to help the decision-making processes that are appropriate to both market supply and demand.

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POSITION	YEARS OF EXPERIENCE	SALARY (€/a)	OUTSOURCING FEE approx (€/month)	INCREASE COMPARED TO 2021	EXPECTED INCREASE 2023
CIO	Min 15 years	120.000 - 180.000	700€/per day	10%	7%
IT MANAGER / CTO	Min. 10 years	80.000 - 100.000	550€/per day	5%	4%
Applications Manager	Min. 10 years	80.000 - 100.000	550€/per day	5%	2%
CISO	Min. 10 years	80.000 - 100.000	600€/per day	20%	15%
Governance Manager	Min. 6 years	45.000 - 60.000	8.000	15%	9%
Data Manager	Min. 8 years	50.000 - 60.000	9.500	3%	2%
DBA	Min. 6 years	45.000 - 55.000	8.000	3%	1%
Project Manager	Min. 10 years	50.000 - 65.000	9.500	0%	2%
ERP Consultant	Min. 8 years	58.000 - 63.000	10.000	5%	4%
Specialist Consultant (other solutions)	Min. 8 years	50.000 - 60.000	9.500	5%	3%
Business Partner	Min. 6 years	45.000 - 55.000	8.000	3%	1%
PMO	Min. 6 years	42.000 - 70.000	9.500	0%	2%
Service Manager	Min. 5 years	35.000 - 45.000	6.800	0%	2%
Product Owner	Min. 10 years	50.000 - 60.000	9.200	5%	3%

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POSITION	YEARS OF EXPERIENCE	SALARY (€/a)	OUTSOURCING FEE approx (€/month)	INCREASE COMPARED TO 2021	EXPECTED INCREASED 2023
Scrum Master	Min. 8 years	50.000 - 60.000	9.200	3%	2%
Tech Lead	Min. 8 years	60.000 - 70.000	10.500	5%	3%
Software Architect	Min. 8 years	50.000 - 60.000	9.200	5%	4%
Cloud Architect	Min. 8 years	60.000 - 80.000	12.000	5%	4%
Network Architect	Min. 8 years	60.000 - 80.000	12.000	3%	1%
Security Engineer	Min. 3 years	40.000 - 50.000	7.800	5%	4%
QA Engineer	Min. 5 years	40.000 - 50.000	7.800	0%	2%
DevOps	Min. 6 years	62.000 - 82.000	12.000	3%	1%
Network Administrator	Min. 3 years	35.000 - 45.000	6.800	0%	1%
Systems Administrator	Min. 5 years	30.000 - 38.000	6.000	0%	1%
Developer	Min. 3 years	32.000 - 40.000	6.200	5%	3%
Data Analyst	Min. 3 years	35.000 - 45.000	6.800	5%	4%
UX/UI Designer	Min. 3 years	30.000 - 40.000	6.300	3%	2%
Support Technician	Min. 2 years	26.000 - 30.000	4.500	3%	1%
HelpDesk	Min. 1 year	19.000 - 24.000	3.400	5%	2%

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POSITION	YEARS OF EXPERIENCE	SALARY (€/a)	OUTSOURCING FEE* approx (€/month)
Senior C# Developer	Min. 5 years	40.000 - 50.000	7.500
Junior C# Developer	3 to 5 years	28.000 - 35.000	5.500
Senior Java Developer	Min. 5 years	40.000 - 50.000	7.500
Junior Java Developer	3 to 5 years	28.000 - 35.000	5.500
Senior PHP Developer	Min. 5 years	33.000 - 45.000	6.800
Junior PHP Developer	3 to 5 years	22.000 - 30.000	4.500
Senior Python Developer	Min. 5 years	30.000 - 40.000	6.000
Junior Python Developer	3 to 5 years	22.000 - 30.000	4.500
Senior NodeJS Developer	Min. 5 years	40.000 – 50.000	7.500
Junior NodeJS Developer	3 to 5 years	35.000 - 40.000	6.400
Senior ABAP Developer	Min. 5 years	35.000 - 45.000	6.800
Junior ABAP Developer	3 to 5 years	28.000 - 35.000	5.500

*Taking as reference the average service rate for this type of profiles applied by SETESCA.

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POSITION	YEARS OF EXPERIENCE	SALARY (€/a)	OUTSOURCING FEE* approx (€/month)
Senior ERP Consultant	Min. 5 years	45.000 - 65.000	9.150
Junior ERP Consultant	3 to 5 years	35.000 - 40.000	6.200
Senior JavaScript Front End	Min. 5 years	35.000 - 42.000	6.600
Junior JavaScript Front End	3 to 5 years	28.000 - 35.000	5.500
Senior HOST (Cobol/RPG/PL1) Developer	Min. 5 years	30.000 - 40.000	5.900
Junior HOST (Cobol/RPG/PL1) Developer	3 to 5 years	20.000 - 28.000	4.200
Senior C++ Developer	Min. 5 years	35.000 - 42.000	6.600
Junior C++ Developer	3 to 5 years	25.000 - 35.000	5.150
Senior C Developer	Min. 5 years	30.000 - 40.000	5.800
Junior C Develper	3 to 5 years	22.000 - 30.000	4.500

*Taking as reference the average service rate for this type of profiles applied by SETESCA.

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NON-SALARY RETRIBUTIONS

The most common non-salary payments are:

- Flexible entry and exit hours (73,33%)

- Remote working (73,33%). See Annex 1.

