SKILL VALUE
A Pentalog company

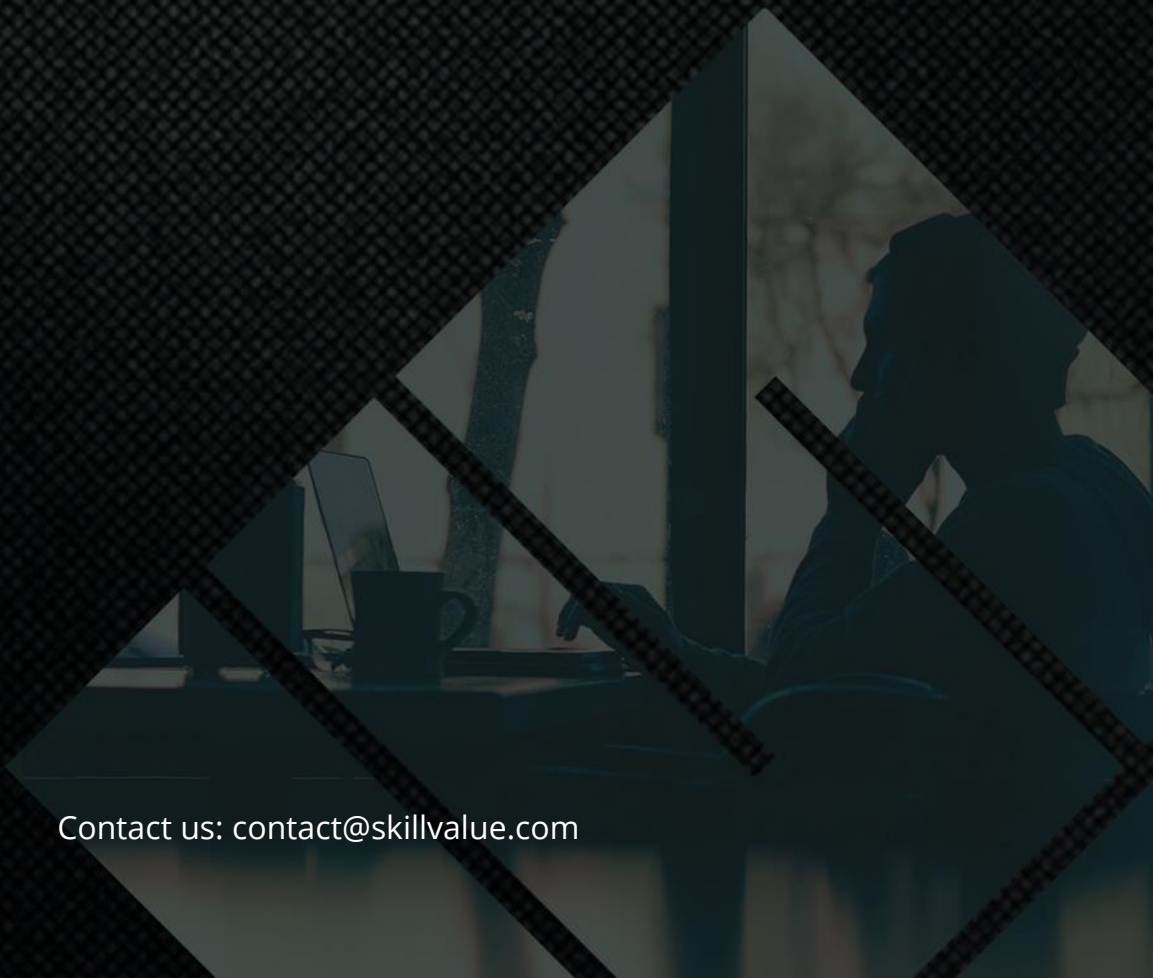