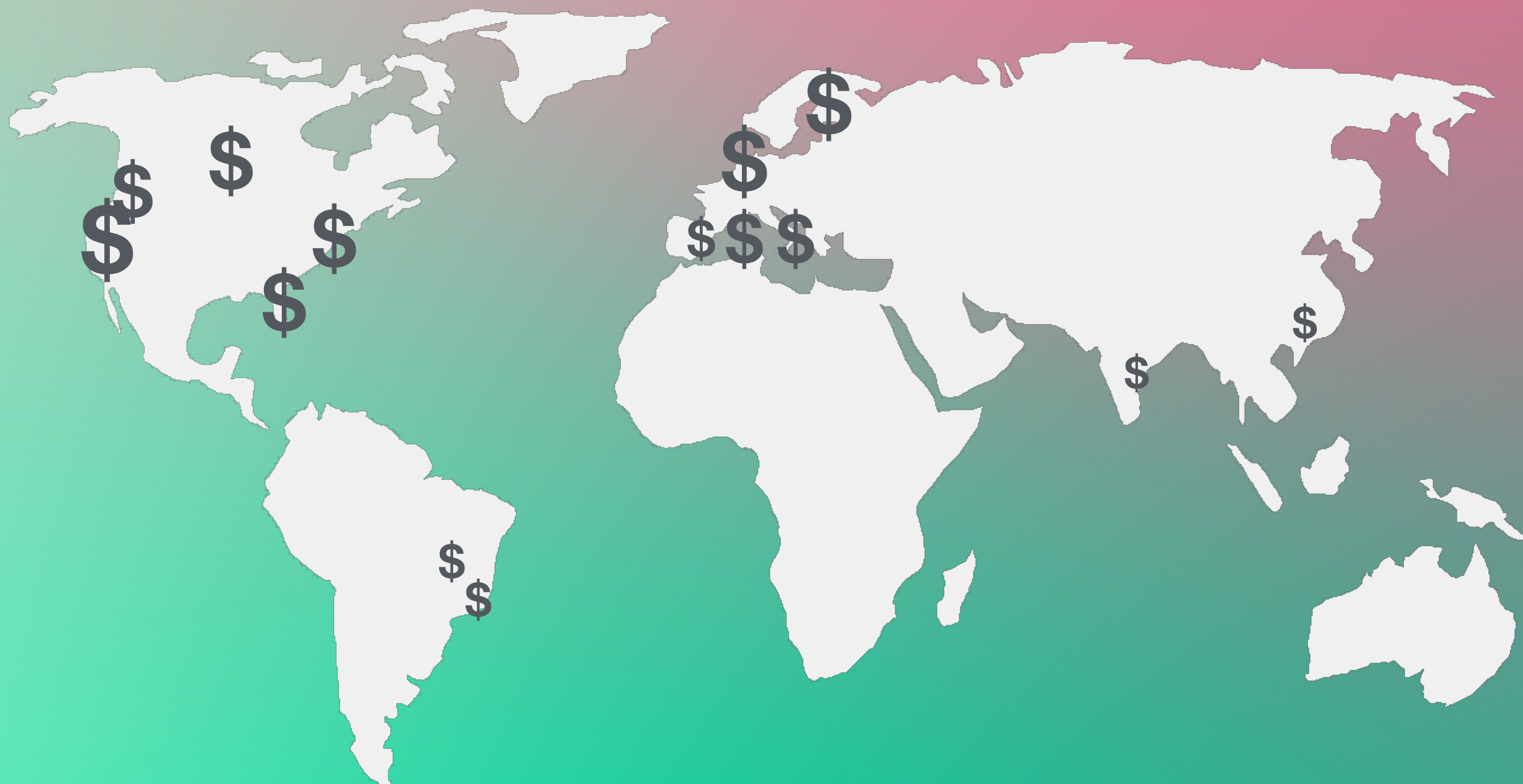


talentUp.io

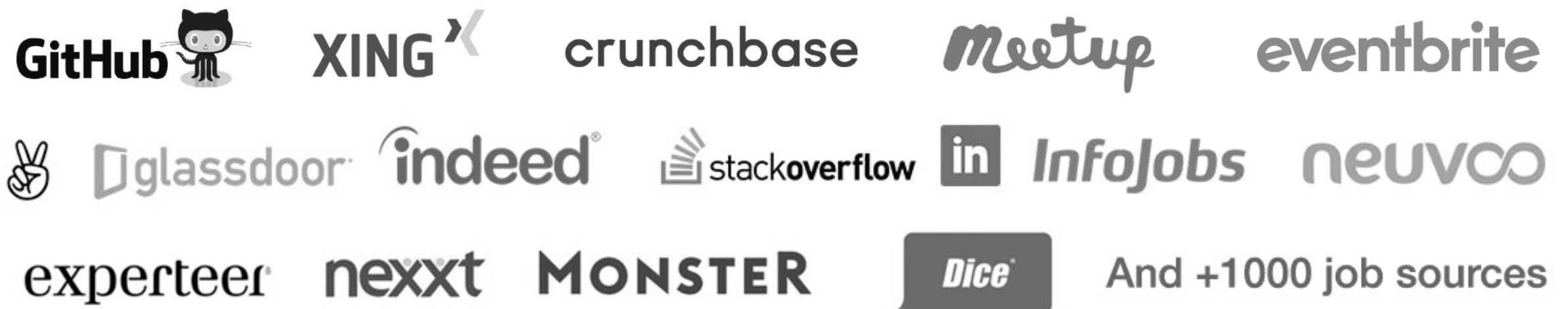
Salary & Talent data, worldwide.





**Usa datos para tomar
decisiones estratégicas**

Fuentes de datos



Datos

250M

Profesionales

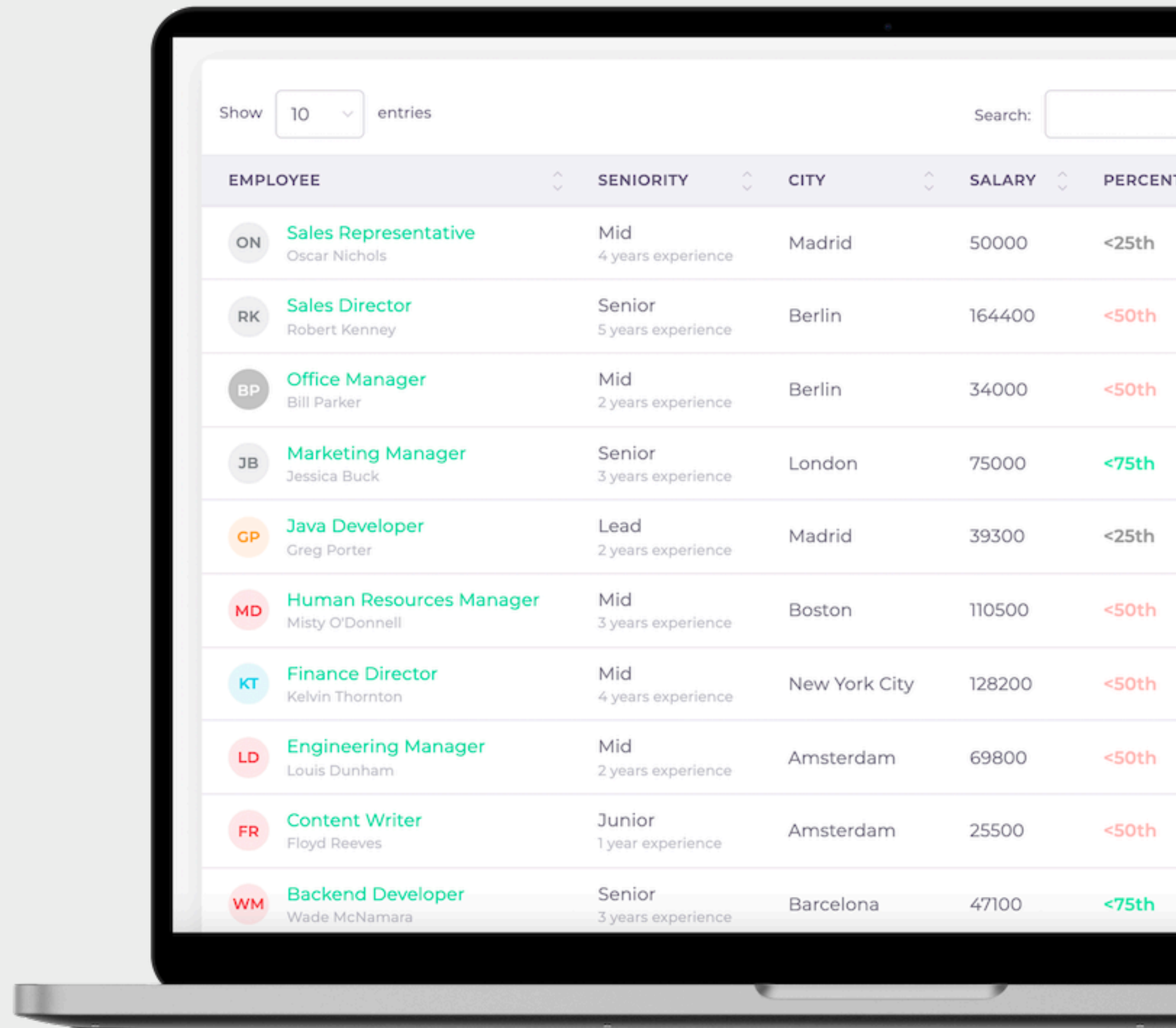
30M

Salarios

8M

Empresas

Plataforma Salarial



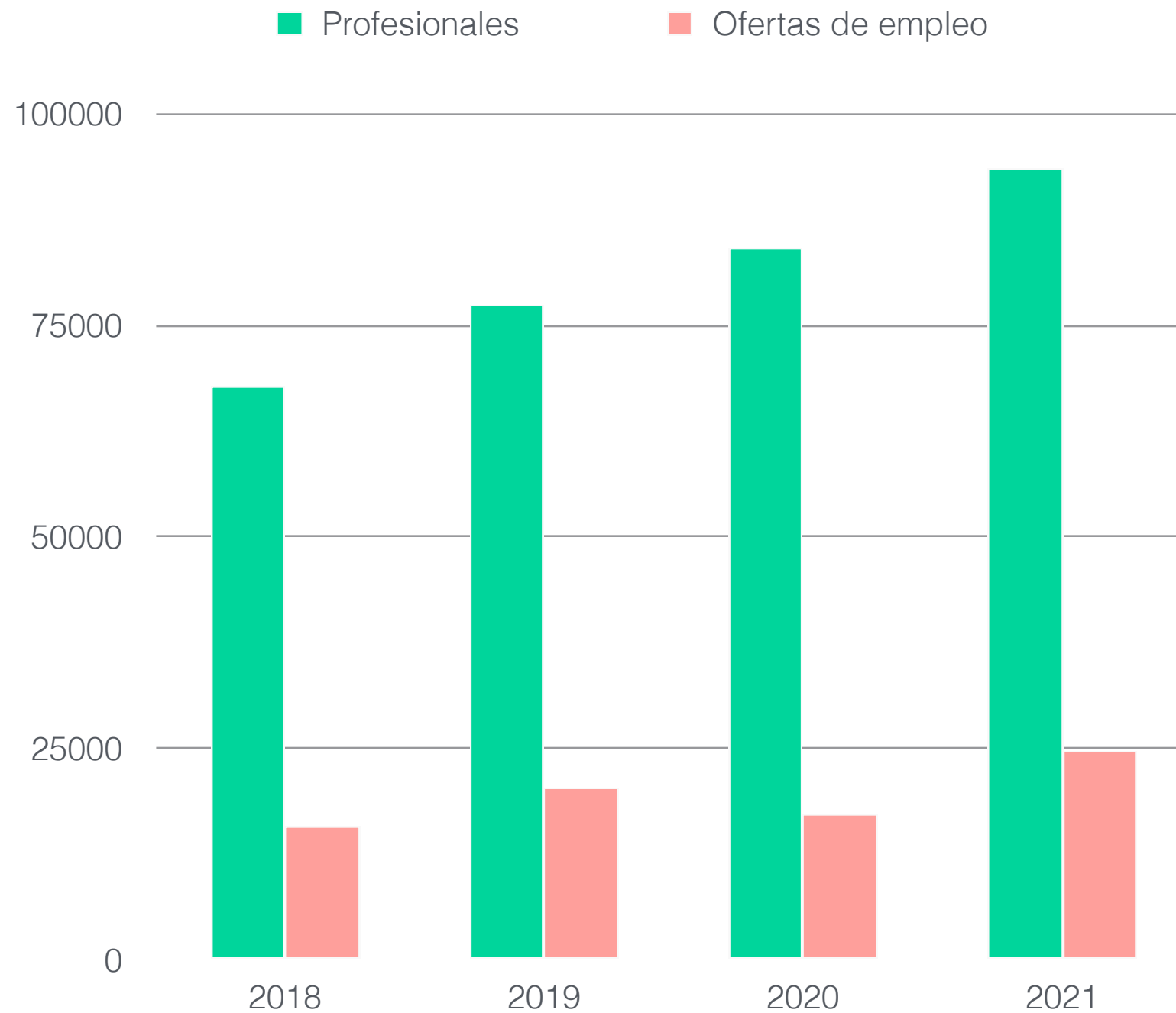
The image shows a laptop screen with a web application for salary comparison. The interface includes a search bar, a table of employee data, and a sidebar with a list of roles. The table columns are: EMPLOYEE (with a circular icon and name), SENIORITY (with experience), CITY, SALARY, and PERCENT (with a percentile rank). The roles listed in the sidebar are: Sales Representative, Sales Director, Office Manager, Marketing Manager, Java Developer, Human Resources Manager, Finance Director, Engineering Manager, Content Writer, and Backend Developer.

