2024

PYTHON

Talent & Salary Report

UK | Europe | USA

understanding
RECRUITMENT

The Market

Python has firmly entrenched itself as the **second most popular programming language**, a status reaffirmed by the 2023 Stack Overflow Survey. In a surprising turn, **Flask emerged as the preferred choice** among Python Developers, closely trailed by Django and FastAPI. **FastAPI witnessed a growth of just over 1%** in usage, while Django and Flask experienced a marginal decline of approximately 1.5%.

While **Python ranked 5th in the most admired languages**, with Rust claiming the top spot at 84.66%, **Python secured the 2nd position in the most desired list**, falling only behind JavaScript. The language's widespread adoption is further fuelled by its prominence in educational institutions, where it continues to be a preferred choice due to its ease of learning. Consequently, there is an abundance of Python talent, and the hope is that this momentum will persist well into 2024.

In the past year, our specialist Python team successfully placed candidates in diverse organisations, including startups, SMEs, and Multinational Corporations.

These placements spanned various industries, further underscoring our proficiency in catering to the unique needs of sectors such as SaaS, AI, Cybersecurity, BioTech, GreenTech, HealthTech, FinTech, Travel, Social Media, Telecoms, Crypto/Blockchain, Marketing, and Sports.

In this report, we provide valuable insights for navigating the Python landscape, specifically targeting developers with hands-on experience in web frameworks across the UK, Europe, and the USA.

Utilising robust LinkedIn Insights data and perspectives from 186 surveyed Python developers in our database, this report is a definitive resource for a comprehensive understanding of Python talent and salaries. It explores the Python development landscape, with a focus on developers skilled in web frameworks such as Flask, Django, or FastAPI.*

*All data presented in this report is accurate as of its creation in December 2023.

Overview

United Kingdom:

454,299*
Professionals in the UK Python talent pool on LinkedIn.

75% / 25%
The gender split in the industry, with males accounting for the majority of Python professionals in the UK.

1.1 Years
Is the median tenure of Python professionals in the UK before they are most likely to move into a new role.

Europe:

2,529,349*
Professionals in the European Python talent pool on LinkedIn.

77% / 23%
The gender split in the industry, with males accounting for the majority of Python professionals in Europe.

1.1 Years
Is the median tenure of Python professionals in Europe before they are most likely to move into a new role.

United States of America:

2,712,217*
Professionals in the USA Python talent pool on LinkedIn.

74% / 26%
The gender split in the industry, with males accounting for the majority of professionals in the USA.

1.1 Years
Is the median tenure of Python professionals in the USA before they are most likely to move into a new role.

*These figures reflect the widespread use of Python as a language in college degrees and its occasional utilisation by a high proportion of software engineers due to its popularity. It's important to note that this number doesn't exclusively represent engineers who use Python as their sole backend language.
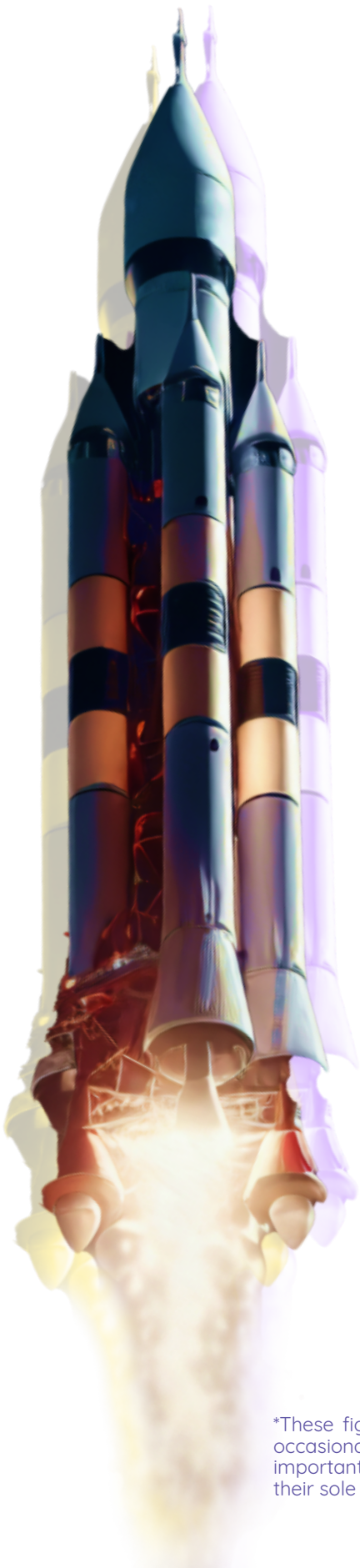
Location

Where is Python talent located?

