



**ARCHER IT
RECRUITMENT**

IT JOBS MARKET MALTA

Salary Survey May '19

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ABOUT ARCHER

Archer Malta's expert consultants create people-centred solutions for our clients and our candidates and they all specialise in one dedicated area of IT. Our prime focus on the IT sector 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. That gives us a heightened awareness

of emerging hiring trends and their salary implications. With 2019 shaping up to be a successful year in the IT sector, we have harnessed those insights into our comprehensive new Salary Survey.

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**

MARKET OVERVIEW

Heading into the end of the first quarter in 2019, the year has well and truly kicked into gear. Malta's IT sector is continuing its long-held trajectory of growth. Through constant development and expansion, we have come to terms that the IT sector on the island still offers an incredible amount of opportunities.

Much of this growth is driven by the increasing number of online gaming companies setting up shop on Maltese shores. Alongside the continued emergence of dynamic industries like IT Services, Software House, Telecoms, Banking & Finance and particularly Online Payments Providers, this is creating new vacancies, openings and options for candidates to explore.

Malta entices talented IT people globally who are in search of their next opportunity, along with a healthy measure of the renowned Mediterranean lifestyle. Intrigued candidates are in favour of vacancies in an ideal location with flexible hours, the opportunity to gain hands-on experience with new versions and the latest technologies, a respectable internal environment and preferably remote project options.

Maltese organisations have various ways to attract the right talent. Presenting strong benefits packages and competitive salaries are at the forefront. These often include health and life insurance, discretionary performance bonus, salary reviews, overtime, flexible hours. Benefits and compensations are now more than ever industry-specific, such as banks offering loan discounts. The booming iGaming industry has a strong showing here, with benefits such as snacks, social events, life insurance, gym and phone being popular. Across the board, companies are offering substantial relocation packages, including flights and accommodation, to ease candidates' transition into the new Mediterranean environment.

PHP DEVELOPMENT

Over the past six months, companies have become more demanding in terms of technical skills, searching for strong developers who have experience on large scale applications on a consistent basis. iGaming & Performance Marketing in the PHP space are the most prevalent companies hiring at the moment.

Companies find it demanding to recover the right talent as there is a war on talent which sequentially has increased the competitiveness in the market. Salaries have revealed an increase over the past year and companies have become more persistent on the technical skills they are in need of which has also resulted in higher remuneration package offers. Quality skillsets vary and from a PHP standpoint, there is a growing need for PHP Developers with experience in large complex systems. Currently, hiring managers also request previous experience with modern MVC frameworks with Laravel or Symfony being the most in demand. Also, developers who have experience in

microservices is an advantage as well as knowledge of NoSQL databases. When the opportunity presents itself, candidates within this market generally seek roles that provide the scope to continuously function with modern MVC frameworks, challenging projects and flexibility prospects. Hiring companies are very precise when selecting the right candidate for the role. In a junior role, companies pursue new Developers who can adapt and learn new technologies in the desired role, however for senior profiles, hiring managers expect candidates to lead the technological advancements within the company structure.

PHP Developer	<3 yrs.	22-35k
	3-5 yrs.	35-50k
	5-9 yrs.	50-55k
	10+ yrs.	55k+

JAVA DEVELOPMENT

More iGaming & Fintech organisations have migrated towards Java Developers who have experience with latest Java versions (Java8+). The majority of clients ask for experience in Spring & Spring boot and the package around Spring boot such as Spring Security, Spring Data, etc.

This sector has remained constant over the past six months and is still very much a candidate driven market, so salaries are very high and companies are happy to offer good packages for the right skillset. Java Developer is the most popular role that companies across this sector are trying to fill, however Fintech requirements remain strong. This competitive market has provided skilled candidates with the option of which companies appeal to them and they generally seek flexibility and remote working options with the ideal company.

Most candidates are keen to hear about progression opportunities, and whether or not there are opportunities to learn within a role. Interesting projects and the latest technology stacks, all play into whether or not a candidate will consider a new opportunity.

