ARCHER IT RECRUITMENT

IT JOBS MARKET MALTA
Salary Survey September '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 niche areas 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

Coming out of the initial shock of the Covid-19 pandemic and being the second half of 2021, Malta has shown signs of extreme growth in general but also specifically in the IT market.

Now, Malta continues the same journey it's experienced the last 10+ years of increasing economic activity and increasing in salaries, skills shortages in certain areas and excellent availability of career opportunities for candidates.

Organizations in the hospitality, retail and tourism industry that took the most hit, are now going back to normal operations and have picked up their recruitment plans. In the IT market, we have seen an aggressive demand from international and local organizations in their recruitment plans as they have shown great signs of growth.

The most successful IT focused organizations have successfully adjusted to the "new normal," and are quick in responding to good talent with remote interview processes and remote onboarding practices. A large number of those organizations wanting to have an advantage in recruitment are now considering fully remote options which gives them access to a larger talent pool.

Candidates are expecting fully remote, or at least some form of "hybrid" work arrangement and are more reluctant to consider organizations that are more traditional in their approach to work. Malta, for another year, has been a great place for attracting IT talent and many organizations are setting up new teams on the island.

PHP
DEVELOPMENT

After a short period of 2020 and the first part of 2021 – where the PHP market has been mostly stable – there has been an increase in the number of organizations that are looking to hire good PHP Developers. New players have entered the market which has created healthy competition and the PHP market is becoming more diverse than ever.

The organizations that have adjusted to our new reality and are taking action by offering flexible working conditions have a clear advantage over the others who are not making these measures.

The market has moved significantly from the traditional LAMP stack to PHP Developers who have extensive knowledge with modern MVC frameworks and experience working in microservices architecture. In Malta the most frequently used PHP MVC framework is Laravel & 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.

In the second half of 2021, there has been a considerable increase in PHP Developers that have experience in building custom themes and plug-ins in WordPress.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
PHP Developer	23-35k	35-50k	50-60k	
Technical Lead				60k+

JAVA
DEVELOPMENT

The Java market has witnessed a steady increase in salaries throughout 2020 and the first quarter of 2021. This is mainly due to many new, well-funded companies, that have become established in Malta and have Java as their core technology, that are looking to attract the top Java engineers in the market. The Java space enjoys a diverse market with companies coming from Fintech, Telecom and the iGaming industries.

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

We frequently see many organizations seeking Java Engineers with experience in parallel programming and cloud computing.

These types of industries require candidates with experience in high transactional systems and multithreaded development.

Most Java candidates are keen to join top organizations 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 attainable.

In the Java market, perhaps more than other markets, remote working has become the primary benefit along with health insurance, flexible working hours and company allowances.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Java Developer	22-35k	35-50k	50-65k	
Technical Lead				65k+

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.NET
DEVELOPMENT

Due to the popularity of .NET Developers in Malta, the .NET market continues to offer new opportunities with the majority of companies investing in a remote onboarding process. Candidates have become more comfortable and accustomed to the online interview process and hiring companies are providing candidates with work from home options.

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, which is associated with .NET, is less common because most companies are searching for mid-level and senior developers.

Salary levels haven't changed significantly over the past year which is a reflection of a marginal softening of the 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 but have experience in an agile environment with a flexible approach to the job and exhibit strong personality attributes.

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

.NET
DEVELOPMENT

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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+

JAVASCRIPT
DEVELOPMENT

The JavaScript market in Malta is constantly growing, creating new career opportunities for developers on various levels of management. Regardless of size, the majority of companies have moved from the traditional Vanilla JavaScript to modern JS frameworks. In Malta, the most frequently used JS frameworks are Angular, React and Vue JS. As a result of Covid-19, many organizations are now offering remote working options to their employees.

The Maltese market tends to place a high emphasis on professional experience with JS frameworks like Angular, Vue or React JS alongside knowledge of TypeScript, Gatsby JS, CSS preprocessors like Less/ Sass on Middle/ Senior Frontend Developers.

A basic understanding of back-end languages such as PHP, Java or .NET is also a big plus whilst considering the growing need of all-rounder developers that are able to deliver integrated solutions.

There is also a high demand for Full Stack Developers skilled in Node JS and its Next JS library together with & React JS/ Vue JS.

Salary levels in the JavaScript space have not changed significantly over the course of the last 2 years which is a reflection of the market reaching a plateau. Throughout all ranges of companies across different sectors (Fintech, iGaming, Telecommunications, Information Technology), iGaming seems to be the most popular when hiring FE Developers.

Apart from obvious tech skills such as React, Angular and Vue, companies are looking for JS Engineers with good communication skills who can work and cooperate in an agile team.

