ARCHER IT RECRUITMENT

IT JOBS MARKET MALTA
Salary Survey February '21

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ABOUT ARCHER IT

Archer's consultants are experts in recruiting within their specialist sector of the IT market in Malta. Our laser focus on these niches means that our consultants have an in-depth knowledge of the market and that keen insight forms the foundation for everything we do.

Our team shares a common goal: to unite the top IT employers in Malta with the best IT talent. We have created this Salary Survey to share our insight into the market with candidates and hiring teams to help them make their next career move or to improve their recruitment process.

Let's talk

If you would like further insight on any aspect of our Salary Survey, then why not get in touch?

Our consultants are on hand to help.
Simply contact us on **+356 2034 1510** or **info@archer.com.mt**

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MARKET
OVERVIEW

Despite the current global COVID-19 pandemic, Malta has proven again that she can navigate through a global crisis steadily and safely without any major disturbances on the local market. Regardless of the current situation, the Maltese market is displaying signs of prosperity and growth in 2021.

Over the last 5 years, we have experienced a steady incline which has led to a stable increase in salaries, with some minor skills shortages (in certain areas) and excellent availability of career opportunities for candidates. Organisations in the hospitality and retail industry have taken a hit and, in some cases, they have suspended recruitment plans.

Most international and local organisations who are technology oriented, haven't experienced a major financial impact from this crisis and are showing signs of strength. They have increased their recruitment efforts to find the right IT profile for their teams.

People are readily available to participate in remote interview processes and some really talented people are available for a career move.

Even though Malta never adopted strict restrictions in the movement of people and travel, we expect a significant rise in recruitment when all travel is fully operational and some kind of normality is restored. Malta remains an attractive location for skilled IT talent.

It seems like remote onboarding, online interviews and remote work with flexible hours will become a part of the natural recruitment process for companies going forward.

2021

PHP
DEVELOPMENT

After years of growth in the PHP space, the market has become more stable with the same organisations dominating the PHP market. During COVID-19, many companies have moved to a complete transformation and it's more common in PHP than other tech that companies are engaging with remote candidates. The market has moved significantly from the traditional LAMP stack to PHP Developers who have extensive knowledge with modern MVC Frameworks. In Malta, the most frequently used PHP MVC frameworks are Laravel and Lumen. Symfony is still a very popular framework that is used by many teams in the market.

PHP Developers with proven commercial experience in NoSQL databases are in demand and the majority of technical managers require PHP Engineers to have a TDD mindset and familiarity with PHP testing tools.

After a period of high demand and stricter requirements, which led to an increase in salaries for the PHP developers, we now see that salaries have remained stable for the past year.

When the PHP market picked up a couple of years ago, many PHP developers based in Malta didn't have the required exposure to the modern tech around PHP and numerous organisations had to relocate experienced PHP Engineers from abroad which naturally led to an increase in salaries.

However, now PHP Developers stay up-to-date with the latest tech trends and skill sets in this area causing salaries to stabilise. In the current market, companies who are still executing their hiring process are seeking candidates with strong skills in Design Patterns but also strong experience in TDD and modern testing tools.

Most companies have compensations prepared to secure these types of candidates. These benefits can range from health and insurance to various company allowances and flexible working hours.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
PHP Developer	22-35k	35-45k	45-55k	55k+

JAVA
DEVELOPMENT

The Java market witnessed a stable increase in salaries in 2020. This is a result of many new, well-funded companies becoming established in Malta, who have Java as their core technology and who are looking to attract the top Java Engineers in the market. The Java space enjoys a diverse market with companies coming from Fintech, Mobility, Telecom and the iGaming industries.

Experience in large scale complex systems or high transactional systems are in strong demand and experience with Spring Boot and its ecosystem is requested by most technical managers in the market. We frequently see many organisations searching for Java Engineers with experience in parallel programming and cloud computing.

These types of industries require candidates with experience in high transactional systems and multi-threaded development. Most Java candidates are keen to join top organisations and newly established teams in which they can grow within the company structure and have the opportunity to work with the company's modern technologies.

During the COVID-19 period, similar to other sectors, candidates located in Malta are ideal but not always achievable. Benefit schemes and relocation packages are arranged to attract top candidates from abroad.

