DARWIN RECRUITMENT INFORM AND EVOLVE

THE NETHERLANDS MARKET UPDATE

COVERING THE LAST 6 MONTHS

FOREWORD

The 'Market Update' is drawn from our own internal data; collected, stored and processed through our CRM. The information gathered is anonymised and processed using system IDs as keys to summarise and join data. The majority of the content is based on introductions made by Darwin to our clients in a rolling 6 month period up to the release of the update (there are typically 10,000+ introductions in a given 6 month period). The data is processed on the basis of the internal division that facilitated the introduction, and so personal location data is not processed, nor are details of nationality.

- "Candidates" were treated as qualified for analysis after they had a full introductory conversation with a Darwin consultant, during which they provided details pertaining to searching for a new job and agreed to accept Darwin's help in doing so.
- "Salary" data is based on the current salary provided by candidates when they commence working with Darwin; this is statistically summarised after removal of outlying administrative errors. On occasion additional insights will be drawn based on the "desired next salary", generally given at the same time in the process. These summarised statistics are often compared to those from a previous iteration of the Market Update.
- "Time to Fill" is defined as the number of days from the vacancy being assigned to Darwin, to the employment contract pertaining to that vacancy being verbally agreed.
- "Local Talent" is defined as the percentage of candidates introduced, who are labelled as not having to relocate in order to commence work at the introduced organisation.
- "Fluent Speaker" is defined as the percentage of candidates introduced, who are labelled as being business fluent in the native language of the country of the place of work.
- "Passive Candidates" is defined as the percentage of candidates, who are labelled as not actively looking for new opportunities or not applying for jobs themselves during the time period Darwin is working with them.

A limitation of this study is that whilst Darwin's consultants generally work with and engage professionals without a specific vacancy in mind, there is an element of selection bias. Recruitment conversation are typically only conducted with professionals who are relevant to our core business model.

A segment of very inexperienced professionals will be less strongly represented in the sample, and professionals who don't wish to work with a recruitment business and/or Darwin Recruitment are not represented. Whilst it is unlikely that the latter will have a significant effect on salary distributions, it is acknowledged that non-willingness to work with a recruitment agency may be financially motivated.

Additionally, we are only able to work with data provided to us by the candidates we work with which may give rise to some response bias. We acknowledge that in the employment industry there may be cause to misrepresent current salary, but given the large volume of data and the units of reporting, it is not likely that these will have a significant detriment.

Darwin Recruitment
The Netherlands Market Update
Version: v3 // 2019

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THE NETHERLANDS TECHNOLOGY MARKET

HOW OUR TECHNOLOGIES ARE EVOLVING

THE WAR FOR TALENT
CONTINUES ACROSS THE NETHERLANDS

Everyone should have heard of it by now already: the war for talent.

But isn't the war everywhere and hasn't there always been a demand for talent? The reality is that every company and every manager is looking for the best candidate for the job.

The difference, in my opinion, is the competition from other companies who are hiring. If the recruitment process that a candidate to goes through is streamlined, followed up with onboarding that is structured, and the employee engagement is genuine, businesses will have a more chance to attract talented individuals.

A war can be won by fighting back or being better than the rest. Obviously, talent first needs is to be found before getting them engaged.

Candidates have a fast changing skill set, so hiring managers should be fully aware of what is needed for the job NOW and what will be needed during the first 3 years of employment. This is how to attract and new employees engaged.

Derk Rijntjes
COO

A WORD FROM ALARIC VOLKERT
ASSOCIATE DIRECTOR

Many of our clients have budgets for ambitious projects this year, and they need talented freelancers to turn these "dreams" into reality. As competition hots up, companies are forced to employ more sophisticated candidate attraction strategies such as: employer branding, online advertising and social media. FMCG, eCommerce and Security offer very interesting projects for the right talent, and usually have great candidate attraction due to their familiarity with the online domain. These businesses see technical skills as a minimum. So, if you demonstrate an ambitious, forward-thinking attitude you will get ahead of others in the market.