The majority of the companies are offering a standard package of benefits including health insurance, wellness allowance and career progression opportunities.

As a result of the global pandemic, many companies have encouraged remote onboarding and relocation packages, hence simplifying the hiring process.

JAVASCRIPT
DEVELOPMENT

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PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Frontend Developer	25-35k	35-45k	45-60k	60k+
Fullstack JavaScript Developer	25-35k	35-45k	45-60k	60k+

BUSINESS INTELLIGENCE
& DATA ANALYTICS

The key demand and shortage of supply in the market is for both Data Engineers who can work with real-time data and experienced data DevOps engineers. On the other end of the spectrum, there is strong demand for candidates to work within data science and the ML field, however the supply of roles is not there.

The Business Intelligence and Data Analytics space continues to grow in the number of roles available and the diversity of roles in these specialisations, with a shortage in the number of local candidates available to meet growing demand being the common theme here.

The Maltese market places a high emphasis on Microsoft Stack for BI roles, MS SQL for DBA roles, Cloud and real-time processing experience when it comes to Data Engineering roles.

Typically, demand is strongest from the iGaming sector when it comes to data engineers, however, telecoms and fintech organisations are always searching for strong BI professionals.

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BUSINESS INTELLIGENCE
& DATA ANALYTICS

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PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Database Administrator	25-35k	35-40k	40-50k	50-60k
Database/Data Warehouse Developer	25-35k	35-45k	45-60k	60-70k
Data Analyst	25-35k	33-45k	45-55k	55k+
BI Specialist/Developer	25-33k	35-45k	45-55k	55k+
Data Scientist	30-40k	40-55k	55-65k	
Data Engineer	30-40k	40-60k	60-75k	
Data DevOps	35-45k	45-55k	55-65k	
Data Engineer/BI Manager	60-80k			

PROJECT MANAGEMENT &
BUSINESS CHANGE

The job market has significantly improved for Product Owners in Malta in 2021. Companies are taking a longer-term view of their software development and are investing in these skills which will help the organisation improve their software development processes.

The continued momentum towards structured development agile methodologies continues to be a driver for this growth for the number of opportunities in product ownership.

The Product Owners who are in most demand can typically demonstrate strong verbal and written communication skills. Product Owners, such as Scrum Masters and some Project Managers who are able to use, explain and help implement best practices for agile development are in the highest demand.

Demand for Scrum Masters or people with scrum skills has solid demand. The job market for Scrum Masters is a little fragmented as people often develop these skills from different areas of the software or project life cycle and organisations do have slightly different requirements.

The Scrum Masters who have experience collaborating with co-located teams are in the highest demand.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Project Manager	27-40k	40-50k	50-60k	60k+
Business Analyst	20-30k	30-40k	40-50k	50-55k
Product Owner	30-38k	38-45k	45-60k	65k+
Product Manager	30-38k	38-45k	45-60k	65k+

QA & SOFTWARE
TESTING

Throughout the last 6 months, there has been an increase in demand for automation roles as opposed to manual roles. For automation roles, the most predominant skills required were Selenium, Java/C# and SQL, whilst for manual roles the predominant skillset was Postman API testing experience along with ISTQB certification.

Salaries for manual testing roles remained somewhat the same but the bottom end of automation roles have slightly increased. iGaming and fintech organizations have specifically shown a particular need for these roles.

Since there is a discrepancy between the movement of automated talent and the roles available within the market, companies generally exhibited a flexible approach towards training good manual QA testers with some exposure to automation to fully equipped Automation Testers.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
Manual Tester	20-30k	30-35k	35-40k	40-45k
Automation Tester	32-35k	35-45k	45-55k	55k+
Test Manager/QA Lead	45-55k	55k+		

SENIOR
APPOINTMENTS

Salaries haven't increased by much this year but that is more so due to the shift in the market than the value being put on these roles. There is a high possibility that we will see an uplift in this area throughout the rest of 2021 based on the supply to demand ratio.

Entering into the second half of the year, we have seen an increase in the requests for Senior Appointments. Many new organizations that are looking to fill senior positions have entered the market and this has created a movement in the market across all senior level professionals.

Compared with the standard IT profiles, Senior Appointments have historically been less and more discreet in supply.

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 businesses think about infrastructure as a whole. As a result, this has given rise to new opportunities for Infrastructure Managers and Head of Infrastructure roles since it has become an area of transformation and investment for many businesses.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.	10+ yrs.
CTO/CIO		65-75k	75k+	
IT Service Manager	35-40k	40-45k	45-50k	50k+
Software Development Manager		55-70k	70-80k	80k+
Infrastructure Manager		45-50k	50-60k	60k+
Software Architect		55-65k	65k+	

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DEVOPS, SRE & CLOUD
ENGINEERING

Generally, DevOps is a popular and attractive niche as it combines the best of both worlds – the infrastructure and the development. Within this role, candidates get extensive exposure to several sectors of a company.