- Private medical insurance (49,33%)

- Vending machines (45,33%)

- Intensive working day during summer months (45,33%)

- Language classes (40%)

- Check or restaurant ticket (40%)

- Bonus training (36%)

- Life insurance (24%)

*Percentages measured in terms of the number of times each of the conditions is offered over the total number of offers analyzed.

The main conclusions of the study are:

- Average salary increases of approximately 5% can be observed. This varies according to the type of profile, with security, management, ERP and CRM consulting being higher. The increase is largely due to the need for companies to take on more IT resources and technological projects to optimise processes and become more efficient which helps reduce costs. Companies need to retain and attract new customers by offering value-added services via CRM and data analysis.

- The general conditions for technicians mean there is a greater tendency for them to move on. This is due to them looking for better salaries and importantly due to the increasing trend towards more remote working as well as other non-salary benefits such as private medical insurance, and other perks, etc...(1)

- In Spain there is a tendency to locate resources close together (same geographical region), whereas in Europe there is a growing tendency to select or hire resources that are geographically more distant including being in another European country.

- The estimated increases for 2023 are based on two main concepts. The first consists of a greater market availability of technological resources thanks to more start-ups that have applied measures to downsize equipment. The second factor is the fear of a potential recession that will slow down the implementation of technological projects in some sectors. It is expected that despite the economic slowdown that salaries in the IT sector will continue to grow.

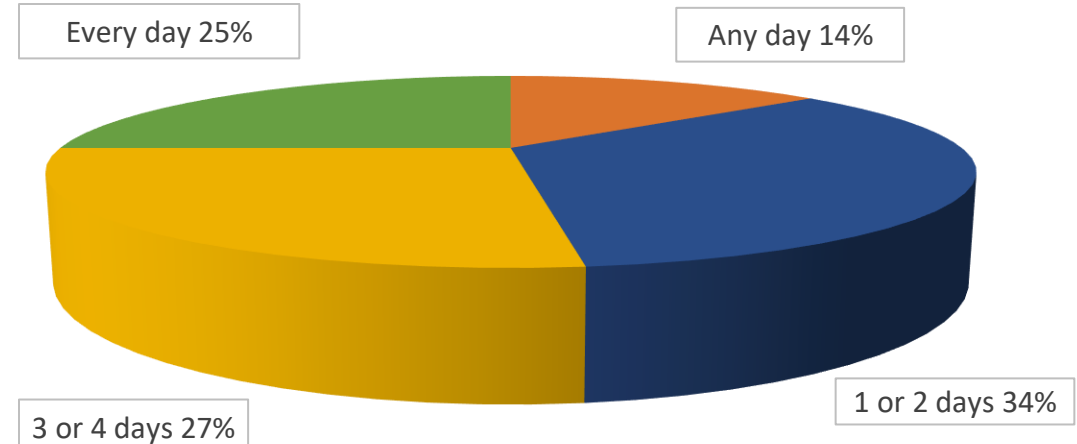(1)See Annex 1,adoption of remote working in ICT departments in Spain.

ANNEX 1: REMOTE WORKING REPORT

Objective: understand the distribution that companies make in terms of days of remote working vs office working.

FINAL COMPANY
WEEKLY REMOTE WORKING DAYS

Every day 12%

Any day 16%

3 or 4 days 40%

1 or 2 days 32%
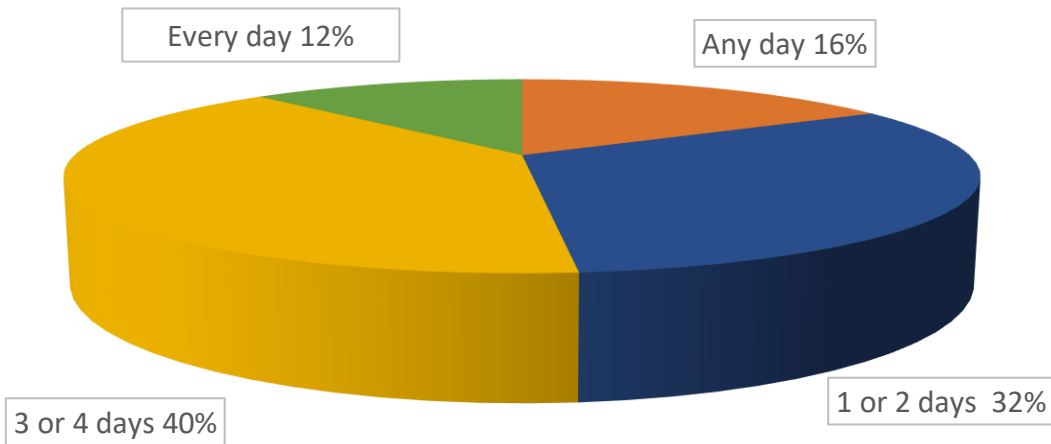
ICT CONSULTANT
WEEKLY REMOTE WORKING DAYS

Every day 25%

Any day 14%

3 or 4 days 27%

1 or 2 days 34%

CONTACT

Headquarters *Grupo Setesca*

Carrer Balmes 200, 5 ª 4ª, (08006) Barcelona, Spain.

+ 34 93 763 56 02   setesca@setesca.com   www.setesca.com

Barcelona Madrid Palma de Mallorca Londres Quito Medellín Ciudad de México Lima

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