



# Digital Report | Roles, Compensation and Market Analysis

2020

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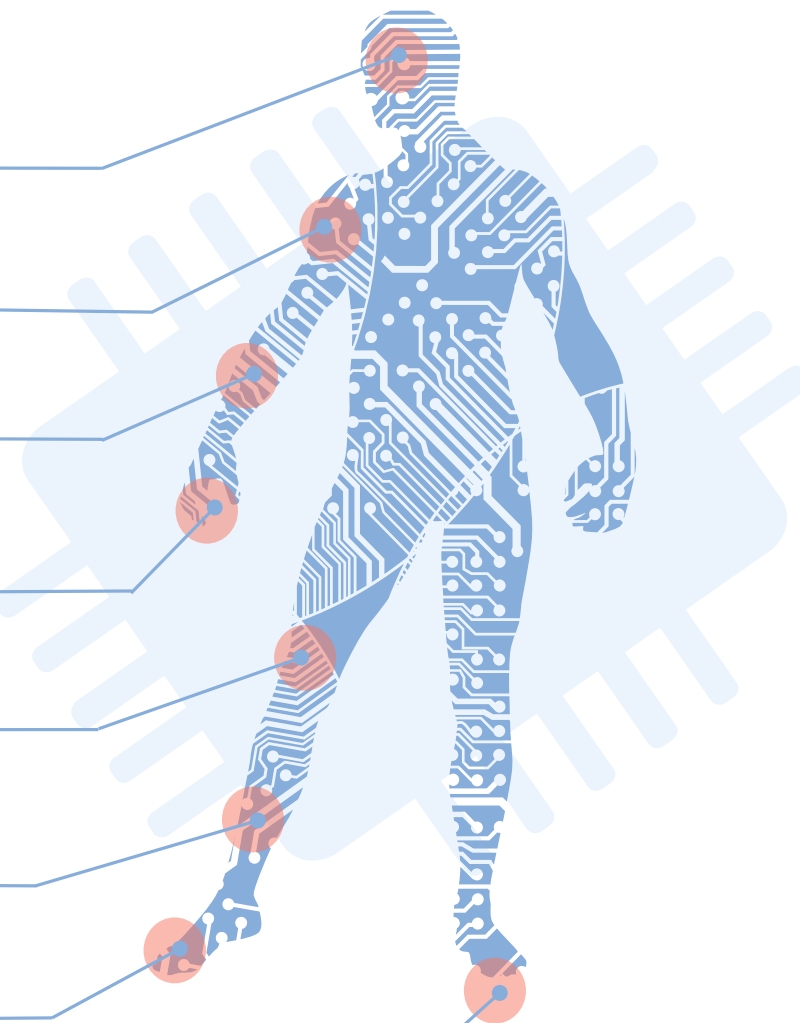
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# Digital Jobs and Market Context

The continuous growth in Digital market has expanded quickly, driven by the interest in areas such as: cloud computing, big data and analytics, automatization, robotics, machine learning, cybersecurity, mobile industries, blockchain and IoT.

In several sectors we see the organizations continued improve and investment in cloud, corporate systems, integration, core programs, data analysis, cybersecurity, “low-code” platforms, consumer social and digital loyalty programs, and in the change management that can support and enhance the organizational modification (people, processes, systems).

Industries are using new technologies and investing in several digital ways, seeking innovation, process efficiency, costs reducing, productivity, sales increase, costumer acquisition and fidelity.

Organizations are now facing all this new digital matters with other precious variable: people. So, let's get into some important insights about digital jobs, professionals and compensation.