According to LinkedIn data, **London leads the way in terms of top locations** for Python talent with **191,049** highlighting these skills on their profiles. Shifting out focus to Europe, London is still the top contender, closely **followed by Paris with 167,709** profiles showcasing expertise in Python.

London
191,049 professionals

Manchester
18,597 professionals

Bristol
16,556 professionals

Edinburgh
13,047 professionals

Glasgow
11,755 professionals

London
191,049 professionals

Paris
167,709 professionals

Netherlands
79,735 professionals

Madrid
64,270 professionals

Munich
60,433 professionals

As with many other programming languages, **San Francisco** emerges as the hub for Python talent in the United States, with an impressive **319,926 individuals** showcasing their expertise on LinkedIn. This concentration is indicative of the city's prominent role in the tech landscape, fuelled by the presence of major tech companies in the Silicon Valley region.

On the East Coast, **New York** closely follows, with a **marginal 6% difference** in the number of Python enthusiasts. This reflects a strong and distributed technology community, driven by New York's thriving finance, media, and technology sectors. **Los Angeles** (145,680), **Washington DC** (140,587), and **Boston** (136,167) make up the rest of the top 5 locations for Python talent in the USA.
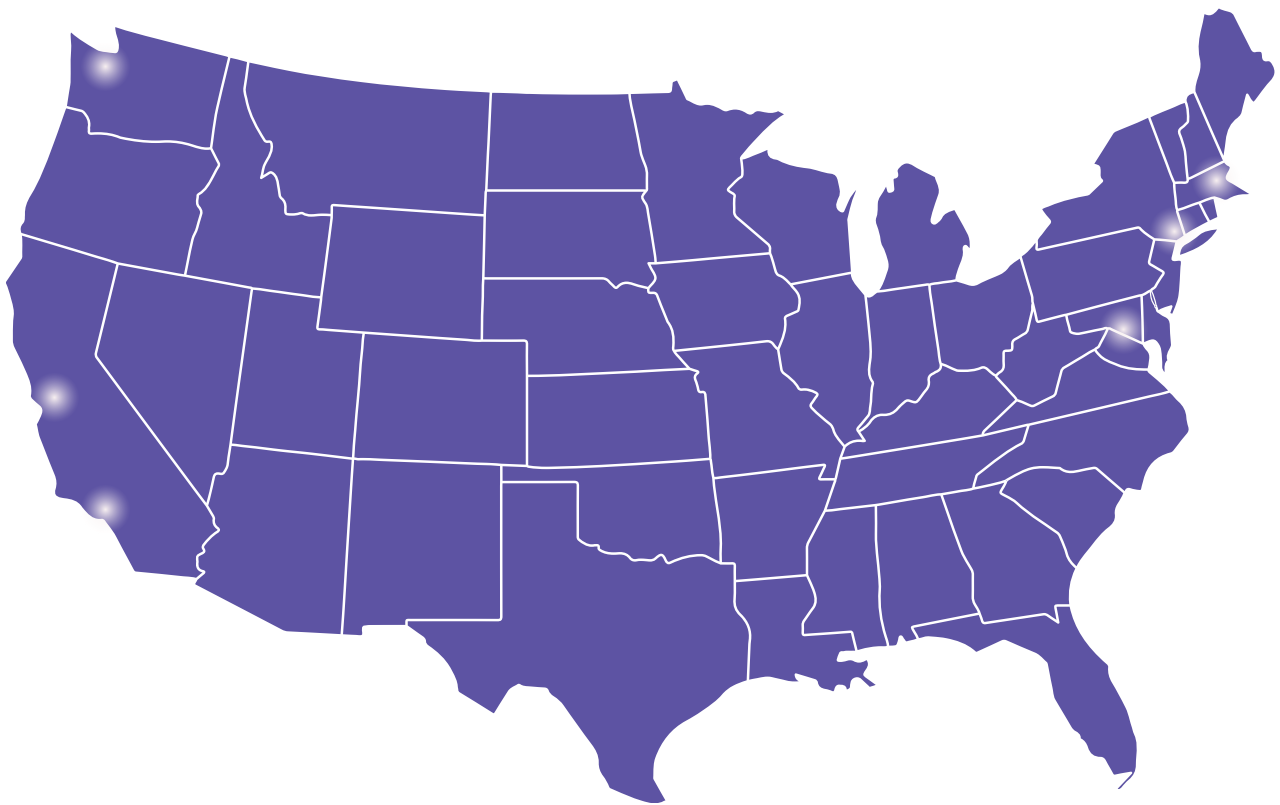
San Francisco
319,926 professionals

