

june 2025

# tech sector report.

greece



randstad



partner for talent.

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# introduction



# introduction.

The 2025 Randstad Tech sector report is dedicated to delivering insights into:

- **how** companies are adapting to the current economic context
- what are the **challenges** they are facing and how do they plan to deal with them in the following year
- artificial intelligence
- salary data

The report uses data from the 2025 HR Trends Survey. Out of the 755 respondents from HR Trends, this report focuses on the **160 respondents** that came from the **IT/technology sector**. The business leaders in Greece completed the survey in October 2024 - March 2025.

For the research, analysis and design of this report, Randstad partners with Evalueserve, a global research and analytics firm ([www.evalueserve.com](http://www.evalueserve.com)).



02

business evolution.

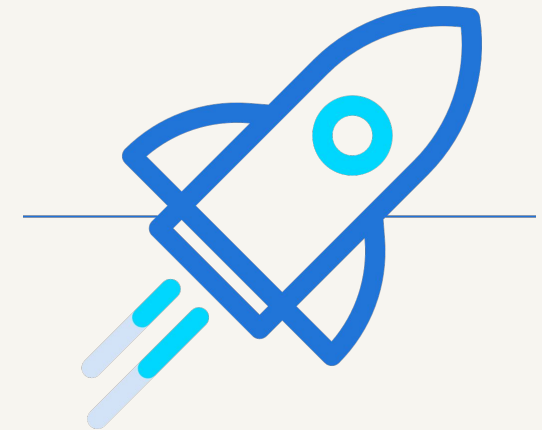


# business challenges expected in 2025.

	2024	2025
ensuring processes and guaranteeing productivity	59%	58%
total employment cost (compensation & benefits)	59%	53%
maintaining relationships with clients and/or suppliers	38%	43%
dealing with the higher 'cost of doing business'	42%	38%
increasing digital security or/and digital transformation	23%	29%
dealing with an extraordinary increase in business	24%	25%
maintaining trade margins	22%	19%
managing unexpected costs	10%	18%
avoiding significant financial losses	13%	16%
consequences of natural disasters, geopolitical changes	24%	14%
managing high energy costs	11%	12%
keeping the business operational	13%	11%
managing expenses incurred as a result of layoffs	4%	3%
guaranteeing access to supplies needed to operate	1%	1%
managing the temporary closure/cessation of business	2%	1%
other	3%	4%

58%

expect ensuring processes and guaranteeing productivity to be the greatest challenge next year.



53%

of respondents think total employment cost will be difficult to manage in the following year.



# expected business evolution.

**71%** vs 72% in 2024



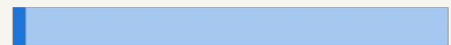
of respondents expect their sales volume to increase.

**18%** vs 13% in 2024



of respondents expect their sales volume to remain stable.

**3%** vs 2% in 2024



of respondents expect their sales volume to decrease.



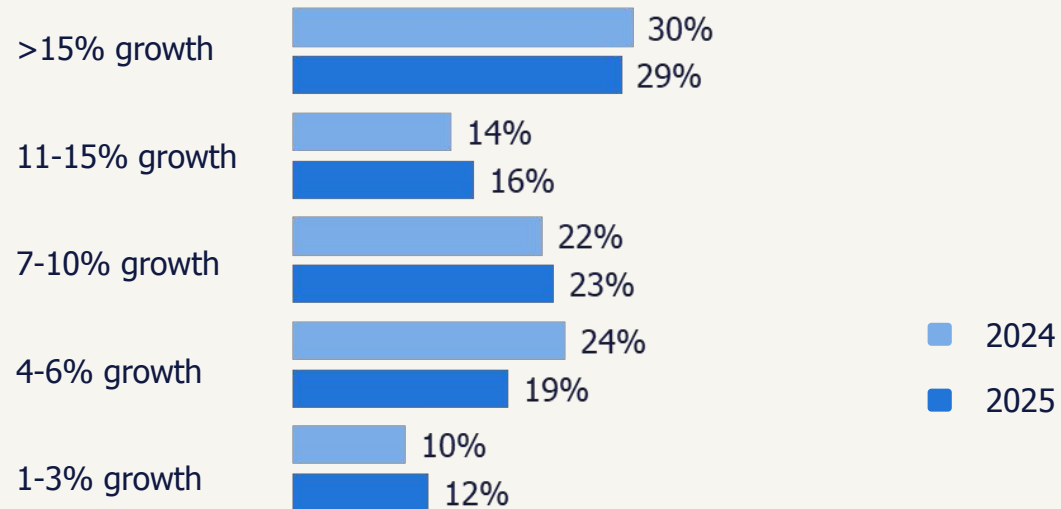
the rest of respondents up to 100% selected "I don't know".



# expected business evolution.

What is your estimation of the growth in sales volume in 2025 compared to last year?

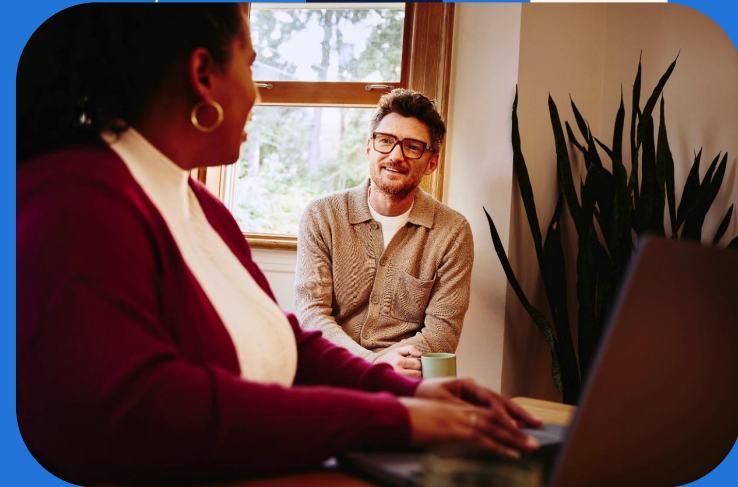
## expected sales increase.



the total is more/less than 100% due to rounding.

03

attracting talent.



# most demanding skills in the next 3 years for technology professionals.



the total is more than 100% because more than one answer is possible.



# impediments when recruiting.

	2024	2025
unrealistic salary expectations	70%	76%
specific knowledge/ educational background/ skills	46%	51%
required years of working experience	50%	37%
no/limited industry working experience	53%	36%
candidates fall-off after they have accepted the job offer	-	33%
long interview and evaluation process	-	13%
work life balance expectations	10%	9%
long notice period	3%	8%
management tools experience	4%	6%
international working experience	3%	4%
other	6%	5%

the total is more than 100% because more than one answer is possible.

