

# UK SOFTWARE DEVELOPMENT MARKET

## CODING THE COUNTRY OUT OF CRISIS



A Robert Walters Group Company



ROBERT WALTERS



## INTRODUCTION

While no area of tech managed to completely swerve the impact of Covid-19 on hiring in the past year, development became increasingly important as we all came to rely heavily on the use and need of software in our daily lives. We saw the development of online and mobile solutions change gears, as businesses sought to find ways to effectively engage a remote consumer-base. A talent pool already well-equipped for remote working, the interruption on hiring for the development market was short-lived, with remote hiring and onboarding a more seamless operation for more agile tech sectors.

**The Robert Walters Technology research series continues with the latest trends and growth analysis of the thriving UK software development market. In collaboration with recruitment data specialist, Vacancysoft, as well as thought leaders and industry disrupters, in the following whitepaper, we analyse vacancy growth on a national and regional scale, the expectations for growth as we phase out of the Covid-19 pandemic, and the key language hotspots in demand.**



A low-angle, upward-looking photograph of several modern skyscrapers with glass facades. The buildings are dark and reflect the sky, creating a sense of height and urban density. The sky is a clear, pale blue. The text is overlaid on the left side of the image, with each item in a white box.

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## KEY STATISTICS

### HOTSPOT GROWTH AREAS

Sectors hiring development talent



FinTech: 55% YOY growth



SaaS: 54.6% YOY growth



Media: 35% YOY growth

### VACANCY GROWTH



130% increase in development vacancies in H1 2021



1 in 3 new tech roles are in development



8,000 new development roles across London in H1 2021

### THE CHANGING LANGUAGE LANDSCAPE

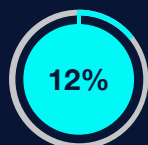


Java: over a third of all job roles (35%) stating this as a requirement for their developer

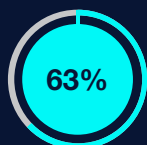


.Net: The most signification shift – now jumping to over 23%

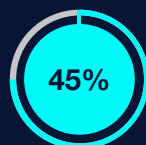
### EMERGING LANGUAGE HOTSPOTS



Golang: 12% YOY growth



RUST: 63% YOY growth



React: 45% YOY growth

### TOP 3 EMPLOYMENT EXPECTATIONS



Good work-life balance



Excellent compensation and benefits



Flexible work arrangements

### DEVELOPMENT ROLE HOTSPOTS

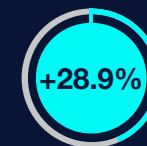
Benchmarking to secure talent – Year-on-Year growth



DevOps Engineer



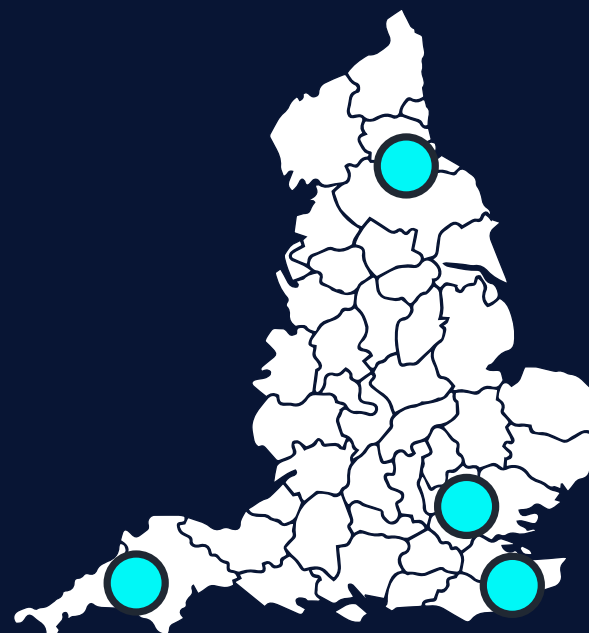
Front End Developer



Back End Developer

### DEVELOPMENT ROLES PER REGION

Year-on-Year change (projections)



Greater London - **54.40%**

South East England - **57.58%**

South West England - **81.15%**

North East England - **73.67%**

Wales - **79.12%**



## IMPACT OF COVID-19

As cases around the world decline and vaccine programs roll-out, the impact of the Covid-19 crisis has been manifesting in a multitude of ways for people working in tech - and Development specifically. Businesses that traditionally had been conservative in their approach to remote working suddenly were forced to embrace the move to work from home, where for tech professionals working in these companies, arguably the change is a long time coming.

Indeed, this can be seen in the fact that some companies are so actively embracing the change, that their tech roles are being promoted as remote, not just now, but after the Covid period is over too. From the latest analysis, over 6% of tech roles are 'officially' being positioned as permanently remote. However, we expect the number of remote or at least semi-remote development roles to be much higher, perhaps as high as 90%

The technology to work remotely has been widely available for a long time and arguably now that this shift has happened, it will become increasingly hard for businesses to enforce onsite presence when this period ends, especially for people in the technology profession.

# 6%

of tech roles 'officially' advertised as permanently remote post-Covid, the highest percentage of any industry

“Remote working is not a new phenomenon across the tech landscape. We were already seeing this trend pre-Covid - particularly with ‘digital-first’ businesses whose technical architecture is already set up for remote-working.

