



Developer Hiring Landscape

UK & IRELAND REPORT

Introduction

Developers are writing the script for the future. With the demand for technical talent far exceeding the supply, every company is searching for its next developer. By understanding how developers think, what they care about, and what makes them tick, you can effectively hire the talent your company needs.

As home to the world's developers, Stack Overflow is visited by over 40 million developers every month. Each year, we survey the programming community on topics ranging from their favourite technologies to the time spent looking for jobs. Over 64,000 respondents from 213 countries and territories participated this year, making it the world's largest and most comprehensive developer survey. Of those respondents, 4,740 were from the UK & Ireland region.

Discover what it really takes to hire great developers in a competitive market with the 2017 edition of our Global [Developer Hiring Landscape](#).



59%

of developers in the UK & Ireland are open to new opportunities, but just 9% are actively looking for a job.



94%

of developers in the UK & Ireland say they are at least partially self-taught.



Developers in Greater London and the Republic of Ireland command the highest average salaries (over £49,000), whilst developers in Wales earn the least (circa £33,000).



The UK has proportionally more iOS developers and fewer Android developers than the rest of the world.

Table of Contents



CHAPTER I **Developer Demographics / 04**

Where They Live
Gender



CHAPTER IV **Developer Compensation / 13**

Average Salaries Globally
Salaries by Region of British Isles



CHAPTER VII **The Developer Job Search / 20**

Current Job-Seeking Status
Time Spent Looking for Job Opportunities
Tips for Tech Hiring



CHAPTER II **Developer Types / 07**

Developer Status
Types of Developers
Non-Developer Occupations



CHAPTER V **Developer Employment / 16**

Employment Status



CHAPTER VIII **Languages / 24**



CHAPTER III **Developer Education / 10**

Formal Education
Hobbies & Open Source



CHAPTER VI **Current Jobs of Developers / 18**

Career Satisfaction



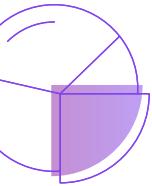
CHAPTER I

DEVELOPER DEMOGRAPHICS

Where They Live

Gender

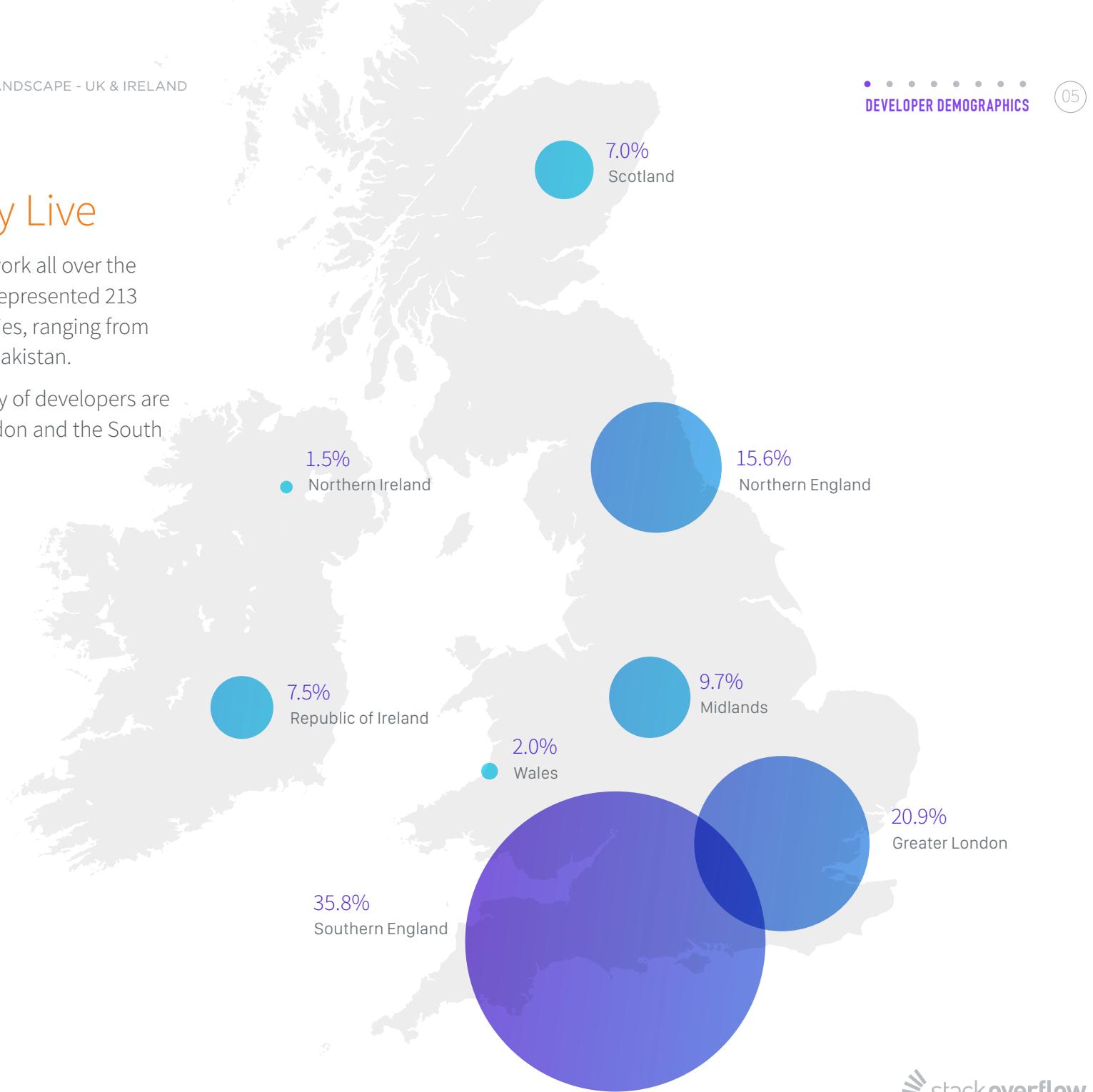


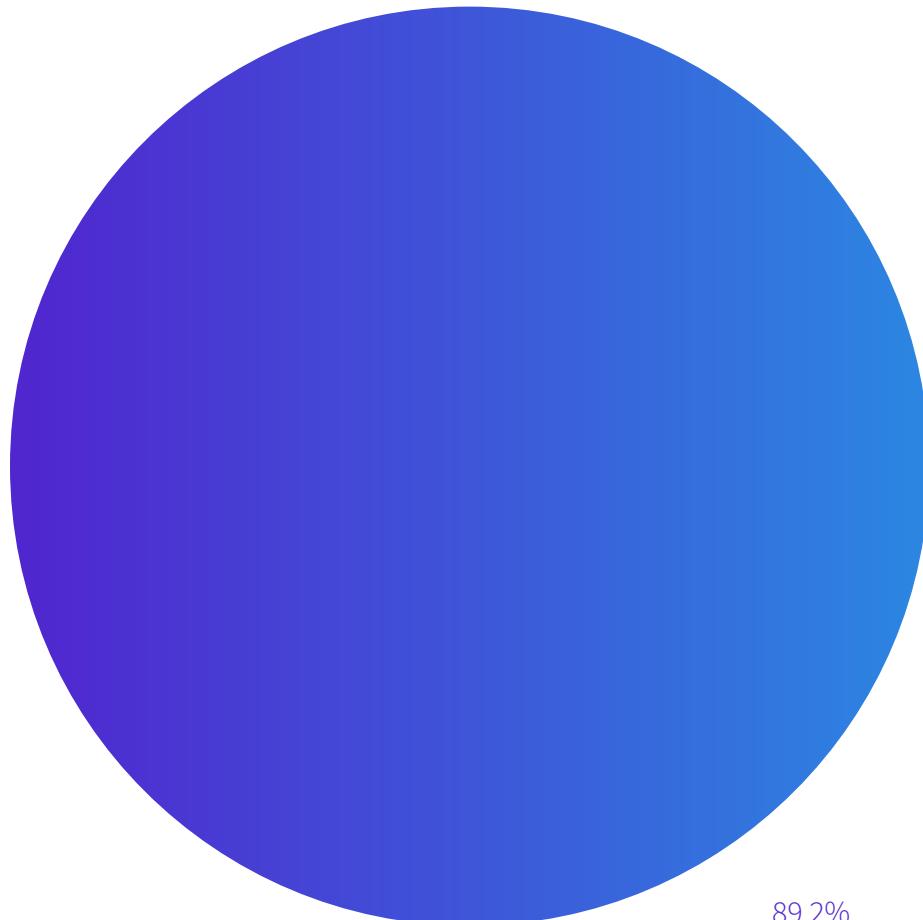
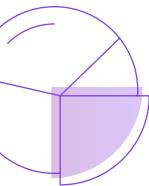


Where They Live

Developers live and work all over the globe. Respondents represented 213 countries and territories, ranging from the United States to Pakistan.

