

Witted

SENIOR DEVELOPERS' SALARY LEVEL IN FINLAND IN 2024

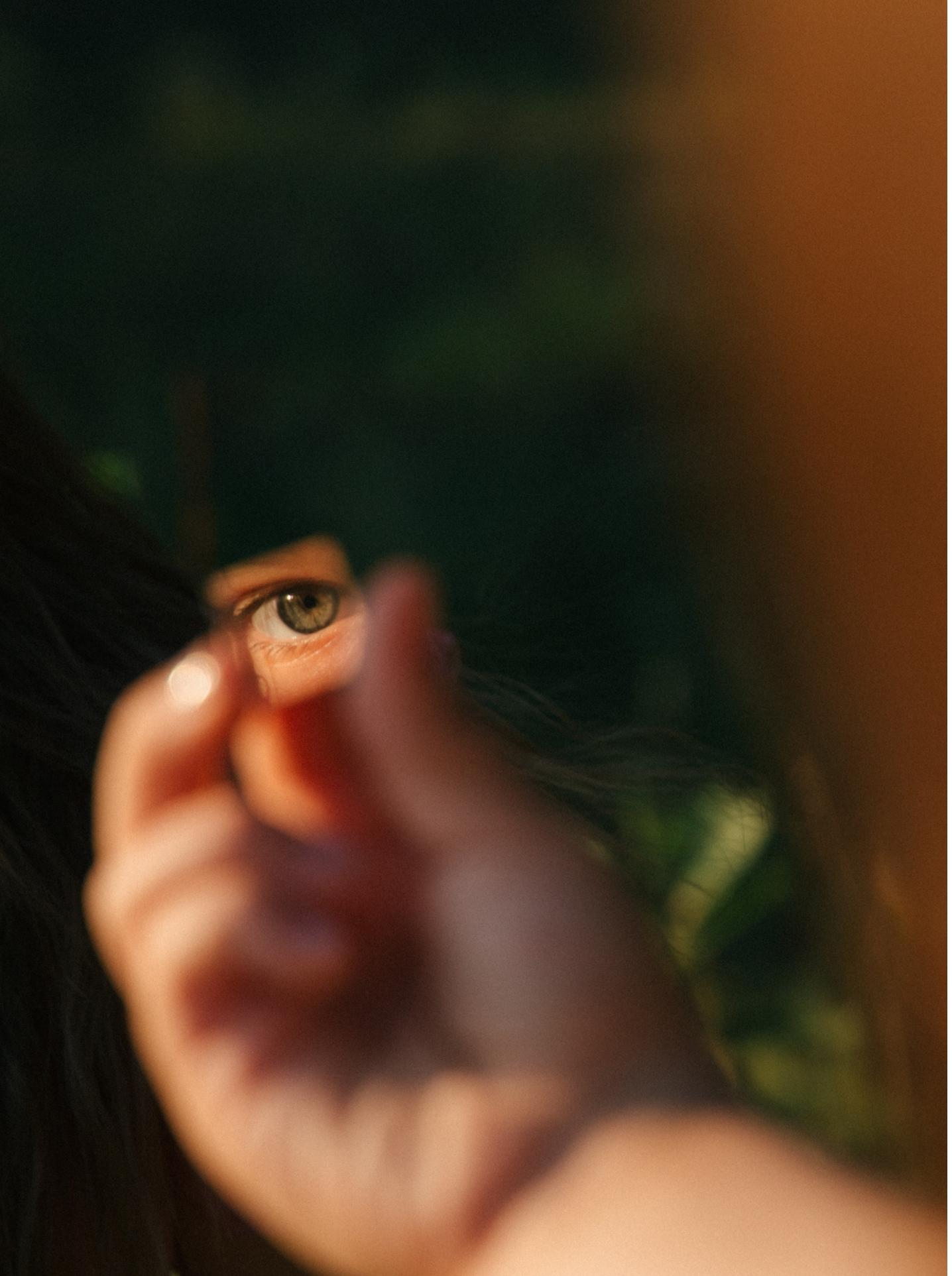


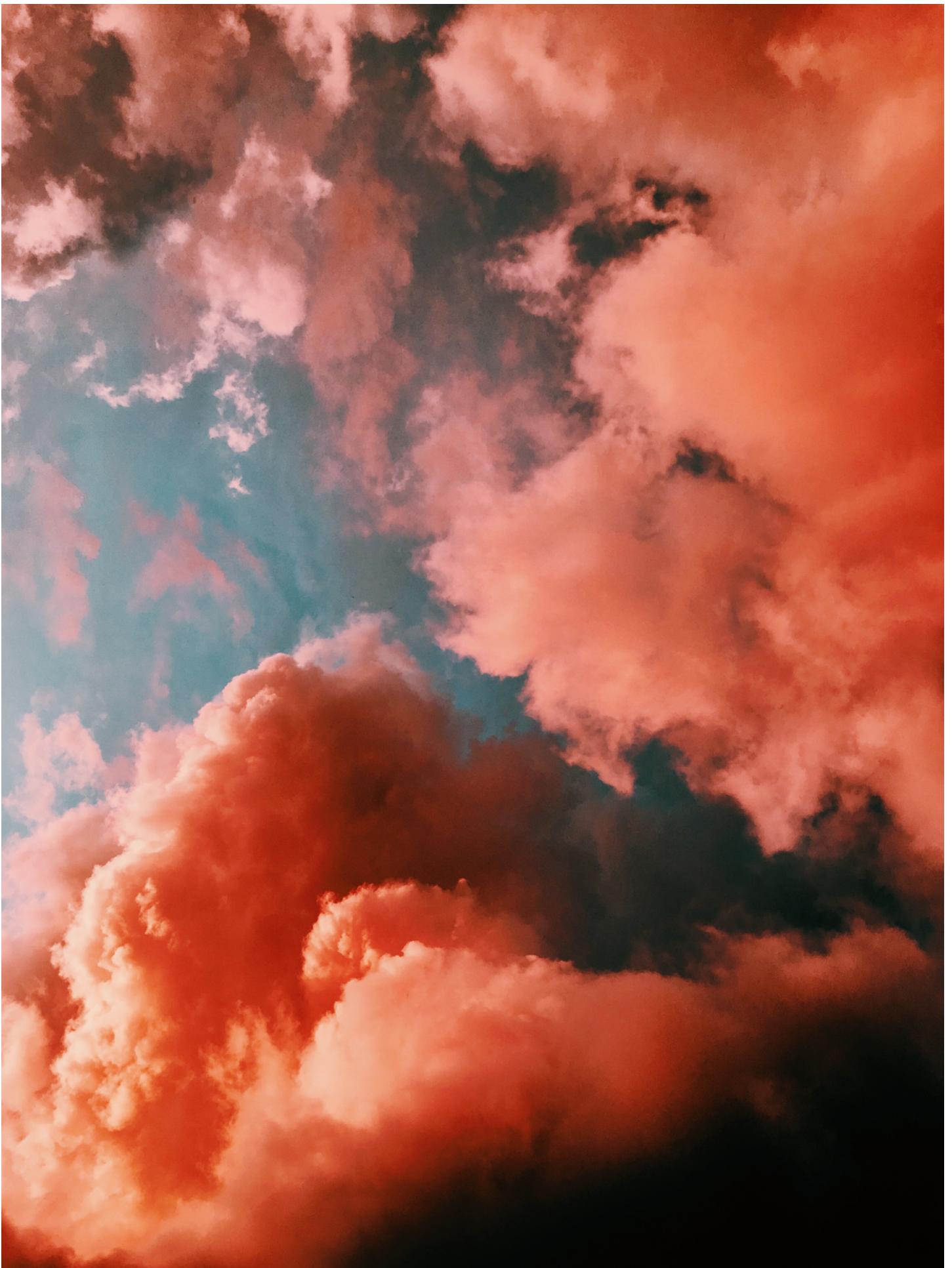
RECENT SALARY ADJUSTMENTS

Developers' salary level in Finland increased in 2023, yet the increase in salaries has not been exceptionally higher than inflation. This deviates from the experiences of previous years.

In 2023, the national collective agreement of the IT service sector agreed on a 3,5% salary increase. In 2024, the salary settlement implemented by the employer shall have a total cost impact of 2.5%.

