



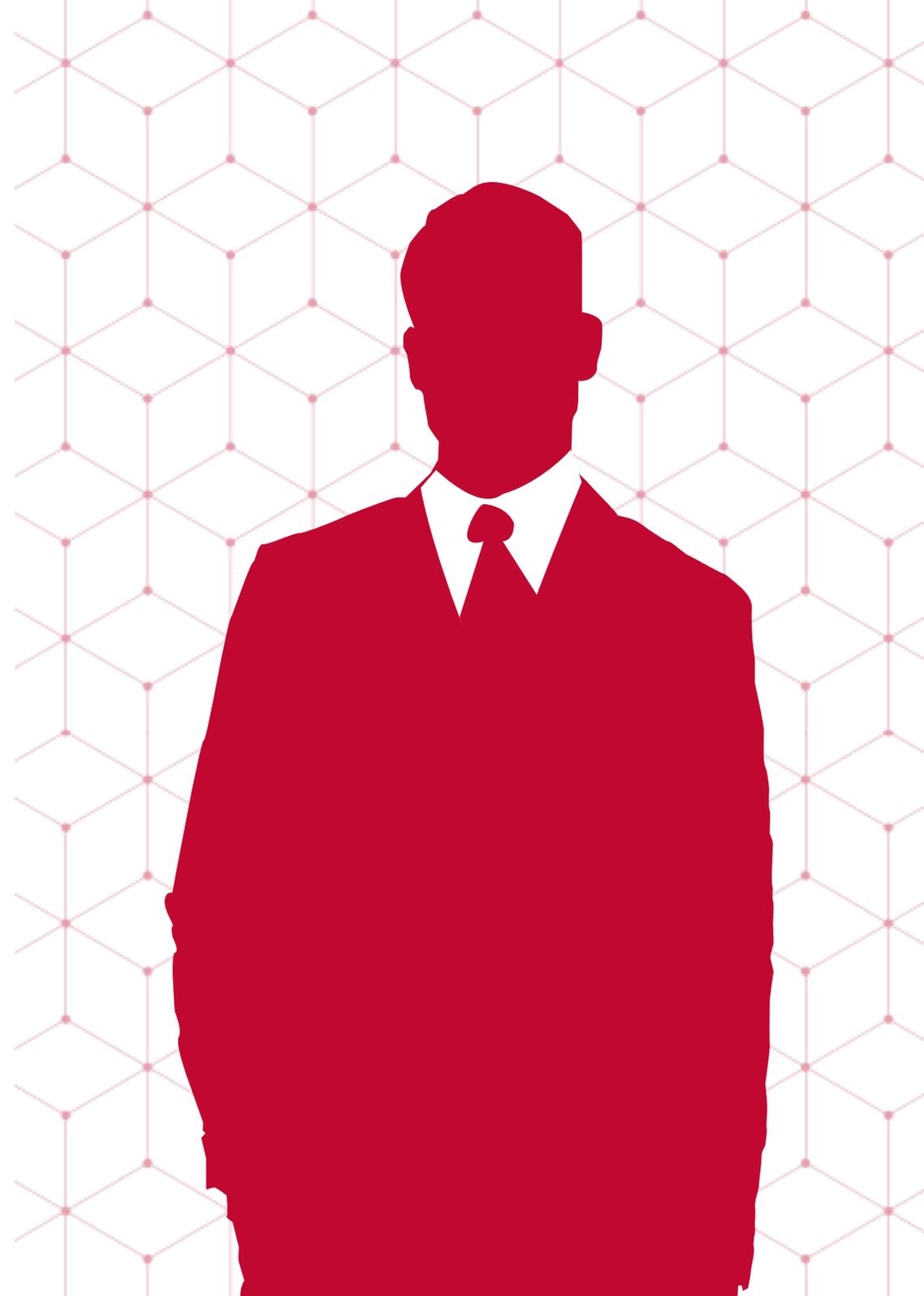
ARCHER IT
RECRUITMENT

IT JOBS MARKET CYPRUS

Salary Survey June '20

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ABOUT ARCHER

Archer Cyprus consultants are experts in recruiting in their specialist sector of the IT market. Our laser-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 Cyprus 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 2020 shaping up to be a stressful 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 **+357 2503 0229** or **info@archer.com.cy**

MARKET OVERVIEW

The coronavirus pandemic has certainly brought about change in the economy. However, most areas of IT in Cyprus have not changed like many other industries. Most organisations are relying on software applications and their IT networks like never before.

