

A flashlight with a textured, knurled body is positioned in the upper left corner. It is turned on, casting a bright, circular beam of light onto a dark, textured wooden surface. The beam of light is the primary source of illumination, creating a strong contrast with the dark background.

SPOTLIGHT ON .NET

2022 UK TALENT REPORT

understanding
RECRUITMENT
TECHNOLOGY & SOFTWARE SPECIALISTS

OVERVIEW

2021 was the busiest that we've seen in tech recruitment and .NET talent was in high demand.

Many companies hired throughout 2020, but lots put their hiring on hold meaning projects were backlogged and they needed to scale quickly in 2021. We saw interview processes being streamlined, while salaries and the number of fully remote roles increased.

The information in our 2022 .NET Developer Talent Report is based on data collected through our .NET survey:

- There are 34,780 professionals in the software development talent pool with .NET and C# experience in the UK on LinkedIn which is up 8% from last year
- 13% of these professionals identify as women (up 1%) and 87% identify as men
- 7,909 changed jobs
- 1.8 years (up 0.3 years from last year) is the median tenure after which .NET Developers are most likely to switch companies
- .NET 6 was released on 8/11/21 and 39.1% of our respondents said that their company has already started using it
- Typescript and React saw a 32% growth in skills among this talent



34,780

professionals in the UK software development talent pool with .NET & C#.

13%

of these professionals identify as women which is a 1% increase compared to last year.

7,909

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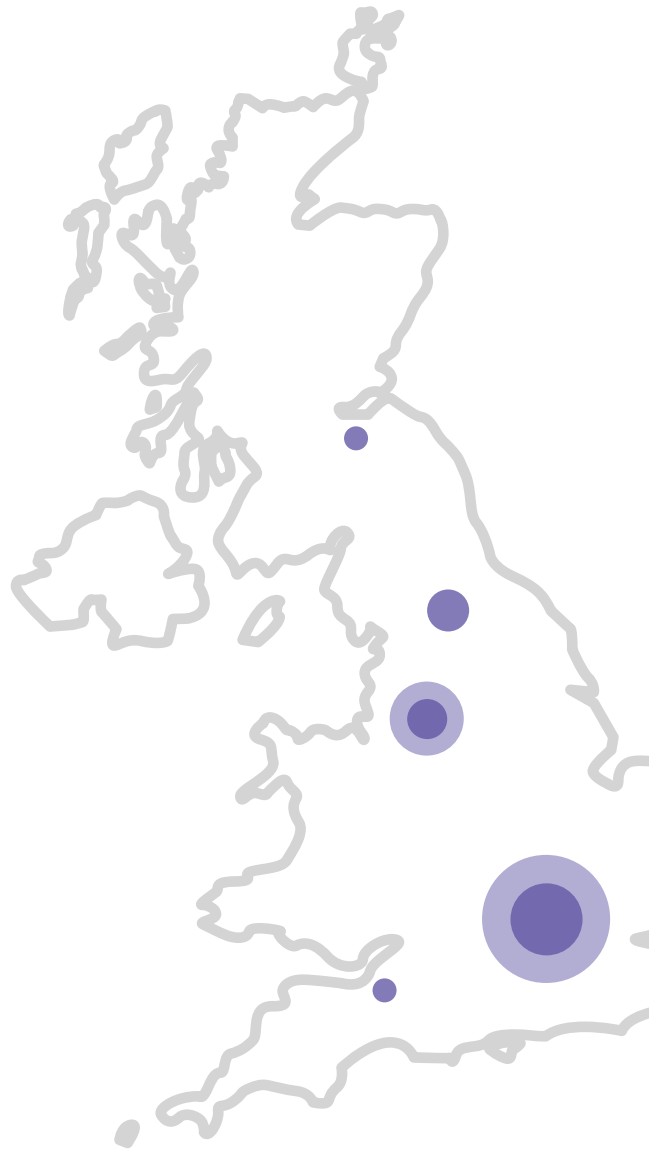
WHERE IS THIS TALENT LOCATED?

The majority of talent is located in **London** with hiring across **Manchester**, **Leeds** and **Bristol** remaining very high.

Bristol, Edinburgh and Glasgow are also hidden gem locations for .NET talent.





















TOP LOCATIONS DEVELOPERS

| | |
|------------|-------|
| London | 9,752 |
| Manchester | 1,662 |
| Leeds | 1,016 |
| Bristol | 826 |
| Edinburgh | 751 |



WHO'S EMPLOYING THIS TALENT?