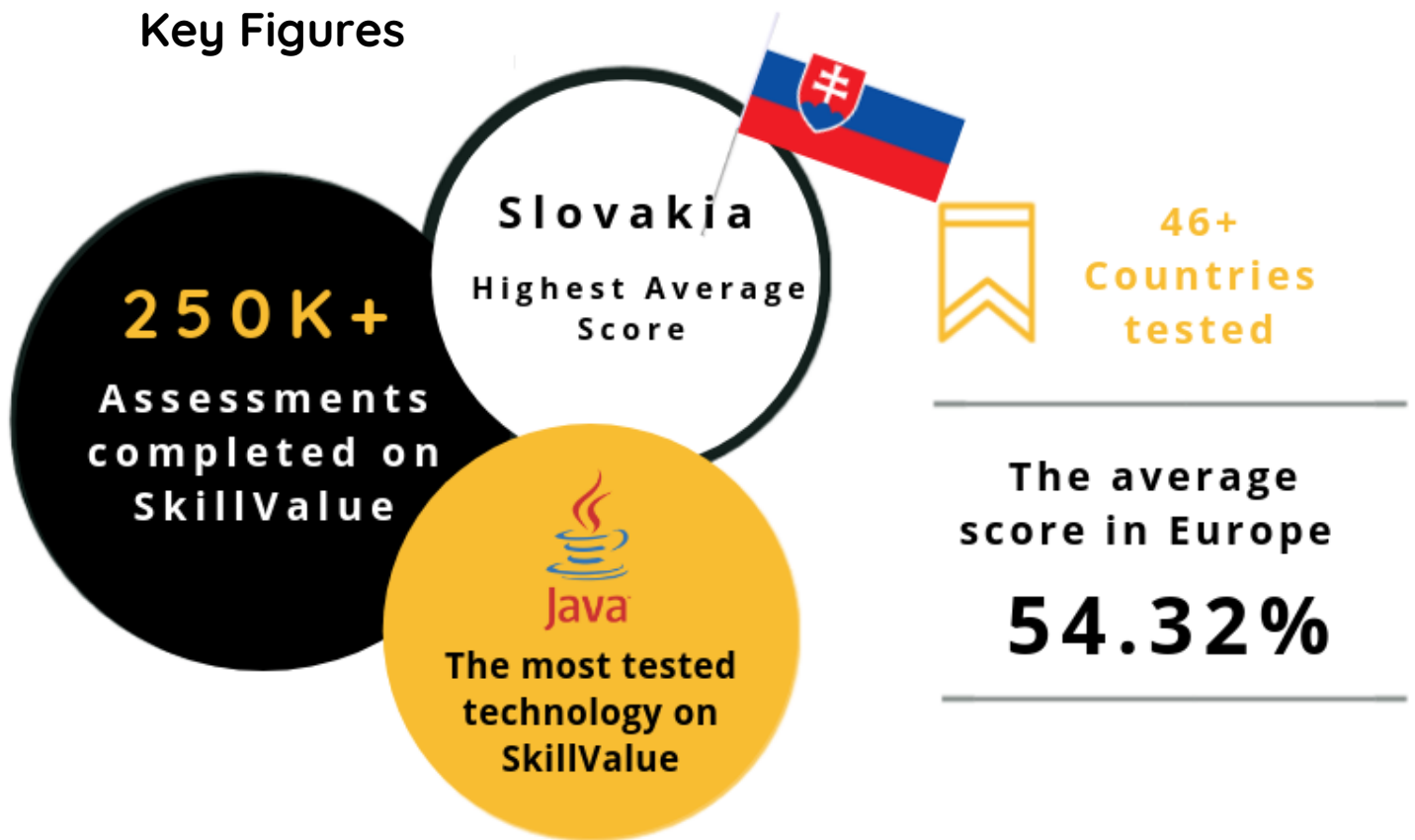# WHERE TO FIND THE BEST DEVELOPERS IN 2019?

