



**2023**

# **GAMES & INTERACTIVE SALARY & SATISFACTION SURVEY**

# FOREWORD

This year marks our **9th annual Games & Interactive Salary & Satisfaction Survey!**

Every year for the last nine years we have conducted a survey aimed at the wonderful people of the games & interactive industries. The survey covers not only salary, but also a range of other points of interest which vary year to year.

This year we covered brand new topics based on current events, focusing on the **four day working week** and the **cost of living crisis** where we take a close look at how they have impacted the industry and as a result we have seen some insights this year that haven't been observed in previous years. For the first time we see **salary** as a consistent front runner when it comes to the **most important aspect of work** and **reasons to change job**, which is likely a **reflection of the current cost of living crisis**. Another interesting piece of data is how the desire for flexible/remote working is no longer a top reason to want to change jobs, which could be due to remote working now being the norm at most studios, which it wasn't prior to the COVID pandemic. The last insight I'd like to point out is to consider respondents stating **wanting to finish their current project** as a **top reason for turning down a job offer**. This leads me to think about **what studios are doing to retain their staff once projects finish**, as the data implies that this is the time when people are **most likely to consider moving into a new job**. These are just a few pieces of data I've picked out, but there is loads more juicy information waiting to be discovered in the report.

If you have any questions about the areas that we touch on in this report, then as always we'd love to hear from you. We are aiming to produce a series of follow up reports covering topics such as the **gender pay gap** and a deep dive into **helping graduates break into games**. If you have any requests of an area or topic you'd like us to cover in a mini report, please do get in touch!

Alternatively, if you or your studio would like us to look into a specific area or job title then please get in touch and we'll be able to attain this data for you. This year we have created an **online feedback form** to improve our efficiency in answering survey-related queries. If you have any questions, requests or feedback, **[please visit our feedback form](#)** and we'll get back to you as soon as possible.

Finally, thank you again to everyone who completed this year's survey or simply spread the word. We had the highest response rate to date, resulting in a huge **£858 donated to SpecialEffect** and **1500 trees planted through Ecologi**.

Please enjoy this year's report!  
Giles



**Giles Fenwick**

**Director of Games & Interactive**

**GF@skillsearch.com**

# CONTENTS

- 1 — FOUR DAY WORK WEEK
- 2 — COST OF LIVING CRISIS
- 3 — POINTS OF INTEREST
- 4 — UNITED KINGDOM
- 5 — WESTERN EUROPE
- 6 — EASTERN EUROPE
- 7 — GLOBAL
- 8 — PROGRAMMING
- 9 — ART
- 10 — DEMOGRAPHICS





# FOUR DAY WORK WEEK



# FOUR DAY WORK WEEK OVERVIEW

7%

Work at a studio that **currently** offers a 4 day work week

80%

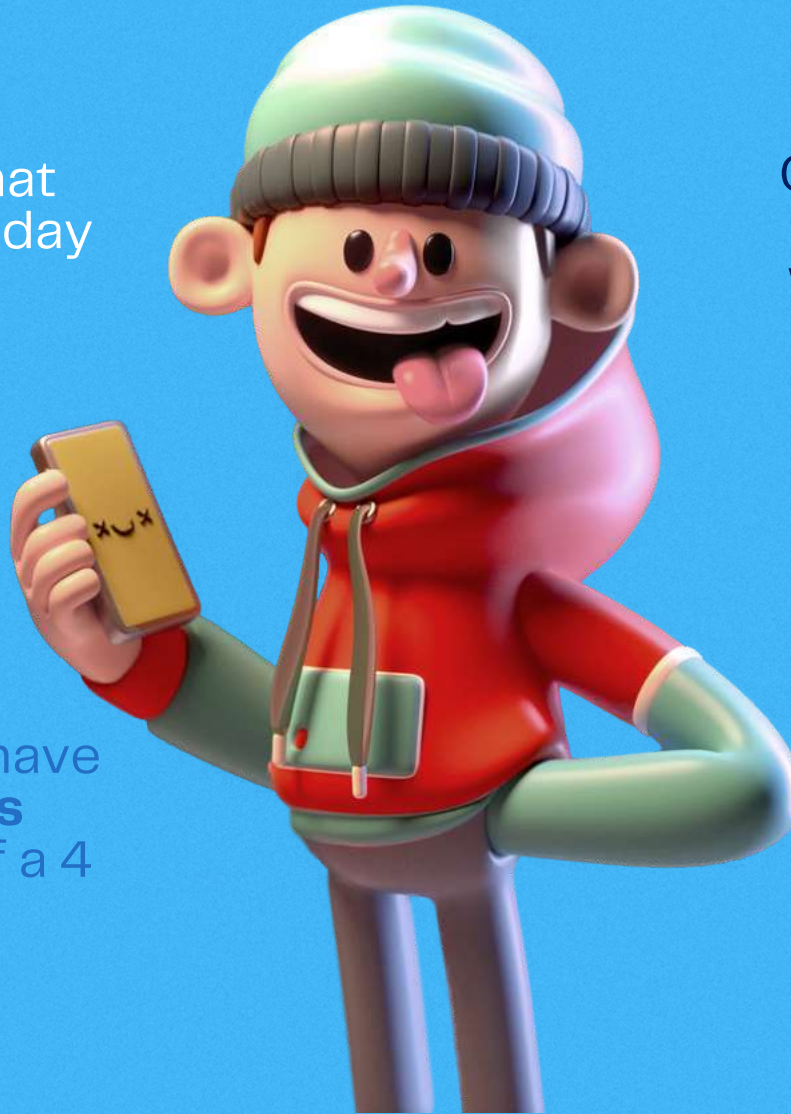
Of all respondents would be interested in a 4 day work week in the **future**

82%

Of all respondents have **positive feelings** towards the idea of a 4 day work week

79%

Would actively **seek out** a studio offering a four day work week in the future

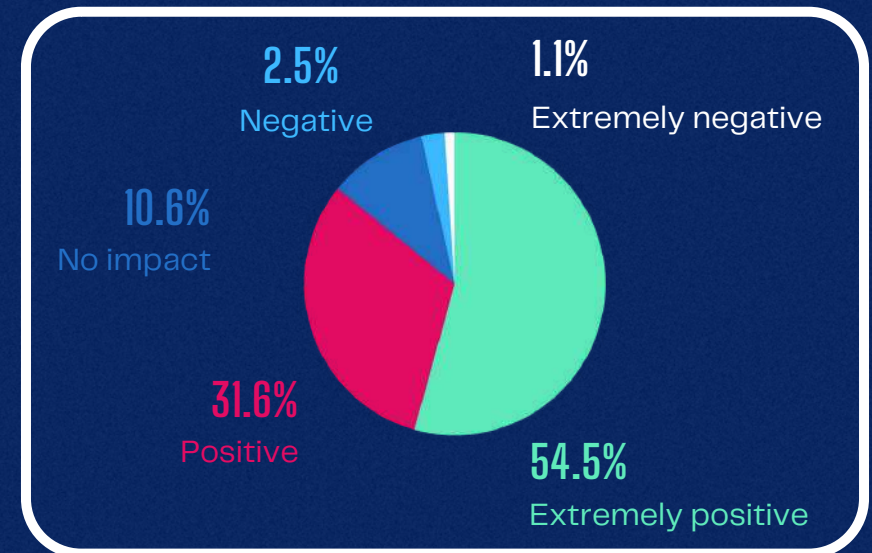




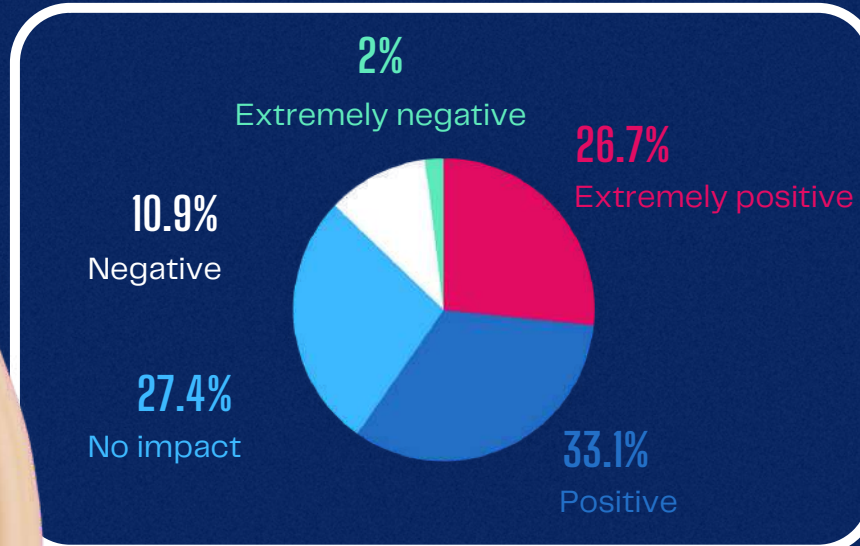
# IMPACT OF FOUR DAY WORK WEEK ON...



## MORALE



## PRODUCTIVITY





# BENEFITS & LIMITATIONS OF A FOUR DAY WORK WEEK

## TOP 3 BENEFITS



IMPROVED WORK  
LIFE BALANCE



IMPROVED  
MENTAL HEALTH



INCREASED  
PRODUCTIVITY

## TOP 3 LIMITATIONS



LONGER HOURS =  
MORE STRESS



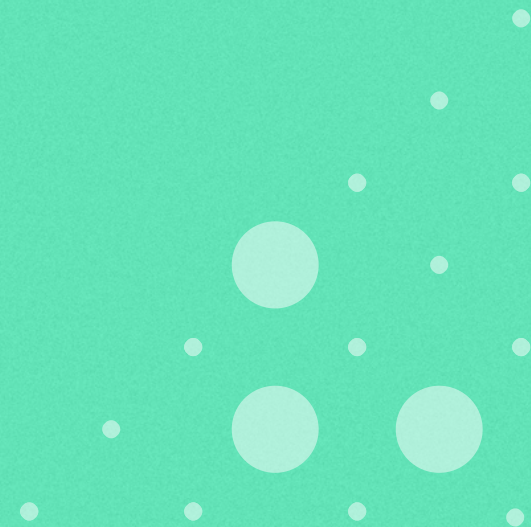
POTENTIAL NEGATIVE  
IMPACT ON BUSINESS



COULD FRUSTRATE  
CUSTOMERS/CLIENTS



# COST OF LIVING CRISIS





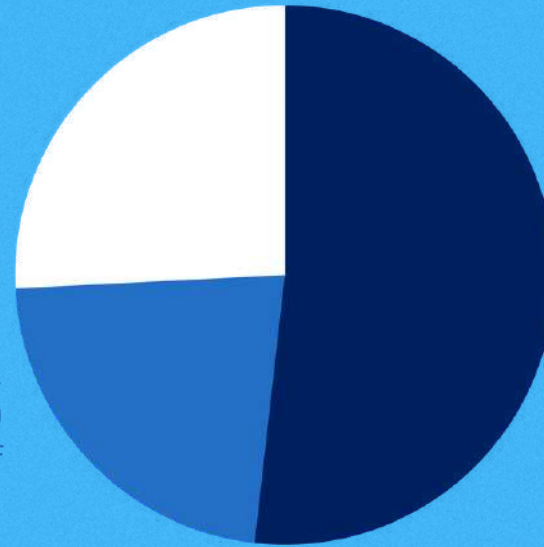
# THE COST OF LIVING CRISIS OVERVIEW

## FINANCIAL STATUS COMPARED TO THIS TIME LAST YEAR



25.8%  
About the same

22.4%  
Better off



51.8%  
Worse off

77%

**Currently** feel a **negative**  
impact from the cost of  
living crisis

85%

**Anticipate** they will feel a **negative**  
impact of the cost of living crisis at  
some point in the **future**



# THE COST OF LIVING CRISIS AND THE WORKPLACE

62%

Stated their employer **isn't doing anything** to support employees during the cost of living crisis

24%

Are considering **relocating** to a different **country** due to the cost of living crisis

60%

Are considering asking for a **pay rise** due to the cost of living crisis

42%

Are considering **changing jobs** to find an employer with **better employee support** due to the cost of living crisis





# THE COST OF LIVING CRISIS

## TOP EMPLOYER STRATEGIES TO SUPPORT EMPLOYEES



INCREASING SALARY



FLEXIBILITY ON WORKING LOCATION



ONE OFF PAYMENT/VOUCHER



## BIGGEST CONCERNS ABOUT THE COST OF LIVING CRISIS



SAVINGS FOR LATER IN LIFE



STRESS/MENTAL HEALTH



LACK OF SAVINGS



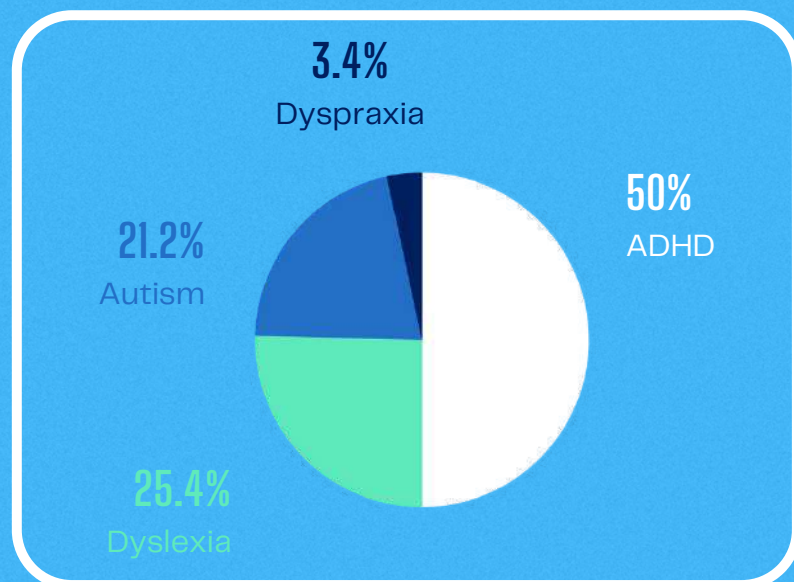
# POINTS OF INTEREST



# CONDITIONS OVERVIEW

14%

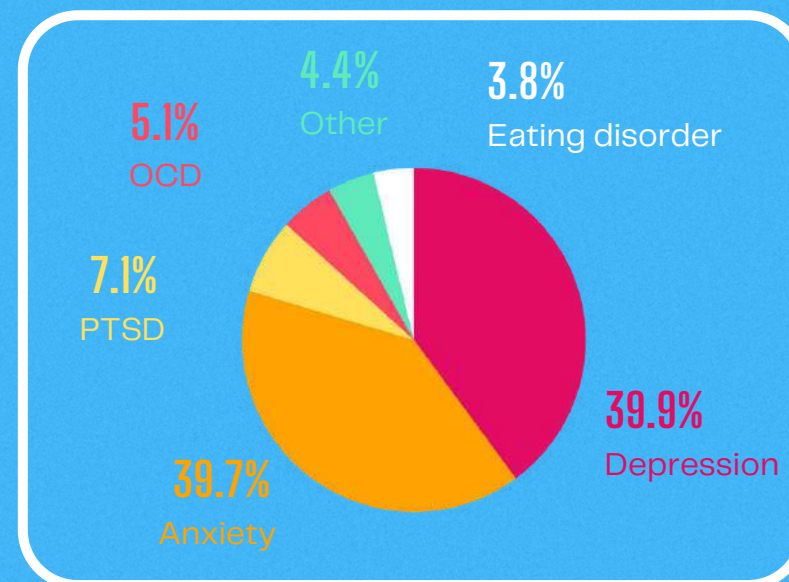
of respondents have a  
**neurodiversity** diagnosis



Neurodivergent conditions in respondents

26%

of respondents have a  
**mental health** diagnosis



Mental health conditions in respondents



# CONDITIONS AND THE WORKPLACE

54%

of respondents with a neurodiversity OR mental health diagnosis chose to **disclose** this information to their **employer**

17%

of respondents with a neurodiversity OR mental health diagnosis stated they would **never disclose** this information with a future employer

63%

**Disclosed** their condition to their employer **only when it impacted their work**

28%

of respondents with a diagnosis feel that **no allowances are made** for their condition at their workplace





# EDUCATION

57%

of respondents believe that game studios **don't do enough** to encourage games & interactive as a viable career choice



19%

of respondents reported that there are currently **initiatives** at their studio to encourage games and interactive as a career path

If you're a grad looking to get into the games industry, keep an eye out for our in depth grads report coming soon...



