



2025 TECHNOLOGY SALARY GUIDE

Belgium

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ABOUT THIS GUIDE

In 2025, Belgium's IT sector is experiencing solid growth, with nearly half of tech employers planning to expand their workforce in the first half of the year.

This reflects strong confidence in the industry and positions Belgium ahead of many European peers in terms of tech hiring momentum.

To stay competitive, businesses must offer flexibility, strong employer branding, and competitive pay to attract and retain top talent in a tightening market.

We hope you find this guide both insightful and practical as you navigate the year ahead.



KIEREN KELLY
ASSOCIATE DIRECTOR
BELGIUM

Rates for each role have been broken down by experience level to match against one of the following:

- Low Level
- Mid Level
- High Level

*some rates are not included for contract roles, due to the seniority of the position or experience required.

Clarification: The figures presented do not include recruiter costs. If required, these can be provided separately.

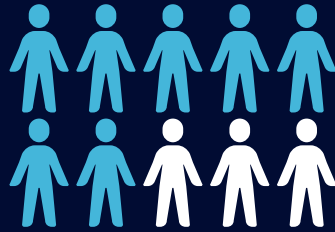
Data Sources: Data has been collected from SGI placement, LinkedIn Talent Insights and external sources.



KEY INSIGHTS

1.5

Years average tenure



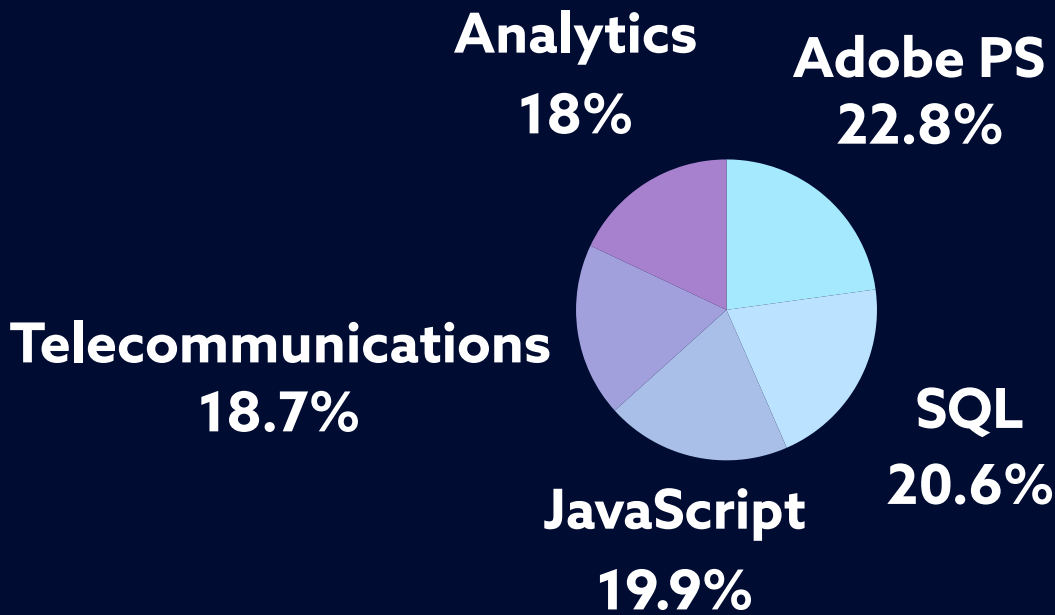
3
of 10

IT professionals in
Belgium are female

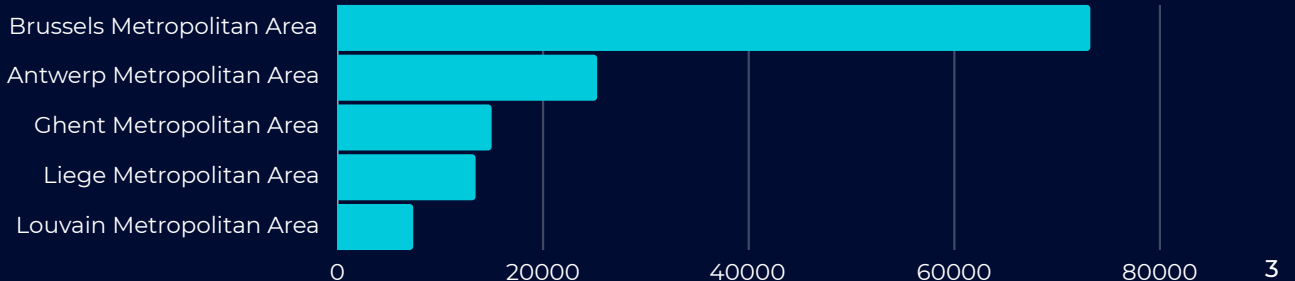
3.5K

Professionals are open
to new opportunities

In demand skills across the Belgium IT market



TOP 5 LOCATIONS FOR IT TALENT IN BELGIUM



HOW TO READ OUR GUIDE

Understanding compensation is crucial, as it varies based on experience, education, expertise, company size, and market demand. Our guide offers a comprehensive salary spectrum, covering low to high contract rates and salary ranges, informed by insights from our specialised consultants. It serves as a reference for candidates and clients in decision-making, but does not represent actual salary offers and may fluctuate throughout the year.

Beyond geographical location, several key factors influence IT professionals' average salaries in Belgium. When evaluating compensation packages and negotiating employment terms, it's important to consider these elements.

