



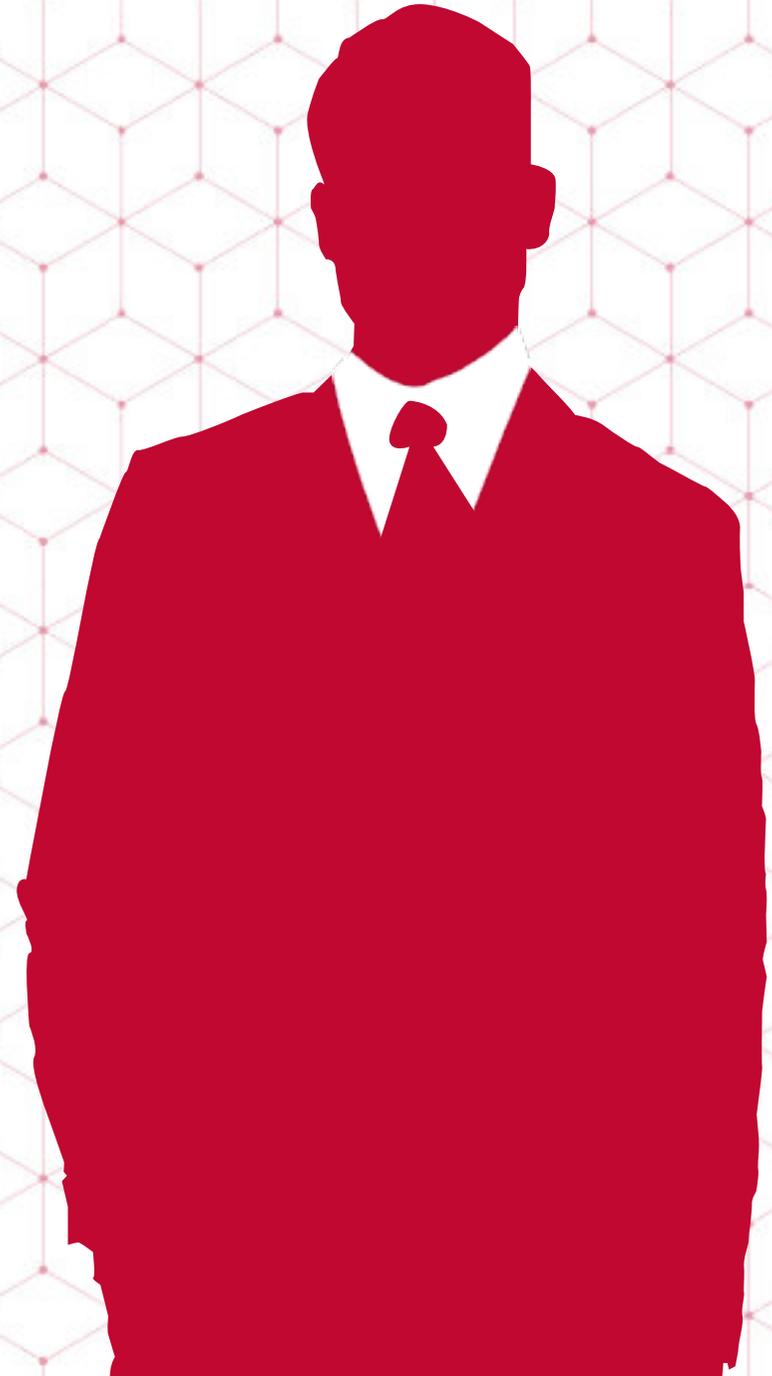
ARCHER IT  
RECRUITMENT

# IT JOBS MARKET MALTA

## Salary Survey June '20

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# ABOUT ARCHER

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

Our skilled team shares a common goal: to unite the top IT employers in Malta with the best IT talent. Each of our consultants is dedicated to a unique category of the IT jobs market. This gives us a heightened awareness of emerging hiring trends and their salary implications. With 2020 shaping up to be a challenging year in the IT sector, we have harnessed those insights into our comprehensive new Salary Survey.