# RECRUITMENT PROCESSES

## ISSUES DURING THE RECRUITMENT PROCESS

The number one issue for candidates during the recruitment process is a **lack of urgency** and long response times from the studio

## LENGTH OF RECRUITMENT PROCESS

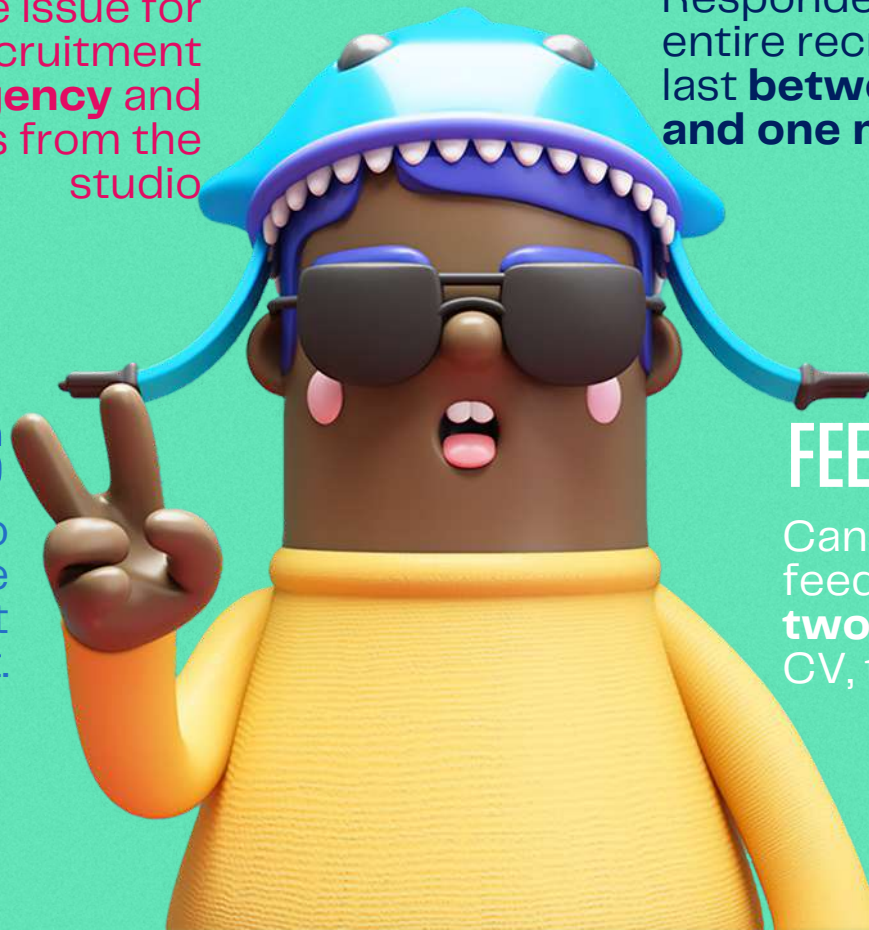
Respondents expect the entire recruitment process to last **between two weeks and one month**.

## JOB ADVERTS

Salary and whether a studio offers remote working are seen as the most important aspects of a job advert.

## FEEDBACK TIMES

Candidates generally expect feedback times of **between two and seven days** on their CV, test, interviews and offers.



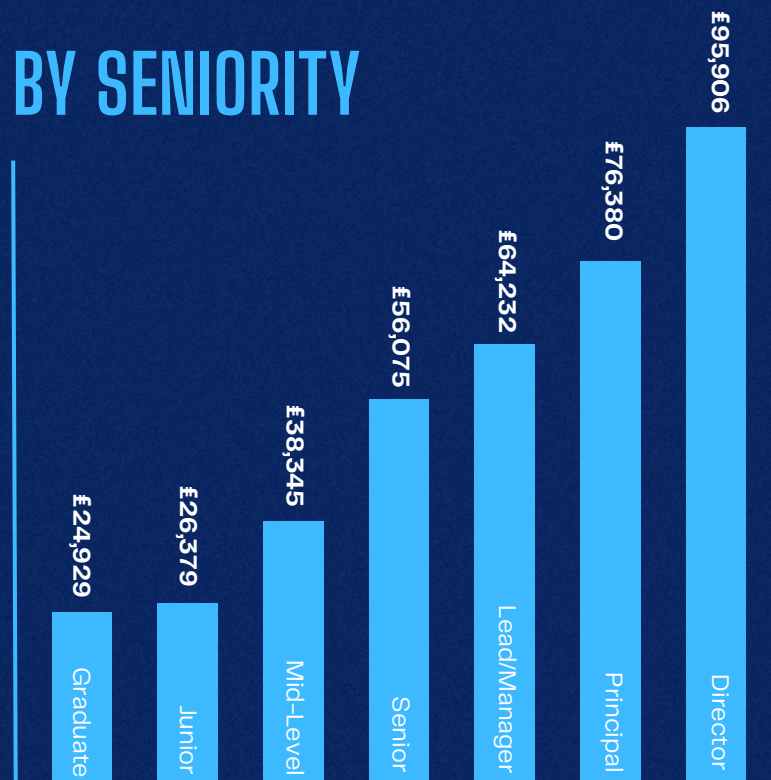


# UK

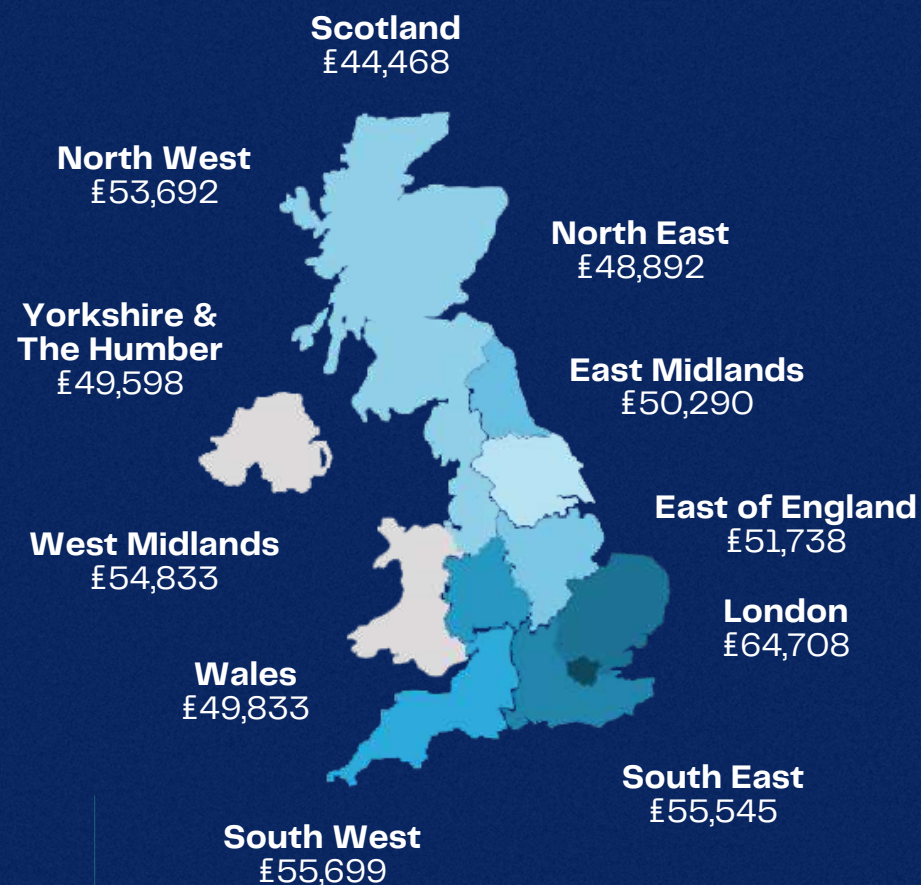


# AVERAGE UK SALARY

## BY SENIORITY



## BY REGION



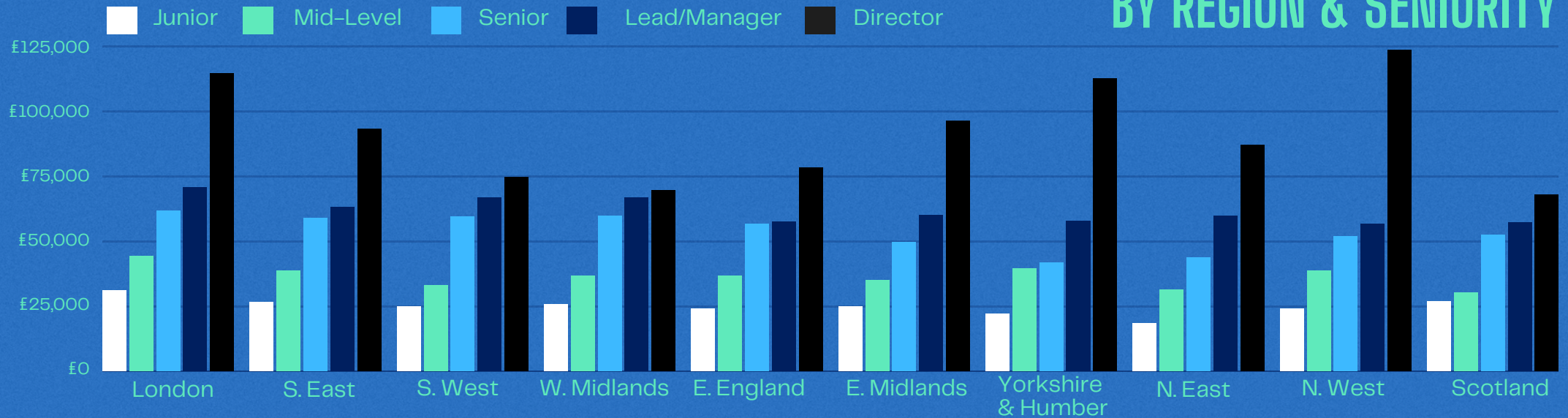
## 2021-2023



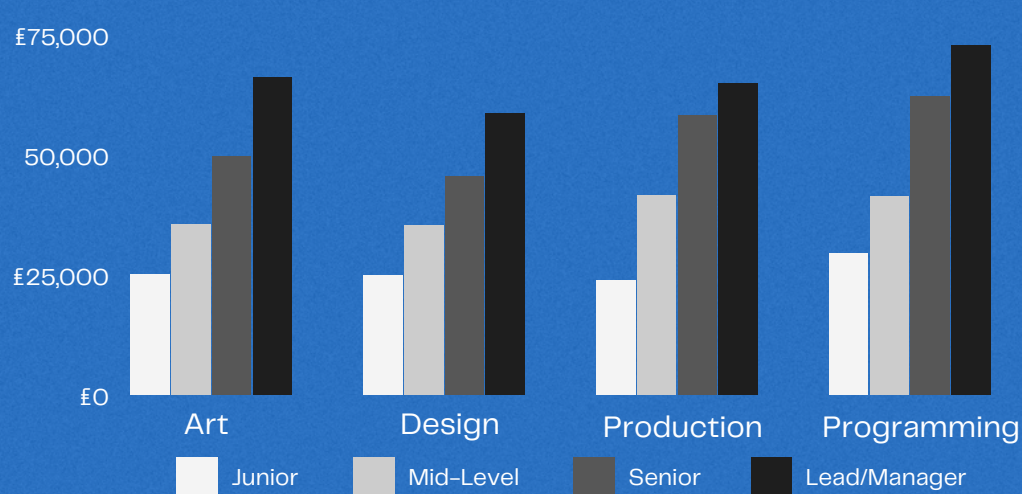


# AVERAGE UK SALARY

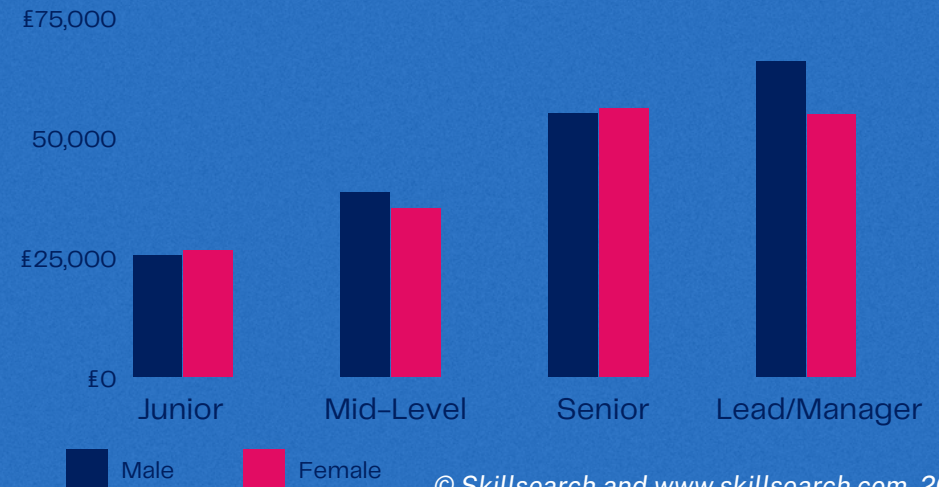
## BY REGION & SENIORITY



## BY DISCIPLINE & SENIORITY



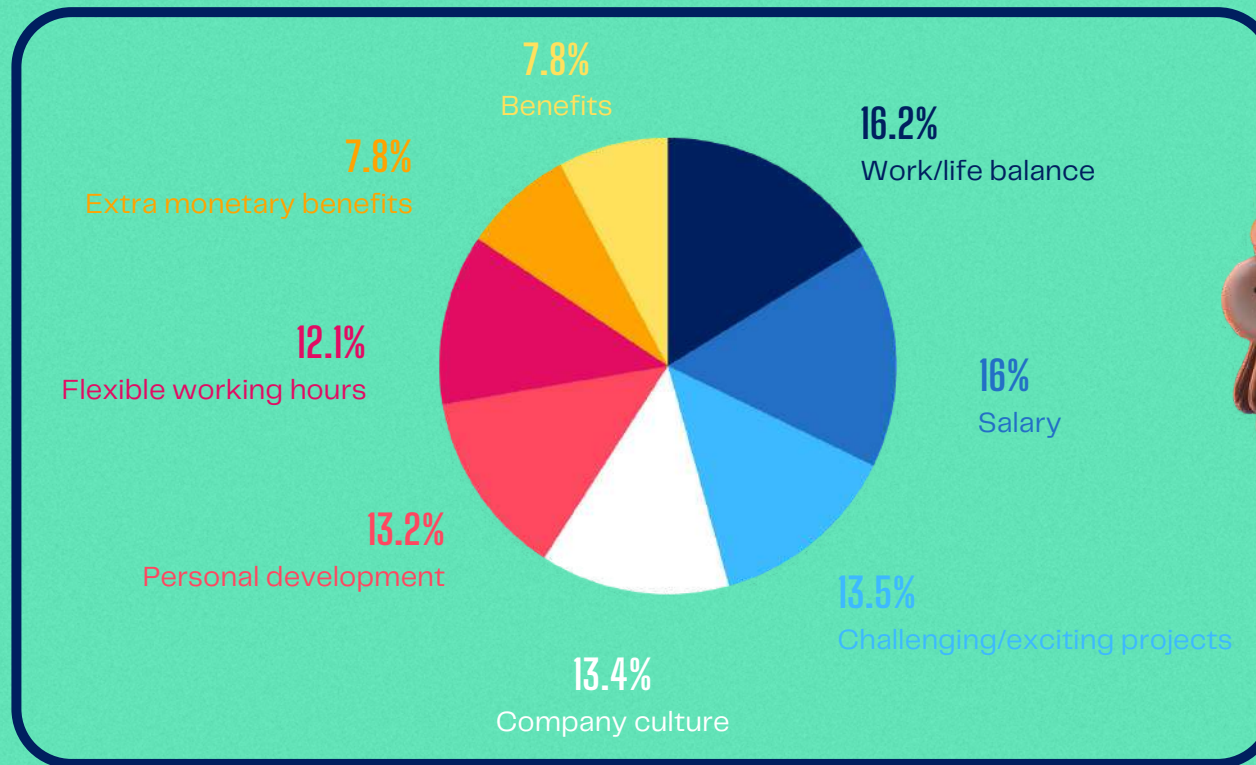
## BY GENDER & SENIORITY





# UK DATA

## UK MOST IMPORTANT ASPECT OF WORK



**94%**

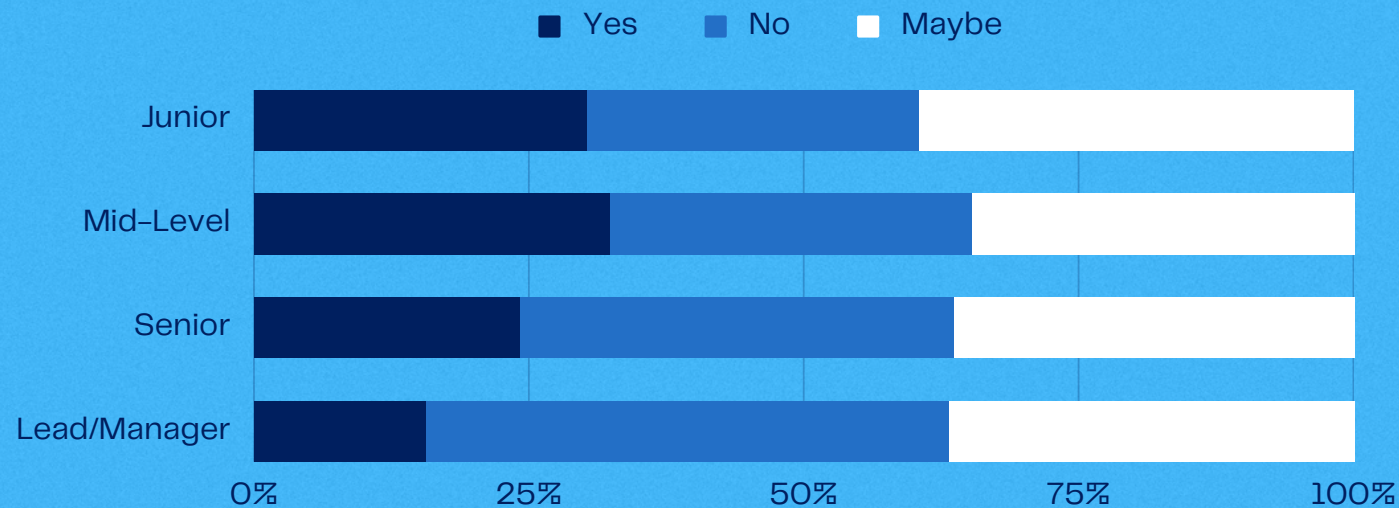
Are expecting to work one or more days remotely per week in 2023