Java Developers across all levels are really in demand at the moment, but particularly mid-level developers who have experience with Spring. Full Stack developers will always be highly sought after across permanent and contract positions, at all levels.

Java Developer

<3 yrs.	22-35k
3-5 yrs.	35-50k
5-9 yrs.	50-55k
10+ yrs.	55k+

.NET DEVELOPMENT

Kicking off 2019 on a high, let's have a look at how this tech driven market is shaping up this year. Several changes have occurred over the past six months, as we see Maltese companies standing high and 'snatching' people from the betting industry. The cost of living in Malta is on the rise which sequentially leads to the escalation in salaries in most areas on the Island but there is still road for companies here to compete for international talent with other tech destinations in Europe.

Local and smaller companies find it demanding to compete against the global and well-established Gaming organisations in Malta when relating to salaries. Most Blockchain companies start to present themselves and related jobs are often requested by candidates.

Competitive salaries and flexible hours in the iGaming sector are the core ingredients for nearly all candidates within this highly competitive market. Candidates are open to discuss other roles as long as they can achieve a higher salary, even if they are comfortable in their current work environment. Candidates contemplating to move to Malta consider whether companies are offering a generous relocation and benefits package. Health/Life Insurance, Performance Bonuses are possible benefits that

most companies in this sector are offering to chosen candidates.

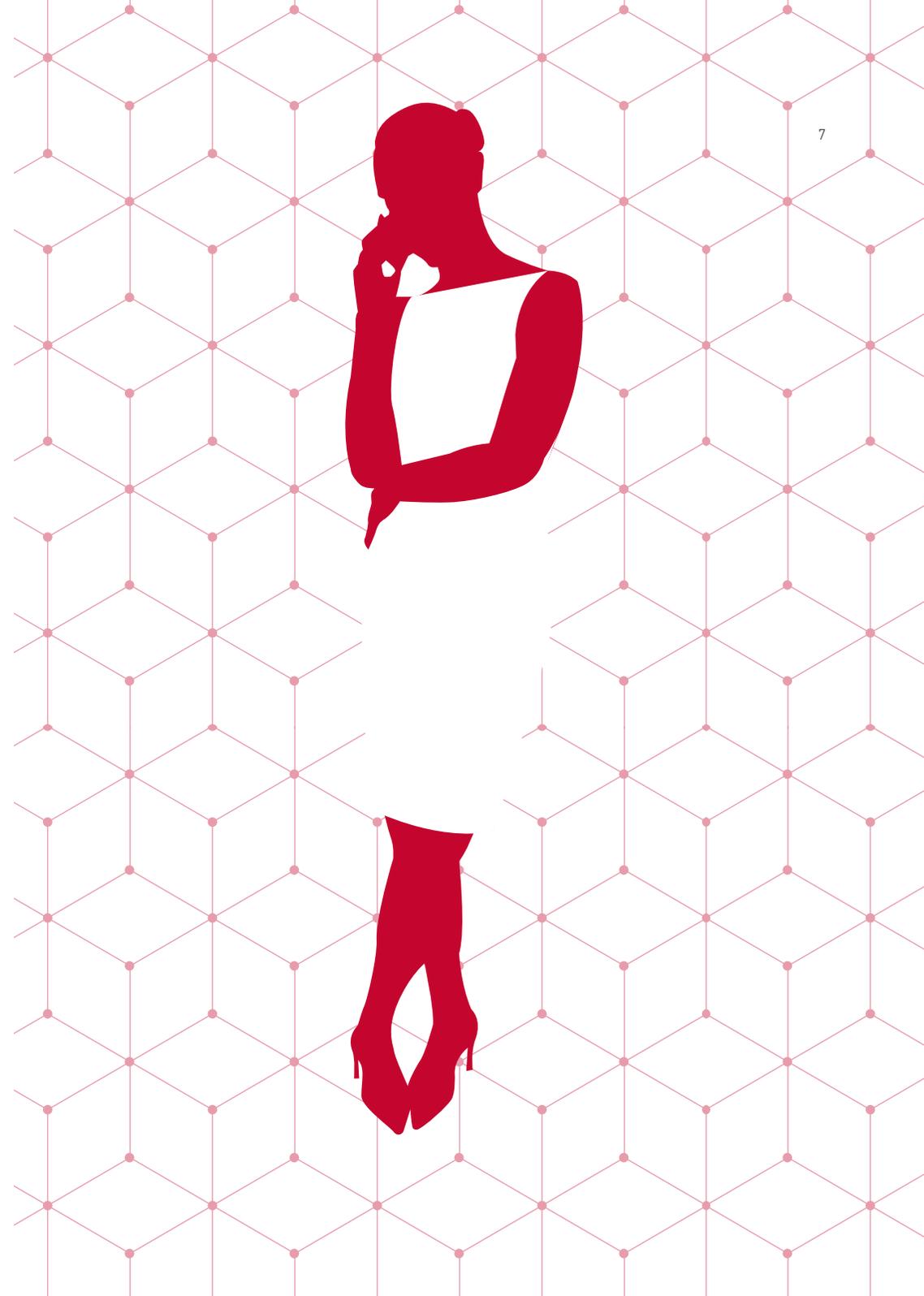
iGaming, Betting, Online Payments, Fintech companies and Banks are some of your tech driven entities that are hiring candidates in this sector with both Full Stack and pure backend developers being equally in demand. C#, Web API, ASP.NET MVC, MS SQL or MySQL, and .NET Core are the required skills in demand in this space that companies are seeking. When it's a Full Stack role the company will usually request .NET + JavaScript experience usually with latest versions of Angular or React. 90% of the roles are for web-based applications development rather than desktop/windows and adaptability is a key requirement for companies as the Maltese market is still in the development phase and major transformations are very common.

