UK TALENT REPORT

2021 .NET DEVELOPER INSIGHTS

understanding
RECRUITMENT

OVERVIEW

What a year 2020 was! Although the pandemic halted some companies' hiring plans, we still helped lots of organisations scale their teams and developers find new roles.

The information in this 2021 .NET Developer Report is based on data collected through our .NET survey completed by highly relevant developers on our database, the latest LinkedIn Insights data, data from our 2020 placements, and salary ranges provided by our current partners that include some of the best technology-driven businesses across the UK.

We hope you find it useful!

31.3K

professionals in the Software Developer talent pool with .NET & C# experience in the UK on LinkedIn, up 3% on last year.

12%

of these professionals identify as women, 88% identify as men.

1.5

years is the median tenure after which .NET software developers are most likely to switch companies

It definitely seems like UK developers are becoming more full-stack even if their job title doesn't state it with many organisations requiring .NET developers to have front end skills.

The majority (50.5%) of respondents said they enjoyed coding in front end with 36.9% saying they don't mind it.

We also saw a 48% 1y growth in .NET Core, a 44% increase in React, and 38% increase in Microservices.

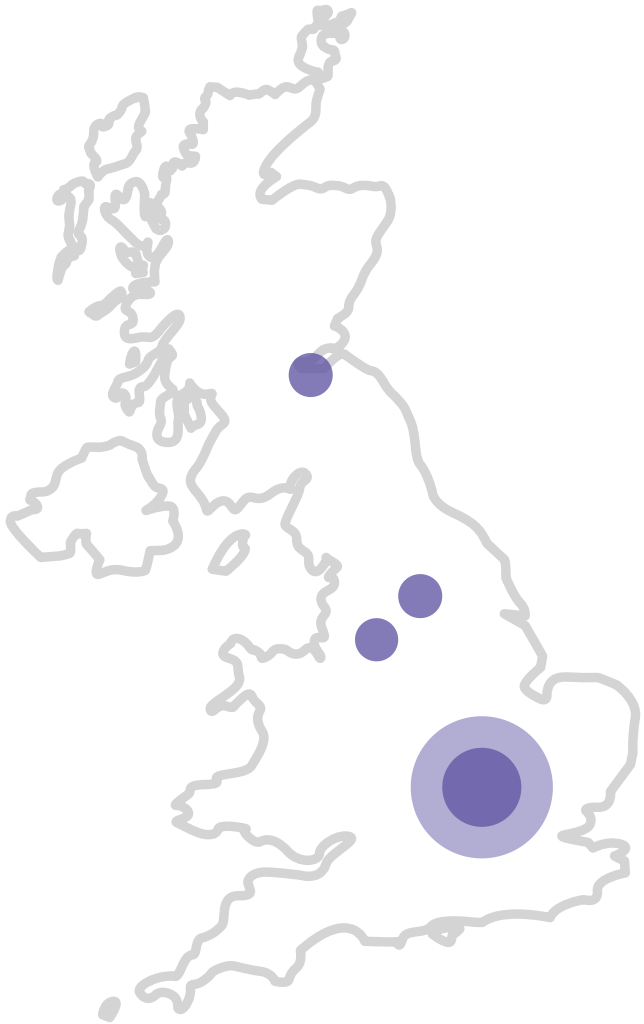
WHERE IS THIS TALENT LOCATED?

As expected, London is where the majority of developers reside.

We are seeing an increase of developers based in cities such as Hove, Lincoln, and Leicester.

Hiring demand across London, Manchester, Bristol and Leeds remains very high.

The increase in more fully remote roles has meant that individuals can be based across the UK. The organisations that are open to more remote or fully remote are the ones who are securing more talent.



TOP LOCATIONS	DEVELOPERS
London Area	**6,579**
Manchester Area	**1,465**
Central London	**1,246**
Greater Leeds Area	**924**
Greater Edinburgh Area	**661**

WHO IS EMPLOYING THIS TALENT?

