Planet Technology

2023

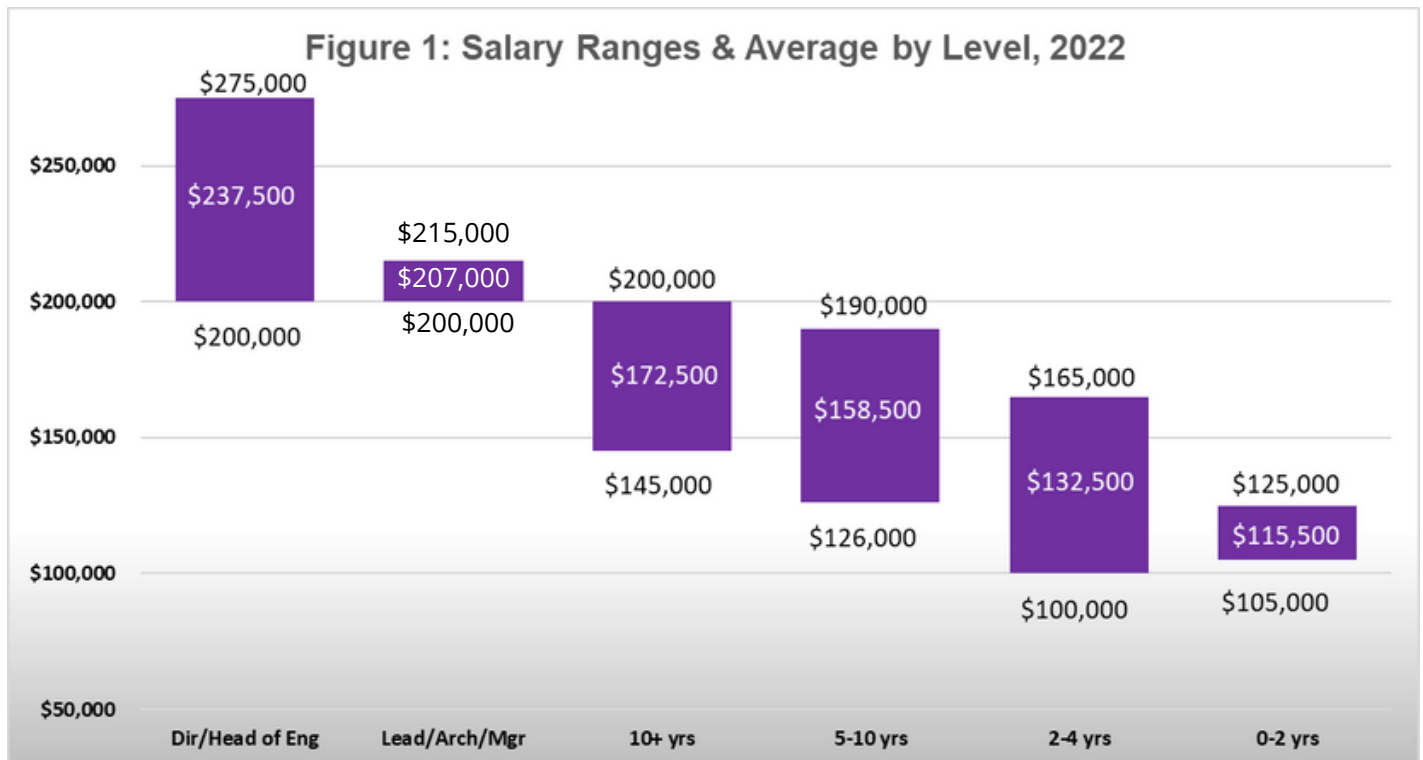# ANNUAL
SOFTWARE SALARY
AND JOBS REPORT

2022 started with a bang and while the demand for software engineers remained high over the entire year, things cooled a bit in the second half of the year.
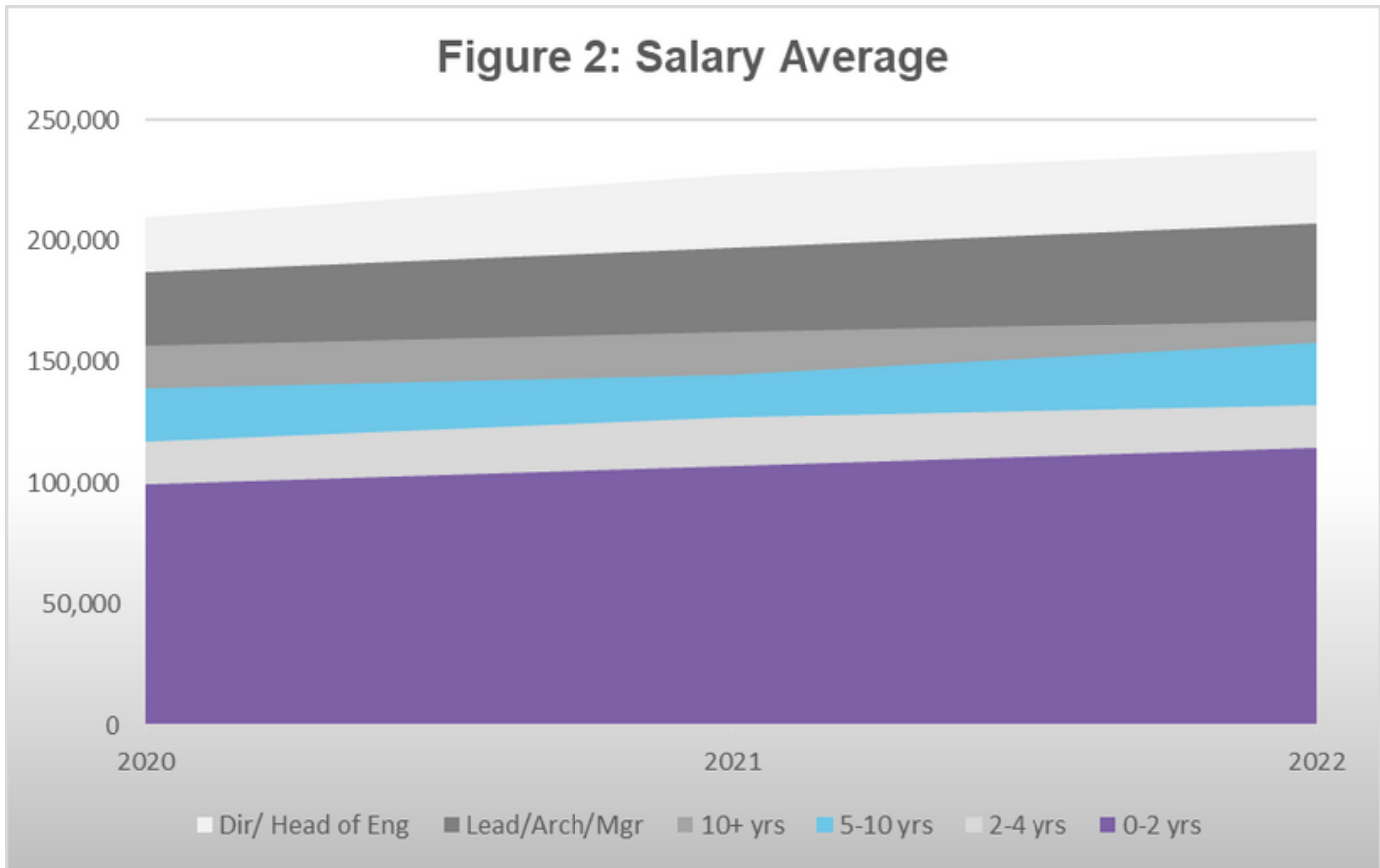
SALARY DATA
Salary Averages

At all levels, software engineers and engineering leaders saw salary increases in 2022 from the previous year. Engineers with 5-10 years of experience enjoyed the sharpest increase of 9.3% in base salary. Engineers with less than 2 years of experience saw an increase of 7.4%.

From 2020 to 2021, salaries jumped by more than 8% at all levels coming out of the recession. Perhaps this is why we saw a more modest increase for most segments in 2022.

Figure 1: Salary Ranges & Average by Level, 2022

	Dir/Head of Eng	Lead/Arch/Mgr	10+ yrs	5-10 yrs	2-4 yrs	0-2 yrs
High	$275,000	$215,000	$200,000	$190,000	$165,000	$125,000
Average	$237,500	$207,000	$172,500	$158,500	$132,500	$115,500
Low	$200,000	$200,000	$145,000	$126,000	$100,000	$105,000

