Planet Technology
Formerly WinterWyman

Annual Software Salary & Jobs Report

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The demand for software engineers surged in 2021 after the software market rebounded from the uncertainty of 2020. Companies that were cautious in 2020 and either stalled hiring or hired for select positions, began hiring in droves, reminiscent of the pre-pandemic market.
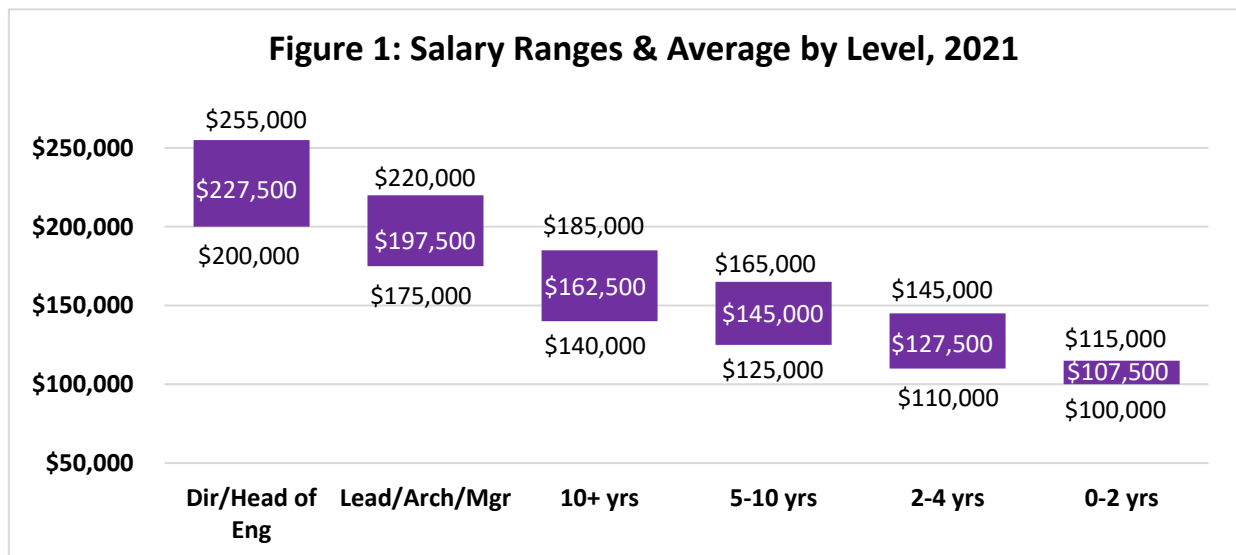
Companies continued to offer engineers and engineering leaders the flexibility to choose where they would like to work. While some companies let their lease expire and were fully remote, most continue to have a physical presence while allowing their teams to come in from time to time or to work remotely.

1. SALARY DATA

Salary by Experience Level

As demand for software engineers rose, salaries followed suit, increasing again in 2021. This was the case at all levels with most segments of the market seeing increases of 8% or more in base salary over the previous year.

The graph below compiles data generated both by job placements and thousands of conversations that Planet Technology conducted within Boston's software market in calendar year 2021.

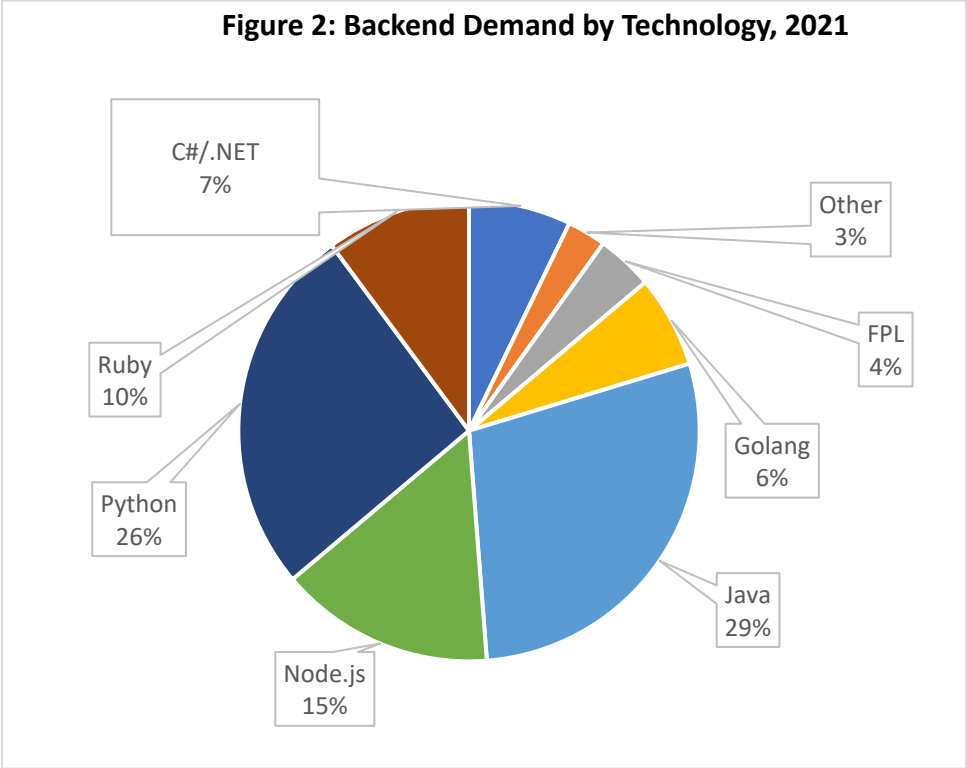Figure 1: Salary Ranges & Average by Level, 2021

