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RECRUITMENT

# IT Salary Market Report 2026

**Greece and Europe: Technology Talent, Salaries and Freelance Rates**

Including Digital Nomads, Contractor Benchmarks and the Emerging AI Talent Economy

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## Notice: Methodology and Data Sources

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This report has been prepared by iTechScope Recruitment and reflects market intelligence gathered from multiple public sources cross-referenced with our team's direct experience of the Greek and European IT recruitment market. All salary figures represent annual gross compensation in EUR unless otherwise specified. Freelance rates are indicative pre-tax daily or monthly figures.

Public sources include: Stack Overflow Developer Survey 2024, Eurostat Labour Cost Survey, LinkedIn Salary Insights, Glassdoor (Greece and EU markets), Levels.fyi, Remote.com and Deel Salary Explorer, Malt European Freelance Barometer 2024, and Comet.co rate benchmarks. All public data reflects information available up to mid-2025.

Salary ranges represent the 25th to 75th market percentile per seniority level. Actual compensation varies based on company size, sector, individual experience, language skills, remote arrangements and negotiation. This document is for informational purposes only. iTechScope accepts no liability for decisions made on its basis. This report is updated annually. Readers are encouraged to request the most current edition.

# Foreword

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The technology talent market in Europe does not stand still. Over the past two years, I have observed a pace of change that challenges even the most experienced hiring leaders. Roles that did not exist in 2022 are now among the most sought-after in our market. Compensation that seemed competitive eighteen months ago is now falling short. And the geographical boundaries that once defined the salary landscape have been fundamentally redrawn by the normalisation of remote work.

At iTechScope, we connect technology professionals with the organisations that need them, across Greece, the United Kingdom, and international markets. We see this market from both sides: the candidate who knows their worth, and the client who needs to understand what it truly takes to attract and retain talent. This report exists to bridge that gap.

What follows draws on aggregated public market data, sector-wide surveys and our team's frontline experience of the Greek and European IT recruitment landscape. We have been deliberate about transparency: where data is well-supported by multiple sources, we say so. Where figures are estimates or based on thinner data, particularly in the Greek market, where public salary data is less comprehensive than in Western Europe. We say that too. An honest range is more useful than a precise number you cannot rely on.

I hope this report serves you well, whether you are a business leader shaping your hiring strategy, a technology professional assessing your market position, or a talent partner advising your clients.

A sincere thank you to Stavros Balios for his contribution to this edition. His willingness to share his market observations and placement experience has been invaluable in grounding the data in real-world practice. Reports like this are only as good as the people who give them life.

## Carole De Bruyn

Strategy, Growth & People | Partner

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# Executive Summary

*Five findings every hiring leader needs to know in 2026.*

01

## **AI talent is the new frontier: the most expensive specialism in the market.**

Demand for ML Engineers, LLM Specialists and AI Platform Engineers has outpaced supply across all European markets. Senior AI professionals now command packages comparable to senior architects and engineering directors. In Greece, the gap between local and remote-for-foreign-employer rates for AI roles has reached 60 to 80 percent.

02

## **Cybersecurity is structurally undersupplied.**

The enforcement of NIS2 (October 2024) and DORA (January 2025) created an immediate compliance-driven demand spike for GRC, SOC and cloud security professionals across the EU. Qualified candidates hold genuine negotiating power. Companies that underprice these roles consistently fail to hire.

03

## **Greek developers are earning European salaries, while working from Athens.**

Remote work for foreign employers has structurally shifted the upper range of Greek IT salaries. A senior backend developer in Athens working remotely for a London or Amsterdam employer earns 40 to 70 percent more than their counterpart in a local Greek company. This is a permanent market feature, not a temporary trend.

04

## **The freelance economy is no longer marginal.**

Digital nomads and IT contractors now represent a significant and growing share of available technology talent in Europe. Companies that restrict hiring to permanent employees are excluding a large pool of highly experienced professionals. Understanding contractor rates, legal frameworks and B2B contracting is now a core competency for any hiring function.

05

## **Salary transparency is reshaping candidate behaviour.**

Candidates in 2026 arrive at interviews knowing their market value with greater precision than ever before. Community salary sharing and professional networks have eliminated information asymmetry. Companies that offer below-market compensation without a compelling value proposition will consistently lose candidates at the offer stage.

