



**ARCHER IT
RECRUITMENT**

IT JOBS MARKET MALTA

Salary Survey March '18

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MARKET OVERVIEW

Malta's IT sector is continuing its long-held trajectory of growth. It's yet to reach its peak and the market is full 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 and openings for candidates to explore.

Malta attracts talented IT people from around the world who are looking for opportunity, along with a healthy dose of the famed Mediterranean lifestyle. They're also on the lookout for flexible hours, good locations, the chance to get hands-on experience with the latest technologies, a good

internal environment and ideally remote working options.

In order to attract the right talent, companies of all sectors and stripes are offering strong benefits packages. These often include health insurance, performance bonus, salary reviews, overtime, flexible hours. Benefits can be 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 common. Across the board, companies are offering good relocation packages, including flights and accommodation, to ease candidates' transition to this new country.

ABOUT ARCHER

While other agencies try to be all things to all people, Archer's laser-focus on the IT sector means our expert consultants have an in-depth knowledge of the market. 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. Twice a year we harness those insights with our Salary Survey guide.

**Archer IT
Recruitment**
is a recruitment
consultancy with
a difference.



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

JAVA & PHP DEVELOPMENT

In the software development arena, PHP is a technology of choice for many. In the current marketplace, Backend PHP Developers are sought after, particularly accompanied by experience of modern MVC Frameworks, Laravel and Symfony.

Employers are also eager to find people with experience of a test-driven environment (TDD). On the Java end of the software development market, companies are generally looking for Backend Java Developers. Preferred are Java Developers with knowledge of Java frameworks such as Spring and Hibernate. On the employer side, technical skills matched by a genuine passion for the developer role is ideal. For candidates, remote working and flexibility are highly desired, although some employers can be reluctant to provide this.

Java Developer	<3 yrs.	20-28k
	3-5 yrs.	28-38k
	5-9 yrs.	38-50k
	10+ yrs.	50-55k
Android Developer	<3 yrs.	20-30k
	3-5 yrs.	30-37k
	5-9 yrs.	37-50k
Web Developer	<3 yrs.	18-25k
	3-5 yrs.	25-35k
	5-9 yrs.	35-50k
	10+ yrs.	50-60k
PHP Developer	<3 yrs.	20-28k
	3-5 yrs.	28-38k
	5-9 yrs.	38-50k
	10+ yrs.	50-55k
IOS Developer	<3 yrs.	20-32k
	3-5 yrs.	32-40k
	5-9 yrs.	40-50k

.NET DEVELOPMENT

The .NET Development market bears the most fruit for Full Stack Developers, rather than purely Back or Front end professionals. Web Development skills are also popular. Mid-level Developers, with around 3 years of professional experience are sought after. In terms of technologies, ahead of the pack are C#, ASP.NET MVC, SQL, JavaScript, Angular4, and Cloud tech like Azure.

Rather than insisting on the correct academic background from their hires, many companies are open to those with no degrees at all. What's most important is passion for coding – developers who code both inside and outside of office hours are attractive hires. Like other parts of the IT market, .NET has seen something of an uptick in salaries which remain buoyant. The bulk of this growth has been concentrated among Senior profiles. Our observation is that this increase is being powered by the growth of the iGaming market. Malta is established as a hub for this industry, and as new entries to the iGaming sector arrive on the island, they have to be open to offering higher salaries in order to compete.

.NET Developer	<3 yrs.	16-30k
	3-5 yrs.	30-40k
	5-9 yrs.	40-50k
	10+ yrs.	50-55k
.NET Team Lead	3-5 yrs.	35-45k
	5-9 yrs.	45-55k
	10+ yrs.	55k+
SharePoint Developer	<3 yrs.	20-30k
	3-5 yrs.	30-40k
	5-9 yrs.	40-50k
	10+ yrs.	50-55k

BI & DATA ANALYTICS

In the area of BI & Data Analytics, salaries have seen a slight increase. Recent months have also seen a consistent demand for MS Stack skills.

The demand for Data Scientists is increasing by increments: in contrast to much of the IT market, where demand often outstrips supply, candidates seeking opportunities as Data Scientists are numerous. Many candidates have qualifications in this area, but the level of opportunity in this field does not yet match the talent supply.

