

Japan Dev Salary Guide 2022 🔥



Hey — it's Eric from [Japan Dev](#).

Thanks for downloading the **Japan Dev Salary Guide 2022** 🔥

Do you want to make sure you're **getting paid what you're worth** as a developer in Japan?

...Or find the coveted **outlier companies** that pay top salaries in Japan?

...Or maybe just find **a higher-paying job** and take your career to the next level?

Then this guide is for you — and I designed it to be *the last Japan salary guide you'll ever need*.

To do that, I scoured the Internet and compiled **the 23 absolute best** resources for tech salaries in Japan. I'm excited to share them with you!

What I'll Cover

2021 was a great year for salary transparency in Japan. Finding salary data in Japan used to be a huge pain, but now? It's easier than ever.

In this guide, I'll share the **most relevant salary resources** (1,000+ data points!) for developers in Japan. Then, I'll synthesize the data into actionable **salary ranges** for every career level.

Here's a breakdown of exactly what's included:

- **2022 Japan Developer Salaries: The Data**
- **2022 Japan Developer Salary Ranges**
 - **New Graduates**
 - **Junior Developers**
 - **Mid-career Developers**
 - **Senior Developers**
- **Do All Companies Pay in These Ranges?**
- **Bottom Line: Japan is a Valid Option**

But first, **3 quick notes**:

- All salaries are in Japanese yen. **10M JPY** means "10 million yen". Sorry if you're not used to yen, but these are the true values and I didn't want to complicate things.

- Most salary ranges are **total compensation** (they include bonuses etc.)
- I've marked Japanese language resources with "[JA]"

Now let's dive in!



2022 Japan Developer Salaries: The Data

I'll go through the list of resources and highlight a few salary data points from each one.

But most of them contain hundreds more, so click the links to see all of that data.

1. Opensalary.jp

Opensalary.jp is awesome. It's a database of salary data uploaded anonymously by tech professionals in Japan.

It's got 800+ data points, plus statistics broken down by company and years of experience. This data is super useful for getting an idea of the range for your chosen position.

Here are a few examples of salary data points:

- **Overall median compensation: 7.8M JPY**
- **Google Japan: 22M JPY**
- **Indeed: 17.7M JPY**
- **SmartNews: 10.8M JPY**
- **Mercari: 10.5M JPY**

But this is just the tip of the iceberg. I *highly* recommend checking out **Opensalary.jp** to see all of the data.

It's one of the best resources there is for salary data in Japan.

2. TokyoDev Developer Survey

Next up, we have another one of my favorites. Every year, Paul from **TokyoDev** releases a developer survey for Japan.

He shares insights on salaries based on hundreds of survey responses. The data's hyper-focused on English-speaking developers in Japan, so I recommend taking a look.

Here are some examples of **median salary** based on role:

- Overall median: **8.5M JPY**
- Engineering manager: **12.5M JPY**
- Site Reliability Engineer: **10.5M JPY**
- Mobile Developer: **10.5M JPY**
- Back-end Developer: **9.0M JPY**

Check out the latest [TokyoDev Developer Survey](#) to view all the data and insights!

3. Japan Dev

Excuse the plug (I built this one)... but [Japan Dev](#) has confirmed salary ranges for **100+ jobs**.

Here are a few examples:

- [Degica](#) - Site Reliability Engineer: **6M - 10M JPY**
- [Socious](#) - Lead Developer: **10M - 20M JPY**
- [Scoville](#) - Full-stack Web Engineer: **8M - 11M JPY**
- [Colorkrew](#) - UI/UX Designer: **7M - 12M JPY**
- [Money Forward](#) - Tech Lead: **7M - 15M JPY**

I verified 100% of these directly with the companies, so I can personally guarantee their accuracy.

Check out [the Japan Dev Jobs Page](#) for more jobs like these — and be sure to try the salary filters!

4. Levels.fyi

[Levels.fyi](#) has tech salary data for the whole world. The amount of Japan data is limited, but it can be a *great* resource for big companies like Google.

