

SALARY SURVEY 2022



TECHNOLOGY

14.730 Interviews conducted

4.154 Meeting with clients

OVERVIEW

The context of our post-pandemic world has further accelerated the demand for IT profiles, both in newly formed companies and in those that have already reached a certain level of technological maturity. In 2021 hiring levels in this sector increased by up to 40% compared to 2019. And it's expected that over the next two years, recruitment growth will increase by 50%. This is due in part to the growing focus on data, which is predicted to stay on an upward trend over the next five years. Another main driver of the sector is the consistent founding of digital hubs, mainly in Madrid and Barcelona, as well as the growth of the fintech sector and the continued commitment to tech in other, more established industries. The IT areas with the greatest potential for growth include: Big Data, Software & the Cloud.

WHAT OUR CLIENTS ARE LOOKING FOR

There continues to be a high demand for developers, software engineers and programmers, which account for 40% of annual hirings. There is also a marked growth in C-level positions, such as CIOs and CTOs, which are key to business strategy and leading innovative tech change in companies.

In the area of ERPs and applications, there has been a massive surge in hiring consultants for SAPs and other ERPs, indicating the growing importance that cloud business management systems are having in companies. And regarding soft skills, competence in areas such as leadership, empathy and communication proficiency are required. These are essential in meeting technical and business objectives, as well as attracting and retaining talent.

WHAT CANDIDATES ARE LOOKING FOR

There is a clear demand among IT professionals for fully remote setups. However, this mode of work is difficult to incorporate in many established organisations, which are tending to opt for a hybrid model of three days' remote work, two in the office. This model has generally had a good reception amongst professionals.

“ *Considering that the fully remote model is an increasingly common requisite amongst candidates in the IT sector, many organisations will need to move towards greater flexibility in order to nurture their technology departments – given the difficulty of attracting and retaining this type of talent – even if this poses a challenge to developing a cohesive corporate culture and employee engagement”*

Director, Technology Division

SOCIAL BENEFITS ON THE RISE



Extra holidays



Gym access



Remote work



Equity



Access to entertainment platforms



Working in innovative tech environments



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SALARY TRENDS

Wages in the technology sector have been experiencing exponential growth for several years. One of the reasons for this upward trend is the imbalance between supply and demand, the proactive search for tech talent within the start-up ecosystem, and the growing number of professionals working remotely for foreign companies, who are demanding higher salaries.

