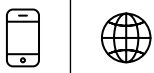


DARWIN RECRUITMENT INFORM AND EVOLVE



THE NETHERLANDS QUARTERLY TECHNOLOGY UPDATE

Q3 2017



Phone

Contracts:

Permanent:

Online

Email: [Darwin Recruitment BV](#)

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TABLE OF CONTENTS

HOW OUR TECHNOLOGIES ARE EVOLVING	PAGE 3
FRONT-END	PAGE 6
PHP	PAGE 8
MOBILE	PAGE 10
JAVA	PAGE 12
SCALA	PAGE 14
DEVOPS	PAGE 16
DATA SCIENCE	PAGE 18
DATA ENGINEERING	PAGE 20
SECURITY	PAGE 22
NETWORK	PAGE 24
CONTACT	PAGE 26



THE NETHERLAND TECHNOLOGY MARKET

HOW OUR TECHNOLOGIES
ARE EVOLVING

THE RISE OF FULL STACK DEVELOPERS AND THE CANDIDATE DRIVEN MARKET

The key drivers for hiring this quarter have been no surprise; talent shortages in the market have resulted in companies trying to fill the gaps - this demand for good quality professionals is growing and does not seem to be slowing down any time soon. Companies need this talent, but a lot of them don't have the budget, adding a whole other dimension to the issue. We have seen a big increase in the demand for Scala and Hadoop; these are new on the market and have impacted many businesses in a very positive way.

This candidate driven market means that they have very specific benefits and extras that they require alongside their

salary. Flexible working, office location close to home and the option to work remotely are all huge deciding factors for candidates and companies need to seriously consider offering these if they aren't already. Alongside these benefits, candidates are looking for a challenge and more responsibility in their next role – a lateral move is often not what they're looking for or after.



Margot Crebolder
*Team Leader
Contracts*



A WORD FROM JOOST DE HAAS

TEAM MANAGER - PERMANENT

Throughout the last 3 months, I've seen demand for full stack developers rise because of their diverse skill set and ability to assist in various parts of a business. Front-end and back-end development is always in fashion in the Netherlands as around 65% of IT companies have software & development roles open – focused mainly on .Net, front-end, Java and PHP. The salaries of these skilled professionals continues to rise due to the limited supply, meaning that the smaller companies will always lose out on the best talent when money is the deciding factor.



THE SALARIES OF THESE SKILLED PROFESSIONALS CONTINUES TO RISE DUE TO THE LIMITED SUPPLY



FRONT-END

“Recently, we have seen a large increase in new jobs for Full-Stack specialists. Different types of companies from small start-ups to large corporations are searching for applicants specifically within core JavaScript and Angular. Angular development is dominating the Amsterdam landscape and does not look like to be slowing down any time soon!”



Laura Ziliute,
Senior Front-End/PHP Specialist



FILLING A FRONT-END ROLE

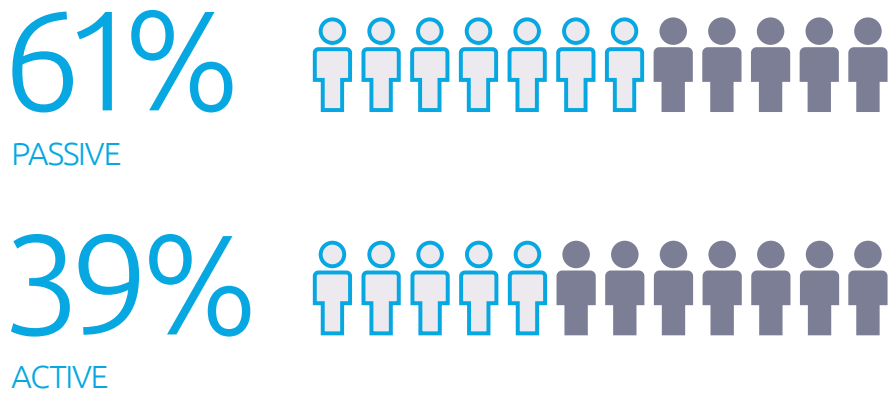
It takes our consultants just 25 days on average to fill a permanent front-end role - the second shortest amount of time for any of the technologies we recruit for.

Demand in front-end has heavily favoured permanent roles this quarter.