"
AS COMPETITION HOTS UP, COMPANIES ARE FORCED TO EMPLOY MORE SOPHISTICATED CANDIDATE ATTRACTION STRATEGIES

.NET

"In the Dutch market the demand for Dutch speaking candidates is high, even though there is indeed a drought of skilled candidates. I'm expecting with Microsoft opening their Cloud, that in the next couple of years the role of Microsoft and .NET programming will increase in popularity."
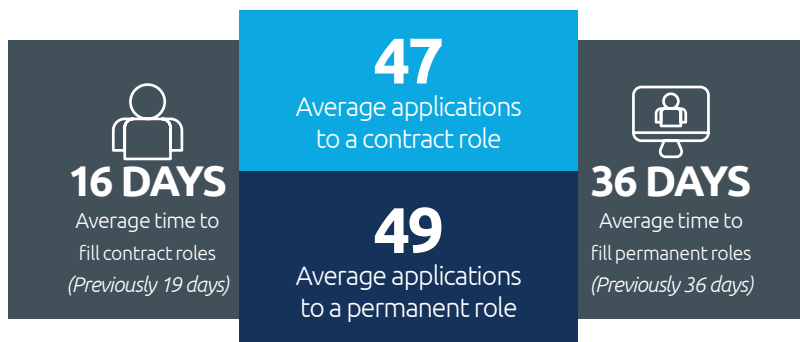
Sophie Siekman
Team Leader

FILLING A .NET ROLE

It takes our consultants around 16 days to fill a contract .NET role, and around 36 days to fill a permanent .NET role.

Both permanent and contract .NET roles have received a similar amount of applications over the past 6 months.

16 DAYS
Average time to fill contract roles
(Previously 19 days)

47
Average applications to a contract role

49
Average applications to a permanent role

36 DAYS
Average time to fill permanent roles
(Previously 36 days)

LOCATION OF TALENT

Less than half of the candidates that interviewed with clients were living locally in the Netherlands.

40%
LOCAL TALENT

LANGUAGE SKILLS

59% of candidates who interviewed for .NET roles with our clients spoke fluent Dutch.

59%
FLUENT DUTCH

INTERVIEWS HELD

Nearly all of the candidates who were interviewed were passive (and often work exclusively with Darwin).

90%
PASSIVE

AVERAGE RATES FOR A .NET DEVELOPER

This is an estimation of the distribution of salaries for .NET developers in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the developers (and their salaries).

45K 50K 55K 60K 65K 70K 75K
Annual Salary (€)

NETWORK/SECURITY
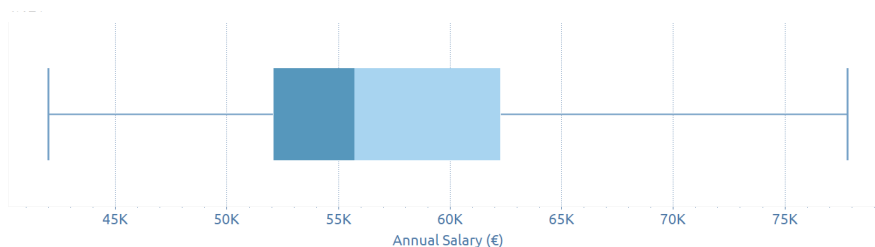
"In order to protect valuable data from attacks, cyber security is very much necessary in every organisation and on every level of the organisation. Companies underestimate how important Cyber Security is and won't invest enough, which could lead to a data breach."

Dario Mulder
Team Leader

FILLING A NETWORK/ SECURITY ROLE

It takes our consultants around 10 days to fill a contract network/security role, and around 40 days to fill a permanent network/security role.

Contract network/security roles have received a lot more applications over the past 6 months.

10 DAYS
Average time to fill contract roles
(Previously 19 days)

26
Average applications to a contract role

4
Average applications to a permanent role

40 DAYS
Average time to fill permanent roles
(Previously 36 days)

LOCATION OF TALENT

Just under half of the candidates that interviewed with clients were living locally in the Netherlands.

45%
LOCAL TALENT

LANGUAGE SKILLS

Exactly half of the candidates who interviewed for network/security roles with our clients spoke fluent Dutch.

**50%**
FLUENT DUTCH

INTERVIEWS HELD

The majority of candidates who were interviewed were passive (and often work exclusively with Darwin).

69%
PASSIVE

AVERAGE RATES FOR A NETWORK/SECURITY ENGINEER

This is an estimation of the distribution of salaries for Network/Security engineers in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the developers (and their salaries).

40K   45K   50K   55K   60K   65K

Annual Salary (€)
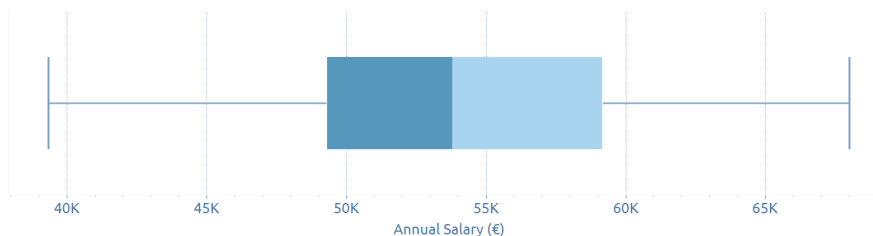
FULL-STACK

"Everyone is seeking Full-Stack developers with clients looking for 50/50 on the Frontend and the Back-end development. However, the reality is that 75/25 is good enough. Any developer that can bring some demonstrable skills in any recognised stack will increase their earning potential."