Show	10	entries	Search:	
EMPLOYEE	SENIORITY	CITY	SALARY	PERCENT
ON Sales Representative Oscar Nichols	Mid 4 years experience	Madrid	50000	<25th
RK Sales Director Robert Kenney	Senior 5 years experience	Berlin	164400	<50th
BP Office Manager Bill Parker	Mid 2 years experience	Berlin	34000	<50th
JB Marketing Manager Jessica Buck	Senior 3 years experience	London	75000	<75th
GP Java Developer Greg Porter	Lead 2 years experience	Madrid	39300	<25th
MD Human Resources Manager Misty O'Donnell	Mid 3 years experience	Boston	110500	<50th
KT Finance Director Kelvin Thornton	Mid 4 years experience	New York City	128200	<50th
LD Engineering Manager Louis Dunham	Mid 2 years experience	Amsterdam	69800	<50th
FR Content Writer Floyd Reeves	Junior 1 year experience	Amsterdam	25500	<50th
WM Backend Developer Wade McNamara	Senior 3 years experience	Barcelona	47100	<75th

**¿Qué salarios ofrecer
al talento digital y IT?**

Mercado de talento digital

Oferta y demanda



Talento digital

15,18

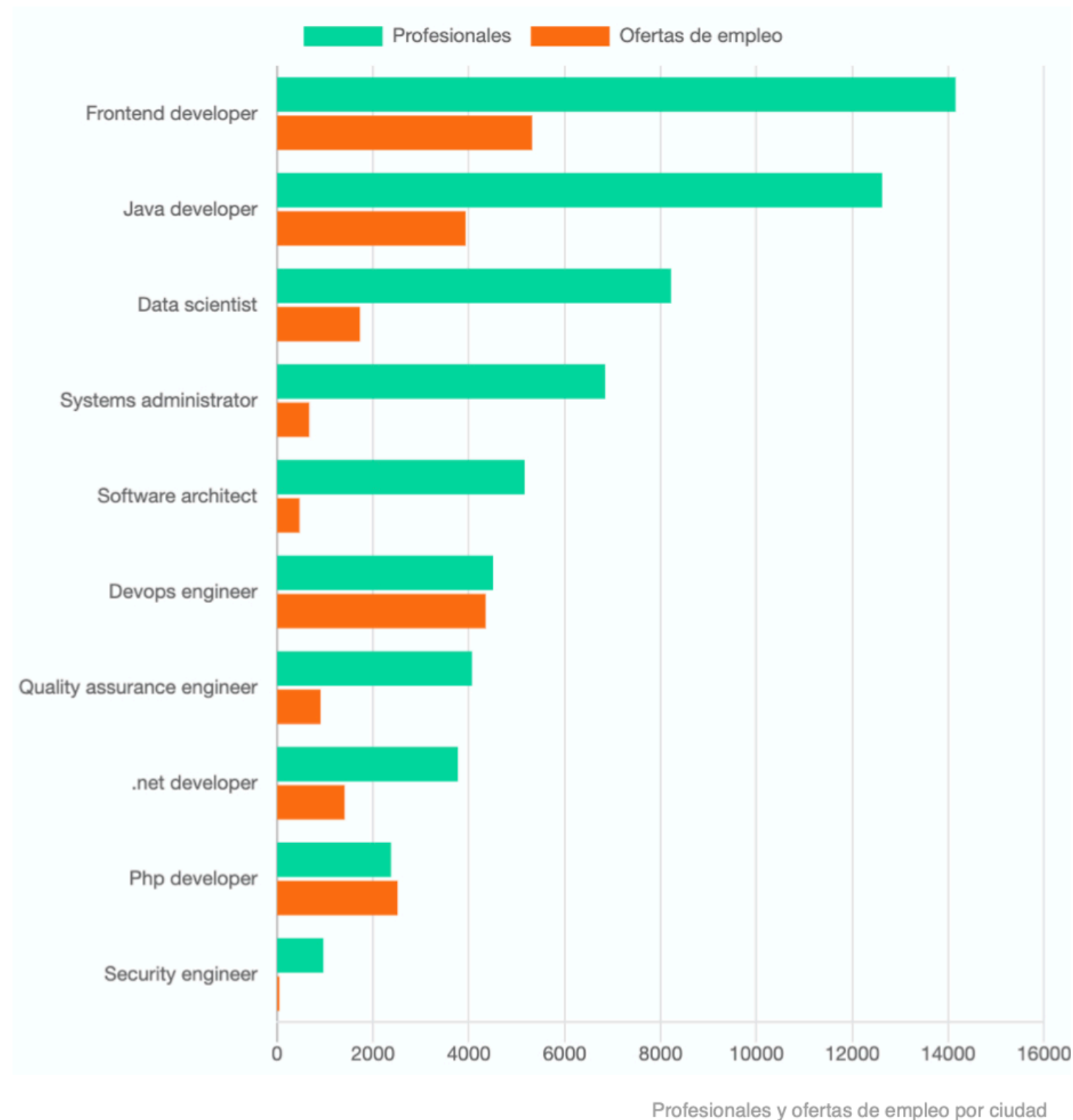
Profesionales para cada
oferta de empleo

Talento general

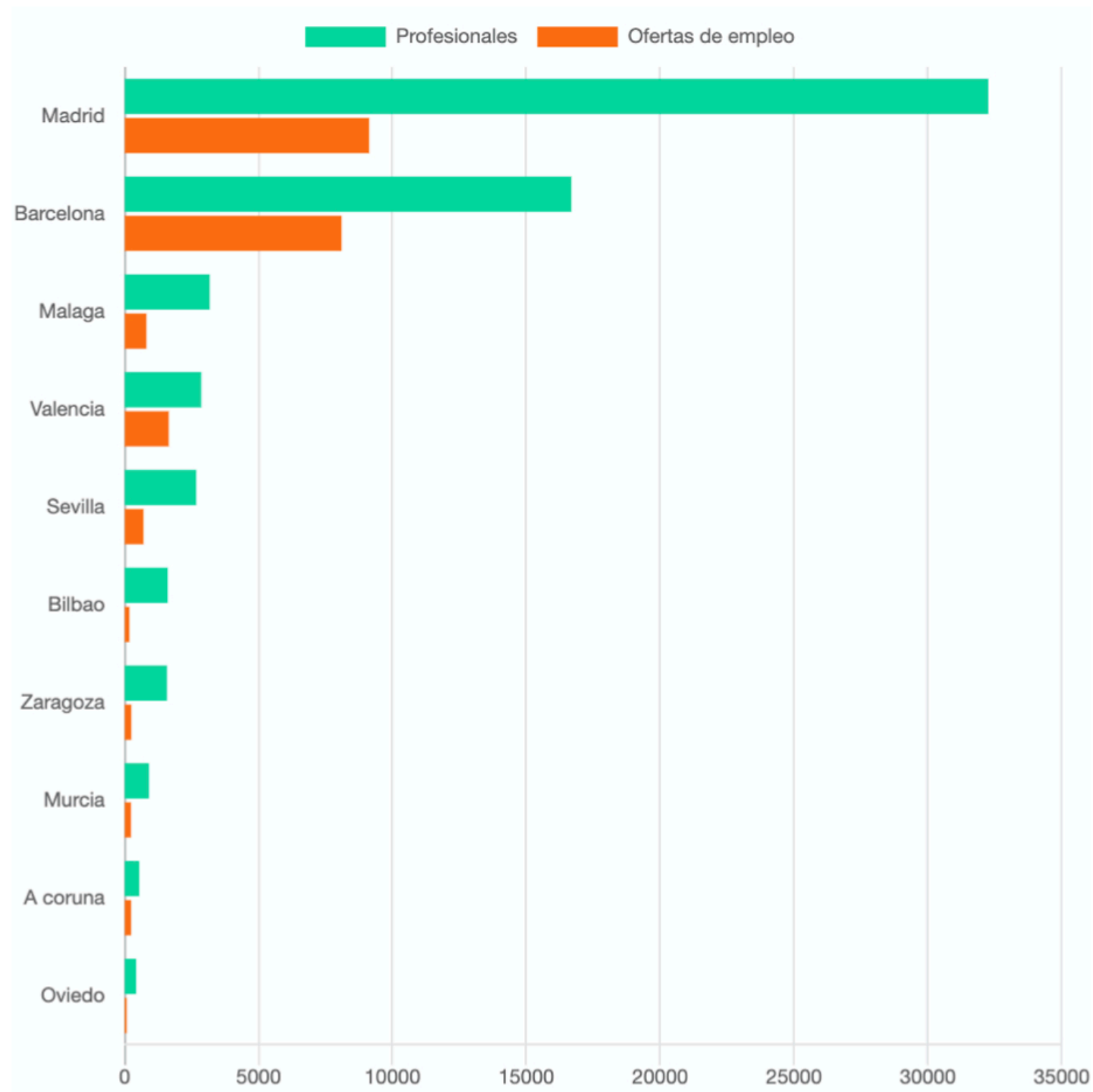
60,37

Profesionales para cada
oferta de empleo

Posiciones más populares (España)

