

Witted

# SENIOR DEVELOPERS' SALARY LEVEL IN FINLAND IN 2025





# ABOUT THIS REPORT

**Witted**

Our recruitment professionals have been engaging in discussions with thousands of software developers throughout our history. Salary has been a prevalent topic in these conversations. We have participated in numerous recruitments for our client companies and have seen the difference between salary expectations and actual outcomes. This gives us insight into the salary levels of software developers in Finland in 2025.

In addition to these discussions, we monitor publicly announced salaries for open positions, as well as data from salary information services. Based on this data, we have developed an understanding of typical developer salaries in Finnish companies.

# RECENT DEVELOPMENT

General salary levels have risen in Finland over the past year for several reasons, including significant increases set by collective agreements. Software developers are following this trend. In the ICT industry collective agreement in May 2024, a 2.5% increase was agreed upon. These increases are understandably reflected in the salary expectations of software developers.

There has been a shift in the supply and demand for software developers in Finland in recent years. The market was previously marked by intense competition for talent. The need for skilled software developers remains strong, but the competition has now concentrated on top talent and highly specialized developers. This shift is evident in both salary offers and expectations for junior developers, and to some extent, for more experienced developers as well.



# ECONOMIC OUTLOOK

The Finnish economy has seen minimal growth over the past year. Recent Finnish GDP data shows 0.1% growth in Q2 2024, year-over-year. The Bank of Finland projects a 1.1% growth rate for 2025. This, combined with a very modest inflation rate of 0.8% in September 2024, is likely resulting in more modest salary requests in new employment contracts compared to those seen during the IT industry boom of the last decade.



**THE TYPICAL SALARY RANGE FOR EXPERIENCED SOFTWARE DEVELOPERS IS 5500 TO 6500 EUR PER MONTH.**

# SALARY SURVEY DATA

In the latest salary survey by Koodiklinikka the average monthly salary was 5682 EUR (+3.4% compared to 2023), and the median was 5500 EUR (+3.8%)

This aligns with our own observations. While those with the least experience are facing tougher times negotiating their salaries, people with more experience are keeping up with inflation and the increases from the collective agreements.





## **MONTHLY SALARIES FOR JUNIOR DEVELOPERS**

For the position of Junior Developer, the typical compensation is 3000 to 4000 EUR per month. However, there are many exceptions, and developers taking their first steps often accept lower salaries.

# SALARY RANGES PER POSITION

The upper end of the salary range for the developer career path often comes with a CTO title attached. Typical salaries for a CTO range from 8000 € to 12000 €, heavily dependent on the size of the company, enterprises being way above this scale. The CTO roles occasionally also come with stock incentives, which introduce variance yet enable earning opportunities way beyond this scale.

According to our research, our experience, and data from the recruitments we have participated in, salaries for software architect and lead developer roles range from 6000 € to 8000 €.

Typical monthly salaries for senior developers range from 5500 € to 6500 €. Roles within this salary range include Senior Developer / Engineer positions, as well as various specialist roles such as Senior iOS / Android / Web / Full Stack / Backend / Frontend Developer.

Monthly salaries for developers early in their careers typically range from 3000 € to 4000 €. These roles are usually titled Software Developer or Junior Developer. Since some entry-level positions are structured as traineeships, compensation for junior roles can vary significantly.



# PRODUCT COMPANIES VS. CONSULTANCIES

Like consultancies, product companies also offer competitive salary structures with varying ranges. Although, on average, product companies pay slightly less than consultancies, there are several outliers offering substantial earning potential. These outliers are often either highly specialized Finnish companies or international companies aggressively expanding into the Finnish market.

The typical salary range in product development typically is between 4500 € to 6500 €, while the variation is significant, with outliers reaching monthly salaries of up to 9000 €. When combined with extended responsibilities, such as product owner responsibility, one can expect a level-up in their salary, often around 7000 € to 8000 €.



# REMOTE POSITIONS VS. MANDATORY OFFICE PRESENCE

With remote work now normalized, some companies are shifting to the opposite extreme, requiring more office presence, and there is an increasing number of positions requiring in-office presence. This shift may feel strange to some after the pandemic, but it was standard practice before the 2020 lockdowns.

As the divide between fully remote and hybrid work has become more pronounced, many people are willing to accept a lower salary in exchange for a fully remote position. The years when remote work was the norm have made returning to the office a significant change for those who have built their routines and lives around fully remote work. The exact financial impact on salaries varies greatly depending on the type of organization and office location.

The significant increase in remote work in recent years continues to influence salaries. Regional salary differences have somewhat diminished, though they still persist. It remains to be seen whether the trend of more companies requiring a return to the office will once again split developer market salaries: between those willing and able to work in the country's most expensive areas and those who are not.

# WITTED MEGACORP

We help you find the best senior tech professionals to accelerate digital development and transformation

- A 450+ strong Nordic software consulting company, offices in Finland, Norway, Sweden, and US.
- Revenue 64 MEUR in 2023
- Listed on NASDAQ First North Growth Market
- Building the best IT work life with unique employee offerings in several Witted companies including Witted Partners, Mavericks, Talented and NeXec.

## SOFTWARE DEVELOPMENT

Accelerate your software development and secure its continuity

## GROWTH CONSULTING

Hire the right people and become a more appealing employer

## BUSINESS CONSULTING

Secure your competitive advantage

NEW YORK CITY,  
NY

OSLO

STOCKHOLM

TURKU

HELSINKI

Read more at  
[www.witted.com](http://www.witted.com)