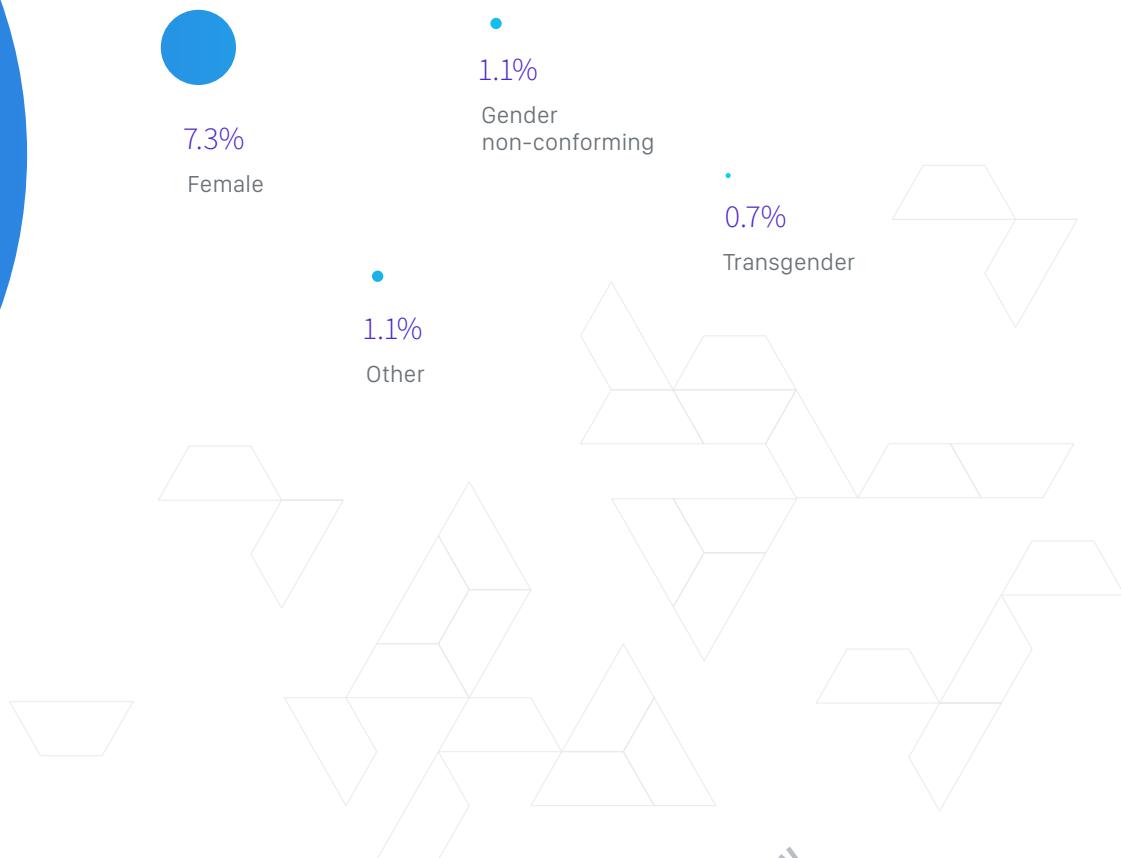
In the UK, the majority of developers are based in Greater London and the South East of England.

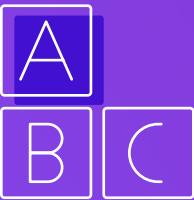




Gender

We asked our respondents what gender they identified with. The majority of respondents identified as male, with 10.8% of respondents identifying as Female, Transgender, Gender Non-Conforming or Other.



