

2024



RUST

Talent & Salary Report

UK | Europe | USA

understanding
RECRUITMENT

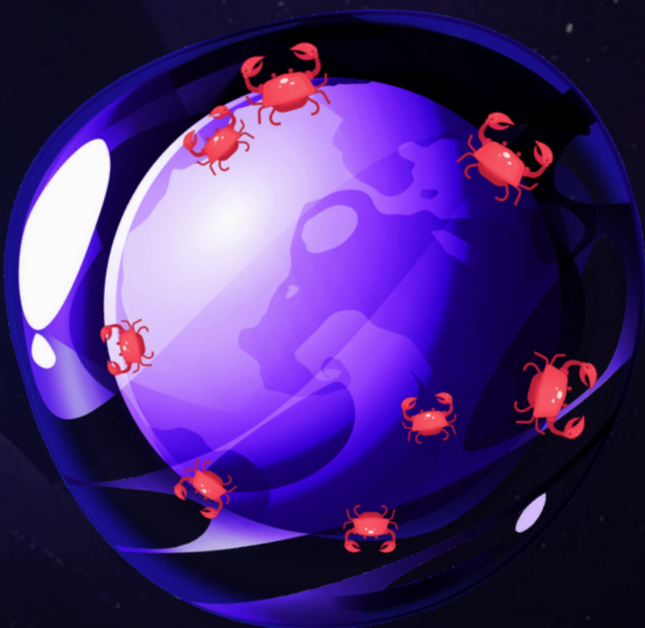
Foreword

The Rust engineering market has been buzzing with activity, and the momentum shows no signs of slowing down. Understanding Recruitment has been in the Rust market since 2018, and over the last 12 months, we've witnessed unprecedented growth.

From a commercial standpoint, Rust adoption is steadily increasing, with diversification being a notable trend. Rust is now being used by businesses of all sizes, showcasing its versatility across various domains, including web development, hardware, embedded systems, and low-level systems and protocols.

The Rust developer community is thriving, evident in the growing number of industry events, educational resources, and influential figures. Conversations with engineers echo a positive sentiment, with both experienced and new Rust developers recognising the language's potential for the future.

This annual Rust report aims to uncover the practical impacts of using Rust on software engineers – covering aspects such as salary benefits, employability, and the sectors where Rust engineers can expect to find opportunities. Join us in exploring the tangible aspects of Rust's influence on the professional landscape.



The Market

As we enter the landscape of 2024, Understanding Recruitment have been dedicated to the Rust community since 2018. We continue to be a trusted partner for all things Rust recruitment and as of November 2023, with a **seasoned team of five specialists focusing exclusively on Rust**, we've honed our expertise to deliver unparalleled insights and connections in the realm of Rust software engineering.

Our journey in 2023 led us to diverse horizons, as we facilitated projects in a wide array of industries, from the cybersecurity fortresses safeguarding digital landscapes to the foundations of critical infrastructure. We traversed the **classic traditional financial sectors** (in banking and hedge funds) and the **decentralised promise of DeFi**, from the ever-expanding world of **blockchain and crypto** to the open fields of **public data protection**. We delved into the intricacies of Rust consultancies, explored the allure of the holiday industry, and most recently, in Q3 of 2023, doubled down into the cryptographic realms of **Zero-Knowledge Proofs (ZKP)**.

We also make a conscious effort to engage with our community in meaningful dialogues and do so with approximately **150+ professional Rust engineers** every week.

These conversations provide us with invaluable relationships and insights, keeping us attuned to the ever-evolving dynamics of the Rust ecosystem. We have also taken a big step into event management and co-organising meetups, giving back to the community and meeting people face to face (like the good old days).

At the heart of our commitment remains our annual Rust Salary and Talent Report. **This report is designed to serve not only those currently immersed in the Rust community but also those eager to embark on this exciting journey or enterprises seeking to get involved with Rust's potential.**

In the following pages, we provide the tools to confidently navigate the Rust landscape in 2024. Uncover trends, opportunities, and salary insights shaping the Rust world. Our talent and salary report is crafted, drawing on robust LinkedIn Insights data on Rust Developers, Engineers, and Programmers. Additionally, the report incorporates valuable input from a survey conducted among Rust professionals within our database.* Thank you for joining us in understanding and thriving in the vibrant Rust ecosystem!

