

Fresh insights on Portugal's tech market: salaries, remote, technology & more

#GlobalizationOfTechWork

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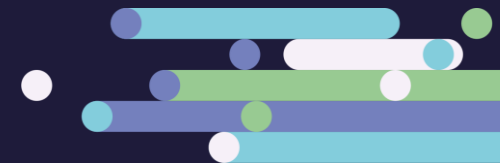


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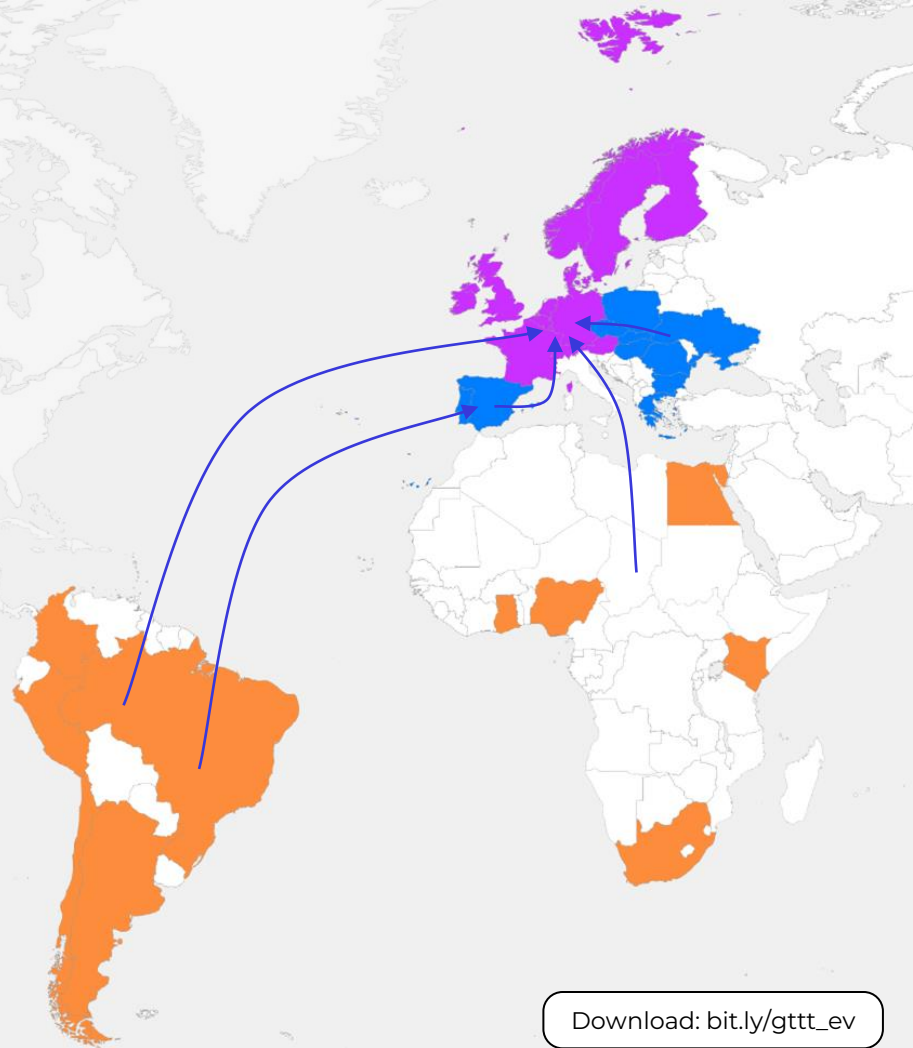


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Global Tech Talent Trends



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

Salary

Remote work

WFH countries

Programming languages & frameworks

Relocation

Work across-borders

Perks

Career Drivers



1 - Demographics, Roles & Tech

Data from Global Tech Talent Trends Report 2022 -
Portugal Edition

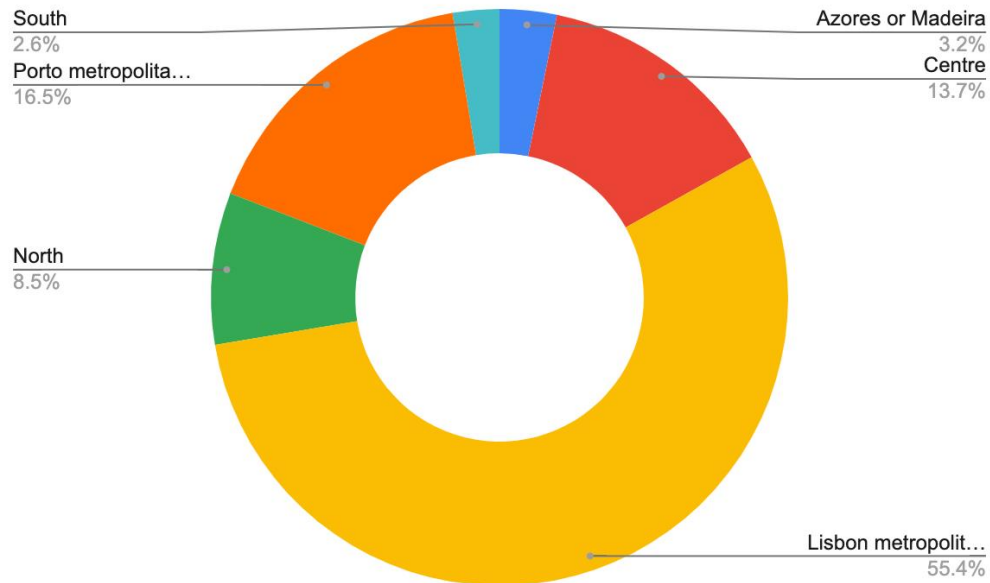


Talent residence by region

Lisbon Metro Area representativity increased from **40% (2021) to 55,4% (2022)**, showing an increased concentration of tech talent in this area.

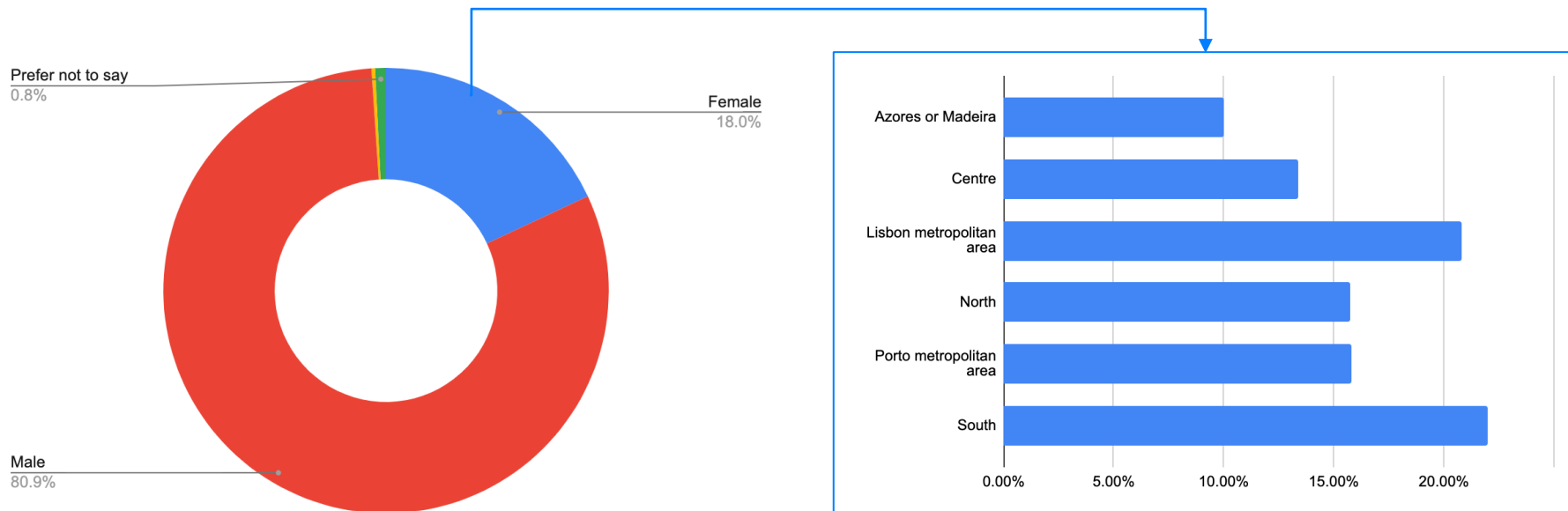
All other regions lost (percentage) in the tech talent distribution.