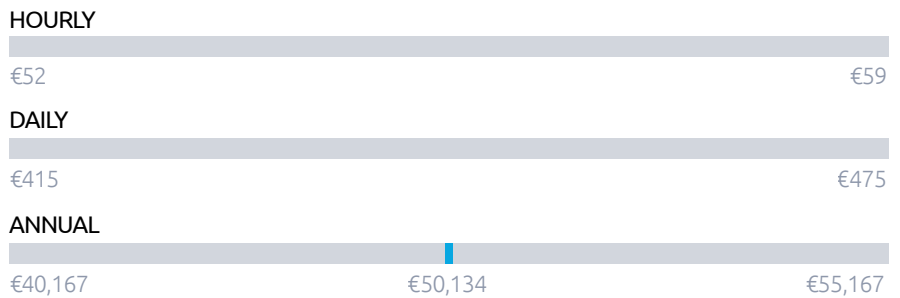
INTERVIEWS HELD

A strong majority of interviews held for front-end roles were from passive candidates - people who are not looking for work, but are open to the perfect opportunity. These candidates are often working exclusively with Darwin.



AVERAGE RATES FOR A FRONT-END DEVELOPER

Here we examine the average salary range of front-end developers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR FRONT-END DEVELOPER

Here we examine the average salary range of senior front-end developers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





```
twentyfifteen_setup
    'after_setup_theme', 'twentyfifteen_setup' );

    widget area.

    enty Fifteen 1.0

    s://codex.wordpress.org/Function_Reference/register_sidebar

    tyfifteen_widgets_init() {
        sidebar( array(
            => ____( 'Widget Area', 'twentyfifteen' ),
            => 'sidebar-1',
            'description' => ____( 'Add widgets here to appear in your
            'twentyfifteen' ),
            'widget' => '<aside id="%1$s" class="widget %2$s">
            'widget' => '</aside>',
            'title' => '<h2 class="widget-title">',
            'title' => '</h2>',
```

PHP

“There is still a strong demand for PHP developers in Amsterdam, and companies are becoming more open for international English speaking talents from overseas! We’re starting to see more and more businesses using framework Laravel in production, but despite the new approach to development, businesses are generally happy to employ developers with rich core PHP experience.”



Laura Ziliute,
Senior Front-End/PHP Specialist



FILLING A PHP ROLE

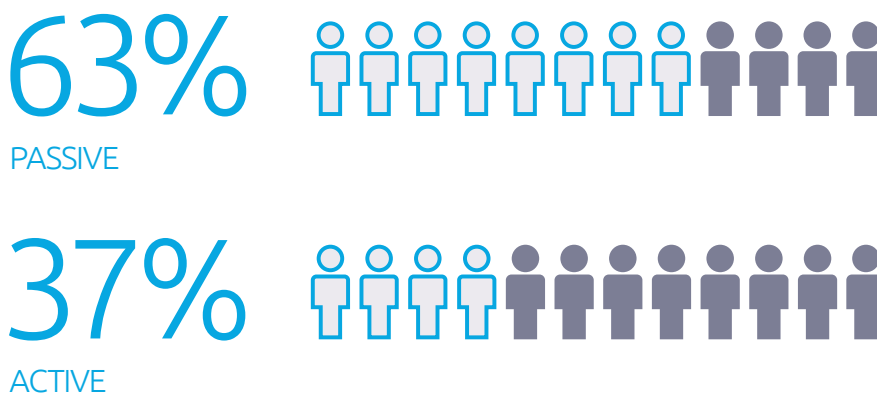
It takes our consultants just 13 days to fill PHP contract roles - this is the shortest amount of time for any of our technologies in the Netherlands.

Demand in PHP has favoured permanent roles this quarter.



INTERVIEWS HELD

Passive candidates make up the majority of interviewees. We work in a candidate short market, and often professionals will only change companies for their perfect job. These candidates are often working exclusively with Darwin.



AVERAGE RATES FOR A PHP DEVELOPER

Here we examine the average salary range of PHP developers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR PHP DEVELOPER

Here we examine the average salary range of senior PHP developers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





“The development of Swift 4 and Kotlin shows that mobile is advancing quickly and in a very exciting stage right now. The sectors demanding mobile the most are A.I., educational applications, healthcare and Fintech.”



Laura Ziliute,
Senior Front-End/PHP Specialist



FILLING A MOBILE ROLE

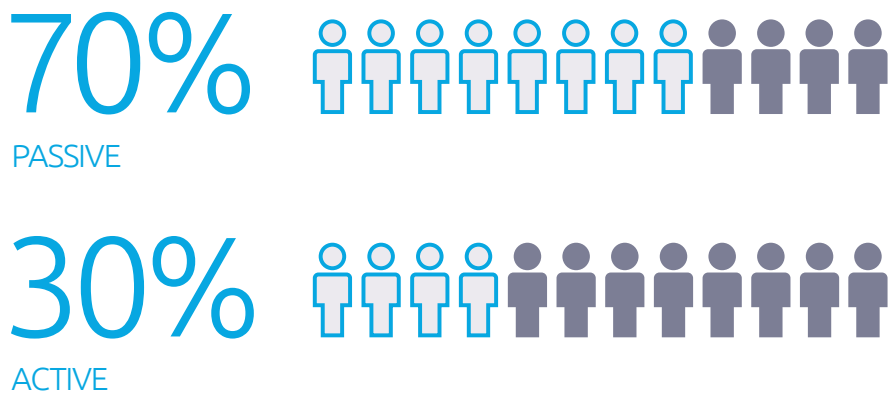
It takes our consultants just 16 days to fill a contract mobile role.