Hiring clients in the .Net Development space are seeking permanent candidates who display commitment and loyalty to their company.

Employee Retention is an increasing issue for some companies in Malta. Flourishing trends have been identified in Mobile Development and the Blockchain industry and together they could contribute towards some important changes on the Island in 2019.

.NET DEVELOPMENT

.NET Developer	<3 yrs.	18-30k
	3-5 yrs.	30-45k
	5-9 yrs.	45-50k
	10+ yrs.	50-55k
.NET Team Lead	5-9 yrs.	45-60k
	10+ yrs.	60k+
Microsoft Dynamics Developer	<3 yrs.	20-30k
	3-5 yrs.	30-40k
	5-9 yrs.	40-50k
	10+ yrs.	50k+



FRONTEND AND FULL-STACK JAVASCRIPT DEVELOPMENT

This continuously evolving and rapidly expanding sector has displayed fascinating changes over the last couple years, however the most prevalent challenge is that there are more innovative versions of the modern JavaScript frameworks which are released on a regular basis. Occasionally, it's demanding for Developers to keep up with modern technology whilst hiring companies are searching for candidates who are experienced and adaptable to the new versions when they are presented.

In Malta, there is a much higher demand for Frontend Developers currently than there was two years ago. Therefore, resulted in the rise in salaries. An identical situation has occurred with Fullstack JavaScript Development, with this being a very recent trend and becoming popular over the last year and now evolving rapidly. The Frontend Development space has proven to be a competitive market which has resulted in the steady increase in salaries.

Your iGaming, Marketing, Financial organizations and also Software Houses are competing for the top candidates in the Frontend Development sector. Candidates displaying knowledge of the latest JavaScript frameworks: Angular, React and Vue.js are first

choice. Hiring managers with Fullstack JavaScript Development are selecting candidates with NodeJS on the backend and same modern frontend frameworks.

Along with the above skillsets, hiring managers also have a tendency to consider applicants who are willing to learn and embrace new challenges, consistently looking to absorb the latest frameworks and foremost, gaining experience with various complex applications.

Similarly, candidates in this space generally contemplate companies who offer the opportunity to learn the latest frameworks, promote interesting projects rather than just maintenance and provide a substantial benefit scheme.

Candidates transferring to Malta take into account the relocation package on offer along with other rewarding subsidies.