Cyprus has experienced strong growth over the last 5 years, which has resulted in the creation of many career opportunities for software engineers and other IT professionals. Cyprus continues to be an attractive location for international talent.

There is still a significant amount of hiring happening in the Cypriot market and we expect a very significant rise as offices reopen. Many companies “pressed pause” on recruitment until then for logistics reasons, with their hiring plans remaining intact long term.

However, after the initial “shock” of the lockdown, companies who haven’t experienced a financial impact from the crisis and were on “wait and see mode” are finding that now is an excellent time to hire new talent.

People are readily available to participate in remote interview processes, there is less competition in the market and some really talented people are available for a career move.

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

We are all looking forward to seeing “things go back to normal”.

Until that happens, adaptable, flexible people and organisations are at a distinct advantage.

PHP DEVELOPMENT

The coronavirus crisis has caused some changes to this market. The PHP market in Cyprus has been growing and buoyant for several years. There have been some company closures and some new challenges for companies onboarding new employees. Many 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 market has moved significantly from the traditional LAMP stack to PHP Developers who have extensive knowledge with modern MVC Frameworks. In Cyprus 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 with NoSQL databases are in high demand and the majority of technical managers require PHP Engineers to have a TDD mindset and to be familiar with PHP testing tools.

After a period of high demand and firmer requirements which led to a significant increase in salaries for PHP developers, we have noticed that salaries have remained stable over the past year. When the PHP market picked up a couple of years ago, many PHP developers based in Cyprus didn't have the required exposure to the modern tech around PHP and many organizations had to relocate experienced PHP engineers from abroad which naturally led to an increase in salaries. However, the majority of PHP engineers stay up-to-date with new tech trends resulting in salaries remaining consistent over time.

Companies that have continued their hiring process are those that are less affected by coronavirus pandemic and the ones that have a high degree of financial security. These companies are searching for professionals with skills in Design Patterns but also strong experience in TDD and modern testing tools. Personality and attitude seem to be very important for technical managers as they appreciate positive energy and committed candidates.

PHP Developer	<3 yrs.	17-28k
	3-5 yrs.	28-40k
	5-9 yrs.	40-55k
	10+ yrs.	55k+

JAVA DEVELOPMENT

The coronavirus crisis has resulted in substantial changes in the Cypriot market – with companies having to adapt quickly and effectively. Remote onboarding has been a key factor in these changes, with the recruitment process adapting successfully as a result of this.

Within the Java market, there has been a great demand for experienced middle and senior professionals. For these roles, companies seek developers with strong technical and team-leading skills. In junior roles, they are focused on soft skills and educational background.

In the Cypriot market, there has been a noticeable demand for Java Developers. A large number of companies work on these coding languages. Also, Java is one of the most popular coding languages in Universities in Cyprus, as it is educated from the first years of studies.

In the Java market, your top organisations are looking for professionals with a strong knowledge in Spring Boot, Hibernates, Kubernetes and Docker.

For the Java market, there has been a great demand for experienced middle and senior professionals. For these roles, companies seek developers with strong technical and team-leading skills. In junior roles, they are focus on soft skills and educational background.

Salaries have remained relatively steady over the last 6 months with companies being more selective of which candidates they take and what benefits they offer to them. Amid the coronavirus pandemic, the companies continuing to hire are the ones that have a high degree of financial security and products or services that haven't been affected by Covid-19.

Hiring companies are searching for a combination of hard and soft skills. It is noticeable that these companies are primarily focused on work ethic, communication skills and technical competency when looking for junior developers. Alternatively, jobseekers consider opportunities where companies are offering financial security, a friendly corporate environment, flexible working hours, the opening for remote work, projects with the latest technologies, and career progression.