## Lets 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 2510** or **info@archer.com.mt**

# MARKET OVERVIEW

The Covid-19 pandemic has created somewhat of an economic stand still. Despite this, the Maltese market is displaying signs of prosperity and growth. We have experienced strong growth over the last 5 years, which has led to steadily increasing salaries, skills shortages in certain areas and excellent availability of career opportunities for candidates.

Maltese companies who haven't experienced a financial impact from this crisis are uncovering that now is the ideal time to hire great IT talent. People are readily available to participate in remote interview processes and some really talented people are available for a career move.

Organisations in sectors more directly affected financially (e.g. travel, retail) have suspended recruitment plans and in some cases, are looking at cost-cutting measures instead.

We expect a significant rise in recruitment when companies reopen and some kind of normality is restored. It seems like remote onboarding, online interviews and remote work with flexible hours will become a part of the natural recruitment process going forward.

We are all looking forward to the day normality sets in and we are able to resume our natural routines. Until this happens, companies and people who have adapted to the situation are at a distinct advantage.

# PHP DEVELOPMENT

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 framework is Laravel and Lumen. Symfony is still a very popular framework that is used by a number of 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 a significant 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 organizations had to relocate experienced PHP engineers from abroad which naturally led to an increase in salaries.

However, nowadays PHP developers stay up-to-date with the latest tech trends and skillsets in this area causing salaries to stabilise.

We have noticed a range of companies across all sectors who hire PHP Developers.

However, traditional marketing and performance marketing companies tend to use PHP more often than other industries. PHP Developers considering a move during the Covid-19 crisis are looking to grow their skills and are interested in joining teams that have a strong TDD environment. They are looking to join teams that work with large scale complex systems, allowing them to broaden their skill set.

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.

<b>PHP Developer</b>	<3 yrs.	<b>22-35k</b>
	3-5 yrs.	<b>35-50k</b>
	5-9 yrs.	<b>50-55k</b>

# JAVA DEVELOPMENT

The Java market witnessed an increase in salaries in 2018 and the first quarter of 2019. However, since then salaries have remained steady. A reason for this being, many new companies established in Malta who have Java as their core technology and numerous strong Java players in the market are in the process of changing their technological stack.

Experience in large scale complex systems or high transactional systems seem to be in demand and experience with Spring or Spring Boot and its ecosystem, is requested by most technical managers in the market.

We frequently see Financial and Payment organizations using Java as their core language but there are still many Telecom companies who prefer Java as their primary software development language.

These types of industries require candidates with experience in high transactional systems and multi-threaded development (Spring MVC and Spring Boot).

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.

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 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.

<b>Java Developer</b>	<3 yrs.	<b>22-35k</b>
	3-5 yrs.	<b>35-45k</b>
	5-9 yrs.	<b>45-55k</b>

# .NET DEVELOPMENT

.NET Development opportunities are still in high demand during the Covid-19 pandemic. The majority of organisations have adjusted their recruitment approach; therefore, we see an increase in the full recruitment and onboarding processes being implemented remotely.

Over the last year, salaries have seen a slight increase in the .NET space due to further demand and popularity of .NET Engineers in the Maltese market. However, in the midst of Covid-19, salaries have remained steady in the .NET sector.

As indicated, the .NET sector is still a front-runner in Malta, accompanied by Java. It is seen as a preferred programming language. For pure backend positions, there has been an increased demand for .NET Core along with C#, ASP.NET, Web API and Azure DevOps. This year has also seen a growing demand for Cloud technology experience such as Azure and AWS. For the fullstack positions (.NET for the backend), the highest demand for frontend focuses on the latest version of Angular or React.