It's one of the few sites that break down compensation by base salary, stock, and bonus. It should help you get a feel for the ranges at top-paying companies in Japan.

Search for Japan (or Tokyo) to filter the data. Here are some data points for Japan:

- Indeed: **12.2M - 23M JPY**
- Google: **11M - 30.8M JPY**
- Microsoft: **11.9M - 16.7M JPY**
- nVidia: **11.4M JPY**
- Rakuten: **4.2M - 13.1M JPY**
- Mozilla: **24.5M JPY**
- Niantic: **12.6M JPY**
- Goldman Sachs: **31.2M JPY**
- JPMorgan Chase: **36.6M JPY**
- Apple: **33M JPY**
- Amazon: **13M - 21M JPY**

5. Blind

Blind is another great resource.

Sign up with your company email and you'll get access to a vast database of salary information.

Again, there's some great Japan content here but you need to search.

Here are a few data points I found (can't link to them so you'll have to trust me... or make an account yourself):

- Niantic - **30M JPY**
- DoorDash - **20M JPY**
- Mercari - **21M JPY**

Some pretty impressive numbers here...

Blind is another great way to understand the ranges for top-tier international companies. And you can ask questions in their forums to connect with a network of developers.

6. Angel List

Angel List's job board has a pretty good selection of companies in Japan.

It's focused on startups, and many of the positions include salary ranges. Here are a few examples of ranges from Angel List:

- Mujin - Computer Vision Engineer: **7M - 15M JPY**
- Rapyuta Robotics - Site Reliability Engineer: **7M - 9M JPY**

- **Scalar - Software Engineer: 7M - 10M JPY**

7. Stack Overflow Jobs

Stack Overflow Jobs is a popular job board for English-speaking companies in Japan.

Most of the companies posting here are good options for foreign developers so I recommend checking it out.

Here are a couple of example data points from Stack Overflow Jobs:

- **PayPay - Backend Engineer: 6.2M - 12M JPY**
- **Scoville - Experienced Full-stack Web Engineer: 8M - 11M JPY**

8. Official Company Career Pages

When I first moved to Japan, it was pretty rare for companies to share salaries in job descriptions.

Luckily for us, this has gotten a lot more common in the past few years. Here are some salary data points from companies who share them publicly:

- **Indeed** - Front-end Engineer: **13.9M - 20.2M JPY** (NOTE: This is **base salary**, not total compensation)
- **Fast Retailing** - Data Scientist: **5.8M - 20M JPY**
- **Wovn Technologies** - Backend Engineer: **6M - 12M JPY**
- **Japan Computer Vision** - Senior Quality Engineer: **5.7M - 11M JPY**
- **dely** - Backend Engineer: **6M - 12M JPY**

9. [JA] Project COMP

Project COMP is like Opensalary.jp, but it's targeted toward Japanese developers.

They force you to sign up to view the data — and I recommend it — but here's a sneak peek:

- Mercari: **11.4M JPY**
- DeNA: **7.9M JPY**
- LINE: **8.4M JPY**
- Rakuten: **7.4M JPY**
- Google Japan: **21M JPY**

As you can see, pretty similar values to the above... definitely some patterns emerging. It looks like top Japanese companies like Mercari pay around **10M - 11M JPY** in the average case. But then there are a few outliers paying **15M - 25M JPY** (or more).

Check out **Project COMP** for more salary data, including breakdowns by years of experience.

10. [JA] OpenMoney.jp

OpenMoney.jp is yet another new Japanese salary aggregation service.

It's not focused on developers, so the median salary data skews lower than other services that do. But there's still some useful data to be found.

They require you to enter your own info to sign up to access the data. But here are a few examples:

- Amazon: **12M JPY**
- Rakuten: **7.7M JPY**
- CyberAgent: **7.8M JPY**
- LINE: **8.3M JPY**
- Softbank: **7M JPY**

This site also contains some more unique info for each person like age, amount of savings and more.

Check out [OpenMoney.jp](#) for more data on hundreds of companies.