# 1. Market Context

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Three structural forces are reshaping IT compensation across Europe. Understanding them is essential context for interpreting the benchmarks that follow.

## 1.1 The AI Inflection

The emergence of large language models as production-ready technology between 2022 and 2024 created an entirely new category of roles: LLM Engineers, AI Product Managers and AI Safety Researchers, that did not appear in salary surveys three years ago. These roles combine scarcity of qualified candidates with extremely high business urgency, producing compensation levels that benchmark against senior architecture roles rather than mid-level engineering.

Simultaneously, AI is beginning to affect demand for lower-complexity development roles, particularly those focused on boilerplate code generation. This is not a collapse in developer hiring. It is a structural shift toward seniority: companies are hiring fewer junior developers and more senior engineers and architects who can direct and evaluate AI-generated output.

## 1.2 European Regulatory Expansion

Two legislative milestones directly created hiring demand in cybersecurity and data governance. NIS2, enforced in October 2024, expanded mandatory cybersecurity obligations to a much wider set of sectors across all EU member states. DORA, the Digital Operational Resilience Act enforced in January 2025, imposes stringent ICT risk management requirements on financial entities across the EU. Greece is fully subject to both frameworks, creating sustained demand for security and compliance professionals through 2027.

### 1.3 Remote Work and the Greek Salary Shift

Remote work normalisation has had a more pronounced effect on the Greek IT market than almost any other European market. The historical gap between Greek local salaries and Western European rates was large. As Greek IT professionals began working remotely for UK, Dutch, German and US employers at international rates, the effective ceiling of the Greek market rose dramatically. This creates a dual market: local Greek employers competing on local budgets, and a growing cohort of professionals earning international rates while remaining based in Athens or Thessaloniki. The implication for Greek companies is clear: to retain senior technical talent against international competition, compensation strategies must evolve.

<b>40–70%</b>	<b>34%</b>	<b>NIS2 + DORA</b>	<b>2026</b>
salary premium observed on remote roles with foreign employers (senior level)	of EU developers work fully remote (Stack Overflow Developer Survey 2024)	two EU regulations now driving cybersecurity hiring across all sectors	expected to mark peak demand for AI and LLM engineering talent in Europe

Sources: Stack Overflow Developer Survey 2024, ENISA Threat Landscape 2024, European Commission Digital Economy Report 2024, iTechScope market intelligence.

## 2. Greece: IT Salary Benchmarks 2026

All figures represent annual gross salary in EUR. Ranges reflect the 25th to 75th percentile of the market per seniority level. Junior: 0 to 2 years. Mid-Level: 3 to 5 years. Senior: 6 to 10 years. Lead/Manager: 10+ years or people management responsibility. Remote roles with foreign employers typically add 30 to 70 percent to senior and lead figures.

### 2.1 Software Development

Role	Junior	Mid-Level	Senior	Lead / Manager
Backend Developer	19,000–26,000	40,000–55,000	56,000–67,000	68,000–75,000
Frontend Developer	16,000–22,000	40,000–55,000	56,000–70,000	50,000–68,000
Fullstack Developer	19,000–26,000	27,000–35,000	36,000–52,000	56,000–78,000
Java / Kotlin Engineer	20,000–28,000	30,000–42,000	44,000–58,000	60,000–82,000
.NET / C# Developer	18,000–26,000	28,000–40,000	42,000–56,000	58,000–78,000
Python Developer	18,000–26,000	28,000–40,000	42,000–58,000	60,000–80,000
QA / Test Automation	15,000–20,000	32,000–42,000	43,000–62,000	63,000–80,000
Software Architect	Senior range+	Senior range+	55,000–75,000	75,000–100,000

iTechScope data: Backend Engineer and Frontend Developer mid-level figures reflect active placements in 2025-2026 and sit notably above public benchmarks, indicating faster market movement than published surveys currently reflect. Kotlin and niche backend engineers command a strong premium at senior level.

