Where to open an IT Hub in Poland?

COMPARISON

talentplace

We're the #1 HR company in the world according to the Clutch platform.

Report overview

1 **Talent Pool**

- Number of tech experts in Poland by location
- Number of tech experts in Poland by expertise
- Talent pool & wages by expertis
- Regional pay differentials in Poland

2 **Recruitment and employment**

- Recruitment proces
- Working models of IT specialists
- Most popular benefits

3 **Business environment**

- Polish ICT education graduates
- R&D and IT outsourcing centers in Poland
- Cost of living in major cities

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Talent Pool

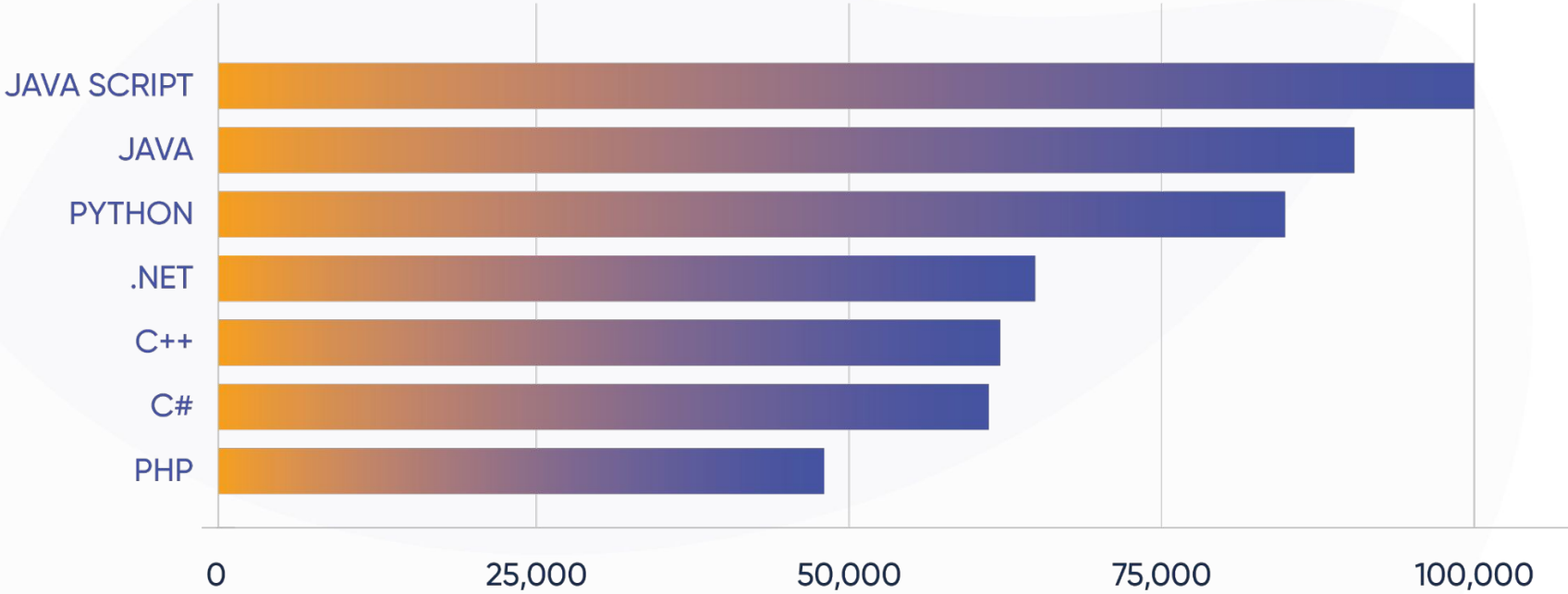## Number of candidates and remuneration

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The number of tech experts in major Polish cities