11. [JA] Findy

[Findy](#) is a cool service.

Their site's in Japanese, but it analyzes your Github profile to give you an expected salary range. They also match you with jobs based on your score.

I like it because there are *so many* data points, and many of them are for companies that most foreigners have **never heard of**.

And yet, many of them have competitive salary ranges. Findy's data shows that **it's not just a few companies paying 10M JPY and up...** it's way more common than you might think.

- Ubie: **6M - 12M JPY**
- Medpeer: **5M - 12M JPY**

- GA technologies: **5M - 9M JPY**
- MUGENUP: **6M - 10M JPY**
- Medley: **6M - 15M JPY**
- SmartHR: **5M - 10M JPY**
- Repro: **5.4M - 12M JPY**
- Open8: **7M - 12M JPY**
- SmartDrive: **6M - 10M JPY**
- Kokopelli: **7M - 12M JPY**
- MNTSTQ: **6.5M - 10M JPY**
- Freee: **5M - 12M JPY**

Create an account with your Github account to see your personalized offers.

Or learn more about **the company behind Findy HERE**.

12. [JA] OpenWork

OpenWork (AKA "Vorkers") is the closest equivalent to the Japanese Glassdoor.

Their database is massive, and it contains info on salary range, work-life-balance and more.

It's in Japanese, and they require you to either write a review yourself or pay a monthly fee to join... but here are some data points I grabbed previously that show the range at some well-known companies:

- Google: **17M JPY**
- Microsoft: **14M JPY**
- Amazon (AWS): **13M JPY**
- Mercari: **11M JPY**
- LINE: **8.9M JPY**
- Voyage Group: **10M JPY**
- VMWare: **10M JPY**
- Goldman Sachs: **15M JPY**

[Sign up](#) to view all the data today.

13. [JA] Job Draft

Job Draft is a super unique site. They make companies compete for applicants by making offers based on a candidate's profile.

It's in Japanese, and you need an account, but create one and you'll get access to a goldmine of salary data.

Here are their ranges for a few top companies:

- **Merpay**: 5.5M - 11.3M JPY
- **LINE**: 6.5M - 13M JPY
- **Recruit Lifestyle**: 6M - 10M JPY
- **Speee**: 5M - 15M JPY
- **DMM.com**: 6M - 12M JPY
- **LayerX**: 6M - 10M JPY

- **Works Applications: 6M - 9M JPY**
- **FreakOut: 5M - 10M JPY**

Again. Tons of Japanese companies. Most paying **median salaries of around 7M or 8M JPY**. Many paying **over 10M JPY** on the upper range.

Are you starting to get a feel for the overall ranges? I hope so, but let's keep going — I promised an ultimate guide and I intend to deliver on that promise.

14. [JA] Forkwell Jobs

Forkwell Jobs is another Japanese site with a treasure trove of salary data.

It requires an account, but I searched their open positions. At the time of writing, they have over 2,000 open jobs.

I sorted by "highest salary (lower range)"

There are 50+ pages, so **over 750 jobs** paying a minimum of 5.5M JPY a year.

Here's a small preview of the data:

- **Timee** - Backend Tech Lead: **9M - 14M JPY**
- **Persol** - SRE: **9M - 12M JPY**
- **Ubiregi** - iOS Engineer: **9M - 15M JPY**
- **Mirrativ** - Engineering Manager: **9M - 15M JPY**
- **Progate** - Front-end Engineer: **7M - 10M JPY**

- **Study Plus** - Senior Application Engineer: **7M - 9M JPY**

Forkwell is a Japanese site so a lot of their jobs require Japanese skills, but some don't.

Even so, they have a huge amount of salary data, so I recommend taking a look.

15. [JA] Green Japan

Green Japan is one of the biggest Japanese job boards for tech positions.

I filtered by jobs that can pay over 8M JPY and there were 4,762 results... somehow even more than Forkwell.