INFRASTRUCTURE, SYSTEMS & TELECOM							AREA OF PROGRAMMING													
SYSTEM ADMINISTRATOR							SOFTWARE ENGINEER							PROGRAMMER/DEVELOPER (BACKEND)						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	24-32K	32-45K	45-55K	55-65K	NA	↔	Catalonia	30-35K	35-50K	50-62K	62-80K	N.A	↕	Catalonia	24-30K	30-42K	42-50K	50-65K	NA	↕
Madrid	25-32K	32-40K	40-48K	48-60K	NA	↔	Madrid	30-35K	35-55K	55-65K	65-80K	N.A	↕	Madrid	28-35K	35-45K	45-55K	55-68K	NA	↕
Andalusia	20-30K	30-40K	40-50K	50-60K	NA	↕	Andalusia	25-30K	30-40K	40-50K	50-60K	N.A	↕	Andalusia	18-25K	25-35K	35-45K	45-55K	NA	↕
Region Valencia	20-25K	25-30K	30-35K	35-40K	NA	↔	Region Valencia	25-30K	30-40K	40-51K	51-61K	N.A	↔	Region Valencia	18-25K	25-35K	35-45K	45-55K	NA	↔
Basque Country	20-25K	25-30K	30-35K	35-40K	NA	↔	Basque Country	22-30K	40-45K	45-50K	42-50K	N.A	↔	Basque Country	20-25K	25-30K	30-35K	35-45K	NA	↔
Aragon	18-22K	22-28K	28-35K	35-50K	NA	↔	Aragon	22-30K	30-35K	35-45K	45-60K	N.A	↕	Aragon	18-25K	25-35K	35-45K	45-55K	NA	↕
NETWORK ENGINEER							SOFTWARE ARCHITECT							QA						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	24-32K	32-40K	40-50K	50-70K	NA	↕	Catalonia	45-50K	50-70K	70-85K	85-110K	10%	↕	Catalonia	25-30K	30-40K	40-50K	50-60K	NA	↕
Madrid	24-32K	32-40K	40-50K	50-70K	NA	↔	Madrid	45-55K	55-75K	75-90K	90-100K	10%	↕	Madrid	25-35K	35-45K	45-55K	55-65K	NA	↕
Andalusia	18-25K	25-30K	30-35K	35-45K	NA	↔	Andalusia	40-50K	50-60K	60-70K	80-90K	10%	↕	Andalusia	20-25K	25-35K	30-40K	40-48K	NA	↔
Region Valencia	18-25K	25-30K	30-35K	35-45K	NA	↔	Region Valencia	35-45K	40-50K	45-55K	50-75K	10%	↔	Region Valencia	20-25K	25-35K	30-40K	40-48K	NA	↔
Basque Country	22-25K	25-30K	30-35K	35-40K	NA	↔	Basque Country	35-40K	40-42K	42-50K	50-70K	10%	↔	Basque Country	22-25K	25-33K	33-45K	40-50K	NA	↔
Aragon	18-22K	22-28K	28-35K	35-50K	NA	↔	Aragon	40-45K	45-50K	45-55K	55-70K	10%	↔	Aragon	18-25K	25-35K	35-45K	45-50K	NA	↔
CLOUD SPECIALIST							QA AUTOMATION							FRONTEND DEVELOPER						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	30-40K	40-50K	50-65K	65-75K	NA	↕	Catalonia	30-35K	35-45K	45-55K	55-70K	NA	↔	Catalonia	27-32K	32-40K	40-50K	50-65K	NA	↕
Madrid	40-45K	45-60K	60-80K	80K-90K	NA	↕	Madrid	28-35K	35-50K	50-70K	70-80K	NA	↕	Madrid	23-35K	35-50K	50-60K	60-80K	NA	↕
Andalusia	25-35K	35-50K	50-60K	60-70K	NA	↕	Andalusia	20-30K	30-40K	40-50K	50-60K	NA	↕	Andalusia	20-30K	30-40K	40-50K	50-60K	NA	↕
Region Valencia	25-30K	30-40K	35-45K	45-60K	NA	↔	Region Valencia	20-25K	25-35K	35-40K	40-48K	NA	↔	Region Valencia	18-25K	25-35K	30-40K	40-50K	NA	↔
Basque Country	25-30K	30-40K	40-60K	60-80K	NA	↕	Basque Country	22-25K	25-33K	33-45K	45-60K	NA	↔	Basque Country	22-30K	30-40K	40-50K	45-55K	NA	↕
Aragon	25-30K	30-36K	36-45K	45-60K	NA	↔	Aragon	18-25K	25-35K	35-45K	45-50K	NA	↔	Aragon	18-25K	25-35K	35-45K	45-50K	NA	↔
DEVOPS ENGINEER							MOBILE DEVELOPER							UI / UX DESIGNER						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	30-40K	40-55K	55-70K	70-80K	10%	↕	Catalonia	25-36K	36-50K	50-65K	65-80K	NA	↕	Catalonia	30-35K	35-42K	42-50K	50-65K	NA	↕
Madrid	30-50K	50-70K	70-80K	80-90K	10%	↕	Madrid	25-38K	38-50K	50-65K	65-80K	NA	↕	Madrid	25-35K	35-50K	50-60K	60-75K	NA	↕
Andalusia	30-40K	40-50K	50-60K	60-70K	10%	↔	Andalusia	18-25K	25-35K	35-45K	45-55K	NA	↔	Andalusia	20-35K	25-35K	30-40K	40-50K	NA	↔
Region Valencia	30-35K	35-42K	42-50K	50-65K	10%	↕	Region Valencia	18-25K	25-35K	35-45K	45-60K	NA	↔	Region Valencia	20-35K	25-35K	30-40K	40-50K	NA	↔