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

.NET DEVELOPMENT

The .Net Developer jobs market in Cyprus remains functional despite the COVID-19 crisis. This sector has been able to adapt quickly to the Covid-19 outbreak with most companies exploiting remote onboarding and online interview processes. Opportunities have declined slightly however, those that are on offer are great career changing prospects.

During the current situation, salaries remain fairly stable with no noticeable increase for both junior and senior developers in the .NET market. We have seen more demands for middle and senior developers with experience in .NET Core, Azure, React and Angular. The majority of companies in this market are searching for candidates that demonstrate strong technical and leadership skills along with certain various soft skills.

One of the major transformations over the last 6 months is the current global pandemic. Covid-19 has affected the Cypriot market, some companies have found it difficult to continue their hiring processes however others have taken the opportunity to continue to hire and secure strong developers. A positive aspect is the release of .NET Core 3 which is more efficient than previous versions of .NET Core. It's faster and generally more effective.

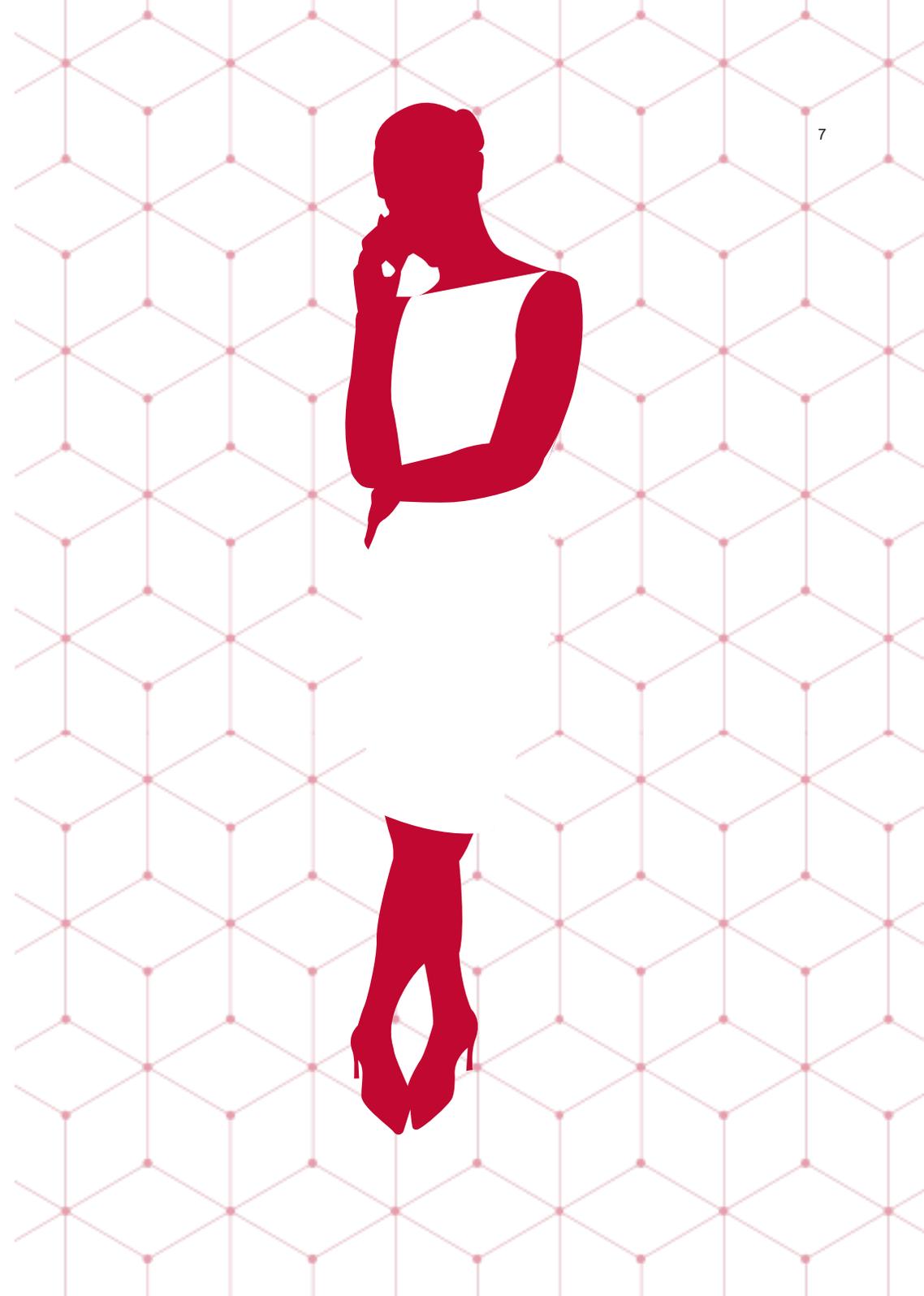
.Net Developers willing to shift careers at the moment are most likely to consider companies offering exposure to new technologies; particularly with a cloud/DevOps focus. Tools like Docker, Kubernetes, AWS, Azure, Azure DevOps are highly sought after by candidates.