With the pandemic as a backdrop, many major corporates and Tech firms from Deutsche Bank to Google are adjusting to a hybrid working model – opting for two or three days in the office and the remainder wherever the engineer works best – in conjunction with their office reopening.

Flexible working is not just seen as a ‘nice-to-have’, but as an expectation for development candidates.”



**Ben Litvinoff,**  
**Business Director,**  
**Robert Walters**  
**London**



## JOB GROWTH AT A GLANCE

There is no doubt that, as a result of the Covid-19 crisis, recruitment slowed down in 2020 across the board. For people in technology, the drop year-on-year has been 35%. However the lockdown period did account for a big proportion of this and from the first half of 2021 we can see that hiring tech hires have increased by 150% compared to the previous year.

Focusing on the development market specifically, while volumes were down by 24% in 2020, this area proved more resilient when compared to all vacancies, and has bounced back significantly in the first half of this year – growing by a staggering 130% compared to the same period last year.

# 130%

increase in Development vacancies in H1 2021,  
when comparing to same period last year

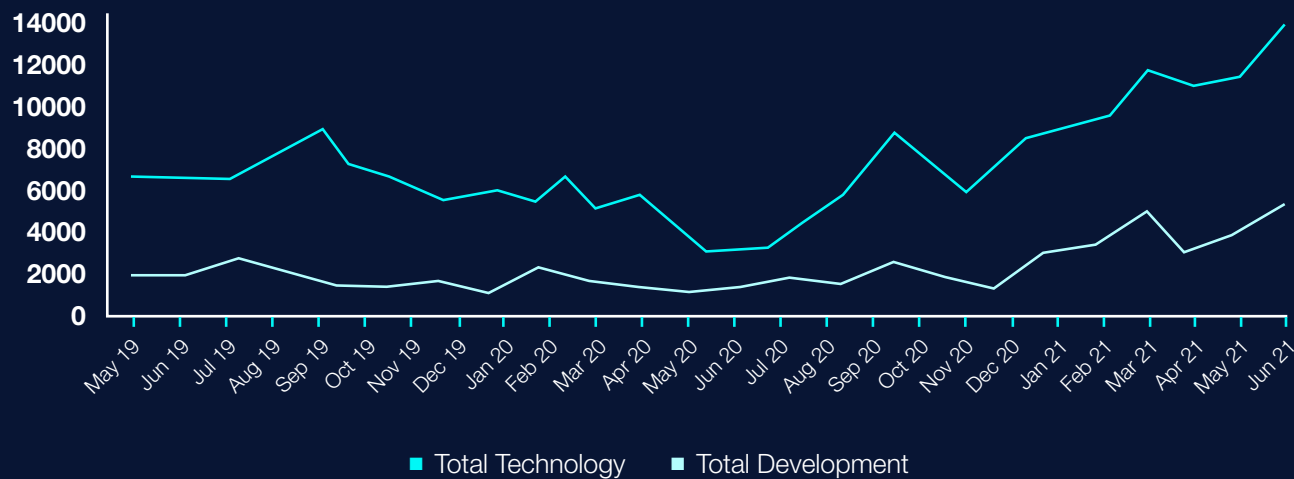
“Due to most businesses working from home, roles that require lower stakeholder engagement are much easier to onboard. As a result, roles in software engineering and development were considerably less affected by the pandemic than product management or go-to-market, for instance.

Because of this, development remained our busiest area, with highest volumes coming in Full Stack and Front End Development, DevOps Engineers, Cloud Engineers and Architects.”



**Tom Chambers,**  
**Head of Technology**  
**– London, Robert**  
**Walters**

## TOTAL TECHNOLOGY VS DEVELOPMENT



With development roles seeing a quicker recovery and take-up than general tech positions, this also means that proportionally development now makes up a larger part of the tech roles than ever before, up from 28% in 2018 to almost 32% so far this year.

**1 in 3** new tech roles are in Development







## DEVELOPMENT ACROSS THE COUNTRY

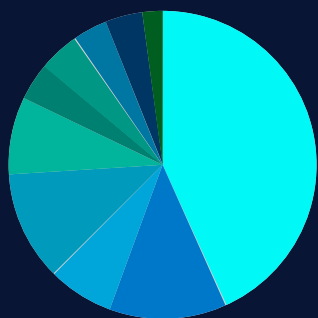
### LONDON ON-TOP

Such is the dominance of London that it accounts for 46% of all Development vacancies in the country. After an -8% decline in Development roles across Greater London in 2020, H1 2021 vacancies have reached 87% of what we saw in the entirety of last year – with early predictions being that Development roles could increase by as much as +54% in 2021 if they remain at the same pace.

# 8,000

new development roles advertised across London in H1 2021, 87% of the total number of adverts published all of last year

### DEVELOPMENT ROLES BY REGION (H1 2021)



- Great London
- South East England
- East of England
- North West England
- South West England
- Yorkshire and the Humber
- West Midlands
- East Midlands
- North East England
- Wales

“London still remains the second most connected place for tech on a global scale, right after Silicon Valley, so naturally it benefits from having greater access to development talent.

It’s an attractive market for development talent looking for their next move – multinationals with expanding tech functions are setting up operations in London, whilst the capital leads the way as Europe’s principal tech hub that can fund and support start-ups.”