Talent Gaps & In-Demand Skills

Despite the growth, companies are facing major challenges in sourcing qualified professionals. There is an acute shortage of talent in key areas like Artificial Intelligence, Cybersecurity, Software Development, and Cloud Infrastructure. Projections suggest that Belgium could face a shortfall of over 20,000 IT professionals by 2026.

Technical skills remain essential, but language proficiency—particularly in Dutch, French, and English—is increasingly important for roles requiring client interaction or cross-functional collaboration.

Industry Responses and Trends

To tackle the talent gap, tech employers are doubling down on internal training, building partnerships with educational institutions, and embracing more flexible working models to attract a wider talent pool. Hybrid work, upskilling, and career development opportunities are becoming standard expectations.

AI

Artificial Intelligence is at the core of the sector's evolution. Belgian companies are investing heavily in AI-driven technologies across industries, including Finance, Healthcare, Logistics, and Manufacturing. As AI adoption accelerates, there's a surge in demand for roles such as Machine Learning Engineers, Data Scientists, and AI Ethics Specialists.

However, this growth also deepens the talent gap, as demand far outpaces the supply of professionals with hands-on AI experience and applied data skills.

Entry Level Challenges

While mid-to-senior level professionals are in high demand, junior talent continues to face hurdles. Many recent graduates report difficulty securing internships or entry-level positions, with some employers reluctant to invest in less experienced hires.



The background features several glowing, semi-transparent wireframe structures that resemble 3D models of buildings or data clusters. These structures are composed of interconnected lines forming a mesh. The lighting is a mix of warm orange and red tones, and cooler blue and purple tones, creating a vibrant, futuristic atmosphere. The overall effect is that of a digital or data-driven environment.