REPORT BASED ON +550 TECHNICAL ASSESSMENTS

Contact us: contact@skillvalue.com

Key Figures

250K+
Assessments completed on SkillValue

Slovakia
Highest Average Score

Java
The most tested technology on SkillValue

46+ Countries tested

The average score in Europe
54.32%

EUROPEAN EXCELLENCE

.NET HTML5 Python JS Android

COUNTRIES WITH THE BEST DEVELOPERS:

PORTUGAL

POLAND

GREECE

HUNGARY

SLOVAKIA

The best Java developers are in Moldova.

Foreword

Eric Gouin
Chief Executive Officer, SkillValue

As part of our recruitment efforts, we have worked to automate part of sourcing or finding the right people at the right time. In turn, this has given us more time to assess our candidates' soft skills. Do their values match those of the hiring company's corporate culture?

As far as market trends are concerned, we have observed a connection between both marketing and development tasks. Those in marketing will be working directly with the design team and front-end developers - a shift that will inevitably affect our sourcing efforts.

Not surprisingly, we have also witnessed an increase in the solicitation of attractive IT profiles that in turn, pushes recruiters to find new ways of attracting them. Being aligned with the market's wages is important, but not enough. Developers are more interested in challenges and cutting-edge technologies. Flexibility in work organization and remote work are also major perks.

Contents

SkillValue – Data Serving the IT

SkillValue has established a continuous, global IT skillset observatory. Based on the results of developers tested on our SaaS platform, we address several key datapoints such as:

- What is the average ranking of each country?
- What country ranks first in each technology? *(Java, .Net, PHP, JavaScript, Python, Frontend, etc.)*
- Where are the "elites"?
- What is the ranking highlighted by competitions?
- Which countries have the best developers?

Whether you are a digital startup founder or a software business unit manager, this information is useful in understanding each country's individual strengths to choose the appropriate location for your IT team.

Where are the Best Developers in the World?

Rank	Country	Score Index	Rank	Country	Score Index
1	Slovakia	100,00%	23	Romania	86,88%
2	Mexico	94,67%	24	Belgium	85,69%
3	Poland	93,38%	25	Armenia	84,89%
4	Hungary	93,21%	26	Belarus	84,73%
5	Ukraine	93,17%	27	U.S.	84,59%
6	Czech Republic	93,07%	28	Vietnam	83,47%
7	Spain	92,45%	29	Australia	81,63%
8	Austria	92,05%	30	Madagascar	81,55%
9	Switzerland	91,69%	31	Turkey	81,31%
10	Germany	90,46%	32	France	80,93%
11	Greece	89,90%	33	Afghanistan	79,69%
12	Bulgaria	89,64%	34	Israel	79,55%
13	Italy	89,56%	35	India	79,29%
14	Sweden	89,55%	36	Andorra	78,26%
15	Netherlands	89,40%	37	Canada	78,18%
16	Serbia	89,39%	38	The Philippines	77,91%
17	Ireland	88,87%	39	Tunisia	77,11%
18	Portugal	88,25%	40	Algeria	76,84%
19	United Kingdom	88,04%	41	Egypt	76,61%
20	Brazil	87,99%	42	South Africa	76,49%
21	Moldova	87,59%	43	China	76,22%
22	Russia	87,33%	44	Albania	75,98%

Considering the ranking above, here is some information we can underline:

- Developers in Slovakia rank 1st, (index 100), more than 5 points ahead of Mexican developers who come in 2nd place (index 94.67) and those in Poland, in 3rd position (index 93.38).

- Western European countries are shoulder to shoulder with the Eastern European ones. In the top 10 ranking, Spain ranks 7th, followed by Austria, Switzerland, and Germany. The only one Northern country is Sweden and ranks 14th. United Kingdom comes at the 19th rank, while France is 32nd.

- One interesting point to take into account: Slovak and Polish developers rank 1st and 3rd in the SkillValue ranking, but none of their colleges are mentioned in the Shanghai global ranking.

Top Elite Classification by Test

Rank	Country	Score Index
1	Poland	100,00%
3	Greece	100,00%
2	Slovakia	100,00%
4	Hungary	99,93%
5	Portugal	99,92%
6	Serbia	99,90%
7	Czech Republic	99,84%
8	Spain	99,67%
9	Germany	99,56%
10	United Kingdom	99,54%

Rank	Country	Score Index
11	Netherlands	99,49%
12	Ukraine	99,01%
13	Ireland	98,96%
14	Bulgaria	98,87%
15	Sweden	98,75%
16	Austria	98,44%
17	Belgium	98,38%
18	Mexico	98,29%
19	Switzerland	97,78%
20	Moldova	97,70%

HOW WE FOUND OUT THIS RESULT

91.58
Elites' General Average

Mexico
Only non-European Country

To establish this ranking, we kept the best applicants. (i.e those who ranked in the top five for each country.) To distinguish the first four countries, (Poland, Greece, Slovakia, and Hungary), we combined the scores and the assessment's level of difficulty to identify the winner.

Using this method, Poland wins by far. Greece has 100 points with an elite pool that represents 1/4th of its tested population.