With the current COVID-19 pandemic and most countries in lockdown, remote working has become the primary benefit with health insurance, flexible working hours and company allowances following in its footsteps.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Java Developer	22-35k	35-50k	50-60k	60k+

.NET
DEVELOPMENT

The .NET market continues to offer new opportunities due to the popularity of .NET Developers in Malta with most companies now invested in the remote onboarding process. Candidates are becoming more comfortable and accustomed to the online procedure and companies are willing to allow candidates to work from home and run all interviews online.

As indicated, the .NET sector is still a front-runner in Malta, accompanied by Java. It is seen as a preferred programming language. The most common requirements are: .Net Core, MVC, SQL/MySQL database, Cloud Platforms (Azure preferred), message brokers (RabbitMQ, Kafka), containers (docker, Kubernetes) and Microservices.

If the role is full-stack, the front-end framework required is mostly React/JavaScript. Also, jQuery is a basic requirement. In this case, knowledge of NoSQL Databases is required (MongoDB, Cassandra DB, etc). Also, Typescript and ElasticSearch are common requirements. Angular instead, associated with .NET, is less common with most of the companies searching for mid-level and senior developers.

Salary levels haven't altered significantly over the course of 12 months which is a reflection of a marginal softening of market that has subsequently stabilised. The industries currently hiring in Malta (Fintech, Information Technology and Gaming) are on the pursuit for developers that are not money-driven, have experience in an agile environment with a flexible approach to the job and exhibit strong personality attributes.

Benefits such as flexi-time, remote work, health insurance, frequent salary review and growth opportunities are offered by most companies based on the current conditions and seem to be most valued by job seekers in this market.

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.NET DEVELOPMENT

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
.NET Developer	18-32k	32-45k	45-50k	50-55k
.NET Team Lead		40-50k	50k+	
Microsoft Dynamics Developer	20-30k	30-40k	40-50k	50k+

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JAVASCRIPT
DEVELOPMENT

Despite the current COVID-19 situation, most organisations have continued to recruit for JavaScript Developers in the Maltese market. One of the major changes in the market is that more and more companies are moving away from Angular to a preferred JS framework, shifting more towards React and Vue. Many believe that Vue will continue to dominate.

We have seen a significant growth in salaries for junior to mid-level candidates (<3 years). The mid to senior-level candidates have also appreciated salary increases, however, for the highly senior profiles who are engaging in team leading or management, it seems they have hit a plateau with no noticeable rise in salaries.

In the current market, there has been great demand for JavaScript Developers who have experience with React and Redux. Vue.js has been adopted by more technical teams. Most companies are searching for candidates who have knowledge in GraphQL.

We have seen a range of companies across all sectors who hire for JavaScript developers. The iGaming industry seems to be the most popular when hiring for this type of profile in the current market, however, remaining industries across the board have followed in its footsteps by hiring JavaScript Developers and other similar profiles.

Besides the obvious technical skills that are required (React, Angular 4+, Vue) most companies are looking for JavaScript Developers with good communication skills who can work and cooperate within a team environment.

JavaScript Developers who are exploring new opportunities amid Covid-19 are looking to link with teams who have adopted modern technologies where they can continuously grow their skills. The majority of JavaScript Developers in Malta find it a necessity to join a company where there is a clear path for career progression but also an environment with established performance reviews.

Depending largely on the company and industry, standard benefit packages on offer generally include private health insurance, gym/ fitness allowance and flexible working hours.

JAVASCRIPT
DEVELOPMENT

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PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Frontend Developer	20-35k	35-48k	48-58k	58k+
Fullstack JavaScript Developer	20-35k	35-48k	48-58k	58k+

BUSINESS INTELLIGENCE
& DATA ANALYTICS

The Data and Business Intelligence space continue to grow in quantity of roles available and the diversity of roles in the space. The Maltese market tends to place a strong emphasis on the Microsoft Stack for BI roles, SQL/ MS SQL for DBA roles and Hadoop or Big Data experience when it comes to Data Engineering roles.

There tends to be oversaturation of front-end data practitioners rather than back-end skilled candidates. This has led to a higher demand for ETL skills and developer skills which has resulted in the gradual rise in salaries in these areas.