Permanent roles dominated the mobile market over the last quarter.



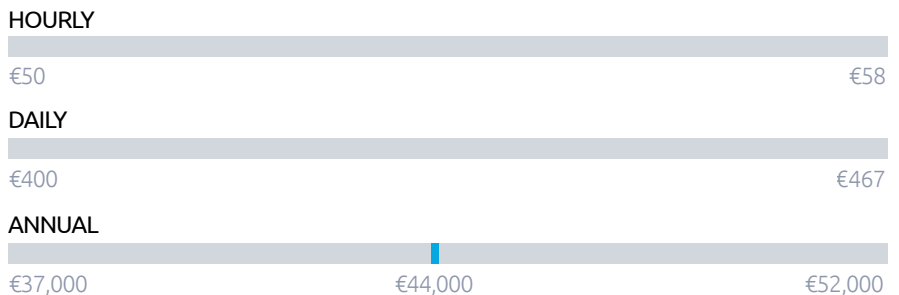
INTERVIEWS HELD

A huge majority of candidates who interviewed for mobile roles were passive, indicating a small active mobile market.



AVERAGE RATES FOR A MOBILE DEVELOPER

Here we examine the average salary range of mobile developers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR MOBILE DEVELOPER

Here we examine the average salary range of senior mobile developers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





“The main niches I’ve seen demand in within the Java field are Microservices and Spring boot/batch. The demand from clients in these areas has definitely been significant and I expect it to stay this way over the next 6 months.”



Denise Schermer,
Senior Java Specialist



FILLING A JAVA ROLE

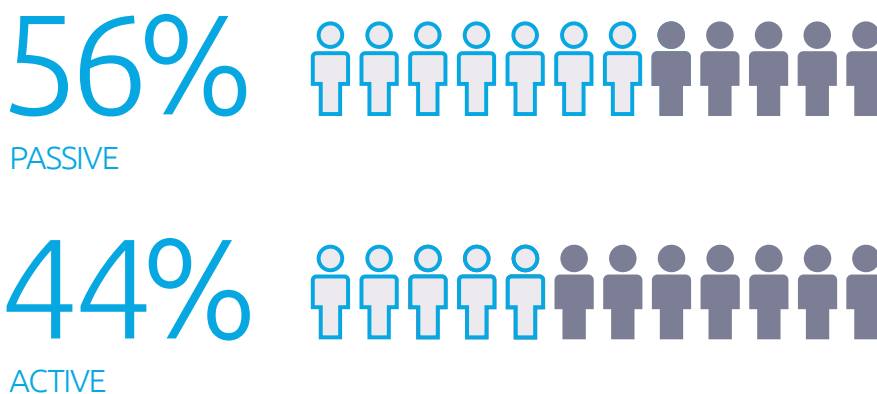
It takes our consultants just 14 days to fill a contract Java role - this is the second shortest amount of time for any of our technologies in the Netherlands.

Demand in Java has favoured permanent roles this quarter.



INTERVIEWS HELD

The split between passive and active candidates for Java roles over the last quarter was very even compared to other technologies.



AVERAGE RATES FOR A JAVA DEVELOPER

Here we examine the average minimum and maximum offers for Java developers via Darwin over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR JAVA DEVELOPER

Here we examine the average minimum and maximum offers for senior Java developers via Darwin over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





“Good candidates are off the market very quickly with offers well above the standard market rate - clients need to be up-to-date with current salary ranges. Lots of clients want to see Github projects and recently, it’s been just as important as having a CV.”