Basque Country	30-35K	35-45K	45-55K	55-65K	10%	↕	Basque Country	18-25K	25-35K	35-45K	50-60K	NA	↔	Basque Country	20-25K	25-35K	35-38K	38-45K	NA	↔
Aragon	30-35K	35-45K	45-55K	55-65K	10%	↕	Aragon	18-25K	25-35K	35-45K	45-55K	NA	↔	Aragon	18-25K	25-30K	30-40K	40-48K	NA	↔
SPECIALIST SUPPORT TECHNICIAN / L3							IT ACCOUNT MNGR / BUSINESS DEVELOPER (SAAS, SOFTWARE, TECHNOLOGICO)							IT PRESALES						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 3 yrs	3-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 3 yrs	3-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	24-28K	28-38K	38-50K	50-65K	NA	↕	Catalonia	25-35K	35-50K	50-65K	60-80K	30-40%	↕	Catalonia	27-35K	35-45K	45-60K	60-80K	15%	↕
Madrid	24-28K	28-38K	38-50K	50-65K	NA	↕	Madrid	25-35K	35-50K	50-60K	60-80K	30-40%	↕	Madrid	27-35K	35-45K	45-60K	60-80K	15%	↕
Andalusia	20-25K	25-30K	30-35K	35-45K	NA	↔	Andalusia	20-30K	30-40K	40-50K	50-65K	30-40%	↕	Andalusia	25-35K	35-45K	45-55K	55-65K	15%	↔
Region Valencia	22-27K	27-32K	32-38K	38-50K	NA	↔	Region Valencia	20-30K	30-40K	40-50K	50-65K	30-40%	↔	Region Valencia	25-35K	35-45K	45-55K	55-65K	15%	↔
Basque Country	22-27K	27-32K	32-37K	37-48K	NA	↔	Basque Country	25-33K	30-42K	42-52K	50-65K	30-40%	↔	Basque Country	25-35K	35-45K	45-55K	55-70K	15%	↔
Aragon	20-25K	25-30K	30-35K	35-45K	NA	↔	Aragon	25-30K	30-35K	40-45K	30-40%	↔	Aragon	25-30K	30-35K	30-35K	40-45K	15%	↕	
HELPDESK LEVEL 2							SALES DIRECTOR (IT SECTOR)							INSIDE SALES (IT)						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 3 yrs	3-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 3 yrs	3-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	25-32K	32-40K	40-45K	45-60K	NA	↕	Catalonia	40-50K	50-65K	65-90K	90-130K	25%	↕	Catalonia	20-25K	25-35K	35-45K	45-60K	15%	↕
Madrid	25-32K	32-40K	40-45K	45-60K	NA	↕	Madrid	40-50K	50-65K	65-90K	90-130K	25%	↕	Madrid	20-25K	25-35K	35-45K	45-60K	15%	↕
Andalusia	18-22K	22-32K	32-40K	40-50K	NA	↔	Andalusia	40-50K	50-60K	60-70K	80-100K	25%	↔	Andalusia	20-25K	25-30K	30-35K	35-48K	15%	↕
Region Valencia	18-22K	22-25K	25-28K	28-35K	NA	↔	Region Valencia	40-50K	50-60K	60-70K	80-100K	25%	↔	Region Valencia	20-25K	25-30K	30-35K	35-48K	15%	↔
Basque Country	18-22K	22-25K	25-28K	28-35K	NA	↔	Basque Country	40-50K	50-60K	60-70K	80-100K	20%	↔	Basque Country	20-25K	25-30K	30-35K	35-48K	15%	↔
Aragon	16-20K	20-24K	24-28K	28-32K	NA	↔	Aragon	35-40K	40-45K	50-60K	60-70K	20%	↕	Aragon	25-30K	30-35K	30-35K	40-45K	15%	↕
SYSTEM ENGINEER							ERPS, BI & APPLICATIONS													
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	ERP PROJECT MANAGER							ERP ENGINEER / CONSULTANT						
Catalonia	25-30K	30-40K	40-55K	55-70K	NA	↕	Catalonia	30-40K	40-50K	50-65K	65-85K	10%	↕	Catalonia	25-35K	35-50K	50-65K	65-80K	10%	↕
Madrid	25-30K	30-40K	40-55K	55-70K	NA	↔	Madrid	40-45K	45-60K	60-75K	>75K	10%	↔	Madrid	30-40K	40-50K	50-65K	>65K	10%	↔
Andalusia	25-28K	28-32K	32-35K	25-40K	NA	↔	Andalusia	30-40K	40-50K	45-55K	55-70K	10%	↔	Andalusia	20-30K	30-40K	40-50K	45-65K	10%	↔
Region Valencia	25-28K	28-32K	32-35K	25-40K	NA	↔	Region Valencia	30-40K	40-50K	45-55K	55-70K	10%	↔	Region Valencia	20-30K	30-40K	40-50K	45-62K	10%	↔
Basque Country	24-28K	28-32K	32-55K	35-40K	NA	↔	Basque Country	25-35K	35-45K	45-60K	60-80K	10%	↕	Basque Country	20-25K	25-40K	40-55K	55-70K	10%	↕
Aragon	20-26K	26-30K	30-40K	40-50K	NA	↔	Aragon	25-30K	30-38K	38-45K	45-65K	10%	↔	Aragon	20-25K	25-30K	30-40K	45-60K	10%	↔