Typically, there are no two DevOps roles that are identical. There are essentially two sections that DevOps can branch into; some roles focus on Windows infrastructure, Azure and .net scripting, whilst others focus on Linux Infrastructure, Bash scripting and AWS.

Nonetheless, for all roles you can see a combination of the following technologies that are essential; Cloud based platforms, automation, scripting, Continuous Integration (CI) and Continuous Delivery (CD) as well as TeamCity, CircleCI, GitLab/GitHub and containerisation technologies such as Docker and Kubernetes.

Due to the increased demand across the junior and mid-level DevOps, a slight increase in salaries has been shown, particularly within the Fintech and Gaming industries. However, companies who choose to be flexible on containerization technologies and provide training usually focus towards the bottom part of the bracket.

With regards to SRE roles, there has been a slight decrease in demand for such roles but no drastic changes.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.
DevOps Engineer	30-50k	50-65k	65-80k
Site Reliability Engineer	30-40k	40-60k	60-80k

INFRASTRUCTURE
& SUPPORT

In general, the majority of organizations in Malta have or are planning to migrate to the Cloud environment, particularly Azure. Within the last 6 months, we have noticed that there has been an increase in movement, particularly System Administration roles, that are looking for experience in cloud migration.

Concerning Networking roles, it is evident that movement within this sector of infrastructure has been somewhat slowed. This has led to flexibility within the requirements for network engineering roles which has resulted in the onboarding of graduates with just 1-2 years of experience.

Skillful System/Cloud Engineers can progress to DevOps and SRE roles if they possess automation abilities (Terraform and Cloud Formation), strong scripting skills and/or light development skills.

With regards to the industries that have been more active within infrastructure roles, the only major changes observed were in online services such as iGaming and Financial Services.

Technical Compliance Professionals play a key role – they have a deep knowledge of the market regulation (depending on which industry they work for) and they know how to keep themselves up to date with the legislation changes.

Also, in the finance and accounting sector, IT audit professionals are equally in demand - the attention to this topic by the Maltese government is evidently growing.

IT Security Engineers are another key player. They are required to have a strong Systems and Network Administration background combined with a deep knowledge of PCI-DSS (Payment Card Industry Data Security Standard) and ISO27001 (International Organization for Standardization).

Penetration testing, vulnerability assessment and encryption method implementation are essential skills.

IT Support

Throughout the last 6 months, there has been an increased importance exhibited towards SQL, Cloud platform and networking experience. No major changes have been exhibited.

Depending on the industry, salaries vary for support roles but remain within the range of €20,000 and €30,000 for junior to mid-level positions. The need for IT support roles has been particularly exhibited within Financial and Gaming organizations.

SQL persists to be an important skill for these roles. Finding candidates with good enough exposure within this skillset is not as common.

Candidates who have this exposure are definitely on the lookout for salaries that are on the upper end of the budget. The most sought-after benefit for these roles is training, sponsorship and yearly salary reviews.

IT Administrator

Over the last 6 months, we have noticed a great increase in System Administration roles, particularly those that are windows oriented. The general skillsets sought for this role are Active directory, Azure, virtualization servers, SQL and basic networking knowledge.

Once again, the importance of Cloud and SQL experience has been in high demand for these roles. With regards to the Linux oriented roles, there has been more high-level senior roles.

IT Administration roles were particularly popular within the fintech, gaming and software companies. There haven't been any drastic changes within the last 6 months but there has been an increase in demand for this role.

System Network Engineer

There has been an increase in demand for System Engineering roles, however, fewer roles have been available in the Network Engineering sector. System Engineering has proven to be the next or closest step to DevOps.

Skills that have been particularly in demand is experience in using Cloud platforms, infrastructure scripting (PowerShell or Bash), SQL and Docker.

However, it has been particularly challenging to find candidates who have been significantly exposed to Docker containerization technologies, so organizations have been flexible in accepting candidates who have Docker certifications without hands on experience.

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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

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.

As we begin to emerge from the Covid era, Functional Programming is presenting strong, but organizations are being reserved in relocating candidates from outside their location. 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 the traditional OOP approach.

The Maltese market is starting to see a few companies adopting the programming languages such as Scala but mostly within the data space thus, 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 names such as Facebook. 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 and ZION.

PERMANENT

	<3 yrs.	3-5 yrs.	5-9 yrs.
Scala	27-45k	45-65k	65k+
Haskell	28-45k	45-60k	60k+
Rust	20-50k	50-100k	100k+

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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 app 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, mobile developers typically 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+

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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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