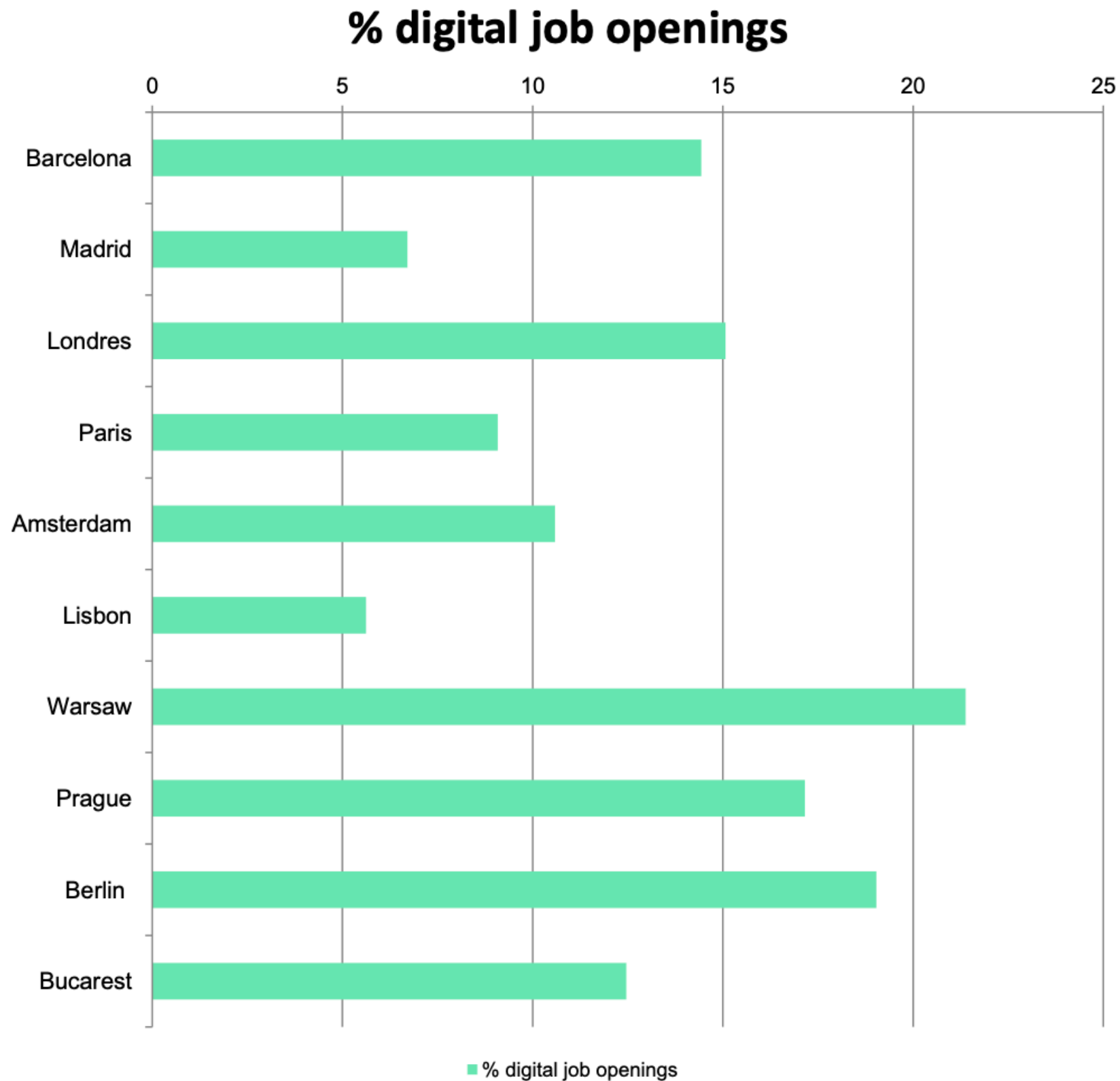


Ciudades con más profesionales IT

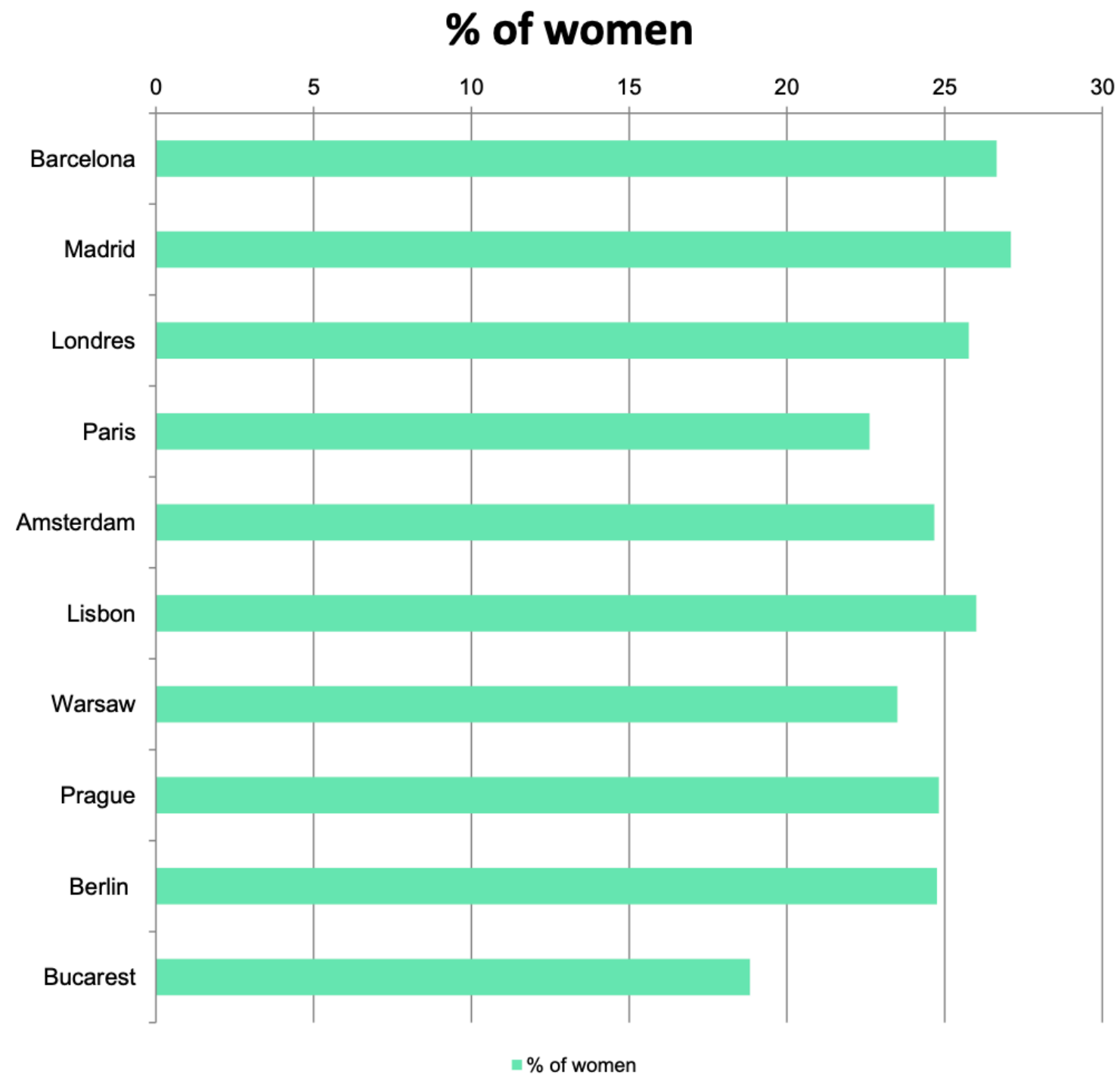


Profesionales y ofertas de empleo por ciudad

Ofertas en remoto según ciudad



Porcentaje de mujeres trabajando en posiciones IT

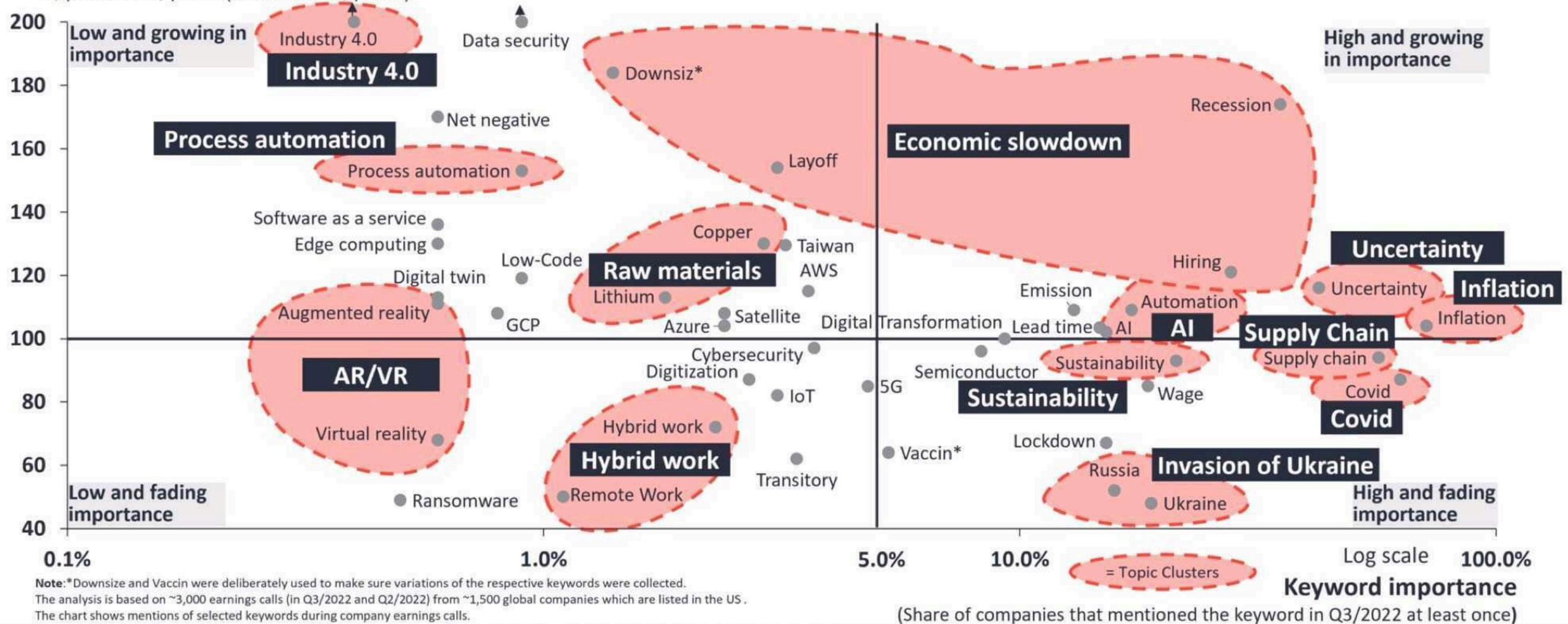


Contexto

What CEOs talked about in Q3/2022 (vs. Q2/2022)

Keyword growth

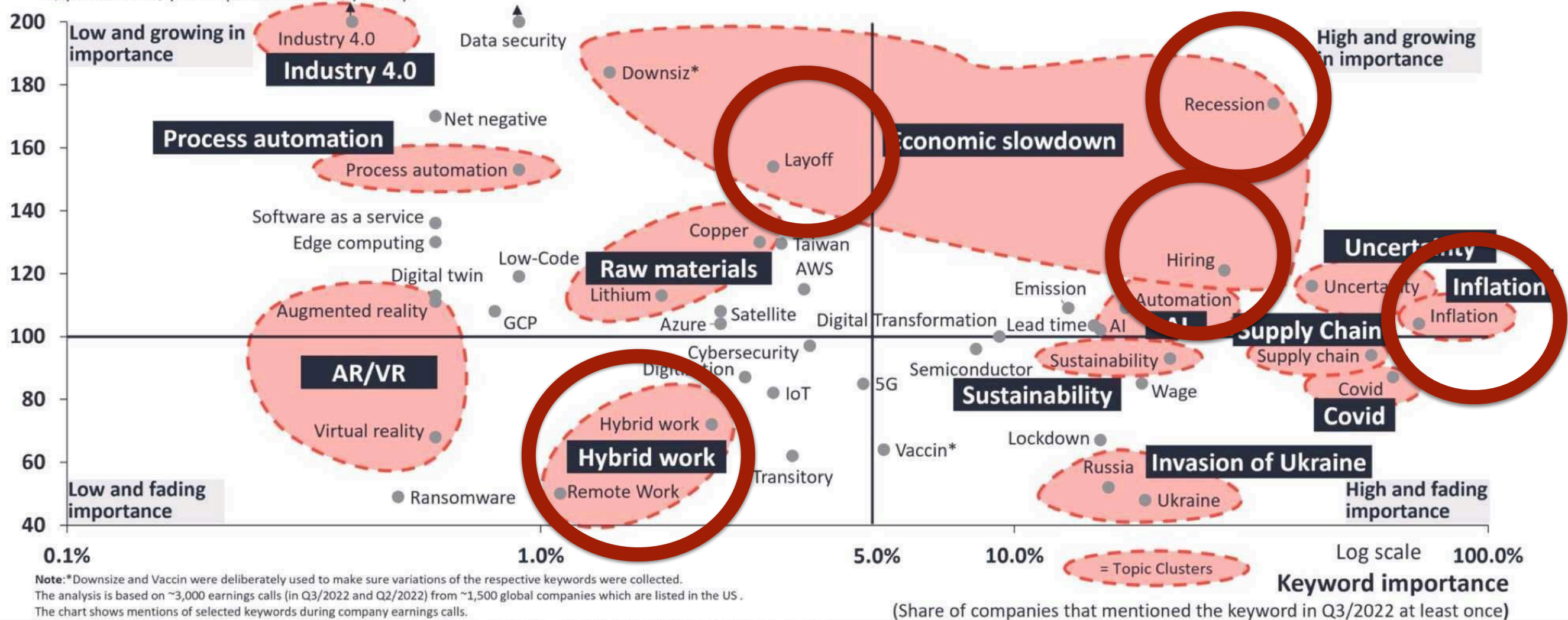
Q3/2022 vs. Q2/2022 (Index 100 = Q2/2022)