TOP 20 COMPANIES WITH THE LARGEST NUMBER OF .NET DEVELOPERS:

1. **Facebook - 176**
2. **Capgemini - 134**
3. **Lloyds Banking Group - 127**
4. **BBC - 119**
5. **bet365 - 108**
6. Sky - 105
7. Bloomberg - 105
8. Microsoft - 104
9. Amazon - 101
10. ASOS.com - 91
11. BAE Systems - 75
12. Sage - 74
13. JP Morgan Chase & Co - 71
14. Just Eat - 70
15. IBM - 67
16. Arm - 67
17. BT - 67
18. Civica - 65
19. Checkout.com - 65
20. BJSS

TOP 20 FASTEST CHANGING TEAMS:

Checkout.com tripled its valuation to $15bn with $450m Series C fundraising in January 2021. It became EMEA's most valuable venture-backed business and fourth-largest fintech globally.

Moonpig shares flew up 17% as it joined the stock market in February 2021, valuing the company at £1.4bn at the end of its first day.

1. Made Tech +188% (23)

2. AO +106% (35)

3. Checkout.com +91% (65)

4. Aire Logic Limited +83% (22)

5. Facebook +71% (176)

6. Unity Technologies +60% (32)

7. dunnhumby +56% (25)

8. Moonpig +48% (31)

9. Kaluza +47% (22)

10. BJSS +47% (63)

11. Tesco +46% (35)

12. Anaplan +40% (21)

13. Nationwide +33% (56)

14. Apple +30% (30)

15. Capital One +36% (39)

16. ClearBank +25% (25)

17. Amazon +23% (101)

18. Kainos +22% (22)

19. Sky Betting & Gaming +21% (40)

20. OVO +19% (44)

THE TECH

Overall 89% of developers were happy with the tech they use.

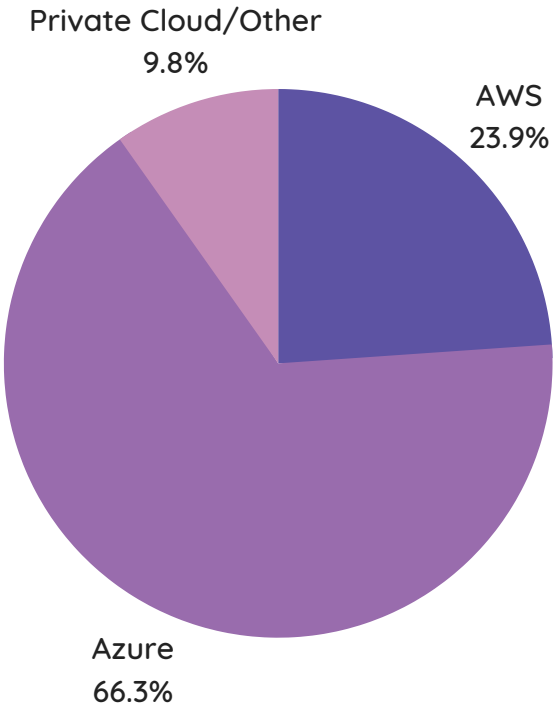
80% of respondents also said that their companies had moved into the cloud. Azure was the top choice in cloud platforms, closely followed by AWS. 9.8% of respondents used private cloud platforms while none used GCP.

While .NET 5 was released in November 2020, only 30% of respondents said their company had started using it.

79.1%

of respondents said they are expected to code in front end.