Unlike Greece, Slovakia and Hungary, Poland has a larger pool of candidates with regard to hard tech skills.

In this ranking, Romania ranks 22nd but with a large elite pool that represents 1/3rd of the assessments completed. This year, Ukraine is in the Top 20 of the European Elite. However, investments in France or in the UK are always a good idea for big projects. France has the biggest pool of developers in Europe by sheer numbers.

Where are the best European Developers?

Rank	Country	Score Index
1	Slovakia	100,00%
2	Poland	93,38%
3	Hungary	93,21%
4	Ukraine	93,17%
5	Czech Republic	93,07%
6	Spain	92,45%
7	Austria	92,05%
8	Switzerland	91,69%
9	Germany	90,46%
10	Greece	89,90%
11	Bulgaria	89,64%
12	Italy	89,56%
13	Sweden	89,55%

Rank	Country	Score Index
14	Netherlands	89,40%
15	Serbia	89,39%
16	Ireland	88,87%
17	Portugal	88,25%
18	United Kingdom	88,04%
19	Moldova	87,59%
20	Russia	87,33%
21	Romania	86,88%
22	Belgium	85,69%
23	Belarus	84,73%
24	France	80,93%
25	Andorra	78,26%
26	Albania	75,98%

Overall, Eastern EU countries are well-represented in both rankings - the best being Slovakia, Poland, Hungary, Ukraine and Czech Republic.

In other words, EU Eastern countries outperform EU Western countries - especially the UK and France who lag behind in the two rankings. Only Spain, Switzerland, and Germany rank higher than Bulgaria, Serbia, or even Moldova. The top trio are far ahead.

" *The purpose of these rankings is to have a better idea of the value for money for each area before making a decision about the location or the partner.*"

Frédéric LASNIER, Pentalog Platform CEO

Where are the best Developers per Technology?

How can we explain the heavy presence of Eastern European countries in the per technology category?

These countries have few legacies. Tools, technologies, and practices are very modern, and they work for innovative products and startups.

Professionals work largely in English and many of the most advanced Anglo-Saxon software publishers share with them their best practices or technologies.