## limited experience

respondents encounter difficulties in finding candidates with the necessary industry working experience.

## high expectations

candidates have high expectations regarding the salary, people striving more and more to achieve a better quality of life.

## the challenge of the counter offer

1 out of 3 companies see the candidate's withdrawal after accepting a job offer as a barrier.

# HR challenges.

66%

of respondents consider attracting talent to be a major challenge while recruiting.



58%

find it difficult to keep the employees engaged.

	2024	2025
attracting talent	80%	66%
retaining top performers and developing talented leaders	70%	58%
keeping employees engaged	52%	58%
managing expectations on compensations and benefits	52%	56%
shortage of local talent	53%	50%
managing skill shortage	36%	34%
use of the digital work card	-	28%
employer branding	22%	28%
managing multigenerational workforce	-	28%
managing remote work expectations	-	26%
managing high turnover	14%	20%
onboarding new employees	28%	18%
internal/external mobility	14%	18%
ensuring employees' mental health	18%	14%
managing internal change programs	11%	10%
workplace inclusivity (e.g. diversity, transparency, etc.)	3%	9%
aligning flexible working-hours with the business needs	9%	4%
managing possible mass layoffs	2%	3%
other	1%	1%

the total is more than 100% because more than one answer is possible.

# addressing HR challenges.

	2024	2025
education and training programs	69%	68%
improve salary	59%	62%
offer remote - hybrid model of working	57%	51%
offer career progression and/or promotion opportunities	-	51%
providing frequent performance/progress feedback to employees	-	43%
conduct skills-based hiring over degree qualifications	-	37%
encouraging work-life balance to prevent burn-out	-	37%
improve transparency and internal communication/collaboration	-	36%
implementing a strong performance management system (KPIs)	-	36%
providing employee satisfaction surveys	-	34%
offer more flexible work options to employees	34%	28%
offer personalised benefits pack	29%	27%
implement data-driven HR*	-	19%
hire talent from other countries	20%	16%
providing support for mental health and wellbeing in the workplace	-	15%
apply DEI policies	-	13%
increase use of externally hired contractors	17%	7%
outsource business functions	8%	7%
hire more part-time workers	1%	1%
other	4%	3%

## offering education and training programs

is the measure most respondent companies are willing to implement to manage the HR challenges they encounter.



## improving the salary

also represents an important method of addressing HR challenges.

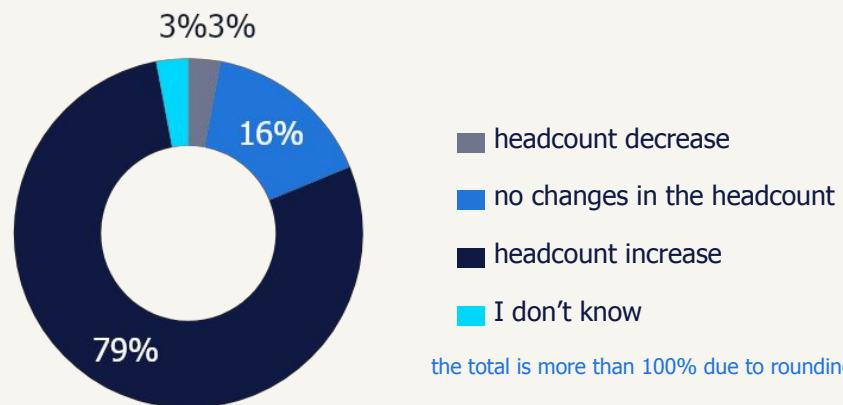


the total is more than 100% because more than one answer is possible.

\*(policies procedures, decision making, projections etc.)

# hiring plans for 2025.

Does your company plan to change the number of employees within 2025?



How many new jobs do you expect in 2025?

