

2026 Europe Hiring **OVERVIEW**



EUROPE TECHNOLOGY HIRING

Across Europe, technology talent is distributed across different regions, with each region typically specialising in different types of roles.

Western and Northern Europe remain the primary hiring markets for leadership, product, architecture, and transformation roles, while Southern, Central, and Eastern Europe have become key locations for software engineering, data, cloud, and technical delivery teams.

What we've included in this report:

- Overview of skills
- Location talent hotspots
- Global Rate Card Example

The data and insights presented in this document are derived from a combination of proprietary research, industry reports, and publicly available data.

Key sources include:

- Publicly Available Data – Information from regulatory bodies, financial statements, and relevant government reports.
- LinkedIn Data - Information gathered from paid for LinkedIn data.
- Partner & Client Insights – Data shared by our network of industry partners, clients, and thought leaders.



SKILLS BY REGION

Region	Key Countries	Talent Availability	Typical Roles	Cost Level
Western Europe	UK, Germany, Netherlands, Belgium, Switzerland	Medium	Leadership, Product, Architecture, Transformation	High
Northern Europe	Sweden, Denmark, Norway, Finland	Medium	Product, Engineering, Architecture	Very High
Southern Europe	Spain, Portugal, Italy, Greece	Growing	Software Development, Product, Digital	Medium
Central Europe	Poland, Czech Republic, Hungary, Slovakia	High	Software, Data, Cloud, DevOps	Medium-Low
Eastern Europe	Romania, Bulgaria, Baltic States	High	Software, Infrastructure, QA, Support	Low

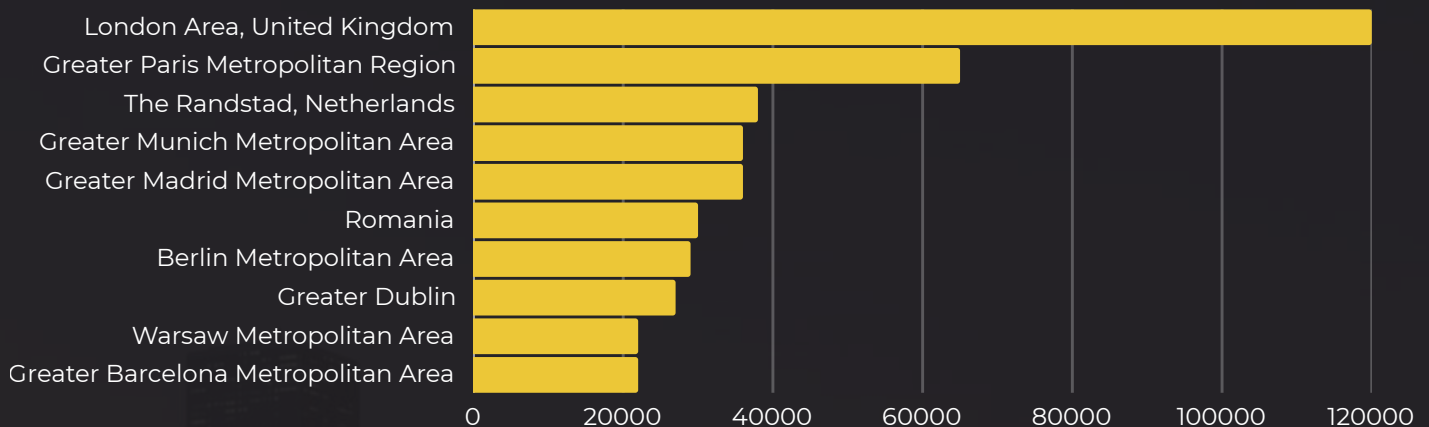
Key observations across European talent markets

- Western Europe is typically used for leadership, product, and transformation roles
- Northern Europe has strong product and engineering talent but high salary & rate levels
- Southern Europe is growing as a hub for software and digital engineering teams
- Central Europe has large engineering talent pools and strong technical skills
- Eastern Europe is commonly used for engineering, infrastructure, QA, and support roles