New York
301,305 professionals

Los Angeles
145,680 professionals

Washington DC
140,587 professionals

Boston
136,167 professionals

Seattle
134,460 professionals

Top Employers

Who are the top companies employing Python talent in the UK?

Amazon
2,058 Professionals

JPMorgan Chase & Co
1,883 Professionals

Lloyds Banking Group
1,686 Professionals

Meta
1,606 Professionals

Sky
1,546 Professionals

Deloitte
1,518 Professionals

Tata Consultancy Services
1,516 Professionals

Bloomberg
1,420 Professionals

Which companies are leading in hiring Python talent across Europe?

Deloitte
8,928 Professionals

Capgemini
8,422 Professionals

Accenture
8,090 Professionals

Google
6,732 Professionals

Amazon
5,838 Professionals

Ericsson
5,139 Professionals

IBM
4,916 Professionals

EY
4,943 Professionals

Which companies stand out as major employers of top-tier Python talent in the USA?

Google
36,322 Professionals

Amazon
30,827 Professionals

Microsoft
24,204 Professionals

Amazon (AWS)
21,114 Professionals

Apple
17,045 Professionals

Meta
12,484 Professionals

Intel Corporation
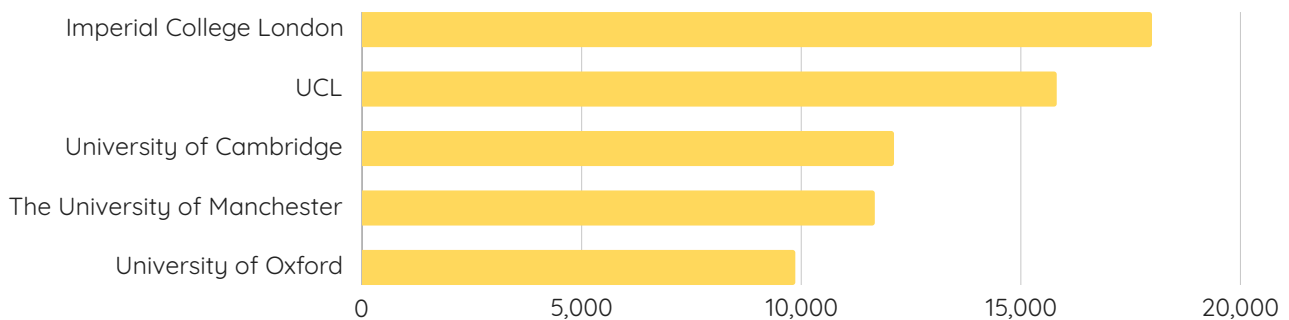9,532 Professionals

JPMorgan Chase & Co.
9,167 Professionals

83%

of our Python survey respondents would NOT accept a job that didn't offer remote or flexible working.