Poland has seven major IT hubs employing over 85% of all IT professionals in the country, with the majority of them living in Warsaw, Krakow and Wroclaw.
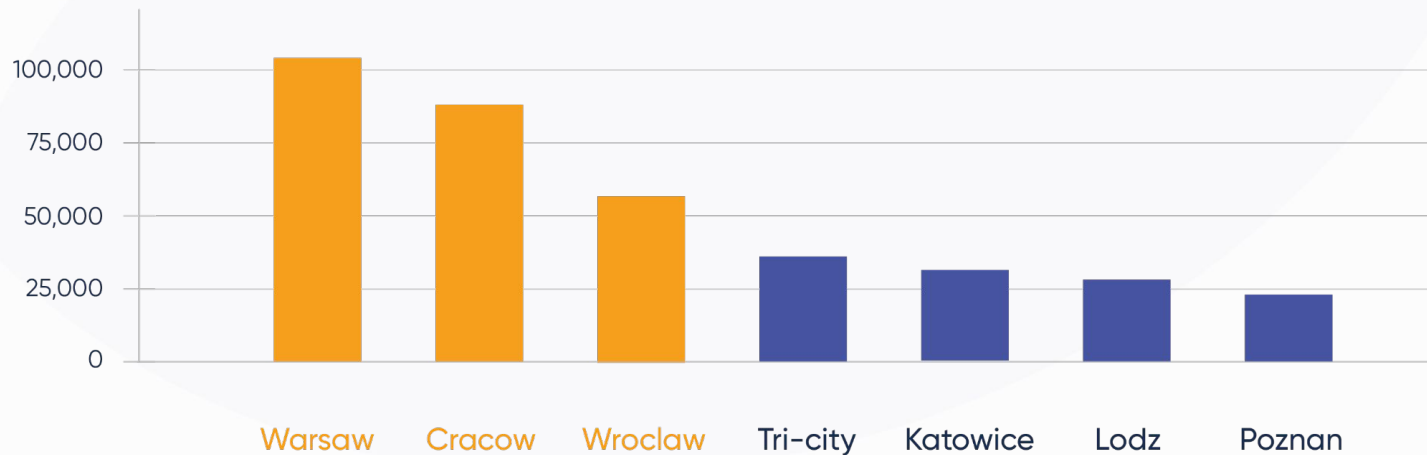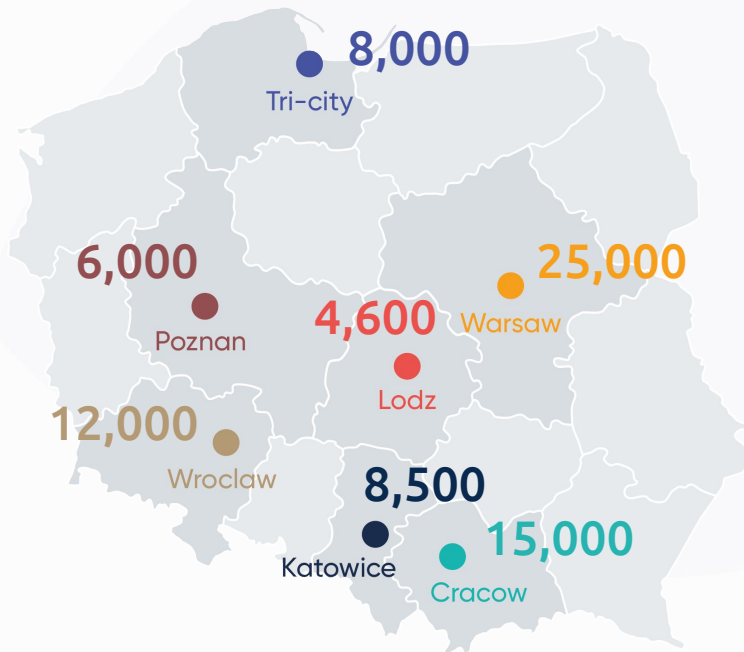

Katowice is the main city of the GZM ("Uppersilesian City Union") including 12 cities with over 1,9 million inhabitants. It's a 1 hour ride from Cracow, additionally extending the potential of that city.

Source: 2023, Talent Place

Number of tech experts in Poland by expertise

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Expertise	
JAVA SCRIPT	~100,000
JAVA	~91,000
PYTHON	~86,000
.NET	~65,000
C++	~62,000
C#	~61,000
PHP	~48,000

Source: LinkedIn

Talent pool & remuneration - JAVASCRIPT DEVELOPER

8,000
Tri-city

6,000
Poznan

25,000
Warsaw

4,600
Lodz

12,000
Wroclaw

8,500
Katowice

15,000
Cracow

Poland: 100,000

REMUNERATION (PLN/Month)	
FTE	B2B
13,000 – 16,000	16,000 – 20,000

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Talent pool & remuneration - JAVA DEVELOPER

7,500 Tri-city

6,400 Poznan

24,000 Warsaw

4,400 Lodz

11,800 Wroclaw

7,000 Katowice

14,900 Cracow
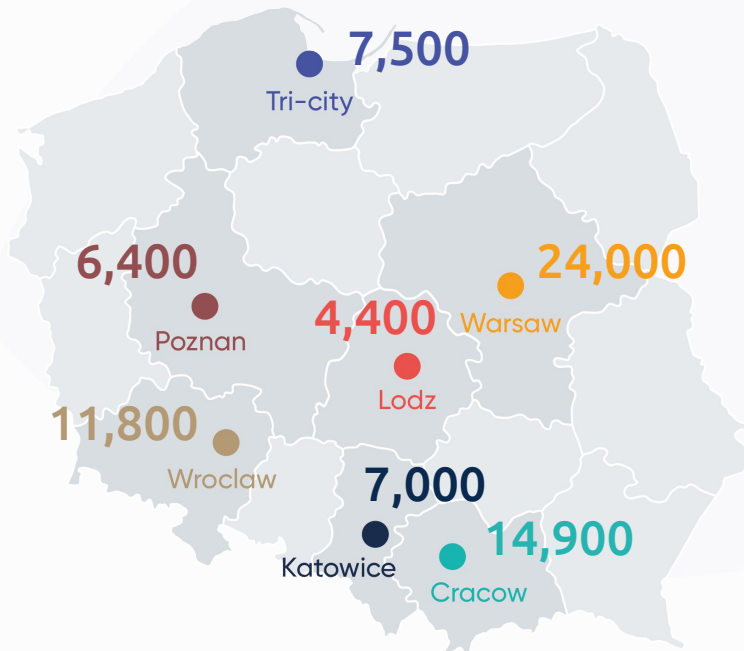
Poland: 90,000

REMUNERATION (PLN/Month)	
FTE	B2B
12,000 – 21,000	15,000 – 25,000

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Talent pool & remuneration - PYTHON DEVELOPER