TOP CLOUD PLATFORMS



CODE OF CHOICE

.NET - 81.8%
.NET Core - 80.9%
.NET 5 - 36.4%

TOP FRAMEWORKS

React - 46.7%
Angular - 37.8%
Vue - 10%

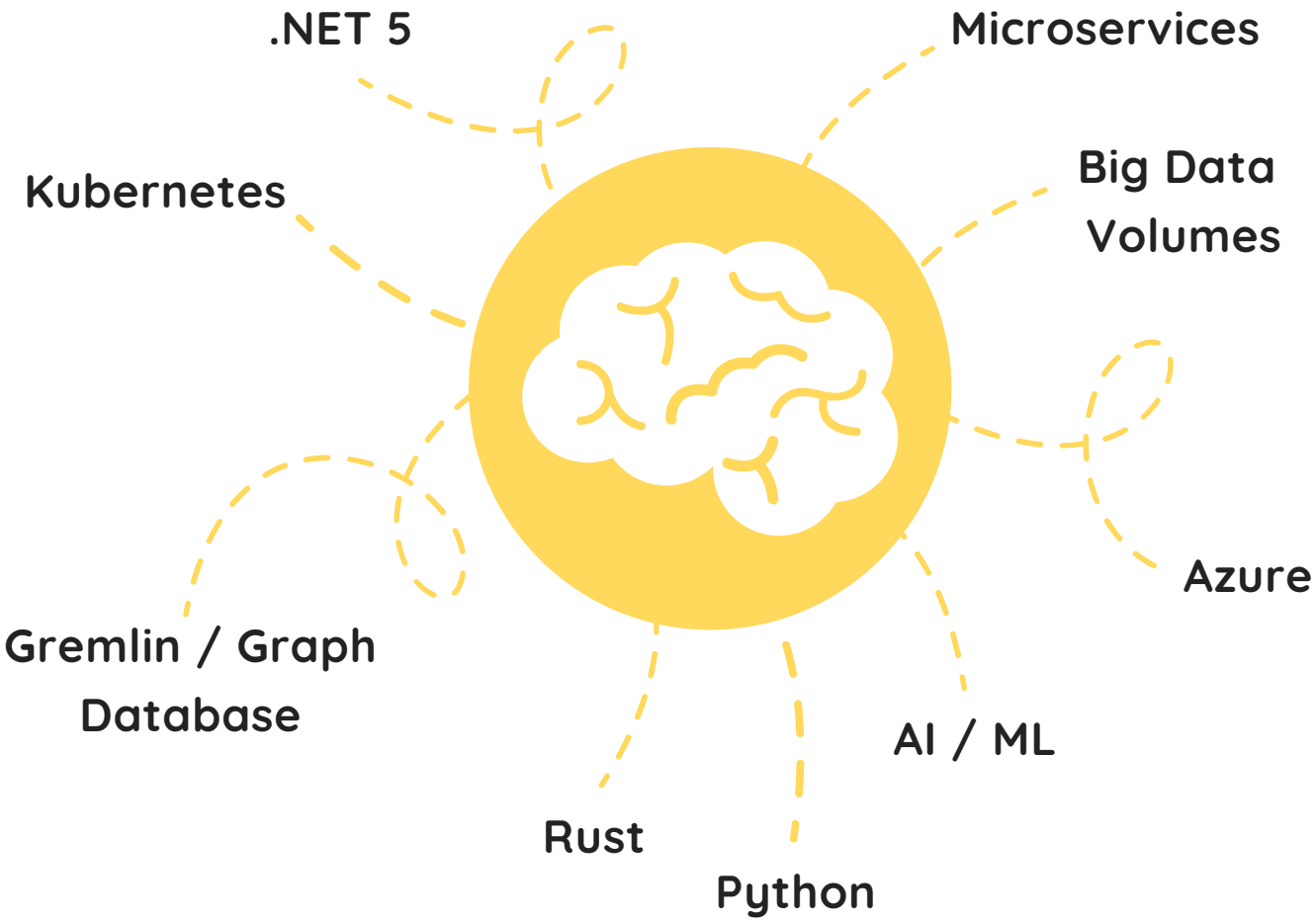
The majority of developers (79.1%) said they are expected to code in front end.

Our research also shows that there are still some organisations coding in WCF (21.8%) and WPF (16.4%)

THE TECH

THE TECH DEVELOPERS WANT TO LEARN

We asked developers what tech they want to hone their skills in and what tech they are most excited to work with.



Meanwhile PHP, Python, JavaScript and other legacy the likes of old ASPX or VB were among the tech dreaded most by developers.

THE RISE IN REMOTE WORKING

COVID-19 meant that organisations had to pivot quickly and embrace remote working, whether they wanted to or not. We saw the rise in flexitime too as many individuals had to balance their work with caring for and homeschooling their children.

Remote working is definitely here to stay, with an overwhelming 68.2% of developers saying they wouldn't accept a new job that didn't offer flexi-time and/or remote working.

Pre-Covid, we saw the majority of companies allowing developers to work remotely 1-3 days a week. 67.3% said their employers will continue to offer remote working while 29.1% of respondents said they didn't know if their employers would allow them to carry on working remotely. We find this worrying considering it has become such a deciding factor for developers.