Universities Producing Talent

In the UK, **Imperial College** and **UCL** are top choices for Python users. In Europe, it's the **Technical University of Munich**, **Delft University of Technology**, and **Imperial College London**. In the US, notable institutions include the **Georgia Institute of Technology**, the **University of California**, **Berkeley**, and the **University of Illinois Urbana-Champaign**, emphasising their role in fostering Python expertise among students.
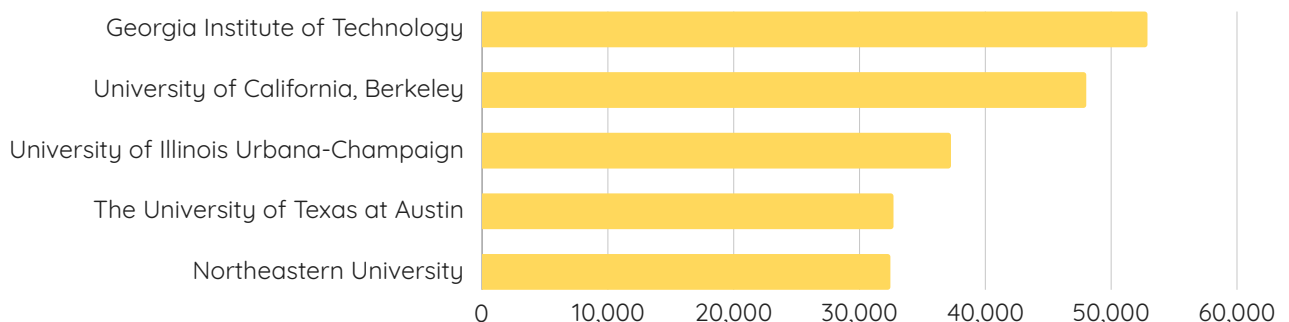
UK

Europe
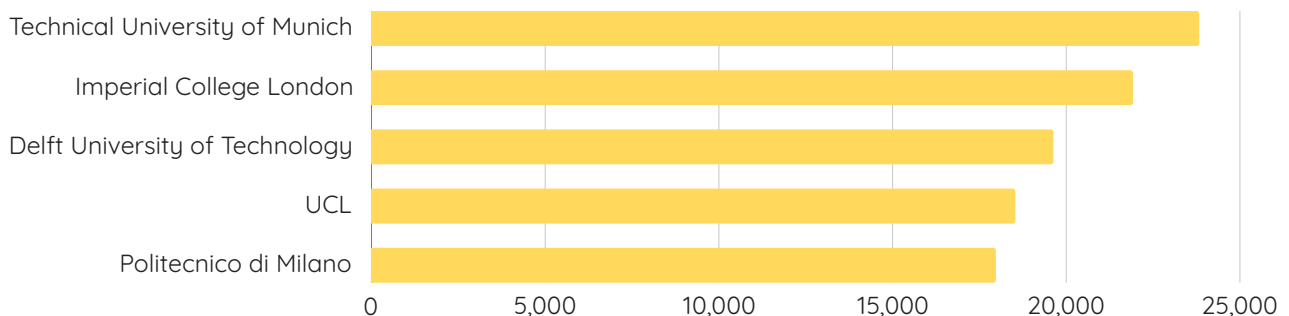
USA

Degrees & Fields of Study

Python professionals with degrees overwhelmingly favour **Computer Science** and **Computational Science**, a trend consistent across the UK, Europe, and the USA. In the UK (42%) and Europe (54%), Master's Degrees stand out as a popular choice. In the USA, 50% of Python-skilled individuals hold Bachelor's Degrees, while Master's Degrees make up 31%.
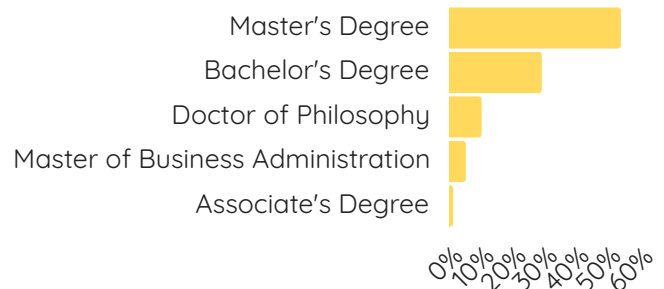
UK Professionals