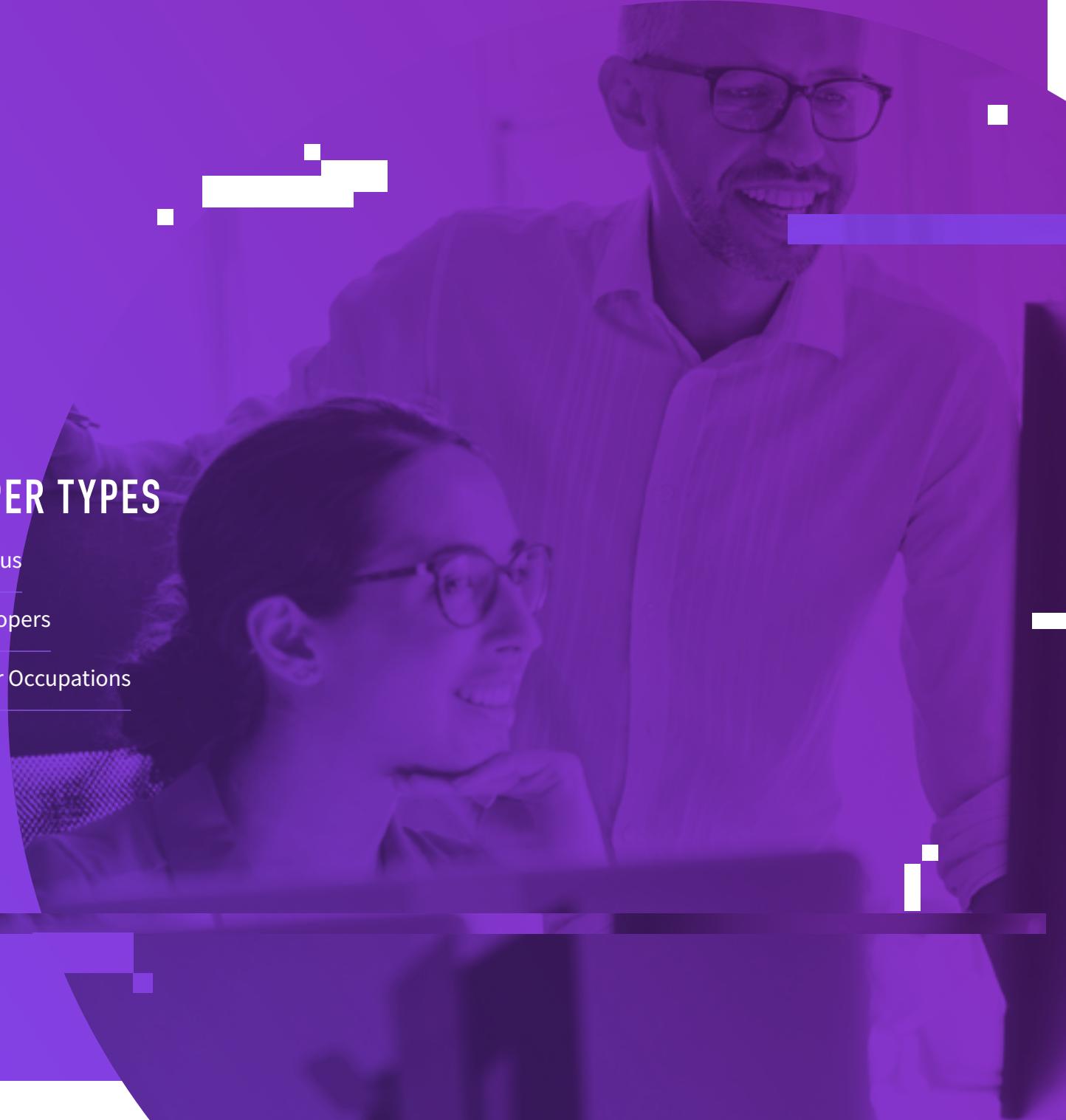


CHAPTER II **DEVELOPER TYPES**

Developer Status

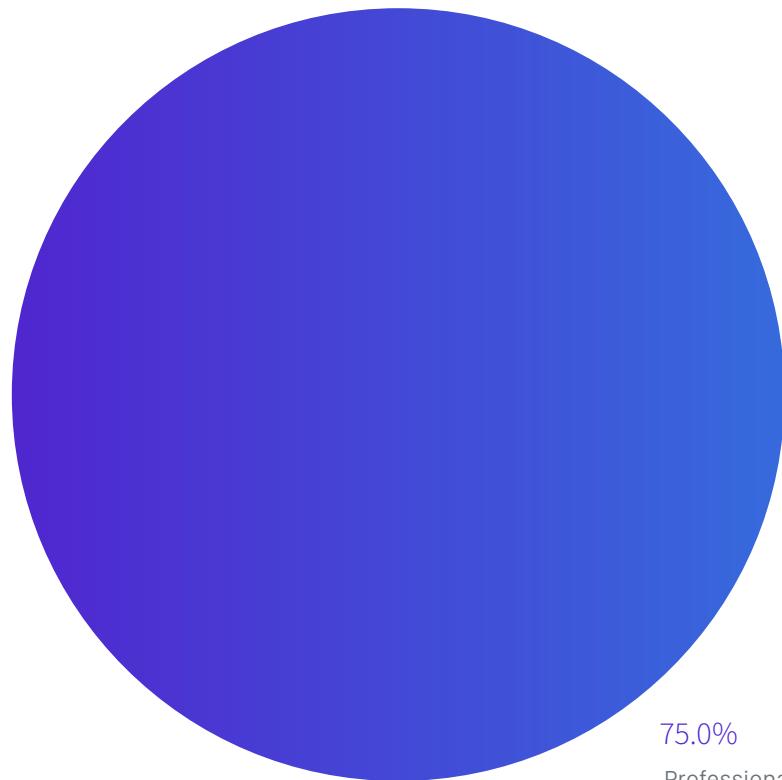
Types of Developers

Non-Developer Occupations



Developer Status

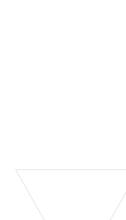
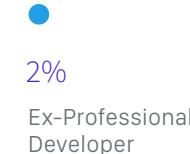
The term “developer” can be [highly subjective](#) depending on who you’re talking to. Some developers are students who work on open source projects when they’re not in class. Others are working for FTSE 100 companies with job titles like Senior Engineer. Nevertheless, one thing’s for certain: if you spent part of your life coding, you can call yourself a developer.



12.0%
Student



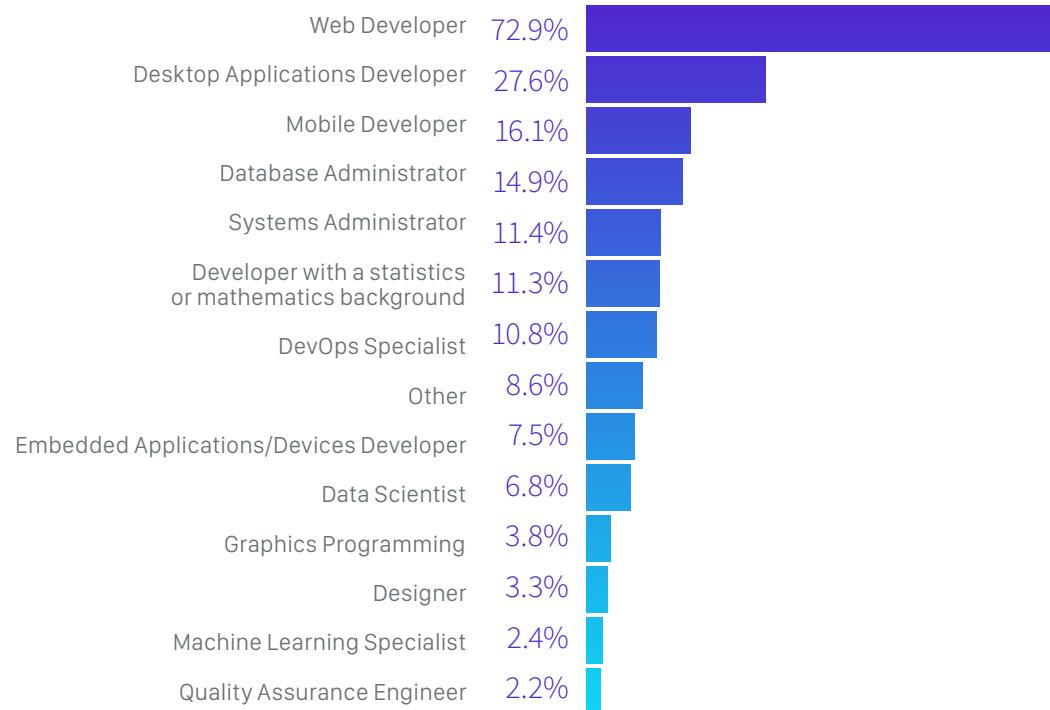
9.0%
Professional
Non-Developer



Types of Developers

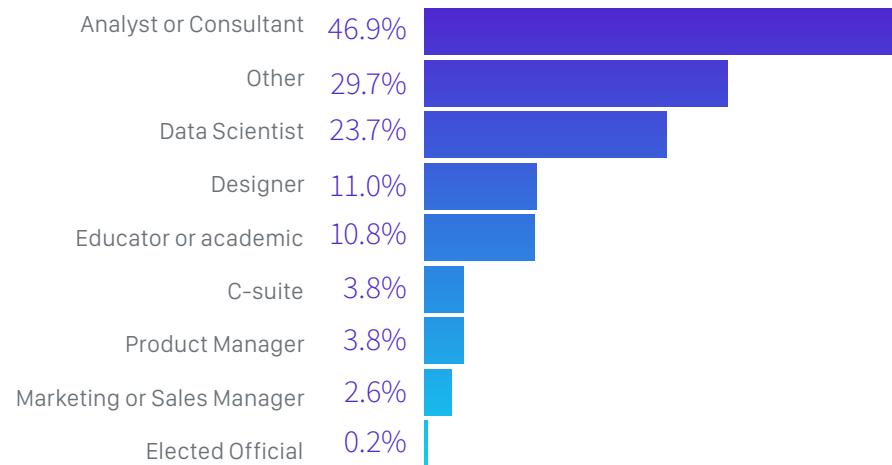
We've established how broad the term "developer" can be, so let's get more specific. Here are what developers identify themselves as, whether it's their official job title or their preferred designation.

73% of respondents in the UK & Ireland identify as Web Developers, with many developers also working to build desktop apps and mobile apps. The United Kingdom has proportionally more iOS developers and fewer Android developers than the rest of the world.



Non-Developer Occupations

Professional developers aren't the only ones writing code as a hobby—or even as part of their jobs. Respondents also identified themselves as Analysts, Data Scientists, Educators, and Graphic Designers. The UK & Ireland region has fewer product managers who use Stack Overflow than the US or other European countries.