\<Python\>

Slovakia

\<DevOps\>

Czech Republic

\<Front-end\>

Hungary

\<Mobile\>

Poland

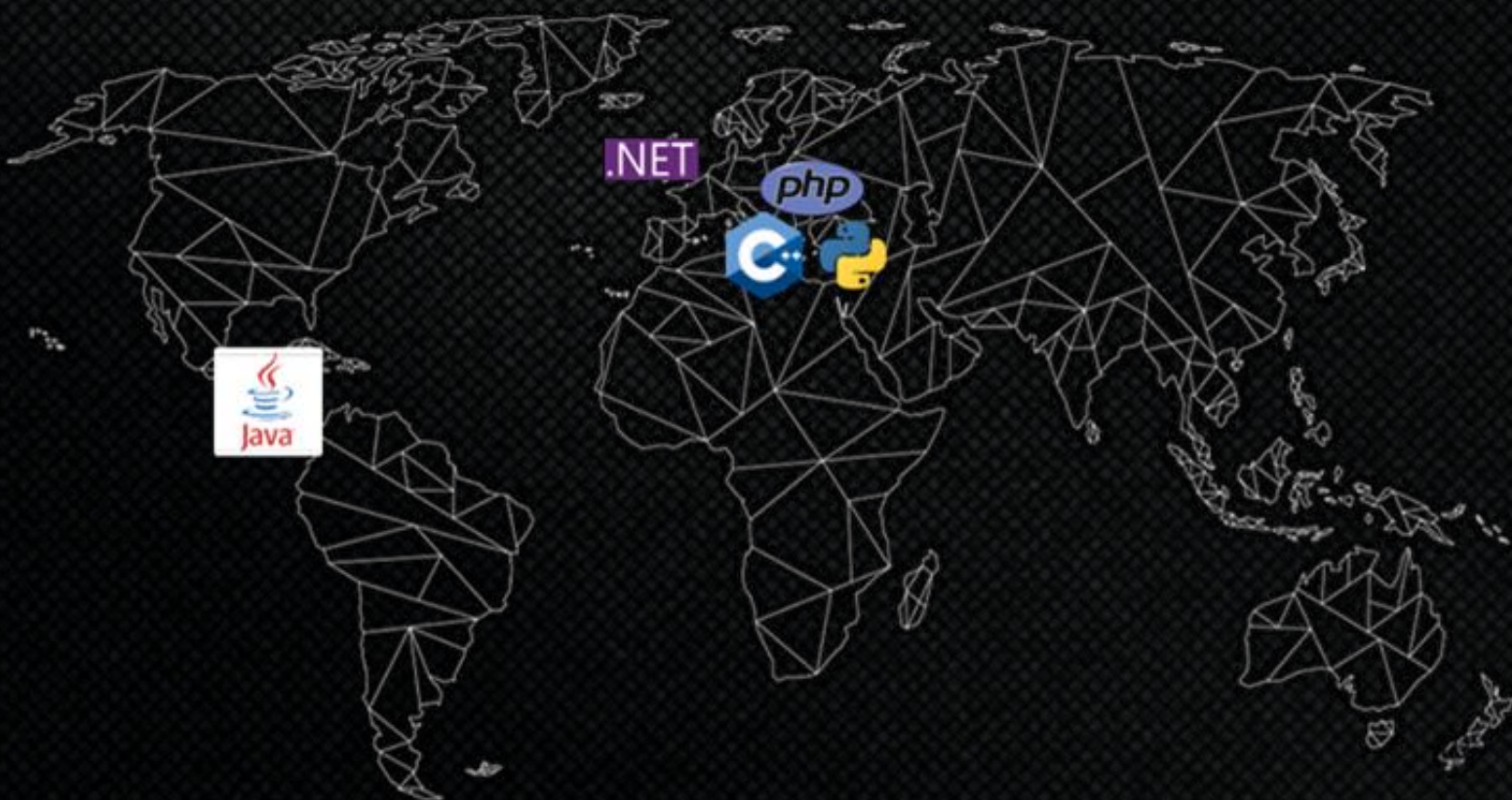**\<PHP\>**

Hungary

\<JAVA\>

Mexico

SkillValue Competitions

Several times a month, SkillValue competitions challenge developers on their technical skills and logical reasoning. Each competition is based on solving an algorithm exercise in a limited time, in the language they prefer. *(Java, C#, PHP, C, C++, Ruby, Python, or JavaScript.)* To ensure a fair outcome students and experienced developers apply in different categories. Therefore, everyone has a chance to win first prize - irrespective of experience.

On average, applicants who win a competition have four years of experience.

Countries in 1st place, by technology:
- Ireland: General Ranking & .Net
- Serbia: C/C++
- Mexico: Java
- Serbia: Python
- Hungary: PHP

World Ranking

So many factors go into selecting a location and its IT workforce. This is why a growing number of startups have decided to collaborate with home-working developers, whether they are employees, freelancers or outsourced. Find out where are the best developers in the world in each continent. *(No skill specification)*

Rank	Europe	Average
1	Brasov	57.43%
2	Bucharest	57.08%
3	Iasi	56.77%
4	Oradea	56.76%
5	Chisinau	56,10%
6	Constanta	56,09%
7	Sibiu	55,44%
8	Sofia	55,08%
9	Ploiesti	54,88%

Rank	Africa	Average
1	Antananarivo	49.14%
2	Alger	48,39%
3	Sfax	47,36%
4	Sousse	46,74%
5	Rabat	45,90%
6	Tunis	45,86%
7	Nabeul	43,44%
8	Ben Arous	42,48%
9	Casablanca	42,23%

Rank	Asia	Average
1	Hanoi	52,72%
2	Chandigarh	49,97%
3	Delhi	49,16%
4	Ho Chi Minh City	49,02%
5	Pune	48,73%
6	Ahmadabad	48,05%
7	Mumbai	48,00%
8	Chennai	47,76%
9	Lahore	47,52%

Rank	North America	Average
1	Portland	57,93%
2	Miami	56,86%
3	San Francisco	55,62%
4	Philadelphia	54,22%
5	Austin	52,98%
6	New York	52,96%
7	Chicago	52,84%
8	Los Angeles	51,27%
9	Toronto	51,13%

It is not surprising to see that the ranking of best European cities names a number of Eastern countries and mainly Romanian cities. Romania is renowned for its large pool of engineers who are largely fluent in English and French. It is also a nearshore & low-cost outsourcing area in Europe.