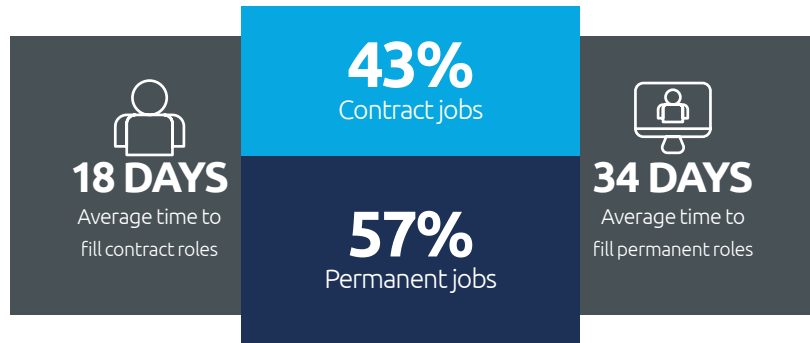
Isabella Dang,
Executive Java & Scala Specialist



FILLING A SCALA ROLE

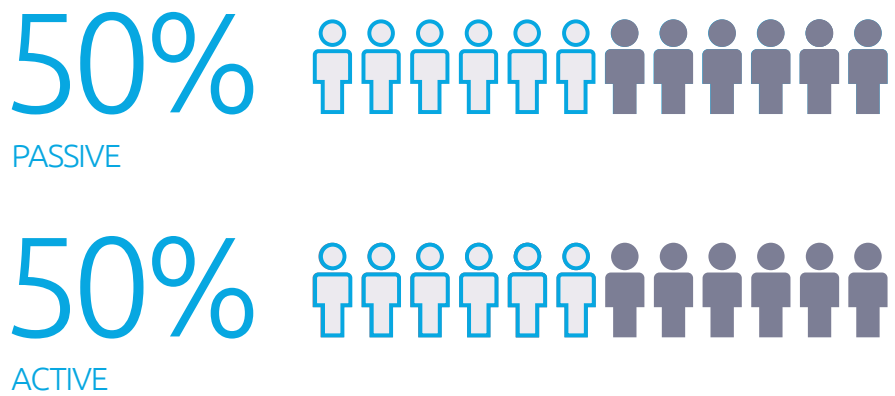
It takes our consultants less time to fill a contract role than it does a permanent role. This is common for many technologies we recruit for.

Demand in Scala was evenly split between permanent and contract jobs this quarter.



INTERVIEWS HELD

The split between passive and active candidates for Scala roles over the last quarter was split right down the middle - indicating the market is active. Most of Darwin's passive candidates work with us on an exclusive basis.



AVERAGE RATES FOR A SCALA DEVELOPER

Here we examine the average salary range of Scala developers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR SCALA DEVELOPER

Here we examine the average salary range of senior Scala developers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





“Over the last 3 months we have seen growth in Microsoft’s Azure cloud and Google Cloud. Add the continuous integration and delivery tools (there are now over 50) such as Kubernetes, Cloud Foundry, Bamboo, Gitlab, and you have all the ingredients to build a solid platform.”



Sophie Siekman,
Team Leader



FILLING A DEVOPS ROLE

It takes our consultants just 14 days to fill a contract DevOps role - this is the second shortest amount of time for any of our technologies in the Netherlands.

Demand in DevOps has favoured permanent roles this quarter.



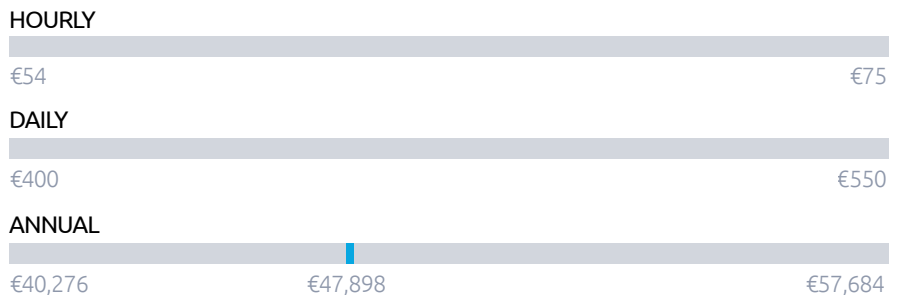
INTERVIEWS HELD

A strong majority of interviews held for DevOps roles were from passive candidates; professionals sourced from social media, our database or via recommendations.



AVERAGE RATES FOR A DEVOPS PROFESSIONAL

Here we examine the average salary range of DevOps professionals for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR DEVOPS PROFESSIONALS

Here we examine the average salary range of senior DevOps professionals for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





“There’s only a few companies that know what they’re doing when it comes to Data Science in the Netherlands - these are most of the time specialized consultancies or very big enterprises with research departments. Most companies want to apply it, think that they are already applying it or think that they are fine without it.”