1. **Computer Science** - 112,989
2. **Computational Science** - 92,950
3. **Mathematics** - 61,975
4. **Physics** - 48,474
5. **Information Technology** - 29,254
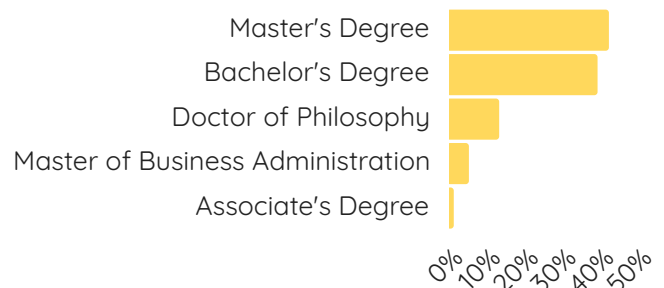
European Professionals

1. **Computer Science** - 479,266
2. **Computational Science** - 334,301
3. **Computer & Information Sciences** - 244,117
4. **Mathematics** - 213,212
5. **Physics** - 204,665

US Professionals

1. **Computer Science** - 961,851
2. **Computational Science** - 843,423
3. **Electrical & Electronics Engineering** - 203,343
4. **Information Technology** - 173,568
5. **Computer Engineering** - 163,803
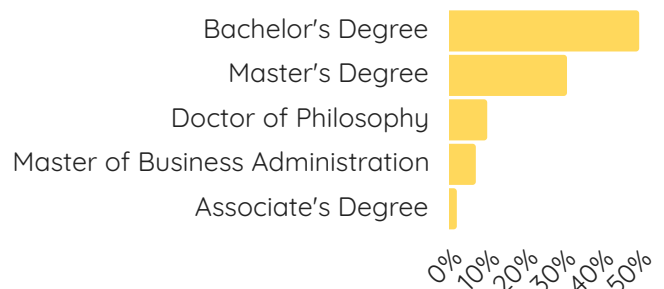
Benefits

What benefits do professionals typically receive?

Python professionals typically enjoy a comprehensive benefits package, that can include **equity**, **stock options**, or **Restricted Stock Units** (RSUs) based on the company's stage. This often extends to **remote and flexible work arrangements**, **private medical** and **dental coverage** for family, a **travel budget**, **mental health support**, a **6% matched pension contribution, quarterly team outings**, **yearly trips abroad**, and a minimum of 25 days holiday, plus bank holidays, ensuring a well-rounded work-life balance. Below is a breakdown showing benefits our Python survey respondents currently receive.
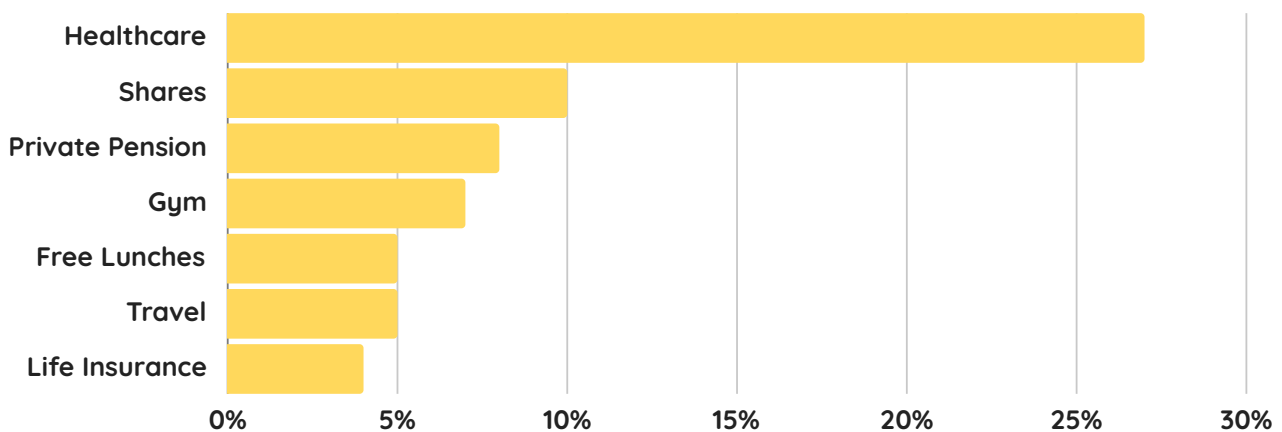
Are survey respondents offered remote working?