7,400
Tri-city

5,000
Poznan

23,000
Warsaw

4,000
Lodz

11,000
Wroclaw

6,500
Katowice

15,000
Cracow

Poland: 85,000
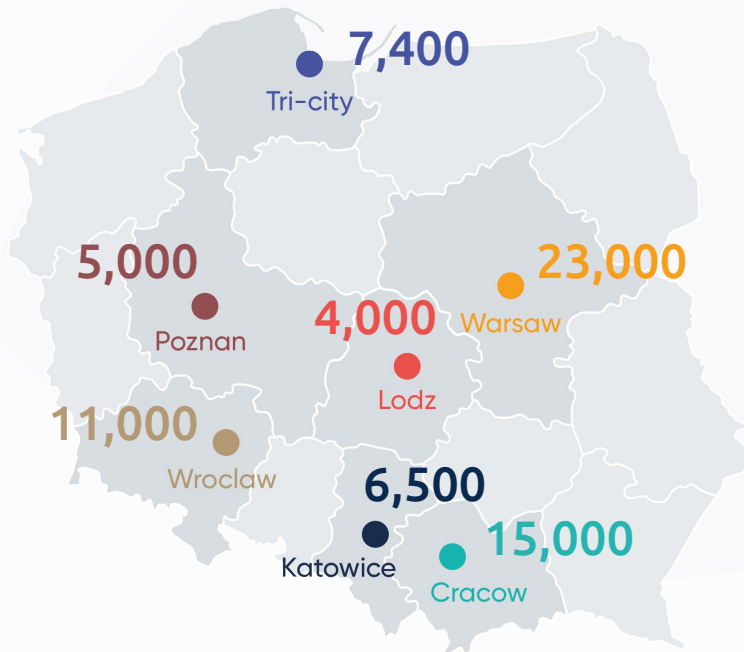
REMUNERATION (PLN/Month)	
FTE	B2B
12,000 – 18,000	15,000 – 22,000

Talent pool & remuneration - .NET / C# DEVELOPER

11,000 Tri-city

7,800 Poznan

33,000 Warsaw

6,300 Lodz

17,000 Wroclaw

10,400 Katowice

20,000 Cracow
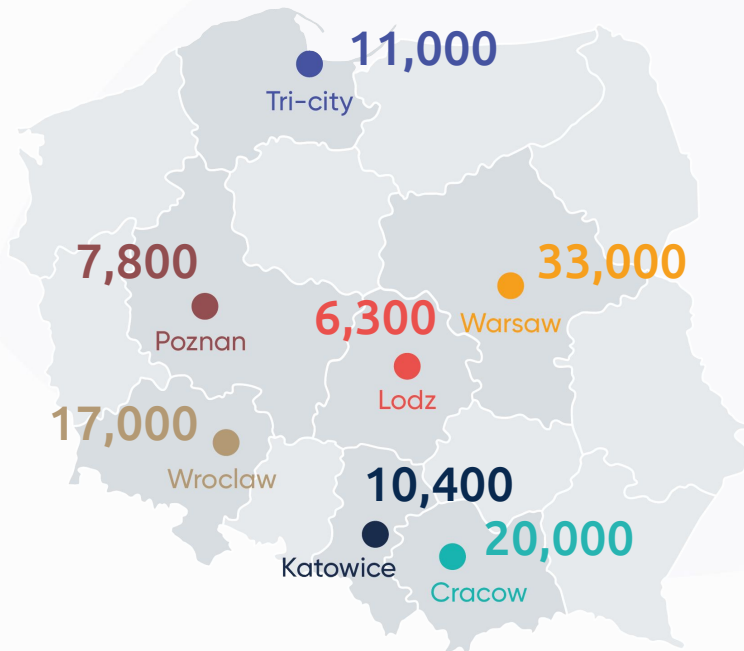
Poland: 125,000

REMUNERATION (PLN/Month)	
FTE	B2B
12,000 – 20,000	15,000 – 24,000

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Talent pool & remuneration - C / C++ DEVELOPER

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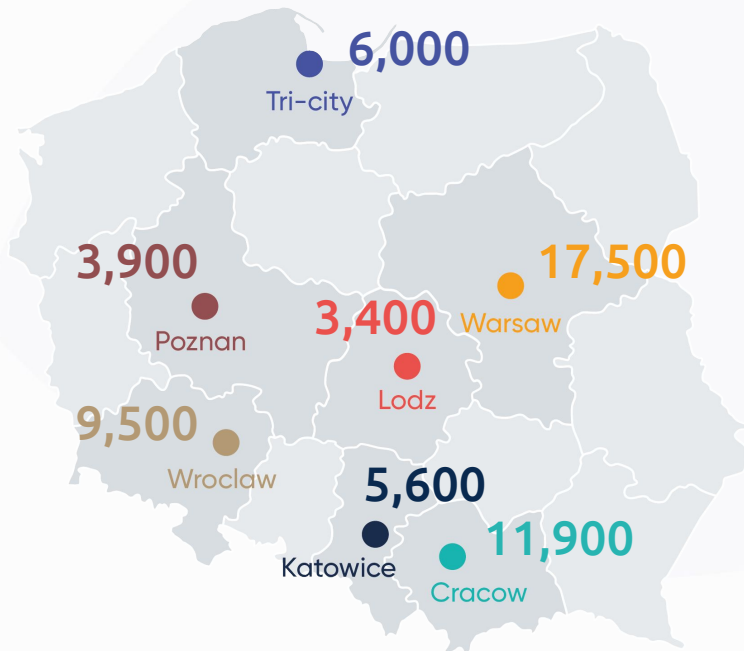
REMUNERATION (PLN/Month)	
FTE	**B2B**
12,000 – 16,000	15,000 – 20,000

