

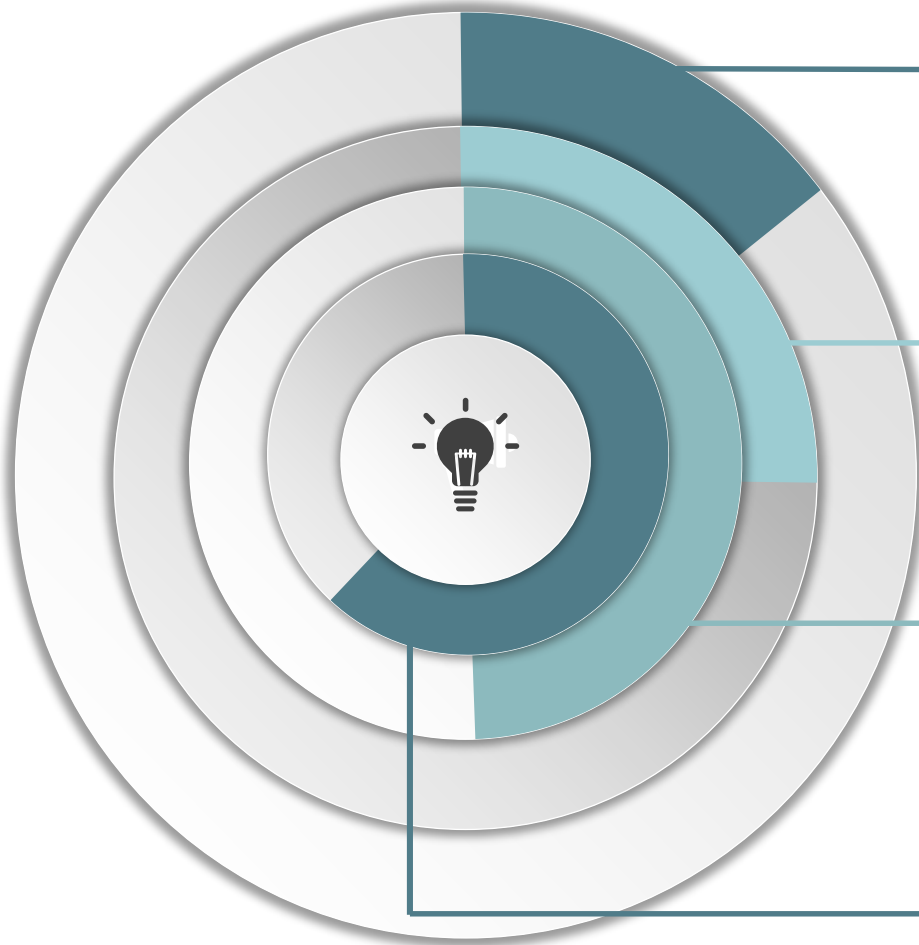
# IT Market and Professionals Analysis

2019

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# Portugal IT Labour Market | Key Figures



## Portugal Context

The number of professionals in Information and communications technology (ICT) represents now 2,2 % of the labour force. The European average is 3,7% (source: Eurostat, 2017).

## Employed Specialists Evolution | Portugal

The number of ICT professionals has increase from 83 thousands in 2014 to 104 thousand in 2017 (source: Eurostat, 2017).

## Potential new ICT professionals

The number of students in university from the courses of sciences, maths and IT went up from near 27.000 (7.7% of the students population) in 2015 to near 32.000 (8,6%) in 2018 (source: Portuguese Education Ministry / Pordata).

## Evolution in EU

The number of persons employed as ICT specialists grew by 36.1 % during the period from 2007 to 2017, which was more than 10 times as high as the corresponding increase (3.2 %) for total employment (source: Eurostat, 2017).

# Portugal Market Context

2018

The growth in Portugal's of ICT market has expand quickly, driven by the interest in areas such as: cloud computing, big data and analytics, cyber security, mobile industries, blockchain and IoT.