Porto Metro Area went from 22% to 16.5%.

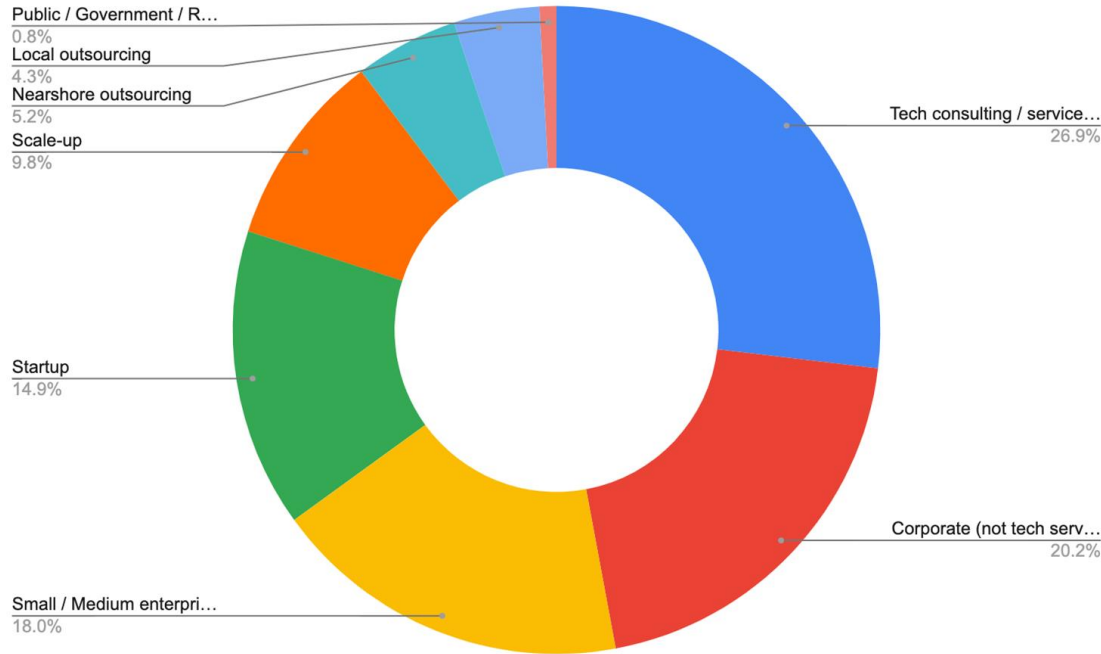


Gender

Although we still have a long way to diversify the tech industry when it comes to gender, women's representativeness has **increased from 12,5% in 2021 to 18% in 2022**. Let's work to guarantee the positive trajectory continues.



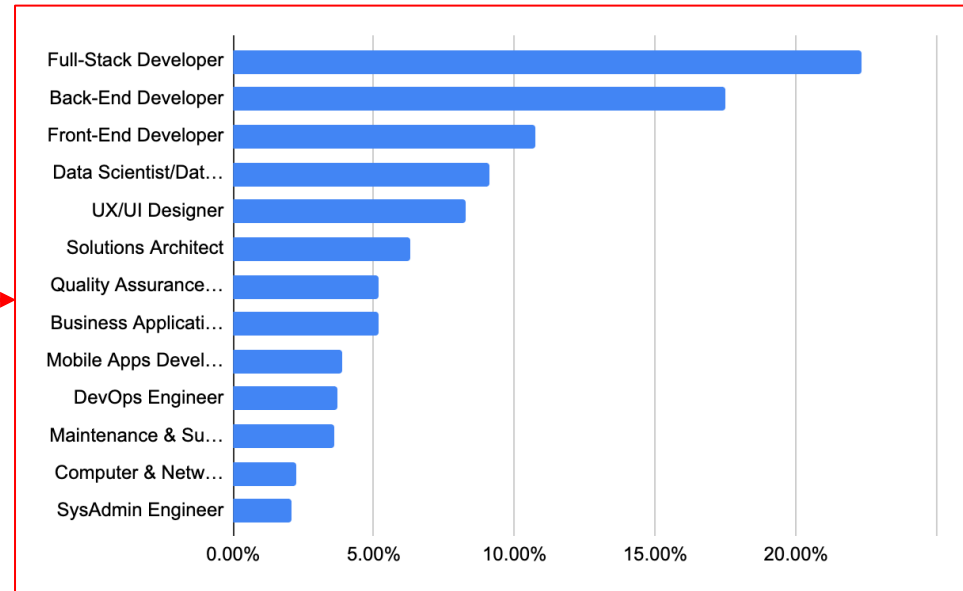
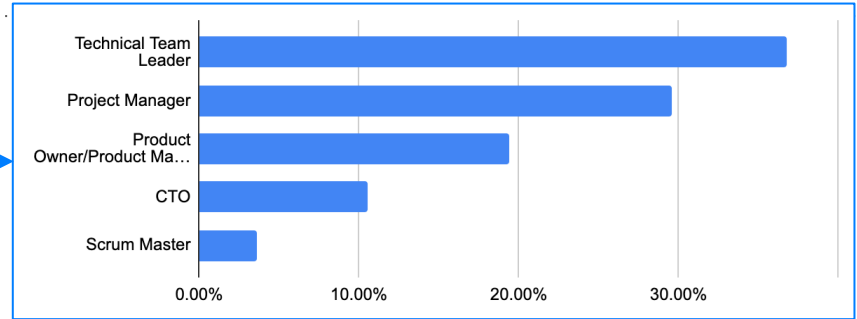
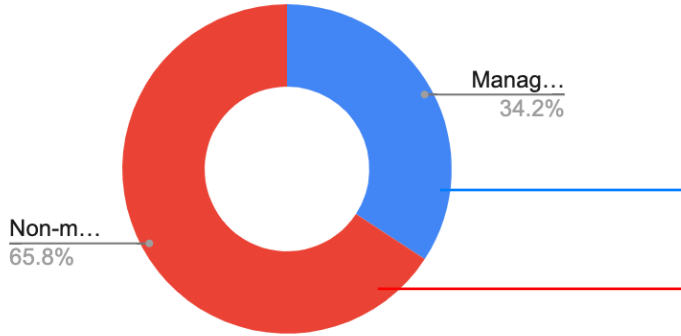
Employers company type



Startups (+5%) and **Scale-ups (+2,5%)** are on the rise. **SMEs** lost almost **13%**! Corporates + Consulting together have dropped around **3,5%**.