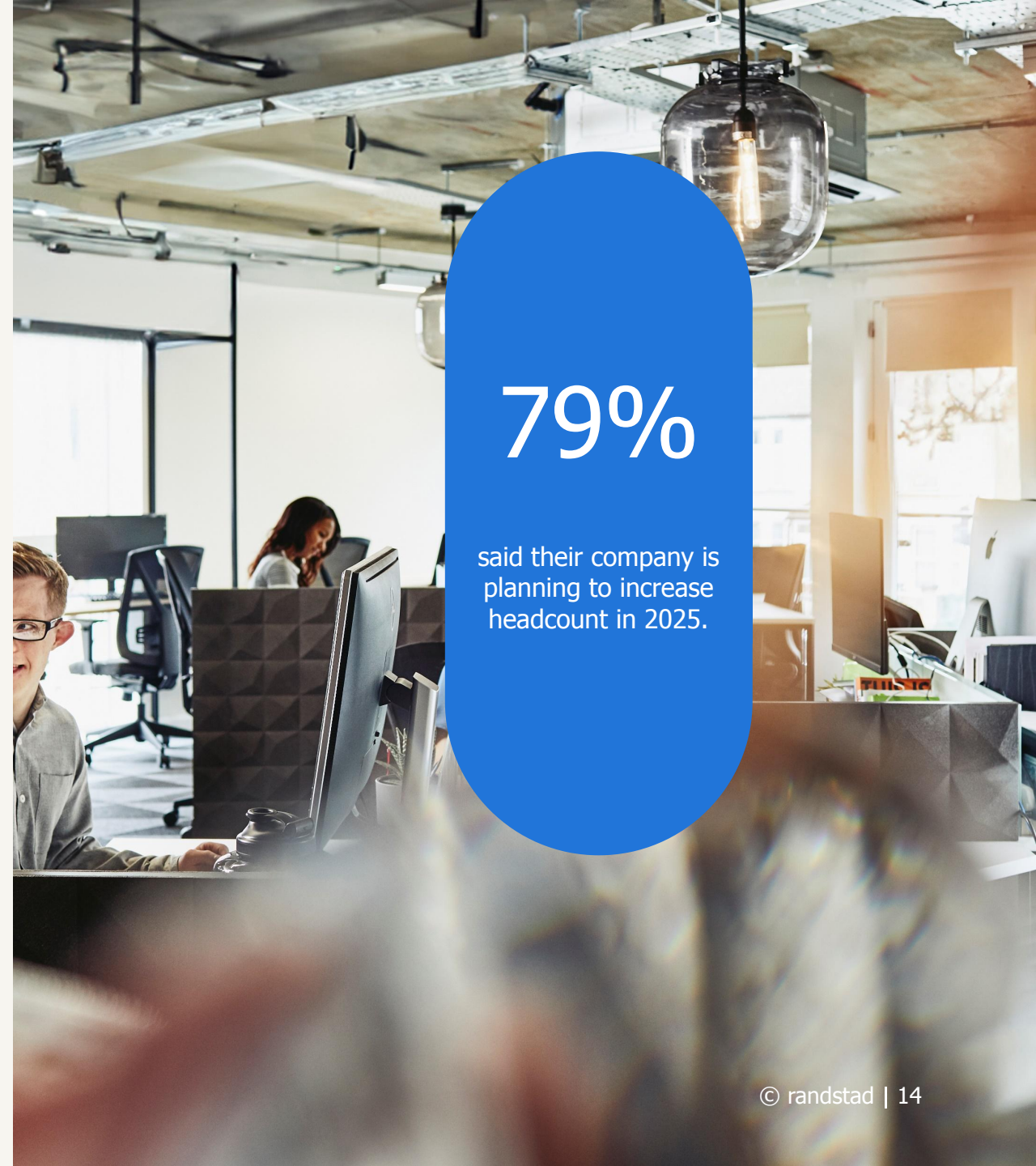
## temporary open positions

1-4	33%
5-10	32%
11-40	17%
≥50	4%

## permanent open positions

1-4	6%
5-10	3%
11-40	7%
≥50	3%

calculated based on the "headcount increase" responses. The rest until 100% is 0.



**79%**  
said their company is planning to increase headcount in 2025.



# reasons for hiring.

	2024	2025
business growth	88%	78%
new positions are being created	63%	62%
need for new skills in the organization	40%	33%
launch of new department/new product	28%	25%
national/international growth of your company	27%	25%
staff turnover	23%	21%
investment plans	28%	12%
business diversification	7%	2%

the total is more than 100% because more than one answer is possible.

78%

will hire new people due to the growth of their business.



# hiring intentions.

## by department.

	2024	2025
IT/technology	94%	94%
sales	43%	35%
accounting/finance	10%	13%
customer service/aftersales services	22%	13%
digital marketing	16%	12%
operations	17%	12%
HR/training/development	9%	9%
engineering	6%	9%
back office/administrative support	10%	6%

For each department the respondents are planning to hire **talent** in, they were asked **how likely** it is to find **difficulties in finding candidates** with those specific skills.

Here are the departments in which respondents find it hardest to hire:

01  
IT/technology

76%  
vs 82% in 2024

02  
engineering

64%  
vs 72% in 2024

03  
sales

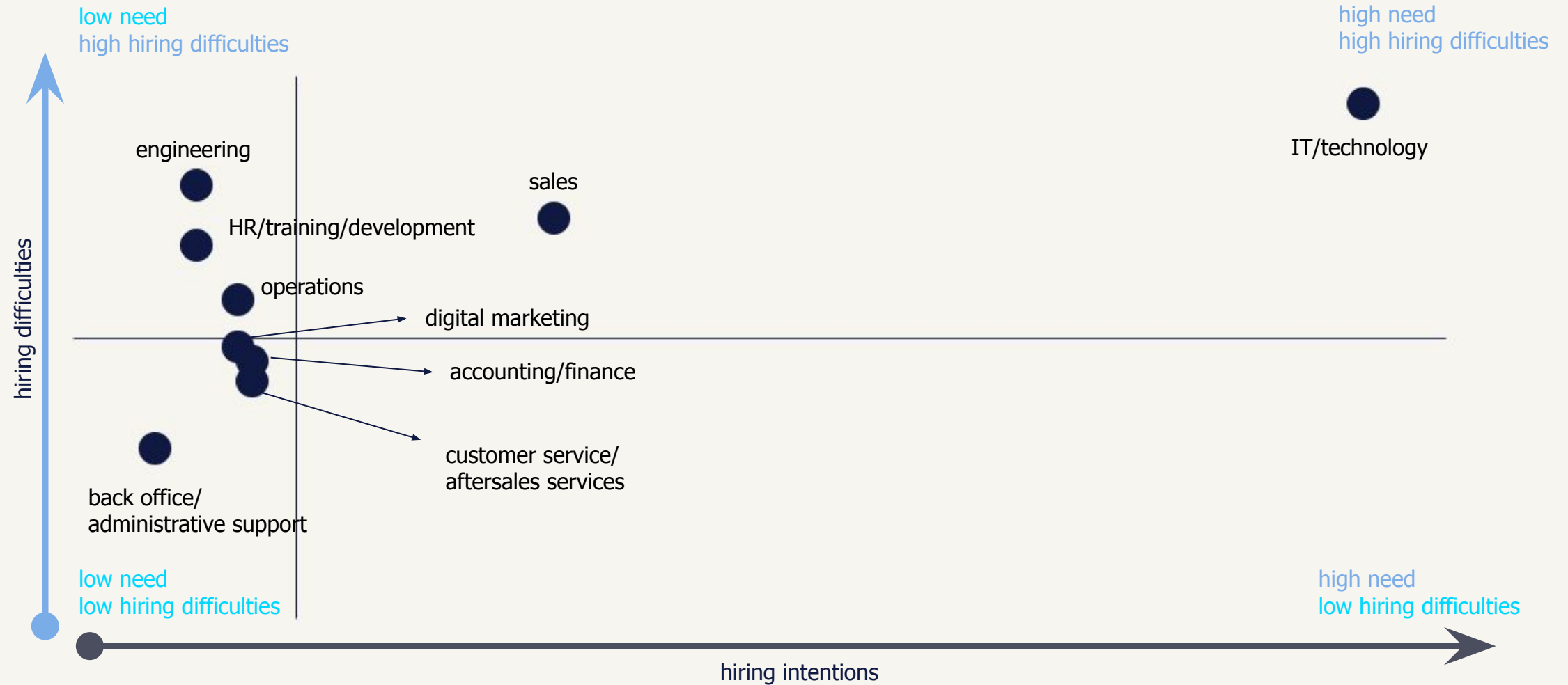
59%  
vs 57% in 2024

Some of the departments where the respondents are having troubles in finding the most suitable candidates are also among the departments with the highest hiring intentions.

You can find more details about which are the departments that are hardest to hire in and what is the demand of employees in those departments in the next slide.