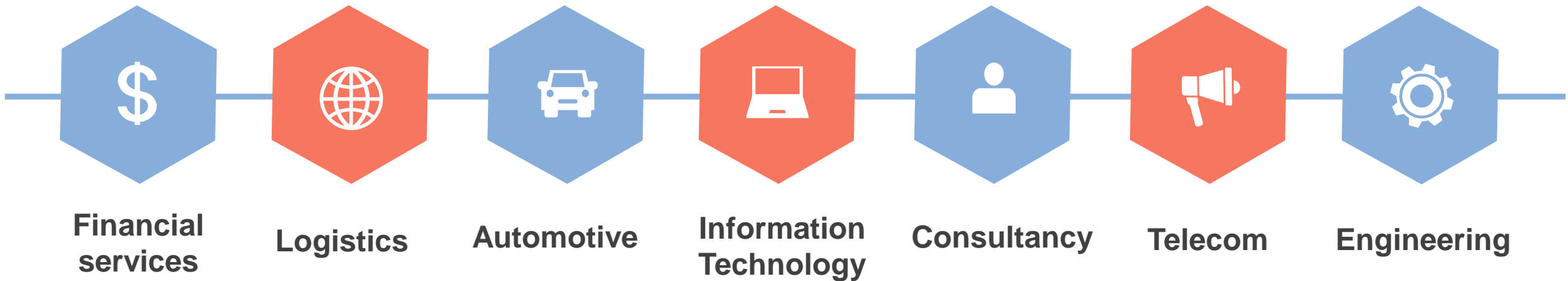


# IT Professional Market

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.

Robotics and automation are also making their way in Engineering and Manufacturing

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



# Digital Positions

## Development

Profiles (about 5 years experience)	Remuneration (Annual Gross)
Software Architect	40 – 50 K
Software Analyst/Developer	35 – 45 K
Backend Developer	30 – 45 K
Frontend Developer	30 – 40 K
Mobile Developer	28 – 40 K
Web Developer	25 – 35 K
Software Tester	30 – 45 K
RPA Developer	24 – 28 K

## Main recruitment challenges for 2020:

- CI/CD and TDD.
- Ruby and Ruby on Rails (and others like Elixir, Liquid etc).
- Knowledge with Cloud languages (e.g. java,python node).
- React and Redux.
- Low-Code Platforms (outsystems, salesforce).
- E-commerce platforms.
- Increase the importance in several industries of web and mobile.
- Alignment of technologies with the use of automated processes for the development of connected vehicles, autonomous drones and smart cities.

# Digital Positions

## Data & Analytics

Profiles (about 5 years experience)	Remuneration (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 for 2020:

- Increasing level of seniority.
- Managing skills with analitic and technological skills.
- BI tools (Microsoft Stack; Tableau; Qlikview).
- Transversal know-how: Professionals who accompany the entire development cycle.
- Increasing the importance of data in the companies in several sectors. Data analytics with output to the business.

# Digital Positions

## Cloud & Infrastructure

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

## Main recruitment challenges for 2020:

- Cloud Profiles(AWS; Azure; Google) with integration with other Skills: DevOps, CI/ CD, Development (python, java, node) + shortage Skills of Professionals that develop in public Cloud.
- ITSM; Active Diretory; BMC Remedy/ servicenow with more demand.
- Systems Administrator (Citrix, Active Directory Vmware).
- More companies with focus in Cloud, which has evolved into multi-cloud, or hybrid cloud, combining public and private clouds from multiple providers.
- New IT centres.

# Digital Positions

## Cybersecurity

Profiles (about 5 years experience)	Remuneration (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 for 2020:

- Professionals with a more comprehensive and complete profile in terms of technologies, systems and languages.
- Career expectations of professionals most directed to leadership positions.
- Incorporation of the analytics component to trace the standard behavior of users and entities, helping to build the adaptive security architecture.
- New companies expanding the implementation of SOC and CISO as a service.

# Digital Positions

## Integration

Profiles (about 5 years experience)	Remuneration (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 for 2020:

- Skills integrated with areas like cloud or IoT.
- Strong specific knowledge in middleware / integration (e.g. IIB, Tibco) combined with programme languages (e.g java).

# Digital Positions

## ERP's

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

## Main recruitment challenges for 2020:

- Increase technical knowledge with business knowledge.
- Managing / project managing positions are strongly desired for a significant group of Consultants.
- New companies willing to implement ERP's services centers.