6,000
Tri-city

3,900
Poznan

17,500
Warsaw

3,400
Lodz

9,500
Wroclaw

5,600
Katowice

11,900
Cracow

Poland: 65,000

Talent pool & remuneration - PHP DEVELOPER

4,200
Tri-city

3,300
Poznan

9,000
Warsaw

2,400
Lodz

6,200
Wroclaw

4,000
Katowice

7,400
Cracow
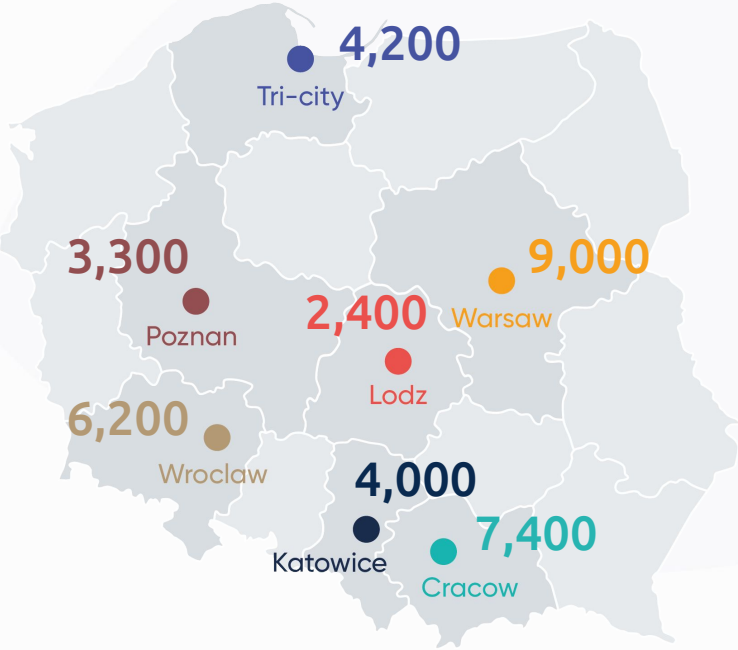
Poland: 48,000

REMUNERATION (PLN/Month)	
FTE	B2B
10,000 – 15,000	13,000 – 19,000

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Regional pay differentials in Poland

Comparison of average annual base salary in regions in Poland, where average Poland is 100%.

Table is based on the analysis of actual remuneration of employees in Poland in 2021.

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−4.1%
POMORSKIE
Tri-city

−16.7%
WARMINSKO-MAZURSKIE
Olsztyn

−17.1%
ZACHODNIO-POMORSKIE
Szczecin

−20.5%
KUJAWSKO-POMORSKIE
Bydgoszcz

−20.5%
PODLASKIE
Bialystok

+9.4%
Warsaw
MAZOWIECKIE

−15.3%
LUBUSKIE
Zielona Gora

−9.9%
WIELKOPOLSKIE
Poznan

−1.9%
LODZKIE
Lodz

−17.1%
LUBELSKIE
Lublin

−1.6%
DOLNOSLASKIE
Wroclaw

−20.1%
OPOLSKIE
Opole

−19.9%
SWIETOKRZYSKIE
Kielce

−11.4%
SLASKIE
Katowice

+3.0%
MALOPOLSKIE
Cracow

−22.1%
PODKARPACKIE
Rzeszow

Comment

Marta Garus
Head of Delivery
Talent Place

"

There are about 450,000 specialists working in the Polish IT industry. Poland ranks 13th among European countries in terms of English proficiency.

Most IT professionals in Poland speak the language at B2+ level and communicate freely in an international environment. **Poland has seven major IT hubs employing over 85% of all IT professionals in the country,** with the majority of them living in Warsaw, Cracow and Wroclaw.

In 2022, the average salary in the Polish IT industry ranged from $20,000 a year for a junior on a employment contract to $75,000 a year for an experienced senior on a B2B contract.

JavaScript is still the most popular programming language in Poland from the perspective of companies, but also of IT job seekers. The next most sought-after professionals on the market are Java developers and QA (quality assurance) testers/specialists.

"

Recruitment and employment

Preferred recruitment process, contracts, perks

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Recruitment process

QUICK PROCESS

The numbers show that IT candidates tend to withdraw if the process takes longer than 2 weeks

DIRECT COOPERATION WITH HIRING MANAGERS

Recruiters need to cooperate with Hiring Managers who understand the role better. It makes the process faster.