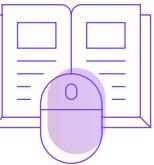
CHAPTER III

DEVELOPER EDUCATION

Formal Education

Hobbies & Open Source

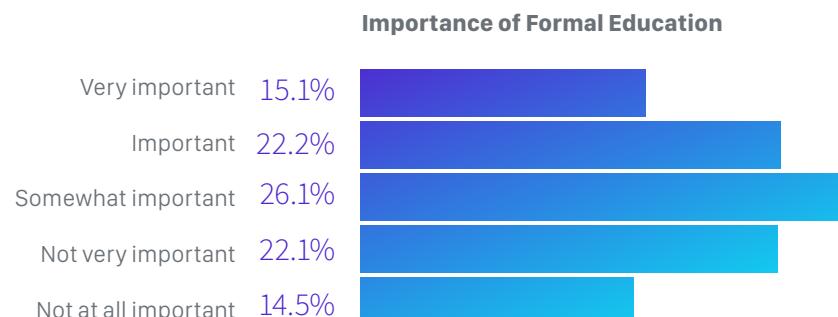
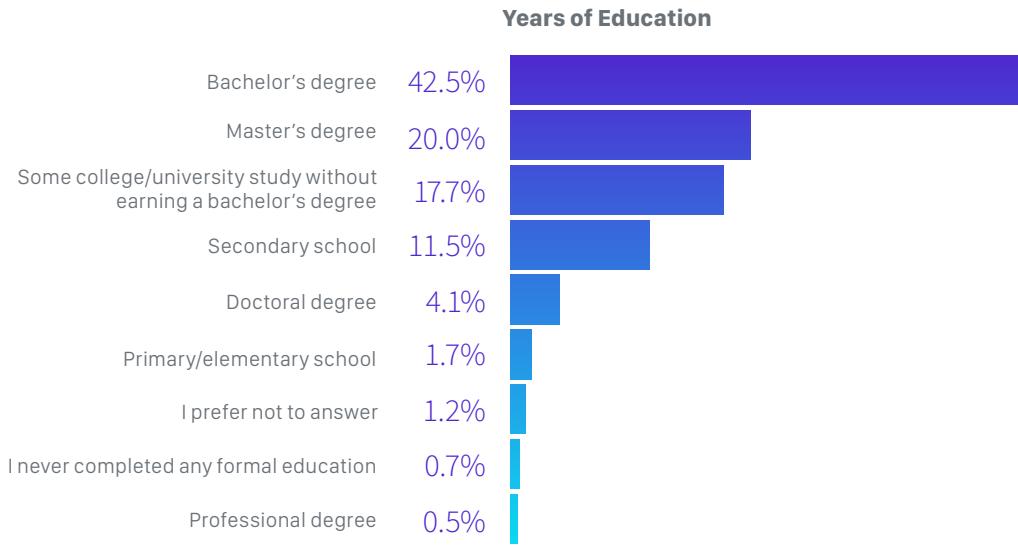


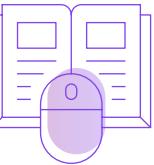


Formal Education

43% of developers in the UK & Ireland have a Bachelor's degree, and 20% have completed their Master's.

37% of current professional developers in the UK said that their formal education was "not very important" or "not at all important" to their career success. This is not entirely surprising given that 94% of developers in UK and Ireland overall consider themselves at least somewhat self-taught: a formal degree is only one aspect of their education.

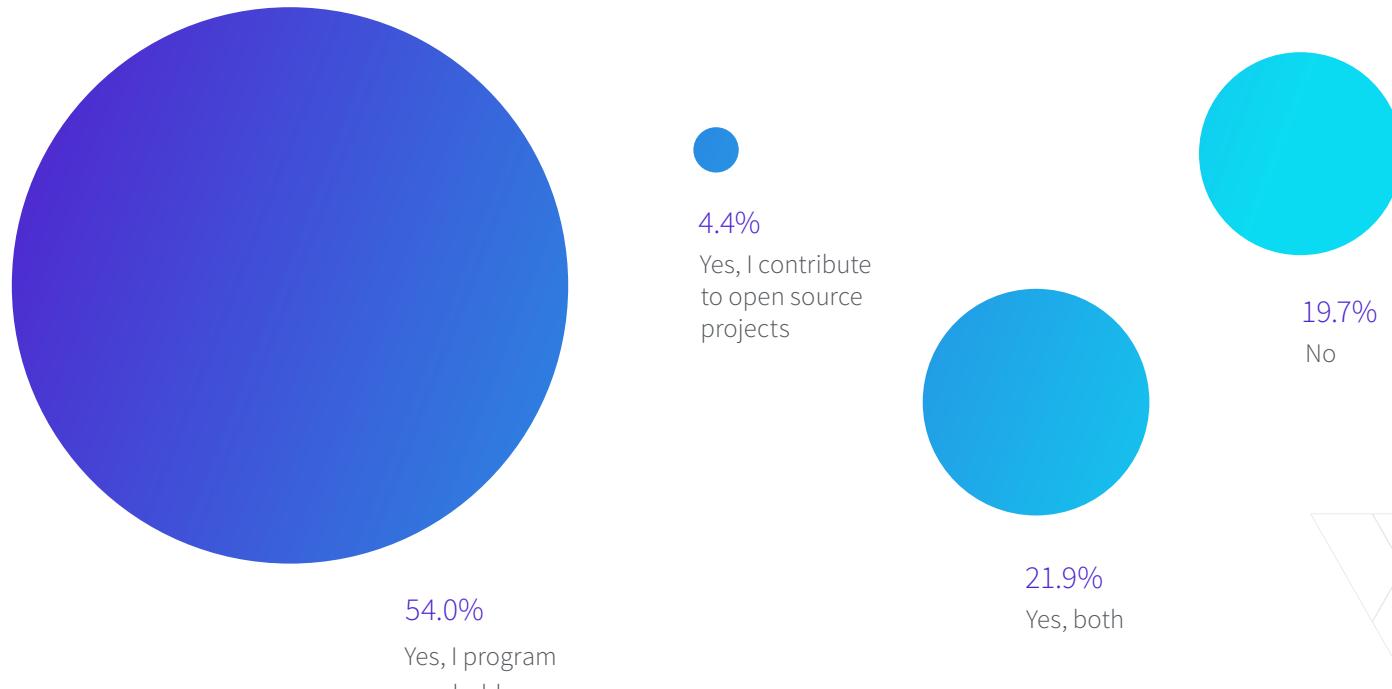




Hobbies & Open Source

For many developers, coding isn't just a career; it's a passion. That's why many developers create their own side projects and contribute to Open Source in their spare time.

Among developers in UK and Ireland, 76% code as a hobby, slightly higher than the global average. However, developers in UK and Ireland are less likely to contribute to Open Source than developers in other regions - just 26% of respondents compared to a global average of 33%.