The Frontend and JavaScript space is continuously expanding and displaying really strong innovative signs and as we have predicted, this should progress over the course of 2019.

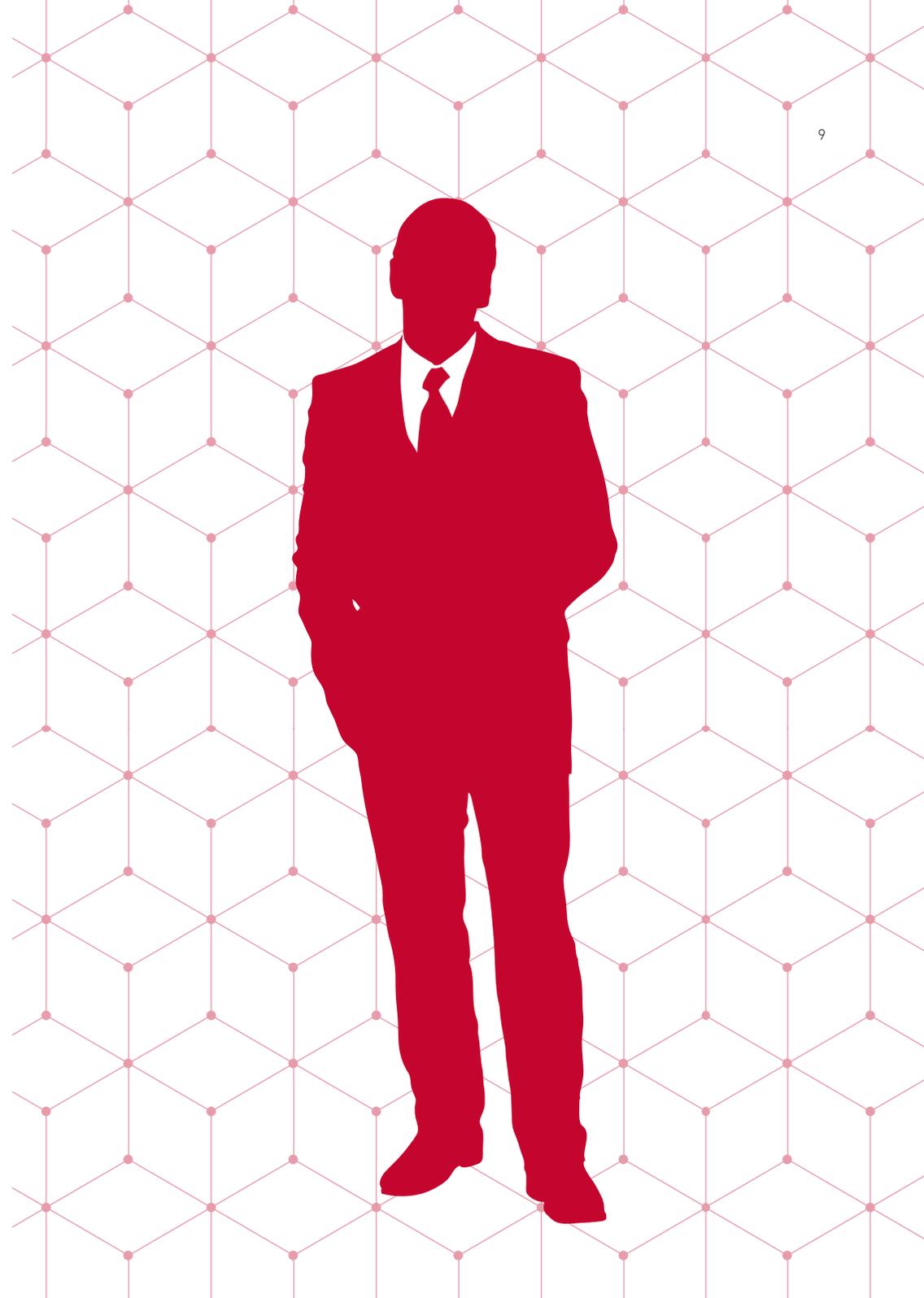
FRONTEND AND FULL-STACK JAVASCRIPT DEVELOPMENT