71.8%

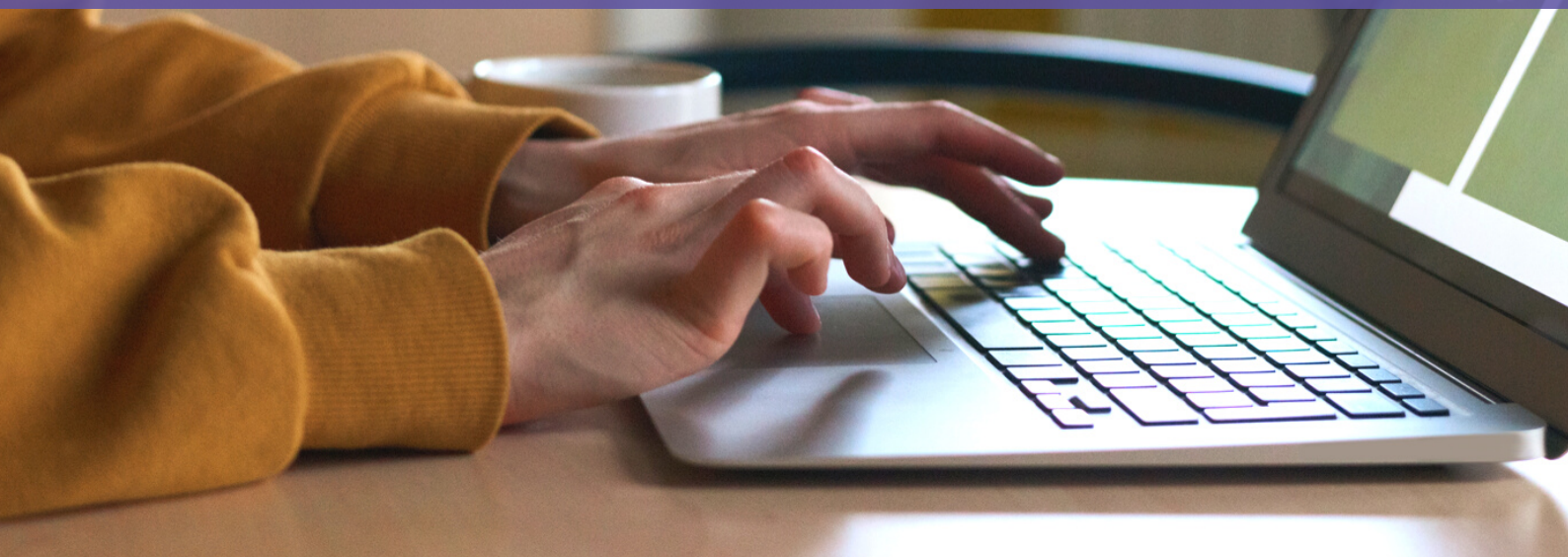
of respondents said that their employer already offered remote working prior to the pandemic.

67.3%

said their employers will continue to offer remote working post-pandemic.

68.2%

of developers said they wouldn't accept a job that didn't offer flexi-time or remote working.