## 2.2 Data & Artificial Intelligence

Role	Junior	Mid-Level	Senior	Lead / Manager
Data Analyst	16,000–22,000	23,000–34,000	35,000–48,000	50,000–65,000
BI Developer / Analyst	18,000–24,000	25,000–36,000	37,000–50,000	52,000–70,000
Data Engineer	20,000–28,000	30,000–44,000	46,000–62,000	64,000–85,000
Data Scientist	22,000–30,000	32,000–48,000	50,000–68,000	70,000–95,000
ML Engineer	24,000–34,000	36,000–52,000	54,000–75,000	78,000–105,000
LLM / AI Engineer	28,000–38,000	40,000–58,000	60,000–85,000	88,000–120,000 +
MLOps Engineer	24,000–32,000	34,000–50,000	52,000–72,000	74,000–100,000

LLM and AI Engineer figures represent the fastest-moving segment. The upper ranges reflect production AI deployment experience and strong English proficiency. Greek sample size for senior AI roles is limited; European benchmarks may be more representative.

## 2.3 Cloud & DevOps

Role	Junior	Mid-Level	Senior	Lead / Manager
DevOps Engineer	20,000–28,000	42,000–55,000	56,000–75,000	64,000–85,000
Cloud Engineer (AWS/Azure)	22,000–30,000	42,000–55,000	56,000–75,000	66,000–90,000
Platform Engineer	22,000–30,000	32,000–46,000	48,000–65,000	66,000–90,000
Site Reliability Engineer	24,000–33,000	35,000–50,000	52,000–70,000	72,000–95,000
Infrastructure Engineer	18,000–25,000	26,000–38,000	40,000–54,000	56,000–75,000
Systems Administrator	16,000–22,000	23,000–32,000	33,000–44,000	45,000–60,000

iTechScope data: Cloud infrastructure and DevOps mid-level figures are among the fastest-rising in our placement activity. Cloud Platform Engineers, a more senior evolution of the DevOps role, are identified as a key area of compensation growth. Cloud certifications (AWS Solutions Architect, CKA) consistently push compensation to the upper end of ranges.

## 2.4 Cybersecurity

Role	Junior	Mid-Level	Senior	Lead / Manager
SOC Analyst (Tier 1/2)	16,000–22,000	46,000–57,000	58,000–70,000	71,000–85,000
Penetration Tester	20,000–28,000	30,000–44,000	46,000–65,000	68,000–90,000
Security Engineer	22,000–30,000	32,000–46,000	48,000–65,000	66,000–88,000
GRC / Compliance Analyst	18,000–25,000	26,000–38,000	40,000–56,000	58,000–78,000
Cloud Security Engineer	24,000–33,000	35,000–50,000	52,000–72,000	74,000–100,000
CISO / Head of Security	Senior range+	Senior range+	70,000–90,000	90,000–130,000

iTechScope data: Cybersecurity Analyst figures reflect active placement activity. CISSP certification is identified as the single strongest driver of salary expectations in this category. NIS2 and DORA compliance demand will sustain upward pressure through 2027.

## 2.5 Mobile Development

Role	Junior	Mid-Level	Senior	Lead / Manager
iOS Developer (Swift)	18,000–24,000	26,000–38,000	40,000–55,000	56,000–75,000
Android Developer (Kotlin)	18,000–24,000	26,000–38,000	40,000–55,000	56,000–75,000
React Native Developer	18,000–25,000	27,000–40,000	42,000–58,000	60,000–78,000
Flutter Developer	17,000–23,000	25,000–37,000	38,000–53,000	54,000–72,000

## 2.6 Databases

Role	Junior	Mid-Level	Senior	Lead / Manager
SQL / Database Developer	16,000–22,000	23,000–34,000	35,000–48,000	50,000–65,000
Oracle / SQL Server DBA	20,000–28,000	30,000–42,000	44,000–58,000	60,000–80,000
NoSQL / MongoDB Engineer	18,000–26,000	28,000–40,000	42,000–56,000	58,000–75,000
Data Warehouse Engineer	20,000–28,000	30,000–44,000	46,000–62,000	64,000–85,000

## 2.7 UI/UX & Design

Role	Junior	Mid-Level	Senior	Lead / Manager
UI Designer	14,000–20,000	21,000–30,000	31,000–44,000	46,000–62,000
UX Designer	15,000–21,000	22,000–32,000	33,000–46,000	48,000–65,000
Product Designer	17,000–23,000	24,000–36,000	38,000–52,000	54,000–72,000
Frontend Developer (UI)	16,000–22,000	24,000–34,000	35,000–48,000	50,000–68,000