**Karen Cordner,**  
Principal –  
Development  
Recruitment, Robert  
Walters London



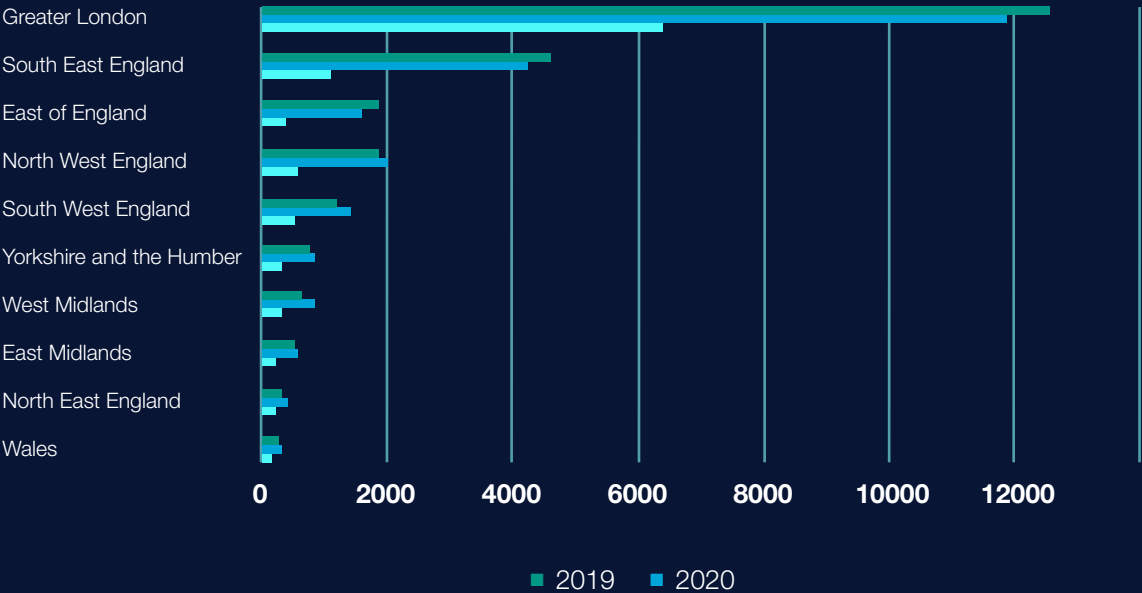
# THE IMPACT OF COVID-19 ON VACANCIES - REGIONAL BREAKDOWN

Interestingly, Covid-19 has bought about an increase in the share of vacancies being created in the regions, suggesting that London may have been harder hit by the immediate economic slowdown. Put another way, where 48% of all Development roles were based in London in 2019 this has dropped by -1% year-on-year. If vacancy growth continues at the same pace it has done in H1 of this year, then the number of Development roles will increase by 51% this year.

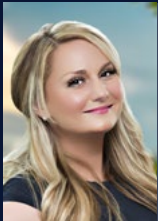
54%

of tech development roles based outside of London

## DEVELOPMENT VACANCIES BY REGION 2019-2020



“While the South East development market struggled in 2020 as development hiring plans were curtailed, the region has started the year in a better position, with the most activity in Reading, Oxford and Brighton, and roles picking-up at pace across aviation, SaaS businesses, and insurance.”

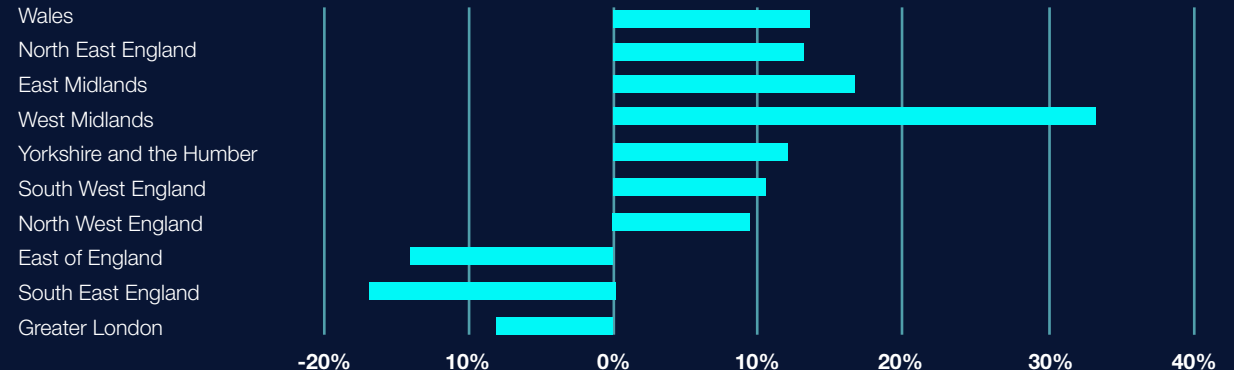


**Janine Blacksley,**  
**Director of**  
**Technology**  
**Recruitment – South**  
**East, Robert Walters**

Analysing by region, we see a huge discrepancy between the various parts of the country. For example the West Midlands, East Midlands and North East & Yorkshire have fared best, with activity in 2020 up by +32%, +13% and +13% respectively.

In contrast, the South East of England, which is the largest region outside London, was by far the hardest hit, with vacancies for developers dropping by -16% – the biggest decline that any other region saw in 2020.