DATA & ANALYTICS

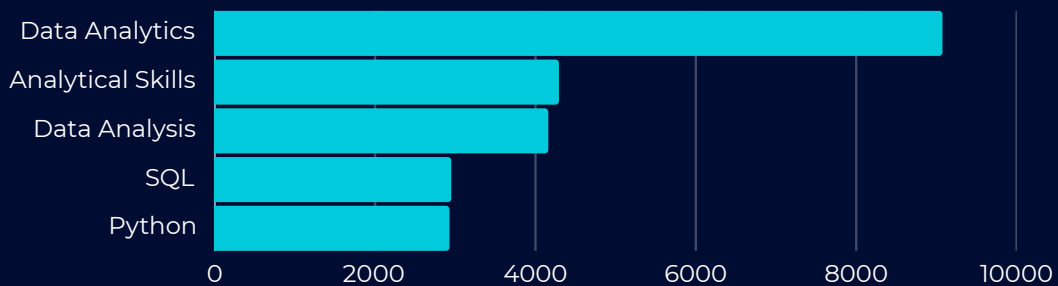
KEY FINDINGS & COMMENTARY

DATA & ANALYTICS

In Belgium's evolving digital economy, Data & Analytics professionals remain at the heart of strategic decision-making. As organisations across sectors prioritise data-driven transformation, demand for talent in data engineering, business intelligence, and advanced analytics continues to surge. Employers are particularly focused on candidates with strong SQL, Python, and cloud-based data platform skills.

Despite economic caution, hiring in this space remains resilient, driven by the need to extract actionable insights from growing data volumes. With a persistent talent shortage and increasing reliance on predictive analytics, professionals in this field are well-positioned for competitive salaries and career growth

TOP 5 SKILLS FOR DATA & ANALYTICS TALENT IN BELGIUM



33%

No. of female professionals

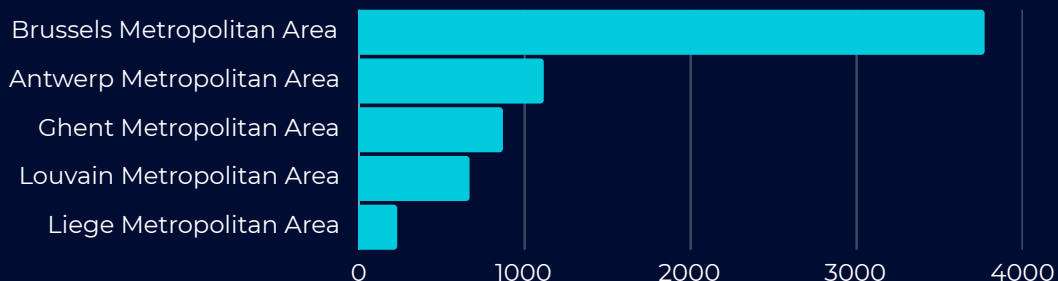


Hiring demand is very high for this talent

35%

Growth in talent over last 12 months

TOP 5 LOCATIONS FOR DATA & ANALYTICS TALENT IN BELGIUM



DATA & ANALYTICS

COMPENSATION INFORMATION

ROLE TYPE	LOW	MID	HIGH
HOURLY CONTRACT RATE - €EUR			
Data Analyst	70	80	90
Data Product Manager	80	90	100
Data Engineer	95	110	120
Data Scientist	95	110	120
ML Engineer	95	100	120
Data Architect	100	110	130

*Salary data sourced from SGI database, SGI contractors and external BE sources.



DATA & ANALYTICS

COMPENSATION INFORMATION

ROLE TYPE	DAY RATE
DAY RATE - €EUR	
Data Analyst	600 - 800
Data Product Manager	700 - 850
Data Engineer	700 - 850
Data Scientist	750 - 900
ML Engineer	750 - 900
Data Architect	850 - 950

- Salary data sourced from SGI database, SGI contractors and external BE sources.



The background features a dark blue gradient with several glowing, wavy lines in shades of cyan and magenta. These lines flow from the left side towards the right, creating a sense of motion and digital energy. The lines vary in thickness and brightness, with some appearing as sharp, bright streaks and others as softer, more diffuse glows.