CAREER ASPIRATIONS

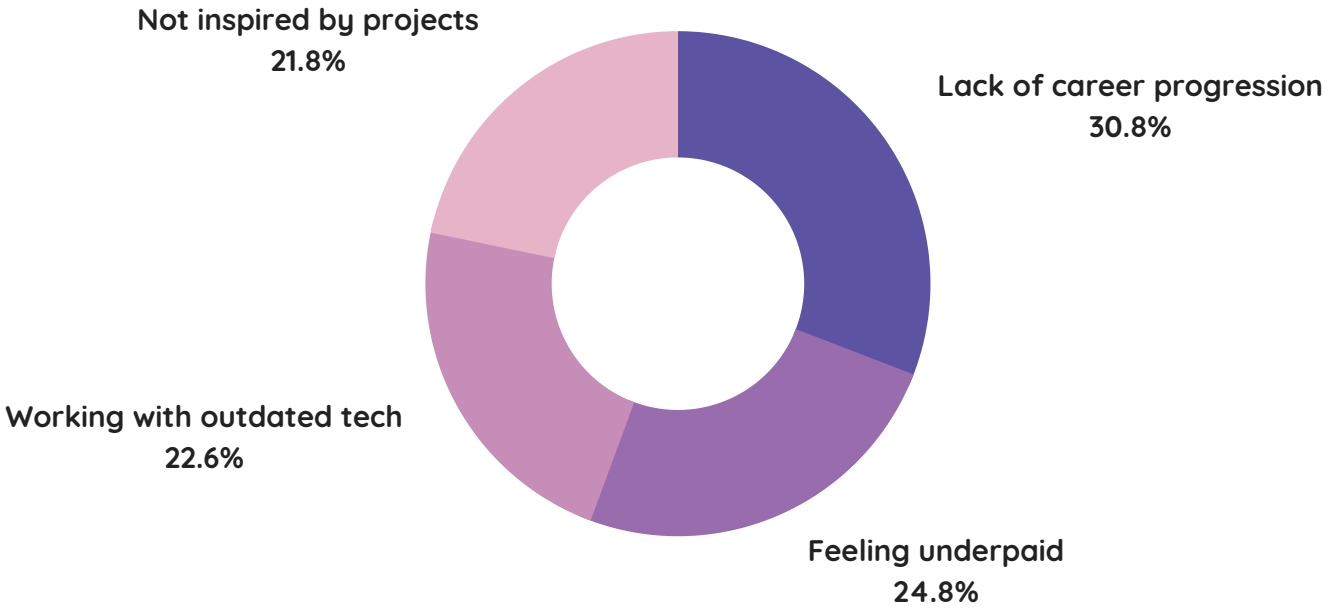
WHERE DO .NET DEVELOPERS LOOK FOR JOBS?

LinkedIn - 86.4%

Company websites - 27.3%

Glassdoor - 23.6%

WHAT ARE THE FACTORS CAUSING DEVELOPERS TO LOOK FOR NEW JOBS?



WHAT DO DEVELOPERS LOOK FOR IN NEW EMPLOYERS?