## 2.8 Engineering (Non-Software)

Role	Junior	Mid-Level	Senior	Lead / Manager
Mechanical Engineer	16,000–22,000	23,000–32,000	33,000–46,000	48,000–65,000
Electrical Engineer	17,000–23,000	24,000–34,000	35,000–50,000	52,000–70,000
Civil / Structural Engineer	16,000–22,000	23,000–33,000	34,000–48,000	50,000–68,000
Automation / PLC Engineer	18,000–25,000	26,000–38,000	40,000–54,000	56,000–75,000
BIM Manager	18,000–25,000	26,000–38,000	40,000–55,000	57,000–75,000

Sources: LinkedIn Salary Insights Greece, Glassdoor Greece, Stack Overflow Developer Survey 2024, Eurostat Labour Cost Survey, iTechScope market intelligence 2024–2026.

### 3. European Benchmarks: Comparative Data

Mid-level (3 to 5 years experience) annual gross salary in EUR across five European markets. All figures reflect permanent employment in the technology sector. Ranges represent the typical 25th–75th percentile band reported by official statistics and major salary aggregators (Eurostat, Levels.fyi, Glassdoor). Local market conditions, city, employer type and seniority specifics drive variance within each range.

#### 3.1 Software Development: Mid-Level

Role	Greece	Portugal	Spain	Germany	Netherlands
Backend Developer	26,000–36,000	30,000–42,000	35,000–52,000	60,000–80,000	60,000–80,000
Frontend Developer	24,000–34,000	28,000–40,000	32,000–48,000	55,000–72,000	55,000–72,000
Fullstack Developer	27,000–38,000	30,000–44,000	36,000–52,000	60,000–80,000	62,000–82,000
Java Engineer	30,000–42,000	32,000–45,000	38,000–55,000	65,000–85,000	65,000–88,000
Software Architect	55,000–75,000	50,000–70,000	60,000–85,000	85,000–115,000	90,000–120,000

Sources: Eurostat earn\_ses, Levels.fyi (April 2026), Glassdoor.

#### 3.2 Data and AI: Mid-Level

Role	Greece	Portugal	Spain	Germany	Netherlands
Data Analyst	23,000–34,000	26,000–38,000	30,000–44,000	52,000–70,000	50,000–68,000
Data Engineer	30,000–44,000	32,000–46,000	38,000–55,000	65,000–88,000	62,000–85,000
Data Scientist	32,000–48,000	34,000–50,000	40,000–58,000	70,000–95,000	66,000–90,000
ML Engineer	36,000–52,000	40,000–55,000	45,000–65,000	75,000–100,000	78,000–105,000
LLM / AI Engineer	40,000–58,000	45,000–62,000	50,000–72,000	85,000–115,000	85,000–115,000

Sources: Levels.fyi (April 2026), Glassdoor, Stack Overflow Developer Survey 2024.

#### 3.3 Cloud and DevOps: Mid-Level

Role	Greece	Portugal	Spain	Germany	Netherlands
DevOps Engineer	30,000–44,000	34,000–48,000	40,000–58,000	65,000–88,000	60,000–82,000
Cloud Engineer	32,000–46,000	36,000–50,000	42,000–60,000	68,000–90,000	64,000–88,000
SRE	35,000–50,000	38,000–54,000	45,000–65,000	72,000–95,000	68,000–92,000

Sources: Levels.fyi (April 2026), Glassdoor, Remote.com Salary Explorer.

### 3.4 Cybersecurity: Mid-Level

Role	Greece	Portugal	Spain	Germany	Netherlands
SOC Analyst	23,000–34,000	26,000–38,000	30,000–44,000	52,000–70,000	48,000–65,000
Penetration Tester	30,000–44,000	34,000–48,000	40,000–58,000	65,000–88,000	60,000–82,000
Security Engineer	32,000–46,000	34,000–48,000	42,000–60,000	68,000–90,000	62,000–86,000
GRC Analyst	26,000–38,000	30,000–42,000	34,000–48,000	58,000–78,000	52,000–72,000

Sources: Eurostat, Levels.fyi (April 2026), Glassdoor, ENISA Threat Landscape 2024.