CYBER SECURITY/ GRC

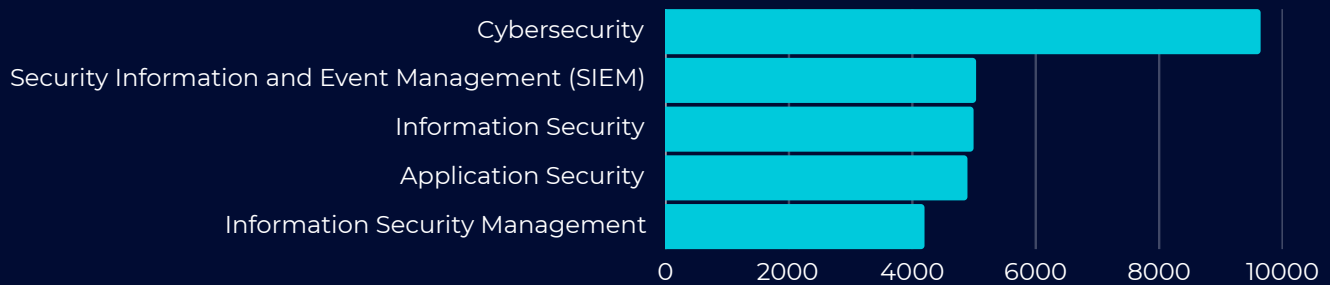
KEY FINDINGS & COMMENTARY

CYBER SECURITY/ GRC

Cyber Security continues to be a top priority for organisations across Belgium, as digital threats grow in complexity and frequency. Businesses are increasingly investing in robust security frameworks and compliance strategies to protect sensitive data and maintain regulatory standards.

Cyber resilience has become a board-level concern, with cybersecurity roles expanding in scope and offering strong career progression and competitive compensation. As a result, Cybersecurity professionals command some of the highest salaries in the IT market, making this one of the most lucrative and secure career paths in Belgium today.

TOP 5 SKILLS FOR CYBER SECURITY/ GRC TALENT IN BELGIUM



14%

No. of female professionals

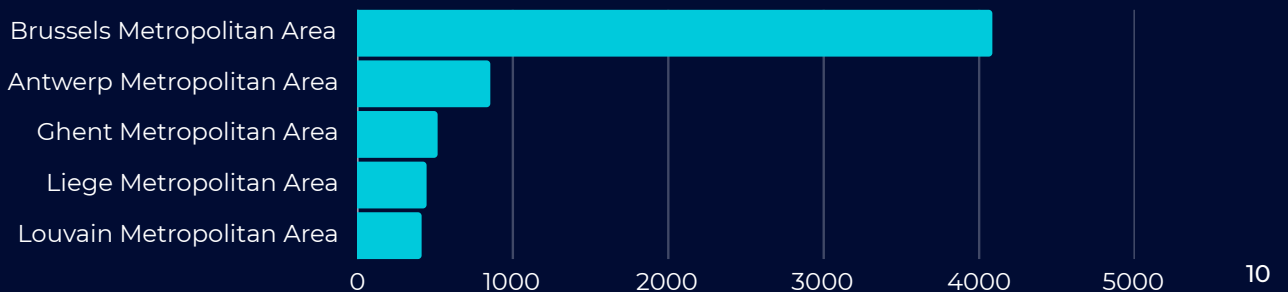


Hiring demand is very high for this talent

28%

Growth in talent over last 12 months

TOP 5 LOCATIONS FOR CYBER SECURITY/ GRC TALENT IN BELGIUM



CYBER SECURITY/ GRC

COMPENSATION INFORMATION

ROLE TYPE	LOW	MID	HIGH
-----------	-----	-----	------

HOURLY CONTRACT RATE - €EUR

Security Engineer	95	110	120
Information Security Officer	95	110	120
Security Architect	100	115	130
Risk Manager	100	115	130
Incident Manager	100	115	130

- Salary data sourced from SGI database, SGI contractors and external BE sources.

CYBER SECURITY/ GRC

COMPENSATION INFORMATION

ROLE TYPE	DAY RATE
-----------	----------

DAY RATE - €EUR

Security Engineer	700 - 850
Information Security Officer	700 - 850
Security Architect	800 - 950
Risk Manager	800 - 950
Incident Manager	800 - 950

- Salary data sourced from SGI database, SGI contractors and external BE sources.