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

- | | | | |
|---|---------------------------|---|---------------------------------|
|  | 1. Capgemini |  | 11. Nationwide Building Society |
|  | 2. Lloyds Banking Group |  | 12. Checkout.com |
|  | 3. bet365 |  | 13. Facebook |
|  | 4. Sky |  | 14. BAE Systems |
|  | 5. ASOS.com |  | 15. Civica |
|  | 6. BBC |  | 16. Tata Consultancy Services |
|  | 7. Microsoft |  | 17. Amazon |
|  | 8. Sage |  | 18. Renishaw |
|  | 9. BJSS |  | 19. IBM |
|  | 10. Just Eat Takeaway.com |  | 20. The Access Group |



COMPANIES WITH THE HIGHEST GROWTH IN .NET PROFESSIONALS



1. TrueLayer



2. Electronic Arts (EA)



3. Cazoo



4. Cinch



5. Codat



6. Northcoders



7. Trainline



8. BJSS



9. Meta



10. Made Tech

kainos®

11. Kainos



12. Unity



13. RVU



14. Deliveroo



15. PureGym



16. Sainsbury's Digital



17. DAI



18. DAZN Group



19. Checkatrade.com



20. Arm

THE TECH

- **86.1% of developers were happy with the tech they use** (down 2.9% from last year)
- **80.9% said that their company has moved into the cloud** with 64.9% stating that they use Azure
- **72.2% are expected to code in Front End** with React (48.3%) being the most used. Blazor is on the rise with 18% saying they code in that.
- **43.7% said they like coding in Front End**, 35.9% saying they don't mind and 20.4% saying they don't like it.

THE TECH TO LEARN

WE ASKED DEVELOPERS WHICH TECH THEY ARE MOST EXCITED TO WORK WITH AND LEARN:



Go, Blazor, Azure, AWS, AI/ML, React, Python, .NET 6, Svelte, Maui, Flutter, Graph QL, Serverless Code, Redis, F#, Rust, Xamarin, Docker, MongoDB.



Meanwhile, Java, PHP, CSS, Crystal Reports, Oracle, and anything legacy such as MVC, VB.NET, and ASPX were among the tech **dreaded** most by developers.



SALARY GUIDE

The demand for talent within .NET has increased significantly over the past few years. We are constantly seeing higher salaries being offered to candidates. The rise of fully remote roles has meant that developers outside of major hubs are able to secure higher salaries.

EXAMPLE SALARIES:

The below is based on Understanding Recruitment's .NET candidate placements in 2021, LinkedIn data, and our .NET Insight Survey in London & surrounding home counties. If you are interested in other regions please reach out to us.

Salaries and levels are dependent on the company and industry with finance and FinTech companies and hedge funds typically offering higher salaries. **50.4% of our respondents felt that they are underpaid.**

| | |
|--|---|
| Graduate/Junior Developer Postgrad – 2-3 years experience | £35,000 - £50,000 Some earning excess of £65,000 |
| Mid-level Developer 2.5 years to 5 years | £45,000 - £75,000 Some earning excess of £80,000 |
| Senior Developer 5- 10 years | £65,000 - £100,000 Some earning excess of £110,000 |
| Lead Developer 7 years+ experience & required to lead projects, mentor team members and/or perform code reviews) | £75,000 - £130,000 Some earning excess of £130,000 |
| Technical Architect/Solution Architect 7 years + experience | £80,000 - £115,000 Some earning excess of £120,000 |
| Enterprise Architect 10 years + experience | £90,000 - £120,000 Some earning excess of £120,000 |
| Development Manager 10 years + experience | £80,000+ Some earning excess of £125,000 |



BENEFITS

TYPICAL BENEFITS FOR .NET TALENT INCLUDE:

- Equity and/or bonus
- Healthcare
- Dental
- Life Assurance
- Critical Illness cover/Income protection
- Wellness
- Gym
- WFH budget
- Paid Lunches
- Training budget

WHICH BENEFITS ARE MOST IMPORTANT?

- Healthcare
- Flexibility and work-life balance
- Healthcare/medical

53% of our respondents receive a bonus with some receiving in excess of £40,000. Typically ranges vary between 5-20% dependent on level.

74.8% of our respondents said that their company offers flextime and lots of developers are working on a fully remote basis. If required to go in then it is usually 1-2 days a week, with a strong preference for one day a week. If not fully remote, some companies are offering 1 day a month or even a quarter. Companies that are offering their staff flexibility on how and where they want to work are securing more talent.