Germany and the Netherlands consistently command the highest salaries in this comparison, reflecting larger domestic technology sectors, the concentration of international firms in Berlin, Munich and Amsterdam, and structurally higher national earnings. According to Eurostat, Germany has the highest average net earnings of the EU's four largest economies (€39,594 in 2024), followed by the Netherlands (€47,892), with Spain (€24,571) and Greece (€18,709) sitting well below the EU average across all sectors.

Within the technology sector specifically, Spain has overtaken Greece on mid-level compensation, driven by Madrid and Barcelona's growing concentration of international tech employers and the Beckham Law tax regime that attracts senior engineers from across Europe. Portugal sits between Greece and Spain at mid-level, with Lisbon and Porto pulling the national median upward. Greece remains structurally below its Western European peers for permanent local roles, although remote work for foreign employers – a phenomenon explored in detail in Section 5 – has materially altered the upper end of the Greek market.

Sources: Eurostat *earn\_nt\_net* (2024), Eurostat *ICT specialists in employment (isoc\_sks\_itspt, 2024)*, Levels.fyi (April 2026), Glassdoor (April 2026), Stack Overflow Developer Survey 2024.

## 4. Digital Nomads & Freelancers

The freelance and contractor economy in IT is now a structural feature of the European technology talent market. This section provides rate benchmarks, explains how companies typically engage contractors, and outlines the key legal and fiscal obligations relevant to the Greek context.

### 4.1 Freelance Rate Benchmarks

*Rates are pre-tax daily or monthly fees for experienced freelancers (typically 5+ years). Greek rates reflect local market engagements. EU/Remote rates reflect what Greek-based professionals typically command working for foreign clients remotely. Currency: EUR.*

Specialisation	Daily Rate (EUR)	Monthly Rate (EUR)	Greece	EU Remote
Backend Developer	250–400	4,500–7,500	200–350	350–550
Fullstack Developer	280–450	5,000–8,000	220–380	380–600
Data Engineer	320–550	5,500–9,000	250–420	420–700
Data Scientist	350–600	6,000–10,000	280–460	450–750
ML / AI Engineer	450–800	7,500–13,000	350–600	600–1,000
LLM / AI Specialist	500–900	8,500–15,000	400–700	700–1,200
DevOps / Cloud Engineer	320–550	5,500–9,500	260–430	430–700
Cybersecurity Specialist	350–650	6,000–11,000	280–500	480–800
UI/UX Designer	220–380	4,000–7,000	180–300	300–500
QA / Test Automation	200–350	3,500–6,500	170–280	280–480

*Sources: Malt European Freelance Barometer 2024, Comet.co, Remote.com, Toptal rate guidelines, community salary data.*

## 4.2 How Companies Engage Freelancers

**Direct B2B Contract:** The freelancer operates as a registered business and invoices the client directly. Most common in Greece for experienced contractors. The freelancer manages their own VAT, income tax and social security contributions.

**Umbrella Company (Portage Salarial):** The contractor works through an intermediary employer that handles payroll and compliance. Common in France and the UK, increasingly available in Greece through international providers.

**Platforms:** Toptal, Malt, Arc.dev and Upwork manage the contracting relationship and payment. They typically take a margin of 15 to 30 percent above the contractor's net rate. Most appropriate for project-based engagements where speed of hire outweighs cost efficiency.

## 4.3 Key Fiscal Obligations for IT Freelancers in Greece

*The following is general market intelligence, not legal or tax advice. Freelancers should consult a qualified Greek accountant for their specific situation. Tax regulations change frequently.*

**EFKA (Social Security):** Freelancers must contribute to EFKA, the unified Greek social security fund. In 2025, the minimum monthly contribution was approximately 230 to 280 EUR, with higher contributions at higher income levels.

**Income Tax:** Freelance income is taxed on a progressive scale. The first 10,000 EUR is taxed at 9 percent, 10,001 to 20,000 at 22 percent, 20,001 to 30,000 at 28 percent, 30,001 to 40,000 at 36 percent, and above 40,000 at 44 percent. An advance tax prepayment of 55 percent of the prior year's tax is also required annually.