CLOUD & DEVOPS

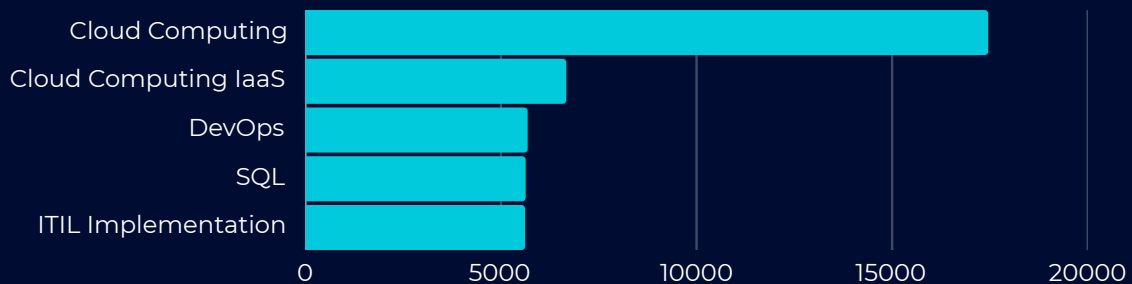
KEY FINDINGS & COMMENTARY

CLOUD & DEVOPS

The Belgian IT market is seeing continued momentum in Cloud adoption and DevOps practices, as companies seek to modernise their infrastructure and improve operational agility. From startups to large enterprises, organisations are embracing Cloud-native technologies and automation to streamline development and deployment processes.

This shift is driving demand for professionals skilled in Cloud platforms, containerisation, and Continuous Integration/ Continuous Delivery (CI/CD) pipelines. In a market where speed, scalability, and reliability are key, Cloud & DevOps specialists are playing a critical role in enabling digital transformation and ensuring business continuity.

TOP 5 SKILLS FOR CLOUD & DEVOPS TALENT IN BELGIUM



13%

No. of female professionals

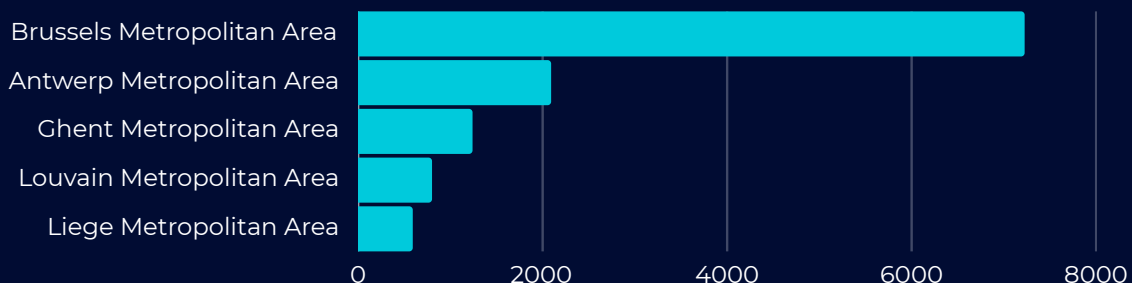


Hiring demand is very high for this talent

8%

Growth in talent over last 12 months

TOP 5 LOCATIONS FOR CLOUD & DEVOPS TALENT IN BELGIUM



CLOUD & DEVOPS

COMPENSATION INFORMATION

ROLE TYPE	LOW	MID	HIGH
-----------	-----	-----	------

HOURLY CONTRACT RATE - €EUR

Devops Engineer	95	110	120
Cloud Architect	95	110	120
Cloud Engineer	95	110	120
Site Reliability Engineer	95	110	120
Platform Engineer	95	110	120

- Salary data sourced from SGI database, SGI contractors and external BE sources.