Here are a few examples:

- **Uzabase** - Internal System Engineer: **6M - 12M JPY**
- **Style Free** - Front End Engineer: **4M - 12M JPY**
- **Spice Factory** - Rails Engineer: **6M - 8M JPY**
- **Trustdock** - Server-side Engineer: **6M - 9M JPY**

Takeaway: there are hundreds, if not *thousands* of Japanese companies paying engineers \$50-100k a year. Including some you've never heard of.

Salaries in this range *are not special*.

16. [JA] StudentSalary

StudentSalary is a Japanese site focused on internship compensation for students.

Their data is in the form of hourly wages. It covers some well-known companies so I recommend this site for anyone who wants to work while still in school.

Here are some example data points:

- **DeNA**: 2200 - 3750 JPY/hr
- **GMO Internet**: 2000 JPY/hr
- **Goldman Sachs**: 3922 JPY/hr
- **Google**: 3345 JPY/hr
- **LINE**: 2000 - 2668 JPY/hr
- **Mercari**: 1700 - 7000 JPY/hr

View all the data [on StudentSalary](#)!

17. [JA] Jobtalk

Jobtalk is a Japanese site, and it requires an account to see all the data.

But even if you don't sign up, it can still be useful to find salary data points for certain companies.

Here's one random example:

- **SmartNews**: 9M JPY

18. Glassdoor

Glassdoor is worth checking out for big international companies.

You can filter by location to get Japan-specific data. The ranges can sometimes be outdated, so I recommend looking at more recent entries to get a feel for current rates.

19. LinkedIn

LinkedIn also has pretty good job recommendations. In English. With a focus on larger, more English-friendly companies.

In my experience, it's hit or miss when it comes to salary — sometimes it's included, sometimes it's not.

Still, I recommend checking it out to see what positions are out there. Some of them should have salary ranges.

20. Bootcamp Grad Data

If you're a bootcamp graduate (or considering taking this route) there's data for that too.

Code Chrysalis co-founder Yan Fan stated on Reddit that their graduates start at **6M JPY** on average.

Apparently the full range is from **the "high" 4 millions to over 7 million**.

Le Wagon publishes graduate salaries too.

Their average starting salary is **4.7M JPY**, with an increase to **5.76M JPY** after a graduate gets their first raise.

21. Blog Posts

Sometimes personal blog posts contain valuable salary data.

It can be tough to find good ones, but here are a couple of examples of what I mean.

"IT engineer average salary ranking" includes the following data points:

- Recruit: **9.7M JPY**
- GMO Click Holdings: **8.5M JPY**
- Cyberagent: **7.7M JPY**
- DeNA: **7.6M JPY**
- Gree: **7.5M JPY**
- M3: **7.3M JPY**

"I'm leaving Google" is a Japanese post from an ex-Gogler in Tokyo. The author discusses the fact that they earned **over 20M JPY** at Google.

Here's a post about LINE. It states that their engineering salary ranges are from **5M to 20M JPY**.

If you have a company in mind, blog posts from their employees can be a good way to get a sense of their salary range.

22. Recruiting Firms

Many recruiting firms let you search open positions on their websites. Usually some of the jobs will have salary data.

And a few of the big firms also publish salary guides:

- [**Morgan Mckinley 2022 Japan Salary Guide**](#)
- [**Computer Futures IT Salary Survey 2021**](#)
- [**Robert Half 2021 Salary Guide**](#)
- [**Michael Page Talent Trends 2021**](#)
- [**Robert Walters Japan Salary Survey 2021**](#)

By the way, recruiters (AKA headhunters) are another potential source of salary data. After all, they've seen tons of private offer details you won't find anywhere online.

Here's a (randomly-ordered) list of some of the well-known tech recruiting firms in Japan:

- [**Wahl and Case**](#)
- [**RGF**](#)
- [**Robert Walters**](#)
- [**Hays**](#)
- [**Robert Half**](#)
- [**Morgan Mckinley**](#)
- [**Michael Page**](#)
- [**Randstad**](#)
- [**Computer Futures**](#)

- [Specialized Group](#)
- [Career Craft](#)

Many have salary ranges published. By the way, I'm not recommending any of these — just providing a list for convenience.