What CEOs talked about in Q3/2022 (vs. Q2/2022)

Keyword growth

Q3/2022 vs. Q2/2022 (Index 100 = Q2/2022)

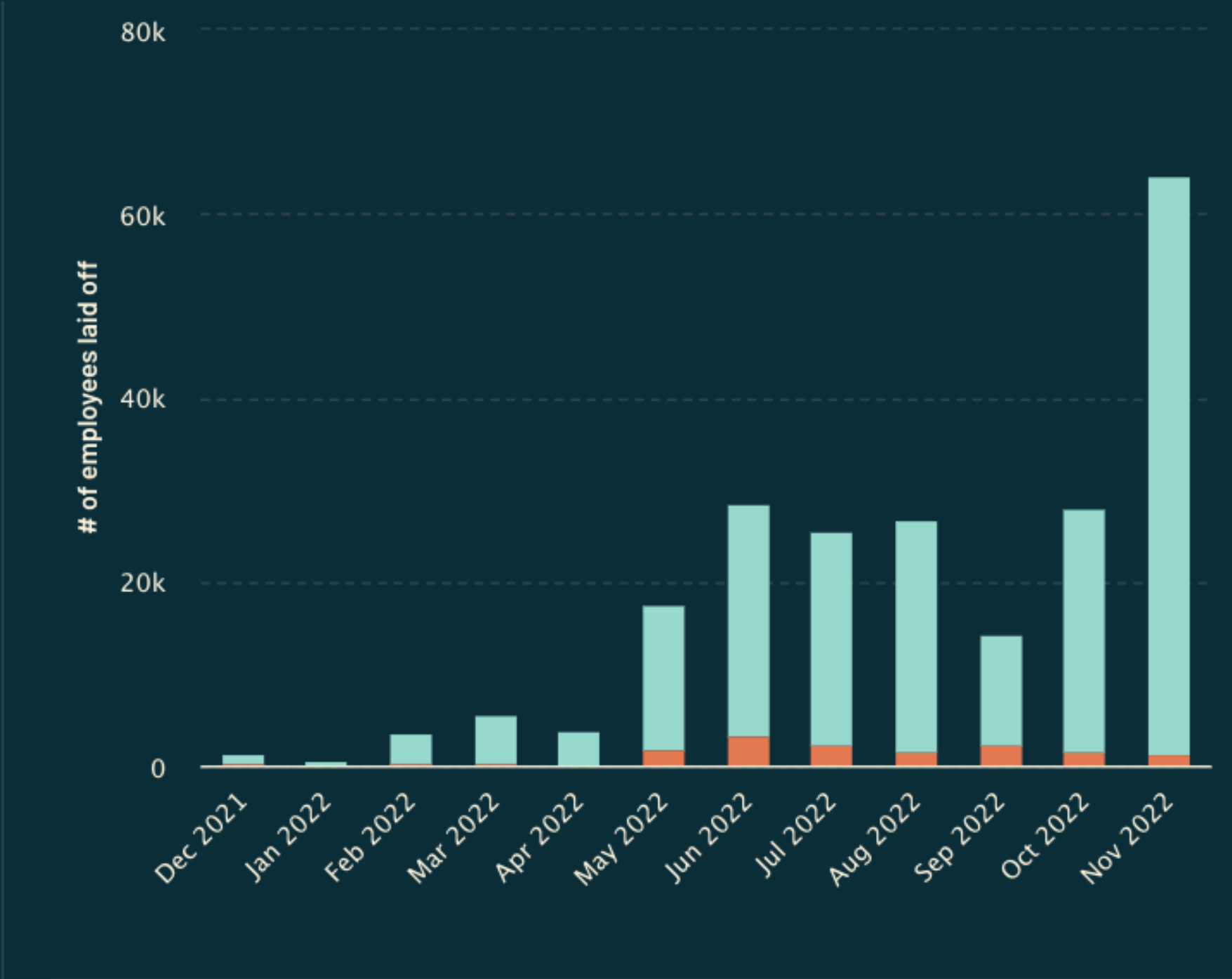


Note:*Downsize and Vaccin were deliberately used to make sure variations of the respective keywords were collected. The analysis is based on ~3,000 earnings calls (in Q3/2022 and Q2/2022) from ~1,500 global companies which are listed in the US. The chart shows mentions of selected keywords during company earnings calls.

Source: IoT Analytics Research. We welcome republishing of images but ask for source citation with a link to the original post and company website.

Number of tech employee layoffs announced per month, Dec 2021 to Nov 2022

- RoW
- Europe



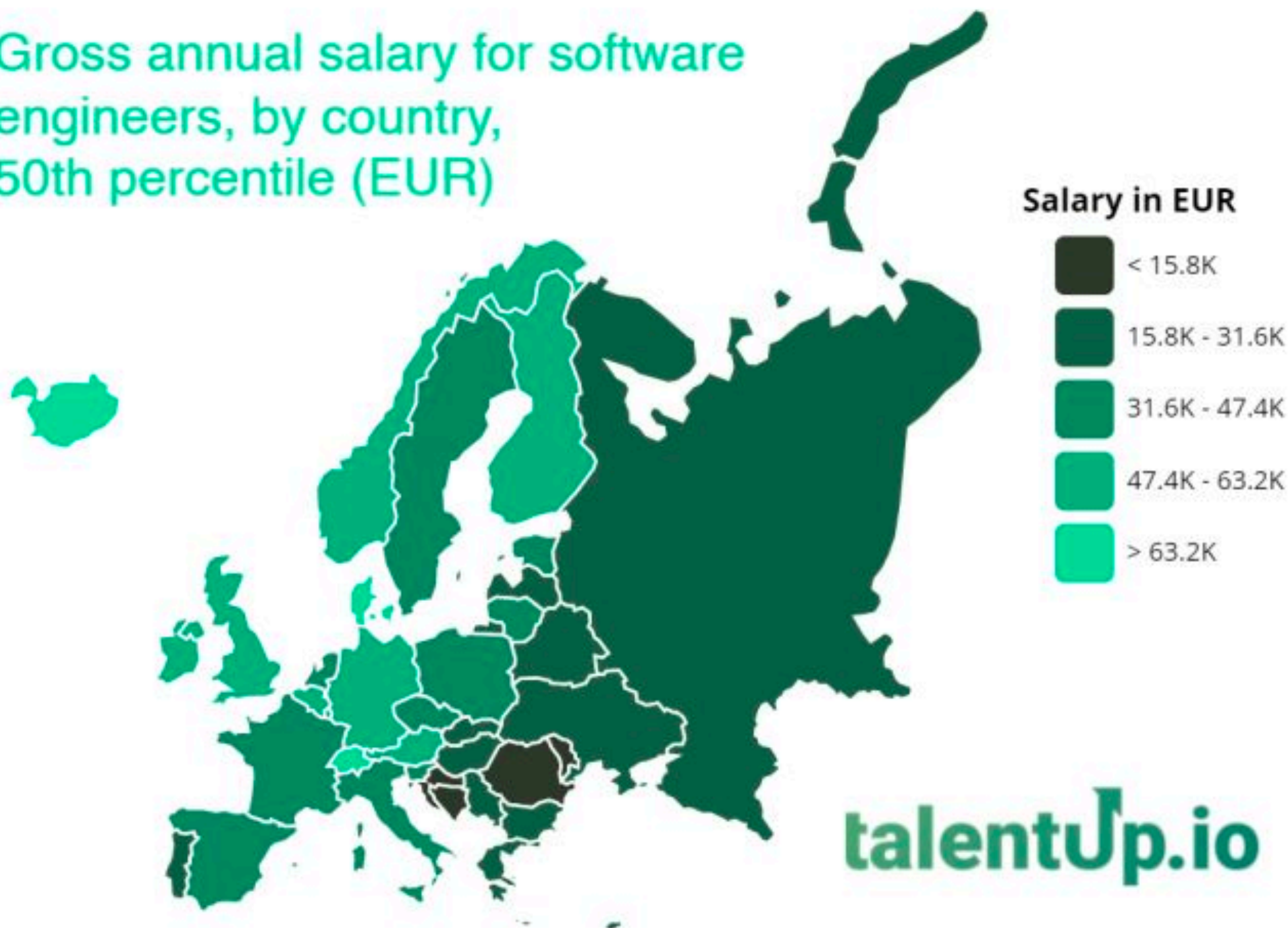
Notes:
Data as of 23 November 2022.
Excludes layoffs announced without headcount reduction information.

Source: **LAYOFFS TRACKER**



Salarios en Europa

Gross annual salary for software engineers, by country, 50th percentile (EUR)