✓ Yes: **96%**
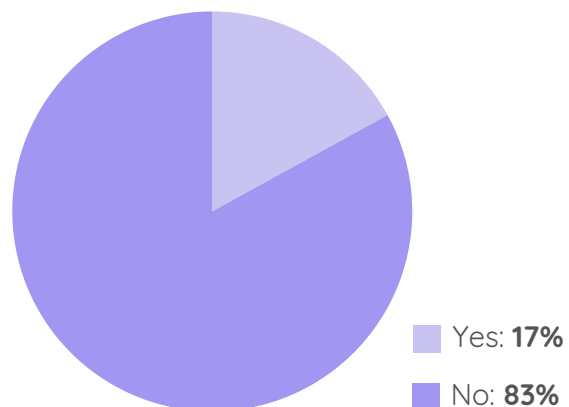
✗ No: **4%**

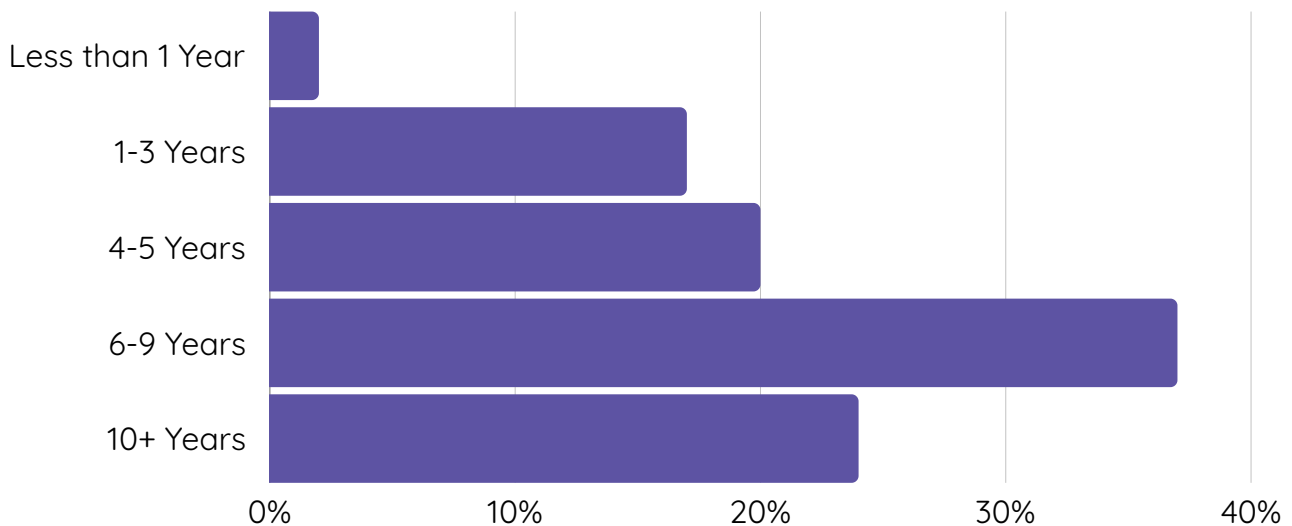## Are survey respondents offered flexi-time?

✓ Yes: **70%**

✗ No: **30%**

Would Python professionals accept a job that DIDN'T offer flexi-time or remote working?


Yes: **17%**

No: **83%**

What else did they have to say?

How many years of development experience do our Python survey respondents have?

Less than 1 Year	
1-3 Years	
4-5 Years	
6-9 Years	
10+ Years	

0% 10% 20% 30% 40%

Do you feel that you are remunerated well or are you underpaid?