23. Hacker News Tokyo Slack

The [Hacker News Tokyo Slack](#) workspace is a great resource if you want to work in Japan.

Have a question about salaries? This community is full of people in the English-speaking tech community in Tokyo, so someone can help.

I recommend you join and get involved in the community.

More of a Kansai person? Don't worry, [Hacker News Kansai](#) has you covered.

And **that's it for my recommended salary resources** — go through the above links, and you'll find literally thousands of data points for tech salaries in Japan.

Next, let's synthesize all that data... and come up with some **overall salary ranges**.

2022 Japan Developer Salary Ranges

Now I'll share my recommended salary range for each level.

Please note: I'm not saying these are the *overall averages* across all companies in Japan.

They're what I feel an **English-speaking developer of average skill** can earn. And they're supported by the data above.

Salary Range: New Grad Developers in Japan

As a new grad (0 experience), aim for **4M - 6M JPY** per year.

Top-paying companies like **Indeed** can pay more (10M+) but that's an exception.

Now, keep in mind — this range is for modern companies. There *are* companies in Japan that pay less than this, but I recommend you avoid them.

The less a company pays below 4M JPY, the more likely it's a dreaded "black company". So if you search, and you can't find an offer for at least that much, I'd work on improving your skills and try again in the future.

Salary Range: Junior Developers in Japan

For a junior developer (1-2 years of experience), I'd look to earn **5M - 7M JPY**.

Even 1 year of coding experience can increase your market value a lot, so I wouldn't recommend taking a job for less than ~5M JPY a year at this level.

Salary Range: Mid-career Developers in Japan

Let's define "mid-career" as 3-5 years of experience.

As an experienced English-speaking developer, you can earn in the range of **7M - 12M JPY** per year.

Again, outlier companies like Google and Indeed can pay more, but most positions at decent companies will pay somewhere in this range.

That is, companies like the ones mentioned in this guide.

Salary Range: Senior Developers in Japan

Let's define senior as 6+ years of experience.

In Japan, you should expect to earn **8M - 15M JPY** in the average case as a senior developer.

But if you have exceptional tech skills, the sky's the limit. Especially now with the rise of remote work, there are more opportunities than ever.

Most of the companies on the [Japan Dev Company List](#) should also be capable of paying senior developers salaries in this range.

Do All Companies Pay in These Ranges?

I'll be honest with you...

No. They don't.

In this guide, my focus is on *modern* companies in Japan, because those are the companies I recommend.

Japan's tech industry is evolving, and there are still legacy companies that don't value software. So yeah, some of them don't pay nearly this well. My advice is to **avoid these companies**, and focus on the resources I've shared in this guide.

That way, you can target the modern segment of the industry and avoid joining a company with poor work conditions.

I see a lot of negativity online about Japan's tech industry, thanks to these "legacy" companies. But there are hundreds — if not thousands — of modern companies hiring developers in Japan. So ignore the companies giving you low-ball offers, and use the ranges I shared above as your guide.



Bottom Line: Japan is a Valid Option

I hope this guide has proven my point...

Namely, **it's possible to find a high-paying job in Japan as a software developer.**

Are salaries as high as in US tech centers? No. If that's a deal breaker for you, that's OK. It's good you're finding out now.

But besides outliers like the US, and *as long as you avoid legacy "black companies"*, developer jobs in Japan pay pretty well.

You can earn great money here working as a developer, relative to the global average.

Plus, now's an exciting time to work in Japan. Salaries are increasing fast. More and more startups are popping up. Companies are being forced to compete for global-level talent, and that's good for us.

Use the resources in this guide. If in doubt, talk to people who've actually worked as developers here.

If you really search, I'm sure you'll find a high-paying job here.

Alright, that's it... thanks for reading!!

Hit me up on Twitter if you wanna talk tech in Japan. I'd love to hear what you thought of this guide.

— Eric