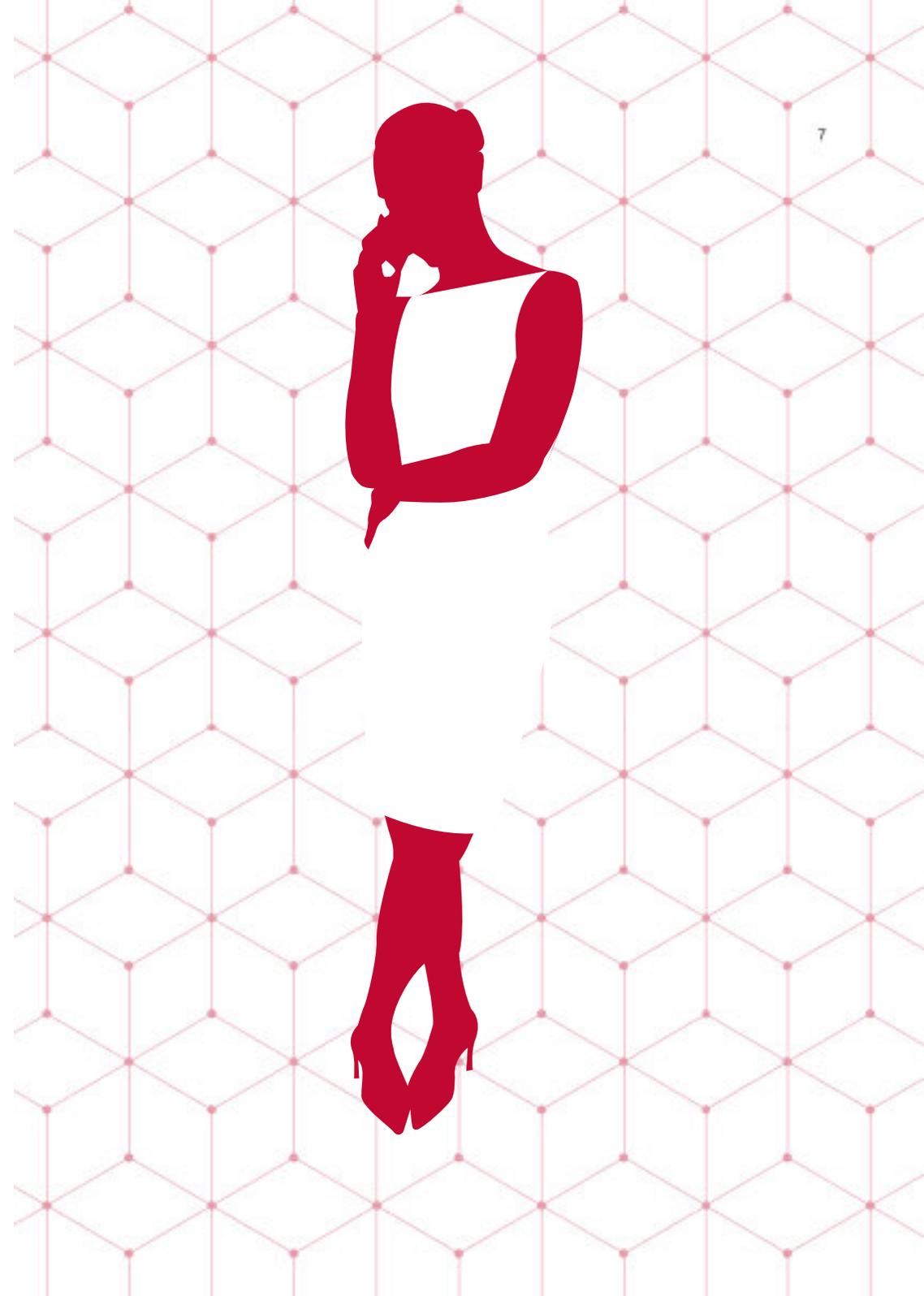
Salary increases remain the main driving force for individuals moving positions, thus leading companies to offer competitive salaries on the island to attract top quality candidates. A strong demand for flexible working conditions, such as remote working 1-2 days per week in addition to working with the latest technologies, has become a core requirement for candidates seeking new job opportunities.

The main industries currently hiring in Malta (iGaming, Software houses, Online Payments, Banks and Fintech firms), are on the hunt for professionals with experience in C# along with previous experience in .NET Core. There is also a preference for candidates who have an understanding of the migration from monolithic to microservices and a proven track record in long-term commitment to their employers.

Benefits such as private health insurance, performance bonuses and certain relocation packages are offered by most companies and seem to be the most appreciated by candidates in this market.