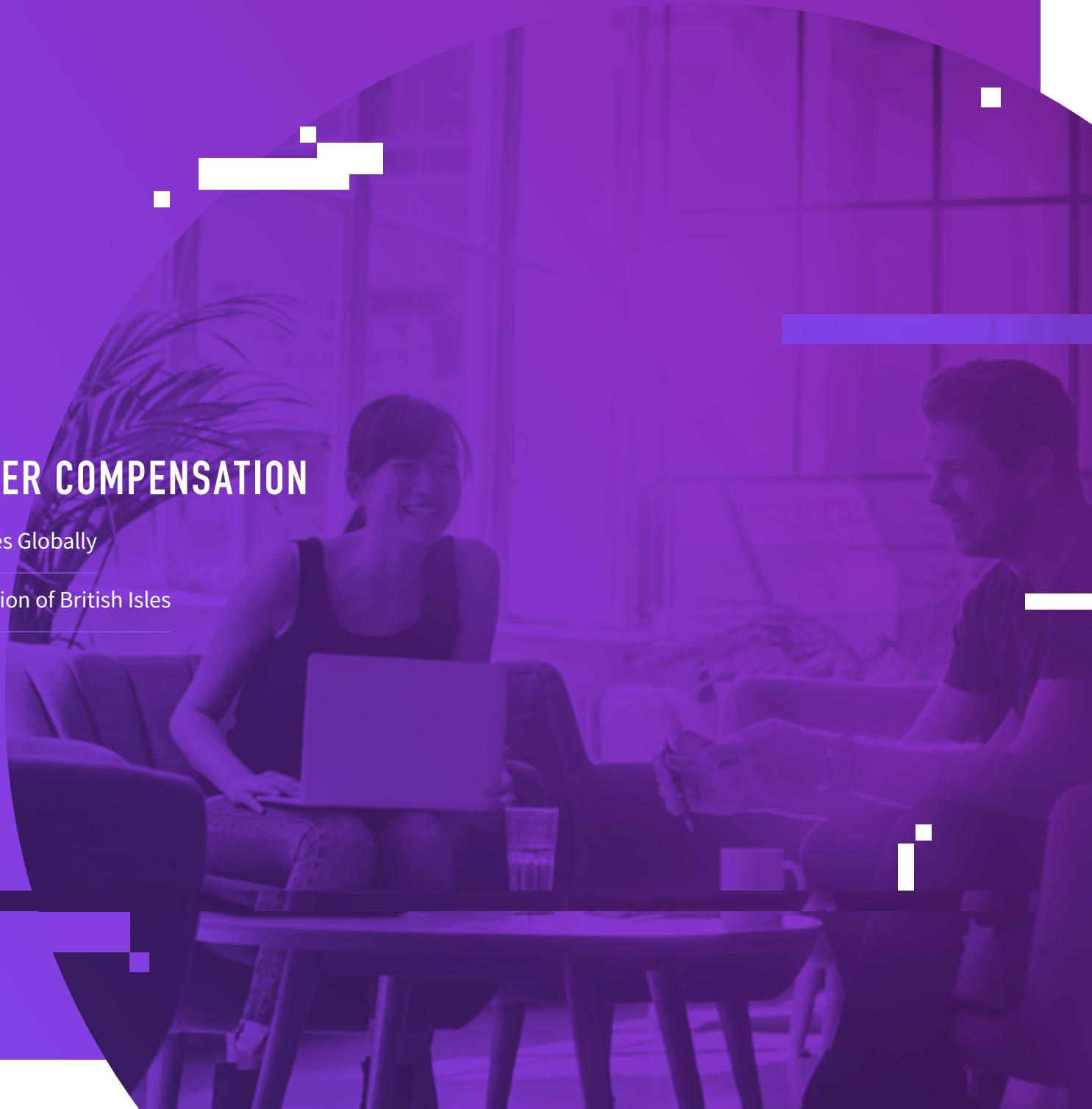


CHAPTER IV

DEVELOPER COMPENSATION

Average Salaries Globally

Salaries by Region of British Isles

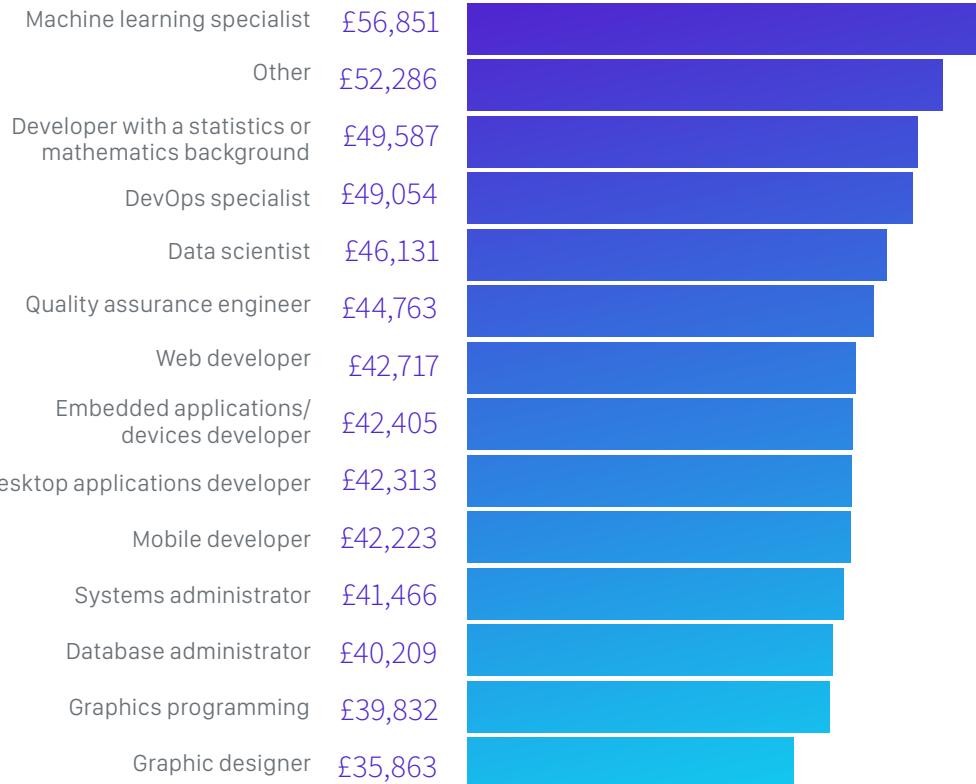




Average Salaries Globally

There are three main markets for most types of developers: the United States, where developers command very high salaries; Western Europe, where their services come at slightly less of a premium; and the rest of the world, where their salaries tend to be much lower. A lot of this has to do with supply and demand for talent, as well as the cost of living in these markets.

In general, more specialised roles such as Data Science and DevOps command higher salaries, while more general roles such as Web Development command lower salaries. Mobile Developers saw the highest variation across regions in terms of salary earned.





Salaries by Region of British Isles

	Northern Ireland	Scotland	Wales	Greater London	Midlands	Northern England	Southern England	Republic of Ireland
95%	£ 50,000	£ 68,000	£ 76,000	£ 98,765	£ 60,000	£ 56,000	£ 77,000	£ 86,022
75%	£ 38,000	£ 45,600	£ 40,000	£ 64,000	£ 43,000	£ 43,000	£ 48,000	£ 60,215
50%	£ 35,000	£ 38,000	£ 33,000	£ 50,000	£ 34,000	£ 34,000	£ 40,000	£ 49,892
25%	£ 27,000	£ 30,000	£ 29,000	£ 37,000	£ 25,000	£ 27,000	£ 30,175	£ 34,409
5%	£ 22,500	£ 24,000	£ 21,000	£ 23,500	£ 18,000	£ 18,000	£ 21,000	£ 20,215