Based on our recent survey findings, a majority of respondents (52%) expressed satisfaction with their compensation, affirming that they feel fairly remunerated for their work. Meanwhile, 33% indicated a perception of being underpaid.

Well: **15%**

Fairly: **52%**

Underpaid: **33%**
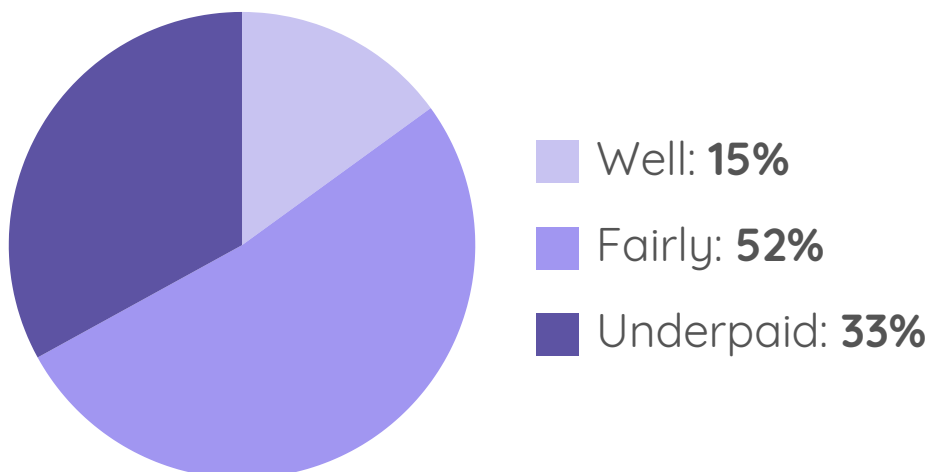
Python Salary Guide

Average salaries for different roles/levels based on our placement data and survey results:

UK	
Junior Python Developer (0-2 years experience)	£40,000 - £55,000 Some exceeding £55,000
Mid-Level Python Developer (2-5 years experience)	£50,000 - £75,000 Some exceeding £85,000
Senior Python Developer (5-8 years experience)	£70,000 - £110,000 Some exceeding £110,000
Lead Python Developer	£90,000 - £120,000 Some exceeding £120,000
Principal Python Developer	£100,000 - £140,000
Engineering Manager	£110,000 - £160,000

Europe	
Junior Python Developer (0-2 years experience)	€30,000 - €40,000 Some exceeding €45,000
Mid-Level Python Developer (2-5 years experience)	€35,000 - €60,000 Some exceeding €65,000
Senior Python Developer (5-8 years experience)	€60,000 - €85,000 Some exceeding €90,000
Lead Python Developer	€75,000 - €100,000 Some exceeding €110,000
Principal Python Developer	€85,000 - €120,000
Engineering Manager	€100,000 - €140,000

USA		
Entry/Graduate	Seed	Up to $130,000
	Series A	$145,000
	Series B+	$160,000+
Junior (2-3 years)	Seed	Up to $130,000
	Series A	$145,000
	Series B+	$160,000+
Mid (3-6 years)	Seed	Up to $150,000
	Series A	$165,000
	Series B+	$180,000+

Senior (6+ years)	Seed	Up to $175,000
	Series A	$190,000
	Series B+	$200,000+
Lead/Principal/Staff	Seed	Up to $190,000
	Series A	$200,000
	Series B+	$220,000+
Engineering Manager	Seed	$190,000+
	Series A	$200,000+
	Series B+	$220,000+

Note: Compensation figures are significantly shaped by the funding stage of a company. In addition to the base salaries mentioned earlier, equity allocations range from 5% at the seed stage to below 0.5% for Series B and beyond, with a majority of companies falling within the 0.8-1% spectrum. The extent of this equity component is heavily contingent on the balance between cash and equity in the overall package, often leading companies to present candidates with distinct options, each carrying a unique weighting.

52%
of our Python survey respondents believe that they are paid fairly.

Let's stay in touch!

Josh Smith
Head of Python Recruitment

+44 (0)1727 225 552
Connect with me on LinkedIn
jsmith@understandingrecruitment.com

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