



ARCHER IT
RECRUITMENT

IT JOBS MARKET MALTA

Salary Survey February '22

+356 2034 1510

info@archer.com.mt

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ABOUT ARCHER IT

Archer's IT 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

MARKET OVERVIEW

The IT market has entered 2022 stronger than ever and Malta continues to be a place of strong economic activity, growth and prosperity. Organizations across all industries are focusing on building and growing their technical teams and that has led to an increase in the demand for good quality and capable IT candidates.

The [iGaming industry](#) is a big driver of IT recruitment hiring, but it's not as dominated as it used to be. Many new organizations in Fintech and IT Services have picked up their [IT recruitment](#) efforts which have resulted in an increase in salaries for good quality candidates.

In the last 6 months, we have also seen an increase of new foreign companies who are moving parts of their IT operations to Malta which has helped to diversify the IT market.

[Malta Enterprise](#) strengthens its marketing and its exposure and together with a strong fund was able to attract all those new businesses. Finally, employment costs remain low and attractive for most foreign businesses in the Maltese market.



PHP DEVELOPMENT

From the second half of 2021, the number of companies who are specialised in PHP technologies has seen a gradual increase and the beginning of 2022 shows the same situation. Most PHP developers are seeking opportunities in iGaming companies, solution organisations and companies who are providing different types of consultancies worldwide.

With the new reality in our world, more IT specialists are looking for [remote opportunities](#) and organisations who are offering flexible or hybrid working options have a big advantage and are more likely to attract top tier and skilled talents.

It is obvious that over time, technologies upgrade and companies are focusing more on the latest technologies such as a PHP 8 among the most popular [MVC framework](#), Laravel/Lumen and Symfony.

The go-to database for [PHP](#) is undeniably MySQL along with experience in NoSQL databases – these are higher in demand and have the possibility of receiving a healthier salary.

In addition to this, there has been a considerable rise in [PHP developers](#) that have experience in building custom themes and plug-ins in WordPress.

In Malta, many companies are looking for [junior-level](#) candidates and providing opportunities to young enthusiastic developers to learn, expand their knowledge, gain skills, offer strong training and provide proper mentorship.

PERMANENT

	< 3 years	3 - 5 years	5 - 9 years	10+ years
PHP Developer	23 - 35k	35 - 45k	45 - 60k	
Technical Lead				60k+

JAVA DEVELOPMENT

The Java market has witnessed a slight decrease in salaries throughout 2021 and starting in the first quarter of 2022. There are various reasons for this and from what we can see from the IT market, the Java space relishes a diverse market with companies coming from Fintech, Telecom, Transportation and the iGaming industry.

Alongside [Java](#), most technical managers are also demanding experience with Spring Boot, NoSQL databases, PostgreSQL and exposure to Agile methodologies. Most [Java candidates](#) are keen to join Fintech organizations.

Heading into 2022, there is a lack of procurement for iGaming companies and the majority of these candidates are looking to join newly established projects and teams in which they can grow within the company's structure. They are also looking to only work with modern technologies.

During the COVID-19 period, similar to other sectors, [candidates locating to Malta](#) are ideal but not always attainable. It has become harder to find people willing to relocate and there aren't as many [remote roles](#) available as the market is starting to shift back and there seems to be less fully-remote options with hybrid being the most popular.

In the [Java space](#) (more than others), remote and hybrid working has become the most requested benefit by candidates. Along with these, flexible working hours and work-life balance have been more and more prioritized by people looking to relocate or progress in their careers.

PERMANENT

	< 3 years	3 - 5 years	5 - 9 years	10+ years
Java Developer	20 - 30k	30 - 40k	40 - 50k	
Technical Lead				50k+

.NET DEVELOPMENT

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

As indicated, the [.NET space](#) 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 a strong requirement (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 bands](#) haven't altered significantly over the course of the year which is a reflection of a marginal softening of the market that has subsequently stabilised.

In 2022, the industries currently hiring in Malta (Fintech, Information Technology and Gaming) are in pursuit of developers that are not money-driven, who have experience in an agile environment with a flexible approach to the job and exhibit strong personality attributes.

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

NET Development

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PERMANENT

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

JAVASCRIPT DEVELOPMENT

The current JavaScript marketplace in Malta is fast-growing and attracts talent from all over Europe to be part of globally successful iGaming and financial service organisations. These companies are creating new opportunities for JavaScript developers on various levels of management and the majority of them have moved from the traditional Vanilla JS to modern JS frameworks like Angular, Vue and React JS.

The Maltese [JavaScript](#) space tends to place a high emphasis on professional experience with JS frameworks like Angular, Vue or React JS alongside knowledge of TypeScript, Gatsby JS, GraphQL, CSS pre-processors like Less / Sass on Middle / Senior Front End developers.

Junior developers on the other hand are expected to have a core understanding of Vanilla JS and interests in learning modern technologies. A University degree in Computer Science is highly valued and recognised.