**59%**

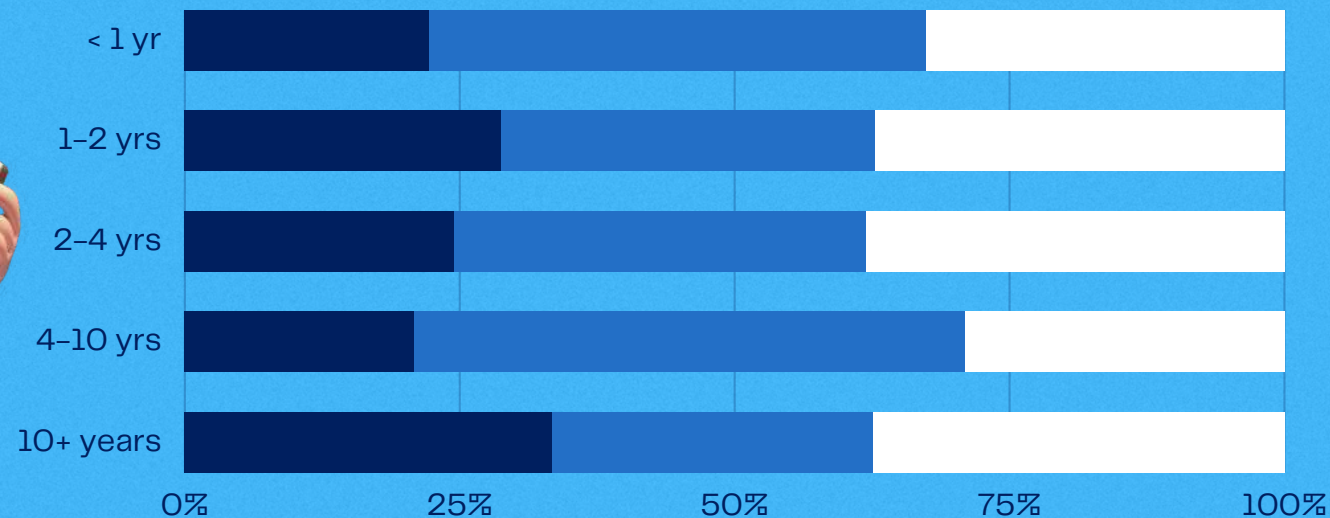
of UK respondents will be or are considering job hunting in 2023



# UK JOB HUNTING IN 2023 BY SENIORITY



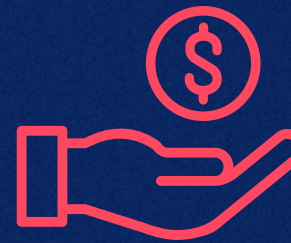
# JOB HUNTING IN 2023 BY TIME AT CURRENT COMPANY



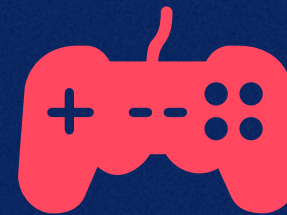


# UK TOP REASONS TO CHANGE JOB

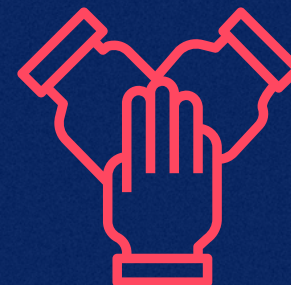
Financial remuneration	31%
Better/more challenging projects	12%
Better company culture	9%
Limited opportunities for promotion	9%
Concerned about future of company	7%
End of freelance/contract position	6%
Other	6%
No longer feel challenged	5%
Chance to move abroad	3%
Want to re-skill	3%
Better work/life balance	3%
Change of location	2%
Experience working in another industry	2%
More remote or flexible working	2%
Increased responsibility	1.5%
Decreased responsibility	1%
Location change – same country	0.2%



**FINANCIAL  
REMUNERATION**



**BETTER/MORE  
CHALLENGING PROJECTS**



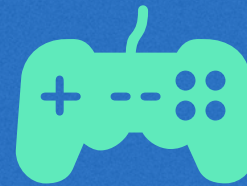
**BETTER COMPANY  
CULTURE**



UK

# REASONS FOR TURNING DOWN A JOB OFFER IN 2022

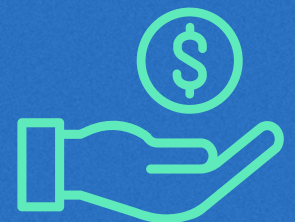
Wanted to finish current project	22%
Received multiple job offers	18%
New salary not high enough	15%
Content at current employer	8%
Jobs/projects not as expected	7%
Not enough remote working	6%
Payrise at existing employer	6%
Promotion at existing employer	6%
Realised current employer better fit	5%
Relocation issues - family related	2%
Relocation issues - not family related	2%
Change in project/location at current employer	1%
Process took too long	1%
Too much remote working	1%



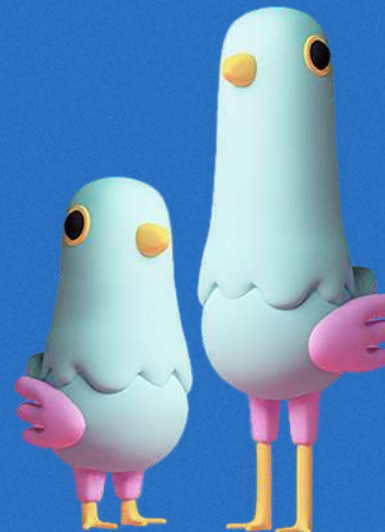
WANTED TO FINISH  
CURRENT PROJECT



RECEIVED MULTIPLE  
JOB OFFERS



NEW SALARY NOT  
HIGH ENOUGH





UK

# MOST WANTED BENEFITS



PENSION



FLEXIBLE WORKING



PRIVATE HEALTHCARE

Pension	18%
Flexible/remote working	18%
Private healthcare	12%
4 day work week	9%
Performance bonuses	8%
Training	7%
Private dental care	6%
Shares options	5%
Extra holiday	5%
Gym membership	2%
Company events	2%
Company funded certifications	2%
Conference budgets	2%
Car allowance	1%
EAP	1%
Merchandise	1%
Childcare vouchers	1%
Cycle to work	1%
Office games	1%
Phone allowance	0.4%



# WESTERN EUROPE



# WESTERN EUROPE AVERAGE SALARY

## BY COUNTRY AND SENIORITY



## BY SENIORITY



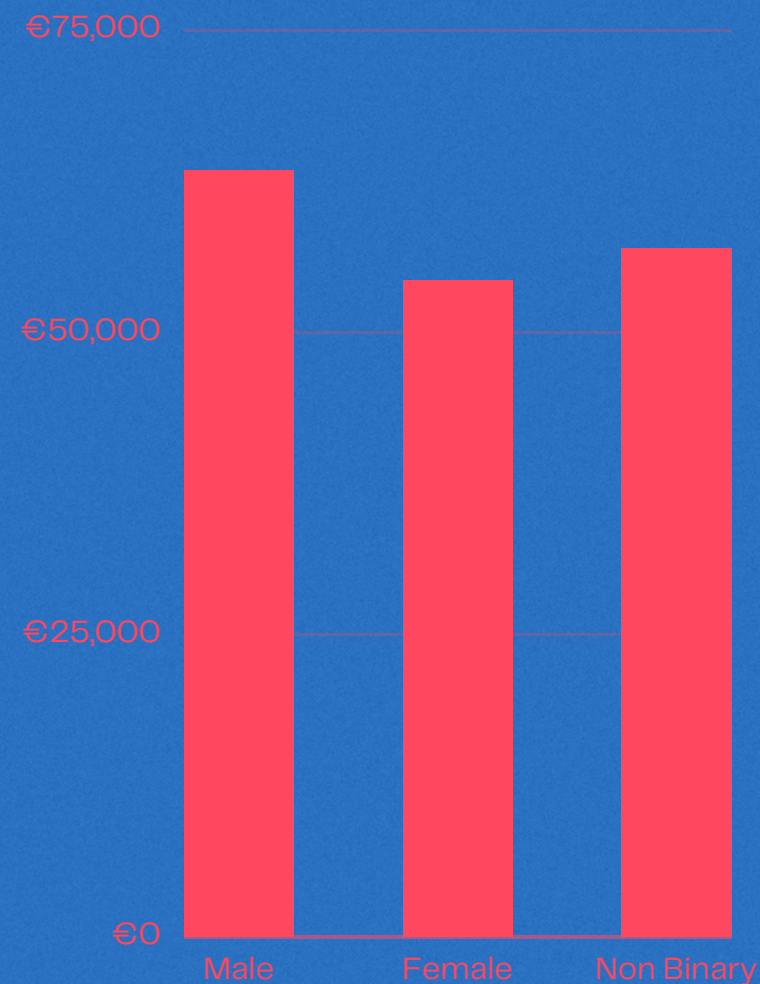


# WESTERN EUROPE AVERAGE SALARY

## BY DISCIPLINE



## BY GENDER





# WESTERN EUROPE DATA

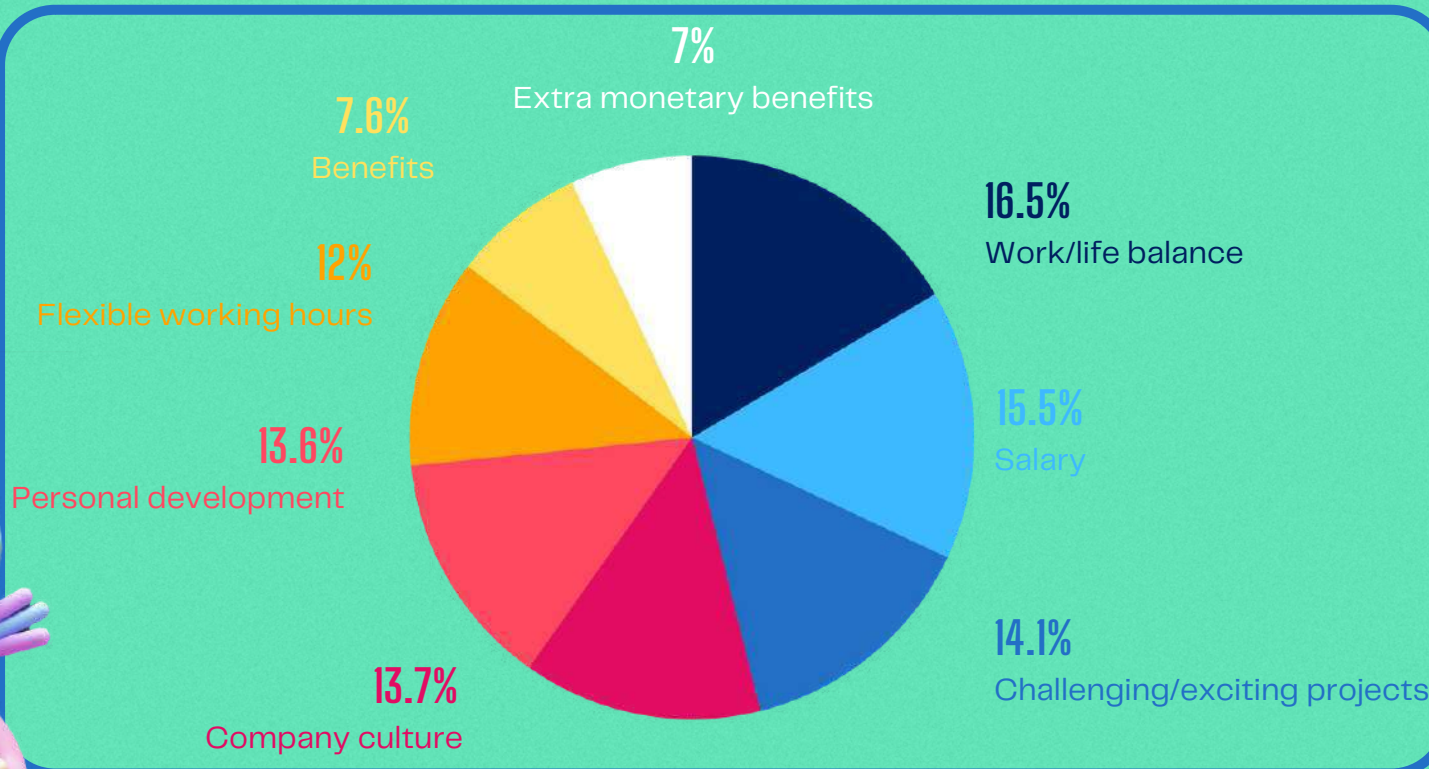
**88%**

Are expecting to work one or more days remotely per week in 2023

**67%**

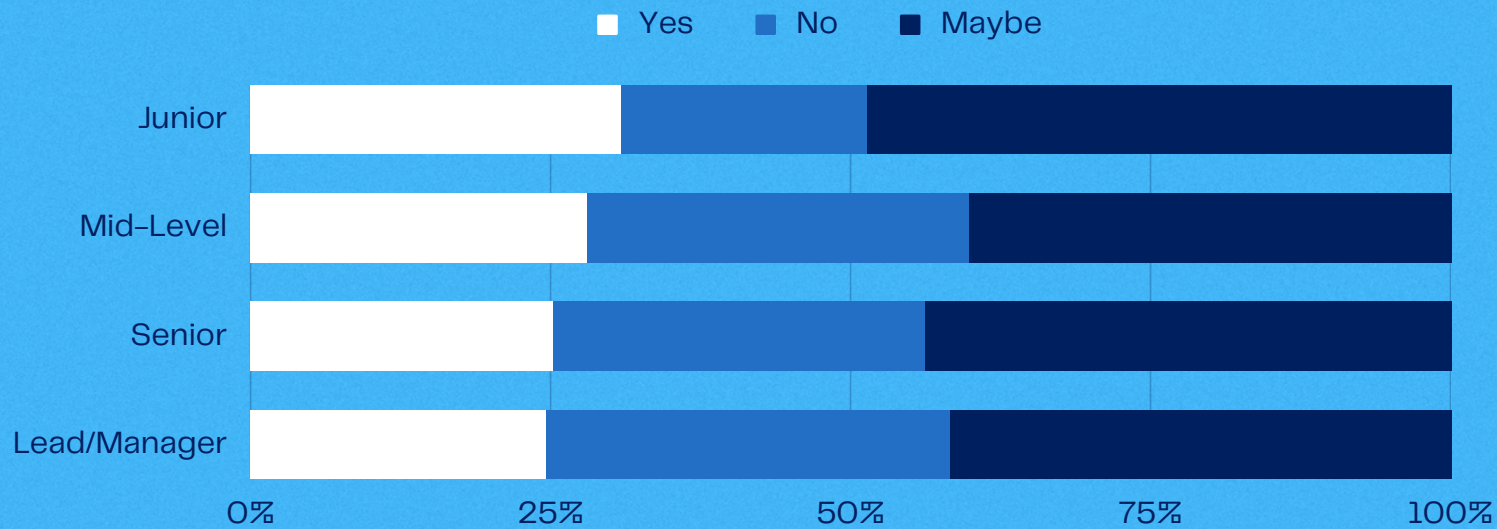
of Western Europe respondents will be or are considering job hunting in 2023