FEEDBACK

Candidate experience is very important. Detailed feedback has great value

2 weeks

RECOMMENDATION

TECHNICAL CHECK

DECISION, OFFER PREPARATION

FINAL OFFER

REVIEWING RECOMMENDATION

FEEDBACK

FINAL INTERVIEW

FEEDBACK

OFFER NEGOTIATIONS

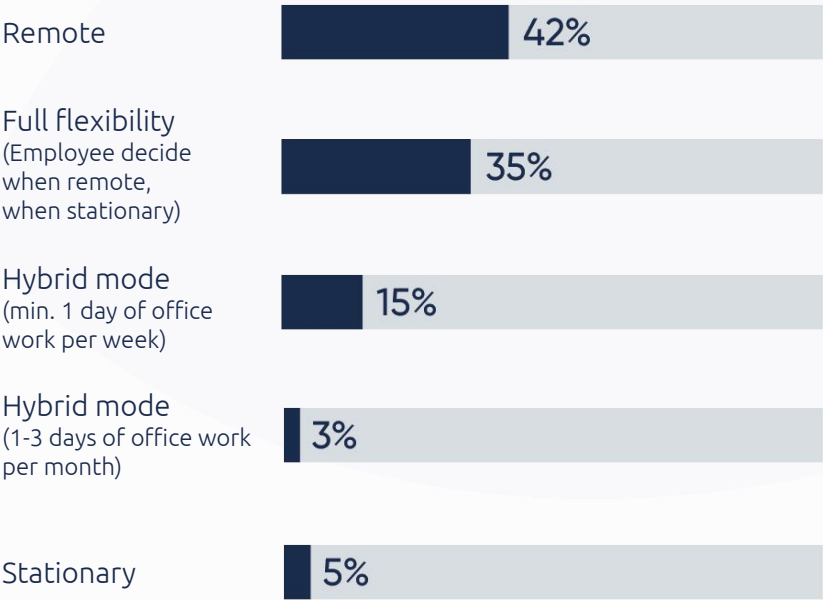**50% of applicants drop out because of a slow process**

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Why IT candidates quit recruitment processes?

1 A more attractive offer from another employer.
On average an IT specialist will be participating in 3-5 recruitment processes.

2 Too long recruitment process.
More than 2 weeks or 2 stages.

3 Decision to stay with the current employer due to overbidding.

30% of IT candidates quit the recruitment process
after sending a recommendation to the company.

Working models of IT specialists

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Which of the following work models do you work in?

Remote
42%

Full flexibility
(Employee decide
when remote,
when stationary)
35%

Hybrid mode
(min. 1 day of office
work per week)
15%

Hybrid mode
(1-3 days of office work
per month)
3%

Stationary
5%

Would you accept a job offer that involves working only from the office?*

*only specialists who
currently use the
remote work model
at least
to a small extent

It's hard to say

3%

Yes

11%

26%

It depends
on other terms
of the offer

60%

No
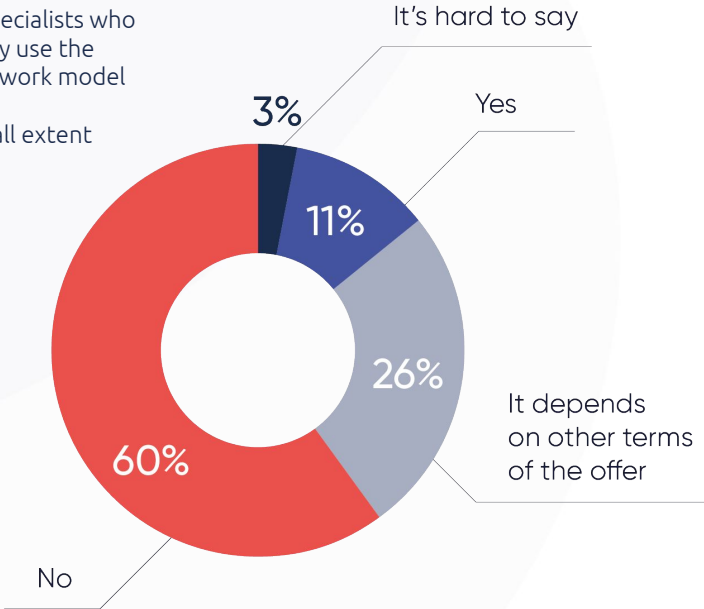
Advantages of B2B contracts

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(1) higher salary

(2) tax optimization

(3) mutual benefits

Types of contracts offered:

other
0,83%

contract of employment
25,58%

B2B contract
73,59%

Source: Study "IT job market in Poland in 2021" / No Fluff Jobs
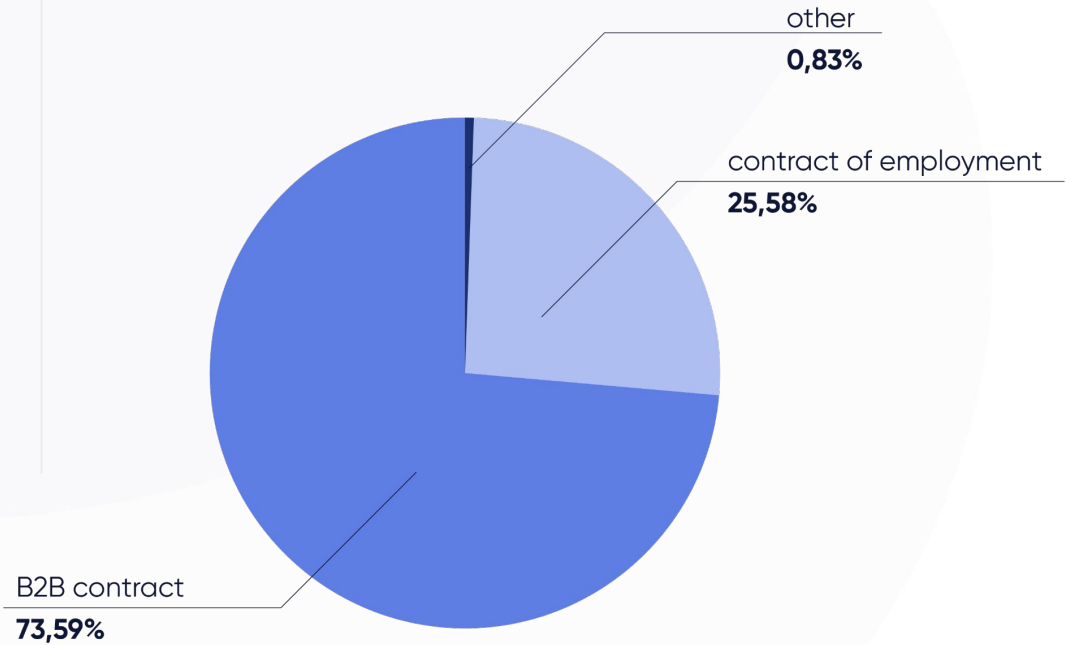
Salaried vs. B2B in Poland