# Digital Positions

## Project & Change Management

Profiles (about 5 years experience)	Remuneration (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 for 2020:

- 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.

# Digital Positions

## Leadership

Profiles (about 5 years experience)	Remuneration (Annual Gross)
IT Director / CTO	80 – 110 K
Head of Architecture	60 – 80 K
Head of Development	60 – 80 K
Chief Information Security Officer (CISO)	65 – 80 K
Cloud Director	60 – 80 K

## Main recruitment challenges for 2020:

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

# Digital Positions

## Technical & Product Manager

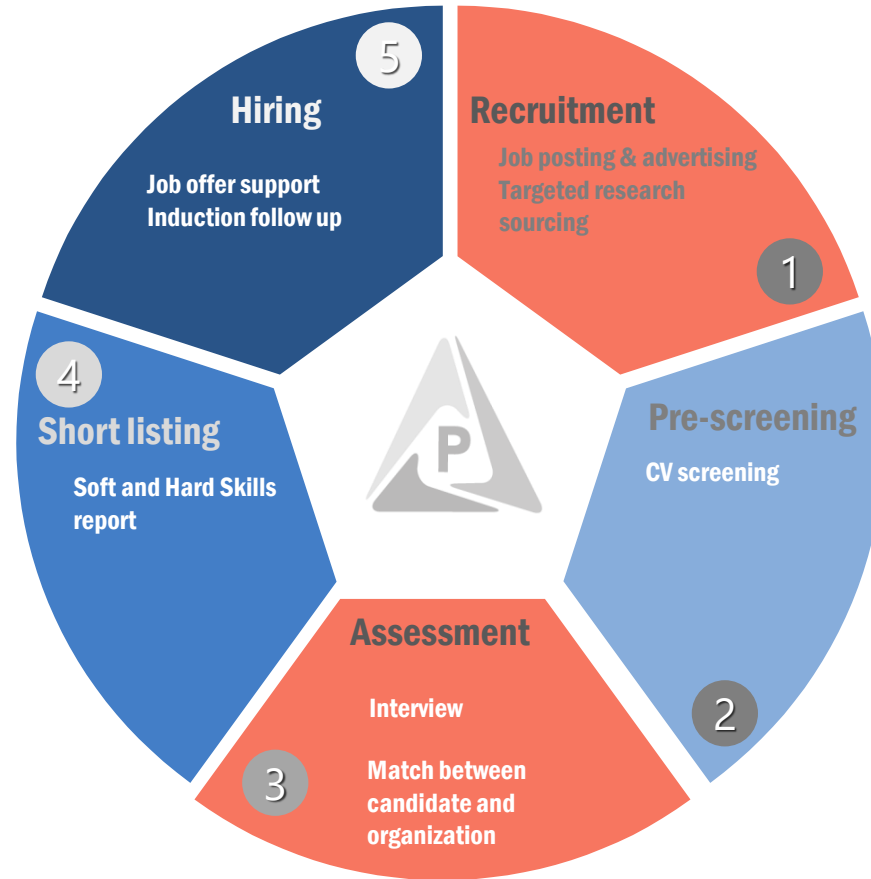
Profiles (about 5 years experience)	Remuneration (Annual Gross)
Tech Lead/ Team Lead	50 – 65 K
Product Manager	55 – 70 K
Digital Factory Manager	55 – 65 K

### Main recruitment challenges for 2020:

- Professionals who demonstrate strong technical and leadership characteristics.
- Recent emergence of new organizational structures such as digital factories and processes associated.