## **.NET DEVELOPMENT**

<b>.NET Developer</b>	<3 yrs.	<b>18-32k</b>
	3-5 yrs.	<b>32-48k</b>
	5-9 yrs.	<b>48-55k</b>
<b>.NET Team Lead</b>	<2 yrs.	<b>45-50k</b>
	2-5 yrs.	<b>50-60k</b>
<b>Microsoft Dynamics Developer</b>	<3 yrs.	<b>20-35k</b>
	3-5 yrs.	<b>35-45k</b>
	5-9 yrs.	<b>45-55k</b>



# JAVASCRIPT DEVELOPMENT

Despite the current Covid-19 situation, most organizations 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 the 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 and 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), clients 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 some kind of flexible working hours.

# JAVASCRIPT DEVELOPMENT

<b>Frontend Developer</b>	<3 yrs.	<b>25-35k</b>
	3-5 yrs.	<b>35-45k</b>
	5-9 yrs.	<b>45-55k</b>
<b>Full-stack JavaScript Developer</b>	<3 yrs.	<b>25-35k</b>
	3-5 yrs.	<b>35-45k</b>
	5-9 yrs.	<b>45-55k</b>



# BUSINESS INTELLIGENCE AND DATA ANALYTICS

The coronavirus crisis has caused significant changes in the market over a very short space of time. The BI & Analytics markets in Malta have been buoyant and continuously growing for several years but companies are now proceeding more cautiously. Office closures make onboarding new employees tricky for some organisations but companies are adapting quickly, with more of our clients developing the capability to onboard people remotely.

Some organisations are taking a “wait and see” approach to recruitment, as the situation continues to develop, while others are continuing recruitment plans while adapting their processes.

The Data Analysis and Data Engineering markets have been busy over the last 6 months. In Data Analysis, we have seen more companies grow their teams. While it is still a small niche, there has been growth particularly with innovative technology companies creating new products. There has been strong demand for Data Engineers with versatile skill sets.

Python, Scala & Hadoop skills are the most common requirements in this sector. We’ve also observed a great deal of movement for senior level Business Intelligence and Data Leaders, with a large number of organisations making appointments at senior levels.

Salaries have been steadily trending upwards in data engineering and data analysis whilst plateauing in business intelligence. Although it’s too early to say, the latest developments may mean an increased pool of available candidates and therefore some reduction in market salary rates.

Candidates are looking for opportunities where the company has a high degree of financial security and a clear plan around hiring and onboarding. As ever – candidates look for opportunities with clear paths for career progression and developing new technical skills that are trending in the current market.

# BUSINESS INTELLIGENCE AND DATA ANALYTICS

<b>Database Administrator</b>	<3 yrs.	<b>25-30k</b>
	3-5 yrs.	<b>30-40k</b>
	5-9 yrs.	<b>40-45k</b>
<b>Database/Data warehouse Developer</b>	<3 yrs.	<b>25-35k</b>
	3-5 yrs.	<b>35-45k</b>
	5-9 yrs.	<b>45-50k</b>
<b>BI Analyst</b>	<3 yrs.	<b>25-30k</b>
	3-5 yrs.	<b>30-40k</b>
	5-9 yrs.	<b>40-50k</b>
<b>Data Scientist</b>	<3 yrs.	<b>25-35k</b>
	3-5 yrs.	<b>35-55k</b>
	5-9 yrs.	<b>55-70k</b>
<b>Head of BI</b>	<3 yrs.	<b>70-100k</b>
<b>Lead Data Scientist</b>	<3 yrs.	<b>75k+</b>



# QA & SOFTWARE TESTING

Over the last 6 months we have seen a further rise and significance in creating QA and Software Development departments, therefore the greatest demand is for senior automation engineers with strong communication skills, in order to effectively collaborate with software development teams for more effective and efficient results.

There has been a substantial demand for QA and Software Testing professionals in Malta prior to the market two years ago. The most significant need is still focused on automation testers and automation engineers (90% hire), in comparison to the demand of manual testing (10% hire).