The other trend is the high number of candidates who are compelled by Data Science positions and in particular Machine Learning software. Typically, financial companies have the highest amount of data roles in the job market, with telecommunications companies being second.

BUSINESS INTELLIGENCE
& DATA ANALYTICS

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PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Database Administrator	25-30k	30-40k	40-50k	55k+
Database/Data Warehouse Developer	25-35k	35-45k	45-50k	50-65k
Data Engineer	25-35k	35-50k	55k+	
BI Analyst	25-30k	30-40k	40-50k	50-60k
Data Scientist	25-35k	35-55k	55-70k	
Head of BI	65-85k			
Lead Data Scientist	65k+			

PROJECT MANAGEMENT &
BUSINESS CHANGE

Project Management bounced back in Q4 of last year having been an area that was hit more than others in the technology domain through Q2 in 2020. There were lots of projects mothballed or cancelled indefinitely in Q2 but we've been pleasantly surprised by the number of businesses that have been able to regroup, implement plans to deliver remotely and to initiate projects again.

There has been a big trend towards Agile across the PM world , generally with candidates that are able to demonstrate practical experience of introducing Agile practices being particularly in demand.

With a positive uptick in activity across all market segments for project management skills, things are looking positive in this area going forward.

Scrum Master is certainly a role of the moment and due to its relative immaturity can still be a job title that is interpreted differently by business and candidates alike.

In time, this will be resolved but for now, the hottest ticket is having hands-on practical experience of advancing the Agile journey towards Scaled Agile Framework (SAFe).

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Project Manager	25-35k	35-45k	45-60k	60k+
Business Analyst	20-30k	30-40k	40-50k	50-55k
Product Owner	30-35k	35-45k	45-60k	65k+

2021

QA & SOFTWARE
TESTING

There has been a continuous demand for QA and Software Testing professionals in Malta. The most significant need is still focused on automation testers and automation engineers, in comparison to the demand of manual testing. However, both specialisms are always required.

Candidates with experience in Selenium, Appium and Cypress still dominate the market together with coding experience in C# or Java. As the demand for QA and Software Testing engineers grows, most candidates are looking for stability as well as growth opportunities within the organisation. This includes companies offering progression from manual to automation testing.

Sequentially, this has resulted in a gradual rise in salaries over the last year. Financially stable firms (FinTech, iGaming, Online Payments and Software Houses) who are still recruiting during this challenging period are searching for experienced individuals who are able to contribute from the beginning by demonstrating previous experience in various automation tools in order to create frameworks from scratch.

Promising candidates with previous knowledge and experience in SDLC and the complete product lifecycle, have developed into main requirements. With the recent demand for experienced automation testers in Malta, we see an increased need for candidates to relocate. Therefore, most companies offer eye catching relocation packages.

As some organisations have started to grow their QA departments in-house, career progression opportunities are abundant, accompanied by annual training budgets to help reach these career development goals.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Manual Tester	20-30k	30-35k	35-40k	40-45k
Automation Tester	23-35k	35-45k	45-55k	55k+
Test Manager/QA Lead	45-55k	55k+		

SENIOR
APPOINTMENTS

Executive level recruitment has been significantly affected by the change in market conditions over the last 6 months. Roles at this level tend to follow a domino effect since the options are thin on the ground, so while senior executives feel less confident about making a move, this means there are slightly less opportunities created at this level.

A particularly interesting point of note here is that we have completed a similar number of senior appointments in the last 6 months as we placed in the same period a year earlier. Companies are obviously being very discerning but they always are and, in many ways, have found that recruiting in this area has been clearer for them since the playing field has been somewhat flattened as lots of businesses have had to hit a rest button and come up with a new strategy.

Another point of note is the number of companies that have requested a more discrete approach to the search and selection process which has resulted in a reduced number of roles being visible in the open market.

