



Claremont Consulting

Tech Salary Guide - Netherlands

SECTOR TRENDS

AVE. TENURE	HIRING DEMAND	TALENT POOL GROWTH
1.8 Years	Very High	-0.3%
FEMALE	MALE	
35%	65%	

TOP 5 COMPANY BENEFITS RECEIVED

Bonus Scheme	55%
Company Contributory Program	46%
Private Health Insurance	39%
Enhanced Maternity/ Paternity Leave	31%
Company Stocks/Shares	29%

TECHNOLOGY & TRANSFORMATION

Employee Expectations



Top 3 professionals in demand

1) Information Security
2) Software Engineer
3) Data Scientist

Top 3 Employee Values

1) Flexible Working
2)Progression Opportunities
3) Job Security

AVERAGE TECH SALARIES IN THE NETHERLANDS

Job Role	Average Annual Salary
Artificial Intelligence (AI) Specialist	€ 91,294
Data Visualisation Engineer	€ 67,302
Data Analyst	€ 66,700
Data Scientist	€ 71,646
IT Security Specialist	€ 92,678
Information Security Analyst	€ 78,790
UX Designer	€ 73,000
Software Architect	€ 80,000
Cloud Architect	€ 108,271
DevOps Engineer	€ 74,000
Cybersecurity Engineer	€ 110,000
Program Project Manager	€ 91,108
Software Engineer	€ 80,159
Software Developer	€ 80,159
DevOps Engineer	€ 74,010
Full Stack Developer	€ 621,000
Java Developer	€ 70,000
Backend Developer	€ 67,500
Frontend Developer	€ 63,000
Mobile	€ 68,000

The Netherlands is one of the most popular job relocation destinations among software developers and IT professionals – and for good reason(s)! In recent years, the country has swiftly emerged as a tech powerhouse, captivating the attention of top tech companies and startups worldwide. And here's why: boasting an exceptional digital infrastructure, a booming economy, generous R&D incentives, and a strong governmental focus on technological advancement, the Netherlands offers an ideal environment for innovation and tech excellence.

Glassdoor estimates that the average IT salary in The Netherlands is €66,000 EUR.

The country's commitment to innovation and technology is evident in its investment in research and development and its strong governmental support for entrepreneurship. As a result, global tech giants like Amazon, Google, Facebook, IBM, Microsoft, Apple, Netflix, and Cisco have established their offices in cities such as Amsterdam, Rotterdam, Utrecht, and Eindhoven, offering a wide range of workplaces and opportunities.

LOCATIONS

The IT salary average in The Netherlands is not the same everywhere. Generally, salaries are higher in cities like Amsterdam, Rotterdam and Eindhoven. These cities are home to many large technology companies and startups that offer competitive salaries to attract top talent. Furthermore, the cost of living in these cities is typically higher, contributing to higher salaries. However, it is important to note that salaries can also vary depending on factors such as the type of IT role, level of experience, and the specific industry.

City	Average Annual Salary
Amsterdam	€ 91,500
Rotterdam	€ 60,797
The Hague	€ 50,000
Utrecht	€ 66,000
Eindhoven	€ 67,500
Breda	€ 44,000
Leiden	€ 54,000
Arnhem	€ 39,000

EXPERTISE

The sustained demand for IT experts will remain at a high level in 2024. Considering the current volatile market environment, companies need to push their digital strategy forward rapidly. Companies will have to make concessions to attract these specialists, some of whom are currently very rare on the market.

Most in-demand permanent jobs

IT Administrator
IT Support
Software Developer
IT Project Manager
IT Manager

Most in-demand temporary jobs

System Admin
IT Support
Help Desk Analyst II
Network Admin
Onsite Support

Sectors that recruit the most

Banking & Financial Services
Insurance
Automotive
Professional Services
Critical Infrastructures (e.g., Energy)

Most in-demand technical skills

Digital Transformation
AI / Machine Learning
ERP knowledge
Information Security
Cloud Solutions