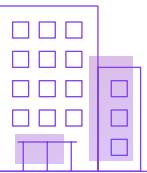


CHAPTER V

DEVELOPER EMPLOYMENT

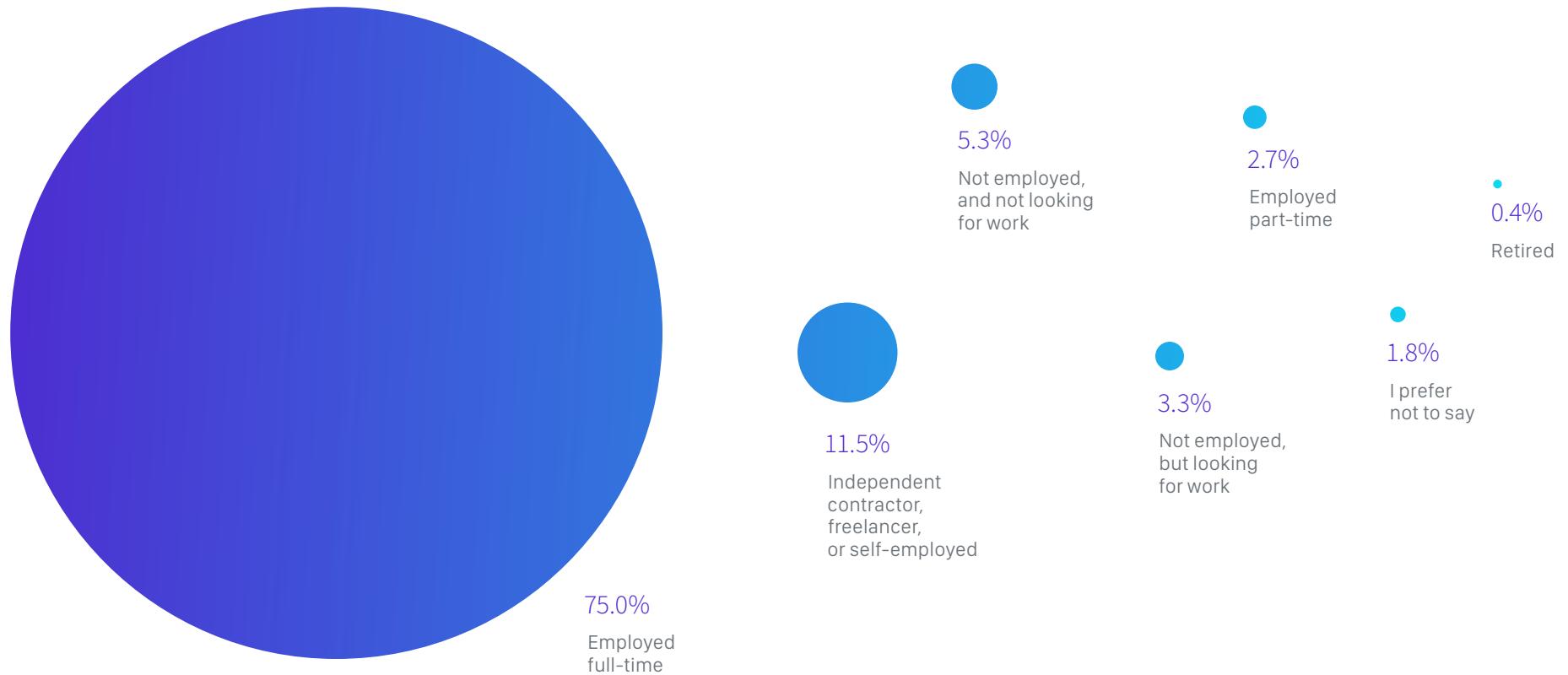
Employment Status





Employment Status

We've said it before and we'll say it again — the demand for technical talent far exceeds the supply. A majority of developers in UK and Ireland (75%) are employed full-time, while 11% classify themselves as an independent contractor, freelancer, or self-employed. Adding in developers who are employed part-time (3%), we see that 89% of developers are employed in some capacity.





CHAPTER VI

CURRENT JOBS OF DEVELOPERS

Career Satisfaction

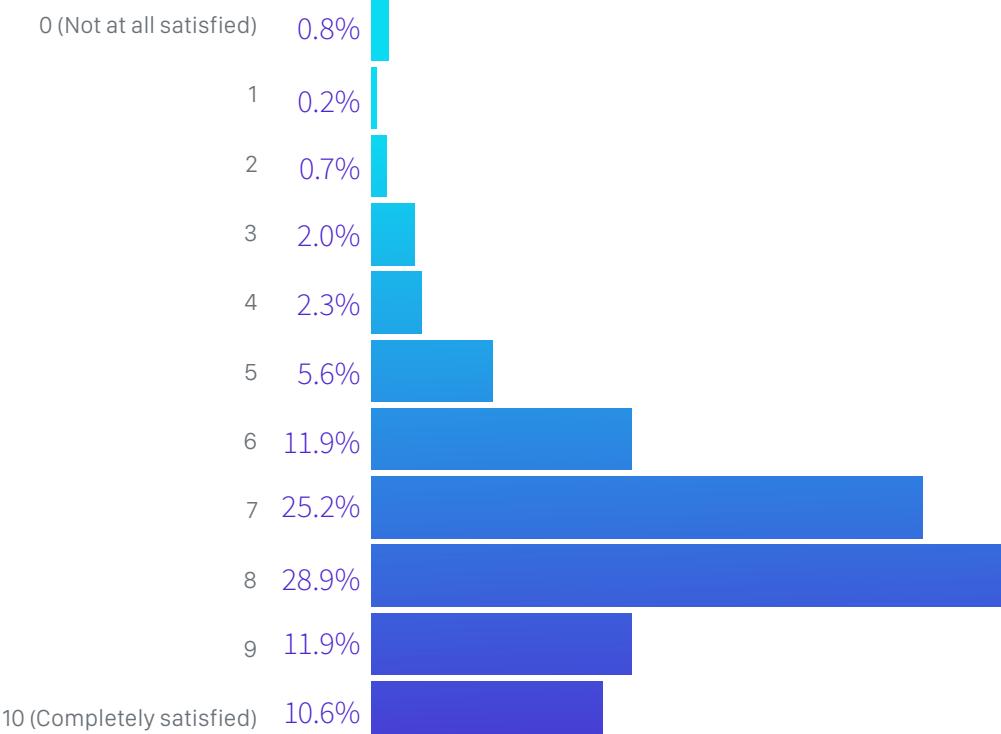




Career Satisfaction

Career satisfaction can be hard to measure since every developer's situation is so unique. However, there were a few trends that stood out from the data.

- ✓ In general, developers are more satisfied with their career overall than with their current job.
- ✓ Career satisfaction is lower among UK developers who are actively looking for a job (the mean satisfaction rating for those actively looking is 6.3, versus 7.3 for those passively receptive, and 8.0 for those not interested in new opportunities).
- ✓ Overall career satisfaction does not vary significantly by industry.