Concerning Asia, we can see that India is the most represented country. However, India is challenged by Vietnam, namely 2 cities - Hanoi and Ho Chi Minh City, the capital. Because of its significant workforce, India has been the No.1 low cost offshore area. However, the Indian IT workforce has been experiencing some disorder as the quality of work has been called into question.
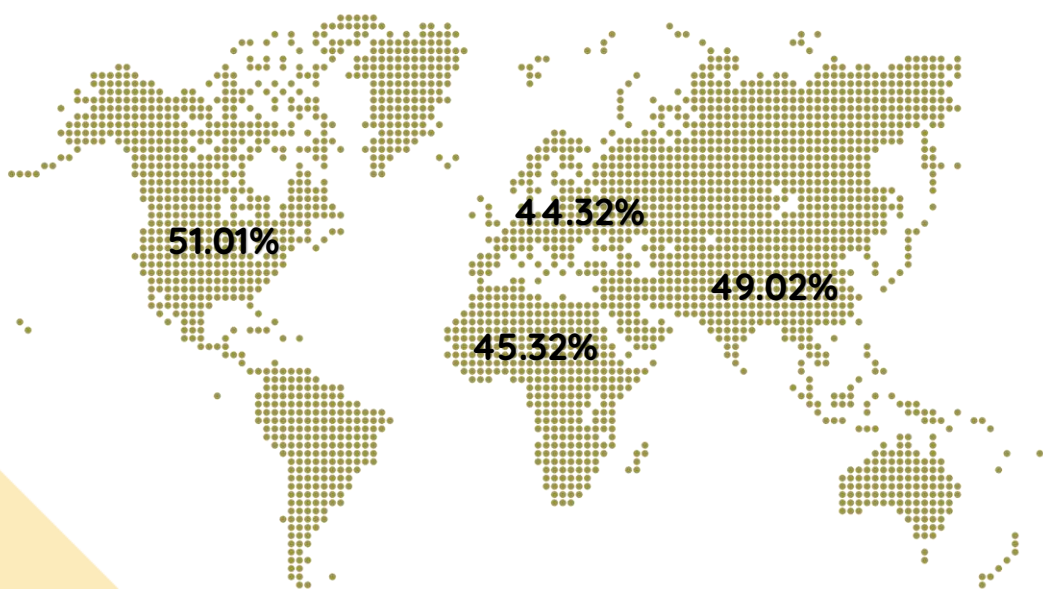
Silicon Alley & Silicon Forest

Though Silicon Valley still remains the American symbol of IT excellence, the city has found considerable competition in places like New York City (Silicon Alley) and Portland (Silicon Forest). In 2017, the City of Roses took the top spot in Forbes 19th annual ranking of the most lucrative settling locations for businesses.

Northern Africa and Madagascar have been among the more talent-mined areas because of the skilled & low-cost IT skill force. Only a few hours from European countries (especially French-speaking ones) and a short time-difference, the main activities outsourced there are call centers, customer support, content & data collection.

If you'd like additional information about the best developers according to a specific technology, or where to recruit them, contact us.

Average score per continent:

SkillValue: No.1 in IT Skill Assessment

SkillValue is the European leader in IT skill assessments; more than 300,000 tests have been taken on our platform. Created in 2010, SkillValue's catalog of available quizzes has grown steadily in accordance with the IT, web and security industry evolution. Assessments are based on JavaScript technology (Back-end, Front-end), Mobile, Security, DevOps, Data Science, IoT and even Blockchain. At this point, the assessment list has 550+ quizzes and coding exercises included in the SkillValue SaaS app and an API, also available as a white label and easy to integrate into your own solutions.