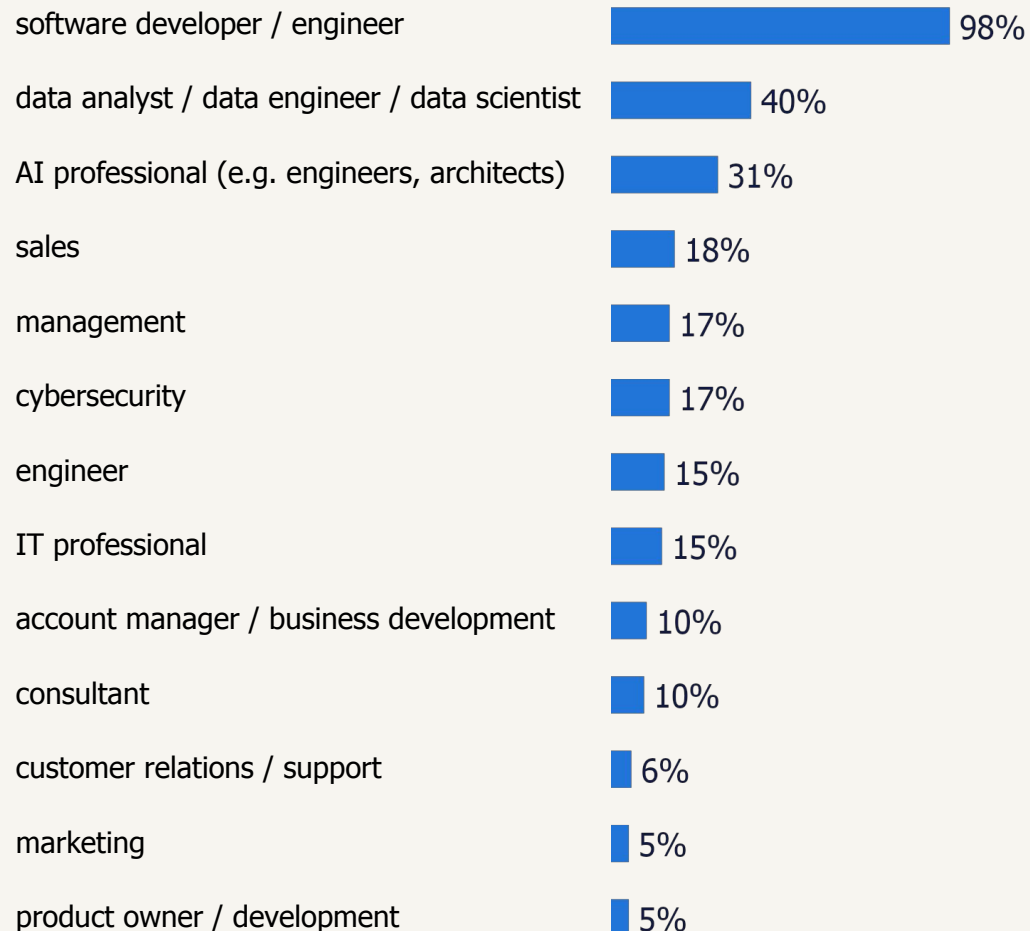


# difficulty to hire matrix.



# top 5 most in-demand job roles within 2025.

most selected roles as in-demand – total for tech sector.



Respondents were asked what are the **top 5 most in-demand job roles** that they see in their **industry in 2025**.

The chart on the left shows the roles selected based on the total responses recorded in the tech sector.

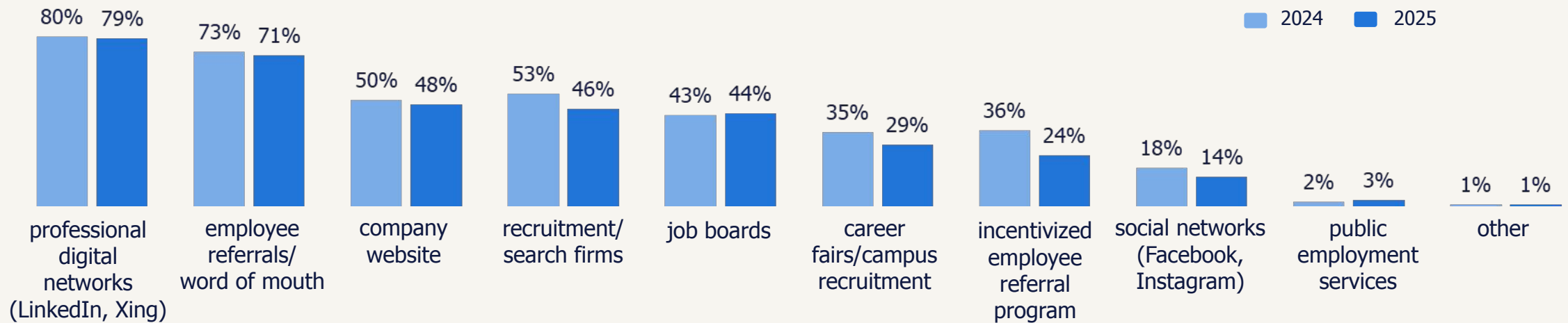
ranked as 1<sup>st</sup> most in-demand in the tech sector.

1. software developer / engineer ★
2. AI professional (e.g. engineers, architects)
3. sales
4. data analyst / data engineer / data scientist
5. cybersecurity



# recruiting sources.

## most effective sources when recruiting talent.



## professional digital networks

will be the most frequently used method for finding the most suitable candidates in 2025, selected by 79% of the respondents in the tech sector.



the total is more than 100% because more than one answer is possible.

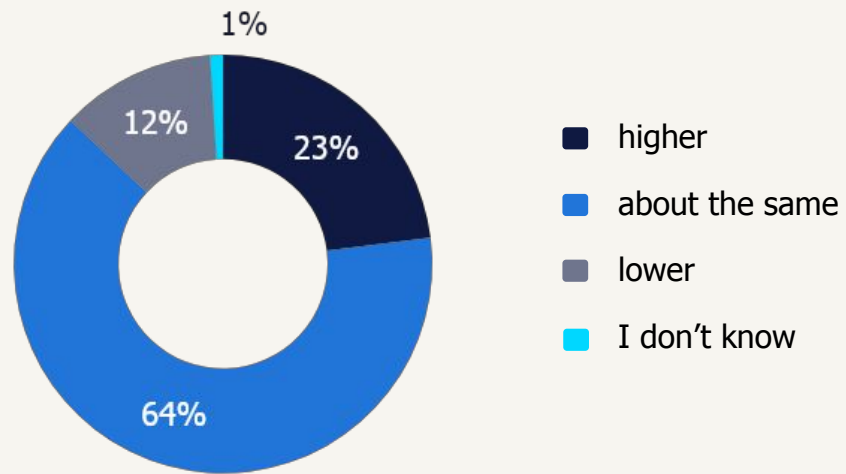
04

# salary evolution.



# salary competitiveness.

salaries compared to competitors.