Faisal Eind,
Advanced Analytics Specialist



FILLING A DATA SCIENCE ROLE

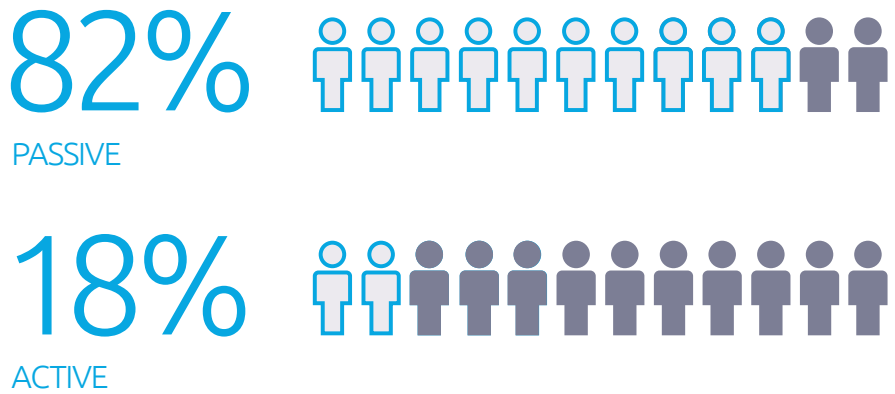
It takes our consultants significantly less time to fill a contract role than it does a permanent role. This is common for many technologies we recruit for.

Demand in data science has favoured permanent roles this quarter.



INTERVIEWS HELD

Data science was very uneven in terms of the types of candidates interviewing for jobs - a strong majority were passive.



AVERAGE RATES FOR A DATA SCIENTIST

Here we examine the average salary range of data scientists for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR DATA SCIENTIST

Here we examine the average salary range of senior data scientists for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





DATA ENGINEERING

“As the big data market in the Netherlands continues to expand, there has been a growing demand from my clients for skills such as deep learning as well as cloud computing skills. More companies and specialists realize the opportunities as well as the challenges of big data which make this an exciting time to be part of advanced analytics.”



Neo Nchabeleng,
Data Specialist



FILLING A DATA ENGINEERING ROLE

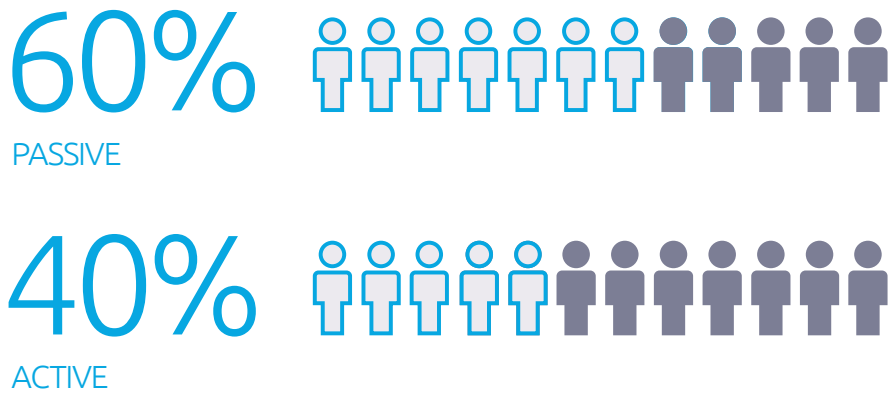
It takes our consultants just 14 days on average to fill a contract data engineer role - the second shortest amount of time for any of our technologies.

Demand in data engineering has favoured contract roles this quarter.



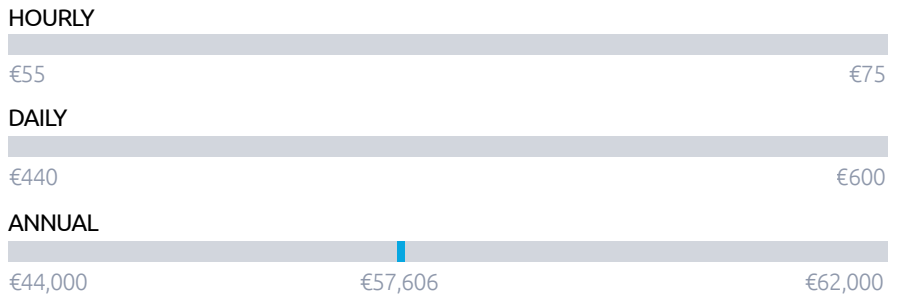
INTERVIEWS HELD

A strong majority of interviews held for data engineering roles were from passive candidates - people who are not looking for work, but are open to the perfect opportunity.



AVERAGE RATES FOR A DATA ENGINEER

Here we examine the average salary range of data engineers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR DATA ENGINEER

Here we examine the average salary range of senior data engineers for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





“The Global Cyberlympics final took place recently, and a Dutch team took 1st place, making it the 3rd consecutive orange win in a row. Experts applauded Holland for being ahead of the cyber security curve in terms of legislation but also cooperation between government and private companies.”