2019

The market trend is the evolution for one of the most well-educated generation. In this new era of digital transformation, consumers are becoming more aware of the benefits and ease of using IT services and products. By other hand Corporations and business owners are constantly seeking new ways to improve processes using new technology evolution.

2020

Internet of Things (IoT) will also play a key role in the coming years and according to IDC's estimates there will be 68.1 million devices in use and connected to the internet in Portugal.



# IT professional Market

The IT professional market has been growing, due to the digital transformation that has been implemented in companies, with major impact in finance, retail, marketing and services areas.

Beyond this increase several international companies have decided start new IT centres and CoE in Portugal from several areas:



**Financial services**



**Logistics**



**Automotive**



**Information Technology**



**Consultancy**



**Telecom**



**Engineering**

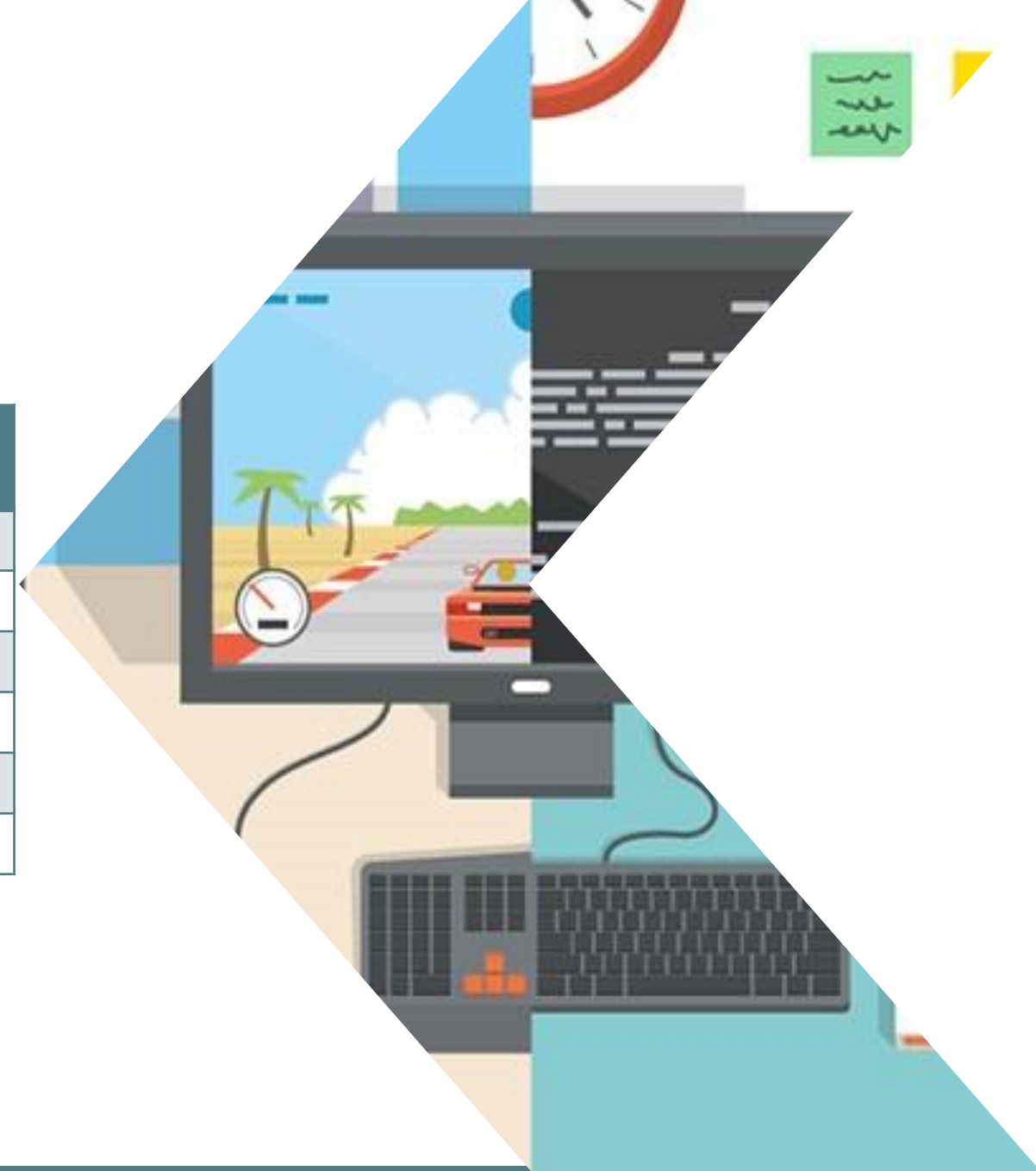
# IT Positions

## Development

Profiles (about 5 years experience)	Expectations (Annual Gross)
Software Architect	35 – 45 K
Software Analyst/Developer	30 – 40 K
Backend Developer	25 – 40 K
Frontend Developer	30 – 45 K
Mobile Developer	28 – 40 K
Web Developer	25 – 35 K

Main recruitment challenges:

- React and Redux
- Ruby and Ruby on Rails (that can evolve to Elixir)
- CI/CD and TDD





# IT Positions

## Data & Analytics

Profiles (about 5 years experience)	Expectations (Annual Gross)
Database Administrator (DBA)	40 – 50 K
Data Engineer	35 – 40 K
Data Analyst	30 – 40 K
Data Scientist	40 – 50 K
BI Developer	30 – 40 K

Main recruitment challenges:

- Level of seniority of these professionals
- BI tools (Microsoft Stack; Tableau; Qlikview)
- Professionals who accompany the entire development cycle