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TECHNOLOGY

SECURITY / CYBERSECURITY & AUDITING

CISO							CYBERSECURITY ENGINEER							IT AUDITOR						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	50-60K	60-80K	80-110K	110-150K	15%	↕	Catalonia	30-36K	36-55K	55-70K	70-90K	NA	↕	Catalonia	30-40K	40-55K	55-70K	70-90K	NA	↕
Madrid	50-60K	60-80K	80-90K	90-120K	15%	↕	Madrid	30-36K	36-55K	55-70K	70-90K	NA	↕	Madrid	30-40K	40-55K	55-70K	70-90K	NA	↕
Andalusia	40-50K	50-60K	60-70K	70-90K	15%	↕	Andalusia	25-30K	30-40K	40-50K	50-60K	NA	↕	Andalusia	25-30K	30-40K	40-50K	50-70K	NA	↕
Region Valencia	40-50K	50-60K	60-70K	70-90K	15%	↔	Region Valencia	25-28K	28-32K	32-40K	40-60K	NA	↔	Region Valencia	25-30K	30-40K	40-50K	50-70K	NA	↔
Basque Country	40-50K	50-60K	60-70K	70-90K	15%	↔	Basque Country	20-25K	25-30K	30-40K	40-60K	NA	↔	Basque Country	25-30K	28-40K	40-50K	50-70K	NA	↔
Aragon	40-50K	50-60K	60-70K	70-90K	15%	↔	Aragon	25-30K	30-35K	35-45K	45-65K	NA	↕	Aragon	20-25K	25-30K	30-40K	40-60K	NA	↔

DATA SCIENCE, BIG DATA & DATA ANALYTICS

DATA ENGINEER							DATA SCIENTIST							DATA ANALYST						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	35-45K	45-60K	60-80K	80-100K	NA	↕	Catalonia	40-45K	45-55K	55-65K	65-80K	15%	↕	Catalonia	33-38K	38-48K	48-60K	60-80K	10%	↕
Madrid	35-45K	45-60K	60-80K	80-100K	NA	↕	Madrid	40-45K	45-60K	60-70K	70-80K	15%	↕	Madrid	37-40K	40-50K	50-60K	>60K	10%	↕
Andalusia	25-35K	35-45K	45-55K	55-65K	NA	↕	Andalusia	30-40K	40-50K	50-60K	60-75K	15%	↕	Andalusia	25-35K	35-45K	45-55K	55-65K	10%	↔
Region Valencia	22-30K	30-40K	40-50K	50-70K	NA	↔	Region Valencia	25-30K	30-36K	36-45K	45-60K	15%	↔	Region Valencia	25-32K	32-38K	38-45K	45-60K	10%	↔
Basque Country	25-30K	30-40K	40-50K	50-60K	NA	↔	Basque Country	30-35K	35-40K	40-50K	50-70K	15%	↔	Basque Country	25-32K	32-38K	38-45K	45-60K	10%	↔
Aragon	20-25K	25-35K	35-45K	45-60K	NA	↔	Aragon	25-30K	30-36K	36-45K	45-60K	15%	↔	Aragon	20-25K	25-35K	35-45K	45-60K	10%	↔