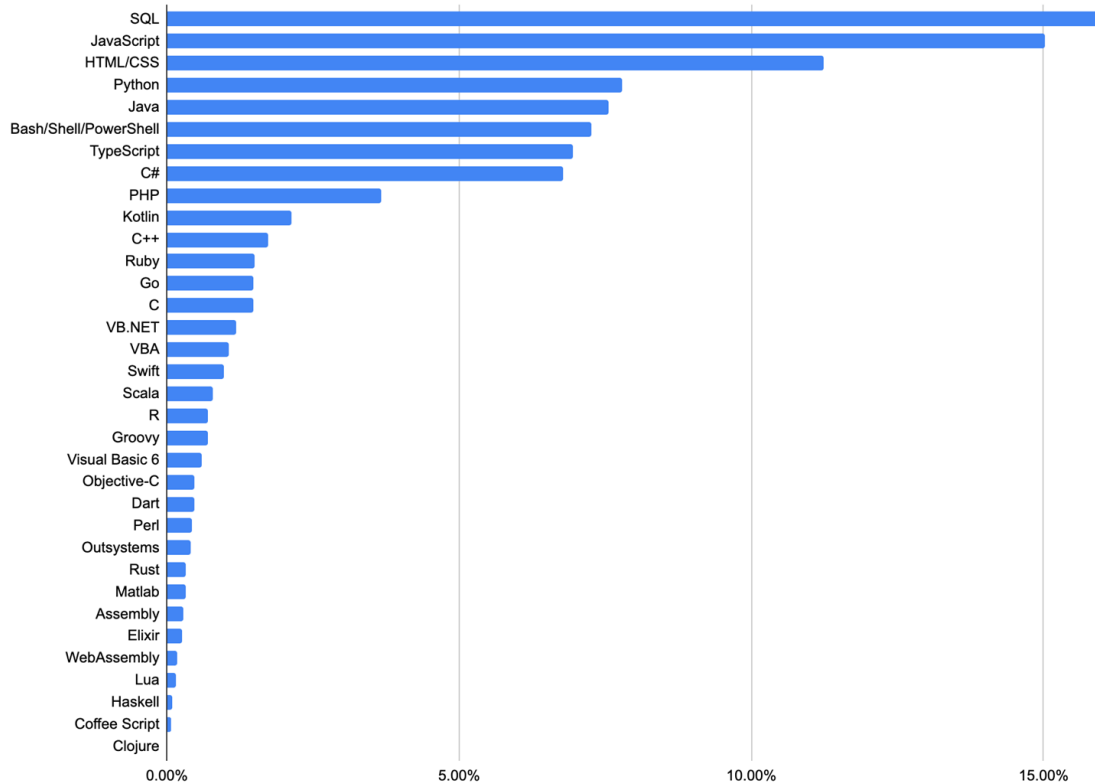
The employer market composition is changing towards less 'traditional' companies.

Job roles



On the Tech Development side, **Full-stack, Front and Back-end roles sum up more than 50%**. Data-related roles represent a respectful % of this wider group, showing the importance Data progressively has for businesses.

Python gets to the top of the generic languages. Java remains one of the most widespread languages. Typescript is also on the rise, showing an increasing swing. C# also still has a good position, probably mostly because of corporate systems, although it has fallen behind Python and Typescript since 2021.

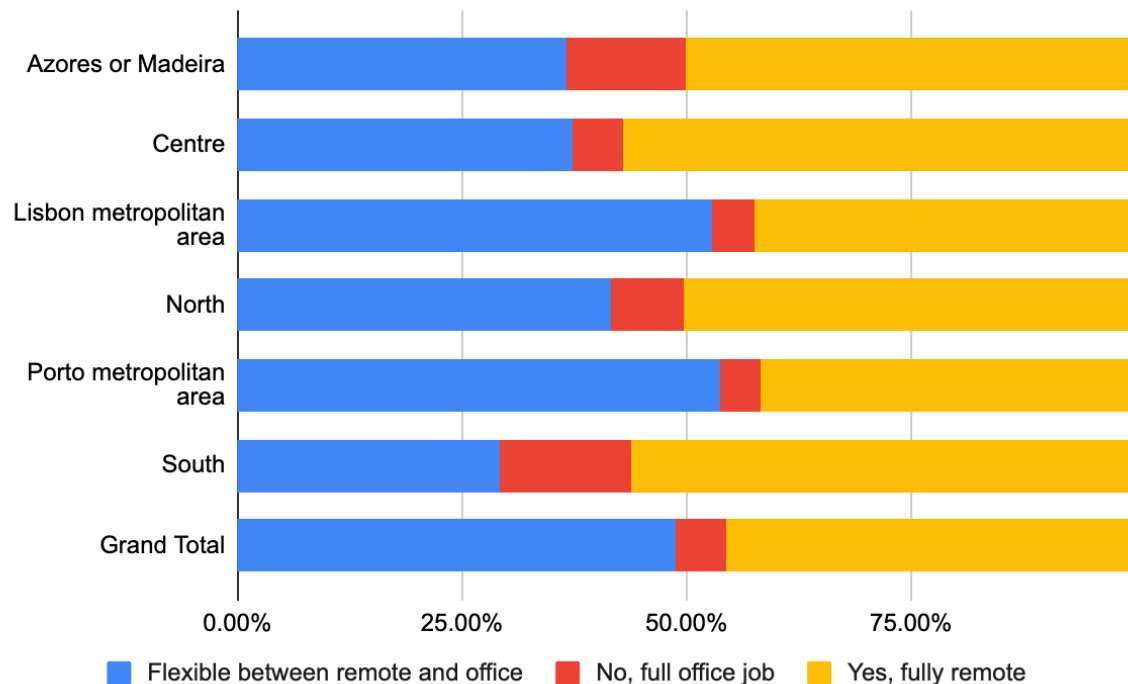


2 - Remote work and PT workers' origins

Data from Global Tech Talent Trends Report 2022 - Portugal Edition



Remote work status

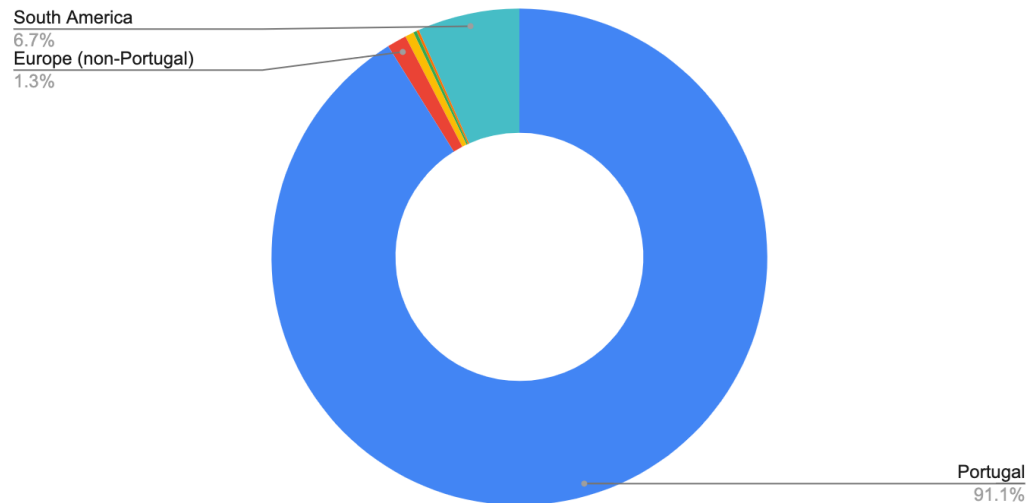


A mere **6%** of tech professionals overall work in a **full-office job**, while the rest divide themselves pretty equally between hybrid and full remote. There is no doubt that **remote work**, in its many forms, is no longer a nice-to-have option, but instead mandatory.

Resident PT workers by place of origin

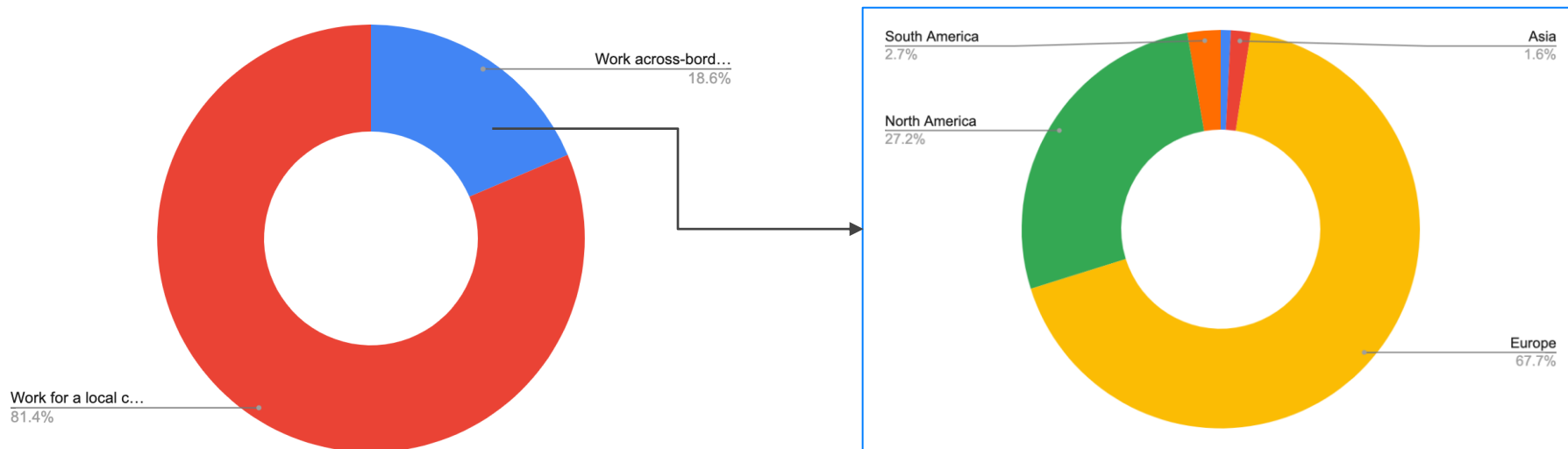
Over **90% of the tech workforce in Portugal are nationals** (83% in Porto area), followed by 6.6% Brazilians (14% in Porto Area!). There's a long way to go to **make Portugal** a clear **hub for tech talent from other geographies**, and companies should have a clear role here, to make sure they have enough talent for their needs.