# IT Positions

## Cloud & Infrastructure

Profiles (about 5 years experience)	Expectations (Annual Gross)
Cloud Architect (AWS; Azure; Google)	40 – 45 K
Cloud Engineer (AWS; Azure; Google)	35 – 40 K
Cloud Developer (AWS; Azure; Google)	30 – 35 K
Systems Analyst	25 – 35 K
Systems Administrator	30 – 40 K
Network Service Desk	25 – 35 K

Main recruitment challenges:

- Shortage of cloud professionals
- Professional that develop in public cloud



# IT Positions

## Cybersecurity

Profiles (about 5 years experience)	Expectations (Annual Gross)
Software Security Architect	37 – 45 K
Software Security Engineer	35 – 40 K
Software Security Analyst/SOC	25 – 30 K
Security Auditor	30 – 40 K

Main recruitment challenges:

- Professionals with a more comprehensive and complete profile in terms of technologies, systems and languages
- Career expectations of professionals most directed to leadership positions

# IT Positions

## Integration

Profiles (about 5 years experience)	Expectations (Annual Gross)
Integration Architect	40 – 55 K
Integration Engineer	40 – 45 K
Integration Developer	30 – 42 K
Application Server Administration	40 – 50 K

Main recruitment challenges:

- Strong specific knowledge in middleware / integration (e.g. IIB, Tibco) combined with programme languages (e.g. java)
- Domain of the impact of new areas like cloud or IoT

# IT Positions

## ERP's

Profiles (about 5 years experience)	Expectations (Annual Gross)
Developer	40 – 50 K
Technical Consultant	45 – 55 K
Funtional Consultant	40 – 50 K
Business Analyst	35 – 45 K

Main recruitment challenges:

- Increase technical knowledge with business knowledge



# IT Positions

## Project & Change Management

Profiles (about 5 years experience)	Expectations (Annual Gross)
Head of PMO (Project Management Office)	55 – 65 K
Programme Director	65 – 75 K
Project & Change Manager	45 – 55 K

Main recruitment challenges:

- Strategic and operational key to drive change in systems and procedures, but most of all with critical focus on people's change behaviour
- More visibility increasing strategic impact in the companies combined IT and business areas

# IT Positions

## Leadership

Profiles (about 5 years experience)	Expectations (Annual Gross)
IT Director / CTO	80 – 110 K
Head of Architecture	70 – 80 K
Head of Development	70 – 80 K
Chief Information Security Officer (CISO)	60 – 70 K
Integration Manager	60 – 70 K

Main recruitment challenges:

- Align IT with business and strategy
- Professionals with the ability to act in more complex security scenarios





# IT Positions

## Technical & Product Manager

Profiles (about 5 years experience)	Expectations (Annual Gross)
Tech Lead/ Team Lead	50 – 65 K
Product Manager	60 – 70 K
Digital Factory Manager	55 – 65 K

Main recruitment challenges:

- Professionals who demonstrate strong technical and leadership characteristics
- Recent emergence of new organizational components such as digital factories



# Professionals career drive

Different career path:

Work with a contractor / outsourcing project with the opportunity to embrace multiple kind of projects in several sectors

Work directly with in a Company that share some common values, compromised with the final output and tangible results, contributing to sustainable growth and developing more specific business expertise.

The main challenges in the integration of these professionals in these organizations:

- Integration of the employee in multidisciplinary teams with participation of other organization areas.
- Placement of the Employee in projects with greater character of continuity and organizational range.
- Need for great expertise in the organization's business area allowing critical analysis of the processes, implementation and maintenance.



# Psicotec IT recruitment hub

Psicotec IT Recruitment Hub is an expertise center of IT and Digital search and recruitment profiles.

We are responsible for the search and recruitment of professionals in a local or international scope.

Countries	Profiles	Technologies
Spain	Banking Consultant	Core Banking, PMP, PRINCE2; ITIL
	Tech Lead	Xamarin; C#; .NET
	iOS Developer	Objective C; Swift
	Fullstack Developer	HTML, CSS, JavaScript and Angular JS; Java, Spring
	Delivery Lead	PMI/Prince 2; Java stack
Netherlands	Software Engineer	Java; Scala; Node JS; CI/CD; TDD
	Frontend Engineer	React; Redux; CSS; Javascript; CI/CD
Germany	Software Engineer	Java; JEE Spring; CI/CD
	European IT Manager	EDI
USA	IT WMS Application Consultant	WMS: JDA / Red Prairie
Middle East	IT WMS Application Consultant	WMS: JDA / Red Prairie

# IT in Portugal

## Psicotec Perspective



### Portuguese Asset

- Good Culture Adaptation
- Good Language Skills
- Results Driven ( Engineer population)



### Skills

#### Solid hard skills:

- Universities
- Technical Training and Certification

#### Develop soft skill:

- Distance communication and Leadership
- Multicultural and multigenerational management



### Attract talent in IT

- Millennials approach (universities, Job Shop)
- Improve the organizational branding awareness
- Contact with the portuguese people abroad
- Attract foreigners to work and live in Portugal ( social, cultural and labour acceptance)

# About Psicotec

We recruit, assess, integrate and develop talent to improve your business



## Our services:

- ➔ Recruitment & selection
- ➔ Talent management
- ➔ Organizational development
- ➔ Outsourcing

## Quality certifications:



ISO 9001  
Quality



ISO 10667  
Assessment

## PSICOTEC, 30 years of experience in talent management

PSICOTEC is a Spanish Human Resources multinational consultancy, that offers comprehensive solutions in the Talent environment. Our aim is to give a unique quality service, helping other companies to improve their business results through talent management.

PSICOTEC was founded in 1985 and is made up of a specialized team of more than 50 consultants, highly-trained in human behavior-related areas.

PSICOTEC offers tailor-made services, with state-of-the-art solutions to manage talent and help companies to improve the size and performance of their businesses.

We have 6 offices located in Colombia, Perú, Portugal and Spain.

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