## MOST IMPORTANT ASPECT OF WORK

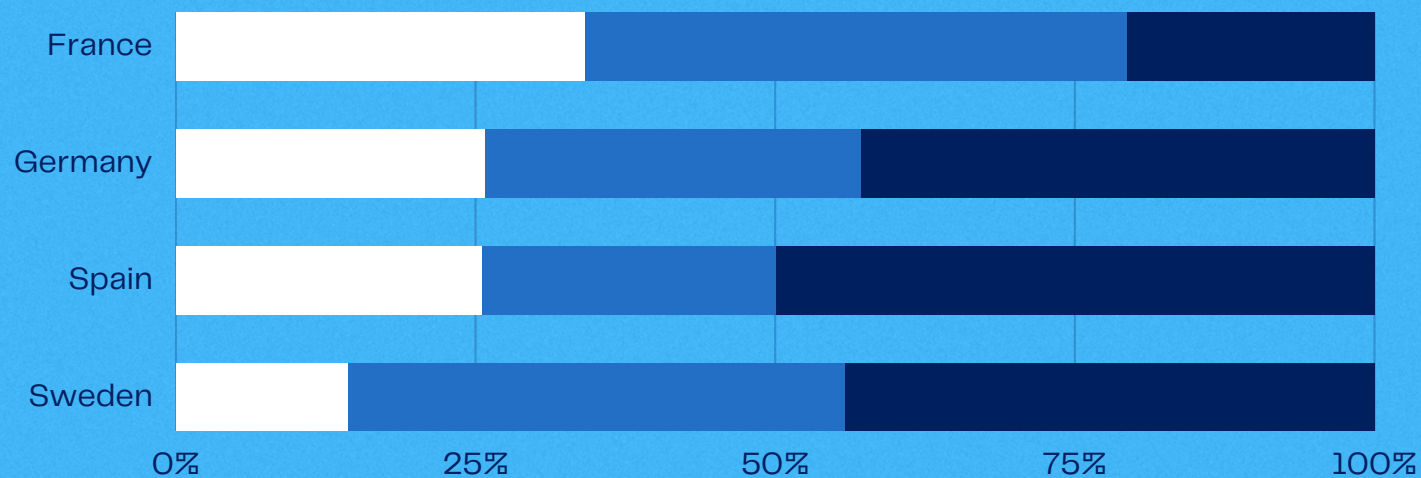




# JOB HUNTING IN 2023 BY SENIORITY W. EUR



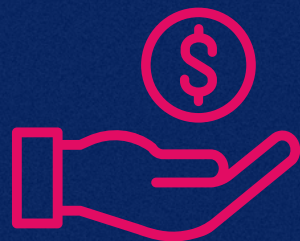
# JOB HUNTING IN 2023 BY LOCATION



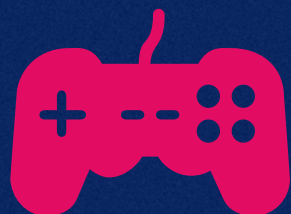


W. EUR

# TOP REASONS TO CHANGE JOB



## FINANCIAL REMUNERATION



## BETTER/MORE CHALLENGING PROJECTS



## CONCERNED ABOUT FUTURE OF MY COMPANY

Financial remuneration	27%
Better/more challenging projects	16%
Concerned about future of company	8%
Better company culture	8%
Limited opportunities for promotion	7%
Other	7%
More remote or flexible working	4%
Better work/life balance	4%
End of freelance/contract position	4%
Want to re-skill	3%
No longer feel challenged	3%
Experience working in another industry	2%
Increased responsibility	2%
Chance to move abroad	2%
Change of location	2%
Location change - same country	1%
Decreased responsibility	1%



W. EUR

# REASONS FOR TURNING DOWN A JOB OFFER IN 2022

Wanted to finish current project	24%
Received multiple job offers	13%
Content at current employer	12%
New salary not high enough	9%
Realised current employer better fit	9%
Not enough remote working	7%
Jobs/projects not as expected	6%
Payrise at existing employer	6%
Promotion at existing employer	5%
Relocation issues – family related	3%
Relocation issues – not family related	2%
Change in project/location at current employer	1%
Process took too long	1%
Didn't want to move job during pandemic	1%
Process felt rushed	0.6%
Too much remote working	0.3%



WANTED TO FINISH  
CURRENT PROJECT



RECEIVED MULTIPLE  
JOB OFFERS



CONTENT AT  
CURRENT EMPLOYER

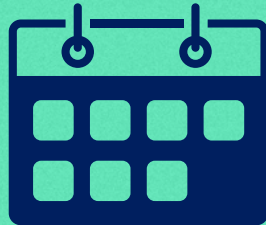


W. EUR

# MOST WANTED BENEFITS



**FLEXIBLE  
WORKING**



**FOUR DAY  
WORK WEEK**



**PRIVATE  
HEALTHCARE**

Flexible/remote working	19%
4 day week	12%
Private health care	12%
Pension	11%
Training	8%
Performance bonuses	8%
Shares options	6%
Extra holiday	6%
Private dental	3%
Company events	3%
Company funded certifications	2%
Gym membership	2%
Conference budgets	2%
Office games	1%
Childcare vouchers	1%
EAP	1%
Phone allowance	1%
Merchandise	1%
Car allowance	1%
Cycle to work	1%

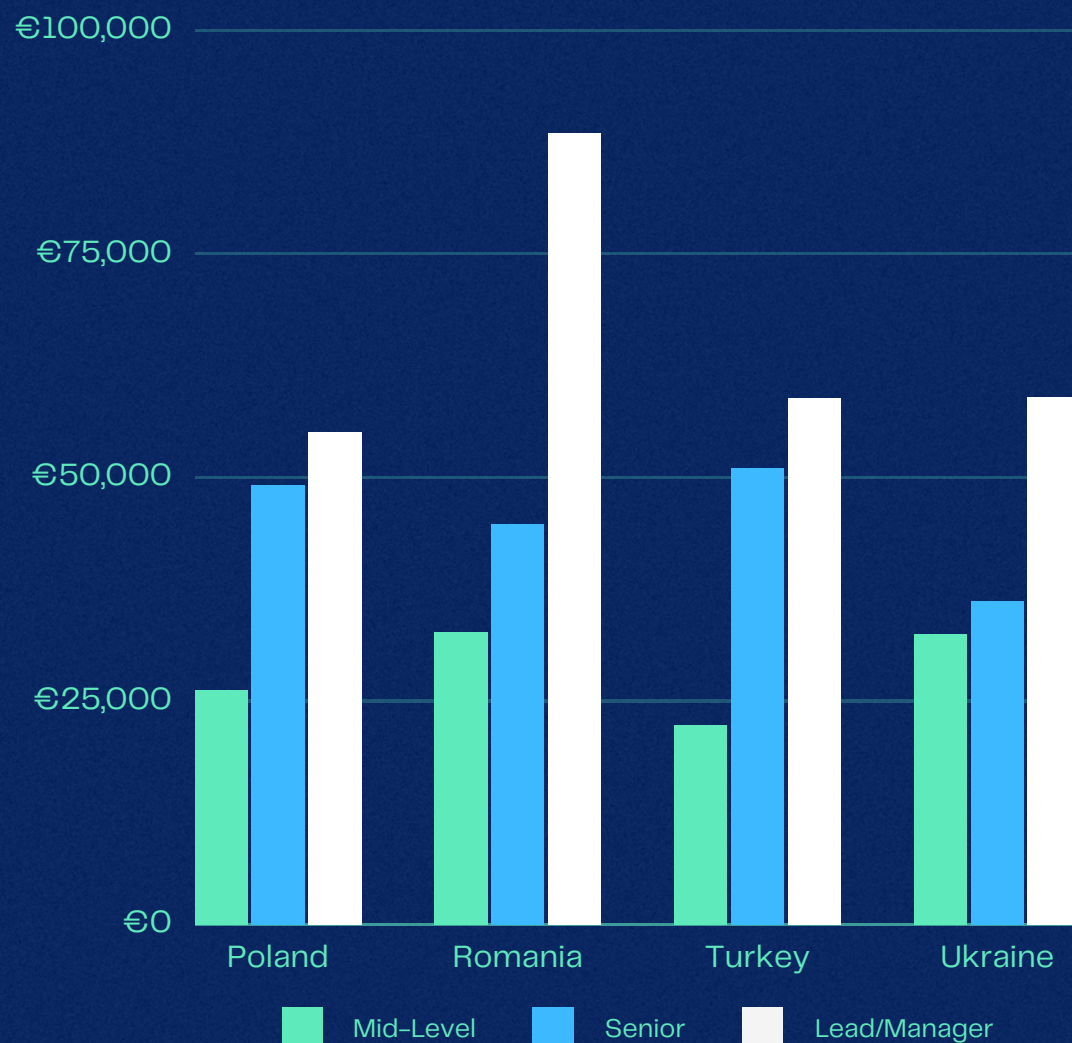


# EASTERN EUROPE



# EASTERN EUROPE AVERAGE SALARY

## BY COUNTRY AND SENIORITY



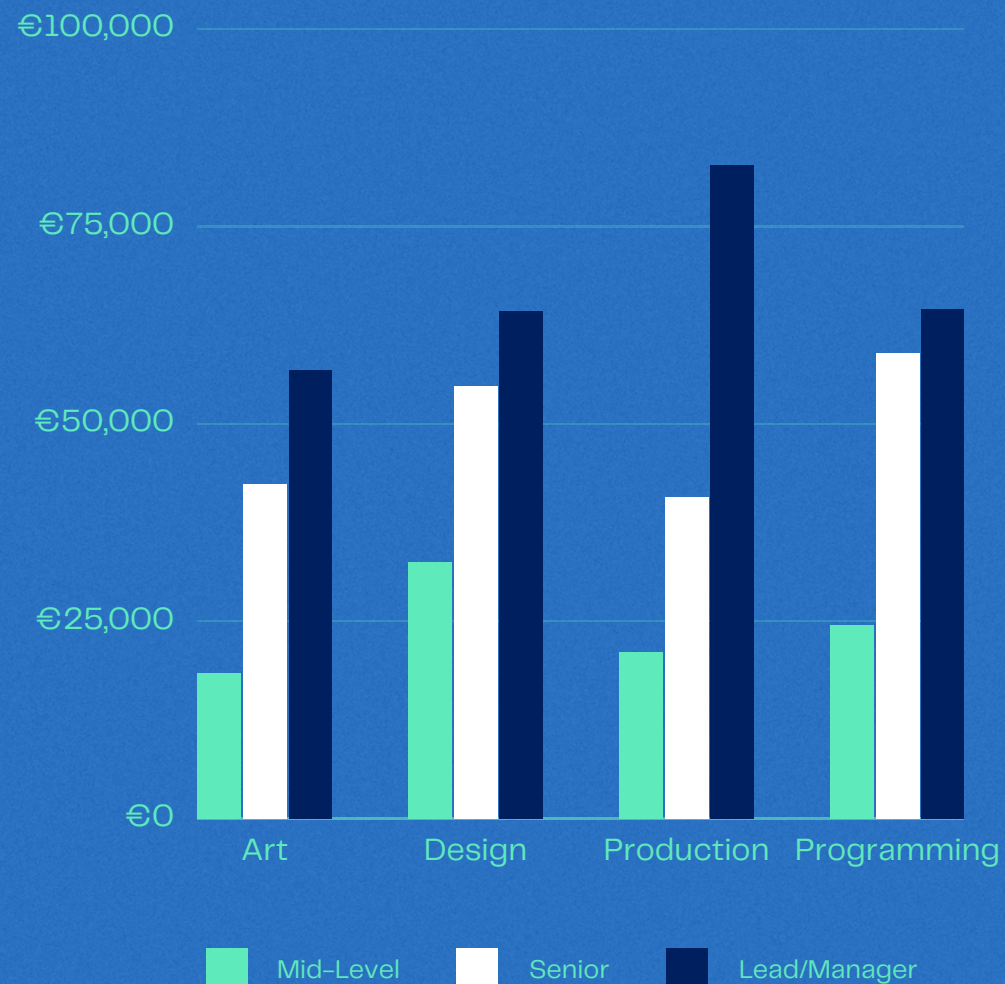
## BY SENIORITY



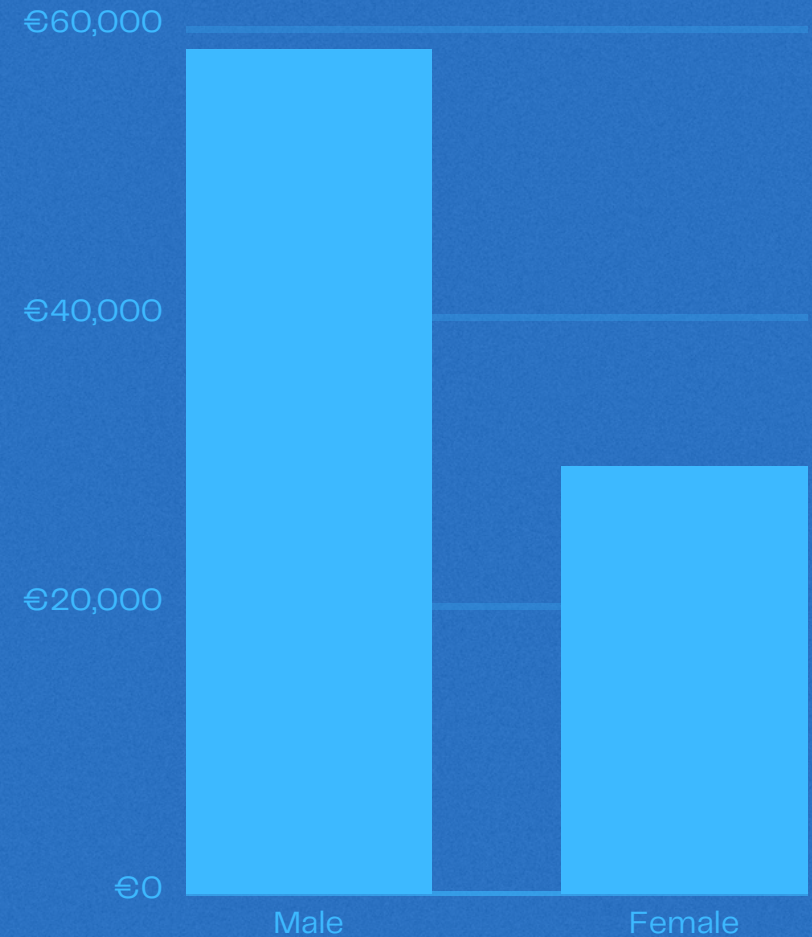


# EASTERN EUROPE AVERAGE SALARY

## BY DISCIPLINE



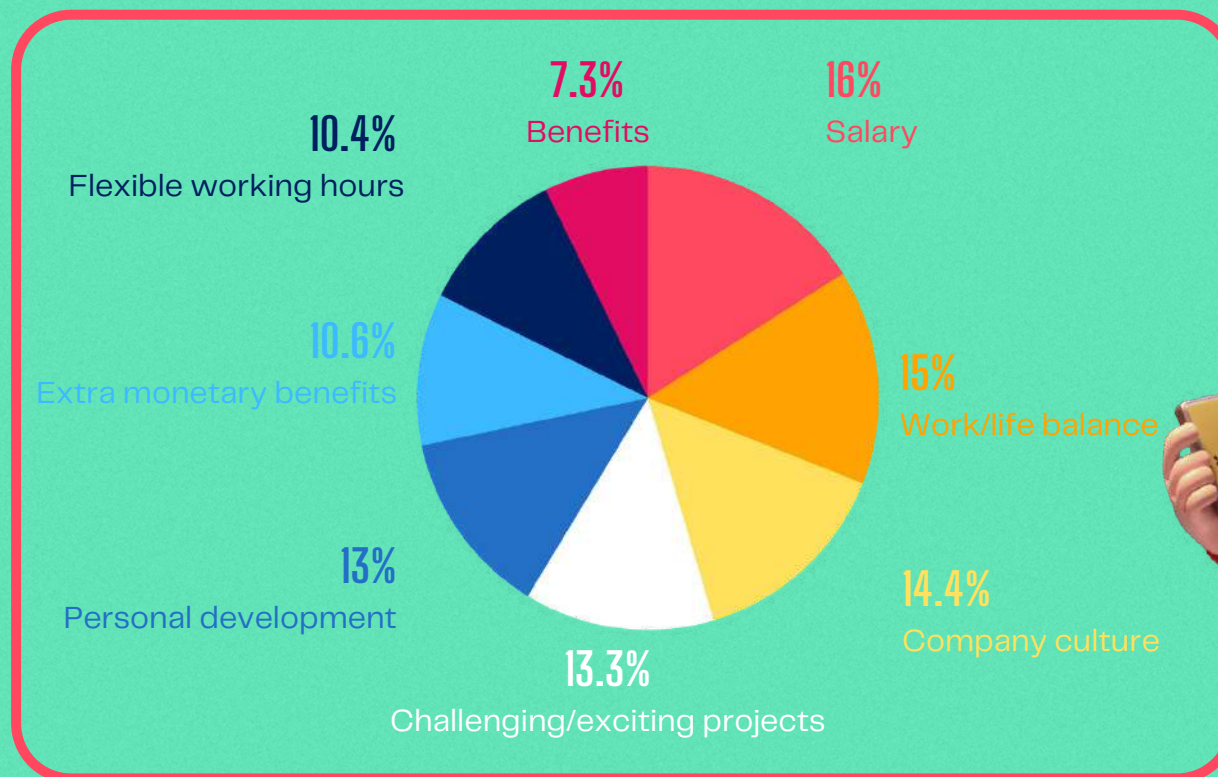
## BY GENDER





# EASTERN EUROPE DATA

## MOST IMPORTANT ASPECT OF WORK



91%

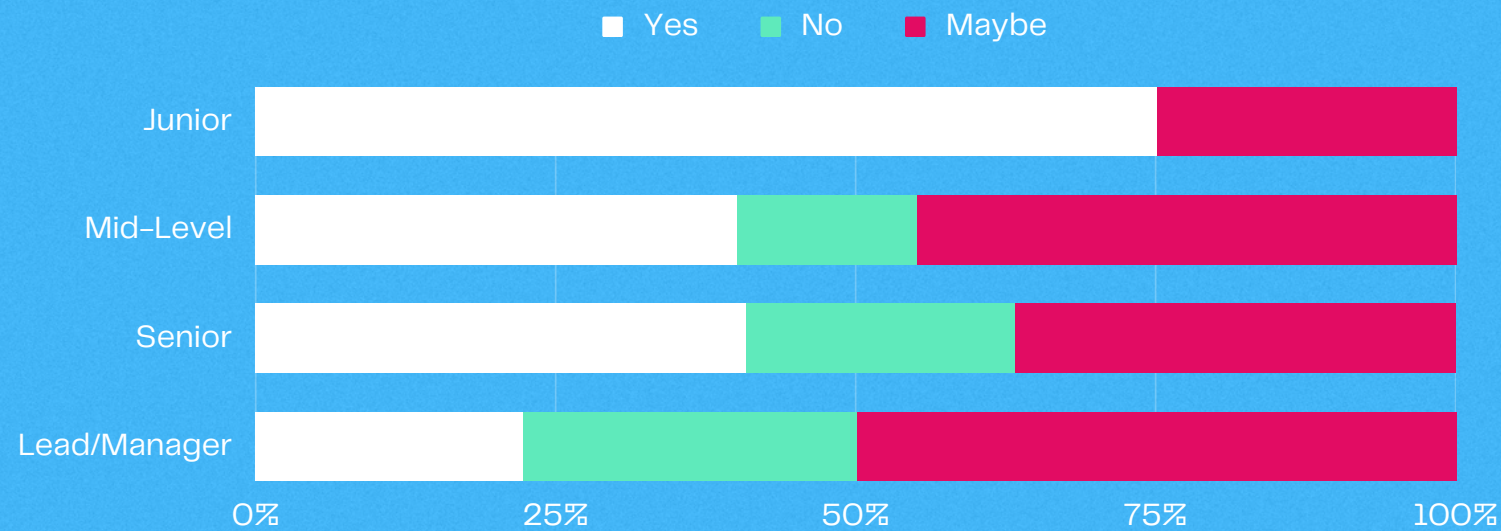
Are expecting to work one or more days remotely per week in 2023