**¿Qué incremento salarial
debemos aplicar este año?**

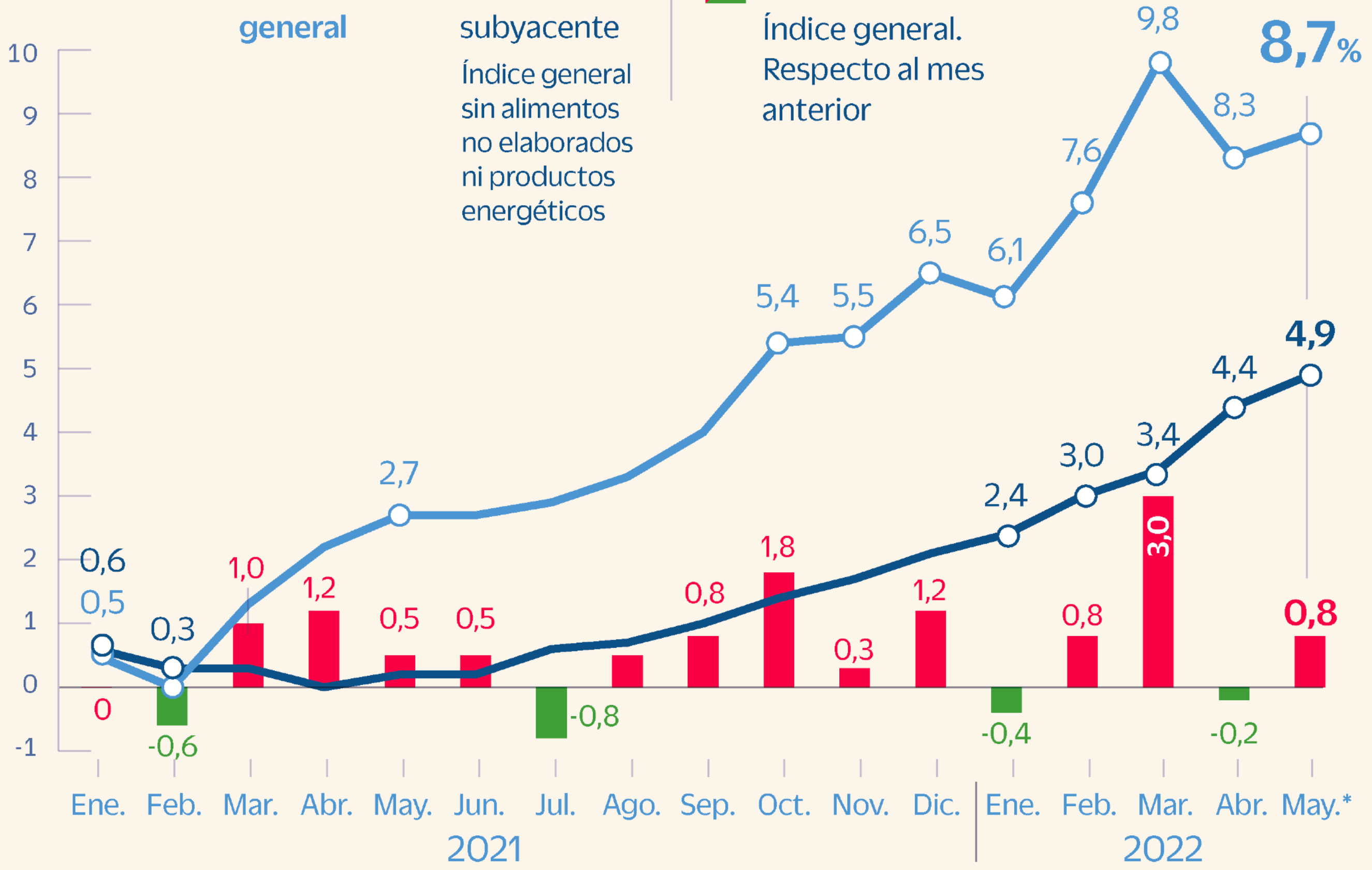
Tasa anual del IPC

En %

○ Índice general

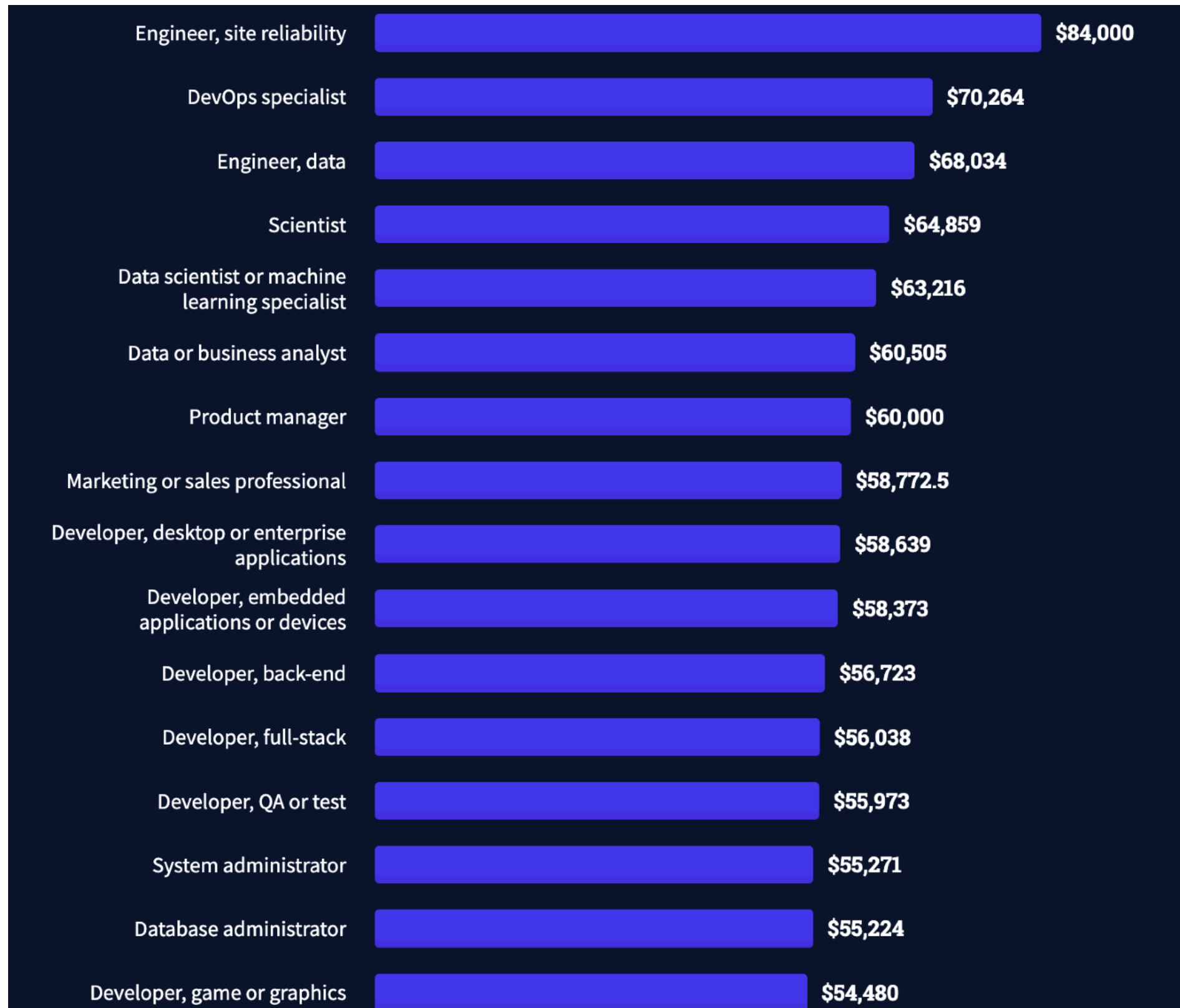
○ Índice subyacente
Índice general sin alimentos no elaborados ni productos energéticos

Tasa mensual Índice general. Respecto al mes anterior

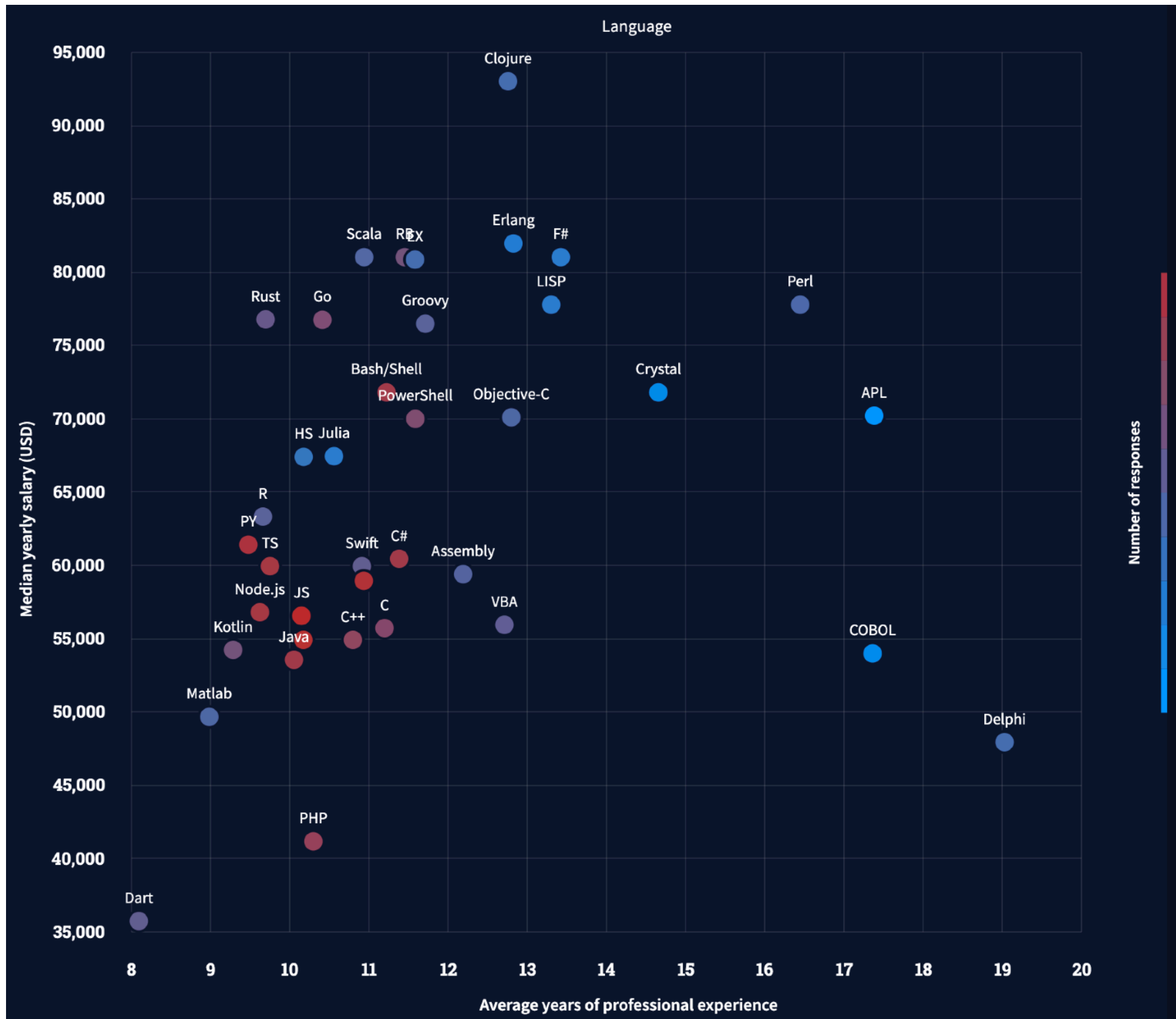


Fuente: INE. (*) El último dato se refiere al indicador adelantado

Salario según posición



Salario según tecnología



Incremento salarial anual

Evolution of average anual salaries for Software Developers in Europe



En qué percentil nos ubicamos?

Frontend Developer - Barcelona salary

[Country guide](#)[Job description](#) EUR

Jordi Arcas
TalentUp

[Base Salary](#)[Base Salary + Bonus](#)[Current Quarter](#) 

	EXPERIENCE (YEARS)	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE	90TH PERCENTILE	99TH PERCENTILE
▼	Junior ⓘ	26,800	28,900	32,400	35,800	38,800
▼	Mid ⓘ	35,400	40,400	46,300	49,500	51,800
▼	Senior ⓘ	45,900	48,400	51,600	54,500	57,700
▼	Lead ⓘ	82,700	87,500	93,600	98,400	101,100

Gross salary, annual | Updated date: 07 Nov 2022 | No of observations: 1559 | ⓘ Report an issue



Amelia Sordell 🔥 • 2nd

[+ Follow](#) ...

I brand people, not businesses 🔥 Speaker, Founder at ...

3w • Edited • 🌐

The average loyal employee receives a 2-5% pay rise each year.

The average job hopper receives a 10% - 20% increase in salary every time they move jobs.

