

2023

ELIXIR

TALENT & SALARY REPORT

UK | EUROPE | USA

understanding
RECRUITMENT

OVERVIEW

In the 2022 Stack Overflow survey of the industry, Elixir ranked as the sixth-highest average salary on offer across all tech stacks. As specialist recruiters working in the field, we are seeing more competitive salaries on offer to those skilled in Elixir, in addition to better overall benefits, as the language goes from strength to strength. Talent itself is showing a strong desire to continue remote and hybrid working and have a good work and life balance.

Notably, there had been a 21% one-year growth in professionals taking up Elixir, and we expect this to grow even further in 2023. The Elixir community is growing on a daily basis and we foresee Elixir becoming one of the most sought-after skills. The USA already has a large marketplace for Elixir, as you will see in our report, and we are expecting the UK and Europe markets to catch up over the next year.

In this report, we focus on data from professionals that define themselves as having Elixir as a skill. We're seeing common job titles in the market for these professionals including Software Engineer, Senior Software Engineer, Fullstack Engineer, Backend Developer, Staff Software Engineer, Lead Software Engineer, Principal Software Engineer, Technical Lead, Web Developer, and Senior Developer.

We hope you enjoy the report!

UK: 1,002
EUROPE: 7,335
USA: 5,686

Professionals in the Elixir talent pool at the time of creating this report

The gender split in the industry, with males accounting for the majority of professionals across different locations:

UK: 86% | 14%
EUROPE: 90% | 10%
USA: 88% | 12%

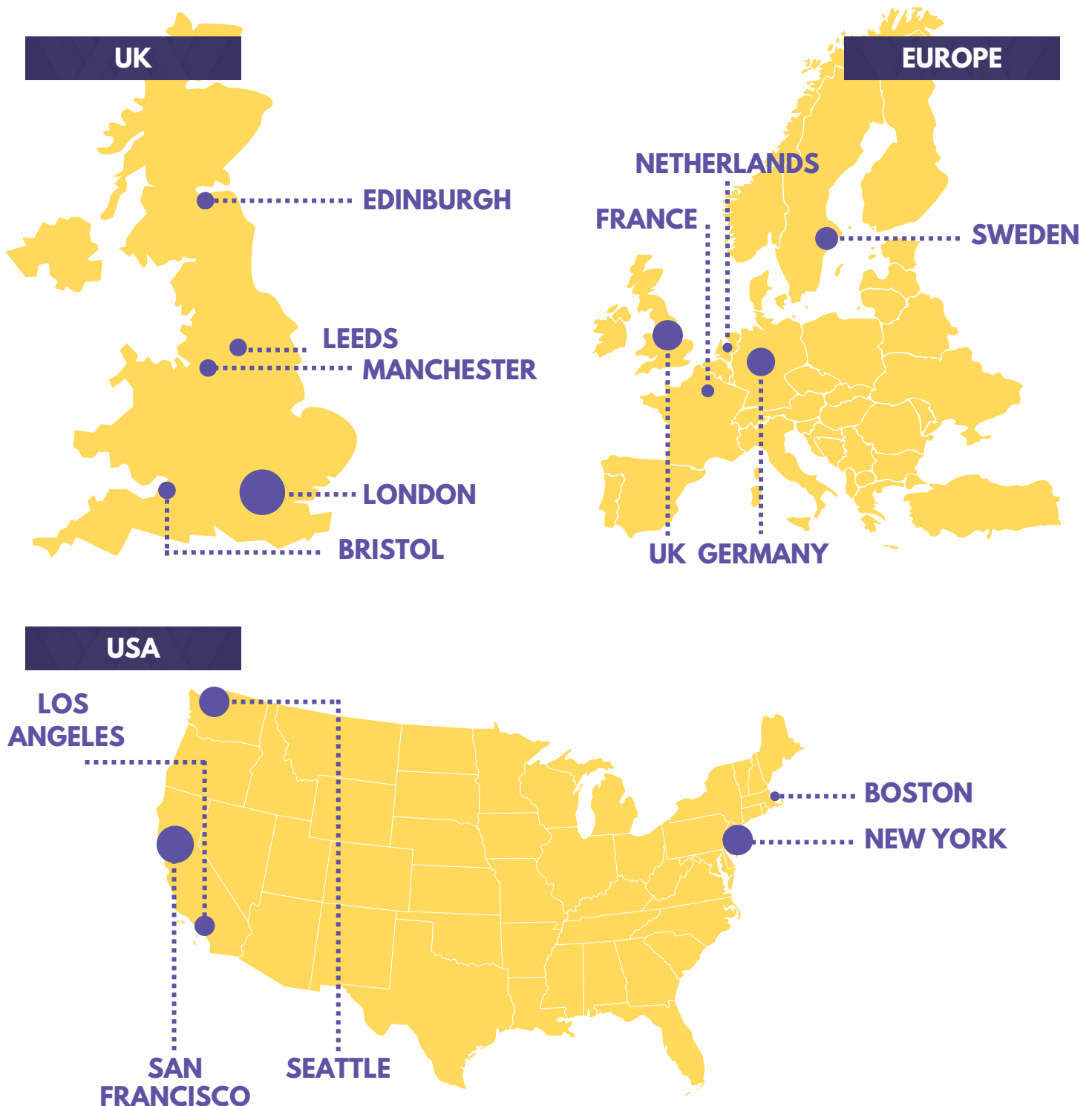
1.6 YRS

Is the median tenure of Elixir professionals before they are most likely to move into a new role

LOCATION

Where is Elixir talent located?

Top locations include San Francisco Bay Area, Greater Sao Paulo, London, New York City, Berlin, Russia, Stockholm, Seattle, Toronto, and Paris. In general, the US market is ahead of the curve compared to the UK and Europe.



TOP EMPLOYERS

Who are the top companies employing Elixir talent?

UK



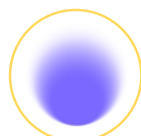
1. **Multiverse**
17 professionals



2. **Duffel**
11 professionals



3. **Meta**
11 professionals



4. **Fresha**
8 professionals



5. **Prima Assicurazioni**
7 professionals



6. **Smart Pension**
7 professionals

EUROPE



1. **Prima Assicurazioni**
50 professionals



2. **Kbrw**
37 professionals



3. **Yolo Group**
30 professionals



4. **Fresha**
28 professionals



5. **Remote**
27 professionals



6. **Cabify**
26 professionals

USA



1. **Amazon**
87 professionals



2. **Google**
73 professionals



3. **Amazon Web Services**
48 professionals



4. **Microsoft**
42 professionals



5. **Divvy**
36 professionals



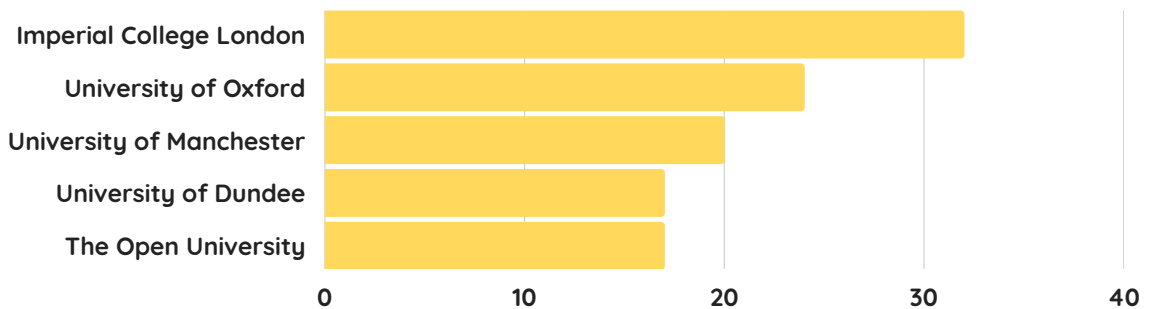
6. **Apple**
34 professionals

FINDING TALENT

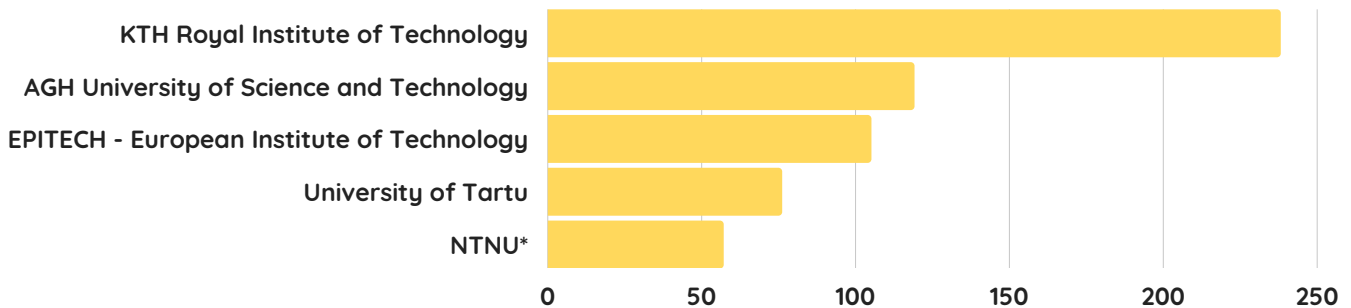
What universities are producing this talent?