## YOY CHANGE IN NO. OF DEVELOPER HIRES





## VACANCY RECOVERY - THE RACE FOR HUB STATUS

Whilst developer hiring activity in the South of the UK was greater impacted than the North and the Midlands in 2020, across the board, hiring has accelerated across the UK in H2 2020 and H1 2021.

By city, the year-on-year changes are also illuminating. Outside of the capital, Manchester is the largest hub for the recruitment of tech developers – representing 8% of all vacancies. In fact, regional tech hubs have outpaced the capital when it comes to vacancy growth, with hiring in Newcastle Upon Tyne (127.8%), Birmingham (121.8%), Bristol (73.4%) and Manchester (69.3%), accelerating at a faster pace than London (55.7%) over the last 12 months (H2 2020 - H1 2021).

Cambridge is also a key tech centre and is the third largest city for development roles, ahead of much larger conurbations – representing 6% of all development hires. Whilst hiring took a hit across the South East as the pandemic took hold, vacancies have increased by 23.4% in Cambridge and 51.6% in Reading over the last year, but has continued to decline in Luton (-29.5%).

“Manchester is one of the UK’s leading technology hubs, with active start-ups across software-as-a-service (SaaS) and mobile apps, as well as being home to the largest regional financial, professional, and business services (FPBS) and media industries outside of London, both of which are undergoing rapid digital transformation.

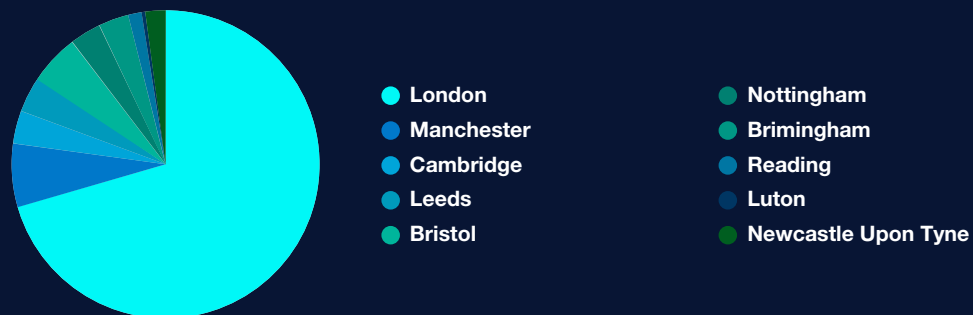
Against the tide of Covid-19, development vacancies in the North West continued to increase, with a mounting demand for React, DevOps and Python engineers.”



**Mat Knutton, Head  
of Permanent  
Technology  
Recruitment, Robert  
Walters Manchester**



## % OF DEVELOPER JOB ROLES BY CITY



## FASTEST GROWING CITIES FOR DEVELOPER OPPORTUNITIES (YOY JOB GROWTH\*)

1	Newcastle Upon Tyne	127.8%
2	Birmingham	121.8%
3	Bristol	73.4%
4	Manchester	69.3%
5	London	55.7%
6	Reading	51.6%
7	Nottingham	51.6%
8	Leeds	41.4%
9	Cambridge	23.4%
10	Luton	-29.5%

\*H2 2019 - H1 2021

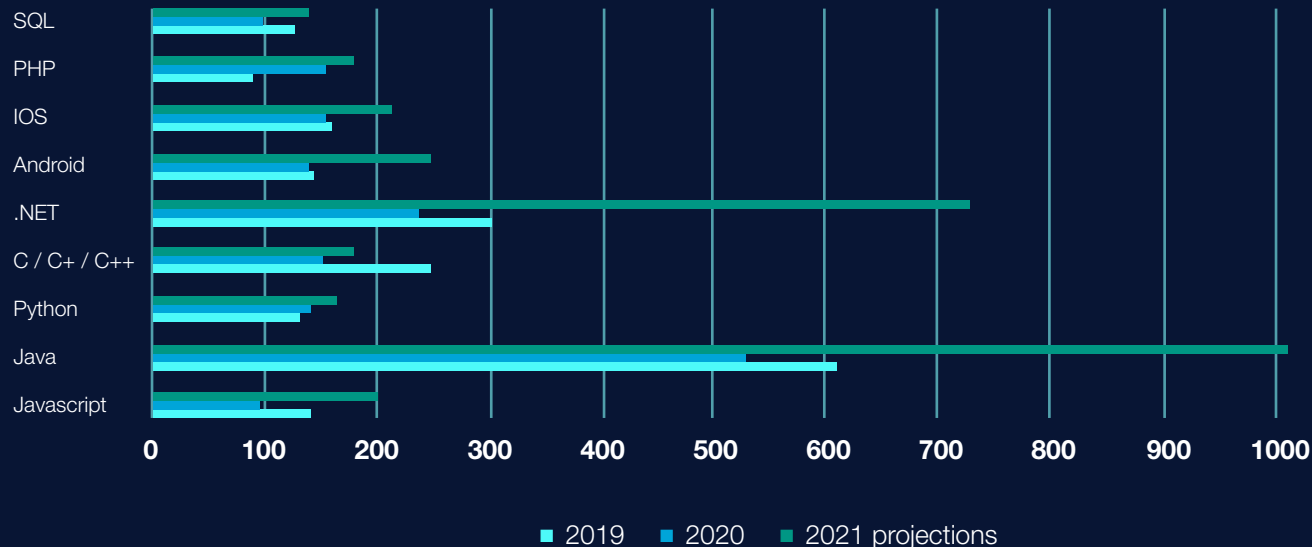


## LANGUAGE SPECIALISMS

When analysing the changes in demand year on year in terms of language, there are several key trends worth drawing attention to, including:

- In 2020, we saw impact across the board with demand dropping across most areas of development. Certain languages such as C/C+/C++ and SQL had dramatic drops in volumes year on year (-40% and -21% respectively) while mobile was less impacted – for example demand for IOS and Android dropped by just -3% and -2% respectively.
- Similarly, increasing numbers of roles are becoming multi-disciplinary, where the recruiting company is language agnostic whereby hiring managers expect the person to have expertise across a variety of languages, without specifying the requirement in any one area. A classic example of this is the rise of BI developers, where the hiring company is looking for someone who has expertise across SQL or Python, without needing necessarily either. There has also been a shift towards different languages such as Angular which has hardly featured until recent years, as the development world fragments.

### DEVELOPMENT VACANCIES BY LANGUAGE: 2019 - 2021\*





## THE CHANGING LANGUAGE LANDSCAPE

The change is most illuminating though when we compare the shift in percentage terms, for example:

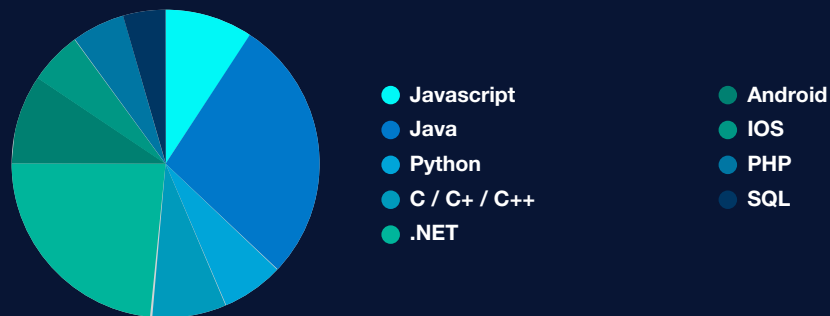
- **Java:** In 2019, 31% of advertised developer roles requested expertise in Java – this has now grown to over a third of all job roles (35%) stating this as a requirement for their developer.
- **Python:** Interestingly, demand for Python developers jumped slightly by +1% in the past year - however demand since then has declined by -3%, representing just 5% of all developer job adverts.
- **.Net:** Perhaps the most significant shift has been in the demand for .Net developers, where in the last two year this has been referenced in 14% of developer job specifications – now jumping to over 23% in the first quarter of 2021.
- **C, C+ and C++:** In 2019, 13% of developer roles were requiring expertise in this language, however the demand has more than halved with roles requesting this specialism dropped to just 5%.
- **PHP:** In 2020, PHP represented a tenth of developer demand however thus has halved to just 6% in the first quarter of 2021.

Overall, the demand for JavaScript, Android, IOS, and SQL have remained relatively stable and consistent over the past few years, remaining the most insulated from the crisis in recruitment terms – representing 6%, 8%, 7%, 5% of demand for all language specialisms.





## % OF LANGUAGE SPECIALISMS REQUESTED ON JOB ADVERTS - 2021



## HIGH-GROWTH PROGRAMMING LANGUAGE HOTSPOTS

While established frameworks like JavaScript and Java generally dominate the vacancy landscape, we're seeing more versatile languages and faster frameworks enter into the tech scene, particularly among high-growth technology companies:

	YOY Growth in demand	% of development talent pool
Golang	12%	4.3%
RUST	63%	0.6%
React	45%	17.3%



With demand escalating for emerging languages, businesses are contending with extremely talent-short candidate pools. To put this into context:

- RUST has grown in demand by 63% (2020 vs. 2021) as it continues to take over a substantial portion of the C/C++ share of the market (55% drop) – yet accounts for just a fraction (less than 1%) of the development talent pool
- With native app development continuing to dominate the market, React is fast becoming the go-to language of choice within the JavaScript framework – growing by 45%, but making up just 17.3% of the market for development talent
- Golang is now making its mark on the UK development market (12% growth), used to code network servers, especially web servers and microservices, with SaaS providers and financial services organisations picking up on its high performance and scalability

“With the architecture of mobile-first, SaaS start-ups built upon more intuitive code, it seems the market for talent is at an impasse – with tight talent pools potentially inhibiting the growth ambitions of the VC-funded tech space. As a result, businesses need to move beyond traditional recruitment methods, looking at innovative means to source and target these in-demand development specialists.”



**Karen Corder,**  
**Principal –**  
**Development**  
**Recruitment, Robert**  
**Walters London**



## HOTSPOT SECTORS

### FASTEST DEVELOPMENT HEADCOUNT GROWTH BY SECTOR (2020-21)

	YOY Growth	% of total development vacancies
FinTech	160%	15%
Media	140%	10%
Commercial Banking	126%	6%
InsurTech	116%	3%
EdTech	104%	2%

According to 2020-2021 data, sectors including FinTech (160% YOY vacancy growth), Media (140%) and Commercial Banking (126%), have grown, with these areas showing no signs of slowing down in expanding development teams. What's interesting to spotlight, are the types of businesses that are entering the playing field to secure development talent as they receive VC funding.