Note: North America has more than 30% of workers originary from other continents.



Resident PT workers by place of Employer

Most PT resident tech professionals work for PT companies. But **18,6% of them are working for companies remotely across-borders** (20,6% in Porto), which is very significant, and with a tendency to grow. This is putting a **high pressure on salaries and local talent availability**.



3 - Work (remotely) across- borders

Data from Global Tech Talent Trends Report 2022 -
Portugal Edition



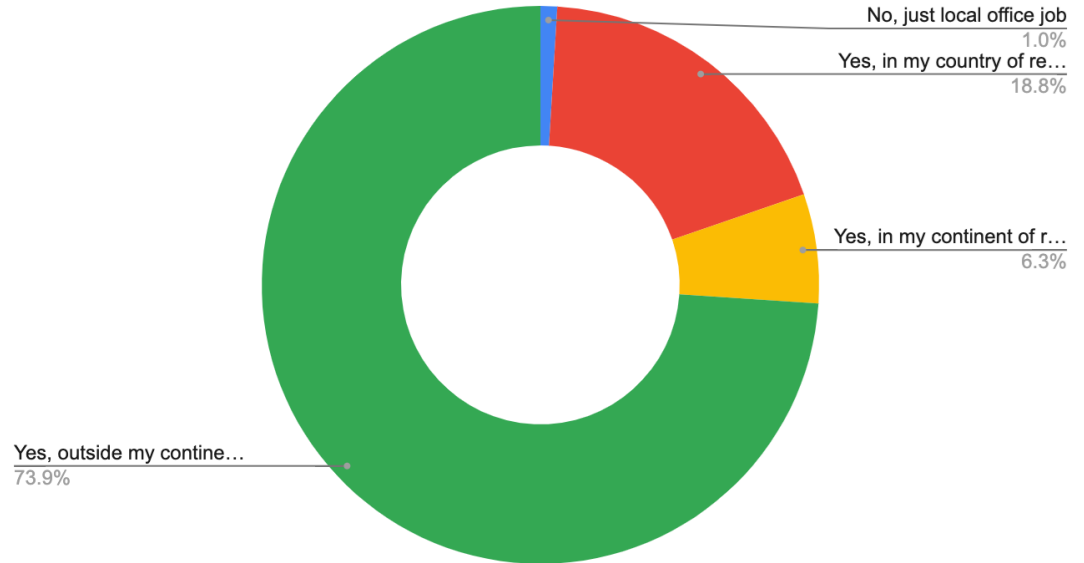
Openness to work remotely for a company

Remote, remote, remote.

PT tech talent is **highly open to work remotely** (80%) to companies across-borders.

This shows that the game has really changed, borders are not barriers anymore for **Talent**, and they're **embracing a new globalized reality** and the opportunities it presents.

More on the reasons for this ahead.



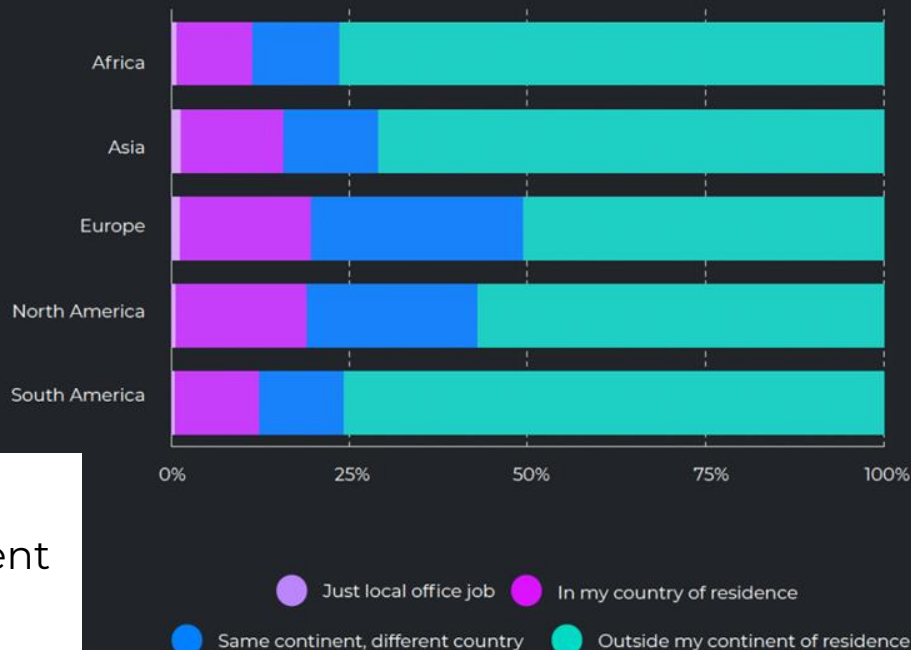
Openness to work remotely for a company

BY CONTINENT OF RESIDENCE

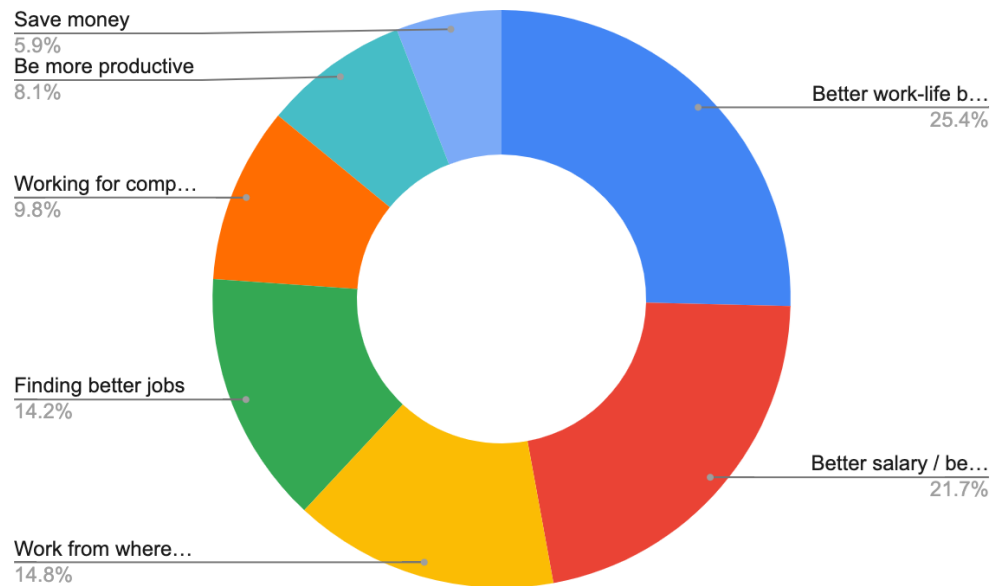
European tech professionals are more open to work remotely in... Europe

- This chart reflects, again, the high openness for tech professionals to work remotely for companies across-borders.
- Africa, South America and Asia have the highest openness to work for companies in other continents, probably in search for better career and/or life conditions.

Compared to the global reality, Portuguese tech talent is closer to Africa, Asia and South America than to Europe or even North America.