As infrastructure continues to barrel into the software world via Cloud and Automation, it has changed how business think about infrastructure as a whole which is giving rise to new opportunities for Infrastructure Managers and Head of Infrastructure since it has become an area of transformation and investment for many businesses. Salaries haven't increased by much but that is more so due to the shift in the market than the value being put on these roles. We could see an uplift in this space in 2021 based on the supply to demand ratio.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
CTO/CIO		60-75k	75k+	
IT Service Manager	35-40k	40-45k	45-50k	50k+
Software Development Manager		45-60k	60-75k	75-100k
Infrastructure Manager		45-50k	50-60k	60k+
Software Architect	50-55k	55-60k	60k+	

2021

DEVOPS, SRE & CLOUD
ENGINEERING

Over the past 5 years the DevOps space has been substantially growing and becoming the most popular approach to implement a more innovative and efficient IT infrastructure administration. DevOps is seen as a mentality.

DevOps is linking software development and IT administration as it bridges the gap between these two sectors of the IT world. However, even though the IT industry is clearly moving into this direction, it is not always easy to determine what the boundaries of the best practise are and the technologies that are needed to implement this new approach.

DevOps Engineers are required to have a broad professional background, which is generally a mix between IT Administration hands-on experience and deep knowledge/light hands-on development skills.

Solid experience with Linux, Cloud (AWS, GCP and Azure) are the most popular technologies; .Net and Windows can be relevant too but not as much in demand as the open source. Basic experience with scripting languages isn't enough to become a DevOps professional.

On another note, Site Reliability Engineering (SRE) is a more mature sector, close to DevOps but with a clearer objective and structure; the SRE clearly focuses on optimising an existing code so it requires solid software development skills firstly, combined with decent IT Administration abilities. Linux, Cloud, PHP and Python are the most used technologies once again.

Overall, there is one thing that merges DevOps and Site Reliability Engineering, which is Automation. Kubernetes and Terraform are in demand but it is quite rare to find talent with this experience in the Maltese market. Other popular automation technologies are Puppet, Docker, Jenkins, Bamboo, Ansible, Chef, Git and Nagios. Together with Automation, Continuous Integration (CI) and Continuous Delivery (CD) are essential - TeamCity, CircleCI and GitLab CI are some examples.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.
DevOps Engineer	30-40k	40-60k	60-80k
Site Reliability Engineer	30-40k	40-60k	60-80k

2021

INFRASTRUCTURE
& SUPPORT

The Maltese market has been maturing in terms of new technologies that have been introduced by the companies in previous years, also the regulating processes have been moving forward. The online services went through major changes - such as iGaming and Financial Services. On the other side, the GDPR implementation involved every single organisation and it required a particular focus on implementing new and more detailed procedures on the already existing IT platforms.

Regardless of their size, most organisations in Malta have moved to the Cloud environment. A hybrid IT infrastructure set-up is the preferred approach and consequentially it is very important for the companies to hire cloud specialists who have hands-on experience with administering Cloud platforms, ideally, also with designing and implementing them from scratch.

It is also a big plus to be able to manage migration processes from the physical to the virtual servers. Depending on the companies technology set-up, either Azure or AWS are the key tools. Google Cloud Platform (GCP) is also considered a valuable product within the Maltese market. Skillful Cloud Engineers can progress to DevOps and SRE roles when they possess automation abilities such us Terraform and Cloud Formation, strong scripting and/or light development skills.

Technical Compliance Professionals are becoming key roles in most organisations with their knowledge of the market regulation and keeping themselves up to date with the legislation's changes. Also, IT Audit Professionals are equally in demand - the attention to this topic by the Maltese government is evidently growing.

Lastly, IT Security Engineers are key players as well. They are required to have a strong Systems and Network Administration background combined with deep knowledge of PCI-DSS (Payment Card Industry Data Security Standard), ISO27001 (International Organisation for Standardisation). Penetration testing, vulnerability assessment and encryption method implementation are valuable skills.

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IT Support

Throughout the 2020, SQL, Active Directory, Cloud platforms and Networking skills were heavily in demand for support roles. There were no major changes occurring within this market over the past 6-months. Depending on the industry, salaries vary for support roles but remain within the range of €20,000 to €30,000 for junior to mid-level positions. Support roles specifically needed within the financial industries.

It seems that some financial industries grew in the midst of the pandemic and have started hiring more support professionals. Candidates with previous support experience, often lack exposure to SQL. Since this seems to be the current hot skill within this sector, candidates are searching to go into new roles where they can expand their SQL skills within an environment that cannot be easily affected by the crisis.