- Over £7.7bn of funding has been generated in 2020-21 nationally
- We're seeing a huge emphasis on 'tech for social good', with 490 socially responsible tech firms based in the UK, with 45% at seed stage\*
- Within SaaS, prominent areas of funding generated between 2020-21 include EdTech (£28.1m), CleanTech (107.6m), and HealthTech (£607.6m)

\*Source - TechNation

# 123%

YOY growth in SaaS (Software-as-a-service) vacancies

“ESG (Environmental-Social-Governance) is becoming a prime concern for the VC community, who are looking to invest in sustainable and socially responsible ventures. We're seeing funding, directed in focused areas of SaaS, including GreenTech, CleanTech, EdTech, HealthTech and smart-investing FinTechs. As a result, we expect a wave of development hiring within these ethically engaged sectors throughout 2021”



**Ben Litvinoff,**  
**Business Director,**  
**Robert Walters**  
**London**



## TOP 10 UK VC-BACKED TECH COMPANIES\* – SOURCE BEAUHURST

Company	Headcount	Sector	Total funding received (2020-21)
SumUp	>1000 employees	FinTech	£960m
Cazoo	500-999 employees	Internet/Automotive	£445m
Hopin	250-499 employees	SaaS	£419m
Rapyd	100-249 employees	FinTech	£347m
Zego	250-499 employees	InsurTech	£171m
Gousto	500-999 employees	E-commerce	£161m
Thought Machine	250-499 employees	FinTech	£123m
Zilch Technology	50-99 employees	FinTech	£90m
ComplyAdvantage	250-499 employees	FinTech	£77m
Freetrade	100-249 employees	FinTech	£75m

*\*with highest funding raised 2020-2021 for job creation*





# THE BENCHMARK TO SECURE DEVELOPMENT TALENT

Developers remain among the most in-demand roles in the tech community, with engineers skilled in ‘rising star’ programming languages, or mounting candidates in demand, such as DevOps Engineers, able to command the highest salaries.



DevOps Engineer  
**YOY:** 80.4%



Front End Developer  
**YOY:** 60.9%



Back End Developer  
**YOY:** 28.9%



Data Engineer  
**YOY:** 27.4%



Solutions Architect  
**YOY:** 18.2%



Data Architect  
**YOY:** 5.2%

“DevOps Engineers are currently a highly sought-after commodity – with job volumes up by 80% year-to-date. Start-ups are looking to integrate a DevOps model into their business straight away, and consultancies and large technology multinationals are creating new DevOps roles to strengthen their current tech teams.”



**Ash Ali, Technology Recruitment Manager, Robert Walters Birmingham**

DEVELOPMENT SALARIES IN UK TECH HUBS

LONDON

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)			
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)		Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)	
Role	Range	Average	Range	Average	Range	Average	Range	Average
Front End Engineer/ Web Developer	35 - 50k	40,000	45 - 55k	50,000	300 - 450	375	350 - 450	400
Full Stack Engineer	70 - 100k	80,000	80 - 125k	90,000	450 - 650	550	500 - 700	600
Back End Engineer	70 - 90k	80,000	90 - 120k	100,000	450 - 650	550	550 - 800	650
Data Engineer	65 - 90k	80,000	75 - 115k	85,000	400 - 700	550	450 - 750	550
Solution Architect	80 - 115k	95,000	90 - 130k	100,000	650 - 850	750	650 - 900	725
Data Architect	80 - 115k	95,000	90 - 130k	100,000	650 - 850	750	650 - 900	725
Cloud Architect	85 - 120k	100,000	90 - 130k	110,000	650 - 850	750	650 - 900	725
DevOps Engineer	70 - 100k	85,000	80 - 130k	90,000	550 - 700	625	550 - 800	625
SDET	60 - 75k	65,00	70 - 85k	75,000	325 - 500	400	325 - 550	425
Head of Development/ Engineering	100 - 130k	115,000	100 - 150k	125,000	650 - 800	750	750 - 900	825
Head of DevOps	100 - 130k	115,000	100 - 150k	125,000	600 - 800	700	700 - 950	825
Head of Architecture	110 - 140k	125,000	120 - 160k	130,000	650 - 900	750	700 - 950	825
CTO	150 - 300k	225,000	200 - 350k	275,000	750 - 1100	900	800 - 1300	1,100



MANCHESTER

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Front End Developer/Web Developer	40 - 60k	49,500	50 - 75k	60,000	350 - 445	401
Full Stack Engineer	40 - 60k	55,000	60 - 70k	60,000	375 - 533	455
Back End Engineer	40 - 58k	48,500	48 - 63k	56,455	400 - 550	470
Data Engineer	45 - 70k	53,244	45 - 70k	55,062	300 - 450	377
Solutions Architect	60 - 85k	70,779	60 - 95k	78,670	500 - 600	556
Data Architect	60 - 80k	71,214	75 - 95k	80,286	550 - 650	578
DevOps Engineer	55 - 80k	63,452	60 - 93k	75,842	500 - 650	578
Head of Development	70 - 100k	87,000	80 - 100k	96,667	550 - 800	658
Head of DevOps	70 - 100k	87,000	80 - 100k	96,667	550 - 800	658
Head of Architecture	70 - 100k	86,250	80-100	89,700	550 - 800	660
CTO	80 - 100k	95,000	100 - 250k	115,417	750 - 1,000	875