CLOUD & DEVOPS

COMPENSATION INFORMATION

ROLE TYPE	DAY RATE
-----------	----------

DAY RATE - €EUR

Devops Engineer	700 - 850
Cloud Architect	700 - 850
Cloud Engineer	850 - 950
Site Reliability Engineer	700 - 850
Platform Engineer	850 - 950

- Salary data sourced from SGI database, SGI contractors and external BE sources.



```
    products: storeProducts
  }
  render() {
    return (
      <React.Fragment>
        <div className="py-5">
          <div className=">
            <Title name=
            <div classNa
              <Product
                {(va
                }}
              </Produc
            </div>
          </div>
        </div>
      </div>
    </React.Fragment>
  )
}
```

SOFTWARE DEVELOPMENT

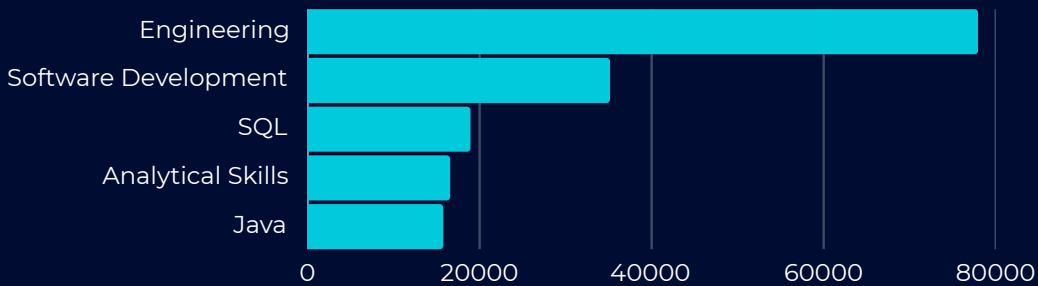
KEY FINDINGS & COMMENTARY

SOFTWARE DEVELOPMENT

Software Development remains a cornerstone of Belgium's tech ecosystem, with Full-Stack Developers, Backend Engineers, and Mobile App Specialists among the most sought-after roles in 2025. Companies are investing in scalable, user-centric digital products, and are particularly keen on developers proficient in modern frameworks and languages.

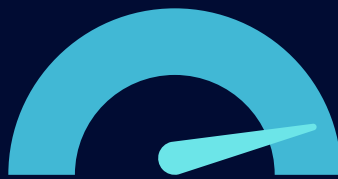
Despite some restructuring in traditional tech sectors, demand for skilled developers continues to outpace supply, especially in Brussels. The market also favors multilingual professionals, reflecting Belgium's diverse business environment and international outlook.

TOP 5 SKILLS FOR SOFTWARE DEVELOPMENT TALENT IN BELGIUM



14%

No. of female professionals

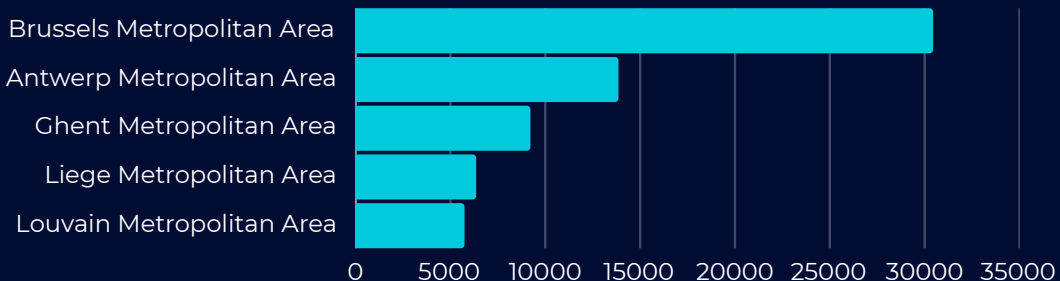


Hiring demand is very high for this talent

5%

Growth in talent over last 12 months

TOP 5 LOCATIONS FOR SOFTWARE DEVELOPMENT TALENT IN BELGIUM



SOFTWARE DEVELOPMENT

COMPENSATION INFORMATION CONTRACT

ROLE TYPE	LOW	MID	HIGH
-----------	-----	-----	------

HOURLY CONTRACT RATE - €EUR

Fullstack Developer	75	85	95
Frontend Developer	75	85	95
Mobile Developer	80	90	100
C++ Developer	80	90	100
Embedded Software Developer	95	110	120
Backend Developer	95	110	120
Web Developer	95	110	120

- Salary data sourced from SGI database, SGI contractors and external BE sources.