OPEN TO INNOVATION

FOCUSES ON QUALITY

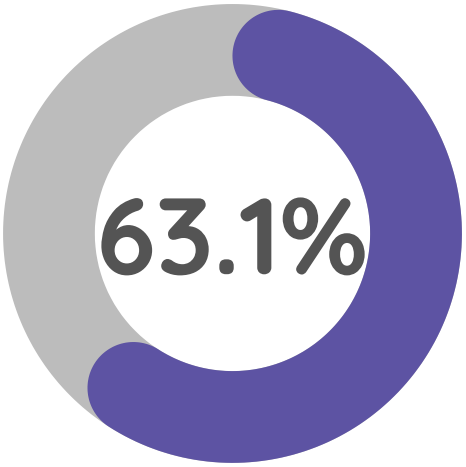
CHALLENGES THEM

PRIORITISES PEOPLE

CAREER ASPIRATIONS

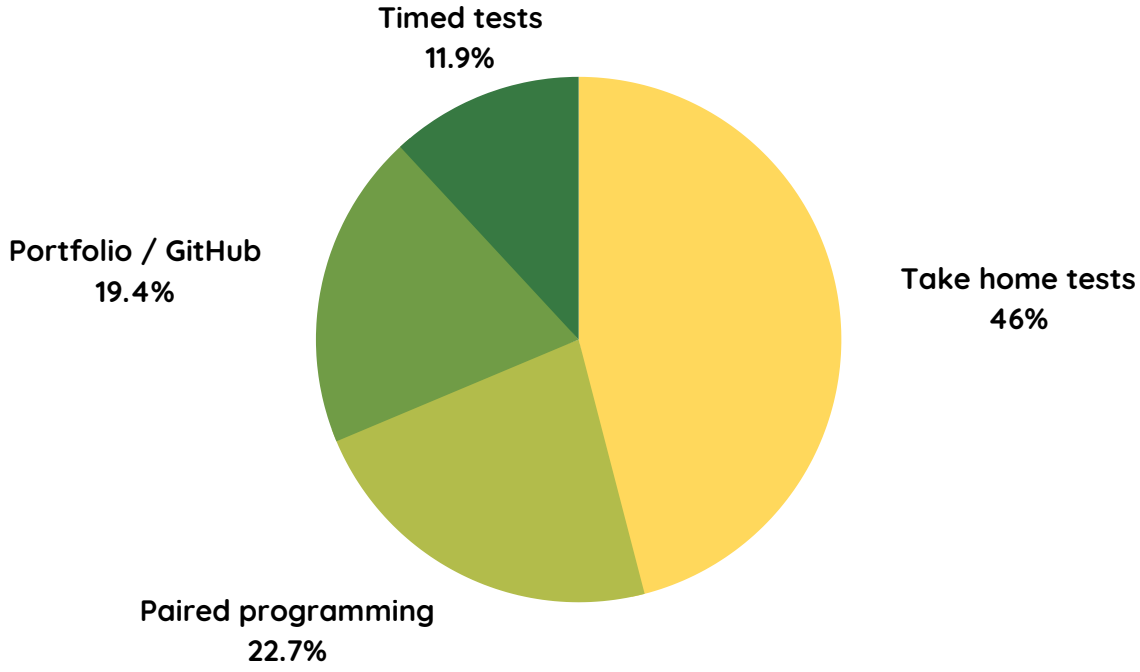
WHAT ROLE DO REVIEWS PLAY IN CHOOSING A FUTURE EMPLOYER?

of respondents said they check out company reviews on Google & Glassdoor.



said negative reviews somewhat impact their decision and 25.2% said that it impacts their decision significantly.

HOW DO DEVELOPERS PREFER TO BE ASSESSED DURING THE INTERVIEW PROCESS?



BENEFITS

TYPICAL BENEFITS INCLUDED:

- Healthcare
- Dental
- Gym
- Stock options
- Training budget
- Paid lunches

48%

of respondents received an annual bonus with the highest being up to 45% of their base salary.

SOME DEVELOPERS ALSO HAVE:

- Unlimited holidays
- Calm or Headspace subscriptions to improve mental health

WHICH BENEFITS ARE MOST IMPORTANT TO OUR RESPODENTS?

- **Medical / healthcare**
- **Flexible working**
- **Bonus**

WHAT EMPLOYER VALUE PROPOSITIONS ARE MOST IMPORTANT TO THIS TALENT?*

Good work-life balance	74%
Flexible work arrangements	53%
Excellent compensation and benefits	51%
Convenient commute to work	49%
Colleagues & culture that inspire employees to do their best	39%
Challenging work	34%
Open and effective management	31%
Job security	28%
Role that meaningfully impacts the company's success	23%
Employees have influence over their tasks and priorities	21%

*Source: March 2021 Annual LinkedIn Employer Value Propositions Survey

SALARY GUIDE

The demand for talent within .NET remained high throughout 2020 despite the pandemic.

Similar to last year, we saw higher salaries being offered to candidates with knowledge and experience of cloud and DevOps tools.

We have also noticed that more organisations are looking for .NET Developers with some experience with front end technologies and are paying them more.

Thankfully, we have found that organisations aren't trying to pay their developers less as they are no longer commuting.

EXAMPLE SALARIES

BASED ON UNDERSTANDING RECRUITMENT'S .NET CANDIDATE PLACEMENTS IN 2020, LINKEDIN DATA AND OUR .NET INSIGHT SURVEY IN LONDON & SURROUNDING HOME COUNTIES.

IF YOU ARE INTERESTED IN OTHER REGIONS THEN PLEASE REACH OUT TO US.

Graduate/Junior Developer Post-graduation - 2 years' experience	£30,000 - £45,000 Some earning in excess of £60,000
Mid-Level Developer 2.5 - 5 years' experience	£40,000 - £70,000 Some earning in excess of £80,000
Senior Developer 5 - 10 years' experience	£65,000 - £100,000 Some earning in excess of £120,000
Lead Developer 7 years'+ experience & required to lead projects and mentor team members	£75,000 - £130,000 Some earning in excess of £145,000
Technical Architect 7 years'+ experience	£80,000 - £105,000 Some earning in excess of £120,000
Development Manager 10 years'+ experience	£75,000 + Some earning in excess of £125,000