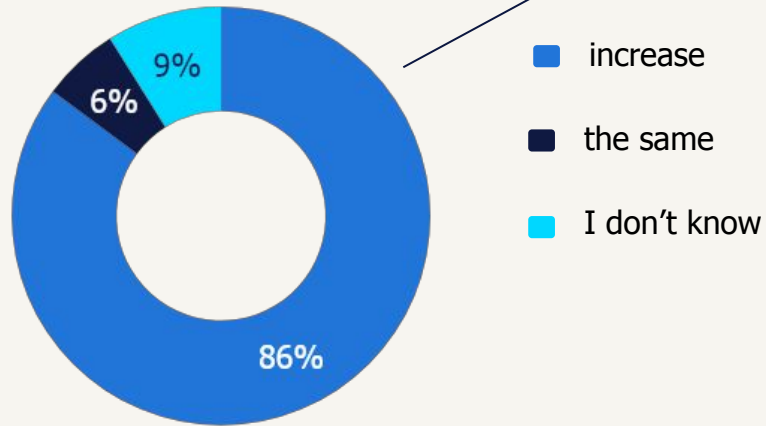
23%

said their company salaries are higher than the competitors.

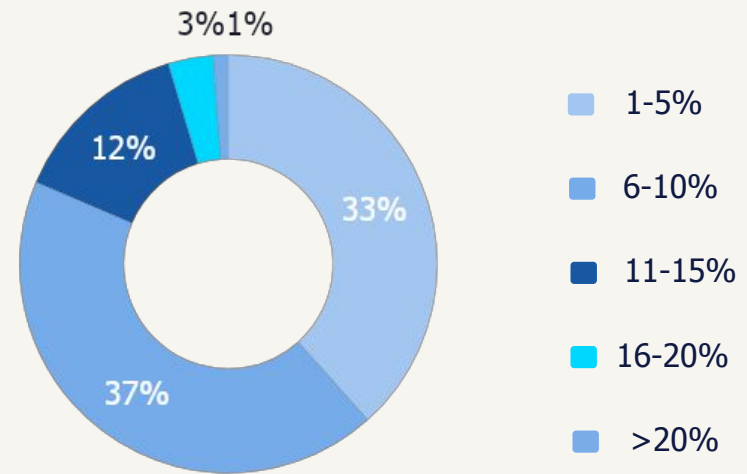
# salary evolution.

salaries evolution in the next 12 months.

the **86%** respondents who plan a **higher remuneration** for their employees in 2025 will apply the raise as follows:



**None** of the respondents will **decrease** the salaries.



70% of the respondents will increase the salaries in the tech sector with 6-10%.



05


# human capital strategy.



# what makes a company attractive?

	2024	2025
to offer competitive salary & employee benefits	82%	81%
to offer hybrid or remote working model	68%	65%
to have a pleasant working atmosphere	69%	59%
to offer career progression opportunities	66%	55%
to ensure a good work-life balance	64%	53%
to offer flexible working arrangements (flexitime)	50%	45%
to have a strong employer branding	44%	38%
to offer interesting job content	38%	36%
to offer good training	41%	34%
to use latest technologies (innovative)	42%	34%
to be financially healthy	28%	31%
to have a strong image/strong values	29%	26%
to offer long-term job security	29%	19%
to promote diversity & equity management (age, gender, race etc)	20%	19%
to have strong management	13%	14%
to offer quality products/services	14%	12%
to be environmentally & socially aware (CSR)	9%	11%
to be conveniently located	15%	7%
to offer international career opportunities	9%	4%



 the total is more than 100% because more than one answer is possible.

# benefits offered by the companies.

## wellbeing and skilling benefits.

	2024	2025
possibility to work from home (remote/hybrid)	87%	90%
training	89%	88%
flexible working schedule	64%	68%
non-financial rewards/recognition	62%	61%
additional leave days/sick days/sabbatical leave	53%	47%
employee support programs/tools	19%	43%
volunteering opportunities - give back to society	-	39%
paid parental leave/childcare benefits	31%	26%
health and wellness programs	30%	24%
psychological support	18%	22%
coaching & mentorship	18%	18%
no, we do not offer any of the mentioned benefits	2%	1%

## financial benefits.

	2024	2025
bonuses/individual performance bonuses	69%	84%
medical insurance	80%	81%
meal vouchers/lunch subsidy	71%	77%
mobile phone	70%	75%
reimbursing travel expenses (public transport, gas)	46%	59%
company car	43%	54%
life insurance	48%	49%
parking slots	39%	42%
pension plan	17%	26%
profit sharing	14%	23%
deductible expenses*	18%	13%
holiday vouchers	3%	3%
no, we do not offer any of the mentioned benefits	3%	1%

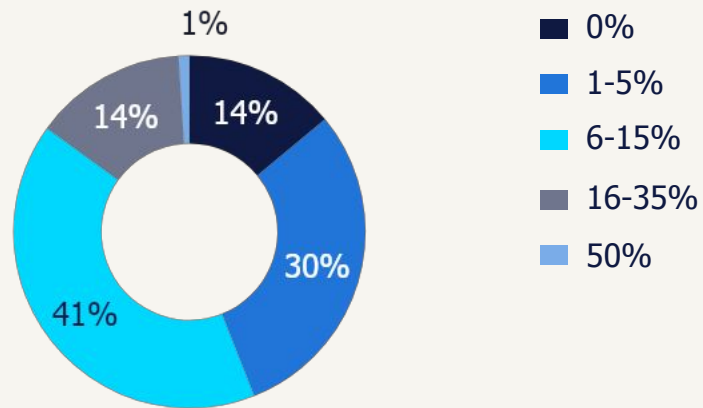
\*stationery, courier charges, home internet, etc.