76%

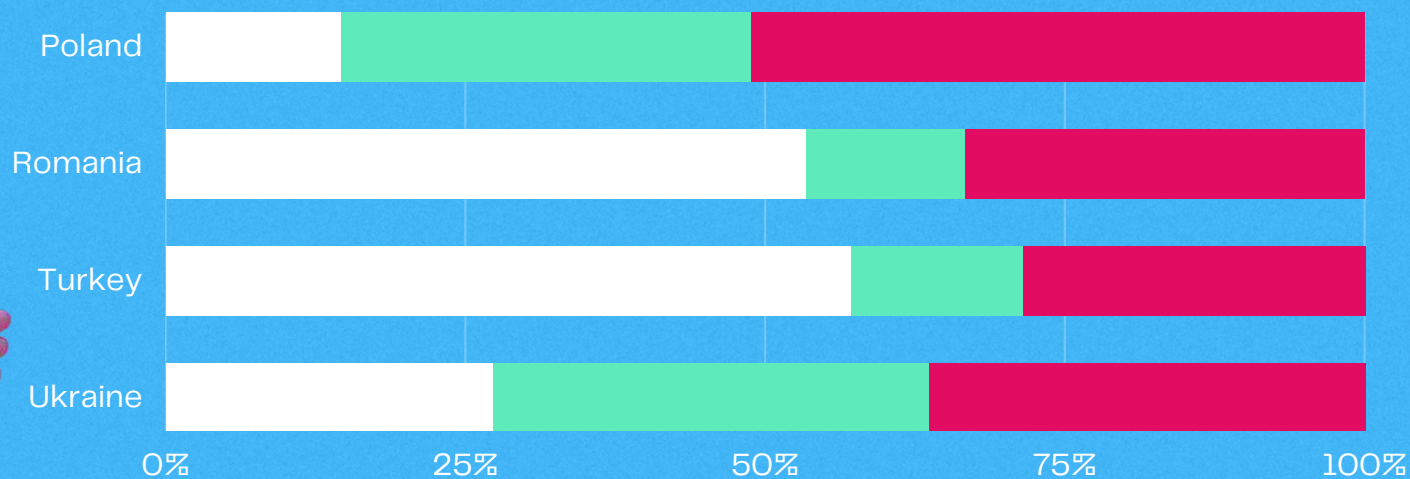
will be or are considering job hunting in 2023



# JOB HUNTING IN 2023 BY SENIORITY E. EUR



# JOB HUNTING IN 2023 BY LOCATION

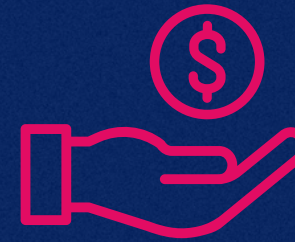




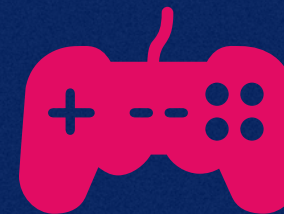
E. EUR

# REASONS FOR WANTING TO CHANGE JOB

Financial remuneration	31%
Better/more challenging projects	17%
Chance to move abroad	12%
Change of location	6%
Limited opportunities for promotion	5%
Better company culture	5%
Better work/life balance	4%
Other	4%
Want to re-skill	3%
Concerned about future of company	3%
No longer feel challenged	3%
More remote or flexible working	3%
Increased responsibility	2%
End of freelance/contract position	2%
Location change – same country	1%
Experience working in another industry	1%



FINANCIAL  
REMUNERATION



BETTER/MORE  
CHALLENGING PROJECTS



CHANCE TO  
MOVE ABROAD



E. EUR

# REASONS FOR TURNING DOWN A JOB OFFER IN 2022

Wanted to finish current project	22%
New salary not high enough	22%
Jobs/projects not as expected	10%
Received multiple job offers	10%
Realised current employer better fit	8%
Content at current employer	7%
Payrise at existing employer	5%
Promotion at existing employer	4%
Process took too long	3%
Not enough remote working	3%
Relocation issues - not family related	2%
Change in project/location at current employer	1%
Relocation issues - family related	1%
Didn't want to move job during pandemic	1%



WANTED TO FINISH  
CURRENT PROJECT



NEW SALARY NOT  
HIGH ENOUGH



JOBS/PROJECTS  
NOT AS EXPECTED



E. EUR

# MOST WANTED BENEFITS



PRIVATE  
HEALTHCARE



FLEXIBLE  
WORKING



PERFORMANCE  
BONUSES

Private health care	17%
Flexible/remote working	16%
Performance bonuses	11%
4 day week	10%
Shares options	8%
Pension	7%
Extra holiday	7%
Training	5%
Private dental	4%
Conference budgets	3%
Company funded certifications	3%
Gym membership	3%
Company events	2%
Car allowance	2%
Phone allowance	1%
EAP	1%
Cycle to work	1%
Childcare vouchers	1%
Merchandise	0.2%
Office games	0.2%