More Developers are teaching themselves or taking a boot camp (with Makers and freeCodeCamp being the most popular), but 52% of Elixir professionals hold a Bachelor's degree and 38% hold a Master's degree.

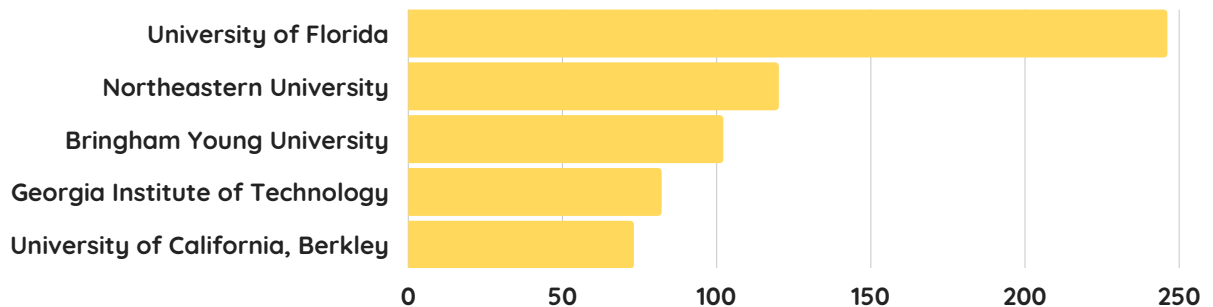
UK



EUROPE



USA



*Norwegian University of Science and Technology

What degree do they have?



Computer Science



Computational Science



Computer Software Engineering



Information Technology



Computer Engineering



Computer & Information Sciences



Mathematics

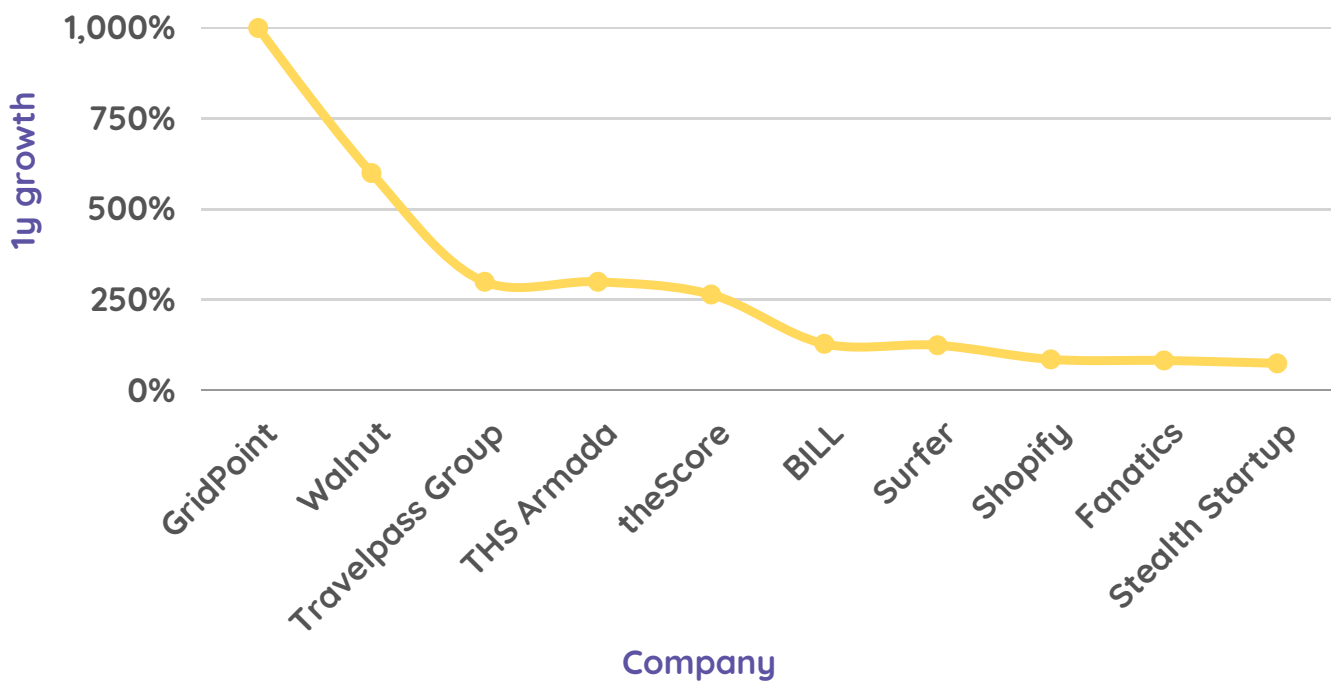


Informatics

FASTEST GROWING TEAMS

Who are the fastest-changing teams in the industry?