For developers who want to certify their skills or simply challenge themselves, SkillValue offers about 40 self-assessments at no charge. After passing a test, the candidate receives a digital certificate of completion which is recognized on a number of platforms, including LinkedIn. Each month thousands of students, new engineers and freelance developers have the opportunity to test their skills during a coding competition that takes place in France between other European countries. The SkillValue Recruitment app allows its users, startup CTOs, publishers or IT recruiters to manage different assessment campaigns for applicant evaluation, digital sourcing and even online hackathons.
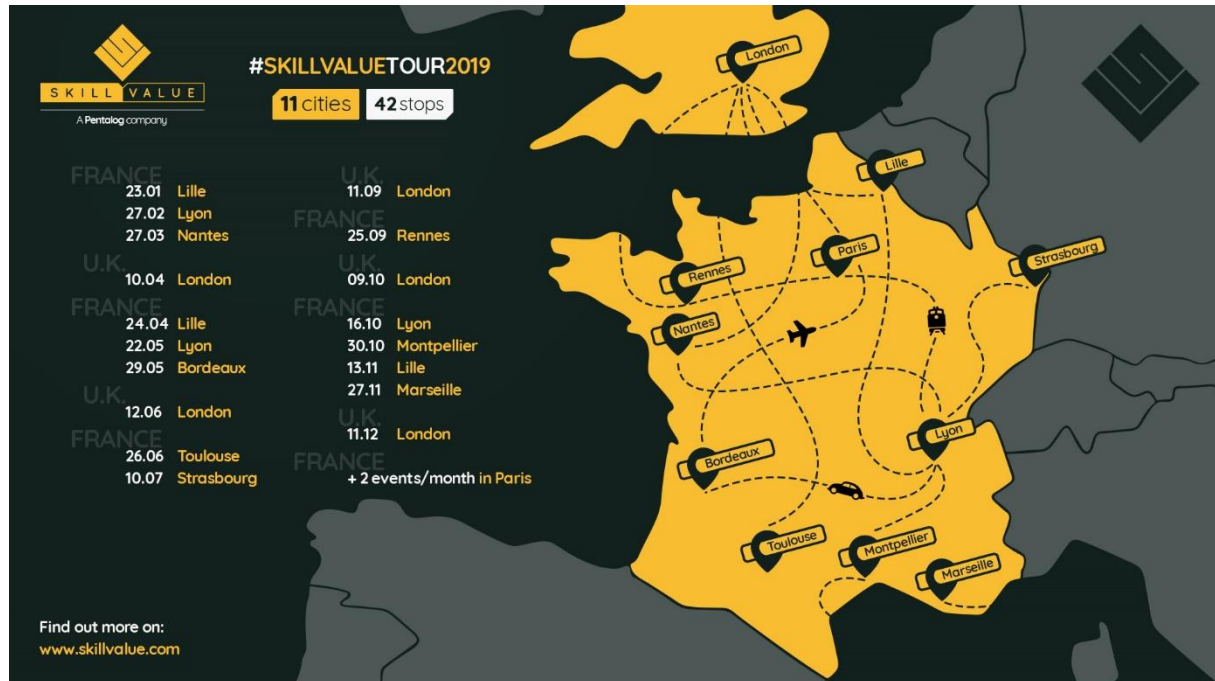
Using the built-in SmartQuizz option available on the SkillValue platform, you can curate a personalized technical recruiting assessment in less than 5 minutes. With a catalog of over 10,000 multiple-choice questions, you can assess Front/Back-End Development skills, Mobile App Dev, Embedded Systems & IoT, Database, Testing, Networks & Systems, IT Project Management, Scrum and DevOps competencies.

SkillValue Tour 2019

Check out the SkillValue Tour and meet us in a city near you! We've planned over 42 stops in 11 cities across France and the UK.

Paris, Lille, Lyon, Nantes, London, Bordeaux, Toulouse, Rennes, Montpellier, Marseille. Stop by and join our discussions on innovative topics such as AI, Big Data, Freelancing & HR.

On the SkillValue Tour 2019, **5 different events** will take place each day.

- 12 PM – Freelancers. Monetize the projects you don't even take on!
- 12 PM – Test your idea with an MVP (Production and Financing)
- 6 PM – Improve your IT recruitment process with skill assessment
- 6 PM – Node.JS Masterclass
- 6 PM – Data Science, at the core of AI predictive services

More details on our Roadshow 👉 *Click here*

#startup #developer #freelance #recruiter

Conclusion

Our IT data observatory is subject to change as we receive new data each quarter. We look forward to answering more questions in the future. Who is the fastest population to learn a new language? Which country has the most junior developers? How much are hiring costs in total? What are the state financial supports to take into account?

Every day, our clients ask us about the best developer in a specific tech or the best team for their project. We strive to give the most comprehensive answer thanks to our wide range of services, such as SkillValue Assessment, Freelancing and Recruitment.

Assess and Recruit
your Marketing & Tech Team

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