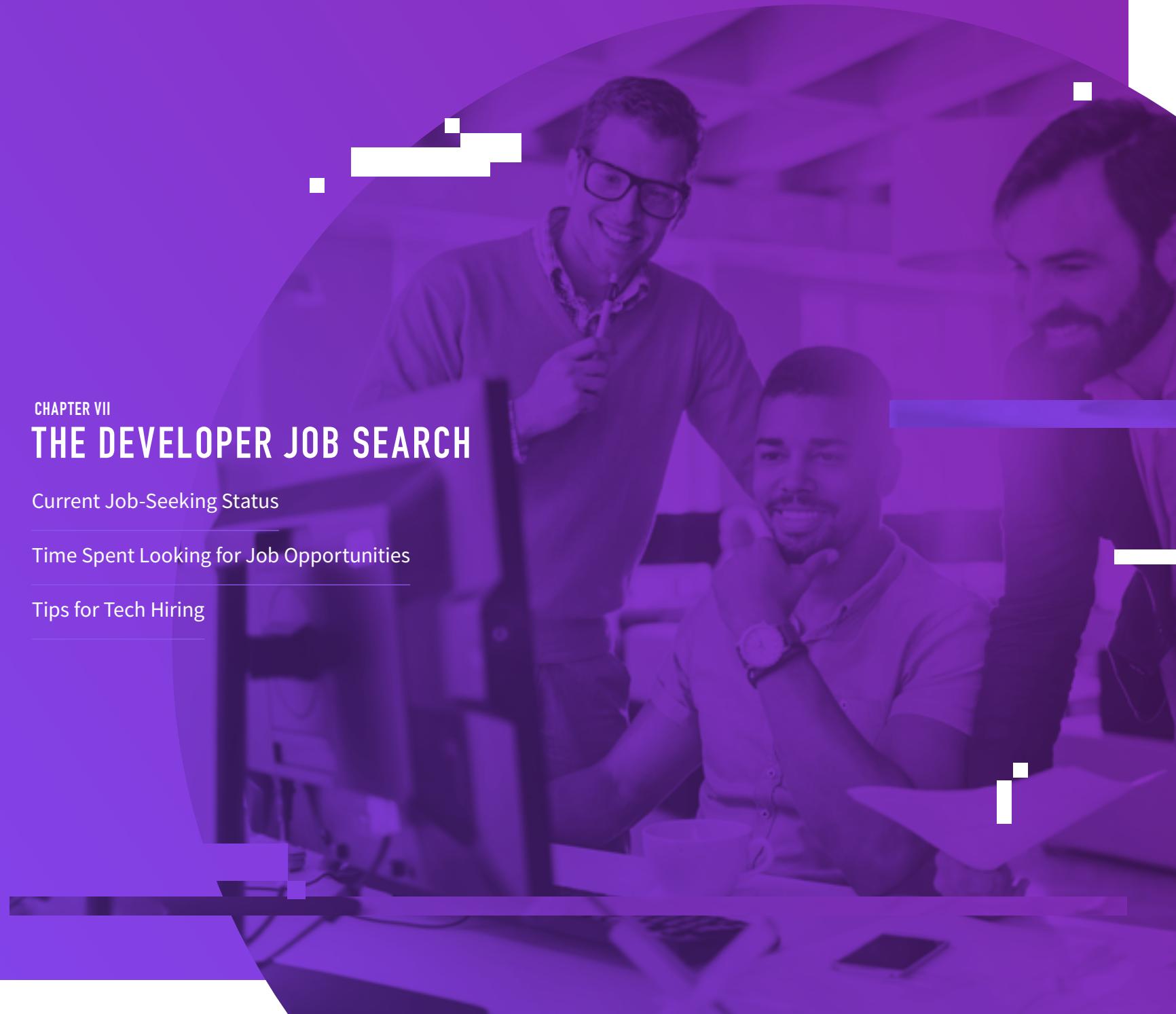
CHAPTER VII

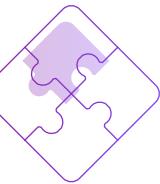
THE DEVELOPER JOB SEARCH

Current Job-Seeking Status

Time Spent Looking for Job Opportunities

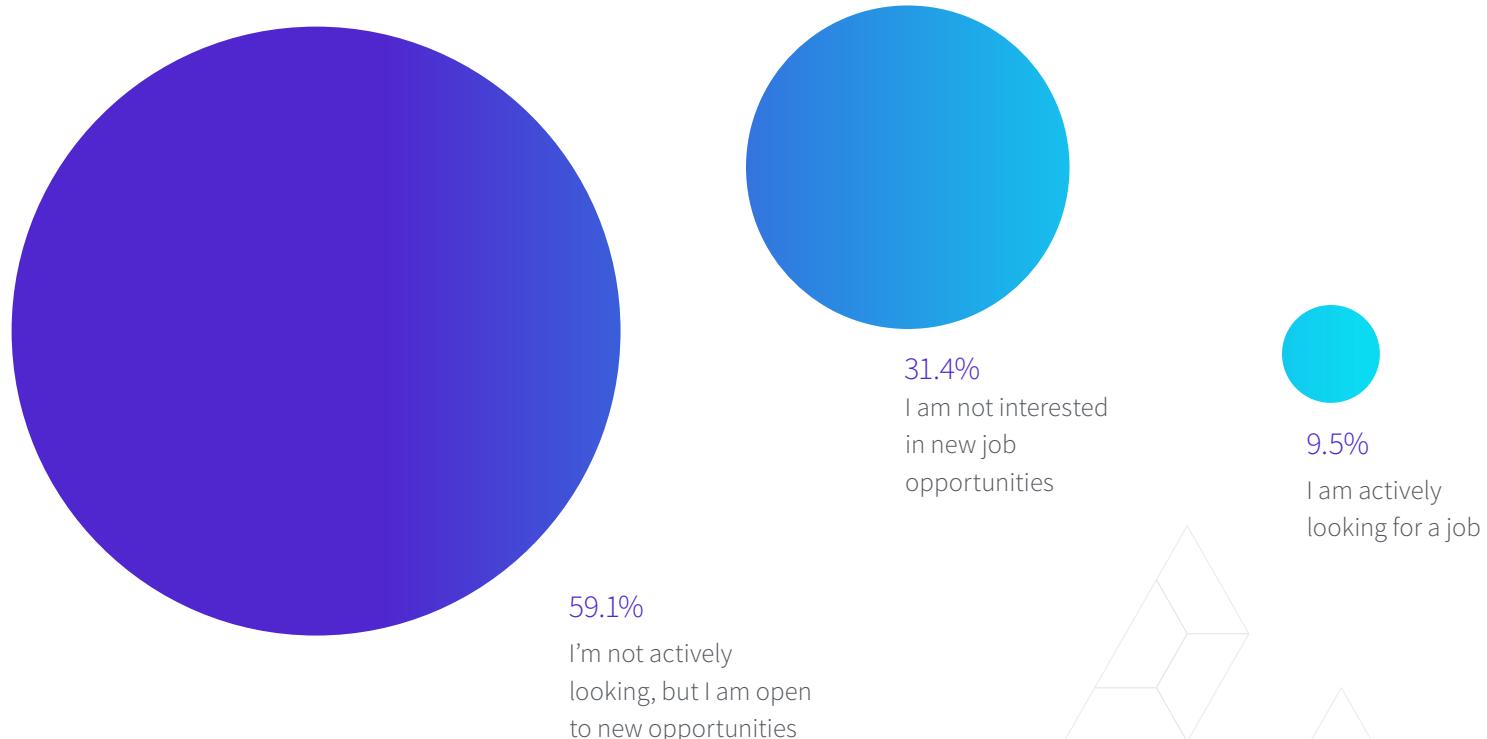
Tips for Tech Hiring

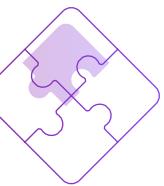




Current Job-Seeking Status

While a large majority of developers are currently employed, that doesn't necessarily mean they aren't open to new job opportunities. In fact, although 59% of developers in the UK aren't actively looking, they are open to hearing about new job opportunities.



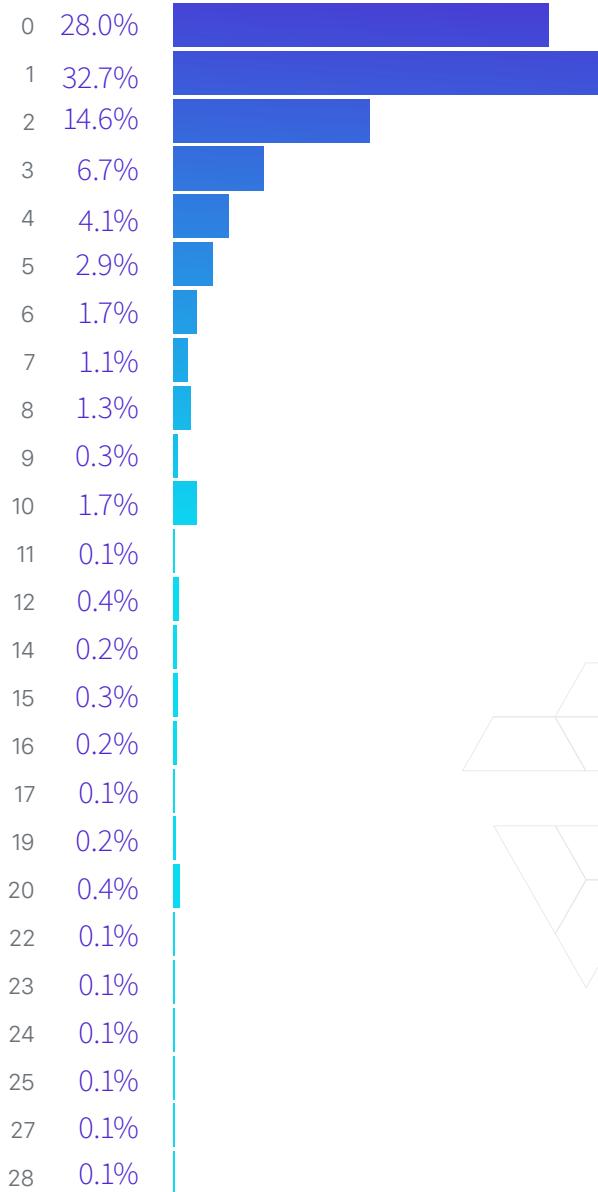


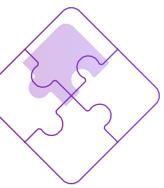
Time Spent Looking for Job Opportunities

Even though many developers are open to hearing about new opportunities, a large percentage of them don't spend much (or any) time looking for their next opportunity. In fact, 28% of developers don't spend any time searching for jobs.

For employers looking to recruit developers, this is a significant challenge. Businesses who are seeking tech talent need to consider diversifying their recruitment tactics beyond advertisements on traditional job boards, if they are to capture the interest of the wider developer population.