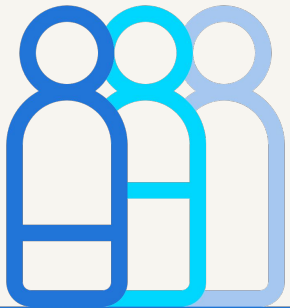
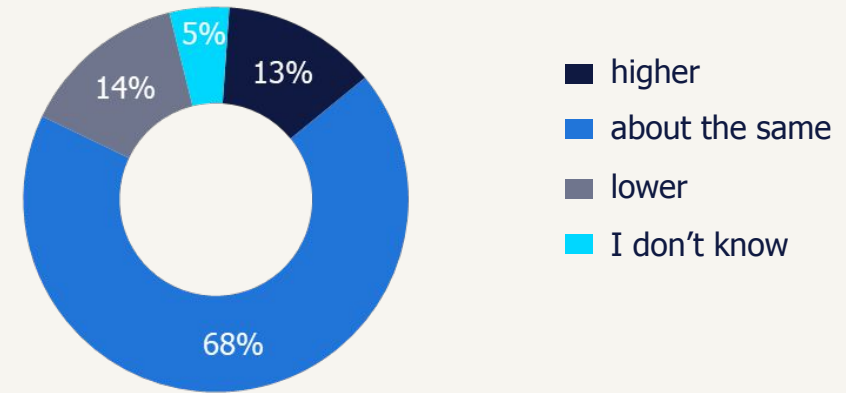
the total is more than 100% because more than one answer is possible.

# staff turnover.

## turnover rate in 2024.



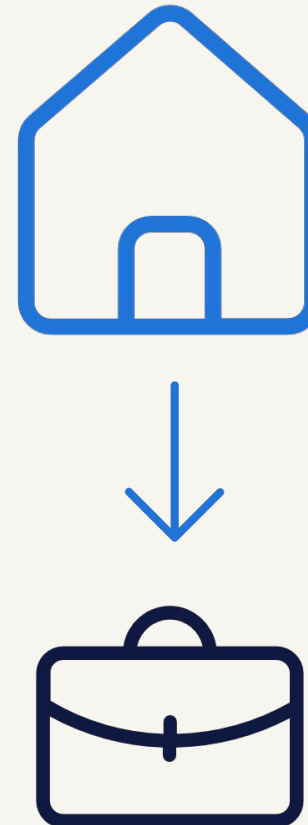
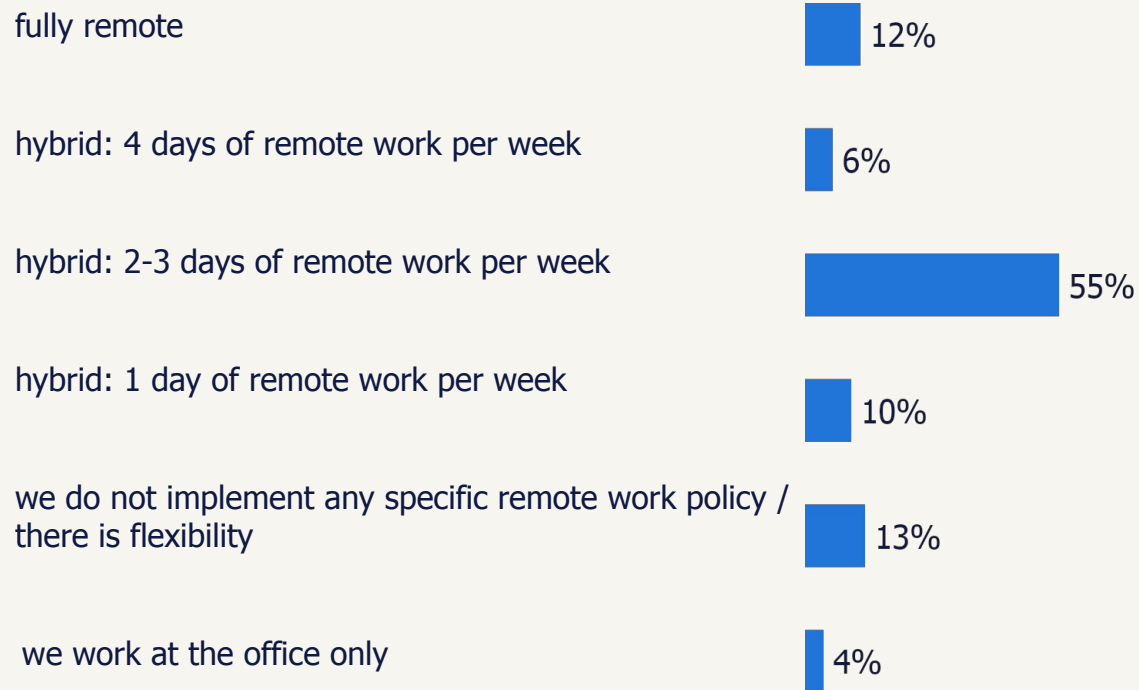
## 2025 expected turnover, compared to 2024.



For most of the respondents, the 2024 turnover rate remained within reasonable levels, **71%** of them reporting a **turnover rate of 1-15%**.

# working model in 2025.

In departments or teams where remote working can be implemented, what is the working model you will follow in 2025?



55% of the companies surveyed reported that in 2025 they will implement a hybrid model, of 2-3 days per week.

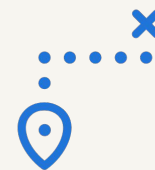
# what determines employees to leave the company?

	2024	2025
received a better offer elsewhere (better pay, conditions)	66%	71%
more opportunities for career improvement elsewhere	52%	50%
to pursue a different career path (non-corporate)	15%	19%
relocating	15%	12%
looking for more flexible work schedule	12%	11%
not having a cultural fit	22%	11%
the workload is too heavy	11%	8%
completely remote job	20%	6%
hybrid - remote working model not offered	3%	6%
limited to no leadership or management direction or vision	8%	5%
poor relationship with direct report	4%	5%
they did not want to return to the office	3%	3%
did not feel supported by management	6%	3%
no work-life balance	1%	1%
not happy with the company's reputation	1%	1%
other	13%	14%
I don't know	3%	2%



71%

of the employees leave their job due to receiving better pay and conditions with another employer.



50%

of the employees also leave their job to pursue more opportunities and improve their career elsewhere.

06

artificial intelligence.