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



Overview

United Kingdom:

8,337

Professionals in the UK Rust talent pool on LinkedIn.

85% / 15%

The gender split in the industry, with males accounting for the majority of Rust professionals in the UK.

1.3 Years

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

Europe:

88,797

Professionals in the European Rust talent pool on LinkedIn.

68% / 32%

The gender split in the industry, with males accounting for the majority of Rust professionals in Europe.

1.5 Years

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

United States of America:

55,079

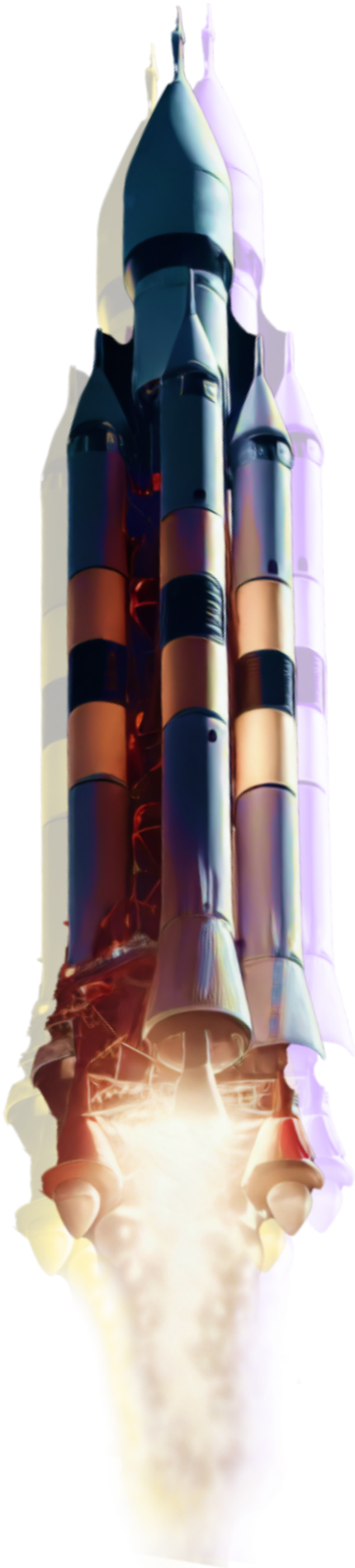
Professionals in the USA Rust talent pool on LinkedIn.

78% / 22%

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

1.2 Years

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



Location

Where is Rust talent located?

London stands out as the **primary hub**, but it is also interesting to see the rise of other tech centres like the **Oxford-Cambridge corridor** and the Northern powerhouse, **Manchester**. In Europe, while **Paris** and **Berlin** emerge as formidable contenders, **London** maintains its position as the foremost tech hub for Rust talent on the continent.