In Koodiklinikka's latest salary survey, the average monthly salary for a software developer was 5498€ (+3,2%). The median salary was 5300€ (+3,9%).





BACKGROUND

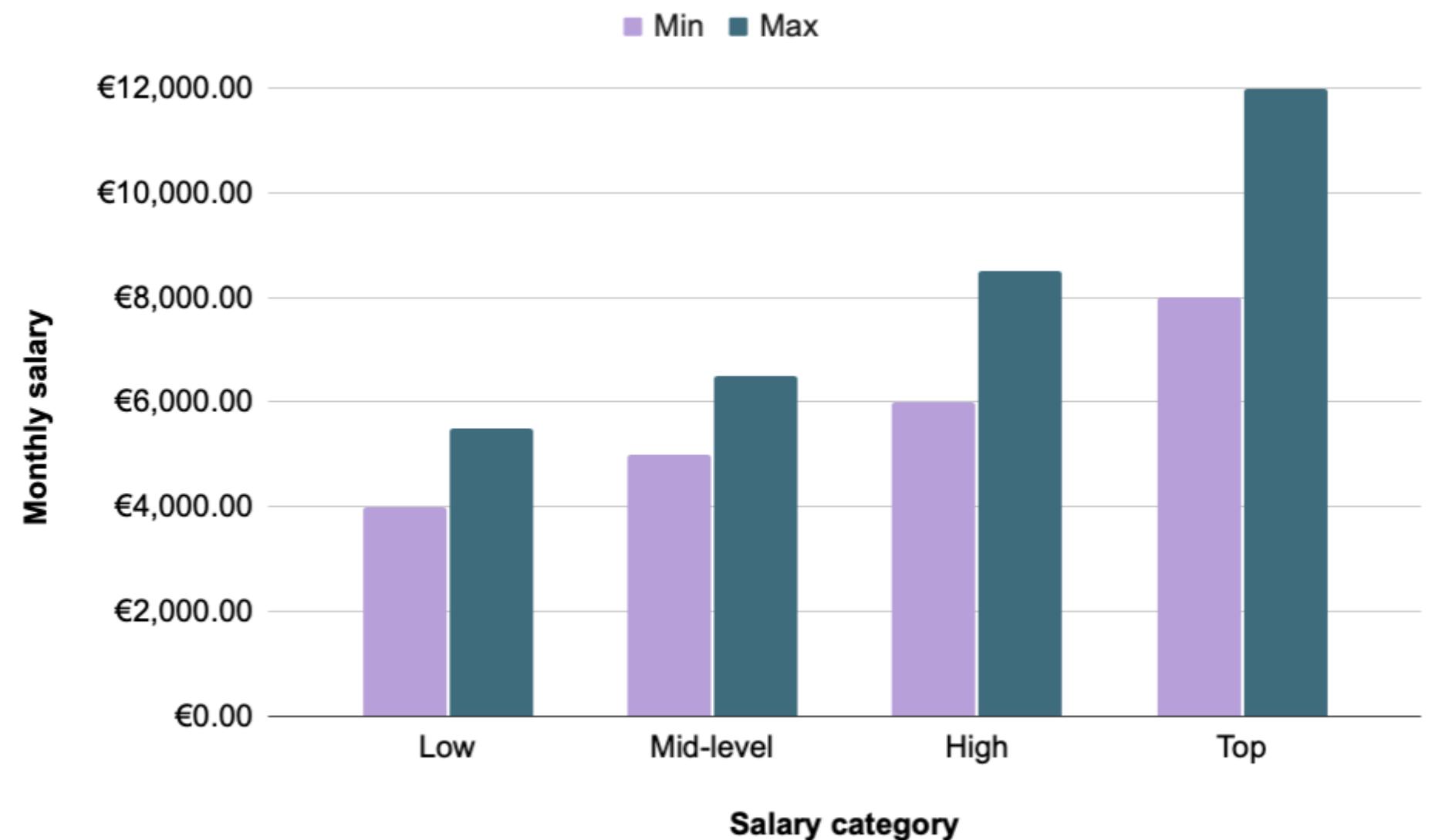
Witted's talent acquisition professionals have been in discussions with thousands of senior software developers throughout our history. Salary has been a prevalent topic with the majority of them. We have been involved in numerous recruitments for our client companies – from startups to listed companies – and have witnessed the disparity between salary requests and actual outcomes. This gives us a perspective on what the salary level for software developers in Finland is in 2024.