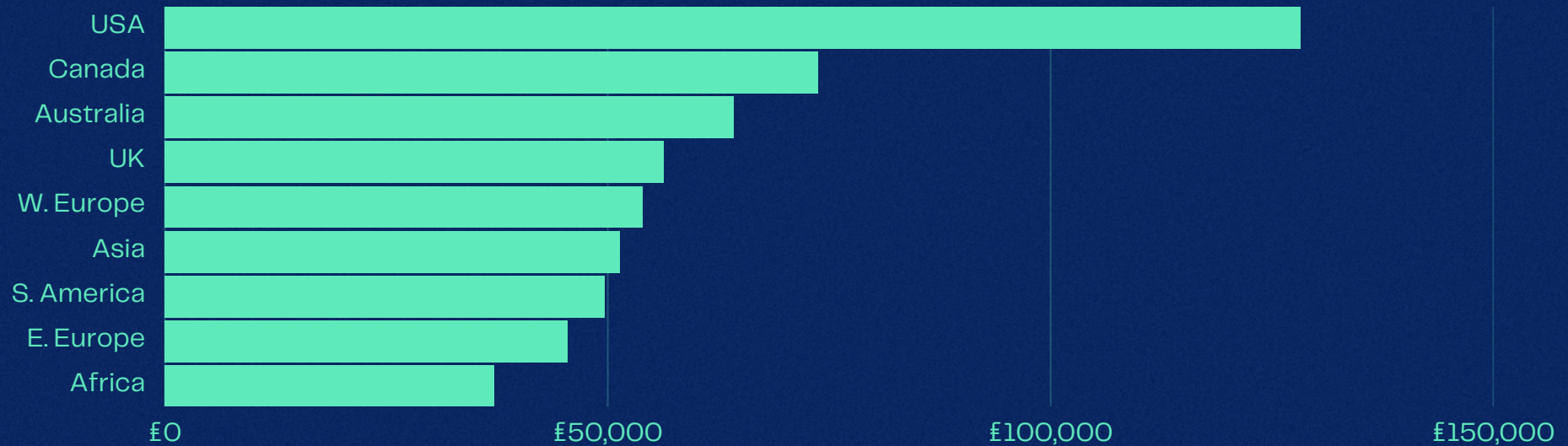


# GLOBAL



# GLOBAL OVERVIEW

## AVERAGE SALARY



## GLOBAL MOST WANTED BENEFITS



FLEXIBLE  
WORKING



PRIVATE  
HEALTHCARE



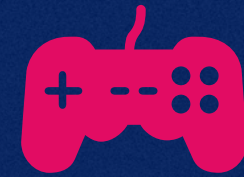
PENSION



WORK/LIFE  
BALANCE



SALARY



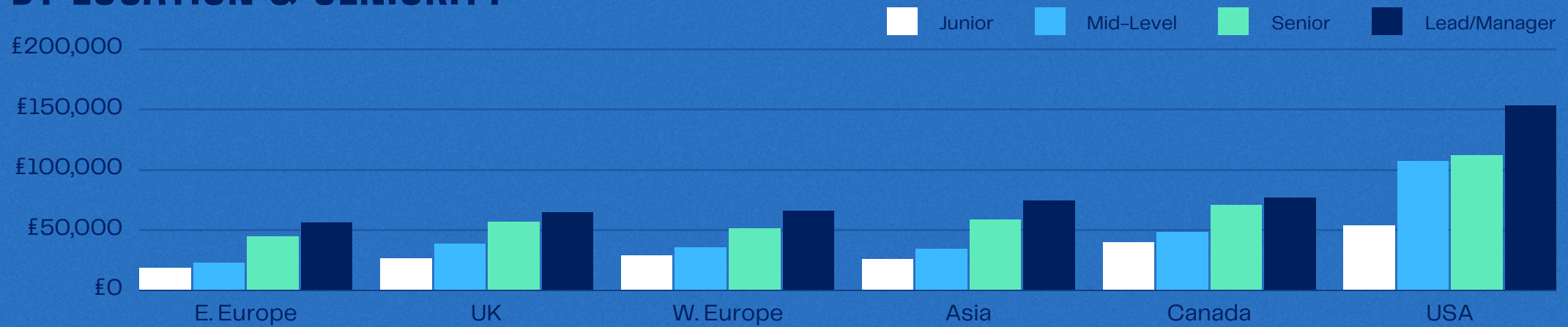
EXCITING/CHALLENGING  
PROJECTS

## GLOBAL MOST IMPORTANT ASPECT OF WORK

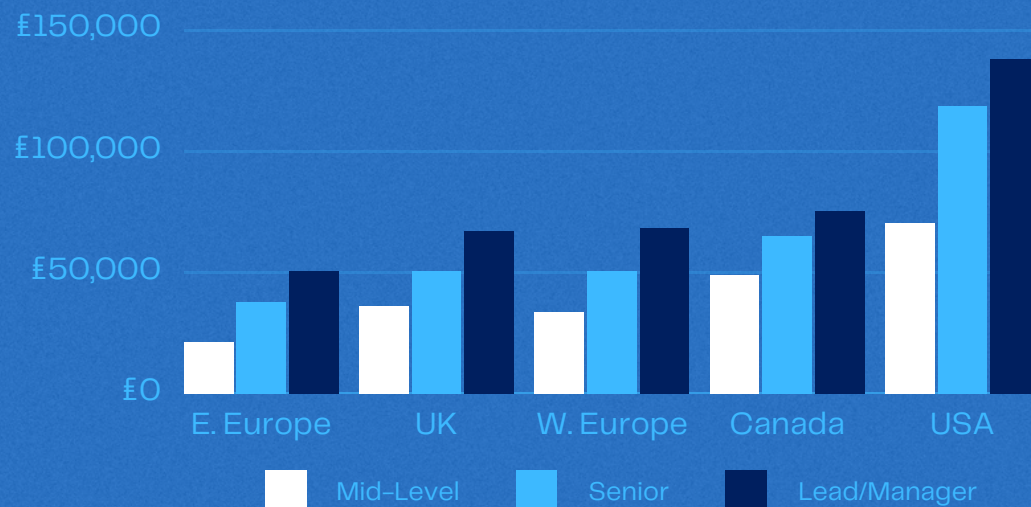


# AVERAGE GLOBAL SALARY

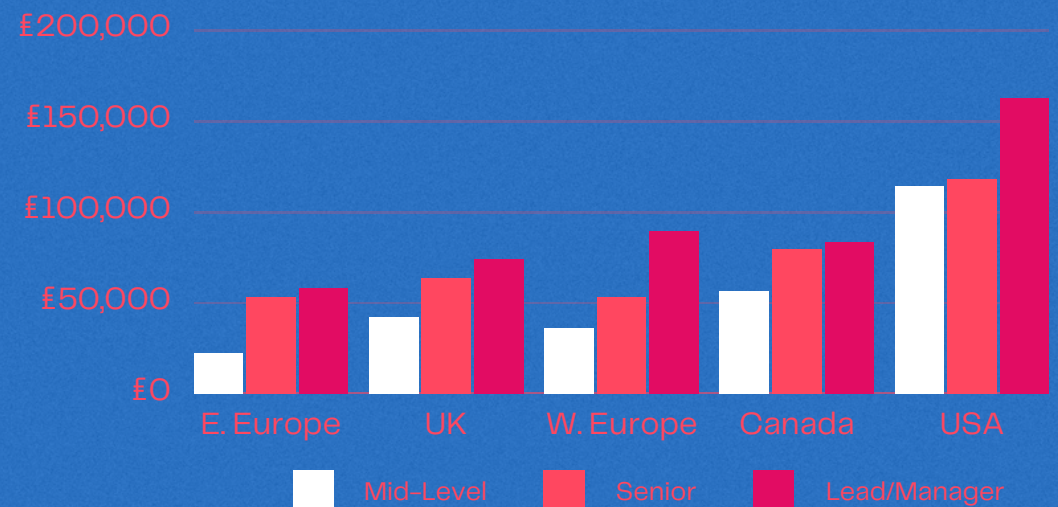
## BY LOCATION & SENIORITY



## ARTISTS



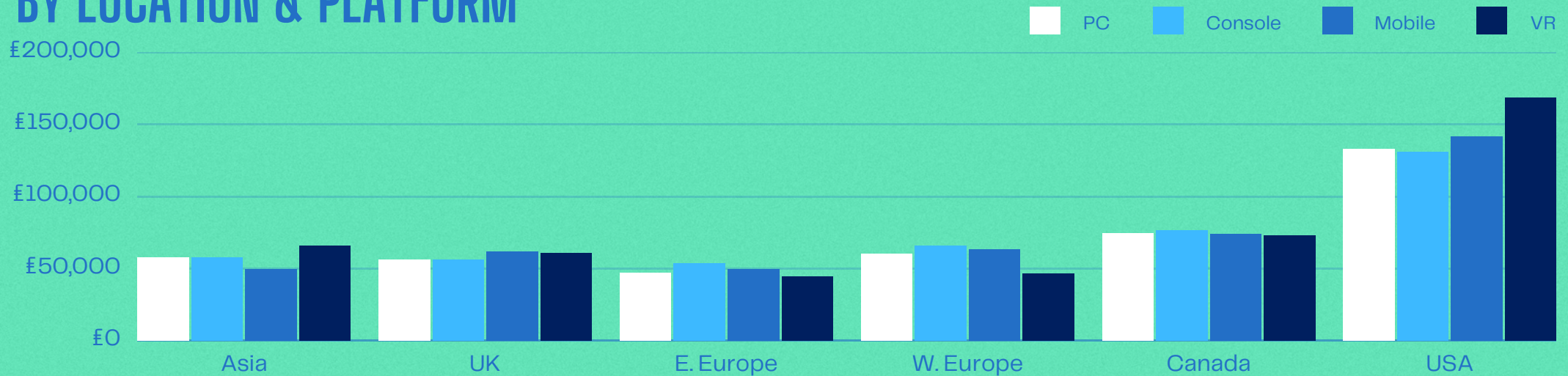
## PROGRAMMERS



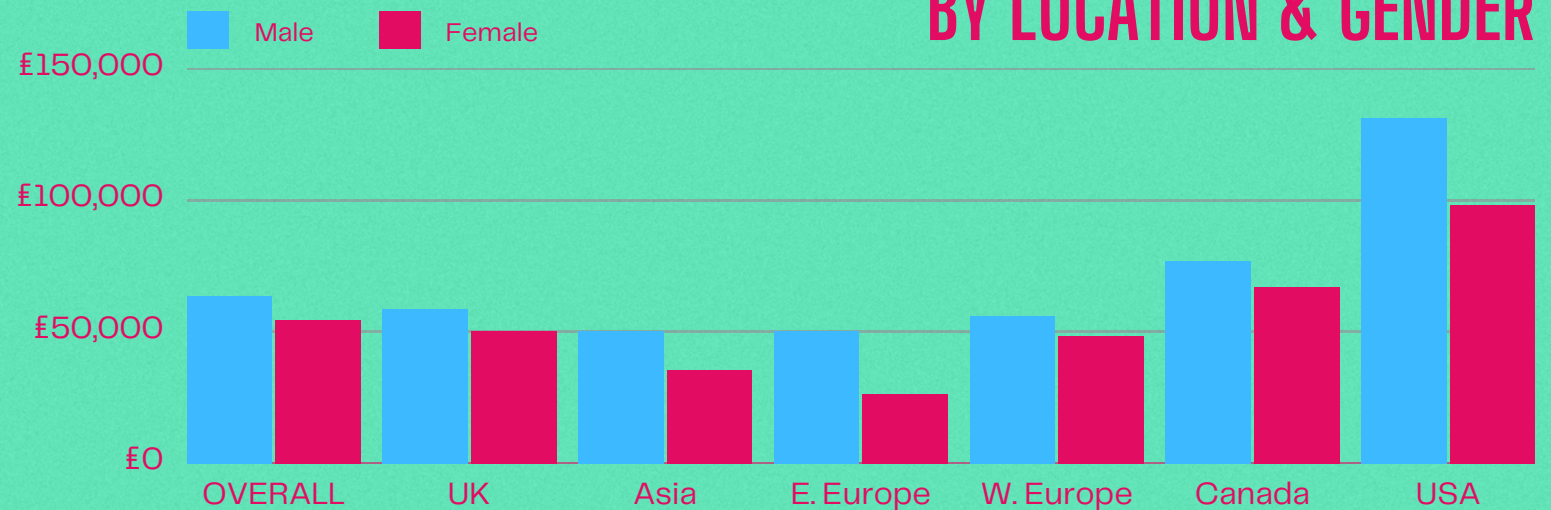


# AVERAGE GLOBAL SALARY

## BY LOCATION & PLATFORM



## BY LOCATION & GENDER





# GLOBAL DATA

46%

of global respondents will be or are considering job hunting in 2023



92%

of global respondents are expecting to work one or more days remotely per week in 2023

## PEOPLE JOB HUNTING IN 2023 BY LOCATION

■ Yes ■ No ■ Maybe



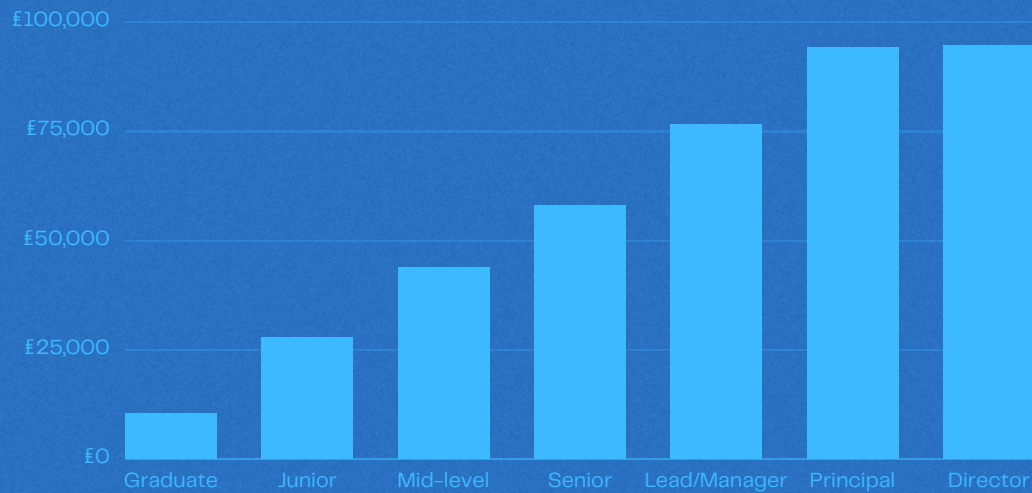


# PROGRAMMING

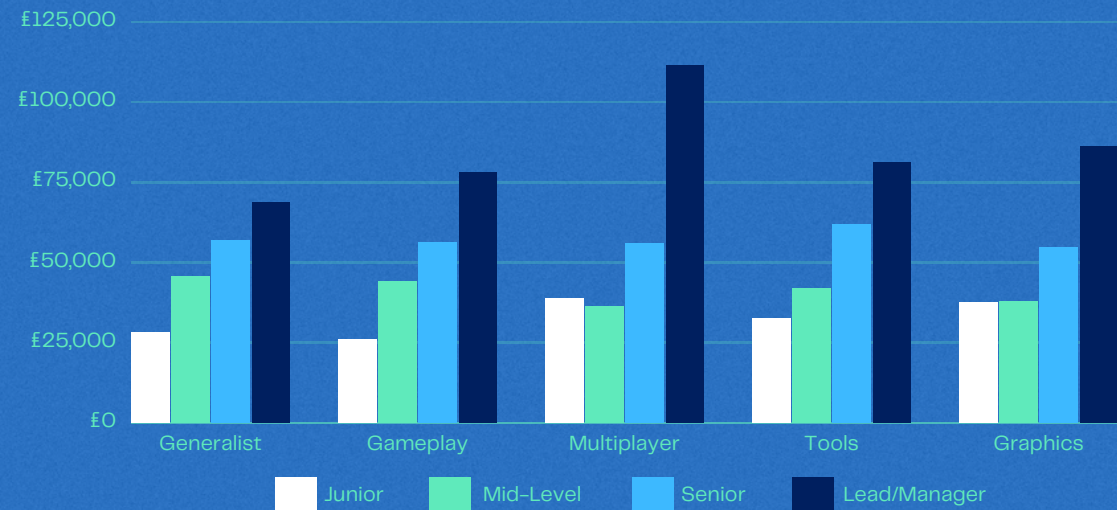


# AVERAGE PROGRAMMER SALARY

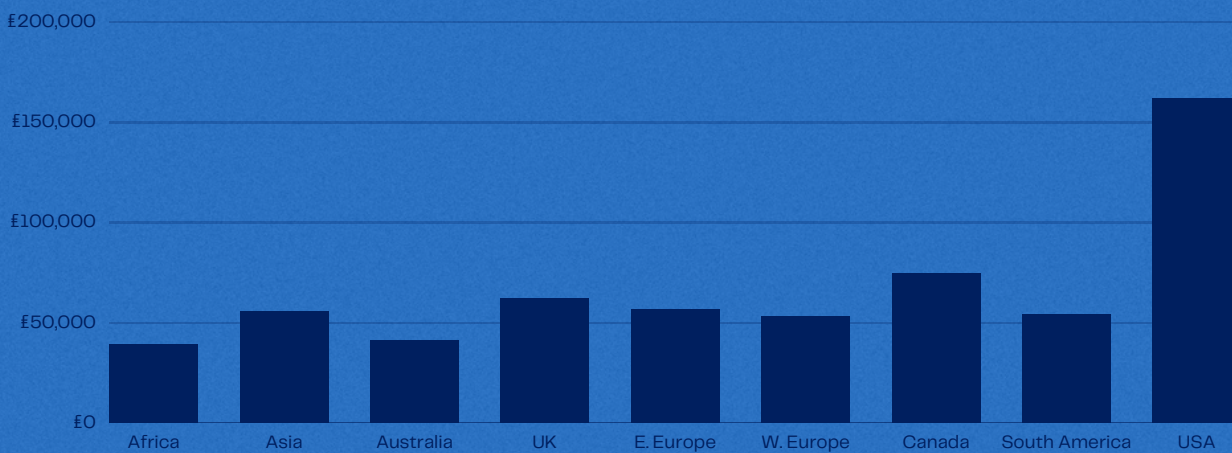
## GLOBALLY BY SENIORITY



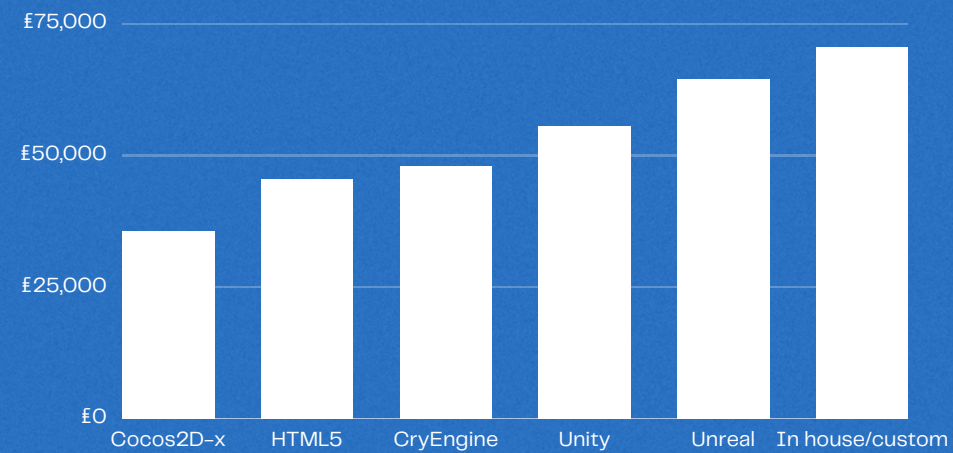
## BY PROGRAMMER TYPE



## BY CONTINENT AT MID LEVEL



## BY ENGINE



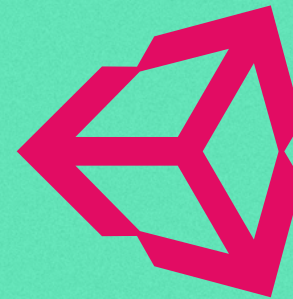


# AVERAGE PROGRAMMER SALARY

## OVER THE LAST THREE YEARS



## PER ENGINE



UNITY  
£55,385



UNREAL  
£64,285



IN HOUSE/OTHER  
£70,484



35%

Of Programmers are  
interested in trying a  
new engine



# PROGRAMMER DATA

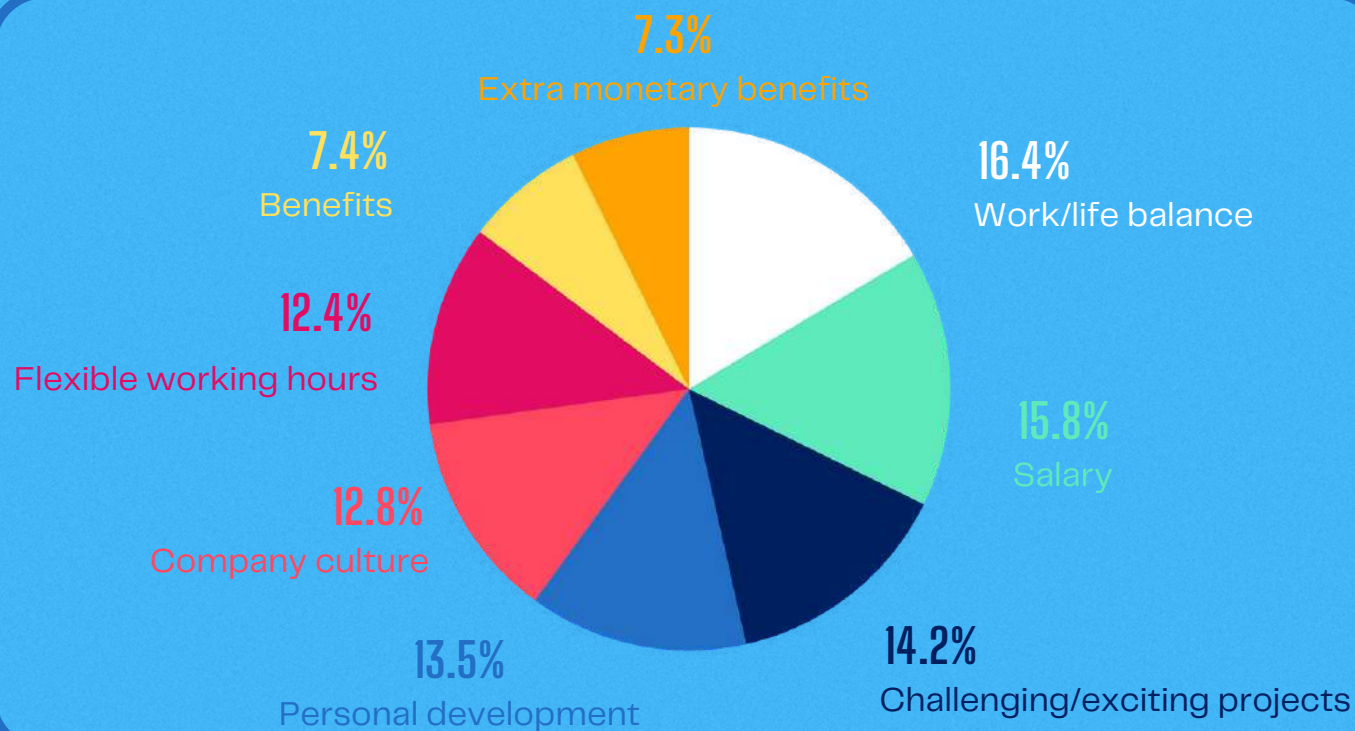
**94%**

Of Programmers are expecting to work one or more days remotely per week in 2023

**75%**

Of Programmers would not consider moving into a different discipline

## MOST IMPORTANT ASPECT OF WORK





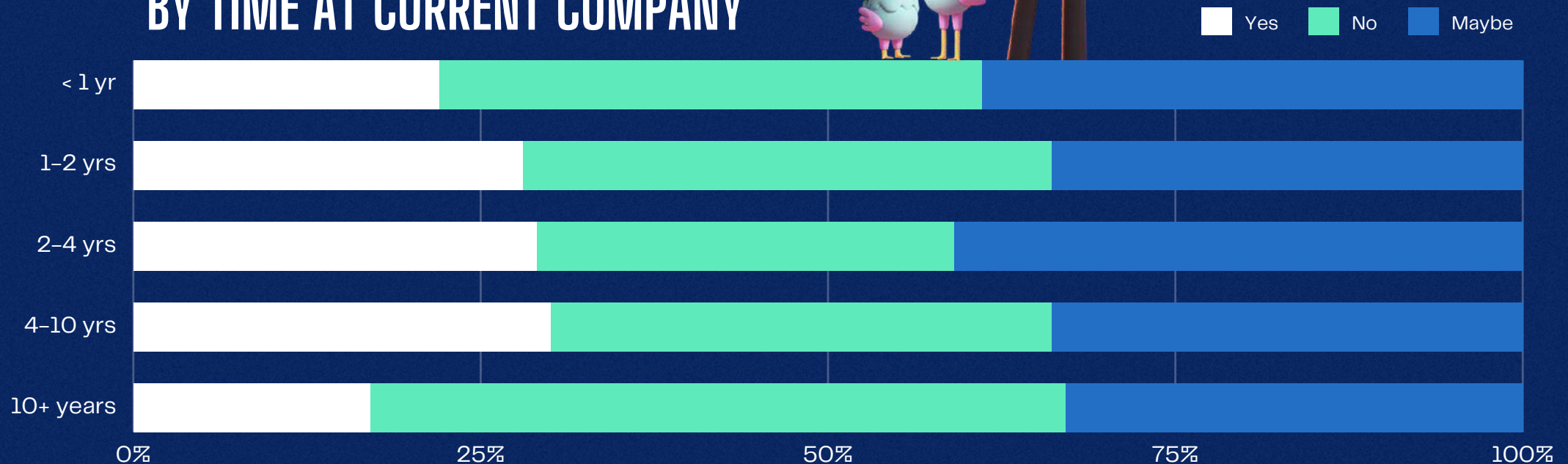
# PROGRAMMERS JOB HUNTING IN 2023

63%

Of Programmers will be or are considering job hunting in 2023



## BY TIME AT CURRENT COMPANY





# MOST WANTED BENEFITS BY PROGRAMMERS

Flexible/remote working	51%
Private health care	37%
Pension	30%
4 day week	27%
Performance bonuses	22%
Shares options	19%
Extra holiday	17%
Training	17%
Private dental	14%
Company events	6%
Conference budgets	5%
Company funded certifications	5%
Gym membership	4%
Car allowance	3%
EAP	3%
Childcare vouchers	2%
Merchandise	2%
Office games	2%
Cycle to work	2%
Phone allowance	1%