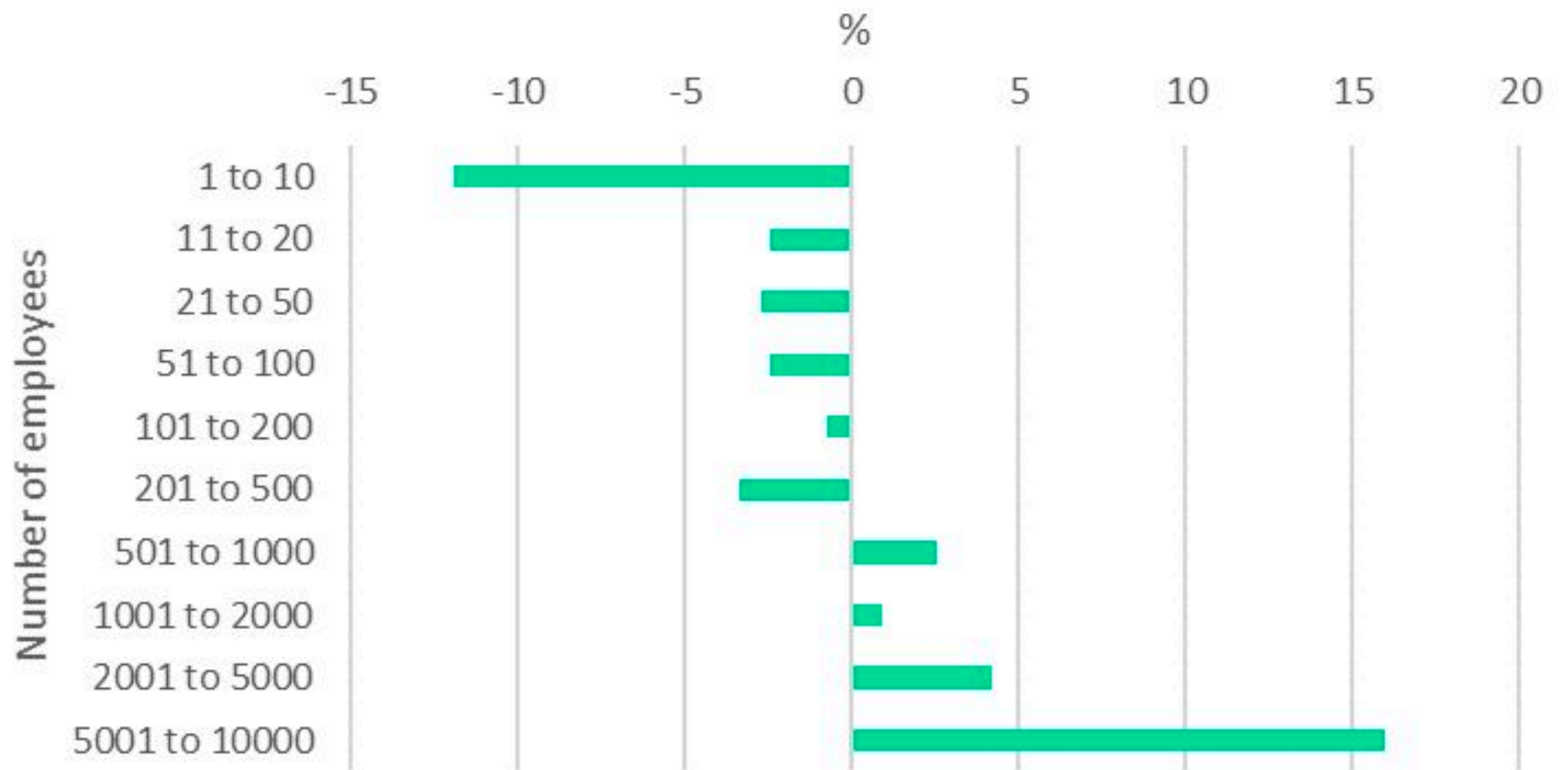
So employers, instead of complaining about candidates hopping jobs every 12 months, how about we just do a better job of giving them a reason to stay...



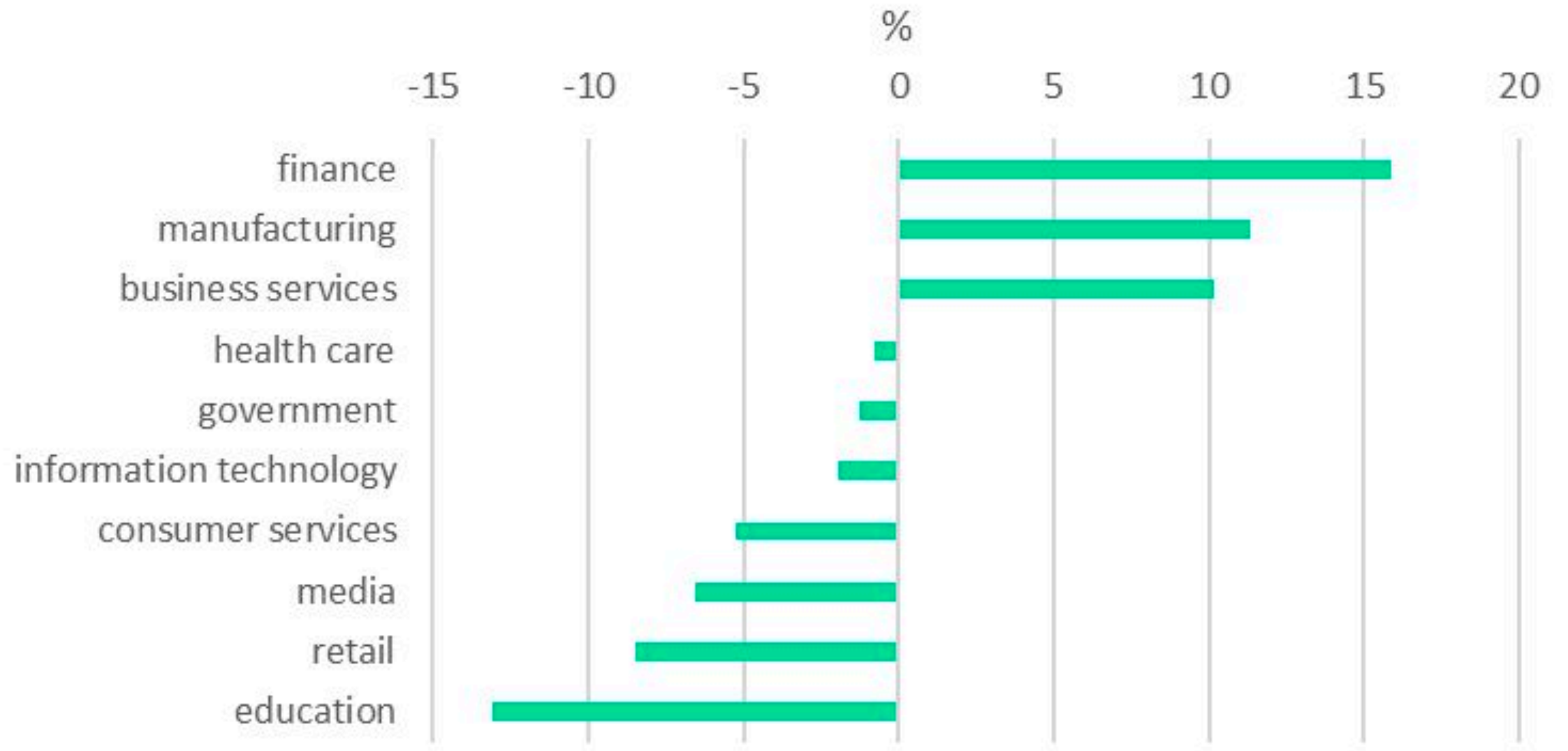
Albert Mercadé Laborda and 55,553 others

1,024 comments • 1,499 shares

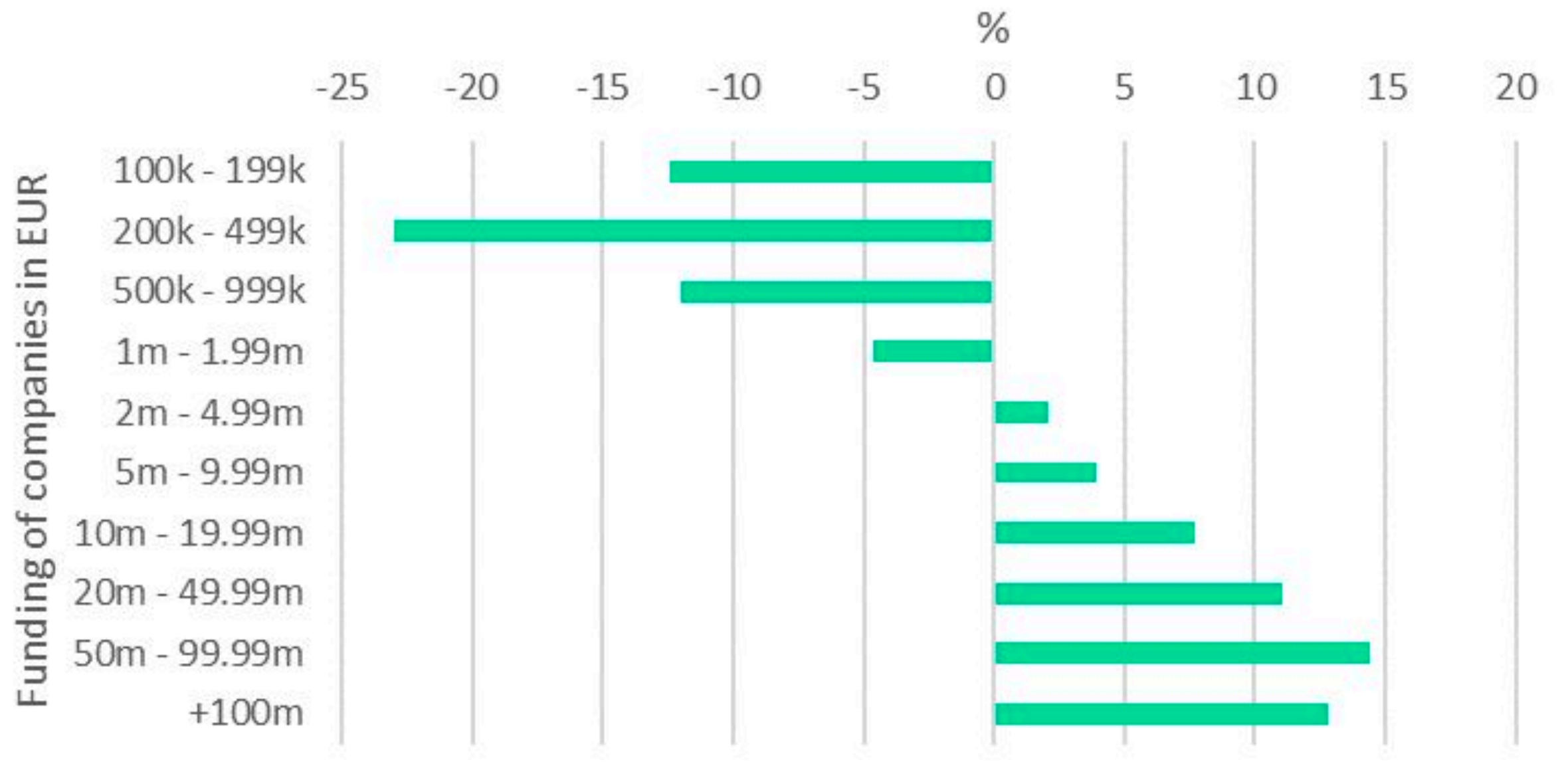
Variación salarial según tamaño de empresa