It seems that the benefit schemes have changed in Cyprus despite the coronavirus crisis. Companies have gradually stopped offering private medical insurance program. The healthcare system in Cyprus is changing with the introduction of GESY or the GHS (General Health Service); GESY is a full-coverage healthcare program for all citizens of Cyprus.

Therefore, the companies offer a bonus or the 13th-month salary and some of them offer flexible working hours and the ability to work from home at least 1-2 days per week.

.NET DEVELOPMENT

.NET Developer	<3 yrs.	18-33k
	3-5 yrs.	33-45k
	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+



JAVASCRIPT DEVELOPMENT

JavaScript is a high growth area of software development. The coronavirus has caused some slowing in volume of roles however these skills remain in demand. There are no significant changes in the salary levels.

We have seen a strong demand over the last 12 months for Frontend Developers and UI/UX Developers with versatile skill sets consisting of HTML, CSS and JavaScript with experience in framework like Node.js, Vue.js, React and Angular 2+.

Due to these latest developments, this could possibly result in an increased pool of available candidates and therefore some reduction in market salary rates. Also, many companies are focusing on recruiting more high-spirited and exuberant candidates.

The organisations hiring during this global pandemic are industries that are less affected by coronavirus and the ones that have a high degree of financial security like Forex, Online Entertainment and Cyber Security. Most of these companies are in search of candidates with leadership skills, mentoring and strong communication skills.

Candidates in the JavaScript & Frontend space appear more attracted to reputable companies with latest technologies (JavaScript Framework), opportunities with clear paths for career progression, decent salary and the scope to develop new technical skills.

Benefits and perks seem to be in high demand for most IT roles. JavaScript Developers are drawn towards top companies who can offer job security, performance bonuses, flexi-time, private healthcare and corporate pension.

JAVASCRIPT DEVELOPMENT - FRONTEND AND FULL-STACK

Frontend Developer	<3 yrs.	19-27k
	3-5 yrs.	27-38k
	5-9 yrs.	38-55k
	10+ yrs.	50k+
Full-stack JavaScript Developer	<3 yrs.	18-30k
	3-5 yrs.	30-40k
	5-9 yrs.	40-55k
	10+ yrs.	55k+



DEVOPS AND SRE ENGINEERING

The Covid-19 pandemic has had an impact on many areas of the economy; however, DevOps is one of the areas which hasn't been affected and we expect to have more demand for in the coming months.

For DevOps Engineers, the skills that are most sought after are your scripting languages (Python, Bash), Docker and/or Kubernetes, Jenkins and GitLab. We have noticed a gradual and constant rise in salaries for experienced Security and DevOps Engineers. With the DevOps market becoming more diverse, there are great opportunities available in organisations of all sizes, across different sectors.

Having said that, most hiring companies are in search of candidates with the right attitude, who are willing to learn and evolve with the continuous enhancement of technology. Top organisations are on the hunt for people who want to consistently learn new trends and make a difference in the company.

Containerisation continues to gain in popularity. Kubernetes has been slightly more in demand than Docker, reversing the situation in previous years. Candidates job seeking in the DevOps market are searching for new opportunities with companies that are offering the scope for learning systems, automation technologies, leading or managerial positions and a salary increase.

Current benefits packages have remained the same with Healthcare and Pension being a priority, however, flexible working (from home) hours will be taken into consideration by both the candidate and client due to the recent coronavirus pandemic.