London

3,307 professionals

Cambridge

368 professionals

Bristol

346 professionals

Manchester

333 professionals

Edinburgh

247 professionals

London

3,407 professionals

Paris

2,715 professionals

Berlin

1,626 professionals

Ukraine

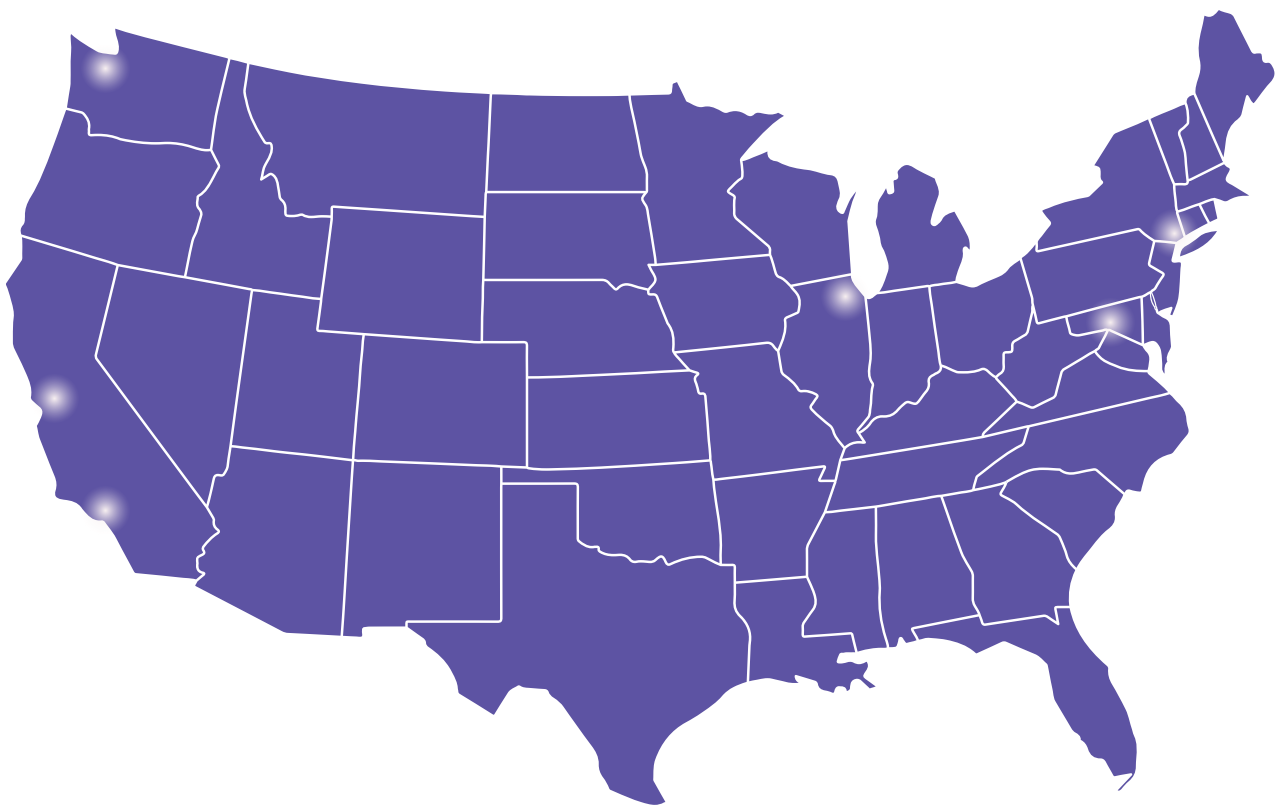
1,338 professionals

Munich

1,283 professionals



In the United States, **San Francisco emerges as the epicentre for Rust developers**, a phenomenon attributed to several key factors. The city's status as a global tech hub, home to renowned companies and startups alike, attracts top-tier tech talent. San Francisco's proximity to **Silicon Valley** further enhances its appeal, fostering an environment that encourages innovation and expertise in **cutting-edge technologies like Rust**. The city's vibrant developer community and the prevalence of tech-centric events and meetups contribute to the cultivation of Rust skills among professionals. Whilst San Francisco dominates the West Coast scene, it's essential to recognise **New York** as the **East Coast hub** for Rust development. New York's influential position as a financial and cultural epicentre extends to technology, and the city has emerged as a key player in fostering Rust expertise.



San Francisco
4,577 professionals

New York City
3,764 professionals

Chicago
3,055 professionals

Washington DC
2,663 professionals

Seattle
2,649 professionals

Los Angeles
2,225 professionals

Top Employers

Which companies are employing Rust talent in the UK?



Meta

73 Professionals



Microsoft

67 Professionals



Arm

53 Professionals



Google

41 Professionals



Amazon

38 Professionals



Amazon (AWS)

35 Professionals



Bloomberg

31 Professionals



Cloudflare

29 Professionals

Which companies lead in hiring Rust talent across Europe?



Google

179 Professionals



Amazon (AWS)