Orhan Sari
Frontend & PHP Specialist

FILLING A FULL-STACK ROLE

It takes our consultants around 22 days to fill a contract Full-Stack role, and around 39 days to fill a permanent Full-Stack role.

Both permanent and contract Full-Stack roles have received a similar amount of applications over the past 6 months.

20
Average applications
to a contract role

38
Average applications
to a permanent role

22 DAYS
Average time to
fill contract roles
(Previously 9 days)

39 DAYS
Average time to
fill permanent roles
(Previously 22 days)

LOCATION OF TALENT

A third of our candidates who interviewed with clients were living locally in the Netherlands.

33%
LOCAL TALENT

LANGUAGE SKILLS

Half of the candidates who interviewed for Full-Stack roles with our clients spoke fluent Dutch.

50%
FLUENT DUTCH

INTERVIEWS HELD

The majority of candidates who were interviewed were passive (and often work exclusively with Darwin).

74%
PASSIVE

AVERAGE RATES FOR A
FULL-STACK DEVELOPER

This is an estimation of the distribution of salaries for Full-Stack developers in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the developers (and their salaries).

45K 50K 55K 60K 65K 70K 75K 80K 85K 90K 95K
Annual Salary (€)
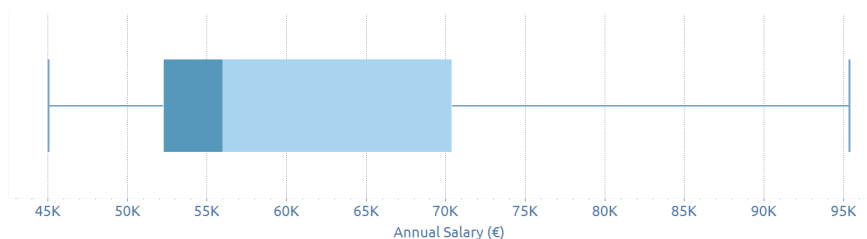
WINDOWS INFRASTRUCTURE

"Microsoft helps their partners and their customers meet today's complex business challenges and drive business growth. With the Microsoft Azure Cloud they deliver a full service for building, testing, deploying, and managing applications and services. Also in the world of A.I. they are one of the market leading companies."

Marc van der Eijk
Delivery Consultant

FILLING AN INFRASTRUCTURE ROLE

It takes our consultants around 20 days to fill a contract windows infrastructure role, and around 40 days to fill a permanent infrastructure role.

Both permanent and contract infrastructure roles have received a similar amount of applications over the past 6 months.

20 DAYS
Average time to fill contract roles
(Previously 19 days)

3
Average applications to a contract role

1
Average applications to a permanent role

40 DAYS
Average time to fill permanent roles
(Previously 27 days)

LOCATION OF TALENT

Two thirds of the candidates that interviewed with clients were living locally in the Netherlands.

67%
LOCAL TALENT
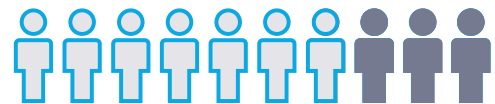
LANGUAGE SKILLS

64% of candidates who interviewed for infrastructure roles with our clients spoke fluent Dutch.

64%
FLUENT DUTCH

INTERVIEWS HELD

Nearly all of the candidates who were interviewed were passive (and often work exclusively with Darwin).

83%
PASSIVE

AVERAGE RATES FOR A WINDOWS INFRASTRUCTURE EXPERT

This is an estimation of the distribution of salaries for Windows Infrastructure experts in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the developers (and their salaries).

Annual Salary (€)
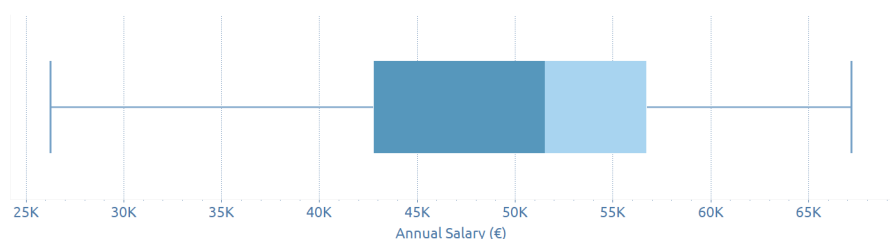
SCALA

"More businesses are starting to recognise the added value of Scala and together with the increasing demand for Data Engineering, along with the related libraries and frameworks, the need for skilled Scala Engineers has increased immensely. In 2019 we expect that the requirements for Scala will develop and businesses will be needing experts in various fields related to Scala."