Reasons to work remotely for a company



Work-life balance is the biggest reason to work remotely across-borders. Salary and benefits come second.

These indicators show us that improving the ownership of their careers and having a better quality of life is very relevant for Portuguese tech talent, much in line with current hot topics like work burnout.

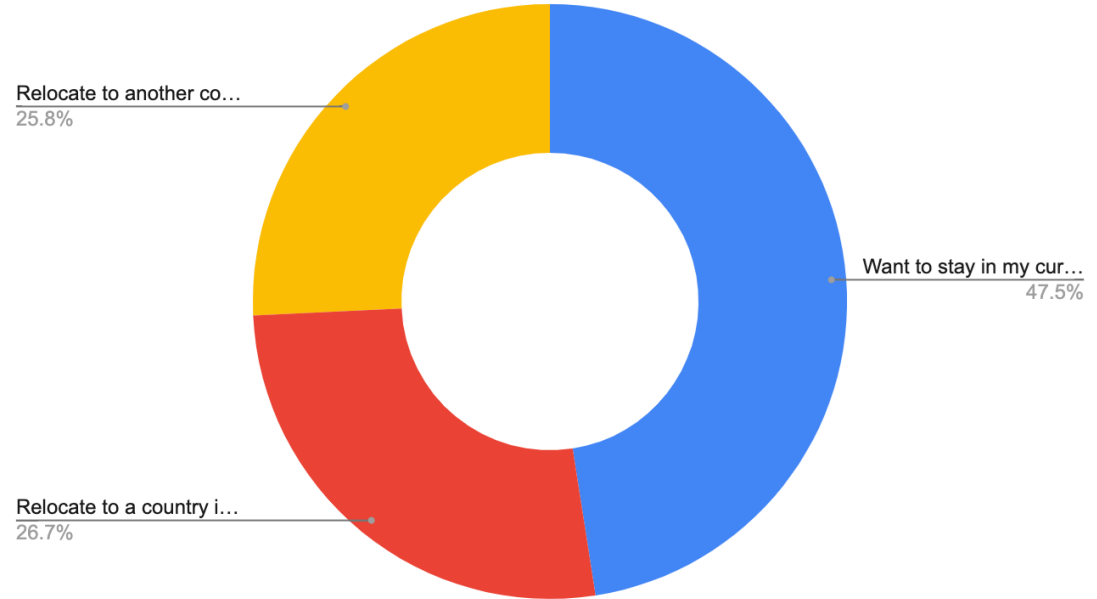
4 - Relocation

Data from Global Tech Talent Trends Report 2022 -
Portugal Edition



Openness to relocate to another country / continent

Some want to stay, some want to go. Nearly **half would prefer to remain in Portugal**, showing a tendency for local permanence (comparing, 80% are willing to work remotely across-borders). The other half considers, in equal proportions, relocating to another European country or to another continent. Compare this with the global perspective (-> next page).



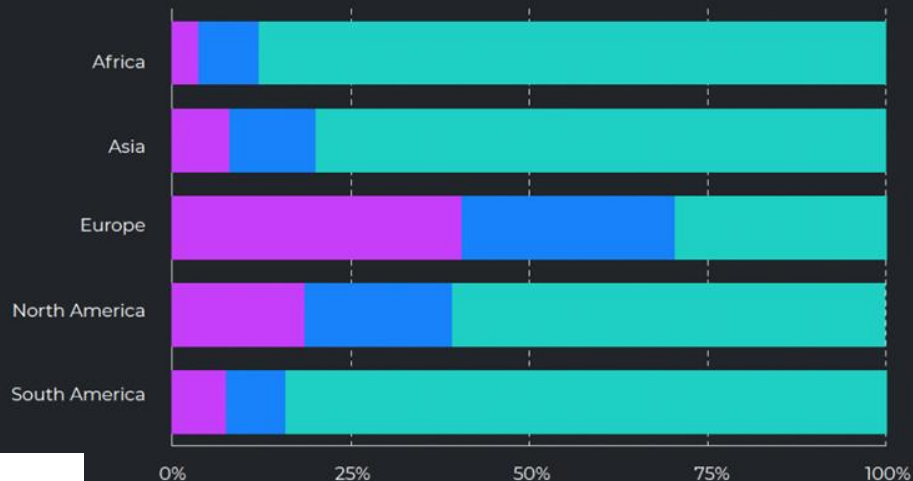
Openness to relocate to another country

BY CONTINENT OF RESIDENCE

In general, tech professionals are very open to relocate to another country or continent

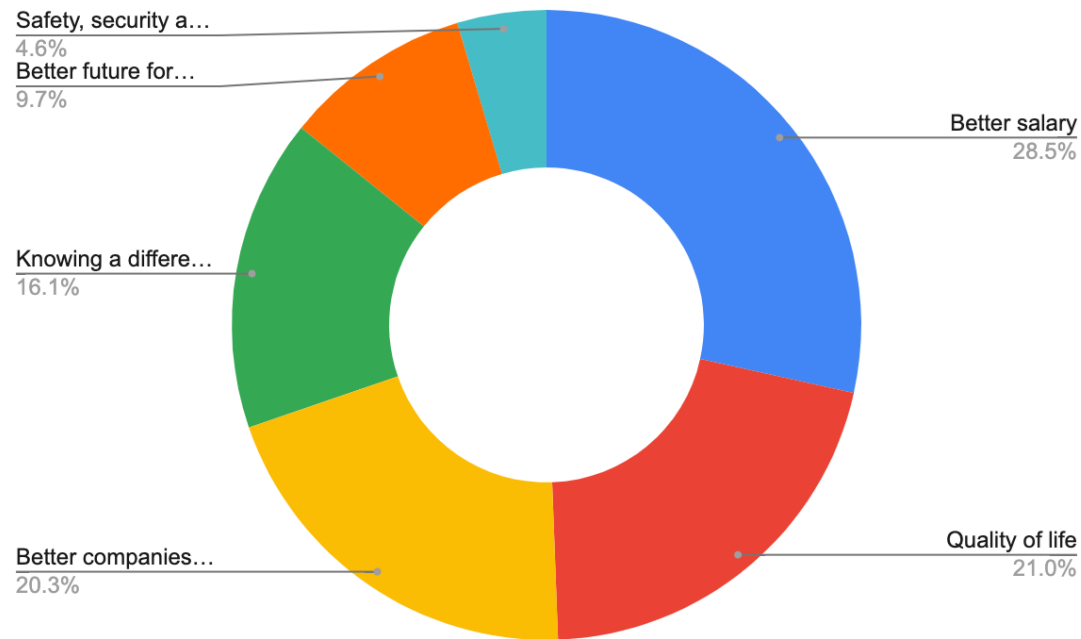
- Not only working remotely for a company across-borders is trending high, but relocating to another country or continent is now a real consideration for most tech professionals.
- Respondents from Africa, Asia and South America show the highest willingness to relocate to another continent.

Portuguese talent have a greater desire to remain in their country than Europeans and everyone else in general. We like it here :)



● Want to stay in my current country
 ● Relocate to a country in my continent
 ● Relocate to another continent

Reasons to relocate

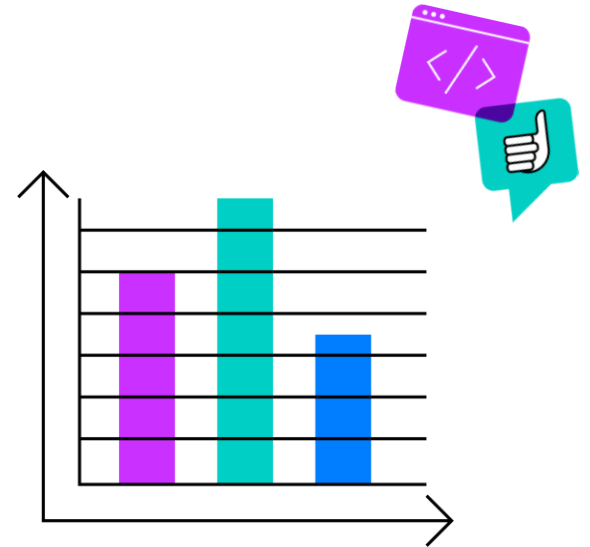


Unlike many other tech professionals around the world, in Portugal those who want to relocate are after a **better salary**.