166 Professionals



Microsoft

164 Professionals



Meta

110 Professionals



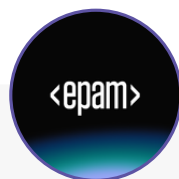
Amazon

96 Professionals



Thales

93 Professionals



EPAM Systems

86 Professionals



Red Hat

80 Professionals

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



Amazon (AWS)
550 Professionals



Google
536 Professionals



Microsoft
486 Professionals



Amazon
370 Professionals



Meta
312 Professionals



Apple
245 Professionals



Capital One
99 Professionals



Lockheed Martin
99 Professionals



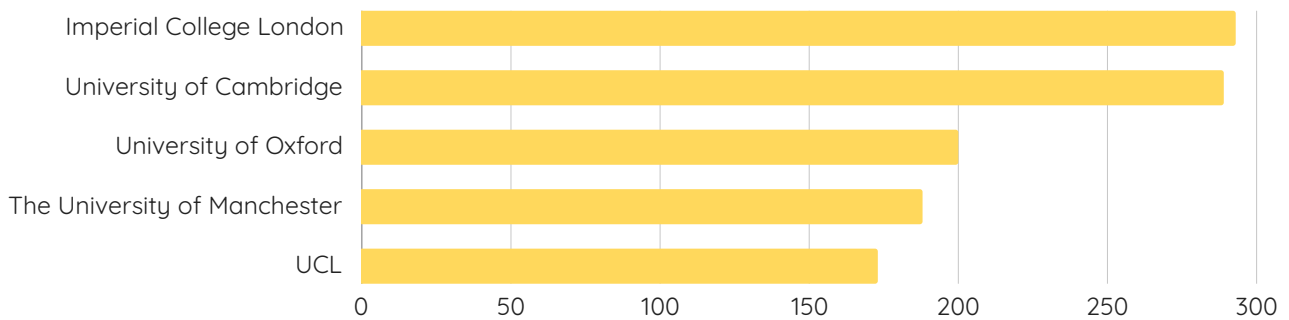
48%

of survey respondents would
recommend reading
→ **The Rust Book**
to those looking to start
learning Rust.

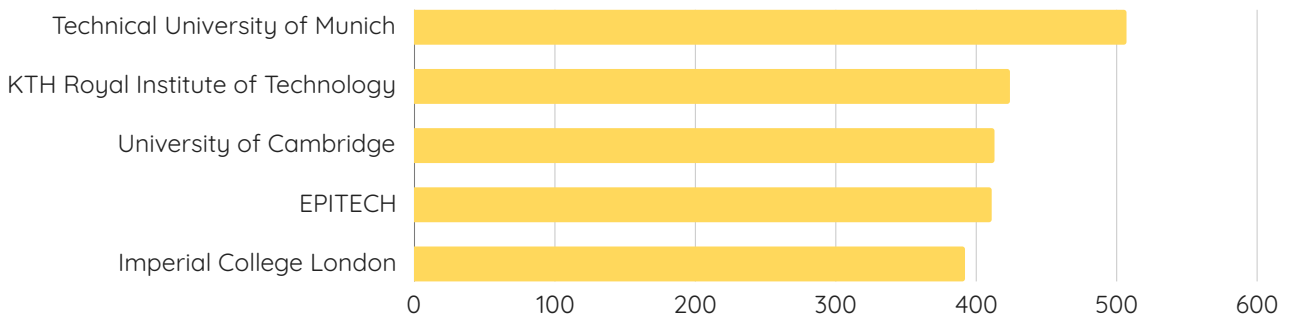
Universities Producing Rust Talent

Rust developers boast diverse educational backgrounds spanning the UK, Europe, and the US. In the UK, talent is cultivated at esteemed institutions such as **Imperial College London** and the **University of Cambridge**. In Europe, the **Technical University of Munich** produces the highest number of graduates entering professional careers in Rust, while in the USA, the **University of Maryland** leads with a notable 39% advantage over its closest competitor, the **Georgia Institute of Technology**.