BIRMINGHAM

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Front End Developer	27 - 50k	33,453	35 - 53k	41,586	261 - 417	354
Full Stack Developer	31 - 46k	38,864	36 - 59k	48,500	350 - 488	440
Data Developer	35 - 65k	41,939	38 - 50k	46,667	411 - 503	467
Back End Engineer	41 - 60k	49,167	47 - 70k	58,167	450 - 517	475
Solutions Architect	46 - 64k	58,540	70.5 - 105k	82,992	470 - 663	575
Data Architect	53 - 72k	62,433	62 - 95k	76,889	400 - 600	515
DevOps Engineer	40 - 75k	50,025	49 - 70k	64,054	333 - 567	488
Head of Development	70 - 77.5k	72,214	77.5 - 95k	85,833	500 - 800	640
Head of DevOps	58 - 90k	67,813	64 - 92k	74,000	450 - 700	575
CTO	80 - 100k	95,000	100 - 250k+	115,417	750 - 1,000	875

## SOUTH EAST

	Permanent Salary Per Annum GBP (£)				Contract Rate Per Day (PAYE) GBP (£)	
	Medium Enterprise (HC 50 - 250)		Large Enterprise (HC 250+)			
Role	Range	Average	Range	Average	Range	Average
Front End Developer	40 - 60k	49,500	50 - 75k	60,000	350 - 445	401
Full Stack Developer	40 - 60k	55,000	60 - 70k	60,000	375 - 533	455
Back End Engineer	40 - 58k	48,500	48 - 63k	56,455	400 - 550	470
Data Developer	45 - 70k	53,244	50 - 80k	60,000	300 - 450	377
Solutions Architect	60 - 85k	70,779	60 - 95k	78,670	500 - 600	556
Data Architect	60 - 80k	71,214	75 - 95k	80,286	550 - 650	578
DevOps Engineer	45 - 65k	56,990	58 - 80k	70,367	400 - 500	508
Head of Development	70 - 100k	85,000	80 - 100k	96,667	550 - 800	658
Senior/Lead DevOps Engineer	55 - 80k	63,452	60 - 93k	75,842	500 - 650	578
CTO	75 - 100k	100,000	100 - 200k	120,000	750 - 1250	900

“In order to retain employees in a changing workplace landscape, we recommend providing development talent the opportunity to operate in a high performing, agile environment, where they are able to make a tangible impact on the business.”



**Mat Knutton, Head of Permanent Technology Recruitment, Robert Walters Manchester**

## TOP 3 FACTORS DEVELOPMENT PROFESSIONALS LOOK FOR IN AN EMPLOYMENT OFFER



Good work-life balance  
64.0%



Excellent compensation and benefits  
52.3%



Flexible work arrangements  
46.1%

“Flexible working is not just seen as a ‘nice-to-have’, but as an expectation for development candidates.”

“With more businesses now offering flexible working, we do expect a lot more remote working roles in tech – so it will be interesting to see the impact this will have on London salaries in the long-term. With developers relocating out of the capital to save on living costs, London-based firms could engage talent-short candidate pools by offering remote-roles but still allowing them to benefit from local salaries.”



**Ben Litvinoff,**  
**Business Director,**  
**Robert Walters**  
**London**





## INDUSTRY INSIGHT

What types of projects are driving the need for development talent? And how is this influencing demand for specific skill sets and languages from engineers?

We spoke to Global Relay to gain an understanding of emerging talent requirements for development roles across the UK:

“We’re building an a team to develop AI-enabled products including meta-data storage, voice analytics, Topic analysis, and behavioural modelling. These allow organisations to understand what their employees and customers are saying in electronic and voice communications and – crucially – how they’re saying it.

To build the technological expertise that allows us to combine AI with modern collaborative systems to benefit our customers, we’re recruiting a range of skilled IT professionals, from DevOps engineers, full stack software developers and various levels of Java developer to React developers, Kubernetes application developers and UX/UI developers.”

**Global Relay**





## CONCLUSION – KEY TAKEAWAYS



While development hiring was impacted by Covid-19, the industry fared more positively than other areas of tech, with hiring levels quick to return to exceed 2019 levels. Highest job volumes in 2020 came in for Full Stack and Front End Development, DevOps Engineers, Cloud Engineers and Architects



While the South East initially took a hit as hiring dropped in Cambridge and Luton, and remained flat in Reading, hiring increased in the region by 57% in H1 2021 when compared to H2 2020, suggesting the South East development market has recovered from the 2020 vacancy downturn



The start-up sector taking an increasing share of the development & engineering talent pool, with headcount funding totaling £7.7bn (2020-21). Start-ups geared towards 'tech for good' are receiving increasing authority within the VC market



Remote working should be a prerequisite for businesses looking to secure top development talent