Quoc Dinh,
Senior Network & Security Specialist



FILLING A SECURITY ROLE

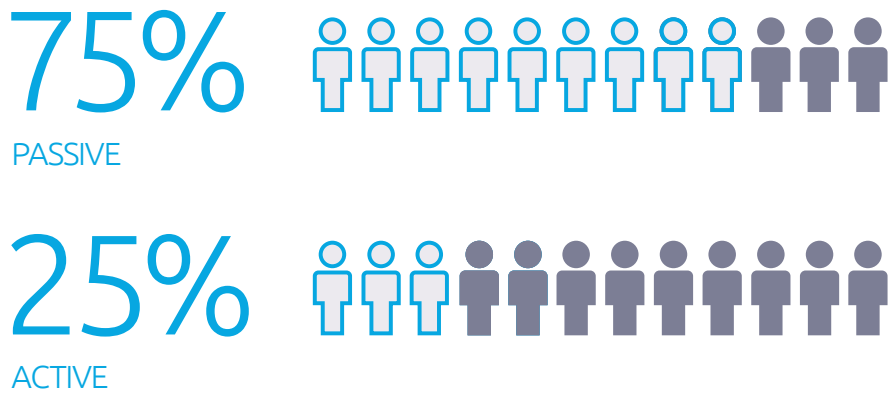
It takes our consultants less time to fill a contract role than it does a permanent role. This is common for many technologies we recruit for.

Demand for security has favoured permanent roles this quarter.



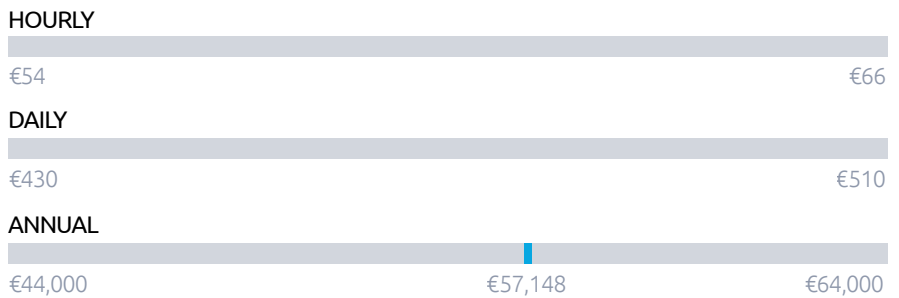
INTERVIEWS HELD

A strong majority of interviews held for security roles were from passive candidates - people who are not looking for work, but are open to the perfect opportunity.



AVERAGE RATES FOR A SECURITY PROFESSIONAL

Here we examine the average salary range of security professionals for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR SECURITY PROFESSIONAL

Here we examine the average salary range of senior security professionals for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





NETWORK

“Network Engineers are highly sought after but with supply being very constricted, companies are forced to alternatives. This boils down to secondment companies getting a lot of contracts while freelancers also profiting. The transition to Network DevOps and SDN is still in full affect and engineers who are also able to program and script will find the best opportunities.”



Quoc Dinh,
Network & Security Specialist



FILLING A NETWORK ROLE

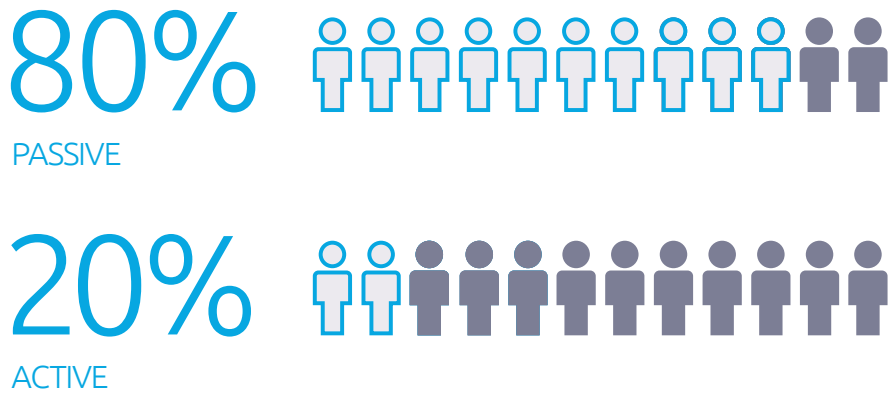
It takes our consultants just 25 days on average to fill a permanent network role - the second shortest amount of time for any of the technologies we recruit for.

Demand for network has heavily favoured contract roles.



INTERVIEWS HELD

A strong majority of interviews held for roles were from passive candidates - people who are not looking for work, but are open to the perfect opportunity.