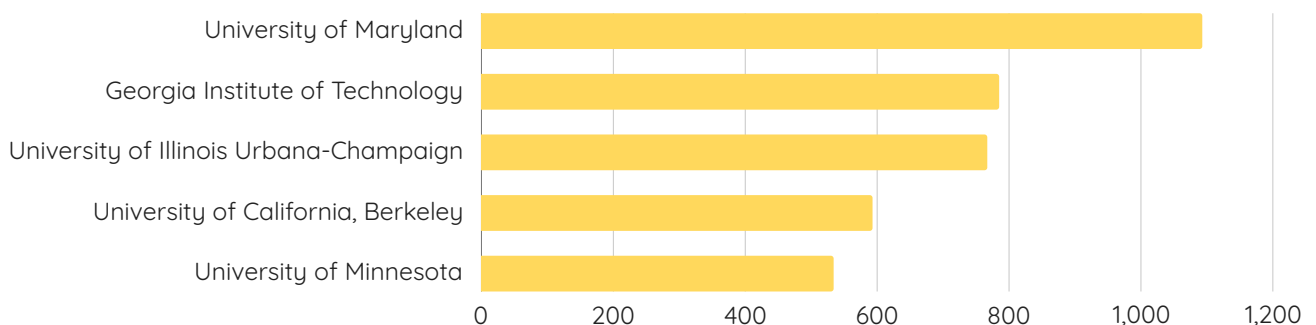
UK



Europe



USA

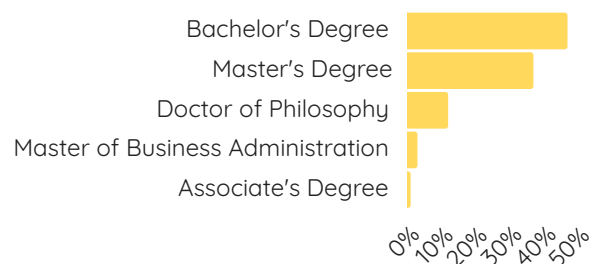


Degrees & Fields of Study

Our investigation revealed a substantial consensus among survey participants, with a remarkable **80% of individuals holding a degree expressing a belief in the positive impact it has had on their career prospects**. 52% of respondents possessed a degree in **Computer Science**, the majority of whom attained this qualification at either undergraduate or Master's level.

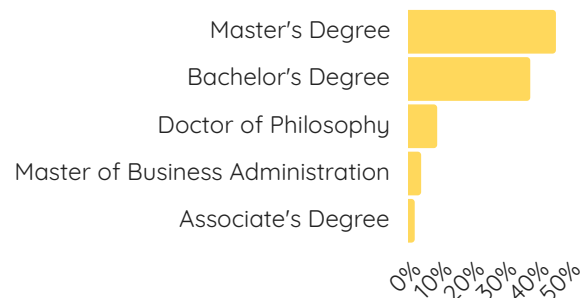
UK Professionals

1. **Computer Science** - 2,674
2. **Computational Science** - 2,222
3. **Mathematics** - 936
4. **Physics** - 734



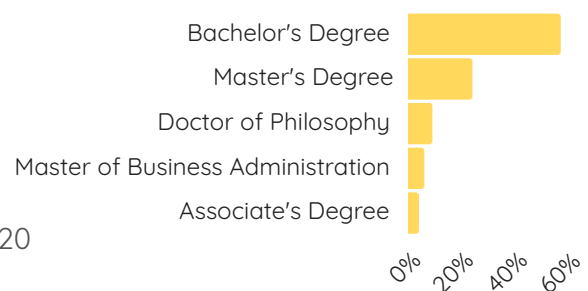
European Professionals

1. **Computer Science** - 16,071
2. **Computational Science** - 11,753
3. **Computer & Information Sciences & Support Services** - 5,548
4. **Economics** - 3,994



US Professionals

1. **Computer Science** - 18,791
2. **Computational Science** - 16,541
3. **Business Administration & Management** - 2,520
4. **Computer Engineering** - 2,510