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 copious, accompanied by annual training budgets to help reach these career development goals continues grow.

<b>Manual Tester</b>	<3 yrs.	<b>20-30k</b>
	3-5 yrs.	<b>30-38k</b>
	5-9 yrs.	<b>38-45k</b>
<b>Automation Tester</b>	<3 yrs.	<b>23-35k</b>
	3-5 yrs.	<b>35-45k</b>
	5-9 yrs.	<b>45-55k</b>
<b>Test Manager / QA Lead</b>	<2 yrs.	<b>Up to 45k</b>
	3-5 yrs.	<b>45-55k</b>

# PROJECT MANAGEMENT AND BUSINESS ANALYSIS

The Project Management and Business Analysis market has been relatively stable over the past couple of years. The financial and banking sector has traditionally been interested in these types of candidates. However, outside the financial and banking sector companies are moving to more product-based roles and the demand for Product Owners/Managers is continuously on the rise.

Salaries have remained fairly constant across the board as the candidate pool in the local market has always been sufficient and available. The majority of Project Management candidates are looking for opportunities where the company is financially secure and has a clear plan around their hiring process. As always, candidates seek opportunities with companies who offer career progression prospects along with the forever expanding range of new technical skills.

Besides the financial and banking sector, who are looking for candidates with solid experience in financial instruments, the remaining industries are searching for candidates who have experience working within agile environments and who have operated closely with software development teams.

The right talent can be sourced by providing a strong benefits and relocation package with progression opportunities acting as bait.

<b>Project Manager</b>	<3 yrs.	<b>25-35k</b>
	3-5 yrs.	<b>35-45k</b>
	5-9 yrs.	<b>45-60k</b>
<b>Business Analyst</b>	<3 yrs.	<b>20-30k</b>
	3-5 yrs.	<b>30-40k</b>
	5-9 yrs.	<b>40-50k</b>
<b>Product Owner</b>	<3 yrs.	<b>30-35k</b>
	3-5 yrs.	<b>35-45k</b>
	5-9 yrs.	<b>45-60k</b>

# SENIOR APPOINTMENTS

Previously, there had been continued buoyancy in senior appointments at both a CXO level as well as Head of Department & Senior Management. With the financial uncertainty right now, some companies have ceased recruitment while others are testing the waters slowly with the new remote onboarding process.

Senior members of an IT team or organisation are a key component of success. Highly skilled and experienced people can command a corresponding premium, with strong salary offerings for the right person.

Finding the right person can be difficult at times. This is because the requirements of senior roles are very specific. This is why we are specialized in specific areas of IT to source the best candidates for your organisation.

<b>CTO/CIO</b>	3-5 yrs.	<b>75k-85k</b>
	5+ yrs.	<b>85k-100k</b>
<b>Head of Software Development</b>	3-5 yrs.	<b>70k-80k</b>
	5+ yrs.	<b>80k-95k</b>
<b>Software Development Manager</b>	3-5 yrs.	<b>60k-70k</b>
	5+ yrs.	<b>70k-85k</b>
<b>IT Service Manager</b>	5+ yrs.	<b>40k-50k</b>
<b>Infrastructure Manager</b>	5+ yrs.	<b>40k-60k</b>

# DEVOPS AND SRE ENGINEERING

Organisational business demands continue to grow. DevOps Engineers are required to proactively work within an automated environment, which means they collaborate closely with software developers in order to minimise the separation between the software and the hardware parts of a product.

<b>DevOps Engineer</b>	<3 yrs.	<b>25-35k</b>
	3-5 yrs.	<b>35-50k</b>
	5-9 yrs.	<b>50-70k</b>
<b>Site Reliability Engineer</b>	<3 yrs.	<b>25-35k</b>
	3-5 yrs.	<b>35-50k</b>
	5-9 yrs.	<b>50-70k</b>

Most companies are migrating data, applications or other business elements to a cloud and automated computing environment, mainly AWS and Google Cloud using DevOps automation and transformations tools - Salt Stack, Docker, Jenkins, Kubernetes, Ansible; Dev toolchains - PHP, Perl and Python and occasionally Java, Ruby; web servers: Apache and Nginx. However, even though there seems to be a fine line here, the Systems & DevOps Engineers have only light software development skills, limited to scripting and IaC.