This is shortly followed by a better quality of life and better companies, jobs or challenges.

4 - Salaries

Data from Global Tech Talent Trends Report 2022 -
Portugal Edition

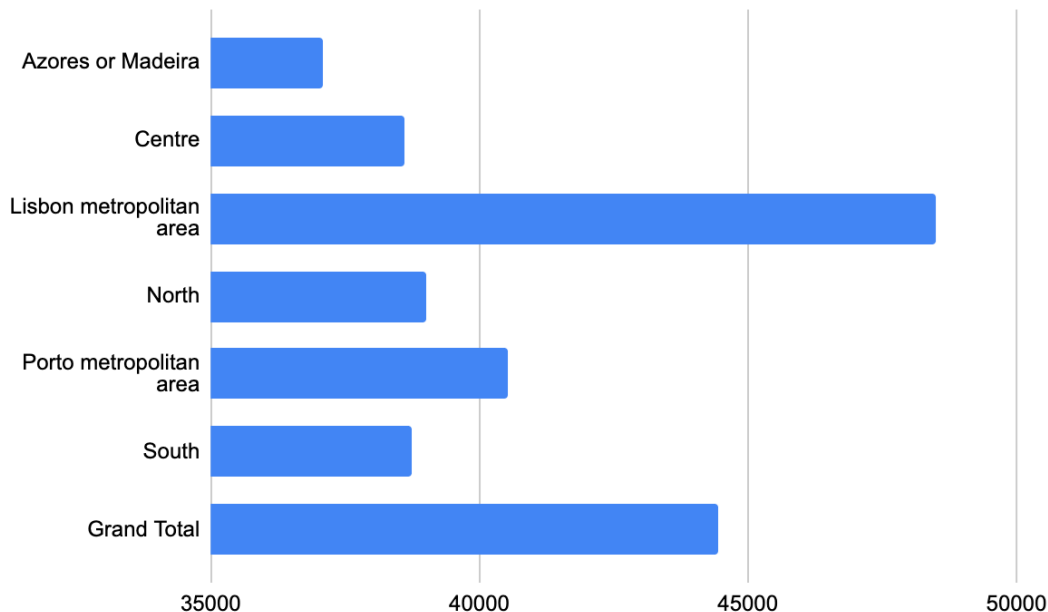


Salary by region

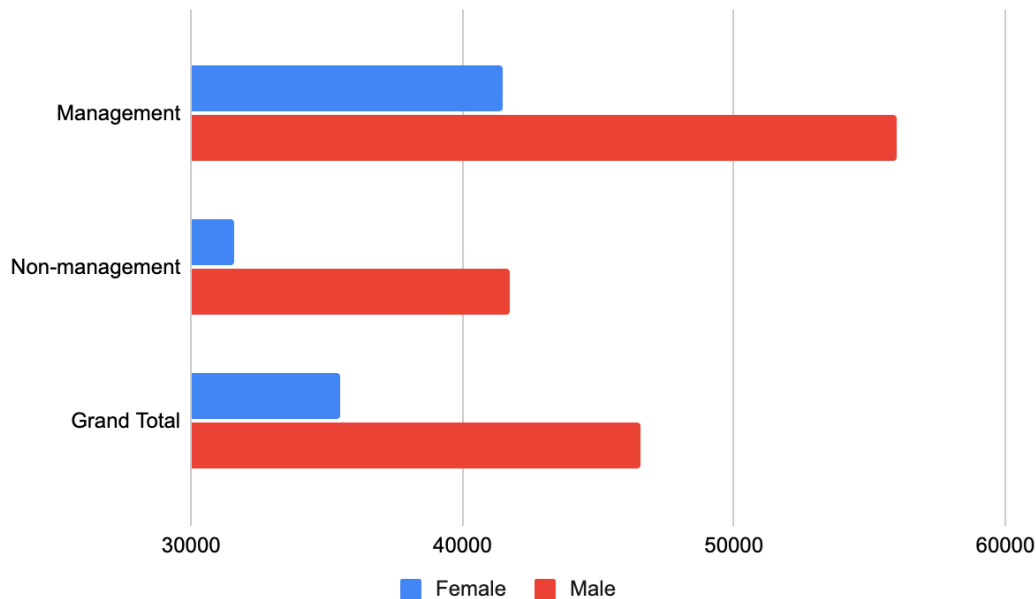
Salaries are **36.5% (!)** higher than 2021, overall. Our best guess for the main contributor to this huge change is the impact of remote work across-borders and foreign companies competition for PT talent.

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

Salaries in **Porto** area rose 38% (€32K->€40K).



Salary by gender



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

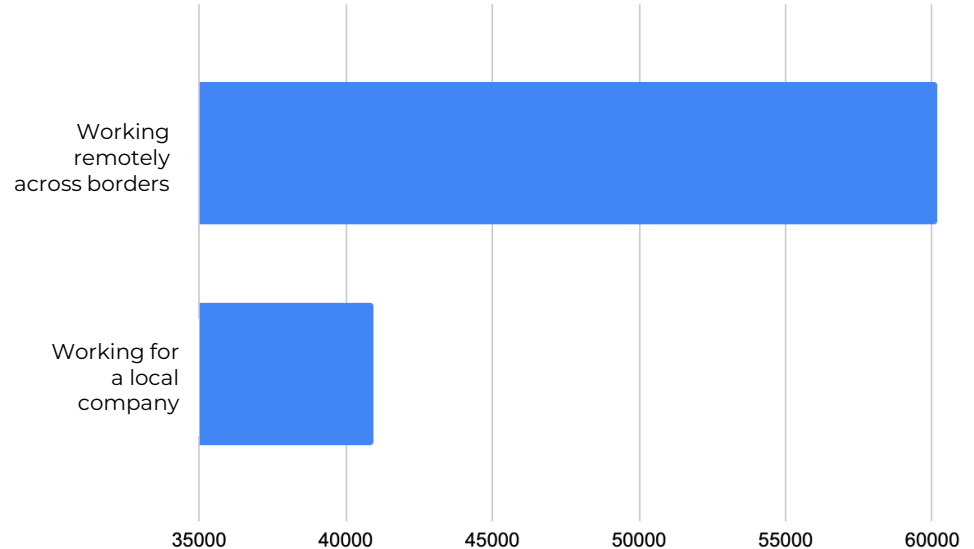
The gender pay gap is bigger in management roles (35%) than in development roles (32.1%).

In what ways can the pandemic have influenced this increase in salary gap?

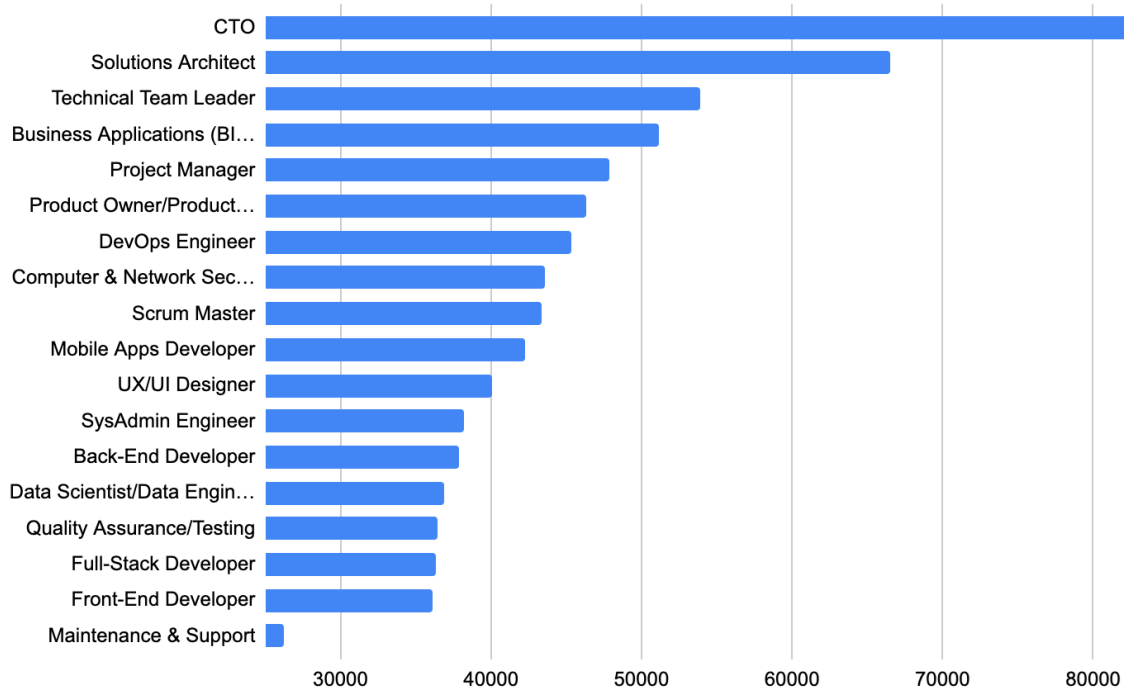
Salary by working for a company across-borders situation

The difference in salary between talent working remotely for companies located in another country vs talent working for companies is staggering **(+45%)**.