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REMUNERATION					
Employment Type	Compensation (PLN/month)	Income Tax (average PLN/month)	Other Contributions (average PLN/month)	Net Income (average PLN/month)	Fully Loaded Cost (average PLN/month)
FTE	15,000	1,761	3,221	10,016	18,072
B2B	15,000	*1,616	1,990	11,442	15,000
FTE	30,000	6,360	5,145	20,781	36,144
B2B	30,000	*3,386	2,720	24,173	30,000

*Estimated tax rate at 12%. In general, B2Bs will practice tax rates between 8.5% and 15%, based on their specific tax context

The most popular benefits in Poland

THE MOST COMMON

flexible work hours

co-financed remote working

technology training

work-life fit policy

paid time off / workation location

gym membership and sports clubs card

team building trips / outings

interesting / newest projects and technologies

medical package / additional health insurance

maintenance vs. new features

chill out room / games / playstation

life insurance

annual bonuses

subsidised meals

relocation assistance

co-financing of foreign language learning

soft skills training

Apple devices

co-financing of exams to obtain professional certificates

budget for co-working space

co-financing of post-graduate and MBA studies

Culture budget - games, theatre, cinema etc.

co-financing of travel costs related to improving skills activities

Comment

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Competition in the IT labor market is quite high. When competing for the best talent, it is important to pay attention not only to a good offer but also to an efficient recruitment process. One in two candidates gives up on a process that is too long.

Working closely with the hiring manager is important in the process. Such cooperation speeds up the process, the candidates are kept informed which leads to better conversion of accepted offers. **Based on our experience and knowledge the perfect recruitment process lasts up to 2 weeks.** We don't recommend extra homework. If we need to check candidates' technical skills we can have a life coding or technical interview.

A peculiarity of the Polish IT market, is the fact that B2B contracts and remote work are very popular. Companies that do not offer the opportunity to work from home or only offer an employment contract have a weaker negotiating position in the labor market.

Magdalena Kolasa
Quality Assurance Manager
Talent Place

Business environment

Universities, cost of living, communication

Polish ICT education graduates

Source: Polish Investment & Trade Agency, Statistics Poland

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Tri-city
1,000+

3 universities
- University of Gdansk
- Gdansk University of Technology

Poznan
1,500

3 universities
- Adam Mickiewicz University

Warsaw
3,000

10 universities
- University of Warsaw
- Warsaw University of Technology

Wroclaw
1,400

3 universities
- Wroclaw University of Science and Technology

Lodz
1,000+

Katowice
1,400

3 universities
- University of Silesia

Cracow
2,000

6 universities
- Jagiellonian University in Cracow
- AGH University of Science and Technology