For support roles, the trend indicated that companies are searching for individuals who already have some experience with SQL, cloud migration and active directory. The most sought after benefits over the past 12 months have been health insurance plans and sponsorship for external courses.

IT Administrator

Windows Administration seem to dominate the market over Linux administration. The general skill sets sought for this role were Active Directory, Azure, virtualisation servers and basic networking knowledge. The major change exhibited within the market is due to the increasing introduction of Cloud platforms. Since Cloud platforms are increasing their popularity and companies are migrating their data to the cloud, companies tend to on-board candidates that already have experience with Cloud migration.

Since some companies do not have a cloud infrastructure in place, it seems that this is the new technological shift to the future. IT Administration professionals are searching for opportunities that will provide them with this skillset. This role was specifically observed to increase it's popularity with software companies. The main benefit that is desired for this role is course sponsorship, more specifically within windows microservices.

System Network Engineer

This has been quite an interesting role throughout 2020. With regards to Network and System Engineers, there has been some junior roles within the market. Telecommunication industries have been providing good exposure to a variety of skill sets. The general requirement for this role is CCNA certificate, previous Linux Administration experience, SQL, Cloud infrastructure exposure and scripting.

More advanced roles within this market have exposed candidates to continuous integration and continuous development tools such as Docker. This is an attractive point for this role as it provides career progression opportunities within the DevOps niche, which has been increasing in demand.

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INFRASTRUCTURE
& SUPPORT

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PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
IT Support (1st/2nd/3rd)	18-25k	20-30k	30-35k	35k+
IT Administrator	20-27k	25-35k	35-40k	40k+
System & Network Engineer	18-25k	25-35k	35-50k	50-60k
IT Security Engineer	25-35k	35-50k	50-60k	60k+
Cloud Specialist	30-35k	35-45k	45k+	
IT Audit & Compliance	20-25k	25-35k	40-60k	65k+

FUNCTIONAL
PROGRAMMING

Functional Programming is coming out strong amid the COVID-19 era. However, organisations are being reserved in relocating candidates from outside their location. The main reason as to why many organisations in Europe are beginning to utilise Functional Programming is because it has been found to solve many of the challenges that have risen within a traditional OOP approach.

The most established language within the functional programming space is Scala. Due to its growing demand, Scala has created many new career opportunities with projections of this continuing to rise. The Maltese market is starting to see some companies adopting the programming languages such as Scala but mainly within the data space and there is rarely a use for pure Scala engineers. With the emergence of blockchain and crypto companies, there comes a use for the Rust programming language due to its safety and reliability.

It is expected that Rust will become more utilised especially now as it has been used by big multinationals such as Facebook.

Haskell and Rust are seen as very advantageous skills to have as they are a language within functional programming. Many technical managers are looking for Scala engineers who have experience with functional programming frameworks such as Cats, Shapeless or ZION.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.
Scala	25-45k	45-60k	60k+
Haskell	23-40k	40-50k	50k+
Rust	20-45k	45-60k	

NATIVE
MOBILE

iOS & Android Developers

Flourishing trends have been identified in the Mobile Development industry projecting towards some important changes on the island in 2021. More and more companies (mainly in the Fintech industry) are moving to Native Mobile Development and abandoning cross-platform or hybrid apps development. Thus, a new niche in development is created with a very specific skill set required.

Most companies select to hire Android and iOS Developers who specialise in Kotlin or Java and Swift or Objective C respectively. Due to the high demand and the lack of such professionals in the Maltese market, mobile developers are starting to relocate to Malta from other EU countries.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Android Developer	23-35k	35-40k	40-55k	60k+
iOS Developer	23-35k	35-45k	50k+	
Mobile Team Leaders			55-65k	65k+

Archer IT Recruitment is a specialist IT recruitment consultancy, but we are more than that, we are an expert hand throughout the complete recruitment process. We are a trusted partner in the IT market.

For us, recruitment is truly personal. Our team always acts with the best interests of both clients and candidates at heart. We help companies find the right people with the right skills and our IT professionals figure out their next step.

If you would like any information or a consultation, feel free to contact our team on

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