This is yet another sign of the globalization of tech work: companies worldwide are throwing big bucks to secure top tech talent, wherever they are (and PT talent is an obvious target).



Salary by job role



Interestingly with the exception of CTOs, Management roles don't necessarily pay more than more senior Developer roles like Solutions Architect.

This shows that companies are starting to give more relevance (and pay) to senior developer roles, providing career paths for talent that does not want to go 'management'.

Salary by Job Role x Experience

Developers - Full-time employees



Remember: on average, tech salaries jumped an unprecedented +36,5% from 2021 to 2022.

The only class where (surprisingly) there were reductions in the average salaries was mid/senior Data professionals.

Senior Back-end devs won the bout, almost doubling their salaries.

Again, what caused those bumps?

Job Role	Less than 3 years	3 to 6 years	More than 6 years
UX/UI Designer	19,245€ (-2.6%)	25,053€ (+10.2%)	50,345€ (+42.4%)
SysAdmin Engineer	32,000€ (+56.1%)	41,067€ (+67.6%)	39,113€ (+17.8%)
Solutions Architect	30,000€ (*)	56,000€ (*)	64,883€ (*)
Front-End Developer	24,855€ (+19.3%)	34,258€ (+47.1%)	40,411€ (+31.3%)
Business Applications (BI/CRM/ERP)	20,971€ (+5.2%)	32,393€ (+0.8%)	50,913€ (+23.6%)
Data Scientist/Data Engineer	21,900€ (+35.7%)	19,802€ (-19.4%)	28,792€ (+0.1%)
Full-Stack Developer	23,025€ (+28.9%)	33,134€ (+33.5%)	40,068€ (+26.9%)
UX/UI Designer	21,663€ (+18.3%)	37,865€ (+49.3%)	46,042€ (+31.4%)
Mobile Apps Developer	22,743€ (+26%)	42,630€ (+34.8%)	53,000€ (+48.1%)
Quality Assurance/Testing	24,935€ (+15.8%)	36,327€ (+26.4%)	44,931€ (+32%)
Maintenance & Support	20,000€ (+1.8%)	31,627€ (+15%)	51,673€ (+79.7%)
Back-End Developer	20,986€ (+25%)	30,614€ (+22.5%)	60,854€ (+93%)
Computer & Network Security	23,187€ (12%)	35,546€ (+20.3%)	44,188€ (+20.2%)
			*no comparative data for 2021

(salary values are Gross Annual Salary)

Salary by Job Role x Experience

Management - Full-time employees

Regarding management roles, the variation distribution is diverse. Product Owners/Managers had the highest positive change in average, showing the increased relevance of this role.

Job Role	Less than 3 years	3 to 6 years	More than 6 years
Technical Team Leader	18,000€ (-24.2%)	37,954€ (+15.9%)	54,480€ (+18.2%)
Scrum Master	(*)	42,800€ (+22.3%)	40,935€ (+2.2%)
Project Manager	20,495€ (+21.8%)	25,640€ (+1.5%)	50,378€ (+23.8%)
Product Owner/Product Manager	22,500€ (+42.1%)	33,425€ (+33.1%)	51,121€ (+15.5%)
CTO	(*)	36,700€ (-14.9%)	82,590€ (+30.1%)
	* not enough datapoints for a satisfactory statistical degree of confidence		

Salary by Job Role x Experience

All roles - Contractors

Contractor Mobile App Developers have taken a hit in the last 12 months (-7.6%). CTOs, Data Scientists and Product Owners/Managers had the highest positive bump in the last 12 months.

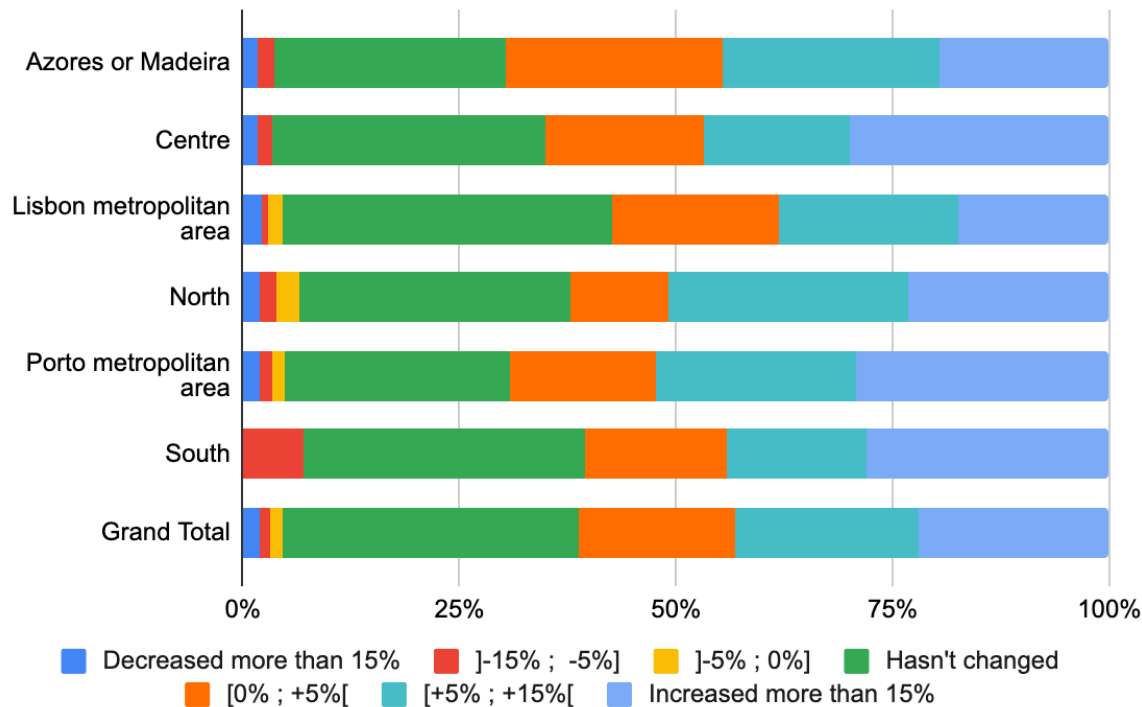
Job Role	3+ years
UX/UI Designer	51,547€ [32.2€/h] (+0.6%)
Technical Team Leader	72,886€ [45.6€/h] (+11.2%)
Solutions Architect	76,031€ [47.5€/h] (*)
Scrum Master	60,000€ [37.5€/h] (*)
Quality Assurance/Testing	72,000€ [45€/h] (*)
Project Manager	56,274€ [35.2€/h] (+0.6%)
Product Owner/Product Manager	60,509€ [37.8€/h] (+57.5%)
Mobile Apps Developer	60,560€ [37.9€/h] (-7.6%)
Full-Stack Developer	66,067€ [41.3€/h] (+33.2%)
Front-End Developer	46,000€ [28.8€/h] (+15.2%)
DevOps Engineer	78,750€ [49.2€/h] (+17.1%)
Data Scientist/Data Engineer	72,000€ [45€/h] (+66.7%)
CTO	136,000€ [85€/h] (+73.5%)
Business Applications (BI/CRM/ERP)	55,000€ [34.4€/h] (+37.6%)
Back-End Developer	60,833€ [38€/h] (+35.7%)
	*no comparative data in 2021