Daniel Scheepbouwer
Executive Java/Scala Specialist

FILLING A SCALA ROLE

It takes our consultants around 25 days to fill a contract Scala role, and around 40 days to fill a permanent Scala role.

Both permanent and contract Scala roles have received a similar amount of applications over the past 6 months.

25 DAYS
Average time to fill contract roles
(Previously 15 days)

7
Average applications to a contract role

2
Average applications to a permanent role

40 DAYS
Average time to fill permanent roles
(Previously 27 days)

LOCATION OF TALENT

Just under half of our candidates that interviewed with clients were living locally in the Netherlands.

46%
LOCAL TALENT

LANGUAGE SKILLS

47% of candidates who interviewed for Scala roles with our clients spoke fluent Dutch.

47%
FLUENT DUTCH

INTERVIEWS HELD

Around two thirds of candidates who were interviewed were passive (and often work exclusively with Darwin).

63%
PASSIVE

AVERAGE RATES FOR A SCALA DEVELOPER

This is an estimation of the distribution of salaries for Scala developers in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the developers (and their salaries).

| 30K | 35K | 40K | 45K | 50K | 55K | 60K | 65K | 70K | 75K | 80K |

Annual Salary (€)

DEVOPS
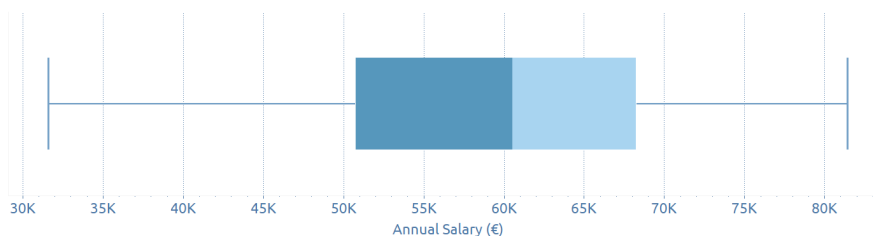
"Requirements are becoming more specific - on the client side we see Kubernetes and Google Cloud being adopted at a fast pace. Kubernetes is a strong tool that will stay for years - as more businesses adopt the technology, competition for talent has grown. It's not just specialists who are in demand, requirements for software developers with experience using DevOps tools (CI/CD, containers, Cloud) are becoming more common."

Sophie Siekman
Team Leader

FILLING A DEVOPS ROLE

It takes our consultants around 12 days to fill a contract DevOps role, and around 38 days to fill a permanent DevOps role.

Permanent DevOps roles have received significantly more applications over the past 6 months.

9
Average applications
to a contract role

274
Average applications
to a permanent role

12 DAYS
Average time to
fill contract roles
(Previously 18 days)

38 DAYS
Average time to
fill permanent roles
(Previously 38 days)

LOCATION OF TALENT

Less than half of our candidates who interviewed with clients were living locally in the Netherlands.

36%
LOCAL TALENT

LANGUAGE SKILLS

33% of candidates who interviewed for DevOps roles with our clients spoke fluent Dutch.

33%
FLUENT DUTCH

INTERVIEWS HELD

A huge majority of the candidates who were interviewed were passive (and often work exclusively with Darwin).

79%
PASSIVE

AVERAGE RATES FOR A DEVOPS ENGINEER

This is an estimation of the distribution of salaries for DevOps engineers in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the developers (and their salaries).

Annual Salary (€)
30K 35K 40K 45K 50K 55K 60K 65K 70K 75K 80K 85K 90K 95K
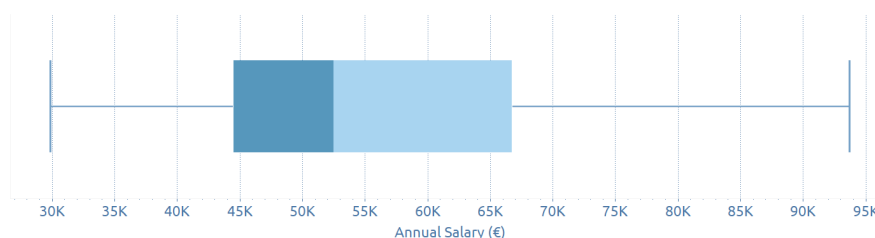
JAVA

"Java developers need to become familiar with the module path, by which modules are discovered at runtime, rather than the old class path (though the class path is still supported for compatibility). Also, be prepared to work in an environment with openness and directness - even though the environment is international, high-end communication skills are of the utmost importance to clients in the Netherlands."