AVERAGE RATES FOR A NETWORK PROFESSIONAL

Here we examine the average salary range of network professionals for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





“The software development market in the Netherlands is constantly changing, and I have experienced a great shift towards more full stack oriented developers with .NET on the back-end. Most clients ask for skills with AngularJS or Angular 2 on the front-end, as it is backed by Google and easy to integrate with ASP.NET MVC.”



Yassine Manar,
.NET Specialist



FILLING A .NET ROLE

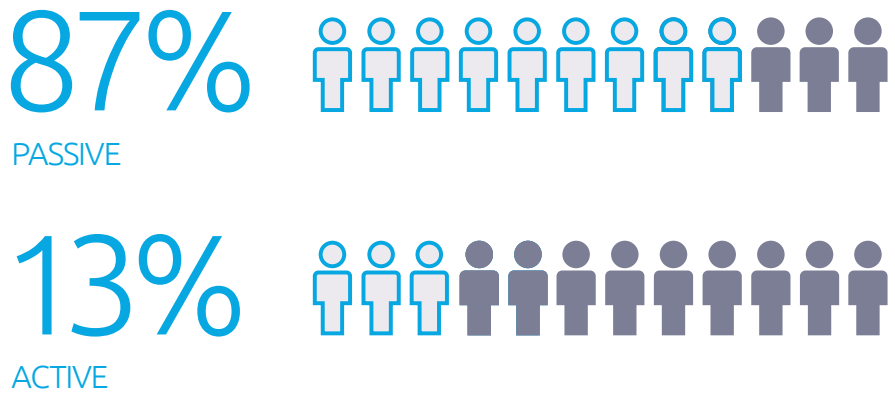
It takes our consultants just 15 days on average to fill a contract .NET role, and 35 days on average to fill a permanent role.

Demand in .NET has favoured permanent roles this quarter.



INTERVIEWS HELD

A strong majority of interviews held for .NET roles were from passive candidates - people who are not looking for work, but are open to the perfect opportunity.



AVERAGE RATES FOR A .NET PROFESSIONAL

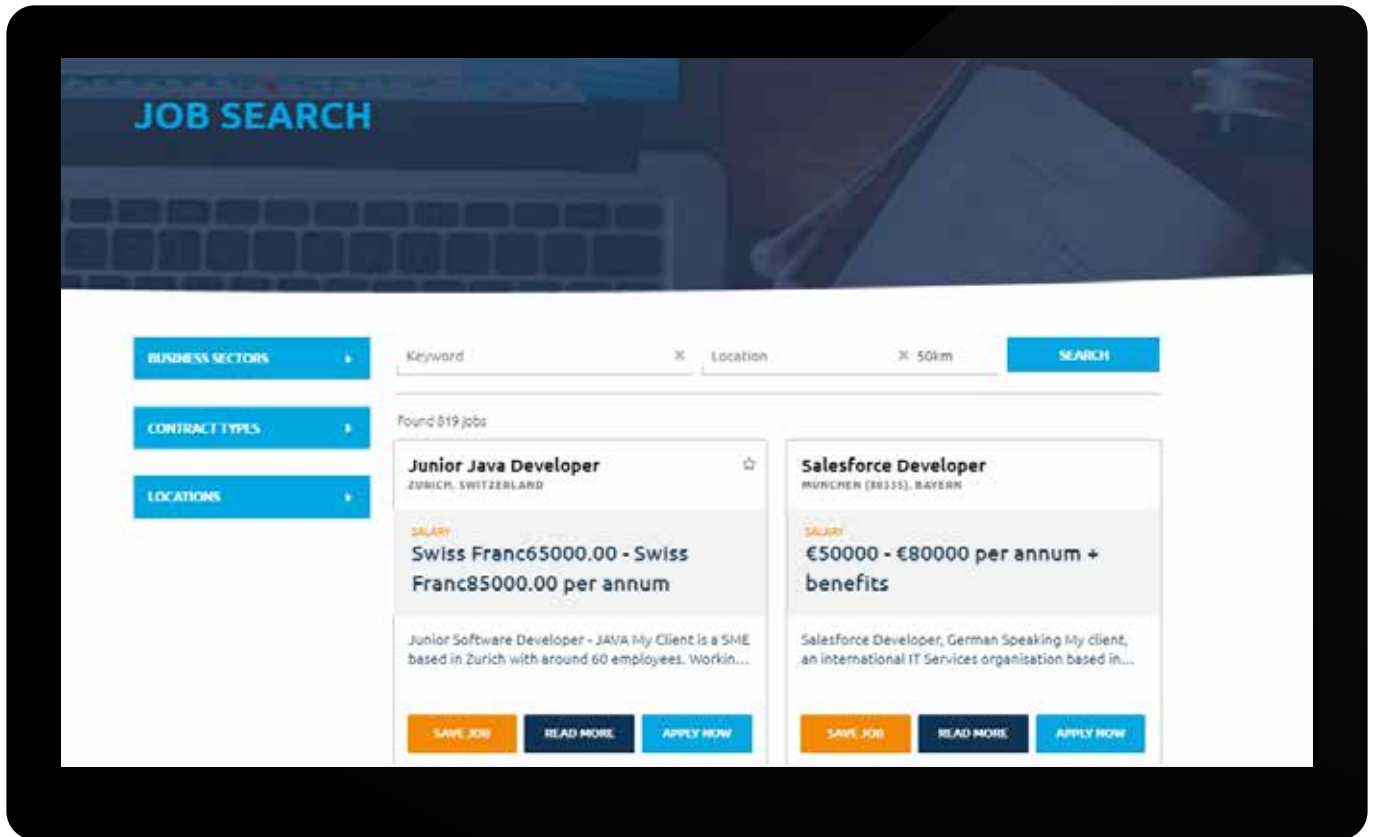
Here we examine the average salary range of .NET professionals for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.