We frequently see many organisations seeking [Full Stack developers](#) with the skillset of Node JS and its Next JS library together with React JS or Vue JS. The [salaries](#) for Senior Front End developers have increased slightly in the last year reaching up to €60k gross per year whereas salaries for [Middle and Junior developers](#) remain the same.

Throughout various ranges of companies across many different sectors, Fintech, Telecom, Information Technology and iGaming seems to be the most popular when hiring [Front End developers](#).

The standard benefits package being offered to Front End developers is health insurance, wellness allowance, yearly performance review and career progression opportunities.

As a result of Covid-19, companies are moving from a traditional work approach into [remote or hybrid working arrangements](#). We also see a tendency of onboarding candidates remotely, hence simplifying the hiring process and allowing many organisations to offer and hire professional developers more quickly.

PERMANENT

	< 3 years	3 - 5 years	5 - 9 years	10+ years
Frontend Developer	18 - 35k	35 - 45k	45 - 60k	60k+
Fullstack JavaScript Developer	18 - 35k	35 - 45k	45 - 60k	60k+

JavaScript Development

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BUSINESS INTELLIGENCE

& DATA ANALYTICS

The Data and BI space continue to grow in the number of roles available and the diversity of roles within the space; with a shortage of local candidates to meet growing demands being the common theme. the Maltese marketplace tends to place a high emphasis on the Microsoft Stack for BI roles, MS SQL for Database Administrator roles and Cloud + Real-time processing experience when it comes to Data Engineering roles.

The key demand and shortage of supply in the market are 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 the [data science](#) and ML field, however, the supply of roles is not there.

Naturally, the demand is strongest within the iGaming sector when it comes to Data Engineers, however, telecoms and fintech organisations are always looking for strong [BI professionals](#).

Business Intelligence & Data Analytics

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IT JOBS MARKET MALTA - Salary Survey February 2022

PERMANENT

	< 3 years	3 - 5 years	5 - 9 years	10+ years
Database Administrator	25 - 35k	35 - 40k	40 - 50k	50 - 60k
Data / Database Warehouse Developer	25 - 35k	35 - 45k	45 - 60k	60 - 70k
Data Analyst	25 - 40k	40 - 50k	50 - 65k	65k+
BI Specialist / Developer	25 - 35k	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 should 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 in the market.

The demand for [Scrum Masters](#) or candidates with scrum skills creates a strong need. The PM 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.

Project Management & Business Change

PERMANENT

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

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QA & SOFTWARE TESTING

Over the last 6 months in 2021 and the start of 2022, we have noticed an increased demand for junior manual testers, particularly within the financial sector. ISTQB certification and/ or postman API testing experience remains to be a strong decisive and desirable factor among the junior roles.

A definite rise in demand for [automated testers](#) have been noted whilst the supply seems to be slightly on the lower side. This has certainly created a lot of challenges within the market. The most sought-after skills for automated testing are currently Selenium, [Java/C#](#) and SQL.

[Salaries](#) for both [manual and automated](#) testing have remained relatively stable over the last year. We have noticed a particular rise in the need for these roles within the financial and igaming sectors.

There is an inconsistency between the movement of automated talent and the [roles available](#) within the market and companies are generally displaying a flexible approach towards training good manual [QA Testers](#) with some exposure to automation to fully equipped Automation Testers.

PERMANENT

	< 3 years	3 - 5 years	5 - 9 years	10+ years
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 IT APPOINTMENTS

With the unprecedented growth of the IT market and with many organizations building and growing their teams, senior appointments have become more frequent than they were in previous years.

When possible, many companies prefer to promote internally for these positions, but very often, previous and proven experience is required from candidates to fill those positions.

We have seen an increase in [salaries](#) over the past 2 years which has made it attractive for local and foreign [IT candidates](#) to engage with those [opportunities](#) that are currently strong in the Maltese market.

PERMANENT

	< 3 years	3 - 5 years	5 - 9 years	10+ years
CTO / CIO		70 - 80k	80k+	
IT Service Manager	35 - 40k	40 - 45k	45 - 50k	50k+
Software Development Manager		60 - 75k	75 - 95k	95k+
Infrastructure Manager		45 - 50k	50 - 60k	60k+
Software Architect		55 - 65k	65k+	

Senior IT Appointments

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INFRASTRUCTURE & SUPPORT

IT Support

No major changes have been noticed in the last 6 months. Fundamental experience with basic [networking](#) protocols, active directories and Windows-based applications continue to stand out the most.

The importance of SQL continues to be an important skill and finding a candidate with basic query generation continues to be a good asset. [Salaries](#) vary for [support roles](#) depending on the level and experience but remain within the range of €20,000 and €30,000 for junior to mid-level positions.

More increasingly, candidates appear to be on the lookout for [opportunities](#) that offer diverse training and various career progression options.

IT Administrator

Over the course of 2021, we noticed a steady growth in [System Administration](#) and [Network Administration](#) roles, usually, these roles are Windows-oriented.