Figure 2: Salary Average

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.
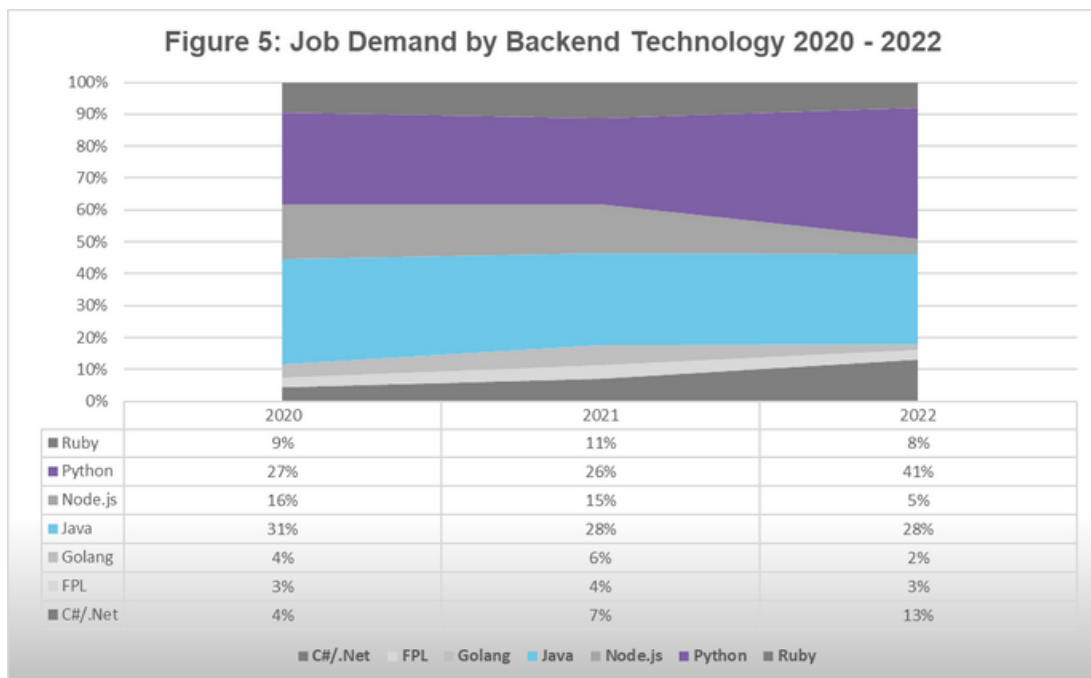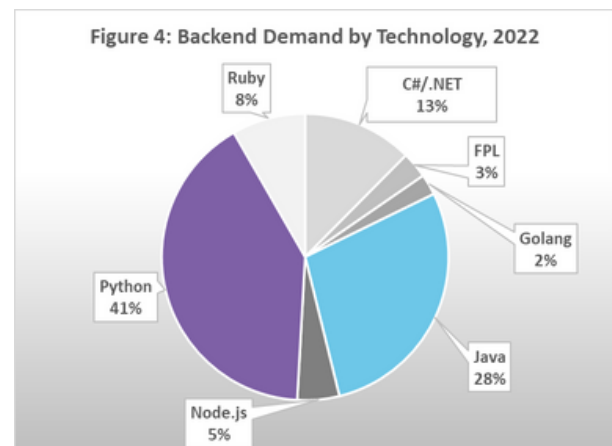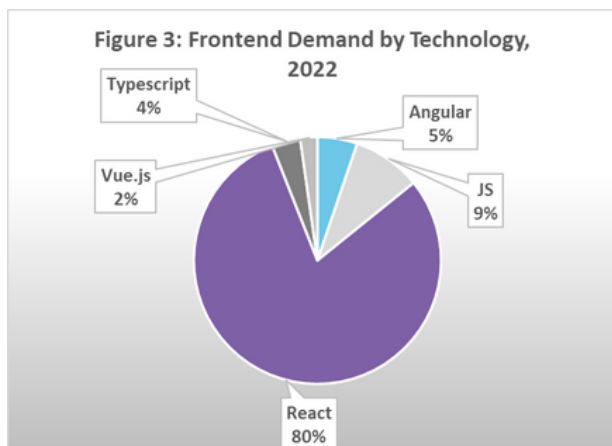
TECH TRENDS
Frontend and Backend Demand by Technology

Planet Technology's Software data also provides insight into the tech stacks and toolkits adopted within the region's software product companies. Intelligence gleaned from the open job searches supported by our Software team each year informs our understanding of which programming languages and web frameworks are becoming more (and less) in-demand.

Figures 3 and 4 outline which backend and frontend technologies we've found to be in-use as core components of our clients' tech stacks.