Frontend Developer

1-3 yrs.	20-30k
3-5 yrs.	38-48k
5-9 yrs.	48-60k
10+ yrs.	60k+

Full-stack JavaScript developer

1-3 yrs.	20-30k
3-5 yrs.	38-48k
5-9 yrs.	48-60k
10+ yrs.	60k+



BUSINESS INTELLIGENCE AND DATA ANALYTICS

As we move forward in 2019, the market establishes a steady increase in various areas. Local Financial institutions, iGaming, Blockchain and Affiliate Marketing companies hiring in this space have gradually raised their salaries in order to attract candidates from the iGaming industry.

Many candidates place high value on exposure to new technologies, a well-formatted organisation and clear career progression opportunities within the company structure. Many organisations have experienced a transformation in the last 6 months with the Finance and Marketing sectors almost levelling up in salaries with the iGaming industry and there seems to be progressively more Blockchain start-ups settling on the Island. Precise and innovative skillsets are in high demand in the current marketplace with Big Data – Hadoop, Kafka, NiFi, NiFi Registry, NoSQL – MongoDB placed at the top of the list and Visualisation tools – Power BI, Tableau, Qlikview and Talend next in line.

Commitment to the company is a highly desirable trait that clients in this space hold in high regard. Most hiring companies select candidates who are willing to learn and progress with the company, endorse long term commitment and refrain from unrealistic technical requirements.

With the highly noticeable competition in this sector, most organisations promote a well-proportioned benefits package with the purpose of attracting specialised candidates for the desired role. The top priority benefits with the likes of your Relocation Package, Health & Dental Insurance, Referral Scheme, Training Development and company laptop are several subsidies that clients exploit when capturing the attention of applicants that fit the role.

Looking at the backend of 2018, we have noticed some interesting trends from a hiring and preserving standpoint. Large iGaming players seem to have huge retention issue as candidates are often disappointed by lack of technical growth with the company's development structure.

BUSINESS INTELLIGENCE AND DATA ANALYTICS

Database Administrator	<3 yrs.	25-30k
	3-5 yrs.	30-40k
	5-9 yrs.	40-45k
	10+ yrs.	45-60k
Database /Data warehouse Developer	<3 yrs.	25-35k
	3-5 yrs.	35-45k
	5-9 yrs.	45-50k
	10+ yrs.	50-65k
BI Analyst	<3 yrs.	25-30k
	3-5 yrs.	30-40k
	5-9 yrs.	40-50k
	10+ yrs.	50 -60k
Data Scientist	<3 yrs.	25-35k
	3-5 yrs.	35-55k
	5-9 yrs.	55-70k
Head of BI	<3 yrs.	70-100k
Lead Data Scientist	<3 yrs.	75k+



QA & TESTING

The most marked trend here is the move towards automation testing. With salaries in Malta generally being less than in other EU countries, Malta based companies compensate by offering strong training in automation testing to its testers, allowing people to upskill and gain hands-on experience.

Relatedly, Selenium WebDriver is a much sought-after tool, due to its popularity in the field of automation testing. Candidates with experience in Selenium command a certain premium in the hiring marketplace. Oftentimes, a requirement for Selenium is accompanied by a requirement for C#, and sometimes Java.

Similarly, to other areas, candidates already based in Malta are the ideal. But the ideal isn't always achievable – further support is offered by means of the all-important relocation package.

Manual Tester	<3 yrs.	20-30k
	3-5 yrs.	30-35k
	5-9 yrs.	35-40k
	10+ yrs.	40-45k
Automation Tester	<3 yrs.	30-35k
	3-5 yrs.	35-45k
	5-9 yrs.	45-55k
	10+ yrs.	55k +
Test Manager / QA Lead	<3 yrs.	45-50k
	3-5 yrs.	50-55k
	5-9 yrs.	55-60k
	10+ yrs.	60k+

BUSINESS ANALYSIS AND PROJECT MANAGEMENT

Project Managers are a key component of any team, reflected in the steady nature of this recruitment market. It's a broad space and professionals come from a diverse range of backgrounds.