TALENT LOCATIONS

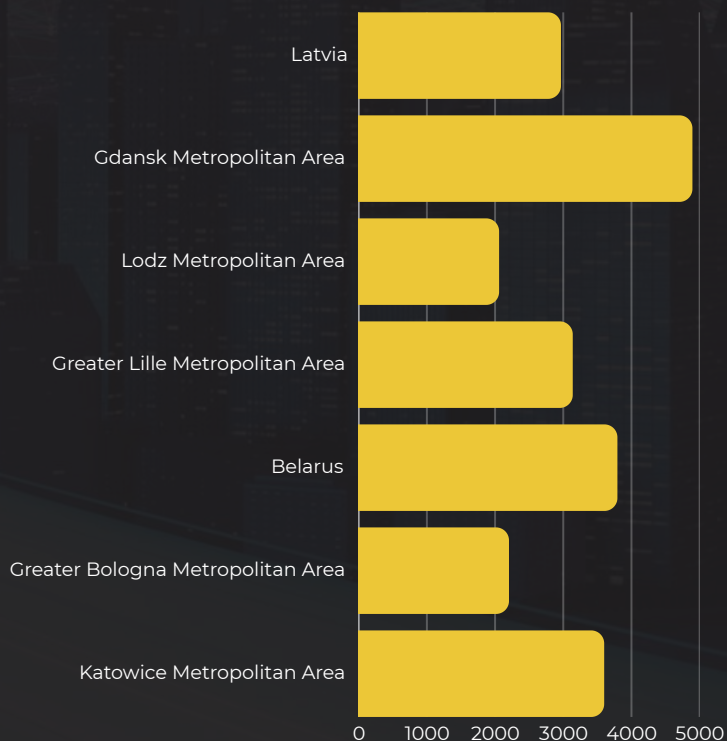
WHAT ARE THE TOP LOCATIONS FOR THIS TALENT?



Data based on numbers of professionals in the market area

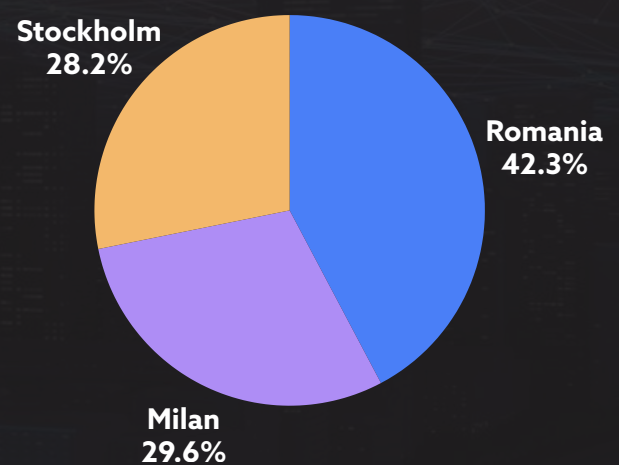
- We're identifying a rise in talent across Eastern Europe hubs - Romania & Poland
- Other key locations with rising talent include Hungary, Slovakia, Austria

HIGH GROWTH MARKET AREAS



Data based on 1YR growth in the market area

TALENT HOTSPOTS



Locations where the supply of professionals is high relative to hiring demand

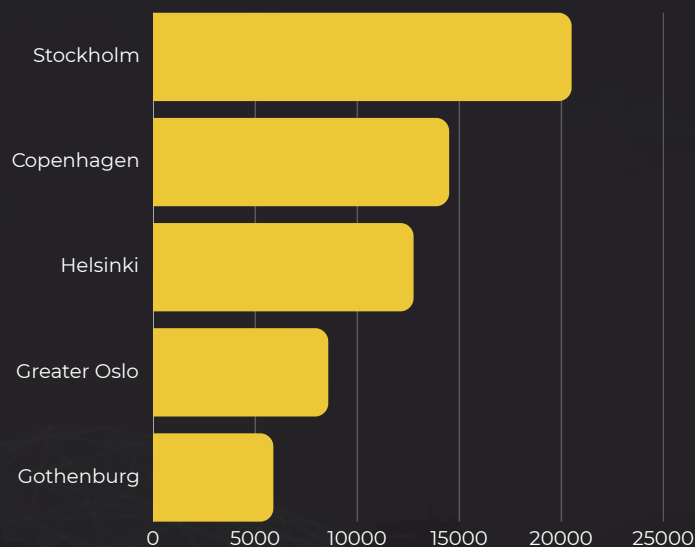
Location	Talent Nos.
Romania	30,430
Milan	21,842
Stockholm	20,967