WHAT EMPLOYER PROPOSITIONS ARE MOST IMPORTANT FOR THIS TALENT? (TOP VOTES)

- | | | |
|---|------------------------|-----|
| 1. Good work-life balance | <div><div></div></div> | 66% |
| 2. Flexible work arrangements | <div><div></div></div> | 58% |
| 3. Excellent compensation and benefits | <div><div></div></div> | 55% |
| 4. Colleagues and culture that inspire employees to do their best | <div><div></div></div> | 39% |
| 5. Open and effective management | <div><div></div></div> | 39% |

- **UNLIMITED HOLIDAYS**
- **ADDITIONAL WELLBEING DAYS**
- **ELECTRIC VEHICLE SCHEME**
- **ENHANCED PARENTAL PAY**

Some of the key benefits
.NET talent reported having

FINDING TALENT

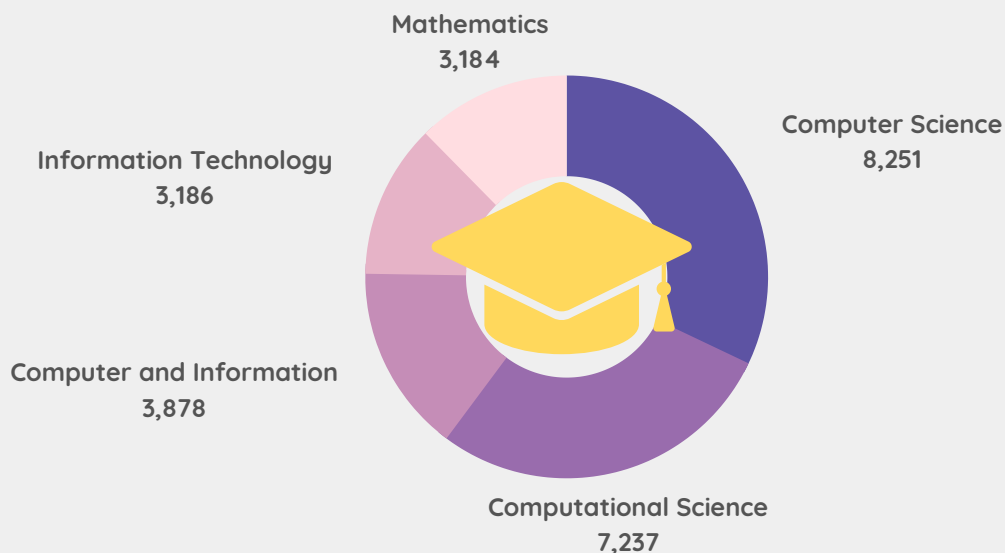
Although there has been a rise in bootcamps, **59% of .NET Developers hold a Bachelor's Degree** with 32% holding a masters and 4% holding a PhD.

40% of our respondents felt that having a degree was important (down 11.8% from last year).

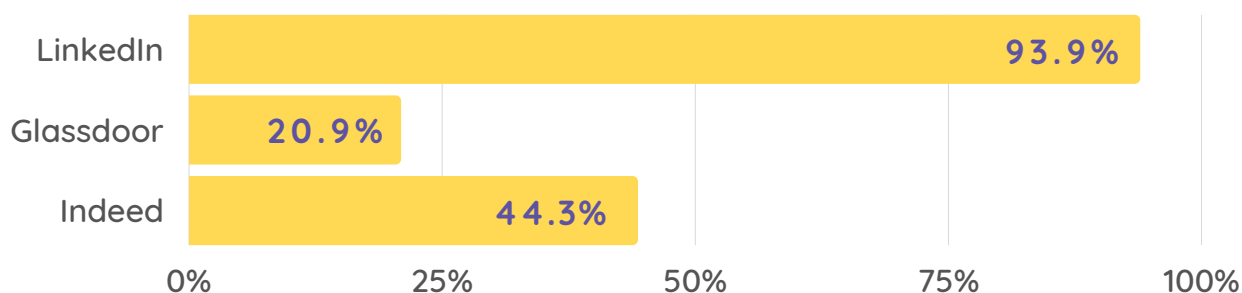
WHICH UNIVERSITIES ARE PRODUCING .NET TALENT?

| | |
|------------------------------|-----|
| The University of Manchester | 488 |
| Sheffield Hallam University | 429 |
| Staffordshire University | 357 |
| University of Hull | 319 |
| De Montfort University | 285 |