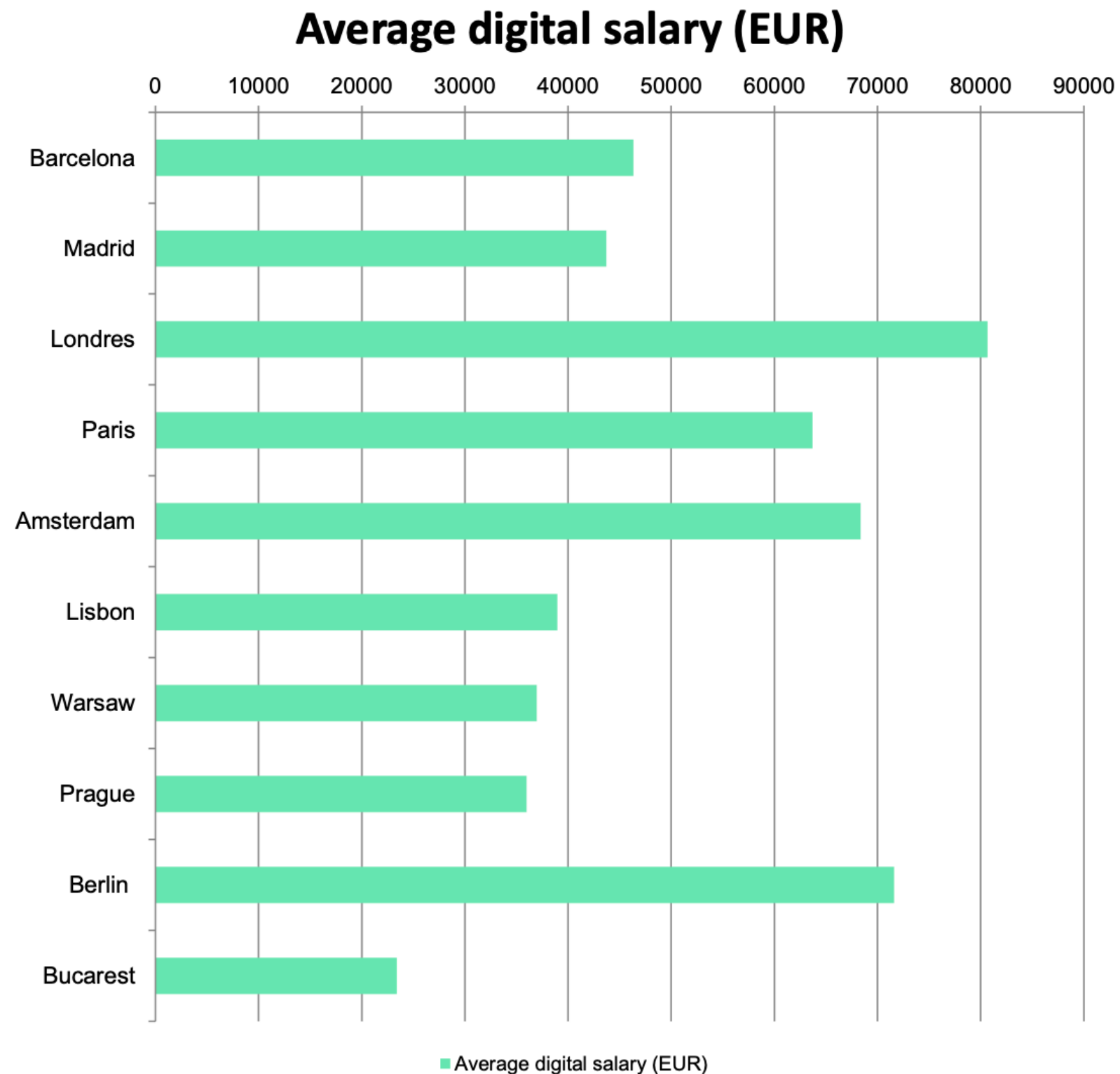
Variación salarial según sector



Variación salarial según financiación

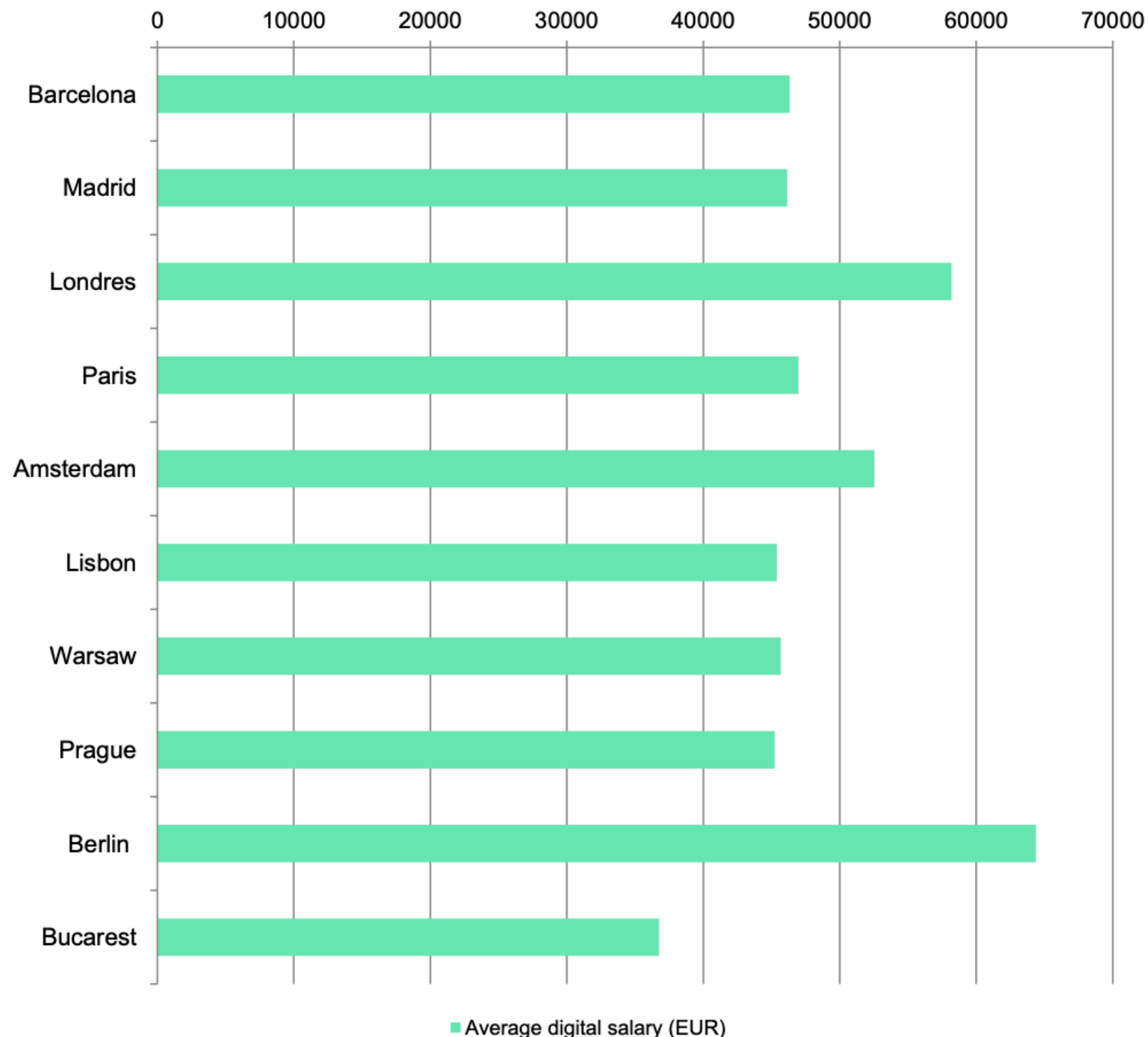


Variación salarial según ciudad

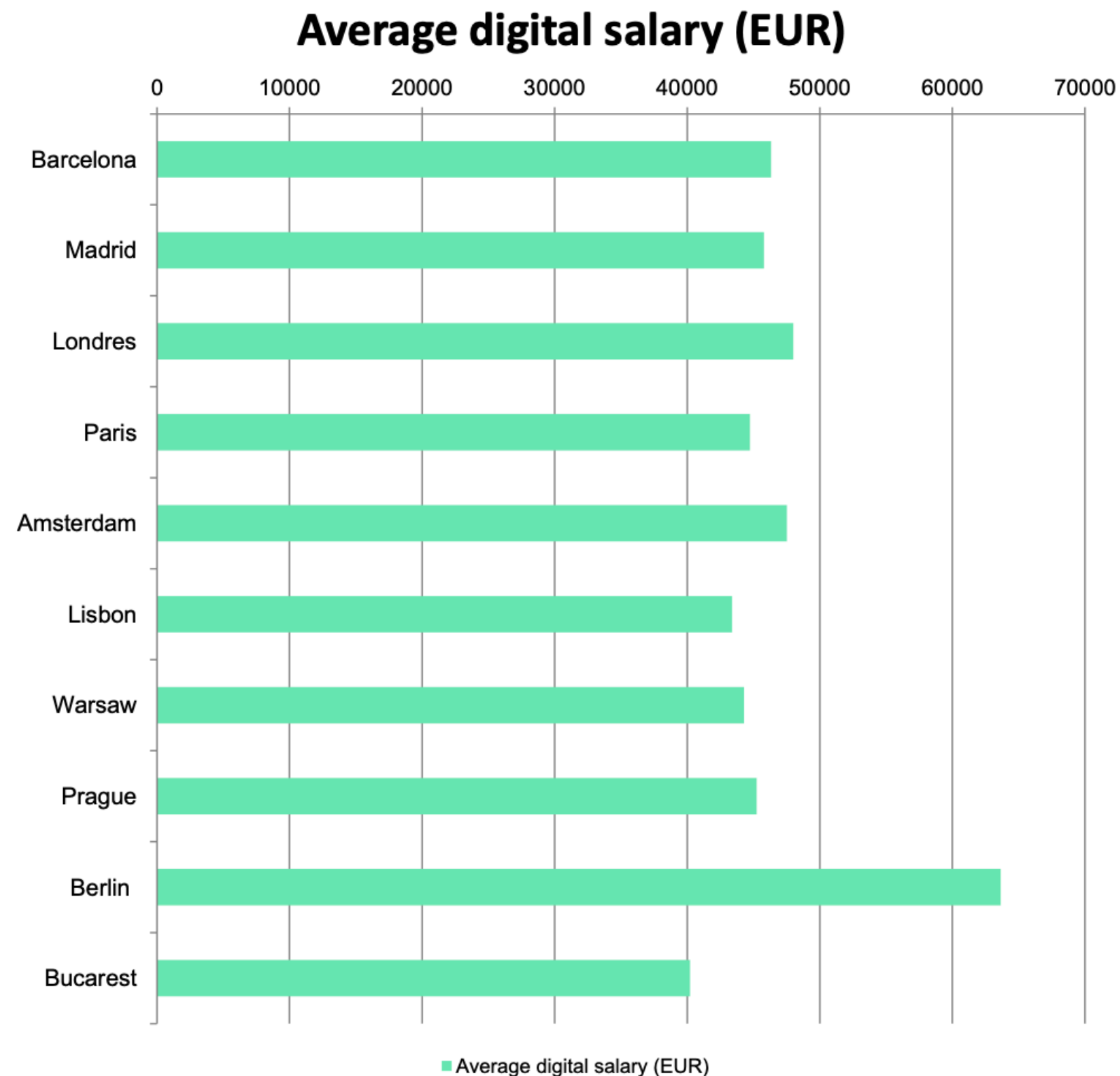


Variación salarial según ciudad y coste de vida

Average digital salary (EUR)