SOFTWARE DEVELOPMENT

COMPENSATION INFORMATION

ROLE TYPE	DAY RATE
-----------	----------

DAY RATE - €EUR

Fullstack Developer	600 - 800
Frontend Developer	680 - 880
Mobile Developer	550 - 800
C++ Developer	650 - 750
Embedded Software Developer	700 - 850
Backend Developer	750 - 850
Web Developer	750 - 850

- Salary data sourced from SGI database, SGI contractors and external BE sources.



AI



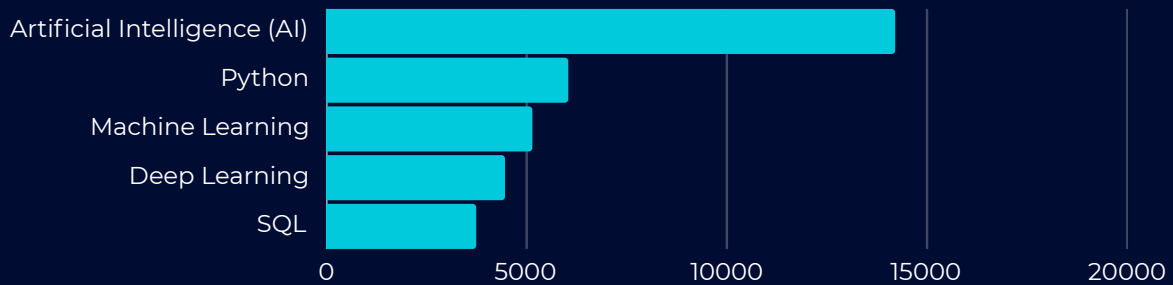
KEY FINDINGS & COMMENTARY

AI

AI is no longer a future ambition—it's a present-day priority for Belgian businesses. From automation to Generative AI, companies are actively integrating intelligent systems into their operations, creating a surge in demand for AI Engineers, Machine Learning (ML) Specialists, and Data Scientists.

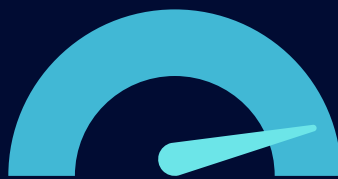
The focus in 2025 has shifted from experimentation to implementation, with AI now being deployed at scale to enhance productivity, customer experience, and innovation. Professionals with expertise in natural language processing, computer vision, and ethical AI are especially valued. As AI adoption grows, so too do the opportunities for those ready to shape the next wave of digital transformation.

TOP 5 SKILLS FOR AI TALENT IN BELGIUM



24%

No. of female professionals

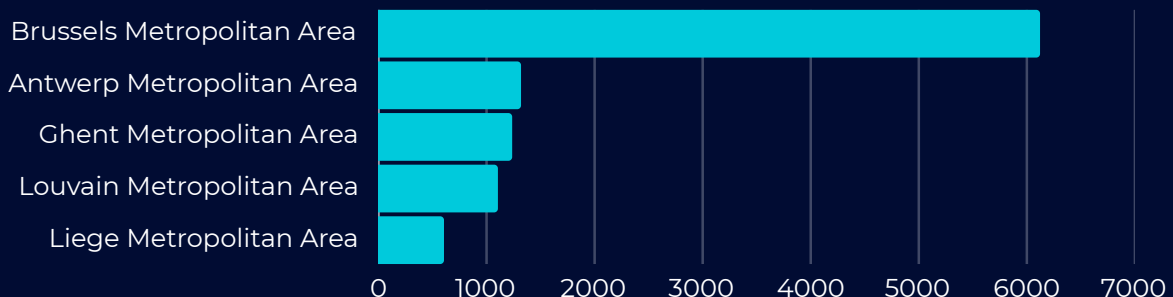


Hiring demand is very high for this talent

56%

Growth in talent over last 12 months

TOP 5 LOCATIONS FOR AI TALENT IN BELGIUM



AI

COMPENSATION INFORMATION

ROLE TYPE	LOW	MID	HIGH
HOURLY CONTRACT RATE - €EUR			
GenAI Consultant	85	95	110
ML Ops Engineer	90	100	115
ML Engineer	90	100	115
AI Engineer	95	110	120

- Salary data sourced from SGI database, SGI contractors and external BE sources.