From the hiring company's perspective, technical skills are a given. A long-term commitment to the Mediterranean lifestyle offered by the island of Malta is of high importance, as is a good cultural fit – to be open minded, to fit in with the ethos of the organisation and grow with the company. So who's hiring? So many organisations have open IT requirements, in diverse markets like iGaming, Banking & Finance, IT Services, Software Houses, Online Payment providers and Telecoms. Candidates are generally on the lookout for an increased salary but also career progression opportunities and exposure to new technologies. Many also want to experience their own slice of that Mediterranean life and to be part of an international, multicultural organisation.

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.	25-30k
	3-5 yrs.	30-45k
	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.	25-32k (0-1 year)
	3-5 yrs.	40-55k (1-3years)
	5-9 yrs.	55-70k (4 years onwards)
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.

Technical Tester/QA	<3 yrs.	25-30k
	3-5 yrs.	30-35k
	5-9 yrs.	35-40k
	10+ yrs.	40-45k
Test Engineer	<3 yrs.	25-30k
	3-5 yrs.	30-35k
	5-9 yrs.	35-40k
	10+ yrs.	40-45k
Testing Manager / Lead	<3 yrs.	40-45
	3-5 yrs.	45-50
	5-9 yrs.	50-55
	10+ yrs.	55k+

BUSINESS ANALYSIS & 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.

Business Analyst	<3 yrs.	20-25K
	3-5 yrs.	25-35K
	5-9 yrs.	35-45k
	10+ yrs.	45-50k
Project Manager	<3 yrs.	25-35K
	3-5 yrs.	35-45k
	5-9 yrs.	45-60k
	10+ yrs.	60k-75k
Service Delivery Manager	<3 yrs.	25-30k
	3-5 yrs.	35-45
	5-9 yrs.	45-50
	10+ yrs.	50-55k

SENIOR IT POSITIONS

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.	45-60 k
	5-9 yrs.	60-65K
	10+ yrs.	65-100k
IT Service Manager	<3 yrs.	30-35K
	3-5 yrs.	35-45K
	5-9 yrs.	45K+
	10+ yrs.	50K+
Software Development Manager	3-5 yrs.	45-60K
	5-9 yrs.	60-75
	10+ yrs.	75-100k
Infrastructure Manager	3-5 yrs.	50-55k
	5-9 yrs.	55-65k
	10+ yrs.	65-75k

INFRASTRUCTURE & SUPPORT

As the burgeoning Maltese IT market moves from newly emerging to its mature phase, requirements for professionals in the Infrastructure & Support space move with it.

The past 6 months or so have seen a distinct increase in the demand for Linux experts, as well as an increase in IT Security Engineer and DevOps Engineer roles. At this point in time, that May 2018 deadline for GDPR compliance is looming large on the horizon. Coupled with the continued growth of the iGaming market, this is driving the increase in security and data related roles. IT infrastructure needs are also increasing in both complexity and sensitivity, creating a need for professionals with a depth of knowledge in this area.

Cloud technologies are ever emerging, generally AWS and Azure, with a lot of competition to find the right people in this area. Companies are also looking for qualified professionals, both academically and in terms of practical experience, to take on IT Support roles.

Over that same period, salaries have seen something of an increase, continuing the upwards trend of the past few years. As well as the tight talent market, increases are driven by the higher numbers of international companies setting up operations in Malta – these companies can pay

more to find people, and native Maltese companies are starting to rise to the challenge posed by those global newcomers. Although Malta-based companies do not offer the same salary levels as some of their European counterparts, this imbalance is offset by the lower cost of living. It's not just the iGaming market that's growing, the online payments space is also making inroads into the Malta IT market. In terms of popular skills, there are almost too many technologies to mention, but open source coding technologies are on the rise among System Engineers, IT Security and Cloud professionals.

IT Support (1st/2nd/3rd)	<3 yrs.	18-25K
	3-5 yrs.	20-30K
	5-9 yrs.	30-35K
	10+ yrs.	35K+
IT Security Engineer	<3 yrs.	25-35K
	3-5 yrs.	35-50K
	5-9 yrs.	50-60K
	10+ yrs.	65K+
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.	20-30K
	3-5 yrs.	30-45k
	5-9 yrs.	45-60K
	10+ yrs.	65K+
Systems Administrator	<3 yrs.	20-25K
	3-5 yrs.	25-35K
	5-9 yrs.	35-40K
	10+ yrs.	40-50K
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.



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