DevOps Engineer	<3 yrs.	22-35k
	3-5 yrs.	35-45k
	5-9 yrs.	45-55k
Site Reliability Engineer	<3 yrs.	22-35k
	3-5 yrs.	35-45k
	5-9 yrs.	45-55k

INFRASTRUCTURE AND SUPPORT

COVID-19 has certainly changed the market significantly in a very short space of time. Many organisations have been unsuccessful in adapting to the new way of working and have been struggling to onboard new employees remotely. On the other hand, we see organisations that are able to adapt to the current situation, interviewing, hiring and onboarding new people.

Generally speaking, in the IT Infrastructure market, technologies such as Linux Systems, VMware, and Cloud (AWS & Azure) are the ones that are highly sought after at the moment. In terms of Network and Security Engineers, TCP/IP protocols, Firewalls, Routing, Switching, and VPN would be the skills that are most in demand.

No dramatic changes in salaries have been observed within the IT Infrastructure market. Many candidates have been hesitant to make the move now, even if they were actively seeking a career change before the Covid-19 pandemic. Candidates that are still open to new opportunities usually enquire about the stability of the company, the onboarding process, the industry the company operates in and the duration the company has been working in the market.

The companies that have decided to continue their hiring process are the ones that haven't been greatly affected by COVID-19. That would be IT Infrastructure providers and companies operating in the Financial Market.

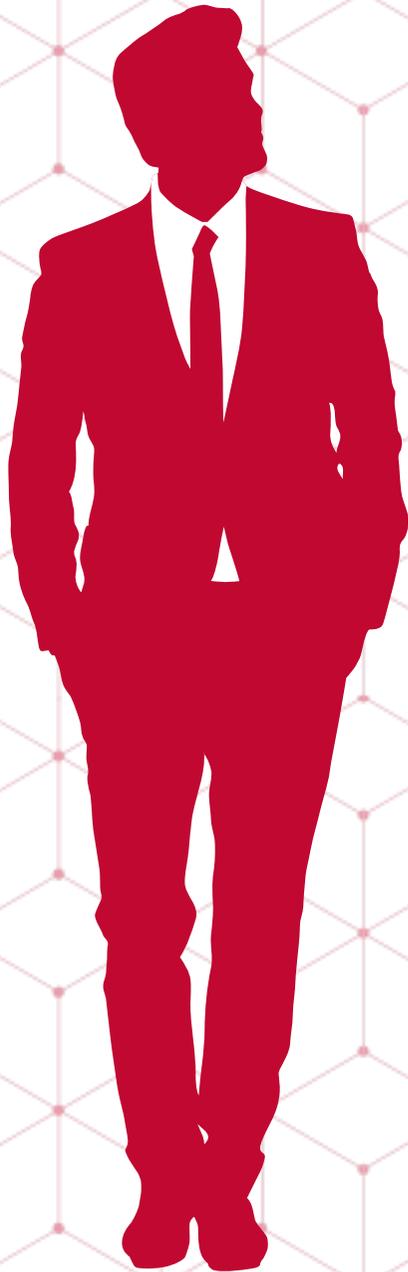
Besides the experience that the companies require, hiring companies have also started looking into the reason why the candidate wants to make a change and how often the candidate has changed jobs in recent years. At this point, companies are now more interested in a candidate that has displayed some stability in their career so far.

IT INFRASTRUCTURE AND SUPPORT

IT Support(1st/2nd/3rd)	<3 yrs.	12-20k
	3-5 yrs.	20-25k
	5-9 yrs.	25-30k
	10+ yrs.	30k+
System & Network Engineer	<3 yrs.	20-25k
	3-5 yrs.	25-35k
	5-9 yrs.	35-40k
	10+ yrs.	40k+
Systems Administrator	<3 yrs.	20-25k
	3-5 yrs.	25-35k
	5-9 yrs.	35-40k
	10+ yrs.	40k+
IT Security Engineer	<3 yrs.	25-30k
	3-5 yrs.	30-40k
	5-9 yrs.	40-50k
	10+ yrs.	50k+

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.



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