An important clarification is that the above chart reflects base salary only. In many cases, particularly at the Director and Head of Engineering level, when accounting for bonus and / or equity option grants on top of salary, the total compensation packages can scale much higher.
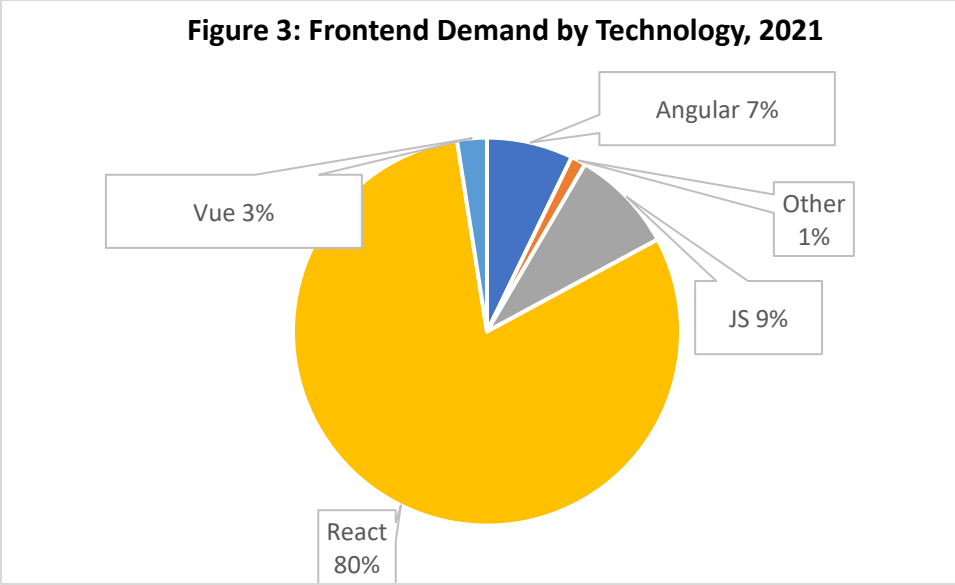
2. TECH TRENDS

Planet Technology's Software data also provides insight into the tech stacks and toolkits adopted and in-use within the region's software product companies. Intelligence gleaned from our Software group's job placements, as well as through discussions with Planet Technology's client base, informs our understanding of which programming languages and web frameworks are becoming more (and less) in-demand.

Figures 2 and 3 on the outline which backend and frontend-oriented technologies we've found to be in-use as core components of our clients' tech stacks.

Job Demand by Technology

Figure 2: Backend Demand by Technology, 2021

C#/.NET 7%
Other 3%
FPL 4%
Ruby 10%
Golang 6%
Python 26%
Java 29%
Node.js 15%

*FPL = functional programming languages.

Figure 3: Frontend Demand by Technology, 2021

Angular 7%

Other 1%

Vue 3%

JS 9%

React 80%

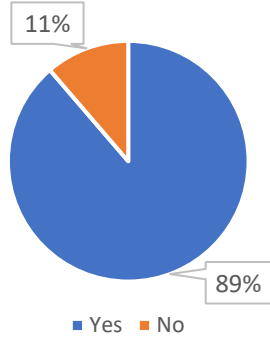# 3. Office vs. WFH Trends

Home or Office

In early 2020, Covid lockdowns across the United States upended the traditional office life most Engineers were accustomed to. As we look at the employment landscape 2+ years later, it's becoming clear these changes are here to stay.

This is illustrated in Figures 4 & 5 on the next page, which provide a snapshot of what office life looks like within Planet Technology's client base of Boston-based software companies. While a vast majority plan to maintain their existing physical office presence, an almost equally significant percentage have decided against requiring Engineers to be onsite (at all).
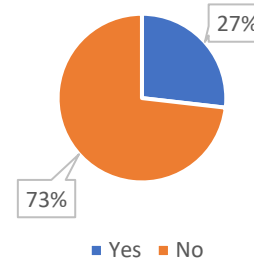
**Note for Figure 5 below, a client/ company requiring any amount of weekly in-person attendance (1 day per week or more was counted as an organization requiring in-office presence.

While many clients work to make their office a 'draw' and hope their Engineers take advantage of the ability to congregate and collaborate in person, they are ultimately choosing to leave the decision up to the individual. Drawing from thousands of conversations with local Engineering talent, in our view this approach is most advantageous from a recruiting perspective. Software companies requiring any amount of weekly in-office presence are facing difficulties attracting talent, and to a lesser extent those that have gone fully distributed have experienced some challenges as well. Conversely, those providing Engineers with the autonomy to work where they feel most productive, creative, and comfortable – be it in their office every day, 100% remote, or a mix of the two – are positioning themselves the best in the battle for talent.

Figure 4: Percentage of clients with physical office space

11%

89%

■ Yes ■ No

Figure 5: Percentage of clients requiring any amount of in-office work

27%

73%

■ Yes ■ No

ABOUT PLANET TECHNOLOGY

With a highly strategic, structured and collaborative approach to contingency search and contract staffing, Planet Technology is an expert in finding talent specializing in the areas of Core Technology (IT and Software), Enterprise Systems and Creative & Digital across the US and in parts of Canada. Planet Technology is part of The Planet Group, a global firm specializing in high-end consulting and staffing services.

Our Software Technology practice is composed of 6 individuals, each with multiple decades of experience recruiting Engineering talent inside Boston's technology & startup ecosystem. It is this breadth and depth of experience that positions us to connect Engineering talent with opportunities inside some of the most innovative and fastest growing software companies in the region.