Companies listed below have seen the highest one-year growth* to date in the UK, Europe and the US.



*One-year growth refers to the percentage change in the number of professionals working at this company at the end of last month, compared to the number working at this company one year prior. Growth rates are not provided if there were no professionals at this company in the prior year.

WHAT ARE WE SEEING IN THE MARKET?

Elixir is growing in popularity due to being a dynamic, functional language for building scalable and maintainable applications. Elixir tooling allows developers to be productive in several domains, such as web development, embedded software, data pipelines, and multimedia processing, across a wide range of industries.

We are seeing **remote and flexible working** be the key factor in talent being attracted to other opportunities, as developers want flexibility around that work, as well as the **salary and benefits, interesting work**, and **culture** that meets their expectations. Companies are happy to consider developers fully remote across a continent i.e. fully remote across Europe.

What tech do they want to use?

Programmers in the market want to work with tech that is fun and easy to use, meets modern user demands, offers rewarding career progression, has an active and supportive community, range of helpful tooling, frameworks to allow full-stack development, easily accessible documentation, and ensures their own growth.

What are the factors causing this talent to look for new jobs?

- Higher salaries
- Bonuses
- Joining fees
- Stronger benefits on offer (holiday/shares/equity/health/dental insurance)
- Greater flexibility with working (remote/hybrid)
- More interesting companies and projects
- Better career prospects
- Greater autonomy elsewhere

BENEFITS

What do Elixir professionals look for in new employers?

- Good salary and benefits
- Appealing company culture
- Good work/life balance
- Flexible working/working from home/hybrid working
- Greater autonomy
- Careers prospects

What benefits does talent typically get?

Flexible/Remote working, cash bonus (typically 10%, some companies pay between 15-25%), share options/equity, Pension/401(k), private health & dental insurance, life insurance, 25 days holiday minimum (more companies moving to unlimited), sabbaticals, enhanced parental leave, full equipment set-up (i.e. laptops, screens, accessories)

Which are most important to them?



Which employer value propositions are most important to them?*

1. Good work-life balance	73%
2. Excellent compensation and benefits	66%
3. Flexible working arrangements	54%
4. Challenging work	44%
5. Colleagues and culture that inspire employees to do their best	44%
6. Employees have influence over their task and priorities	44%
7. Open and effective management	32%
8. A company with a purposeful mission	27%
9. Investment in comprehensive and ongoing employee training	22%
10. Role that meaningfully impacts the company's success	17%

*Salary, bonus, shares equity, holiday, health insurance

**Source: LinkedIn Employer Value Propositions Survey between July 2020 - June 2021

SALARY GUIDE

It's worth noting that due to the nature of the Elixir market employers outside of the U.S. will always be competing with U.S. market rates.

Example salaries for different roles and levels based on Understanding Recruitment's 2022/2023 placement data for Elixir professionals:

UK:

Junior: £25,000 - £40,000

Mid-Level Developer: £40,000 - £60,000

Senior/Lead/Principal Developer: £60,000 - £120,000

Director/VP/Manager/Executive (CTO/CEO): £150,000 - £250,000

EUROPE:

Junior Developer: €40,000 - €50,000

Mid-Level Developer: €50,000 - €70,000

Senior/Lead/Principal Developer: €65,000 - €120,000

Director/VP/Manager/Executive (CTO/CEO): €135,000 - €250,000

USA:

Junior Developer: \$80,000 - \$120,000

Mid-Level Developer: \$120,000 - \$160,000

Senior/Lead/Principal Developer: \$150,000 - \$250,000

Director/VP/Manager/Executive (CTO/CEO): \$250,000 - \$500,000

LET'S STAY IN TOUCH!

ARJUN GILLARD

HEAD OF ELIXIR
RECRUITMENT



Please contact me if you:

- Need help scaling your team
- Want more market insights
- Are looking for a new role



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