IT MANAGEMENT & FUNCTIONAL PROFILES

SOFTWARE MANAGER / TECH LEAD / CTO							TECHNICAL PRODUCT OWNER							PROJECT MANAGER						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	40-50K	50-65K	65-80K	80-120K	15%	↕	Catalonia	30-40K	40-55K	55-70K	70-90K	15%	↕	Catalonia	35-40K	40-50K	50-60K	60-85K	10%	↔
Madrid	55-60K	60-75K	75-85K	>85K	15%	↕	Madrid	45-50K	50-65K	65K-75K	75-80K	15%	↕	Madrid	35-50K	50-70K	70-80K	80-90K	10%	↔
Andalusia	35-45K	45-55K	55-65K	65-75K	15%	↕	Andalusia	30-40K	40-50K	50-60K	60-70K	15%	↔	Andalusia	30-40K	40-45K	45-50K	50-70K	10%	↔
Region Valencia	35-40K	40-50K	50-60K	60-85K	15%	↔	Region Valencia	30-35K	35-45K	45-50K	50-70K	15%	↔	Region Valencia	30-40K	40-45K	45-50K	50-70K	10%	↔
Basque Country	40-45K	45-50K	50-55K	55-85K	15%	↔	Basque Country	30-35K	35-45K	45-50K	50-70K	15%	↔	Basque Country	30-40K	40-45K	45-50K	50-70K	10%	↔
Aragon	35-40K	40-50K	50-60K	60-85K	15%	↔	Aragon	30-35K	35-45K	45-50K	50-65K	15%	↔	Aragon	30-35K	35-40K	40-45K	45-65K	10%	↕
BUSINESS ANALYST							SCRUM MASTER							SERVICE MANAGER						
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend
Catalonia	30-36K	36-50K	50-65K	65K-75K	10%	↕	Catalonia	30-40K	40-55K	55-70K	70-90K	10%	↕	Catalonia	30-40K	40-55K	55-65K	65-75K	15%	↔
Madrid	35-40K	40-55K	55-70K	70-80K	10%	↕	Madrid	35-45K	45-60K	60-80K	80-90K	10%	↕	Madrid	30-45K	45-60K	60-70K	70-80K	15%	↔
Andalusia	30-35K	35-40K	40-50K	50-60K	10%	↔	Andalusia	30-35K	35-40K	40-50K	50-65K	10%	↔	Andalusia	25-30K	30-40K	40-50K	50-63K	15%	↔
Region Valencia	30-35K	35-40K	40-50K	50-63K	10%	↔	Region Valencia	30-35K	35-40K	40-50K	50-65K	10%	↔	Region Valencia	25-30K	30-40K	40-50K	50-63K	15%	↔
Basque Country	30-35K	35-40K	40-50K	50-62K	10%	↔	Basque Country	30-35K	35-40K	40-50K	50-65K	10%	↔	Basque Country	30-35K	35-45K	40-50K	50-70K	15%	↔
Aragon	30-35K	35-40K	40-50K	50-60K	10%	↔	Aragon	30-35K	35-40K	40-50K	50-60K	10%	↔	Aragon	25-30K	30-40K	40-50K	50-65K	15%	↔
ENTERPRISE ARCHITECT							SOLUTION ARCHITECT													
Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend	Region	≤ 2 yrs	2-6 yrs	6-10 yrs	>10 yrs	Bonus	Trend							
Catalonia	60-70K	70-90K	90-110K	110-140K	15%	↕	Catalonia	50-60K	60-80K	80-95K	95-115K	15%	↕							
Madrid	45-55K	55-75K	75-90K	90-100K	15%	↕	Madrid	45-60K	60-75K	75-90K	90-100K	15%	↕							
Andalusia	40-45K	50-60K	60-70K	70-90K	15%	↕	Andalusia	40-50K	50-60K	60-70K	80-90K	15%	↕							
Region Valencia	40-45K	50-60K	60-70K	70-90K	15%	↔	Region Valencia	35-45K	45-55K	55-65K	70-85K	15%	↔							
Basque Country	50-60K	60-70K	70-80K	80-100K	15%	↔	Basque Country	40-50K	50-60K	60-70K	70-90K	15%	↔							
Aragon	40-45K	50-60K	60-70K	70-90K	15%	↔	Aragon	35-45K	45-55K	55-65K	70-85K	15%	↔							

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METHODOLOGY

CONTACT US

For a tailor-made compensation study – such as the analysis of internal wage equity, analysis of external wage competitiveness, design of remuneration policies, design and implementation of flexible remuneration plans or implementation or updating of equality plans, auditing and remuneration registration – please contact elenajimenez@pageconsulting.es.

At Michael Page we believe in diversity and inclusion. We defend equal opportunities without discriminating on the basis of gender, race, age, religion or sexual orientation or any other aspect that could be considered exclusive.