LOCATION BREAKDOWN

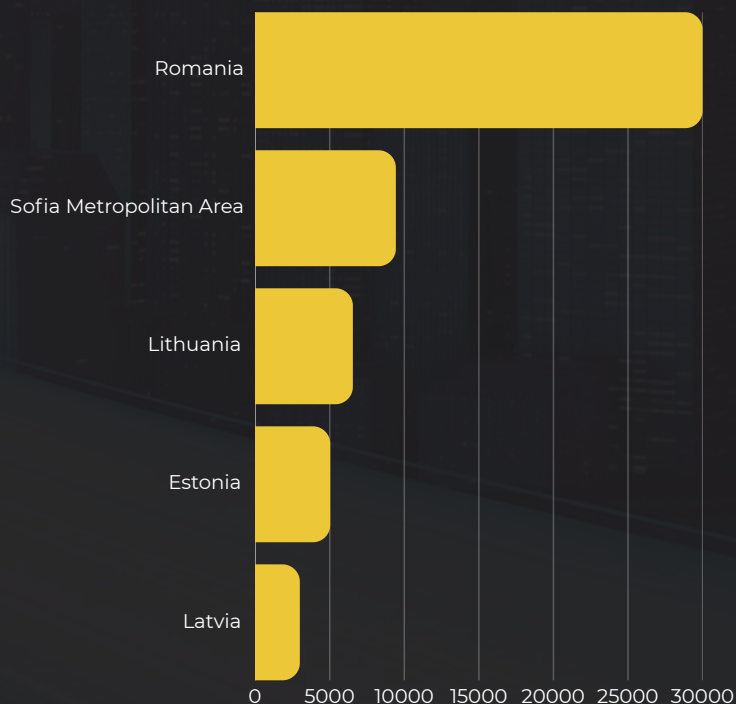
WESTERN & SOUTHERN EUROPE HOTSPOTS



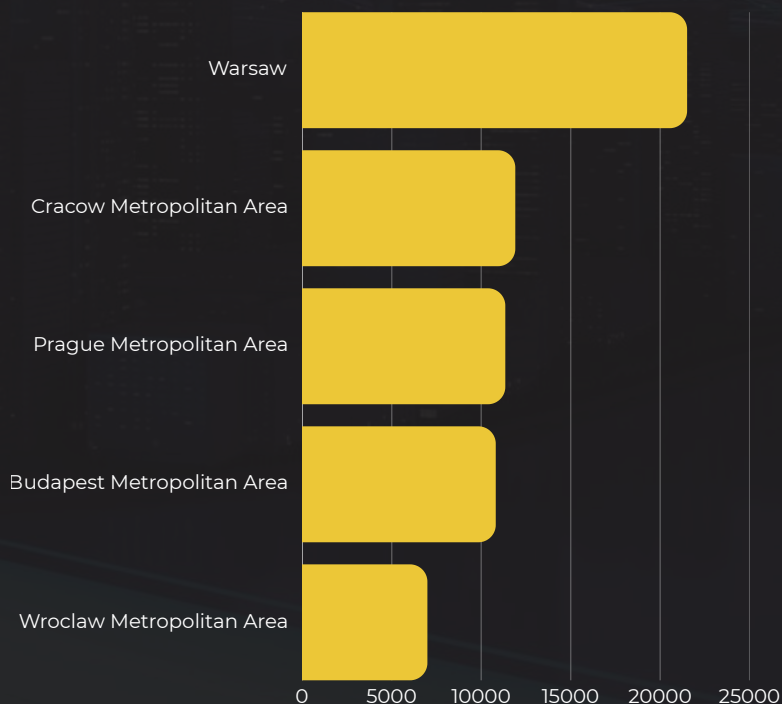
NORTHERN EUROPE HOTSPOTS



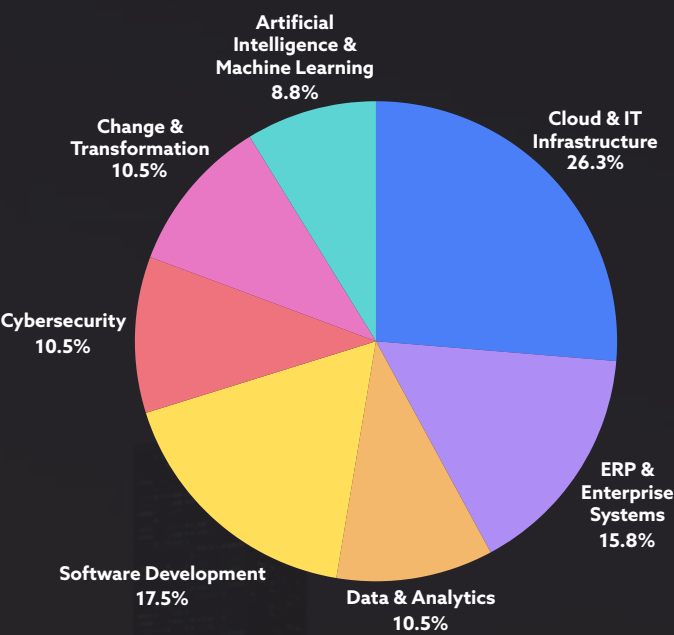
EASTERN EUROPE HOTSPOTS



CENTRAL EUROPE HOTSPOTS



SKILLS BREAKDOWN

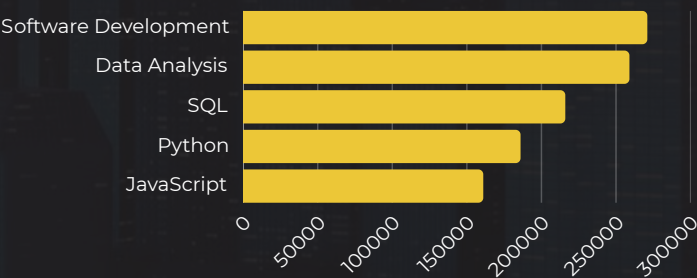


- Cloud & IT Infrastructure show the highest growth in skills, reflecting ongoing cloud migration, infrastructure modernisation, and large-scale SAP/ERP transformation programmes.
- Artificial Intelligence & Machine Learning roles are slightly lower in volume but typically more specialised, often sitting within data or engineering teams rather than standalone teams.

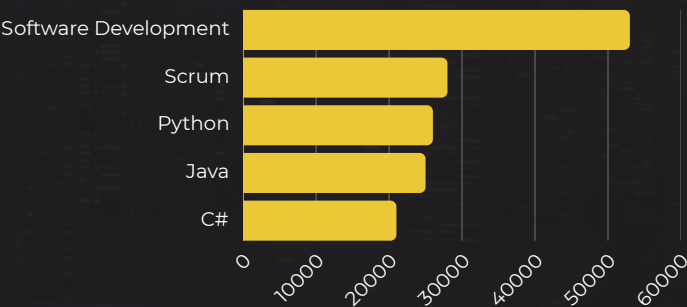
Data based on Europe wide IT professionals