(salary values are Gross Annual Salary / Gross hour rate)

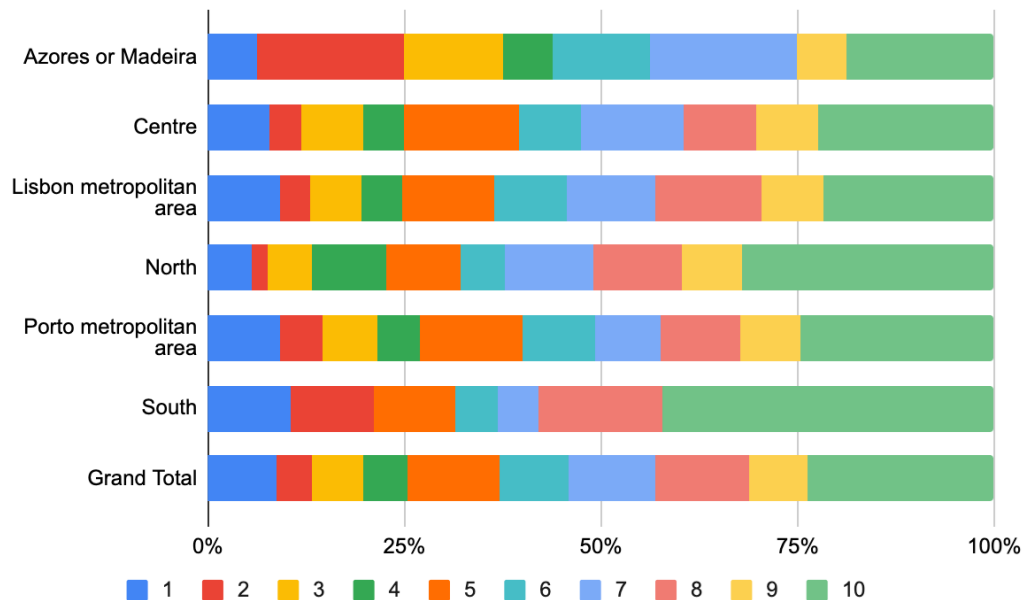
Salary variation (last 12 months) per region

Regarding salary changes, **61,3% had a positive variation**, against 4,6% with a negative variation.

The most relevant insight here is that both **Lisbon and Porto metropolitan areas had the lowest positive variations and the highest negative variations**, showing that remote work acts as a regional equalizer of salaries.



Motivation to change jobs (next 3 months)



On average, **6.5 out of 10 considers changing jobs in the next 3 months** (similar to Europe Avg).

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

Regarding company types, it ranges from Scale-ups (5.1/10) to Public Sector (8.4/10).

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

#GlobalizationOfTechWork

- Remote work is mandatory if you want to have the best digital talent for your business
- Portuguese tech talent is mostly driven by salary and work-life balance
- Pressure from competition from foreign companies is driving up costs and increasing local talent scarcity
- Fortunately there is a lot of global talent interested in Portugal
- With the globalization of technological work, it is very important - no, it is essential! - for companies to effectively hire foreign talent to work remotely for or relocate to Portugal (same trend all over Europe)
- More than a threat, this should be considered an opportunity



Are you ready for the **#GlobalizationOfTechWork ?**

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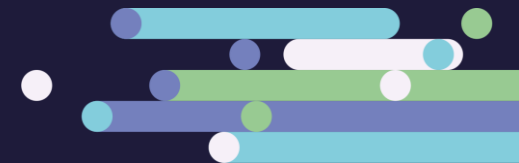
An aerial view of a coastal city, likely Porto, Portugal, featuring a wide river, a large bridge, and dense, multi-story buildings. The image is overlaid with a dark blue tint.

Portugal Tech Hub

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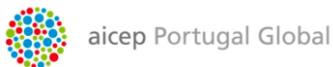
Accelerators &
Incubators

Visa &
Relocation

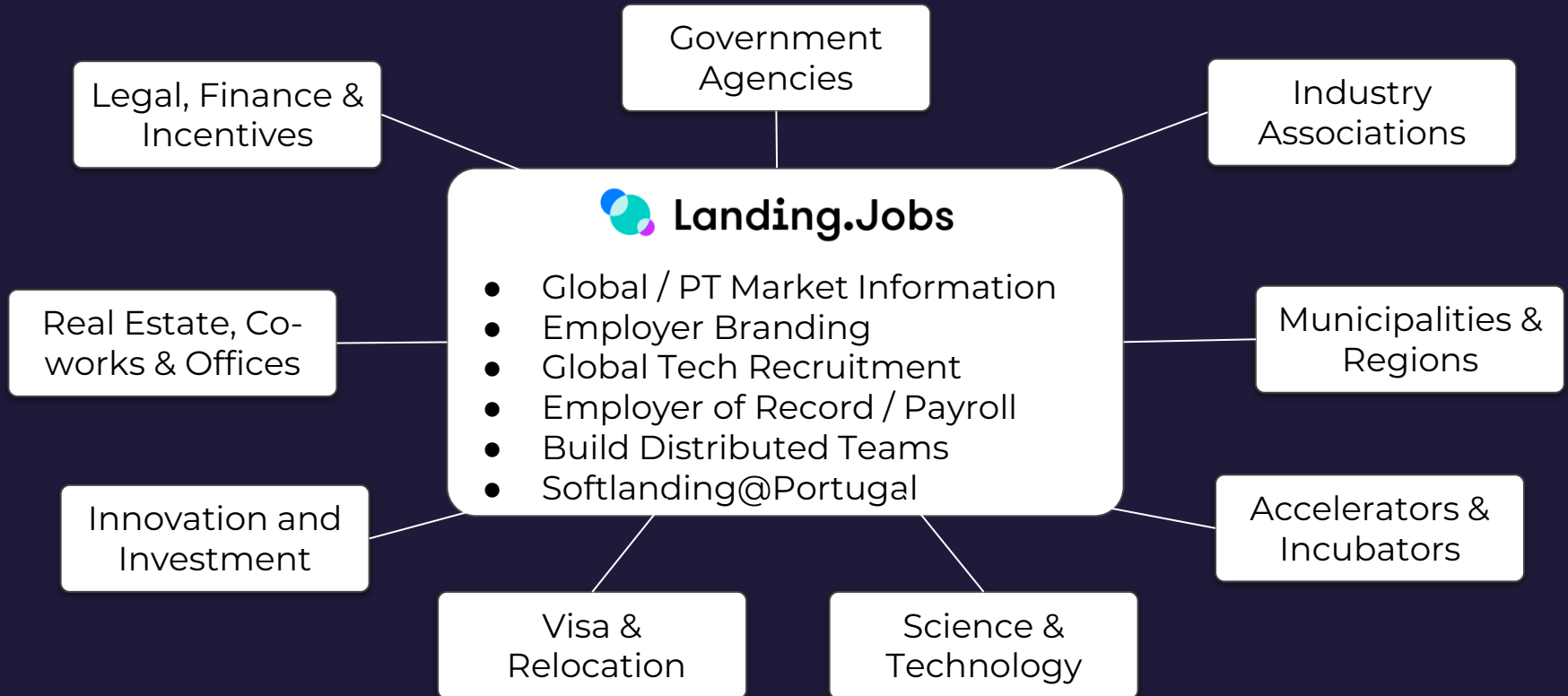
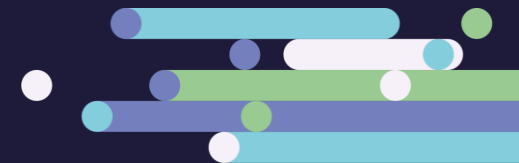
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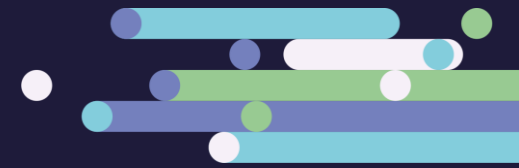
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