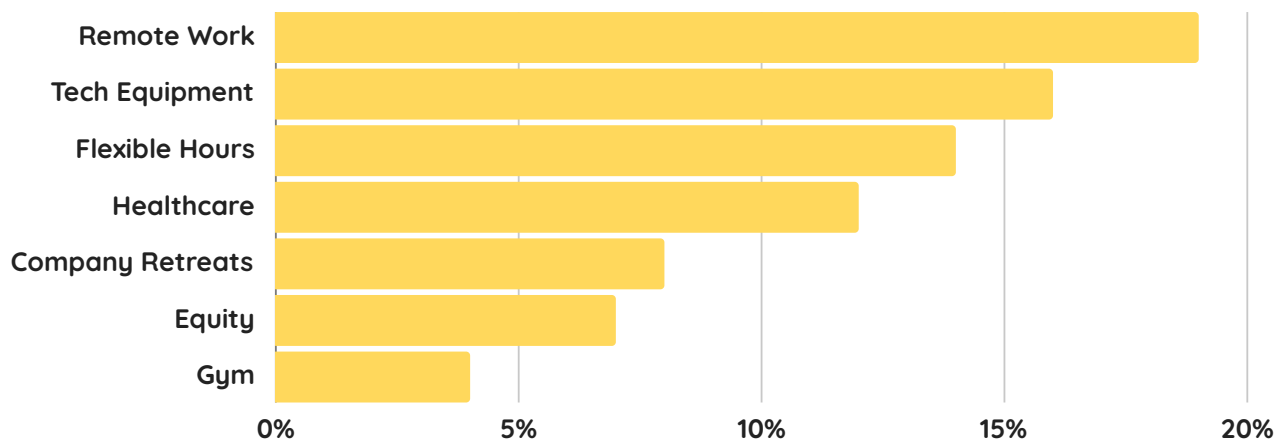


While a significant portion of our survey participants agreed that possessing a degree positively influenced their career prospects, it's crucial to emphasise that a successful Rust career can be achieved through avenues beyond higher education. Many professionals gain expertise through alternative routes. For those seeking an alternative path to proficiency in Rust, **48% of survey respondents suggest consulting The Rust Book**.

Benefits

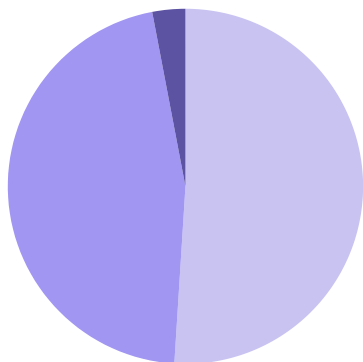
What benefits do Rust professionals typically receive?

Based on our survey findings, it's evident that Rust professionals place significant importance on the advantages of **remote work**, **quality tech equipment**, and **flexible work hours**.



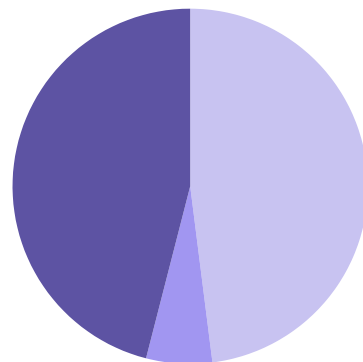
Our survey also uncovered that slightly **more than half of the participants currently do not receive equity** as part of their compensation package. Notably, 48% of respondents expressed the expectation of receiving equity should they choose to join a start-up.

Do you receive equity in your current role?



No: 51%
Yes: 46%
Unsure: 3%

If you joined a start-up, would you expect equity as part of your compensation?