Of relevant note, at the time of publishing, in more challenging employment markets we have observed our client base acting more conservatively in their reluctance to hire candidates without prior experience in their stack. As the market turbulence experienced by the tech industry in Q4 2022 extends into Q1 2023, and potentially beyond, the data captured here provides a good roadmap for engineers wanting to ensure their technical acumen is as attractive as possible to employers moving forward.

Figure 3: Frontend Demand by Technology, 2022

Figure 4: Backend Demand by Technology, 2022

Figure 5: Job Demand by Backend Technology 2020 - 2022

|	2020	2021	2022
Ruby	9%	11%	8%
Python	27%	26%	41%
Node.js	16%	15%	5%
Java	31%	28%	28%
Golang	4%	6%	2%
FPL	3%	4%	3%
C#/.Net	4%	7%	13%

OFFICE VS. WFH TRENDS
Remote Work

After Covid variants drove several start-and-stop effects on office returns, things seemed to move towards a more normal state by the end of 2022. As a result, more of Planet Technology's clients in the software product market are making longer-term decisions when it comes to their in-office policies.

The two questions every company has faced in laying out their plans are: will we keep and maintain a physical workspace, and if we do, will we require our engineers to be onsite any amount of time?

The cumulative answers to these questions are illustrated in Figures 6 & 7, respectively. Note that for Figure 7, an employer requiring any amount of in-office time for their Engineers (even if just 1x per week or month) would be counted in the 'in-office required' camp.

Consistent with our findings last year, the vast majority of software companies have decided to maintain a physical presence. Yet, an almost equally significant amount is continuing to give their Engineers the autonomy to choose if and when they will be present.

Figure 6: Have office space

16%
84%
■ Yes   No

Figure 7: In-office required?

24%
76%
■ Yes   ■ No
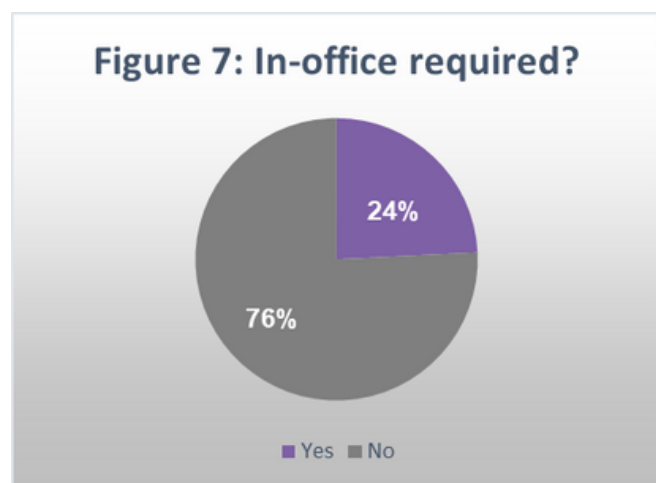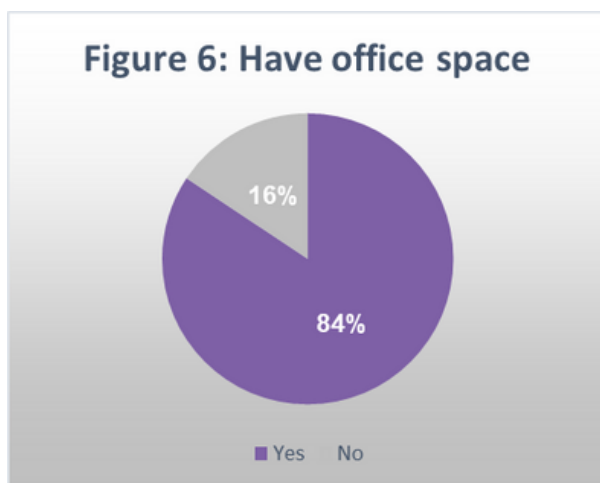
Drawing on the thousands of conversations, our team of recruiters has shared with local engineering talent this year, it is our view that the aforementioned approach will continue to be most advantageous from a perspective of retaining existing staff and attracting new. There are certainly engineers that fall on either end of the spectrum, be it those wanting to be a part of a fully distributed / office-less company, or those with a desire to be back in an office fulltime. However, most remain of the mind that while they'd prefer having a physical workspace available to collaborate with other engineers when appropriate, that desire shouldn't come at the expense of the day-to-day flexibility to decide where they'll be most productive - home or in-office.

ABOUT PLANET TECHNOLOGY
Our Capabilities

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), Cybersecurity, 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.