# attitude towards AI.

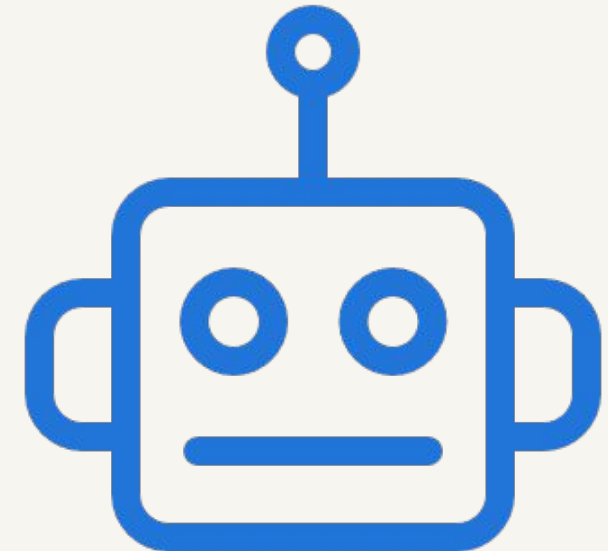
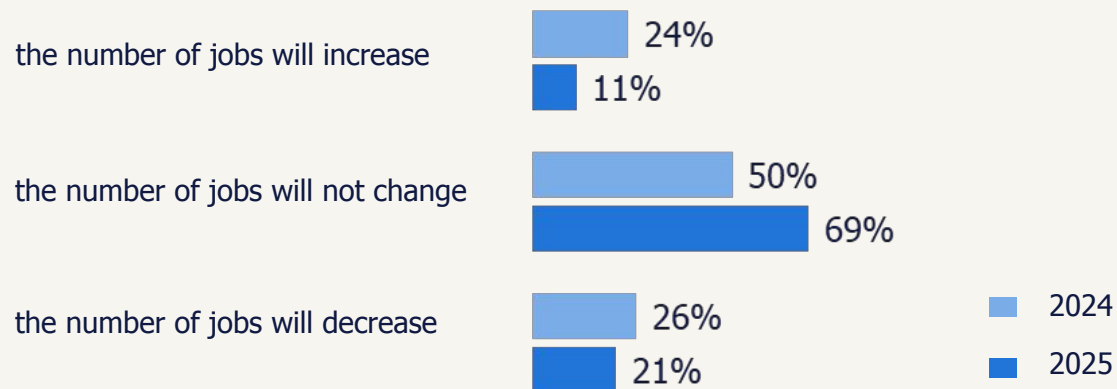
**62%** vs 40% in 2024  
of respondent companies support the use of AI and plan to expand it at large.

**28%** vs 29% in 2024  
of respondent companies are open to the use of AI, but only in certain areas.

**10%** vs 29% in 2024  
of respondent companies do **not have a clear view** on the use of AI.

**1%** vs 1% in 2024  
of respondent companies do not foresee the use of AI in the future.

## impact that implementing AI will have on the labor market.



# areas in which AI will be used.

	2024	2025
IT/technology	81%	85%
personnel and human resources management	28%	33%
marketing and advertising	29%	29%
management	13%	24%
market analysis, development plans and strategies	27%	24%
customer service and support	17%	22%
sales	-	21%
administration	10%	17%
finance and accounting	9%	10%
manufacturing	6%	6%
supplier relations	3%	6%
logistics and transport	2%	6%
other	5%	3%



the total is more than 100% because more than one answer is possible.

# benefits and challenges.

## AI's biggest benefits



	2024	2025
faster processing of data, more accurate predictions	78%	71%
automation of repetitive tasks	75%	62%
higher labour productivity	51%	55%
better quality of work and outputs	37%	41%
support HR functions (onboarding/recruiting)	24%	28%
enhanced human capabilities	30%	28%
improved customer service/customer satisfaction	25%	26%
reduction of staff and cost savings	14%	12%
other	2%	1%
none of the above	1%	1%

## AI's main challenges

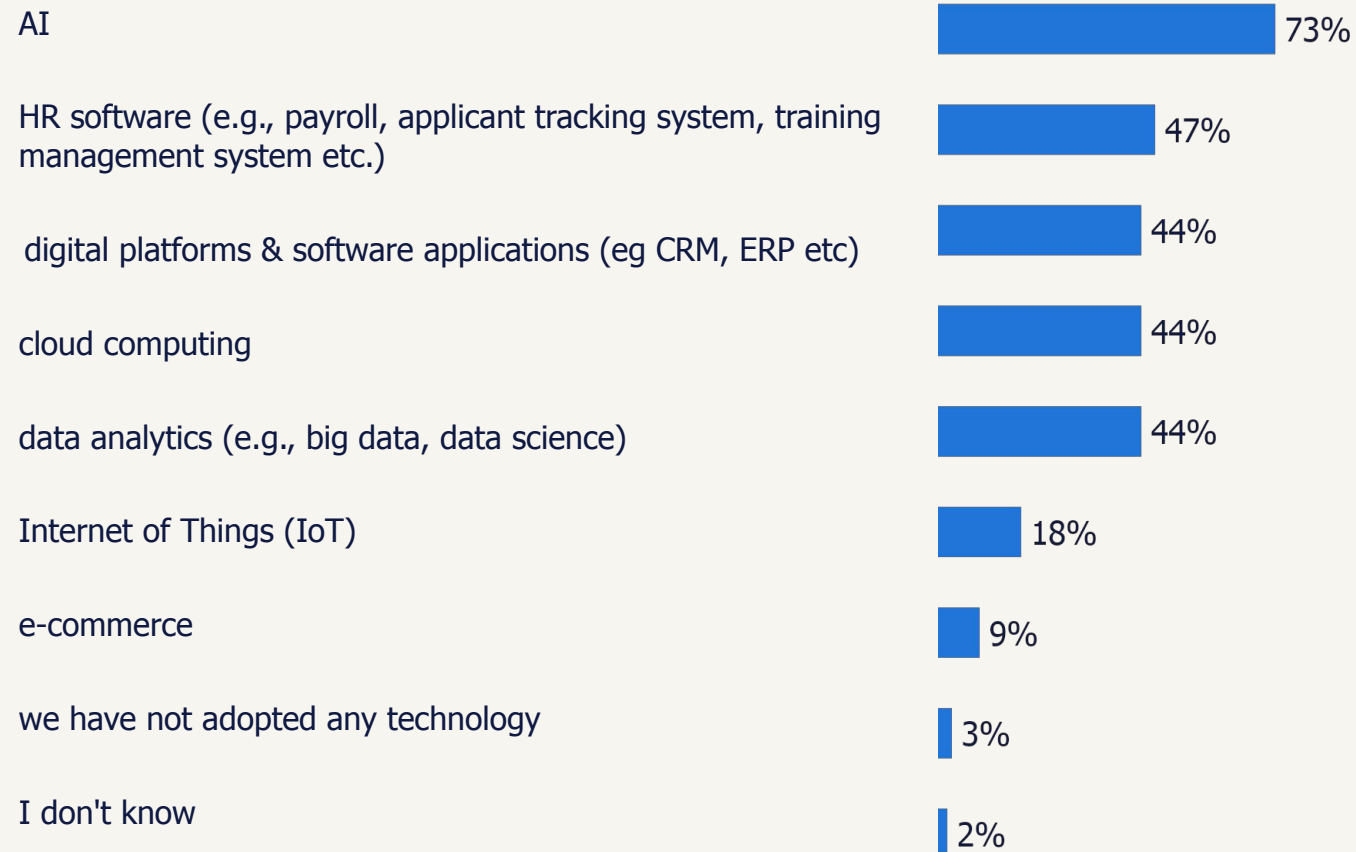


	2024	2025
ensuring data security	52%	56%
lack of qualified staff to work with AI	57%	55%
ensuring confidentiality	27%	46%
high cost of implementing and operating AI	34%	32%
employee distrust of the benefits of AI	22%	12%
management distrust of the benefits of AI	11%	6%
other	9%	11%



# which technologies have you recently adopted, or you are willing to adopt soon?

Which **technologies** have you recently adopted or plan to adopt soon?



the total is more than 100% because more than one answer is possible.