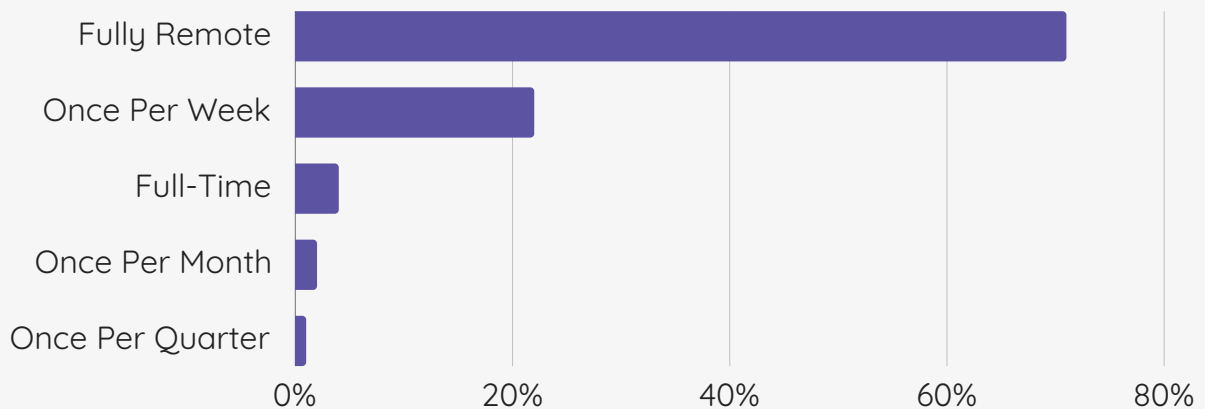


Yes: 48%
No: 6%
Depends on other Benefits: 46%

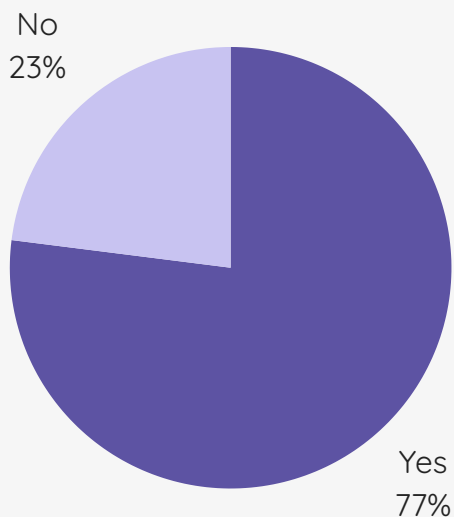
Hybrid Working

In the post-pandemic landscape, there is a notable push among employers, including smaller companies, for **hybrid working** models. While remote work is highly valued, smaller companies, in particular, express a preference for **in-person meetings**, especially for tasks such as system design.

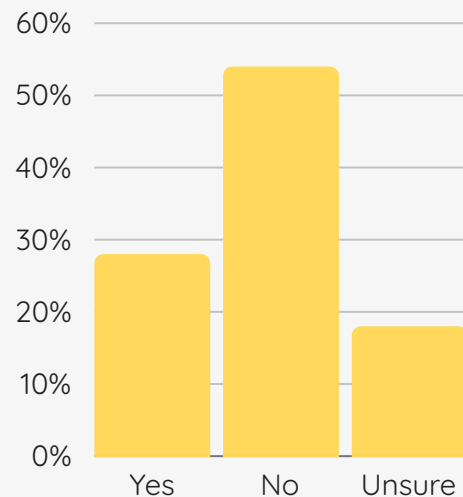
How often are Rust professionals working in the office?



Are Rust professionals offered flexi-time?

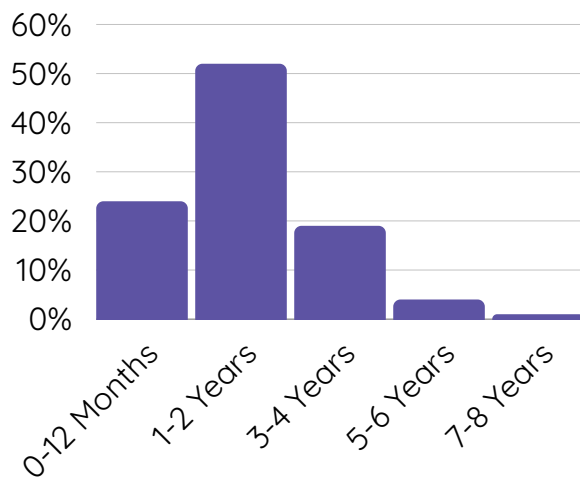


Are Rust professionals open to non-remote job offers?

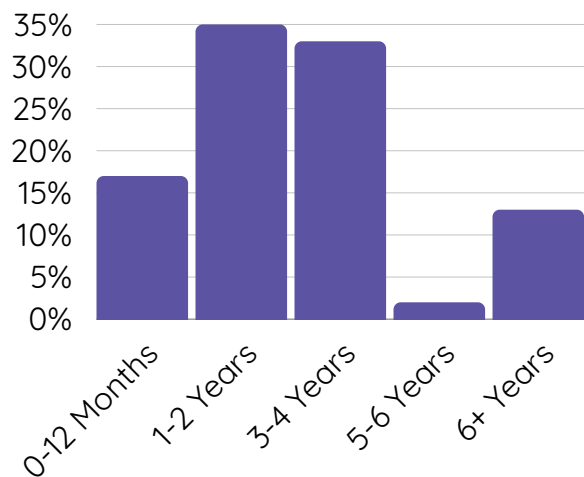


What else did they have to say?