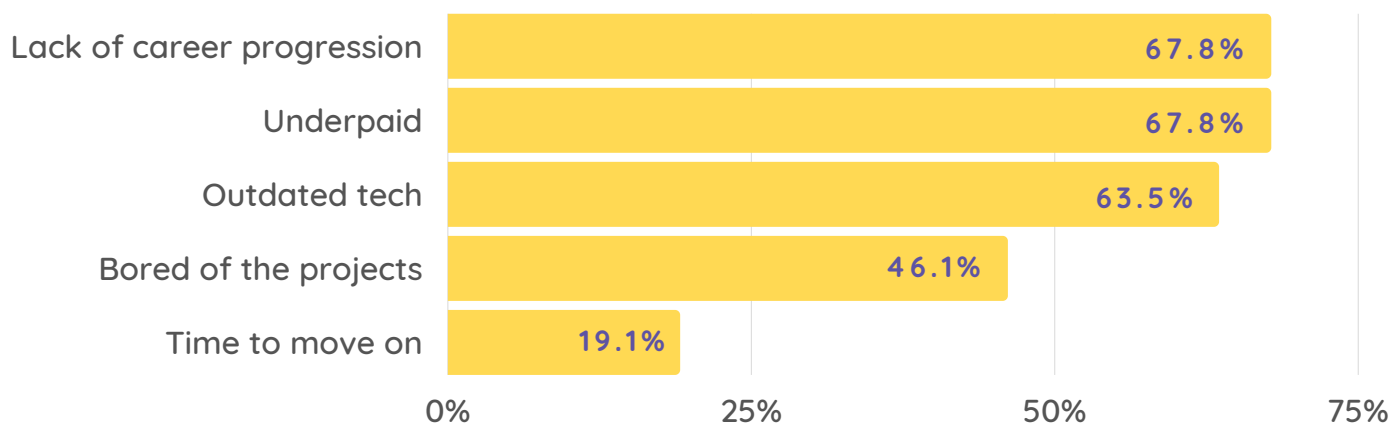
WHAT FIELDS OF STUDY DO THESE PROFESSIONALS HAVE?



WHERE DO DEVELOPERS LOOK FOR A NEW JOB?



WHAT FACTORS ARE CAUSING DEVELOPERS TO LOOK FOR A NEW JOB?

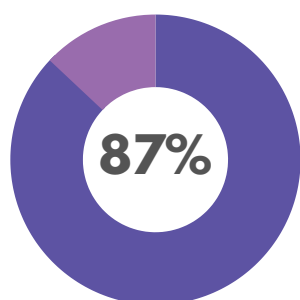


WHAT DO DEVELOPERS LOOK FOR IN NEW EMPLOYERS?

- Career progression
- Modern tech
- Good direction and vision

WHAT ROLE DO REVIEWS PLAY IN CHOOSING A FUTURE EMPLOYER?

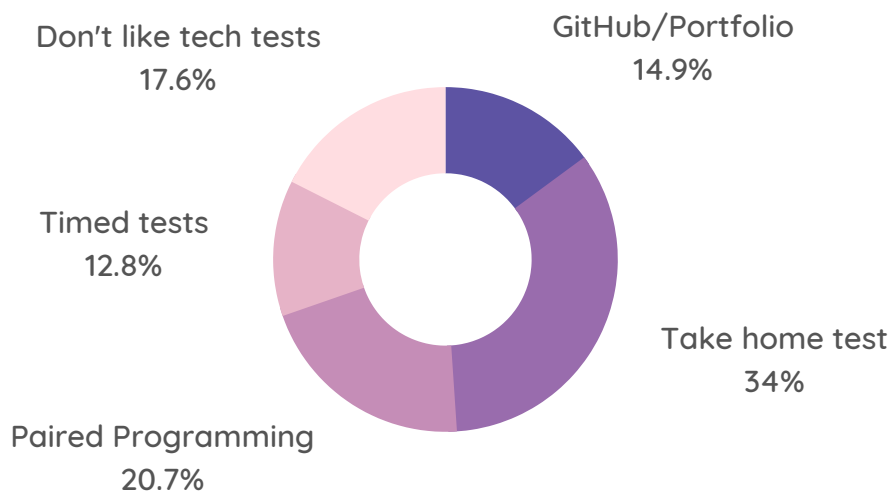
87% of our respondents said that they look at company reviews via Google or Glassdoor.



DO YOU LOOK AT COMPANY REVIEWS?