Business Analysts are enjoying a similar stability within the market – over the past 6 or so months, salaries can't be said to have increased or decreased in any marked way.

Similarly, to other niches within the Maltese IT market, the right talent sometimes can't be found on the island and needs to be enticed from abroad, with stronger benefits, relocation packages and progression opportunities acting as bait.

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

SENIOR IT APPOINTMENTS

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

and it can take a long time to match the right person to the right role. This is because the requirements of senior roles are specific and because that person has such a substantial effect on the organisation.

CTO/CIO	3-5 yrs.	60k-70k
	5-9 yrs.	70k-80k
	10+ yrs.	100k+
IT Service Manager	<3 yrs.	30-35k
	3-5 yrs.	35-45k
	5-9 yrs.	45-50k
	10+ yrs.	50k+
Software Development Manager	3-5 yrs.	45-60k
	5-9 yrs.	60-75k
	10+ yrs.	75-100k
Infrastructure Manager	3-5 yrs.	45-60k
	5-9 yrs.	60-75k
	10+ yrs.	75-100k

NATIVE MOBILE AND BLOCKCHAIN

iOS & Android Developers

Flourishing trends have been identified in Mobile Development and the Blockchain industry and together they could contribute towards some important changes on the Island in 2019.

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 skillset 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.

Blockchain Developers

Malta has established itself as an international blockchain hub by being the first country worldwide to pass a Comprehensive DLT & Blockchain, Crypto & Service Legislation. Since then we have seen the growth of start-up ventures in the Blockchain & Crypto space grow and we are expecting the demand is going to expand over the next couple of years. Technologies such as Ethereum framework developing in Solidity are mainstream at the moment. This is another niche technology area, so developers from all over the world are welcome to the island to cover critical roles that require expertise. Senior developers who come with experience in Blockchain technologies can achieve over 60K salary, while the starting range would be over 45K usually.

Android Developer	<3 yrs.	20-35k
	3-5 yrs.	30-40k
	5-9 yrs.	40-55k
	10+ yrs.	60k+
iOS Developer	<3 yrs.	20-35k
	3-5 yrs.	30-40k
	5-9 yrs.	30-40k
	10+ yrs.	60k+
Mobile Team Leaders	5-9 yrs.	55k - 65k
	10+ yrs.	65k+

IT INFRASTRUCTURE AND SUPPORT

2019 is shaping to be a remarkable year in IT infrastructure sector with your, iGaming, Banking/Finance, Tech / Software House companies consistently growing and evolving. There is a higher demand for Cloud experience (especially AWS), Linux Experts, DevOps roles with rising salaries and a new segment of Block Chain companies.

Most skilled and experienced candidates who are seeking a career changing role relish the opportunity of operating with new and innovative technologies, gaining experience within the iGaming and Banking sector, continuously developing new skills and securing career progression opportunities.

There is a bigger demand of IT Engineers, rather than non-qualified IT Administrators – companies need IT experts that can contribute to the IT Infrastructure design and development, as they are now improving their IT Infrastructure through moving to an automated

systems environment. This implies that there is a need for IT System Engineers, also known as DevOps, which reveals a strong presence for scripting skills or light development skills – the most required coding/ scripting languages are Python or PHP, but also Bash scripting or Java coding would be an asset – and experience with Cloud technologies – AWS, Azure and GCP.

In regards to IT Administration (1st, 2nd 3rd level), Windows OS' or Linux OS' administration experience is required, as well as with Cisco networks. Servers' administration skills are also in demand.

IT Security is another growing horizon – especially the Banking/ Finance and the iGaming industries are in a big need to hire qualified IT Engineers that specialize in ISO and PCI-DSS standards. A part from strong hands-on experience, CISSP or CISA certificates are good to have.

Due to the consistent growth of foreign companies located in Malta, salaries have strengthened across all fields (IT Admin, DevOps, IT security) however, the gap in salary range between Maltese companies and foreign companies seems to be very prominent.

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



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 specialty and we come from a diverse range of backgrounds. But in spite of 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?

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