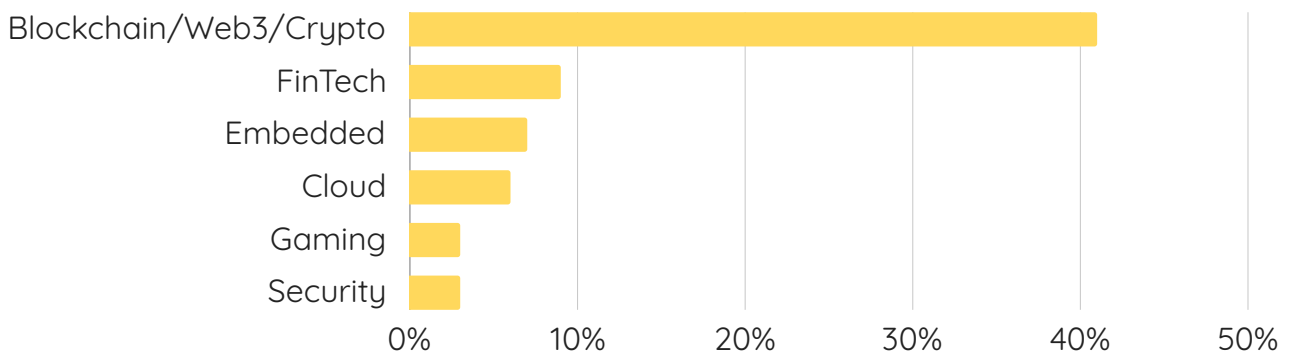
What is the amount of **professional experience** in Rust reported by our survey participants?



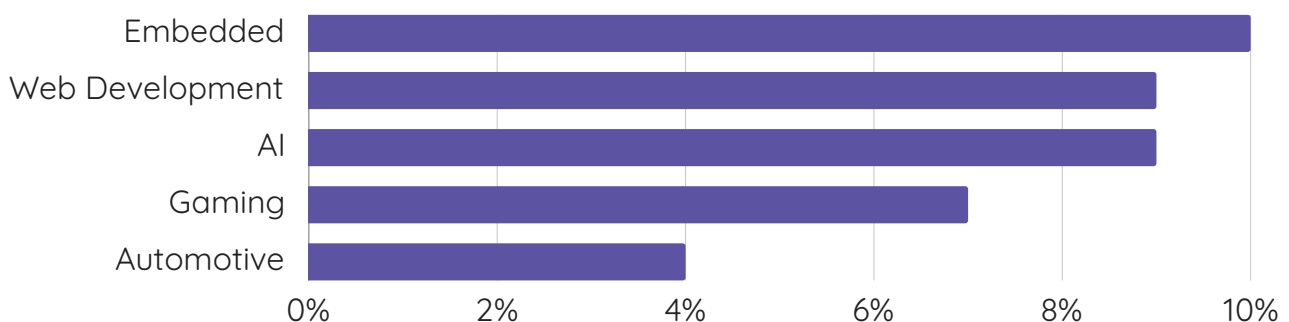
What is the duration our survey participants have spent using Rust in their **personal time**?



Which sectors do our survey respondents believe are currently employing Rust?



What are the preferred future applications for Rust among our survey respondents?



Rust Salary Guide

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

UK

Engineering Manager:	£140,000+
Senior:	£100,000 - £150,000
Mid-level:	£75,000 - £95,000
Junior:	£55,000 - £70,000

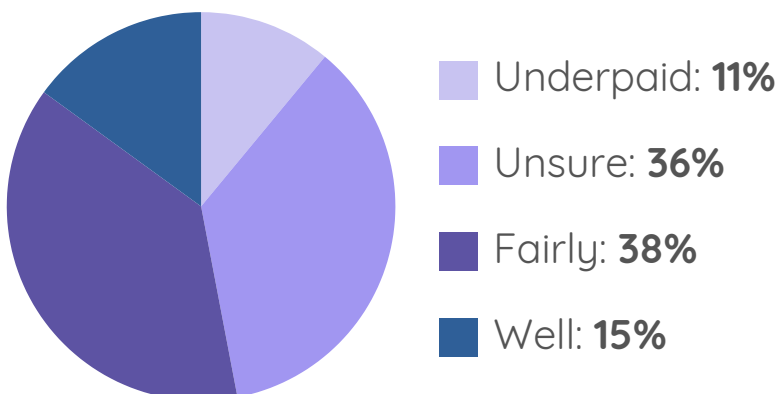
Europe

Engineering Manager:	€135,000+
Senior:	€110,000+
Mid-level:	€85,000 - €105,000
Junior:	€60,000 - €85,000

USA

Engineering Manager:	\$165,000+
Senior:	\$170,000 - \$250,000
Mid-level:	\$110,000 - \$160,000
Junior:	\$85,000 - \$100,000

Do you feel that you are remunerated well or underpaid?



Let's stay in touch!



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