- YES 
- NO 

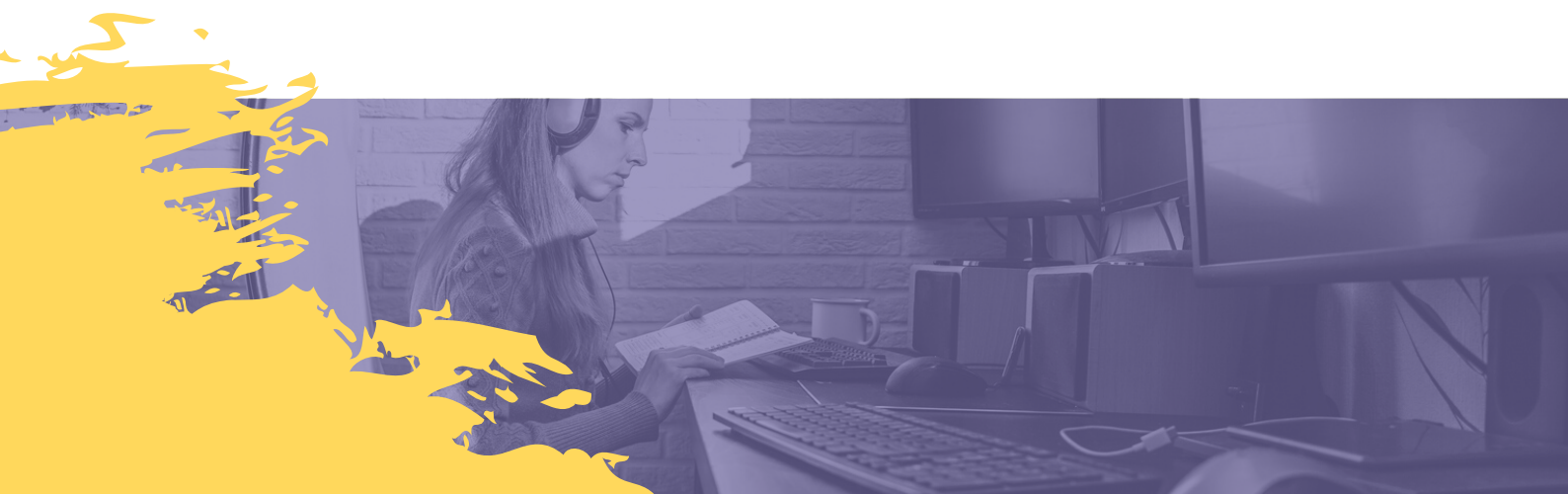
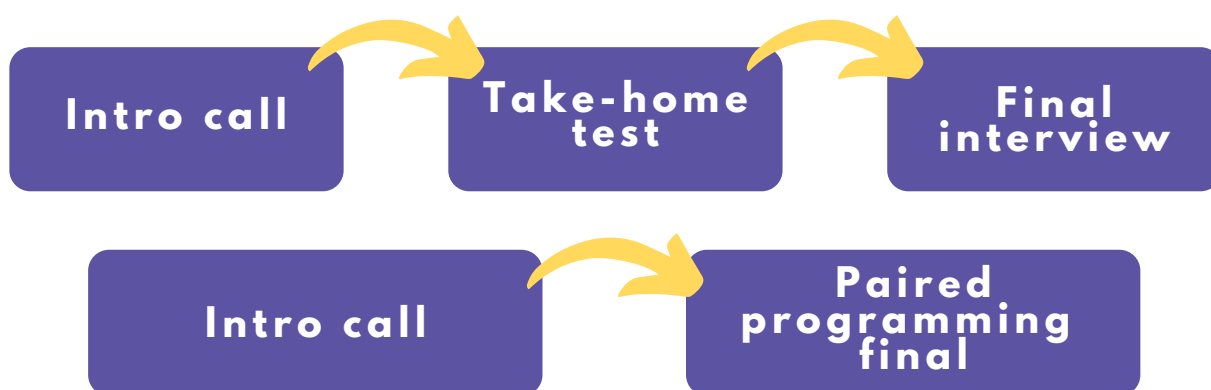
HOW DO DEVELOPERS LIKE TO BE ASSESSED DURING THE INTERVIEW PROCESS?



We are noticing that **some companies are offering developers a choice in how they wish to be assessed** ranging from paired programming, take-home tests or GitHub/Portfolio, as one size doesn't fit all.

HOW MANY INTERVIEW STAGES?

We have found the sweet spot is 2-3 stage interviews with the format as:



LET'S STAY IN TOUCH!

ARJUN GILLARD

HEAD OF .NET



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



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[Let's connect](#)



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*Report created using LinkedIn Insights data from 2021, data from our partners and a survey conducted by our candidates. Salary brackets based on these figures and current market movements



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