**FLEXIBLE  
WORKING**



**PRIVATE  
HEALTHCARE**



**PENSION**

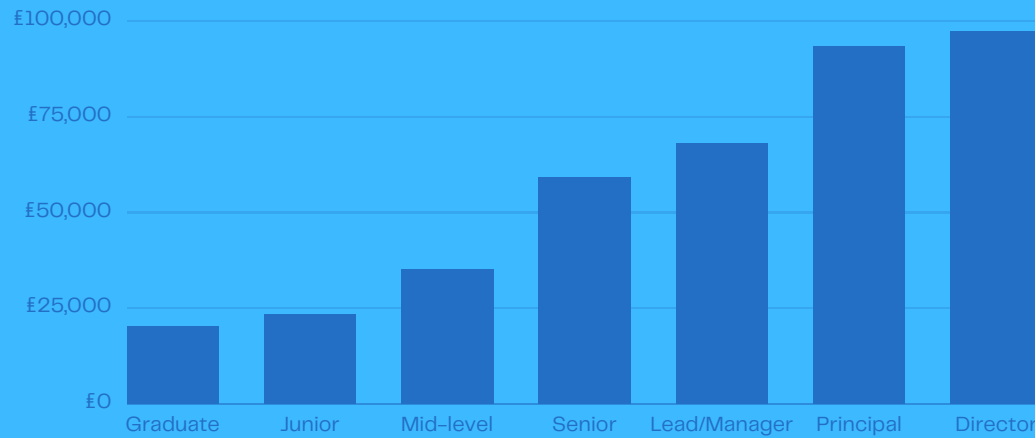


# ART

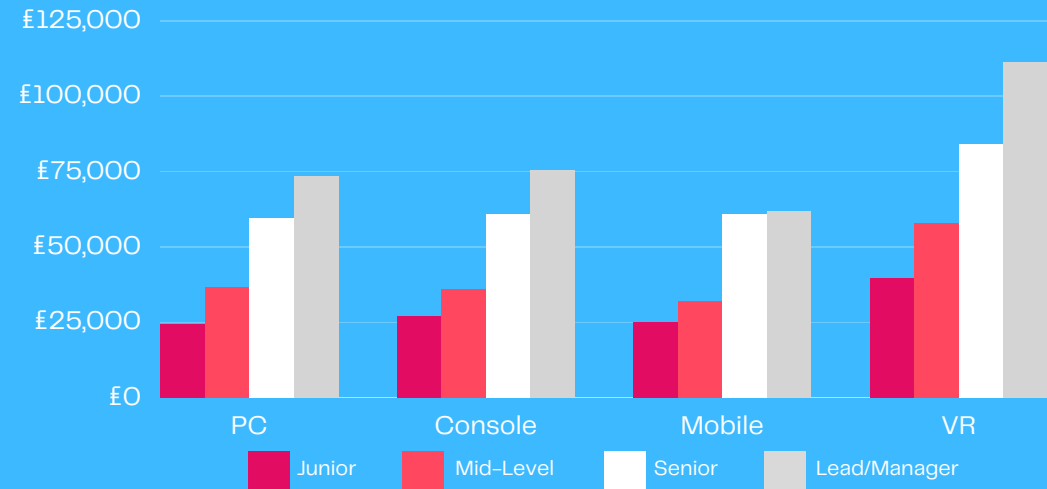


# AVERAGE ARTIST SALARY

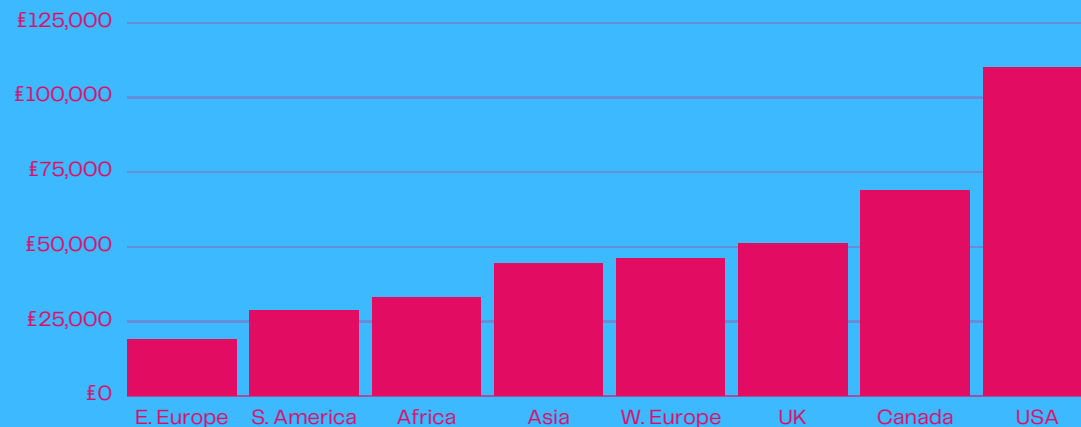
## GLOBALLY BY SENIORITY



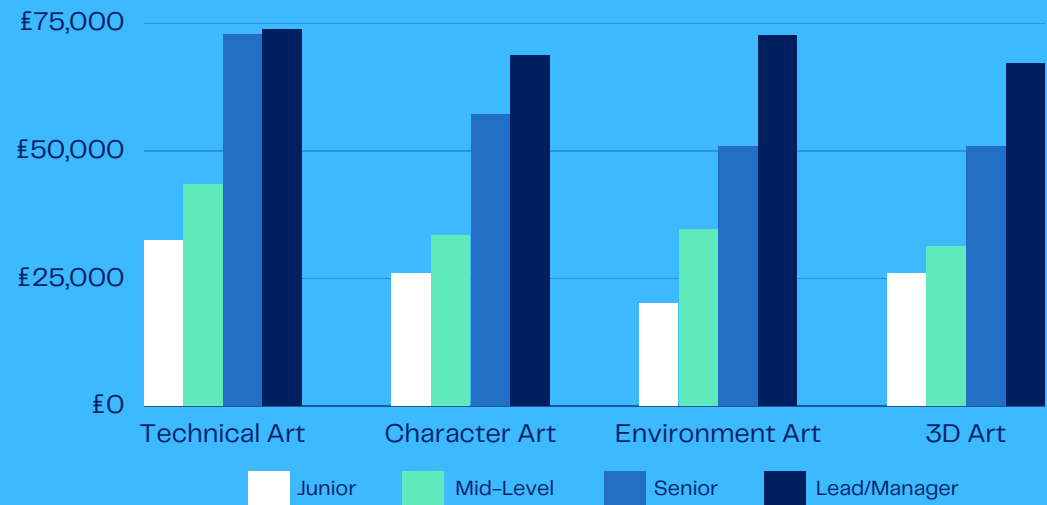
## BY PLATFORM



## BY CONTINENT AT MID LEVEL



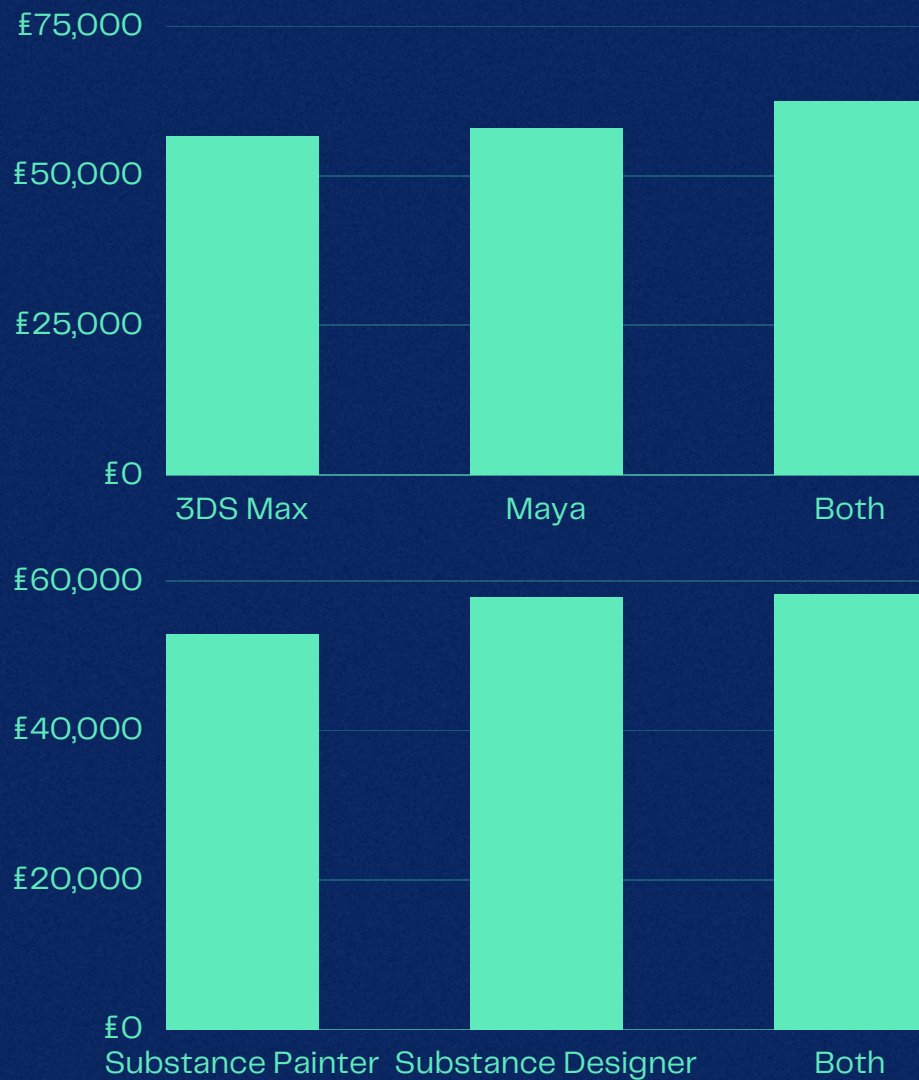
## BY ART TYPE



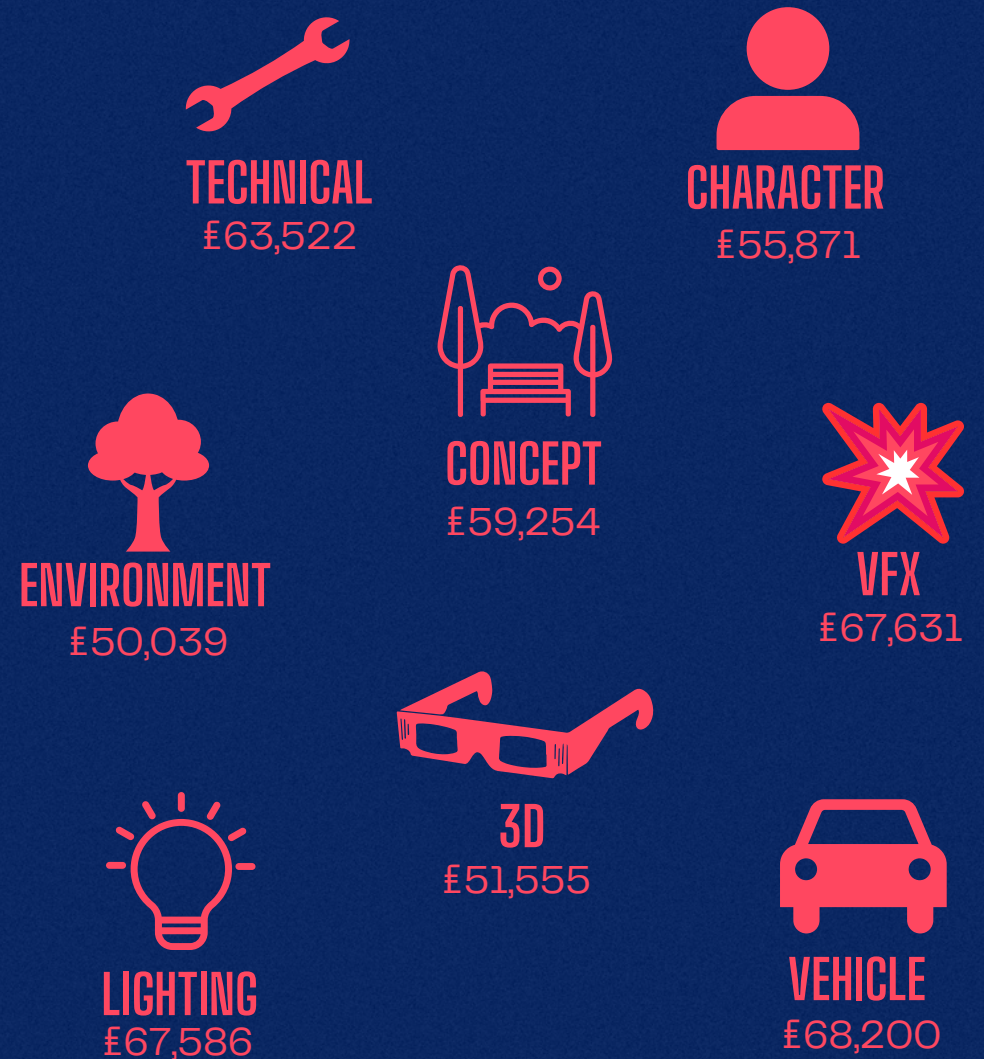


# AVERAGE ARTIST SALARY

## BY SOFTWARE EXPERIENCE



## BY ART TYPE – SENIOR LEVEL





# ARTIST DATA

## AVERAGE ARTIST SALARY 2021-2023

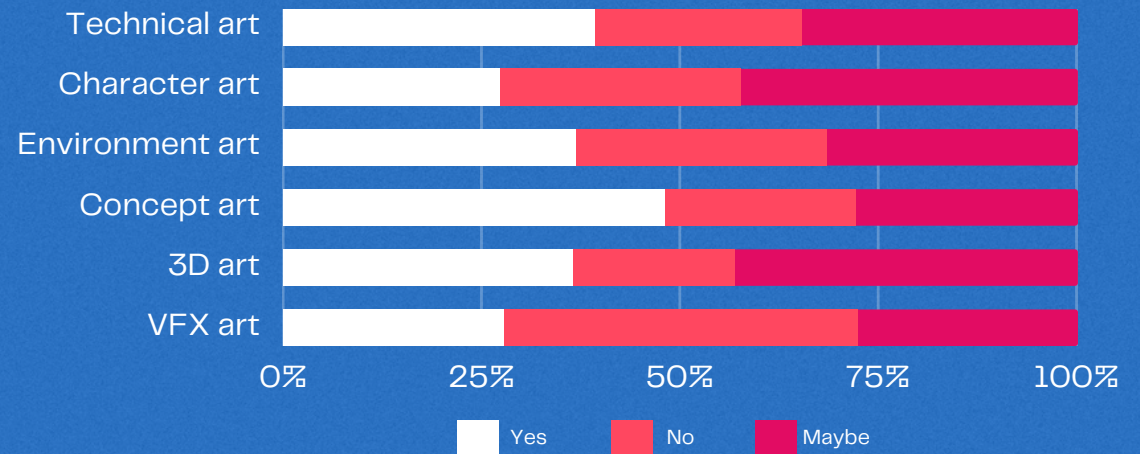


35%

Of Artists will be or are considering job hunting in 2023



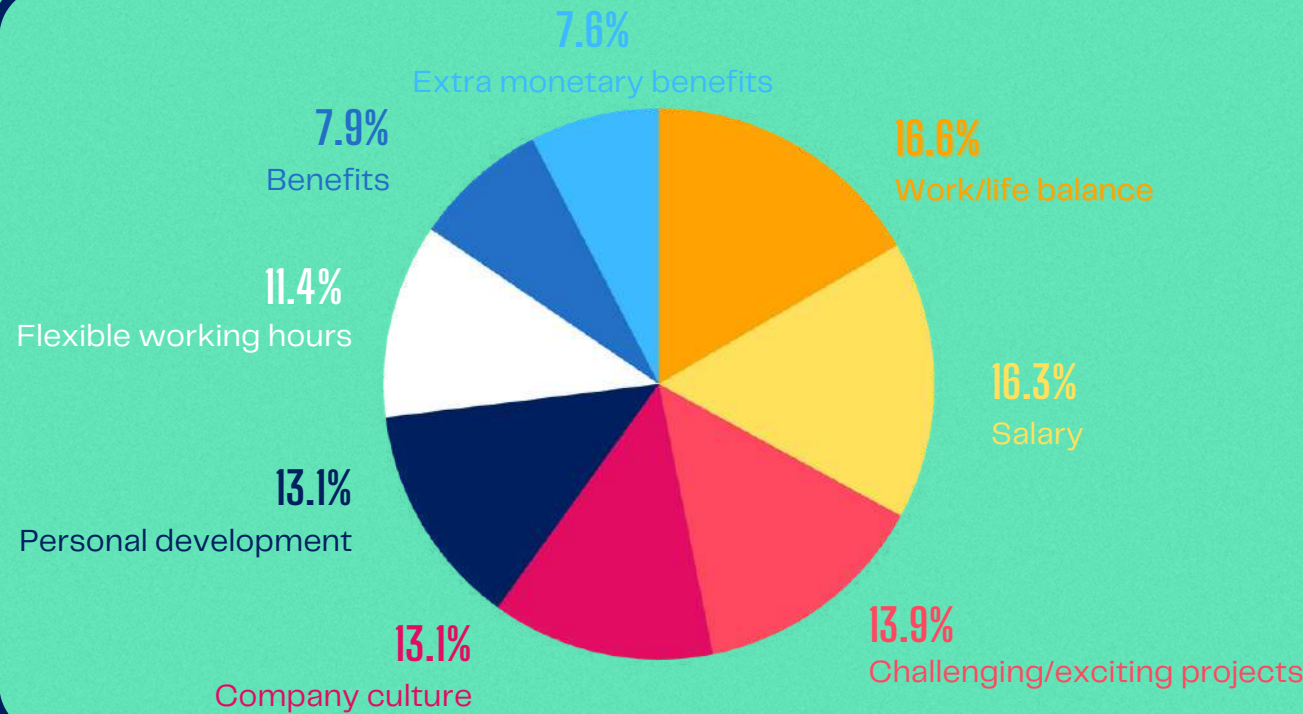
## ARTISTS JOB HUNTING IN 2023 BY ART TYPE