R&D and IT outsourcing centers in Poland

Tri-city: intel, amazon, Lufthansa

Citi, FUJITSU, accenture — Lodz

mobica, Capgemini, Roche — Poznan

Warsaw: SAMSUNG, Citi, Microsoft, P&G

IBM, CREDIT SUISSE, NOKIA, Capgemini — Wroclaw

ING, FUJITSU, accenture, IBM — Katowice

Cracow: HSBC, motorola, UBS, CISCO, Google, GE

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Source: ABSL
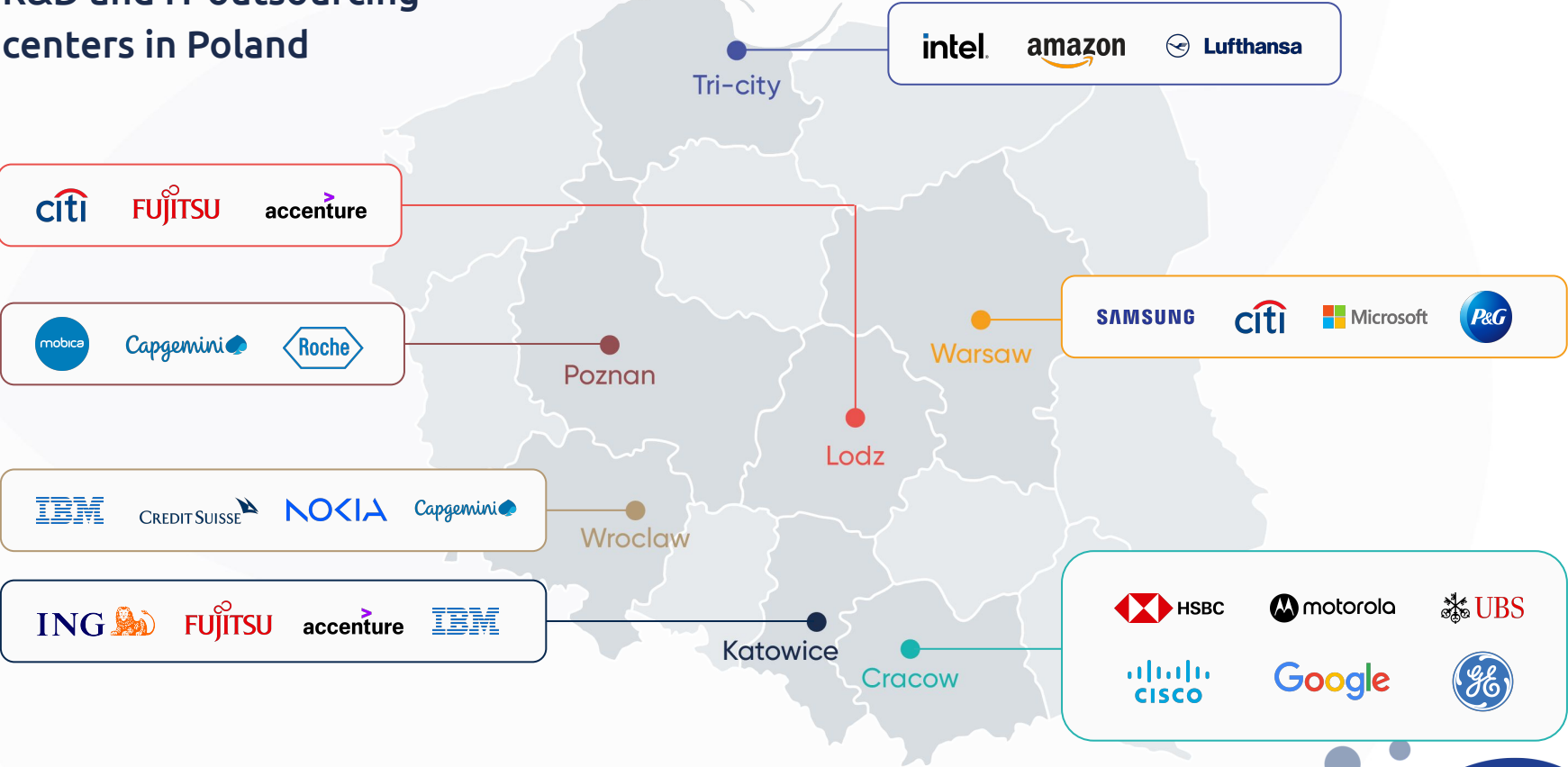
Key data on the major office markets in Poland

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Legend:
- 🏢 Stock (m²)
- 📋 Vacancy rate (%)
- 💲 Gross take-up (m²)
- 💰 Prime rents (€/m² month)
- 👤 New supply (m²)

Tri-city

Stock (m²)	1,012,100
Vacancy rate (%)	13.3
Gross take-up (m²)	101,000
Prime rents (€/m² month)	13,5-15,5
New supply (m²)	50,600

Poznan

Stock (m²)	623,100
Vacancy rate (%)	10.5
Gross take-up (m²)	46,600
Prime rents (€/m² month)	13,6-15,95
New supply (m²)	0

Warsaw

Stock (m²)	6,268,800
Vacancy rate (%)	11.6
Gross take-up (m²)	860,100
Prime rents (€/m² month)	18-26
New supply (m²)	236,800

Wroclaw

Stock (m²)	1,327,900
Vacancy rate (%)	15.6
Gross take-up (m²)	137,200
Prime rents (€/m² month)	14-15,5
New supply (m²)	65,700

Lodz

Stock (m²)	631,200
Vacancy rate (%)	21.0
Gross take-up (m²)	48,400
Prime rents (€/m² month)	11,5-14
New supply (m²)	43,300

Katowice

Stock (m²)	726,500
Vacancy rate (%)	17.1
Gross take-up (m²)	62,700
Prime rents (€/m² month)	13,5-14,5
New supply (m²)	127,300

Cracow

Stock (m²)	1,708,000
Vacancy rate (%)	16.0
Gross take-up (m²)	198,100
Prime rents (€/m² month)	14-16
New supply (m²)	100,500

Costs of renting an apartment in PLN

City	The cost of renting a 2-room apartment	The cost of renting a 3-room apartment	The cost of renting a 4-room apartment
WARSAW	3,975	6,569	10,335
CRACOW	2,888	3,967	6,800
WROCLAW	3,029	3,893	6,692
TRI-CITY	2,782	4,013	7,360
KATOWICE	2,600	3,600	5,800
LODZ	2,500	3,450	5,400
POZNAN	2,308	2,791	4,675

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Cost of living in major IT hubs in Poland

Legend: Warsaw, Wroclaw, Cracow, Tri-city, Katowice, Lodz, Poznan

Categories: cost of living index, rent index, cost of living + rent index, grocieries index, restaurant price index, local purchasing power index