Miryam Jamal
Java & Scala Specialist

FILLING A JAVA ROLE

It takes our consultants around 20 days to fill a contract Java role, and around 36 days to fill a permanent Java role.

Both permanent and contract Java roles have received a similar amount of applications over the past 6 months.

20 DAYS
Average time to
fill contract roles
(Previously 23 days)

122
Average applications
to a contract role

110
Average applications
to a permanent role

36 DAYS
Average time to
fill permanent roles
(Previously 38 days)

LOCATION OF TALENT

Over half of the candidates that interviewed with clients were living locally in the Netherlands.

56%
LOCAL TALENT

LANGUAGE SKILLS

One third of the candidates who interviewed for Java roles with our clients spoke fluent Dutch.

34%
FLUENT DUTCH

INTERVIEWS HELD

Nearly all of the candidates who were interviewed were passive (and often work exclusively with Darwin).

77%
PASSIVE

AVERAGE RATES FOR A JAVA DEVELOPER

This is an estimation of the distribution of salaries for Java developers in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the developers (and their salaries).

45K 50K 55K 60K 65K 70K 75K 80K 85K 90K 95K
Annual Salary (€)
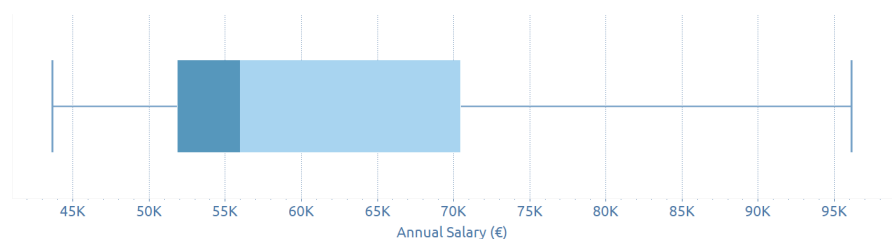
DATA SCIENCE

"There are a lot of companies who want to keep up with the trends but don't know what they're looking for. Big Data consultancies are getting more popular, but they are getting a lot of competition from data driven scale-ups. As a recruitment consultant, I see that candidates are more often asking for advice and not just a new job, it's good to see candidates trying to make informed decisions."

Rodrey Fuzzally
Delivery Consultant

FILLING A DATA SCIENCE ROLE

It takes our consultants around 26 days to fill a contract Data Science role, and around 44 days to fill a permanent Data Science role.

Contract Data Science roles have received many more applications over the past 6 months (this is easily one of our most popular technologies).

26 DAYS
Average time to fill contract roles
(Previously 14 days)

941
Average applications to a contract role

632
Average applications to a permanent role

44 DAYS
Average time to fill permanent roles
(Previously 29 days)

LOCATION OF TALENT

Just over half of our candidates that interviewed with clients were living locally in The Netherlands.

56%
LOCAL TALENT

LANGUAGE SKILLS

The majority of candidates who interviewed for Data Science roles with our clients spoke fluent Dutch.
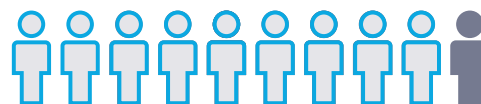
**73%**
FLUENT DUTCH

INTERVIEWS HELD

Nearly all of the candidates who were interviewed were passive (and often work exclusively with Darwin, despite having a huge number of applications).

93%
PASSIVE

AVERAGE RATES FOR A DATA SCIENTIST

This is an estimation of the distribution of salaries for Data Scientists in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the Data Scientists (and their salaries).

40K 45K 50K 55K 60K 65K 70K 75K 80K 85K
Annual Salary (€)
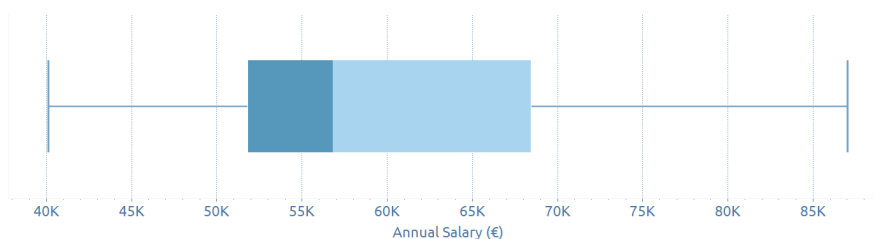
DATA ENGINEERING

"To be excellent in your job, you need to be constantly informed about the latest developments and tools for building data infrastructure - especially with cloud becoming an important factor. Great data engineering jobs don't come around every day and as this field continues to flourish, it's down to you to show employers how you can make a difference to their organization."