# ARTISTS JOB HUNTING IN 2023

## MOST IMPORTANT ASPECT OF WORK



**76%**

Of Artists are expecting to work one or more days remotely per week in 2023



**29%**

Of Artists would consider moving into a different area of art

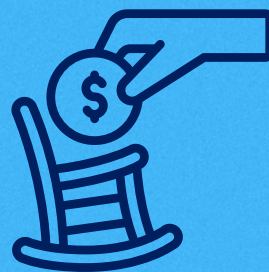


# ARTIST MOST WANTED BENEFITS

Private health care	41%
Pension	39%
Training	25%
Flexible/remote working	21%
Private dental	15%
Shares options	15%
Performance bonuses	11%
4 day week	11%
Extra holiday	6%
Gym membership	5%
Company funded certifications	4%
Childcare vouchers	3%
Company events	3%
EAP	3%
Merchandise	2%
Office games	2%
Car allowance	2%
Conference budgets	2%
Cycle to work	0.6%
Other	0.6%
Phone allowance	0.3%



## PRIVATE HEALTHCARE



## PENSION



## TRAINING

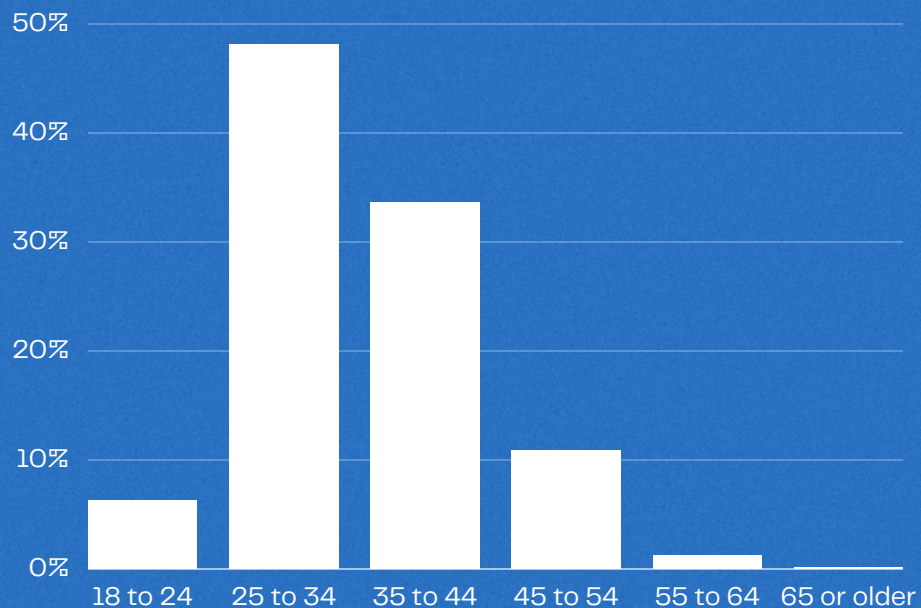




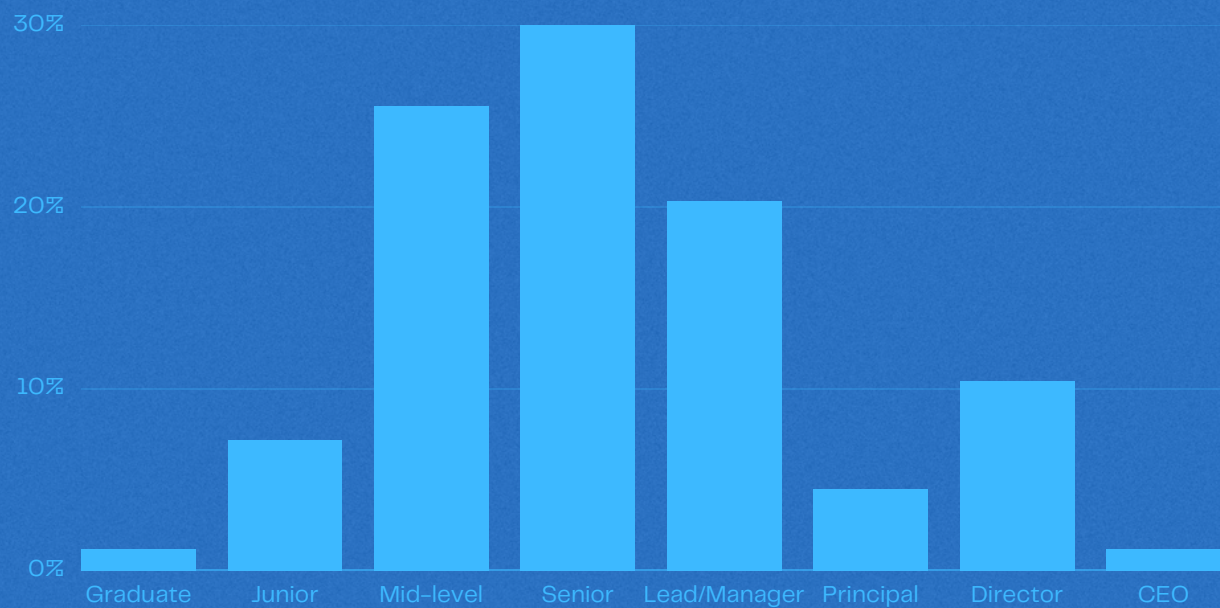
# DEMOGRAPHICS



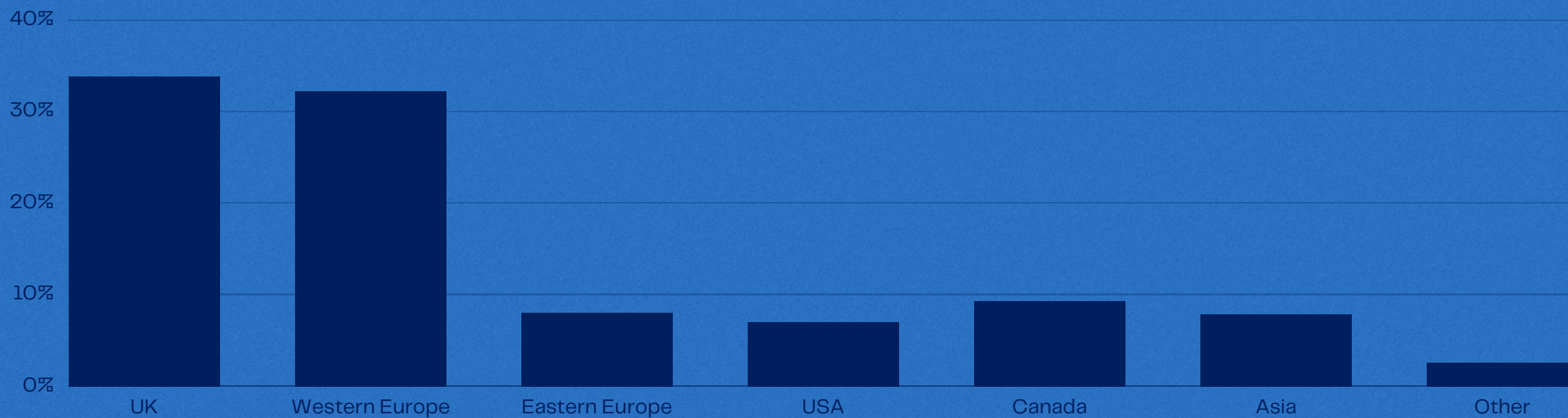
# AGE



# CAREER LEVEL

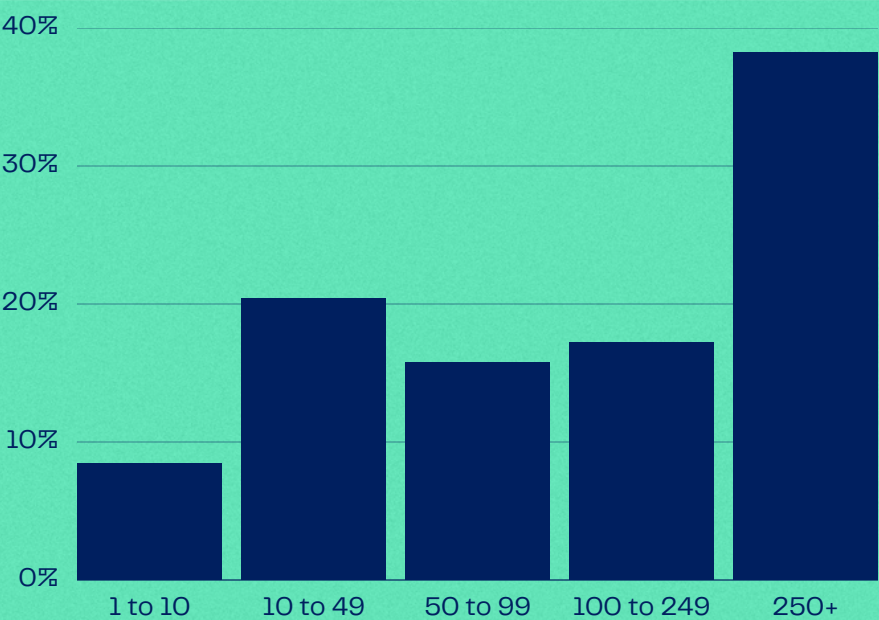


# LOCATION

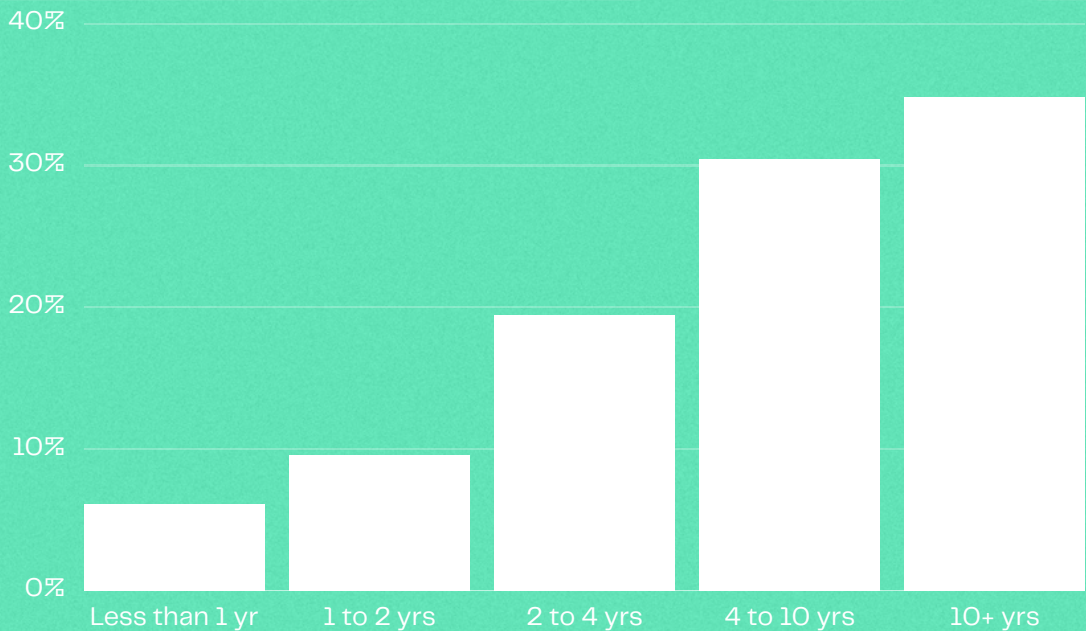




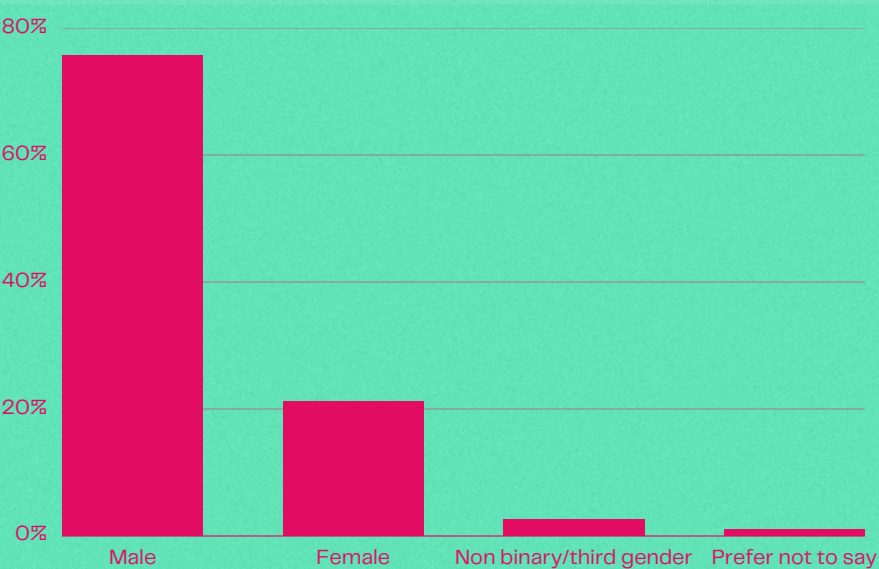
# COMPANY SIZE



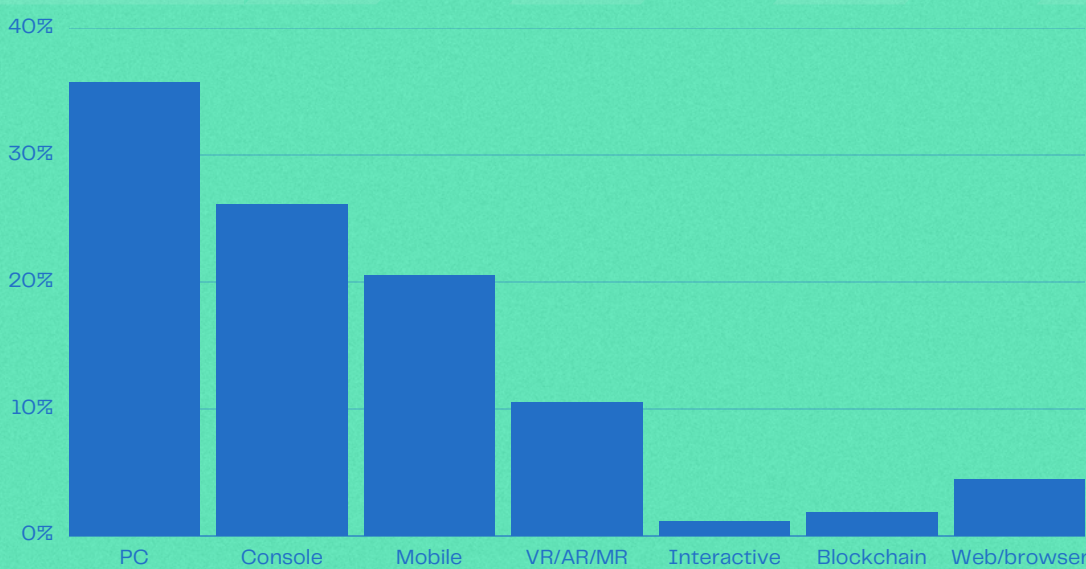
# TIME IN THE INDUSTRY



# GENDER



# PLATFORM EXPERIENCE





# THANK YOU!

This year we supported our charity partners SpecialEffect and Ecologi by donating to them for each survey response we collected:

Each response = 50p to SpecialEffect

Every 500 responses = 500 trees planted through Ecologi

This lead to a total of...

£858

to  SpecialEffect

1500

trees planted through



A massive thank you to all who took part in this year's survey and allowed us to make these donations. We couldn't do it without you!



# ANY QUESTIONS?

As much as we'd love to, we can't squeeze every piece of data we collect into our survey report. So, if you have any burning questions or would like to know more about a specific area, piece of data or sample size please do get in touch through our survey feedback form and we will get back to you as soon as possible.

## SURVEY FEEDBACK FORM

Don't forget to look out for our follow up blog series where we'll delve deeper into different aspects of the data. Follow us on social media to be the first to know when they are published!