FINDING TALENT

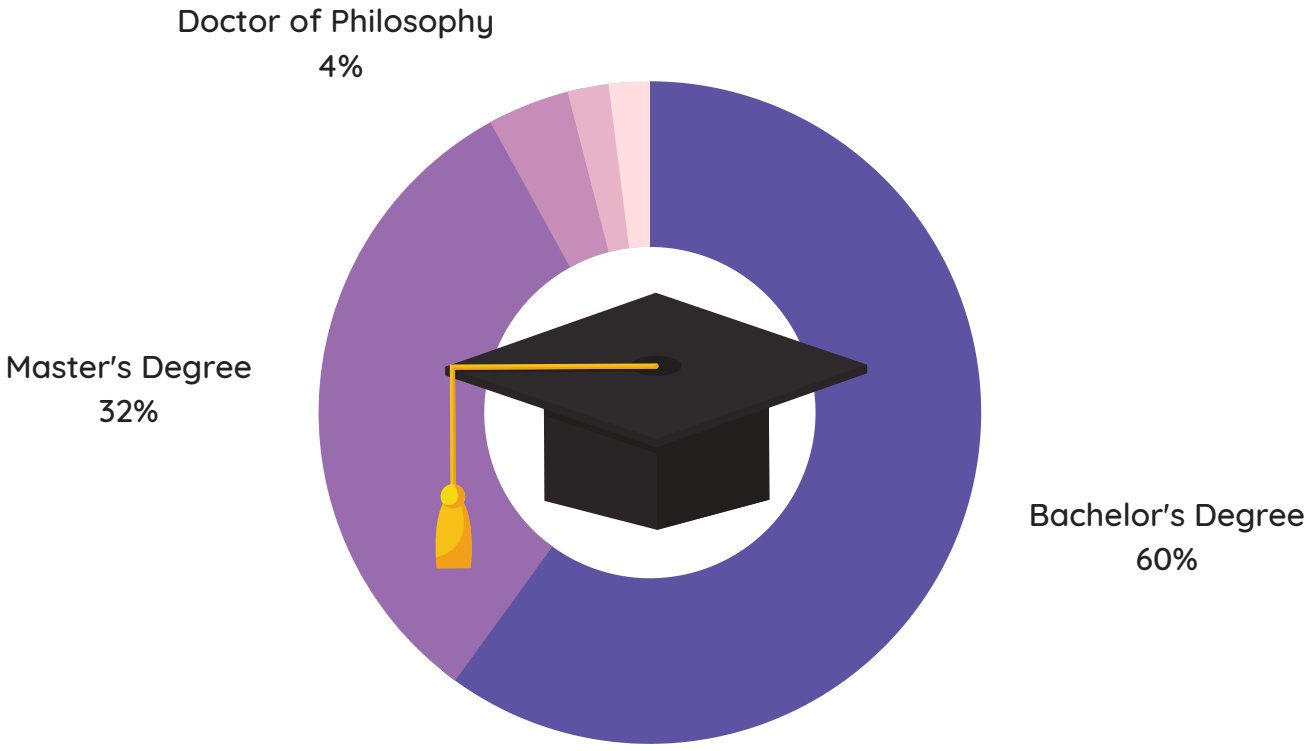
The majority of .NET professionals hold a degree. 60% hold a Bachelor's Degree and 32% hold a Master's Degree.

Our survey showed that 51.8% of our Developers felt that having a degree is important. On the other hand, we are seeing more organisations hiring developers from Bootcamps as they focus on delivering D&I initiatives.

WHAT UNIVERSITIES ARE PRODUCING THIS TALENT?

	DEVELOPERS	GENDER
University of Manchester	625	11% female / 89% male
Sheffield Hallam University	436	10% female / 90% male
University of Cambridge	415	15% female / 85% male
Staffordshire University	387	7% female / 93% male
University of Hull	377	7% female / 93% male

WHAT DEGREES DO THEY HAVE?



LET'S STAY IN TOUCH

ARJUN GILLARD

HEAD OF .NET RECRUITMENT

For any further information about the statistics in this report or other information about the .NET market, including competitors, tech on the rise and hiring processes, feel free to contact me for a chat.

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