Nick van Dorp
Data Science & AI Specialist

FILLING A DATA ENGINEERING ROLE

It takes our consultants around 24 days to fill a contract Data Engineering role, and around 43 days to fill a permanent Data Engineer role.

Permanent Data Engineering roles have received a lot more applications over the past 6 months.

24 DAYS
Average time to fill contract roles
(Previously 16 days)

35
Average applications to a contract role

81
Average applications to a permanent role

43 DAYS
Average time to fill permanent roles
(Previously 32 days)

LOCATION OF TALENT

Just over one third of the candidates that interviewed with clients were living locally in the Netherlands.

37%
LOCAL TALENT

LANGUAGE SKILLS

59% of candidates who interviewed for Data Engineering roles with our clients spoke fluent Dutch.

59%
FLUENT DUTCH

INTERVIEWS HELD

Nearly all of the candidates who were interviewed were passive (and often work exclusively with Darwin).

86%
PASSIVE

AVERAGE RATES FOR A DATA ENGINEER

This is an estimation of the distribution of salaries for Data Engineers in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the engineers (and their salaries).

Annual Salary (€)
40K 45K 50K 55K 60K 65K 70K 75K 80K 85K 90K 95K 100K 105K
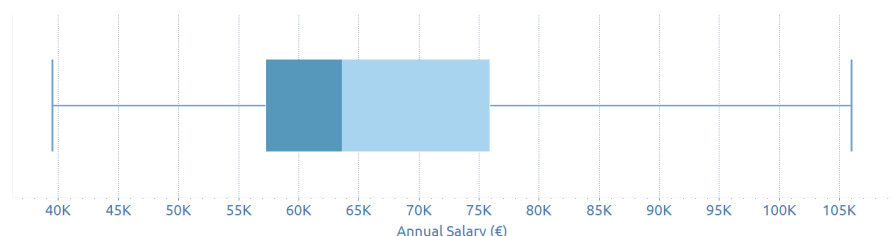
```
twentyfifteen_setup
'after_setup_theme', 'twentyfifteen_setup' );

widget area.

enty Fifteen 1.0

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

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

PHP

"The market in the Netherlands is asking for PHP developers with preferably Laravel/Symfony experience. My clients want local software developers only. Urgency is not high to start processes with candidates outside of Netherlands."

Orhan Sari
Frontend & PHP Specialist

FILLING A PHP ROLE

It takes our consultants 25 days to fill contract PHP roles, and around 35 days to fill a permanent PHP role.

Permanent PHP roles have received a lot more applications over the past 6 months.

10
Average applications to a contract role

73
Average applications to a permanent role

25 DAYS