Over the past 6 months there seems to be a reduced demand for Azure Cloud. Companies continue to choose open source technologies, which go together with Linux and AWS or Google Cloud. Kubernetes, Terraform and CloudFormation are the most required skills for DevOps Engineers. Also, the Covid-19 crisis has had a significant impact on Sportsbook providers together with some IT Services organizations – mainly those companies that offer services within the retail and hospitality sector.

Salaries have gradually increased in this sector, with plenty of talented and skilled candidates in the market. Candidates looking to change their career are considering companies that offer learning systems, automation technologies along with leading or managerial positions.

Most online gaming, digital marketing services, software providers and web services that have continued their hiring process are looking for candidates who offer both skills and cultural fit when considering experienced professionals.

These types of companies have demanding needs for experienced systems engineers who have already implemented system automation processes, especially using Kubernetes, Terraform and CloudFormation. Junior profiles differ slightly with companies primarily focusing on personality fit.

Evidently, the ideal profiles are motivated and committed professionals who are keen to take on challenges and help grow the company's products.

# INFRASTRUCTURE AND SUPPORT

With Covid-19 having a financial impact on the IT jobs market, salaries have remained unchanged for most junior roles. However, salaries have slightly increasing for skilled candidates with Cloud experience. AWS, Azure and Google Cloud have fewer opportunities for career and financial growth whilst Applications/ Software support roles are in higher demand than ever before.

Microsoft Windows and Linux technologies are both in strong demand. Conversely, Linux is surpassing Windows as organizations within the Maltese market generally prefer to use open source technologies that is characterized by a relevant presence of online services (iGaming, Online Banking, Digital Marketing and e-Commerce). Linux technologies are embracing the market's requirements slightly better than Windows.

Typically, Microsoft Windows is used for internal IT purposes. Nevertheless, some companies are still solely Microsoft oriented, especially within the retail industry. In terms of networks, Cisco is the indisputable provider in Malta, which means that professionals, who are Cisco certified have a greater opportunity to find a new job in the current market.

Lastly, SQL and basic coding language skills (Java, JavaScript and PHP) are required for applications or software support roles.

IT Administrators and Support positions are constantly needed for iGaming, Finance and IT Service providers. Most professionals considering a career change want to learn new technologies (Cloud) or progress to a team leading role.

Health Insurance, gym allowance, flexible hours, mobile phone and laptop seem to be the most common benefits on offer, with remote working being a popular choice due to the current Covid-19 crisis.

# INFRASTRUCTURE AND SUPPORT

<b>IT Support(1st/2nd/3rd)</b>	<3 yrs.	<b>18-25k</b>
	3-5 yrs.	<b>20-30k</b>
	5-9 yrs.	<b>30-35k</b>
	10+ yrs.	<b>35k+</b>
<b>System &amp; Network Engineer</b>	<3 yrs.	<b>18-25k</b>
	3-5 yrs.	<b>25-35k</b>
	5-9 yrs.	<b>35-50k</b>
	10+ yrs.	<b>50-60k</b>
<b>NOC Engineer</b>	<3 yrs.	<b>20-25k</b>
	3-5 yrs.	<b>25-30k</b>
	5-9 yrs.	<b>30-35k</b>
	10+ yrs.	<b>40-50k</b>

<b>Systems Administrator</b>	<3 yrs.	<b>20-27k</b>
	3-5 yrs.	<b>25-35k</b>
	5-9 yrs.	<b>35-45k</b>
	10+ yrs.	<b>45k+</b>
<b>IT Security Engineer</b>	<3 yrs.	<b>20-35k</b>
	3-5 yrs.	<b>35-50k</b>
	5-9 yrs.	<b>50-60k</b>
	10+ yrs.	<b>65k+</b>
<b>Cloud Specialist</b>	<3 yrs.	<b>30-40k</b>
	3-5 yrs.	<b>40-60k</b>

# FUNCTIONAL PROGRAMMING

Functional programming has always been a niche within the software development world. In recent years, it has seen significant growth. At the moment, there are just a few organizations in Malta working with Functional Programming languages. This is projected to rise over the next few years as many markets in Malta and Europe are keen to experiment with Functional Programming.