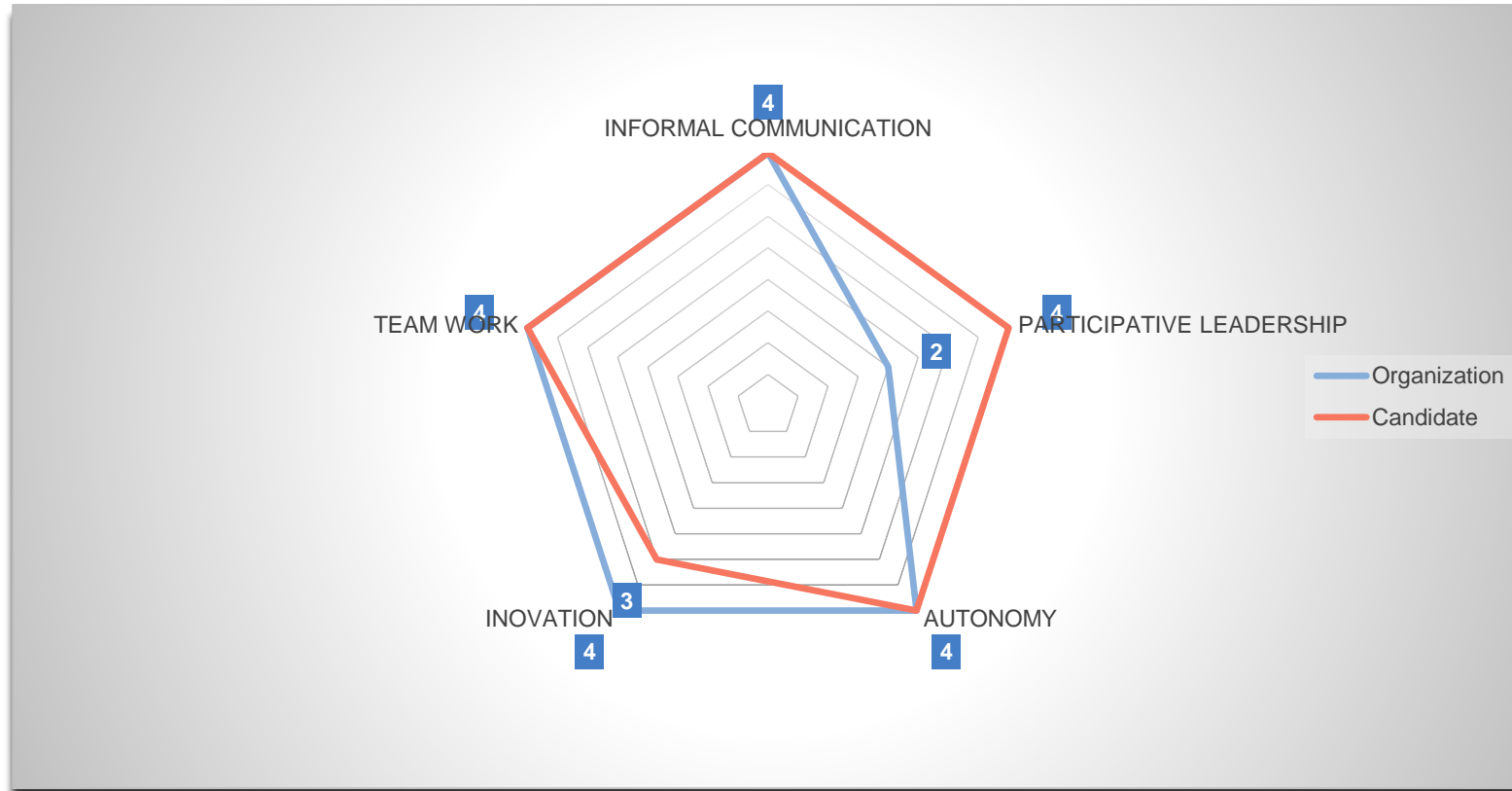
# Recruitment by Psicotec

## Recruitment Global Process



# Recruitment by Psicotec

Psicotec Culture Match | Preferences and Candidate Expectations Assessment Tool



The analysis output and data crossed between the characteristics of the candidate and the Organizational Culture support the candidate selection decision.