Average time to fill contract roles
(Previously 20 days)

35 DAYS
Average time to fill permanent roles
(Previously 34 days)

LOCATION OF TALENT

A huge majority of the candidates who interviewed with clients were living locally in the Netherlands.

87%
LOCAL TALENT

LANGUAGE SKILLS

28% of candidates who interviewed for PHP roles with our clients spoke fluent Dutch.

28%
FLUENT DUTCH

INTERVIEWS HELD

A huge majority of the candidates who were interviewed were passive (and often work exclusively with Darwin).

73%
PASSIVE

AVERAGE RATES FOR A PHP DEVELOPER

This is an estimation of the distribution of salaries for PHP developers in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the developers (and their salaries).

40K   45K   50K   55K   60K   65K   70K   75K   80K

Annual Salary (€)
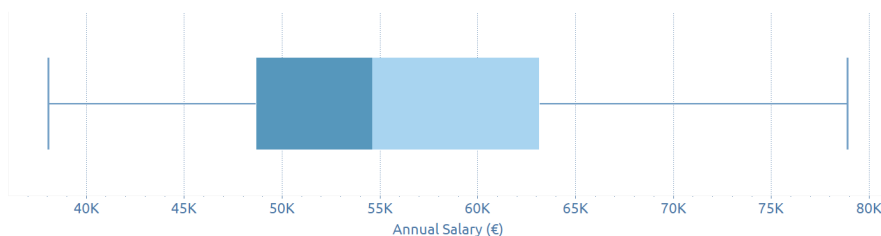
FRONTEND

"There is a demand for Frontend developers in the Netherlands which is causing a strong impact on increasing salaries. Most clients ask for modern Framework skills such as: Angular/React or Vue.JS. I see that Node.JS become very popular for Frontend developers delving into the back-end."

Orhan Sari
Frontend & PHP Specialist

FILLING A FRONTEND ROLE

It takes our consultants around 17 days to fill a contract Frontend role, and around 25 days to fill a permanent Frontend role.

Permanent Frontend roles have received a lot more applications over the past 6 months.

17 DAYS
Average time to fill contract roles
(Previously 21 days)

28
Average applications to a contract role

72
Average applications to a permanent role

25 DAYS
Average time to fill permanent roles
(Previously 41 days)

LOCATION OF TALENT

Over half of the candidates who interviewed with clients lived locally in the Netherlands.

60%
LOCAL TALENT

LANGUAGE SKILLS

Just under half of the candidates who interviewed for Frontend roles with our clients spoke fluent Dutch.

40%
FLUENT DUTCH

INTERVIEWS HELD

Nearly all of the candidates who were interviewed were passive (and often work exclusively with Darwin).

87%
PASSIVE