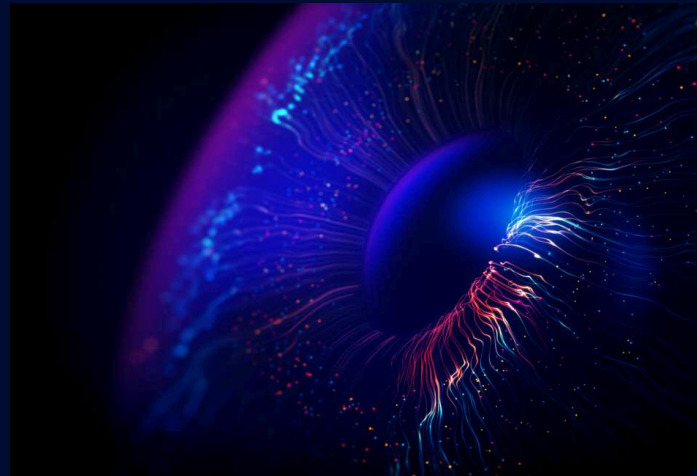
AI

COMPENSATION INFORMATION

ROLE TYPE	DAY RATE
DAY RATE - €EUR	
GenAI Consultant	700 - 850
ML Ops Engineer	850 - 950
ML Engineer	850 - 950
AI Engineer	700 - 850

- Salary data sourced from SGI database, SGI contractors and external BE sources.

ABOUT SOURCE GROUP INTERNATIONAL



We're an award-winning Staffing Solutions Provider.

Discovering technology talent for growth-focused businesses. Our mission is to create value for our customers and community (no matter what).

Founded in 2015, we operate globally but with a local touch, across the UK and Ireland, Benelux (Belgium and Netherlands), DACH (Switzerland and Germany), and the USA.

Specialisms.

- Data
- AI
- Cloud
- IT Infrastructure
- Cyber Security
- Change & Transformation
- Software Development
- Embedded Systems

Industries.

- Financial Services
- Consultancy & Advisory
- Life Sciences
- Technology
- Engineering
- Consumer & Retail

Service Lines.

Contract

1. Contingent
2. Multi-hire
3. Statement of Work

Permanent

1. Contingent
2. Multi-hire
3. Retained

250k

Global Tech Talent Database

66%

Candidates submitted are interviewed

73%

NPS Score



EXPERTISE BELGIUM

SGI B.V. was founded in 2021, with our Belgium hub located in Amsterdam. We are dedicated to connecting technology talent with top opportunities, both locally and internationally and across the Benelux regions.

Our expert delivery team, are specialists in their fields and market niches. The team have access to local and international talent, ensuring exceptional service delivery to our clients.



300

Placements

5

Years Operation

10K

Tech Network

Source Talks is a global platform that brings together experts and leading professionals to discuss the challenges and changes they face in their organisations.

Current & Previous Source Talks Events in BE:

- AI in Action: Strategies for Transformation in 2025
- ING AI Talent Meet Up
- CISO Leaders Roundtable



source
talks



OUR TEAM

We are always ready to have an informal and confidential conversation about how we can help you strengthen your recruitment or other people processes.



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DATA RESOURCES

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:

- Internal Market Research & Analysis – Data collected from SGI’s proprietary research, including surveys, client feedback, and recruitment market trends.
- Industry Reports & Whitepapers – Insights from leading market research platforms.
- 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.

For any specific data points, please refer to the original sources where applicable.





soqi

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