AVERAGE RATES FOR A SENIOR .NET PROFESSIONAL

Here we examine the average salary range of senior .NET professionals for Darwin's clients over the last quarter. Plotted on the line is the average offer accepted by Darwin's candidates throughout Q3.





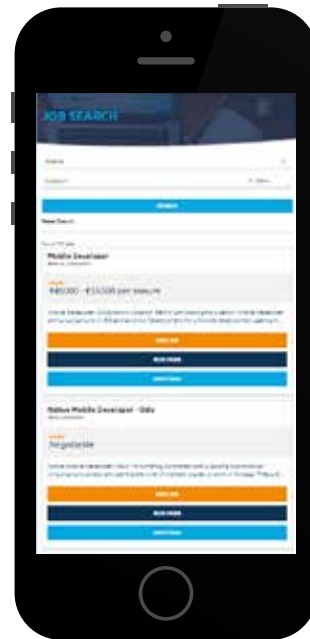
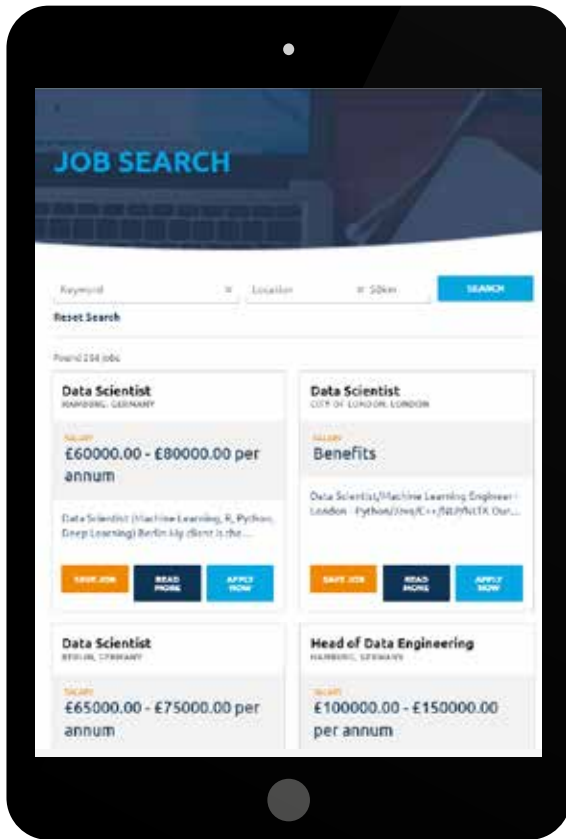
FOCUSED & SPECIALISED

COLLABORATE & EVOLVE

We organise our consultants into geographic teams and let them focus on their individual niche technologies. This approach allows our specialists to become true experts in their field, and better serve evolving business

requirements and necessities. Darwin Recruitment is built around the constant advancement of technology and how this can affect your businesses in various ways - from infrastructure, to the way data is handled and utilised.

Our consultants work with various business sizes across North Germany and will often see hiring trends and technology focused business strategy make its way through markets and sectors - this enables them to make suggestions about what candidate you should be hiring next to stay ahead of the curve.



150+ SPECIALIST CONSULTANTS
1000+ PLACEMENTS LAST YEAR
15 COUNTRIES WORLDWIDE
4 OFFICES WORLDWIDE

DARWIN RECRUITMENT INFORM AND EVOLVE



KEEPING UP TO DATE WITH THE MARKET IS HARD. BUILDING YOUR TEAM WITH DARWIN ISN'T.



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