In addition to these discussions, we also track publicly disclosed salaries for software development positions, as well as salaries reported in salary information services. These together form a comprehensive picture of typical salaries.

**THE TYPICAL RANGE FOR THE
GROSS MONTHLY SALARY OF
SENIOR DEVELOPERS IN FINLAND
IS 5000-6000€.**

HOW DOES YOUR ORGANIZATION FARE IN TERMS OF SALARY COMPETITIVENESS?

Next we share our insight on senior developers' salary levels in Finland in 2024. The salary levels have been classified into four categories: top, high, mid-level, and low salaries. This content does not express whether the salaries are fixed or commission based.



TOP MONTHLY SALARIES FOR SENIOR DEVELOPERS

According to our research and data, the top-of-market salary for senior developers ranges from 8000€ to 12000€. Roles aligning with these salary ranges include positions such as Software Architect, Lead Developer, and CTO.





HIGH MONTHLY SALARIES FOR SENIOR DEVELOPERS

Employers offering higher than mid-level salaries compensate senior developers with a monthly salary that spans from 6000€ to 8500€. Roles aligning with these salary brackets include positions such as Senior Developer/Engineer, Software Architect, Lead Developer, and CTO.

MID-LEVEL MONTHLY SALARIES FOR SENIOR DEVELOPERS

According to our research and data, the mid-level monthly salary for senior developers ranges from 5000€ to 6500€. Roles aligning with these salary ranges include positions such as Senior Developer/Engineer, Software Architect, Lead Developer, and all kinds of specialist roles such as Senior iOS / Android / Web / Full-stack / Backend / Frontend Developer.

LOW MONTHLY SALARIES FOR SENIOR DEVELOPERS

The monthly salaries for senior developers, falling below the mid-level, span a range from 4000€ to 5500€. Senior Developer/Engineer is the most typical role aligning with these salary ranges. Some companies may even designate the role of Lead Developer within these compensation ranges.

MONTHLY SALARIES PER INDUSTRY

Based on our data, senior developers in Finland can expect varying salary ranges based on the employer's industry. Here are a few examples.

→ Consulting

The consulting industry shows competitive salary structure with varying ranges. The typical monthly salary is 5000-6000€, while the best pay up to 7000-8500€. The weakest pay 4000-5000€ per month. In comparison to product companies, consultancies have a more even salary distribution.



→ Product development

Like consultancies, also product companies show competitive salary structure with varying ranges. However, product companies offer a little higher earning potential.

The standard salary range in product development typically falls between 5000-7000€. Towards the higher end, the range is usually 7000-8000€, while the monthly salaries for outliers can reach up to 9000-10,000€.

In our dataset, the product development sector encompasses companies from various industries, including telco, retail, health care, and banking. However, there wasn't sufficient variation within each industry. Therefore, they have been consolidated into one category.

→ Gaming

There are outliers in the gaming industry offering stellar salaries, even ranging up to 10,000-12,000€ per month. A typical monthly salary range in top tier gaming companies is 5000-6000€, while the typical high end range is 6000-8000€. It is worth noting that we have also seen studies spanning the whole industry displaying notably lower salaries, which tells of discrepancy between the top companies and the less prestigious employers.

→ Industrial

The industrial sector displays a more conservative salary distribution with less variation. The typical monthly salary is 5400-6200€, while the weakest pay 4000-5000€ and the best 7000€-8000€.

WITTED

We help you find the best senior tech professionals to accelerate digital development and transformation

- A 500+ strong Nordic software consulting company, offices in Finland, Norway, Sweden, Denmark and US.
- Revenue 53 MEUR in 2022
- Listed on NASDAQ First North Growth Market
- Building the best IT work life with unique employee offerings in several Witted companies including Witted Partners, Mavericks, Talented and NeXec.

SOFTWARE DEVELOPMENT

Accelerate your software development and secure its continuity

GROWTH CONSULTING

Hire the right people and become a more appealing employer

BUSINESS & DIGITAL TRANSFORMATION

Secure your competitive advantage



Read more at
www.witted.com