## AVERAGE RATES FOR A FRONTEND DEVELOPER

This is an estimation of the distribution of salaries for Frontend developers in the Netherlands. The data is presented as a box plot which divides the studied data into four sections, each containing approximately 25% of the developers (and their salaries).

40K   45K   50K   55K   60K   65K   70K
Annual Salary (€)
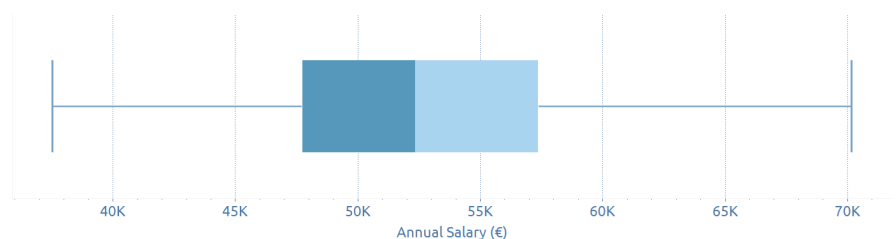
AVERAGE SALARY INCREASE ACROSS OUR CLIENTS IN THE NETHERLANDS

The average salary has increased for eight of the technologies we recruit for across the Netherlands - these are big indicators of an increasingly candidate driven market. The best candidates are demanding more (in both salary and benefits) and they're not all necessarily looking for a job - which is why direct recruitment methods are so important.
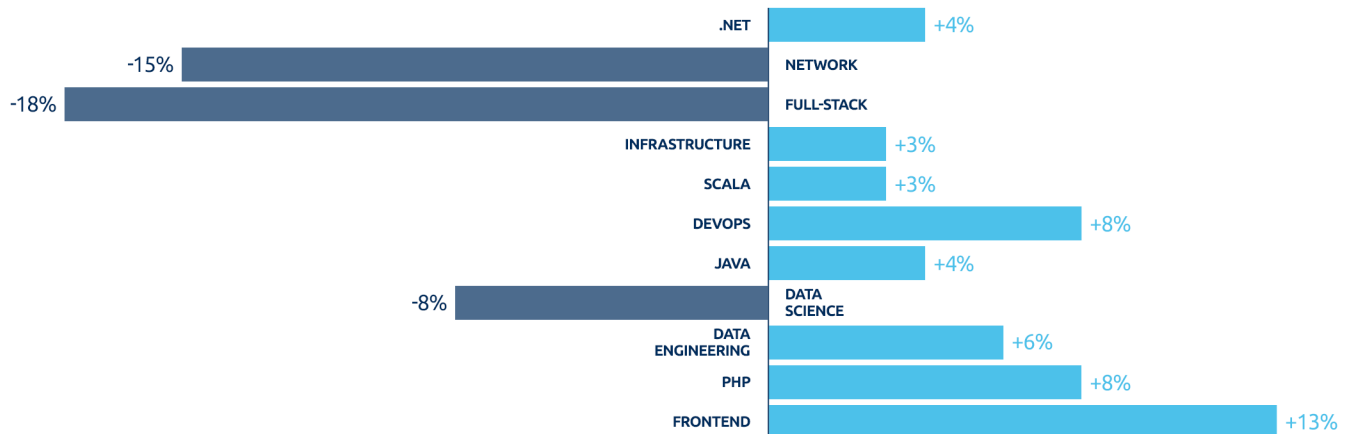
AVERAGE TIME-TO-FILL FOR PERMANENT ROLE ACROSS THE NETHERLANDS

Time-To-Fill has changed for all technologies over the past 6 months in the Netherlands. A longer process usually indicates the best candidates are becoming hard to find, whereas a shorter process means companies are willing to move faster to secure the best talent. If you want to cut ahead of the competition, streamlining your interview process will have the biggest impact.
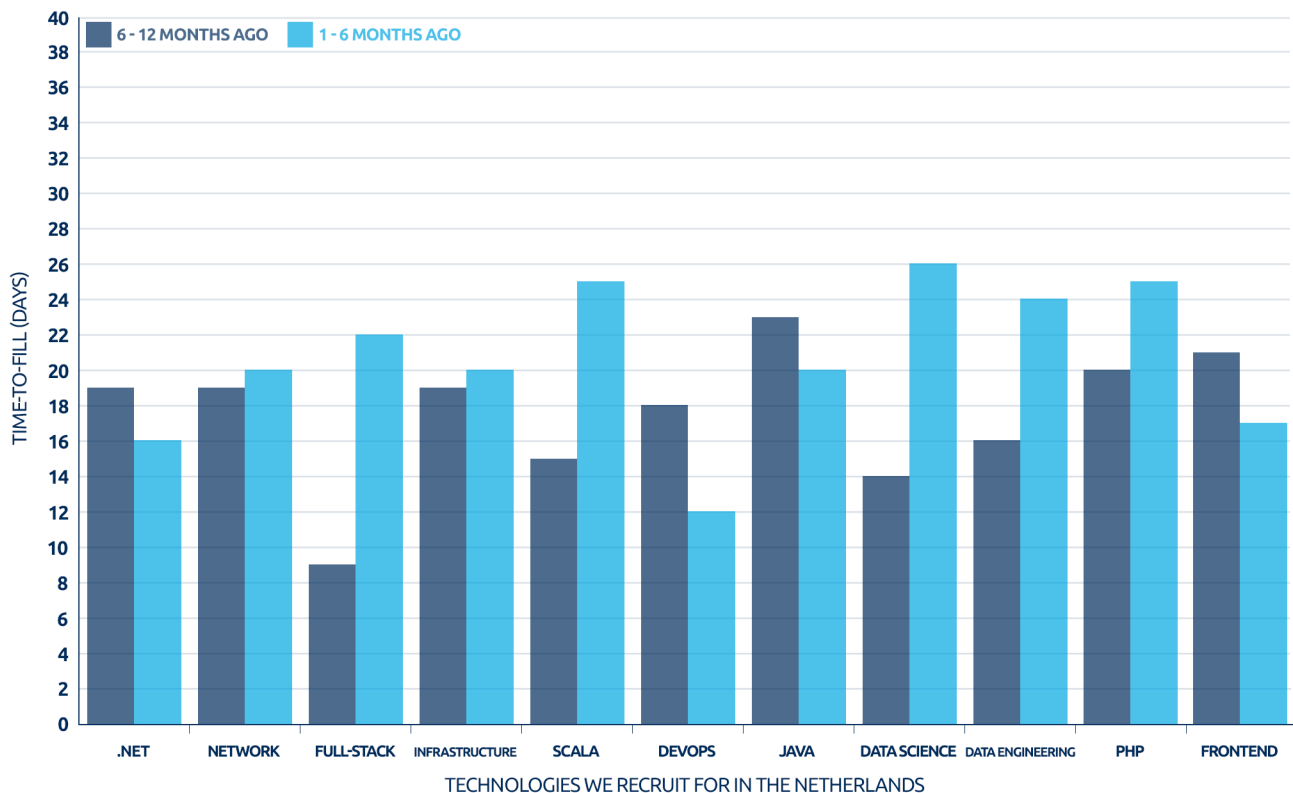
THE DUTCH TEAM

DERK RIJNTJES
COO

ALARIC VOLKERT
ASSOCIATE DIRECTOR

SOPHIE SIEKMAN
TEAM LEADER

DARIO MULDER
TEAM LEADER

LAUREN REDDING
SENIOR ACCOUNT MANAGER

YASSINE MANAR
EXECUTIVE TV/MEDIA SPECIALIST

DANIEL SCHEEPBOUWER
EXECUTIVE JAVA/SCALA SPECIALIST

STEPHAN ABHAYAWARDHANA
EXECUTIVE FINANCE SPECIALIST

TIM BEEN
CONSUMER GOODS SPECIALIST

MIRYAM JAMAL
JAVA & SCALA SPECIALIST

ELIAS NOYA
DEVOPS SPECIALIST

NICK VAN DORP
DATA & AI SPECIALIST

ORHAN SARI
FRONTEND & PHP SPECIALIST

ELISABETTA ORSINI
DELIVERY CONSULTANT

MARC VAN DER EIJK
DELIVERY CONSULTANT

RODREY FUZZALLY
DELIVERY CONSULTANT

MEIHAN LIU
DELIVERY CONSULTANT

TONY SLEPER
RESEARCH CONSULTANT

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

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