**VAT:** Freelancers with annual turnover above 10,000 EUR must register for VAT and charge 24 percent on services. Services provided to EU B2B clients may be zero-rated under reverse charge rules.

## 4.4 Digital Nomad Visa: Greece

Greece introduced a Digital Nomad Visa in 2021, allowing non-EU nationals to reside in Greece while working remotely for employers based outside Greece. Key conditions include proof of remote income of at least 3,500 EUR per month, health insurance coverage, and an initial 12-month residence permit renewable for up to two years. EU citizens benefit from freedom of movement, with no separate visa required, though Greek tax residency rules apply when spending more than 183 days per year in Greece.

## 5. iTechScope Market Observations

The salary data in the preceding sections draws on aggregated public market intelligence from multiple authoritative sources. This section goes further. It reflects what we observe directly in the Greek IT recruitment market, drawn from active placements and candidate conversations conducted by our team. Where our observations align with published benchmarks, that convergence reinforces confidence in the data. Where they diverge, that divergence is itself a market signal worth understanding.

### 5.1 Public Benchmarks vs. Market Reality

The table below compares published market salary ranges with figures observed directly by iTechScope through placements and active candidate conversations in 2025 and 2026. All figures represent mid-level experience (3 to 5 years), annual gross salary in EUR, Greece-based permanent roles.

Role	Public Benchmark (Mid-Level EUR/yr)	iTechScope Observed (Mid-Level EUR/yr)	Signal
Backend Engineer	26,000–36,000	40,000–55,000	<b>Above benchmark</b>
Frontend Developer	24,000–34,000	40,000–55,000	<b>Above benchmark</b>
DevOps / Cloud Engineer	30,000–44,000	42,000–55,000	<b>Slightly above</b>
Data Engineer	30,000–44,000	42,000–55,000	<b>Slightly above</b>
Data Scientist	32,000–48,000	42,000–55,000	<b>Aligns</b>
ML / AI Engineer	36,000–52,000	42,000–55,000	<b>Aligns</b>
Cybersecurity Analyst	23,000–34,000	46,000–57,000	<b>Above benchmark</b>
QA / Test Automation	22,000–32,000	32,000–42,000	<b>Slightly above</b>
ERP / CRM Consultant	28,000–42,000	Below expectations	<b>Below benchmark</b>

The most striking finding in this comparison is the consistent upward gap between published benchmarks and what the market is actually paying for Backend, Frontend and Cybersecurity roles at mid-level. Public salary surveys, by their nature, aggregate historical data across a wide range of companies and sectors. They lag behind active market movements. Our placement activity suggests the Greek IT market has moved faster than published benchmarks currently reflect, particularly for mid-level engineers with strong technical profiles.

ERP and CRM consulting represents the inverse pattern. Client budgets in this category consistently fall short of what qualified candidates command, a structural misalignment we observe repeatedly, and one that results in extended time-to-hire for clients who do not recalibrate their expectations.

## 5.2 Where Salaries Are Growing Fastest

Four role categories stand out in our placement experience as commanding the most significant salary increases in the current market.

Big Data Engineering has emerged as one of the highest-premium specialisms in the Greek market. The combination of cloud-scale data infrastructure requirements, real-time pipeline complexity and a limited pool of experienced practitioners has created a supply constraint that is directly visible in compensation. Candidates with Apache Spark, Kafka and dbt experience across cloud platforms are negotiating from a position of genuine strength.

Cloud Infrastructure Engineering, specifically the evolution from DevOps toward Cloud Platform Engineer, is the second most visible area of compensation growth. Companies are investing heavily in platform maturity, and the professionals who can architect and own that infrastructure at scale command packages that reflect the business-critical nature of the role.

AI Engineering continues to attract the most attention and the widest salary ranges. The gap between what companies budget for these roles and what strong candidates expect remains the largest we observe in any category. Organisations that approach AI hiring with a standard software developer budget framework consistently struggle to close offers.

Niche Backend Engineering, specifically senior developers with Kotlin and Go experience, commands a meaningful premium over more common language stacks. The scarcity of experienced practitioners in these languages, combined with strong demand from fintech and scale-up clients, creates genuine candidate leverage.