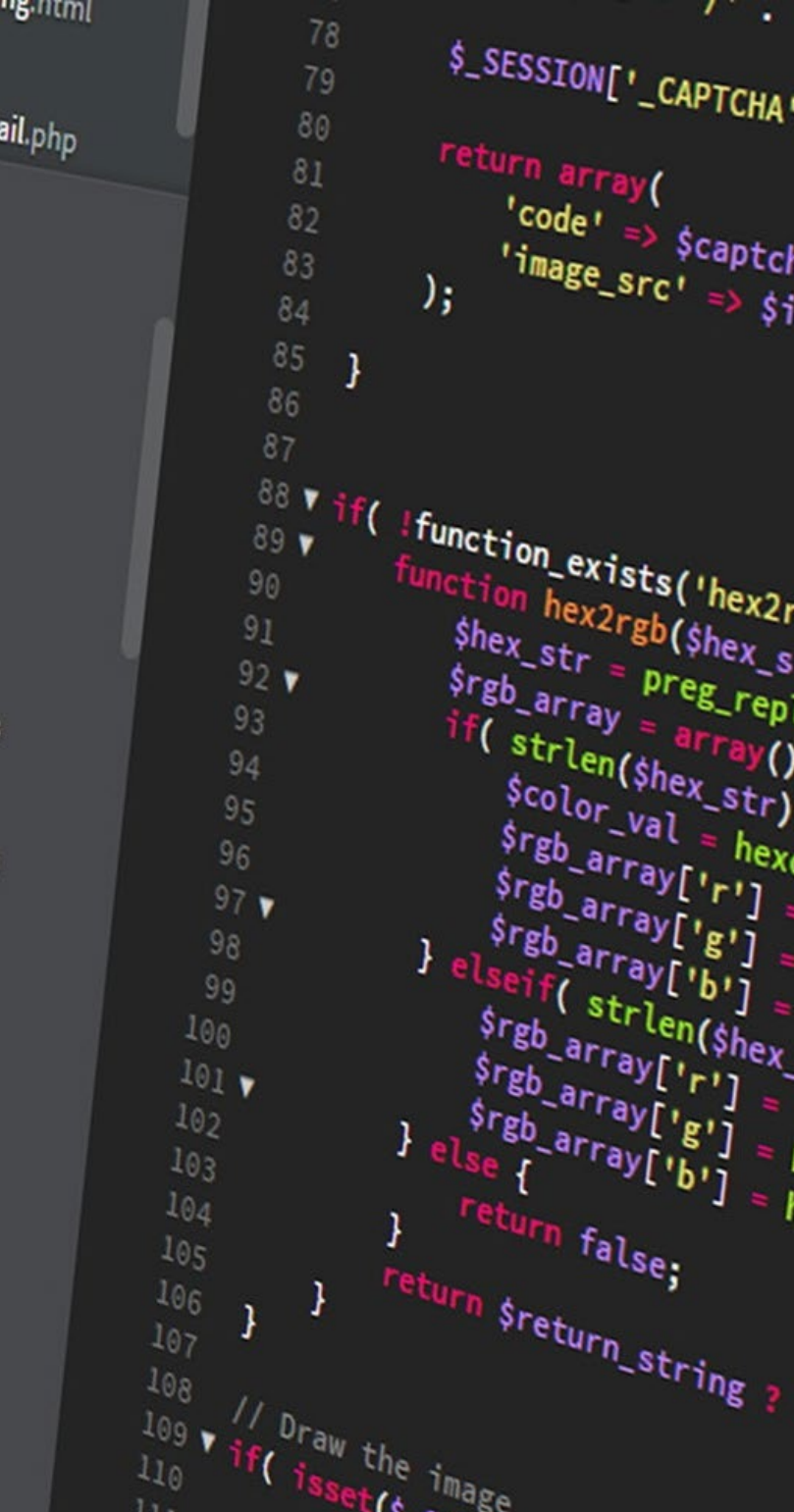
Emerging languages such as Golang, RUST and React.JS are increasingly in demand but extremely talent short – enabling these candidates to dictate salaries in this market



London remains the location of choice for business operations, with 70% of development vacancies based in the capital – 2/3 of businesses that received VC-funding for headcount growth between 2020 and 2021 are based in London



Momentum is growing in regional cities in the North and Midlands such as Manchester, Birmingham, Leeds and Newcastle, which saw job growth in 2020 despite the pandemic



## ABOUT THE PARTNERS

### Robert Walters

Robert Walters is a global, specialist professional recruitment consultancy. Operating across 31 countries, with offices in technology hubs in London, the North West, Midlands and South East. Organisations rely on us to find high quality professionals for a range of specialist roles. Leaders in technology recruitment, we place candidates on a permanent, contract and interim basis in organisations ranging from the largest corporates world-wide, through to SMEs and start-ups.

#### Mat Knutton, Senior Manager of Technology - Manchester, Robert Walters

e: [Mat.Knutton@robertwalters.com](mailto:Mat.Knutton@robertwalters.com)  
t: +44 161 240 7478

#### Ben Litvinoff, Business Director - London, Robert Walters

e: [ben.litvinoff@robertwalters.com](mailto:ben.litvinoff@robertwalters.com)  
t: +44 207 509 8267

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 robert-walters

[www.robertwalters.co.uk](http://www.robertwalters.co.uk)

#### Habiba Khatoon, Director - Birmingham, Robert Walters

e: [habiba.khatoon@robertwalters.com](mailto:habiba.khatoon@robertwalters.com)  
t: +44 121 260 2521




#### Janine Blacksley, Director - South East, Robert Walters

e: [janine.blacksley@robertwalters.com](mailto:janine.blacksley@robertwalters.com)  
t: +44 190 804 4002

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