# 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.

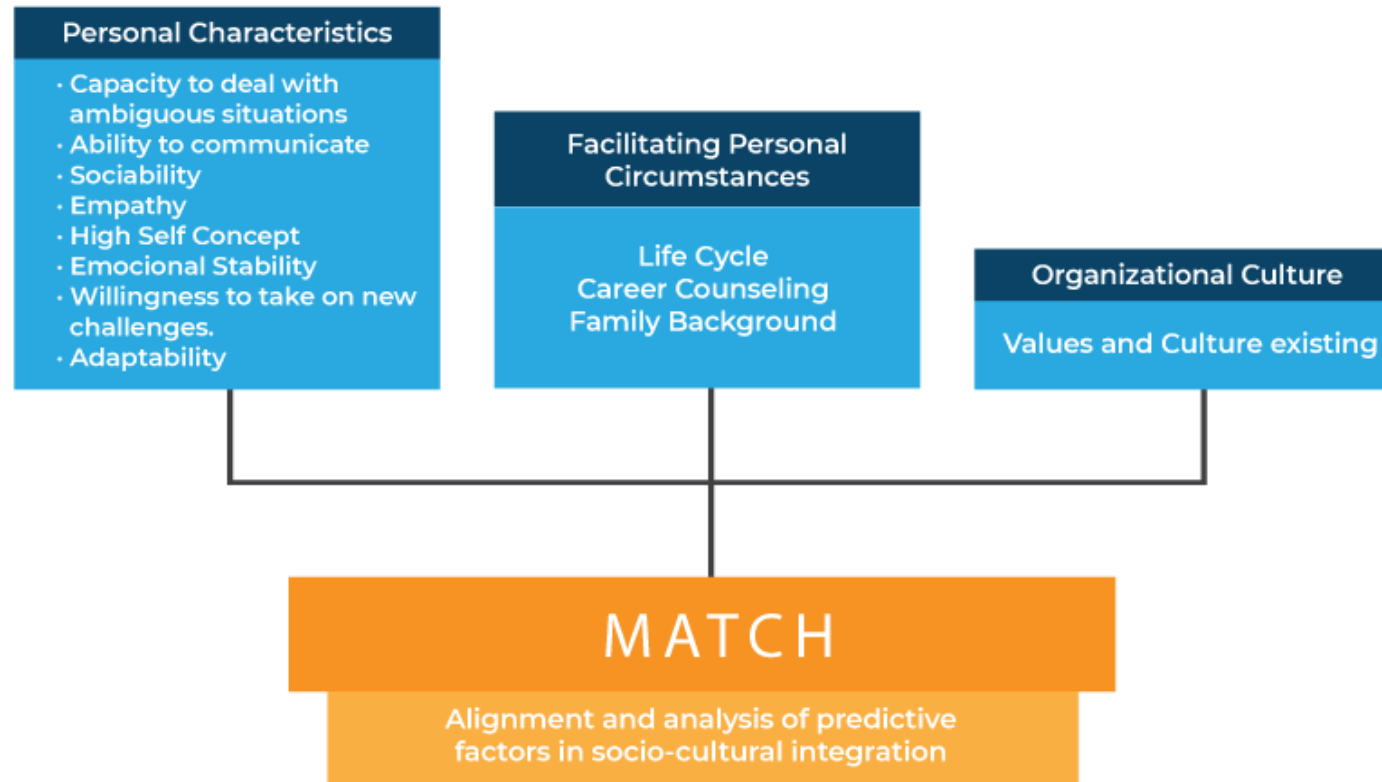
Countries	Profiles	Technologies
Spain	Banking Consultant	Core Banking, PMP, PRINCE2; ITIL
	Tech Lead	Xamarin; C#; .NET
	iOS Developer	Objective C; Swift
	Fullstack Developer	HTML, CSS, JavaScript and Angular JS; Java, Spring
	Delivery Lead	PMI/Prince 2; Java stack
Netherlands	Software Engineer	Java; 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

<https://www.psicotec.com/ithub/>



# Match between Organization and the Professional

Psicotec International Tool | Psicotec International Recruitment and Mobility Tool



Sources:  
Baruch, Y. (2002)  
O'Reilly, Chatman e Caldwell (2014, 1991)  
HR Internationalization Study, Psicotec 2016

# 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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