The main reason as to why many organizations in Europe are beginning to utilise Functional Programming is because it has been found to solve many of the challenges that have risen with 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.

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

<b>Scala</b>	<3 yrs.	<b>26-45k</b>
	3-5 yrs.	<b>45-60k</b>
	5-9 yrs.	<b>60k+</b>
<b>Rust</b>	<3 yrs.	<b>25-40k</b>
	3-5 yrs.	<b>40-55k</b>
<b>Haskell</b>	<3 yrs.	<b>25-40k</b>
	3-5 yrs.	<b>40-55k</b>
	5-9 yrs.	<b>55k+</b>

# NATIVE MOBILE

## iOS & Android Developers

Flourishing trends have been identified in the Mobile Development industry projecting towards some important changes on the Island in 2020. More and more companies, mainly in the Fintech industry, are moving to Native mobile development abandoning cross-platform or hybrid apps development. Thus, a new niche in development is created with a very specific skill set required.

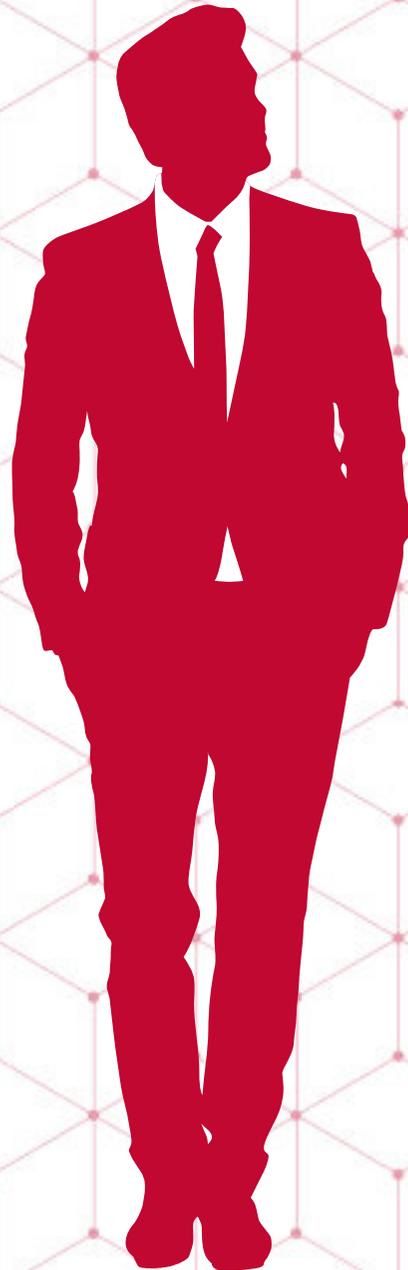
Most companies select to hire Android and iOS developers who specialise on Kotlin or Java and Swift or Objective C respectively. Due to the high demand and the lack of such professionals on the island, the Mobile developers relocate to Malta from other EU countries.

<b>Native Mobile</b>	<3 yrs.	<b>23-35k</b>
	3-5 yrs.	<b>35-50k</b>
	5+ yrs.	<b>50k+</b>
<b>Android Developer</b>	<3 yrs.	<b>23-35k</b>
	3-5 yrs.	<b>35-50k</b>
	5+ yrs.	<b>50k+</b>
<b>iOS Developer</b>	<3 yrs.	<b>23-35k</b>
	3-5 yrs.	<b>35-50k</b>
	5+ yrs.	<b>50k+</b>
<b>Mobile Team Leaders</b>	5-9 yrs.	<b>60k+</b>

# OUR TEAM

At Archer IT Recruitment, every member of our team has a proven track record in their field. We are all individuals with our own areas of speciality and we come from a diverse range of backgrounds. But despite this, we share a common goal. For us, recruitment is truly personal.

So, 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 IT professionals figure out their next step.



## 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  
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