### 5.3 The Compensation Freeze: A Market in Equilibrium

A nuanced picture is emerging in the Greek IT market. While specific high-demand roles continue to see upward pressure, the broader market has entered a period of stability that our team observes as a general compensation plateau.

Two forces are driving this. International geopolitical and economic uncertainty has made companies more cautious about committing to salary escalation, particularly at mid-senior level. At the same time, the structural changes brought by AI are creating genuine uncertainty about future role requirements. Some hiring managers are pausing to understand how their technical headcount will evolve before making long-term salary commitments.

The practical implication for hiring companies is that this window of relative stability represents an opportunity. Candidate expectations have not risen as sharply as in previous years, and companies that move decisively on well-structured offers are seeing strong acceptance rates.

### 5.4 The Remote Work Recalibration

The era of unconditional fully remote work is moderating. Our team observes a clear shift in client briefs toward hybrid models that require meaningful in-office presence, typically two to three days per week. Simultaneously, the proportion of roles offered as fully remote has decreased relative to 2023 and 2024.

This shift carries important implications for compensation. The premium that candidates previously commanded for fully remote roles is being compressed as hybrid becomes the market norm rather than a differentiator. Candidates who built their expectations around fully remote rates may need to recalibrate when considering hybrid roles, and clients offering hybrid arrangements must ensure their packages remain competitive against the international remote market that continues to operate in parallel.

## 5.5 Certifications Driving Candidate Expectations

Three certification categories are consistently and measurably influencing salary expectations in our candidate conversations.

CISSP holders occupy a different market tier entirely. In a context where senior security talent is genuinely scarce and regulatory pressure is intensifying through NIS2 and DORA, CISSP certification functions as both a quality signal and a negotiating position. Candidates who hold it know their value and are rarely willing to accept market-average packages.

Scrum and Agile certifications, particularly PMP and CSM, have become a baseline expectation in project management and delivery roles. Their presence on a CV no longer elevates a candidate above the market; their absence increasingly excludes candidates from consideration for senior-level positions.

CCNA and networking certifications continue to support premium expectations in infrastructure and network security roles, particularly in telecoms and enterprise environments where Cisco infrastructure remains the dominant standard.

## 6. Trends and Vision: Where the Market is Heading

What follows is our reading of the forces shaping IT talent and compensation over the next 12 to 24 months. These are directional assessments based on current market signals, regulatory trajectory and the patterns we observe in candidate and client behaviour.

Role / Specialism	Key Driver	Demand	Salary Trend
AI & LLM Engineering	Production deployment creating dedicated AI engineering teams	Very High	Rising Fast
Cybersecurity (GRC/SOC)	NIS2/DORA enforcement, growing attack surface, regulatory complexity	Very High	Rising Fast
Cloud Architecture	Cloud-first mandates, FinOps, multi-cloud complexity	High	Rising
DevOps / Platform Eng.	Platform engineering maturing as a distinct discipline	High	Rising
Data Engineering	AI pipeline infrastructure, real-time data requirements	High	Rising
MLOps	Operationalising AI models at scale, a rapidly growing niche	Very High	Rising Fast
Senior Backend (Python/Java)	AI tooling integration, API-first architectures	High	Stable/Rising
Junior Developers	AI coding tools reducing need for some entry-level tasks	Stable	Stable
QA / Manual Testing	Automation tools reducing manual QA volume	Declining	Stable
Engineering (Civil/Mech)	EU infrastructure investment, Green Deal construction projects	Rising	Stable/Rising

### 6.1 The Seniority Premium Will Widen

As AI tools absorb repetitive code generation tasks, the value of engineers who can architect systems, evaluate AI output critically and make high-stakes technical decisions will increase relative to junior developers. We expect the salary differential between junior and senior roles to widen over the next two to three years, particularly in software development and data engineering.

## 6.2 Greece as a Nearshoring Destination

Western European technology companies, particularly in the UK, Netherlands and Germany, are increasingly looking at Greece as a high-quality, cost-competitive nearshoring destination. Timezone alignment, strong English proficiency among Greek IT professionals, EU membership and improving digital infrastructure make Greece an attractive alternative to higher-cost Western European markets. For Greek companies, this means greater competition for the same talent pool from better-resourced foreign employers.