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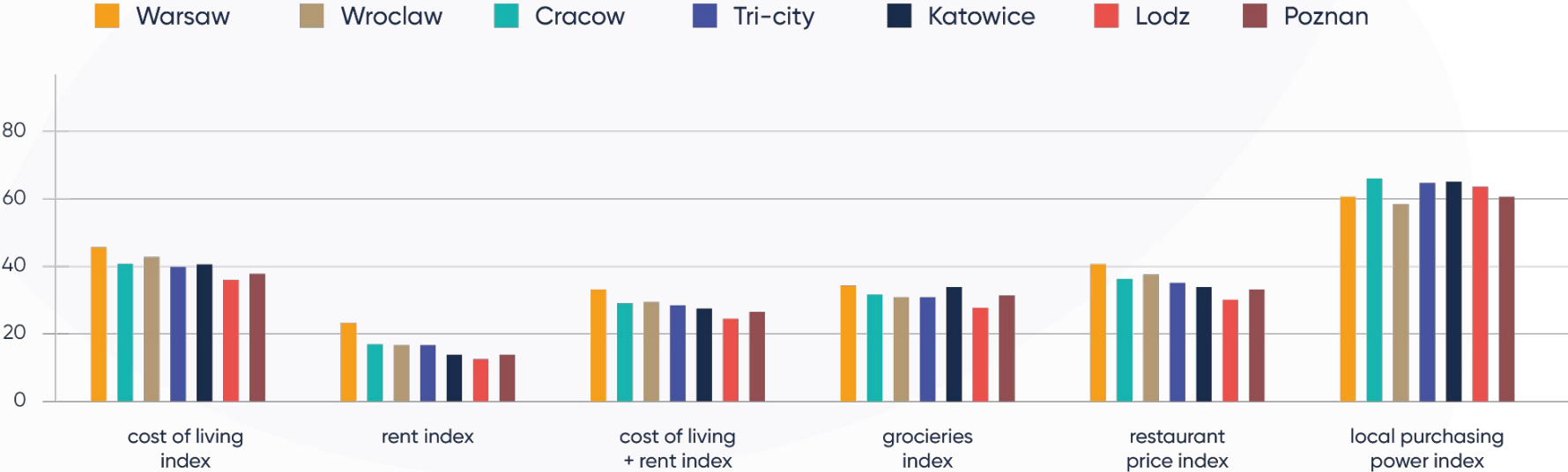
Airports traffic

Airport	Number of passengers in 2022
Warsaw-Chopin	14.4 mln
Cracow-Balice	7.9 mln
Tri-city-Gdansk	4.57 mln
Katowice-Pyrzowice	4.41 mln
Warsaw-Modlin	3.12 mln
Wroclaw-Strachowice	2.87 mln
Poznan-Lawica	2.25 mln
Lodz-Lublinek	0.18 mln

Subsidies from European funds

Grant name	Applications	Institution	Description
INNOVATION GRANTS			
SMART Path	07.02 - 31.10	PARP/NCBiR	Financing multiple stages of producing an innovation based on the results of research and development (R&D) work.
Loan for technological innovation	23.03 - 31.05	BGK	Refund of the capital part of the technology loan for the implementation of new technologies.
Seal of Excellence	16.05 - 31.07	NCBiR	Support for R&D projects awarded a Seal of Excellence certificate under the "Horizon Europe" program.
Innostart	2Q2023	NCBiR	Support in the implementation of the first R&D project for companies that have been efited from Innovation Coach.
Grants for Eurogrants	03.10.2023 - 03.09.2024	PARP	Covering part of the expenses related to the preparation of the project, searching for partners, translations or presentation of the project in its evaluation by the EC
DIGITIZATION OR DIGITAL INNOVATION			
SMART Path	07.02 - 31.10	PARP/NCBiR	As part of a broader project. Additional points for digital innovation
Supporting digital transformation	3Q2023	PARP	Advisory support for SMEs combined with implementation grants

Comment

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Companies around the world, due to the rise in popularity of remote work, have begun to hire globally, which means they don't have to limit their talent search to a specific location to find the perfect employee. However, when building larger teams, it is a good idea to learn about the specifics of the country and cities where you want to locate your investment.

There are about 50,000 companies in the IT industry in Poland, producing 8% of the country's GDP. The sector is constantly growing, attracting new investors from all over the world. One of the reasons for this is the **high quality of Polish programmers.** More and more young Poles want to tie their future to this industry.

Currently, 86,000 people are studying ICT-related majors, and 11,000 graduates made their debut on the labor market last year.

Rafał Chmura
Head of IT Contracting
Talent Place

in

Summary & ranking

Summary

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	Warsaw	Cracow	Wroclaw	Tri-city	Katowice	Lodz	Poznan
REAL-ESTATE							
Price/sqm2(€)	18-26	14-16	14-15,5	13,5-15,5	13,5-14,5	11,5-14	13,6-15,95
Vacancy rates	11.6%	16%	15.6%	13%	17.1%	21%	10,5%
New office supply Q4 2022 (sqm)	236,000	100,500	65,700	50,600	127,300	43,300	0
EDUCATION							
Universities with ICT programme	10	6	3	3	3	3	3
Yearly graduates (local/immediate proximity)	2,500	2,000	1,400	1,000	1,400	1,000	1,500

Summary

	Warsaw	Cracow	Wroclaw	Tri-city	Katowice	Lodz	Poznan
COST OF LIVING & AIRPORTS							
Estimated monthly cost (1 person, without rent)	**PLN 2,997**	**PLN 2,744**	**PLN 2,770**	**PLN 2,718**	**PLN 2,766**	**PLN 2,542**	**PLN 2,572**
Estimated monthly cost (family of 4, without rent)	**PLN 9,975**	**PLN 9,159**	**PLN 9,076**	**PLN 8,884**	**PLN 9,148**	**PLN 8,333**	**PLN 8,795**
Average rental cost comparison - Warsaw:100%	100%	73%	71%	70%	50%	52%	57%
City accessibility by Airport (1 = best)	1	2	5	3	4	7	6
WAGES							
Compensation - IT in Poland average - 100%	109.4%	103%	98.4%	95.9%	88.6%	98.1%	90.1%

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