SKILLS BREAKDOWN BY REGION

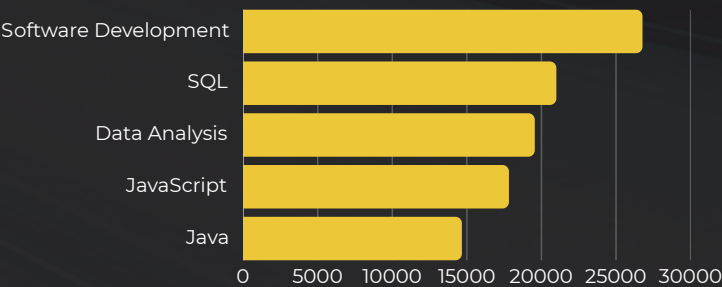
WESTERN & SOUTHERN EUROPE HOTSPOTS



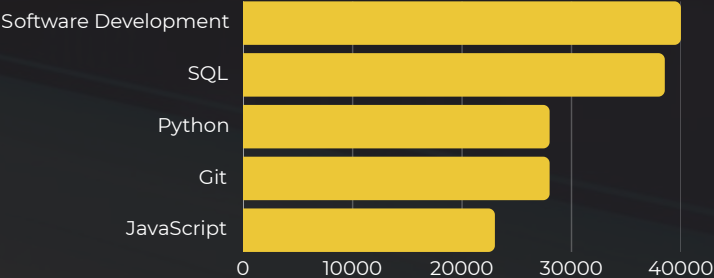
NORTHERN EUROPE HOTSPOTS



EASTERN EUROPE HOTSPOTS



CENTRAL EUROPE HOTSPOTS



GLOBAL RATE CARD

Category	Job Role	Switzerland (CHF)	Germany (€)	Benelux (€)	UK (Outside IR35) (£)	Poland (€)	Romania (€)	Iberia / Baltics (€)
Software Dev	Backend (Java/Kotlin/Go)	1,050 – 1,350	850 – 1,150	850 – 1,150	550 – 800	600 – 850	500 – 750	500 – 750
	Full Stack (C#/React)	1,000 – 1,250	800 – 1,100	800 – 1,100	500 – 750	550 – 800	450 – 700	450 – 700
	Frontend (React/Angular)	900 – 1,200	750 – 1,000	750 – 1,000	450 – 650	500 – 700	400 – 650	400 – 650
	Embedded Developer	1,100 – 1,400	900 – 1,200	900 – 1,200	600 – 850	650 – 900	550 – 800	550 – 800
AI & ML	ML Engineer / Scientist	1,350 – 1,750	1,100 – 1,500	1,100 – 1,500	750 – 1,050	750 – 1,050	650 – 900	650 – 950
	Data Scientist	1,200 – 1,500	950 – 1,300	950 – 1,300	650 – 950	700 – 950	600 – 850	550 – 850
Data	Data Engineer (Databricks)	1,150 – 1,450	950 – 1,250	950 – 1,250	650 – 900	700 – 950	600 – 850	550 – 800
	Analytics Engineer	1,050 – 1,350	850 – 1,150	850 – 1,150	550 – 800	600 – 850	500 – 750	500 – 750
	BI Analyst / Power BI	900 – 1,200	750 – 1,000	750 – 1,000	450 – 650	500 – 700	400 – 600	400 – 600
Cyber	Security Engineer	1,250 – 1,600	1,050 – 1,400	1,050 – 1,400	700 – 950	750 – 1,000	650 – 900	600 – 850
	IAM / PAM Specialist	1,200 – 1,550	1,000 – 1,350	1,000 – 1,350	650 – 900	700 – 950	600 – 850	550 – 800
	GRC Specialist	1,100 – 1,400	900 – 1,200	900 – 1,200	550 – 800	600 – 850	500 – 750	500 – 750
Cloud/Ops	DevOps / Platform Engineer	1,150 – 1,500	950 – 1,300	950 – 1,300	650 – 900	700 – 950	600 – 850	550 – 850
	Network Engineer	1,000 – 1,300	800 – 1,100	800 – 1,100	500 – 750	550 – 750	450 – 650	450 – 700
ERP	SAP S/4HANA Consultant	1,300 – 1,700	1,100 – 1,450	1,100 – 1,450	700 – 1,000	750 – 1,050	650 – 900	650 – 950
	Salesforce / Workday	1,150 – 1,500	950 – 1,300	950 – 1,300	650 – 900	700 – 950	600 – 850	550 – 850
Change	Project / Product Manager	1,100 – 1,450	950 – 1,300	950 – 1,300	600 – 850	650 – 900	550 – 800	500 – 800
	Technical Business Analyst	1,000 – 1,300	850 – 1,150	850 – 1,150	550 – 750	600 – 800	500 – 700	450 – 700



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