Hours per week spent searching for jobs

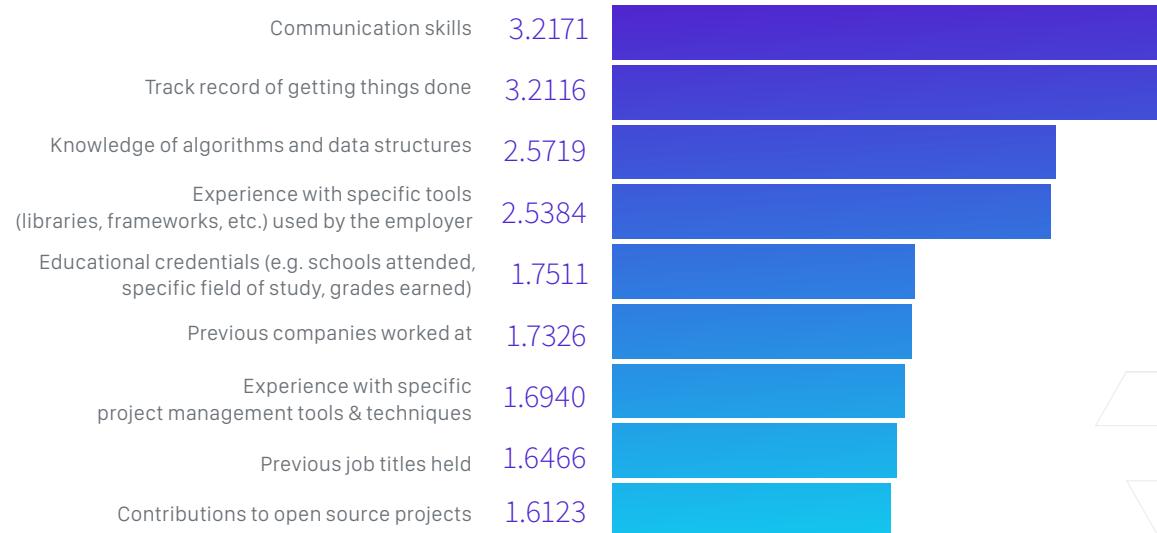




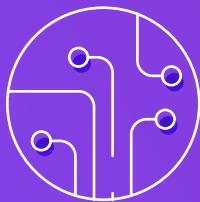
Tips for Tech Hiring

Some companies consider the feedback from their developers as vital to their recruiting and hiring process. Others simply rely on hiring managers and HR teams to get the job done. Either way, we asked developers what they think employers should prioritise when hiring a developer.

Our main takeaway? Developers say that it shouldn't matter where you went to school or what your previous job title was, but moreso that you can get things done and communicate well while doing it.



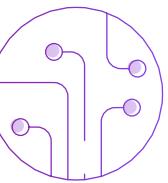
*On a 0-4 scale, where 0 indicates 'Not at all important' and 4 indicates 'Very important'



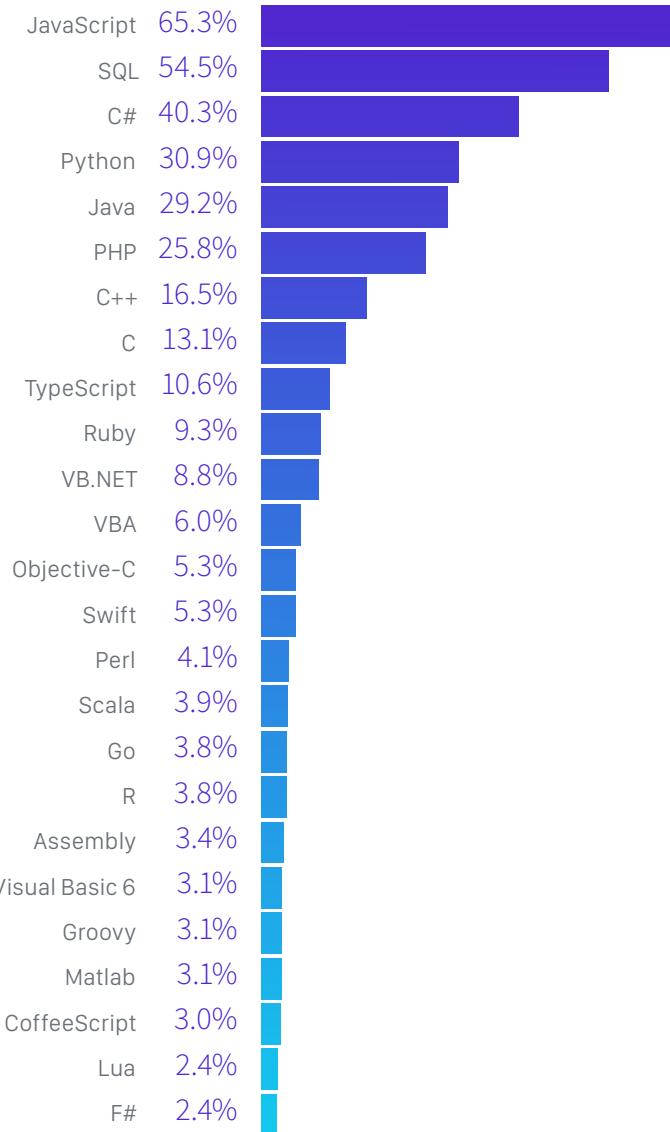
CHAPTER VIII
LANGUAGES

We asked developers which technologies, languages, and tools they loved the most, as well as which ones they most want to work with in the future. Employers, take note.

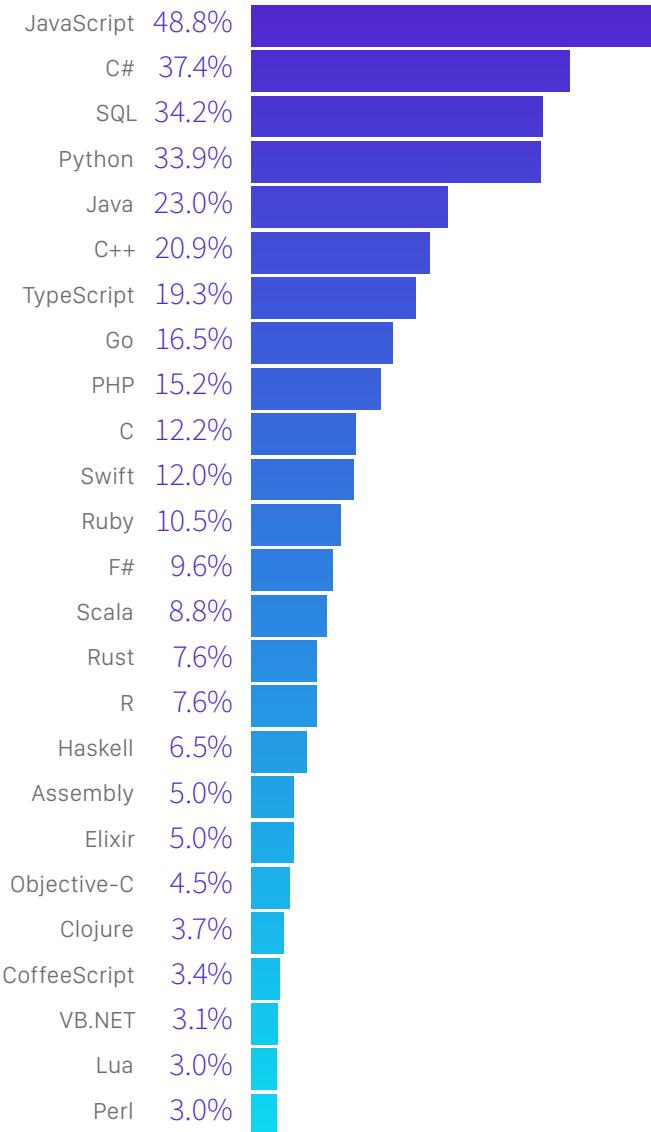




Most Used Languages



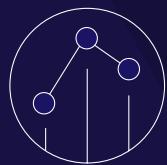
Most Wanted Languages





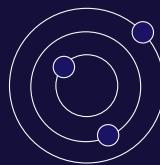
Hiring Developers is Hard. We Make it Easier.

With Stack Overflow Talent, you can:



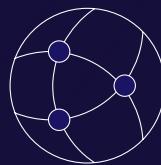
UNDERSTAND

Learn all about developers and the industry they work in.



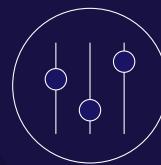
BUILD

Nail your employer branding and messaging to resonate with developers.



SOURCE

Find technical talent with a combination of our tools.



MANAGE

Get help managing your hiring process.

Talk to an Expert