The general skillsets sought after for this role are Active directory, virtualisation servers, CCNA/basic networking protocols with continuous growth in the importance to cloud. Linux-oriented roles or a mixture of both Windows and Linux applications are usually associated with higher-level senior roles.

[IT Administration](#) roles are popular across the whole IT industry but are more prevalent within fintech, hospitality, gaming and software companies. The demand for IT Administrator roles has continued to steadily rise in the last 6 months and will most likely continue to grow in the not-too-distant future.

Network Engineer

Whilst the demand for [Networking Engineers](#) has remained steady, there has been a trend of candidates that are junior and slightly more experienced, who prefer to not solely focus on the networking side in order to gain more exposure to systems with the intent of entering [DevOps/Cloud Engineering](#) space in the future.

This has correlated to a slight but noticeable increase in the salary bands. CCNA/CCNP certificates with solid networking knowledge remain important and are highly sought after in the market with a growing focus on cloud-based platforms.

[Candidates](#) have also appeared to be more focused on the training and getting certified, in particular, getting CCNA certified.

System Engineer

There has been a dramatic increase in the demand for [System Engineer](#) roles at all levels across all industries. It remains the best route to take to develop and progress in your career within cloud platforms, generally within [DevOps roles](#). There are 2 main types of system engineer roles, those who have Windows infrastructure and those who have Linux based infrastructure. Skills that have been particularly in demand are experience in using Cloud platforms, infrastructure scripting (PowerShell or Bash), SQL and Docker.

To elaborate further on skills, Docker remains to be the determining factor of System Engineer roles. Whilst it has been particularly challenging to find candidates who have been significantly exposed to Docker containerisation technologies, organisations have been flexible in accepting candidates who have Docker certifications without hands-on experience.

PERMANENT

	< 3 years	3 - 5 years	5 - 9 years	10+ years
IT Support (1 st / 2 nd / 3 rd)	18 - 25k	20 - 30k	30 - 35k	35k+
IT Administrator	20 - 28k	29 - 35k	35 - 40k	40k+
System Engineer	30 - 35k	36 - 40k	40 - 50k	50 - 60k
Network Engineer	20 - 24k	25 - 30k	30 - 37k	38 - 43k
Cloud Specialist	30 - 35k	35 - 55k	55k+	
IT Security Engineer	25 - 35k	35 - 50k	50 - 60k	60k+
IT Audit & Compliance	20 - 25k	25 - 35k	40 - 60k	65k+

DEVOPS, SRE ENGINEERING

DevOps remains to be one of the most popular and in-demand specialisations as it combines the best of both worlds – the infrastructure and the development. There has been a fascinating increase, particularly within the cryptocurrency and iGaming sectors.

[DevOps](#) roles in particular are never alike. 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. However, during the past 6-12 months, we noticed a slight increase in [DevOps roles](#) relating to Windows infrastructure.

Nevertheless, even though DevOps roles can vary a lot, there still seems to be the core technologies that overlap; [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.

We have seen that the naturally progressive way forward for individuals who want to move into DevOps are usually approaching from a strong [system engineering](#) background with heavy exposure to cloud platforms.

Furthermore, we have observed a slight increase in [SRE roles](#), particularly within the iGaming sector of the market.

PERMANENT

	< 3 years	3 - 5 years	5 - 9 years	10+ years
DevOps Engineer	30 - 50k	50 - 65k	65 - 80k	
Site Reliability Engineer	35 - 40k	40 - 60k	60 - 80k	

DevOps & SRE Engineering

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FUNCTIONAL PROGRAMMING

Functional Programming continues the strong growth it has experienced in the last few years. This niche within IT is mostly active outside Malta (predominantly in the EU), while locally there are just a handful of organisations hiring within this space. 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 in 2022 and going forward. The Maltese market is starting to see a few companies adopting the programming language such as Scala but mainly within the [data space](#) and there is rarely a use for pure Scala Engineers.

Many technical managers are looking for [Scala Engineers](#) who have experience with [Functional Programming](#) frameworks such as Cats, Shapeless or ZION.

With the emergence of Blockchain and Crypto companies, [Rust programming](#) language has gained massive momentum which has resulted in very lucrative opportunities for the early adopters of Rust.

Due to its safety and reliability, Rust is expected to become the programming language of choice for Crypto and Blockchain companies. [Haskell](#) and Rust are seen as very advantageous skills to have as they are a niche within [Functional Programming](#).

Functional Programming

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PERMANENT

	< 3 years	3 - 5 years	5 - 9 years	10+ years
Scala	28 - 45k	45 - 65k	65k+	
Haskell	28 - 45k	45 - 60k	60k+	
Rust	25 - 50k	50 - 100k	100k+	



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

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.

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

+356 2034 1510



IT career opportunities with **Archer IT Recruitment**

archer.com.mt

3rd Floor, Paolo Court, Giuseppe Cali Street, Ta 'Xbiex, XBX, 1423, Malta

Tel: +356 2034 1510

Email: info@archer.com.mt

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