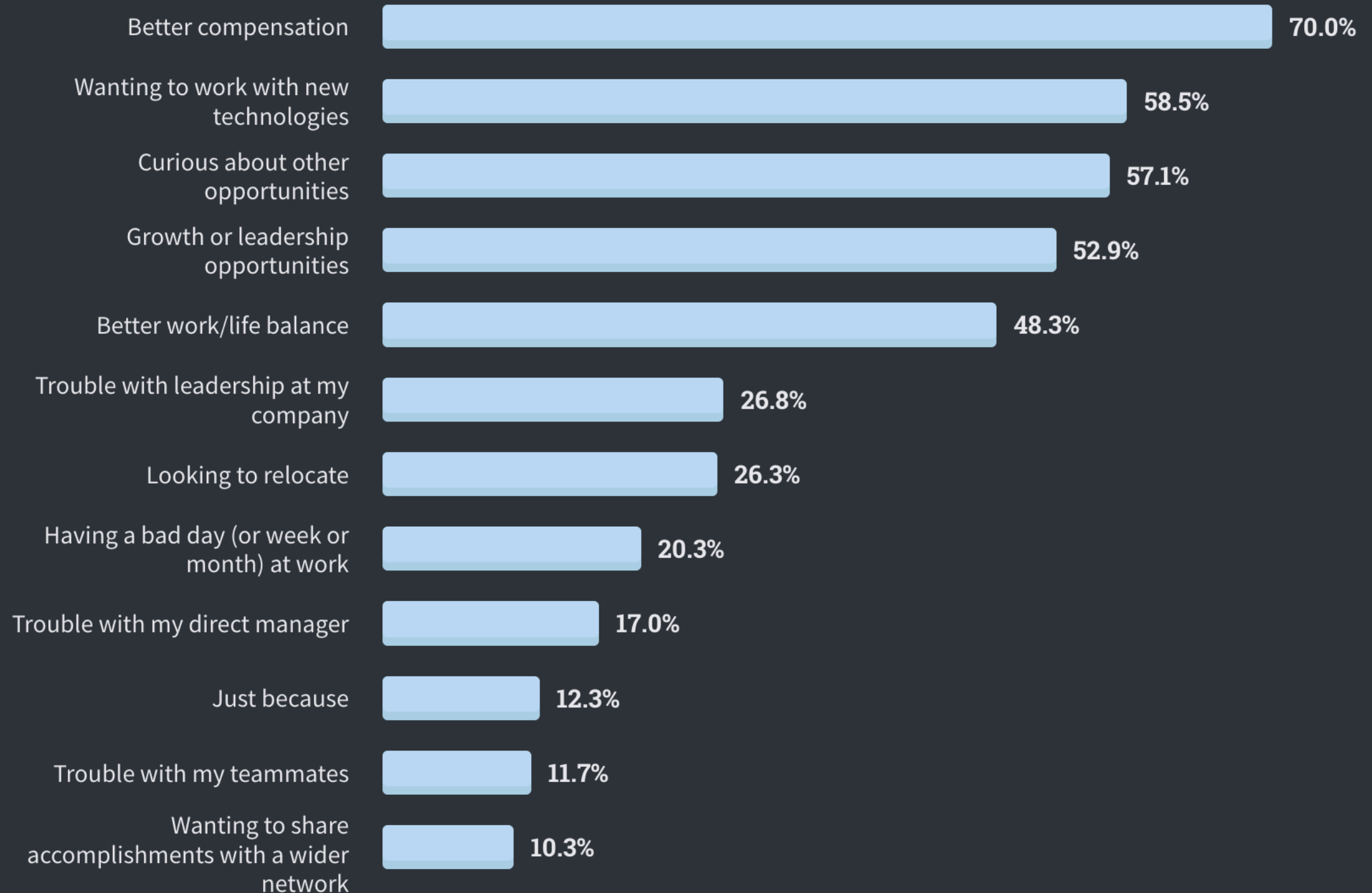


Variación salarial según ciudad y coste de vida + vivienda

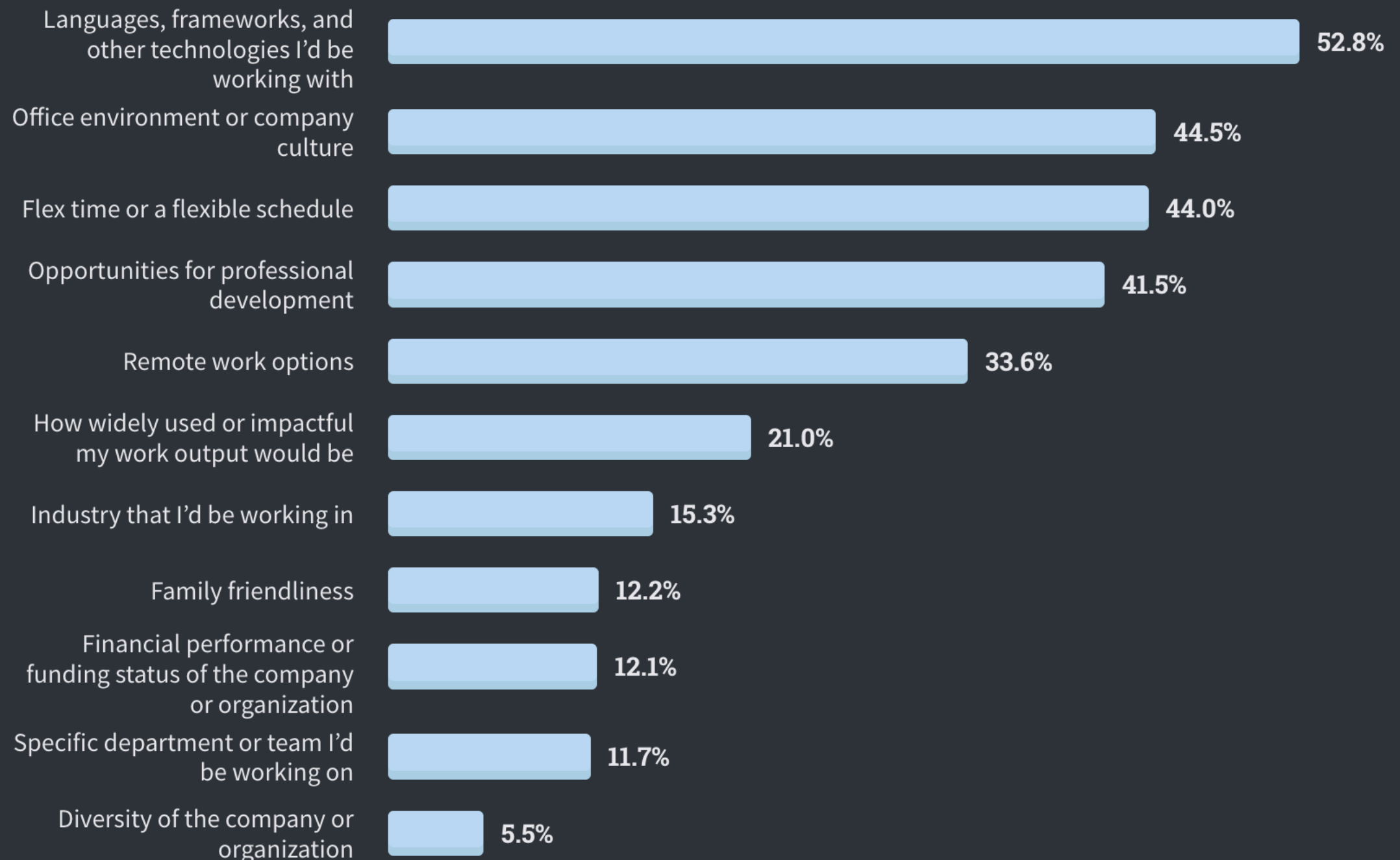


Beneficios

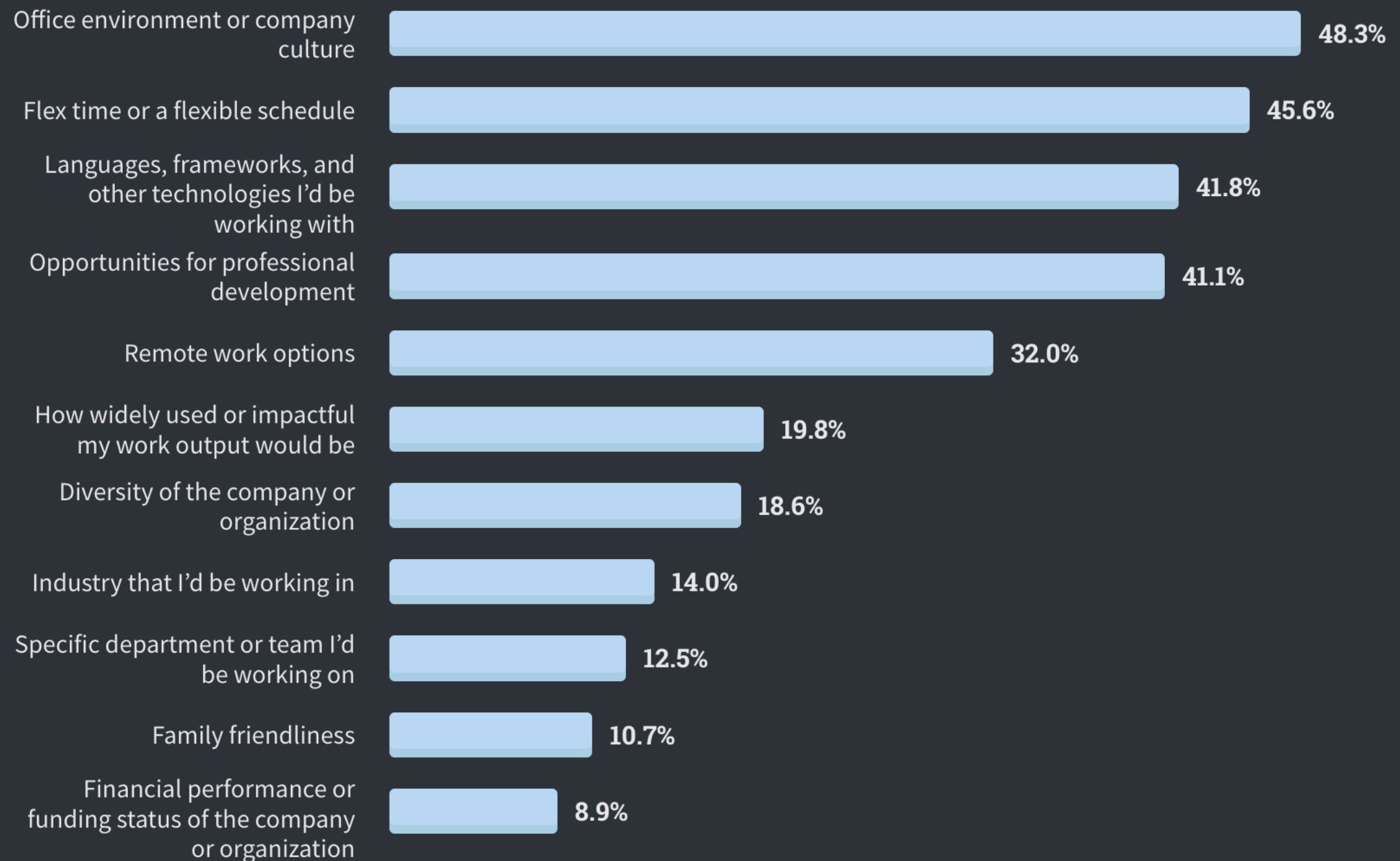
Factores por los que cambiar de empleo



Factores para escoger un nuevo empleo (hombres)



Factores para escoger un nuevo empleo (mujeres)



Tipo de beneficios

Vacaciones

Incrementar días

Vacaciones ilimitadas

Salud

Seguro salud

Seguro dental

Fisio

Gimnasio

Work/life balance

Seguro viaje

Horario flexible

Trabajo en remoto

Permiso maternidad / paternidad

Tipo de beneficios

Perks & discounts

Descuentos para empleados

Formación

Ticket restaurant

Transporte

Company shuttle

Pago transporte

Coche

Finanzas

Stock Options

Nominas flexibles

Tipo de beneficios

Otros

Work station

Netflix / Spotify

Teléfono de empresa

Pet friendly workspace

Bonus nacimiento

Relocation bonus

Pago factura teléfono

Servicios en la oficina (bar,
masajista...)

Work from home



Sus 6.500 empleados
pueden escoger entre:

100% WFH

100% in the office

Resultado:

Niveles de retención
superiores a pre-pandemia

Conclusiones

Mercado altamente demandado

Mercado global

Salario creciente

Buscamos mejorar tanto la atracción como la retención de talento

Estar atento al mercado y a nuevos competidores

Expandir la contratación a otros países (si es posible)

Ofrecer salarios competitivos (> percentil 75)

Valorar nuevos beneficios fáciles de implementar y con gran impacto

Employer branding, eventos... dar a conocer la empresa

talentUp.io

Contact

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jordi@talentup.io