## 6.3 Benefits and Culture Will Matter More

With salary transparency eliminating information asymmetry, companies increasingly compete on factors beyond base pay: remote and hybrid flexibility, learning and development investment, meaningful work, leadership quality and career trajectory. Candidates in 2026 evaluate total compensation, not just monthly take-home pay. Companies that cannot articulate a compelling employee value proposition will lose at the offer stage.

## 6.4 The Freelance Market Will Professionalise Further

We expect the Greek freelance technology market to grow in volume and sophistication over the next two years, driven by international demand for remote Greek talent and the broader European trend toward portfolio careers among senior technology professionals. Companies that have not developed a contractor engagement capability will find themselves excluded from a growing share of available talent.

## 7. Conclusion

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The IT talent market in 2026 rewards clarity, speed and authenticity. Companies that understand their market position, what they can genuinely offer and where they need to adapt, will consistently outperform those operating on assumptions formed in a different market reality.

01

### **Audit your salary bands.**

If your last comprehensive salary review was more than 18 months ago, it is almost certainly out of date. The market has moved, particularly in AI, cybersecurity and cloud. A structured review before your next senior hire will save significant time and prevent failed searches.

02

### **Separate your local and international candidate strategies.**

If you are trying to hire senior Greek IT talent with a purely local salary strategy, you are competing against international employers who are not constrained by your budget framework. Understand which roles require a different approach and plan accordingly.

03

### **Understand the contractor option.**

For senior and specialist roles that are hard to fill permanently, the contractor market offers access to talent you would otherwise not reach. Build the capability to engage contractors compliantly and efficiently.

04

### **Invest in your employee value proposition.**

Beyond salary, what makes someone choose your company and stay? Flexibility, autonomy, growth, leadership and mission matter increasingly to senior technology professionals who have options. If you cannot articulate your value proposition clearly, candidates will fill in the gaps with assumptions.

05

### **Stay close to the market.**

Technology compensation is not static. Build ongoing market intelligence into your hiring process, through candidate conversations, sector surveys and trusted recruitment partners. The companies that hire best are the ones that know the market well enough to move when the moment requires it.

*We connect Stars with Galaxies. Not as a tagline, but as a philosophy. The right technology professional in the right role, at the right company, at the right moment creates value that multiplies far beyond the placement itself.*

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To discuss your hiring strategy or request a tailored market briefing:

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## 8. Methodology & Sources

iTechScope is committed to full transparency about how salary data in this report has been compiled. Transparency about sources and limitations is itself a mark of credibility.

Source	Coverage	Reliability Notes
Stack Overflow Dev Survey 2024	Global, 65,000+ respondents, by role and country	Strong for tech trends. Salary data self-reported; skews toward SO users.
LinkedIn Salary Insights	Greece and EU markets, by job title	Good breadth. Limited Greek sample size. Member-reported.
Glassdoor (Greece + EU)	Company and role-level salary data	Self-reported. Useful for triangulation. Sparser in Southern Europe.
Levels.fyi	Senior and principal roles at tech companies	Excellent for senior benchmarks at tech-first companies.
Eurostat Labour Cost Survey	EU-wide, by sector, annual	Official and rigorous. Not granular by job title.
Remote.com / Deel	Remote and contractor roles, global	Well-suited for remote and international benchmark comparison.
Malt Freelance Barometer 2024	European freelance rates by specialism	Strong for Western Europe. Limited Greek coverage.
iTechScope Market Intelligence	Active placements Greece and EU, 2024–2026	Primary proprietary source. Indicative rather than statistically significant at scale.

### About iTechScope

iTechScope is a specialist technology recruitment consultancy operating across Greece, the United Kingdom and the United States. We recruit across IT, Digital Marketing, Engineering, AI and Executive Search, from entry level to C-suite. With 15 years of experience and offices in Athens, London and New York, we are one of the most established technology recruitment firms in the Eastern Mediterranean region. This Market Intelligence Report is published annually. To receive future editions or discuss a tailored compensation benchmarking exercise, please contact us at [info@itechscope.com](mailto:info@itechscope.com).

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