07

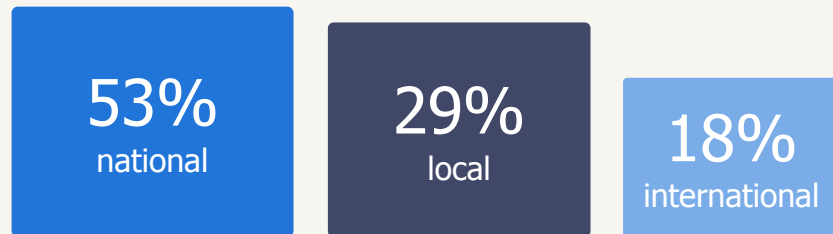
respondent profile.



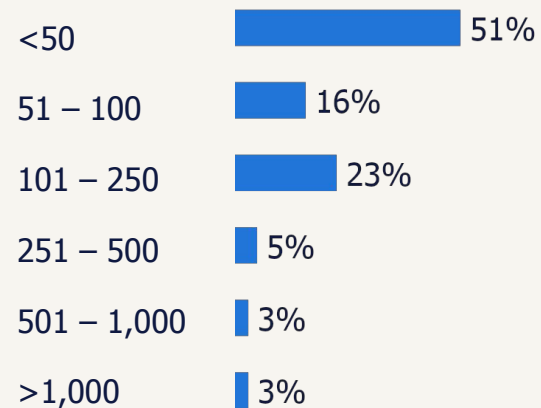
# respondent profile.

160 technology/IT companies

by the size of the company.



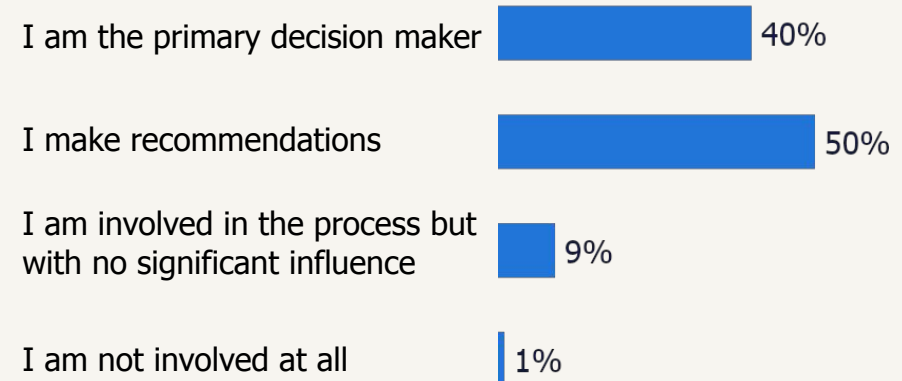
by number of employees.



by department.

human resources	59%
general management	29%
IT/technology	8%
sales/marketing	3%
finance	1%

by participant's role.



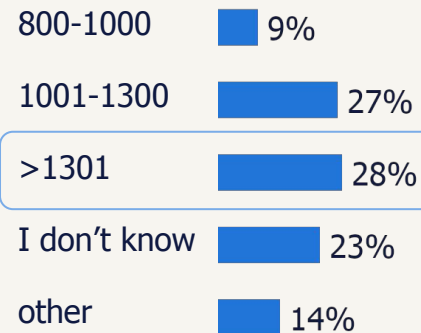
08

# salary report.

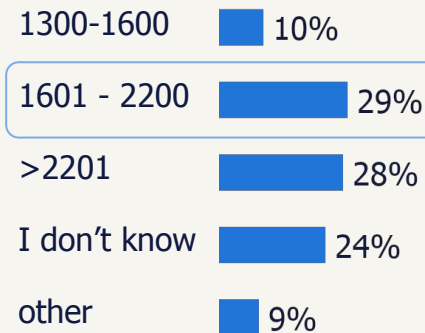


# monthly gross salary per level of experience.

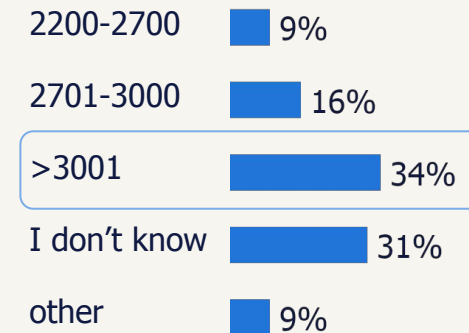
## junior profiles (0-3 years of experience)



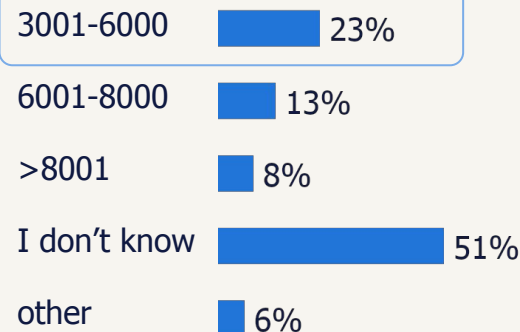
## middle senior profiles (3-5 years of experience)



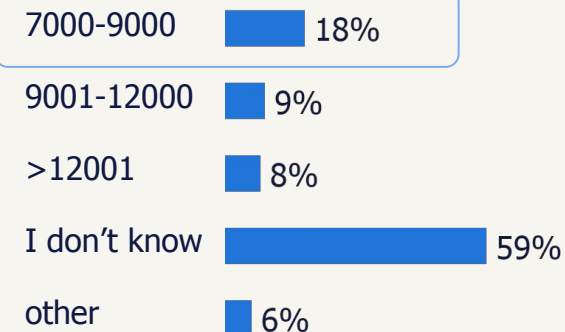
## senior profiles (5-10 years of experience) or managers



## senior directors

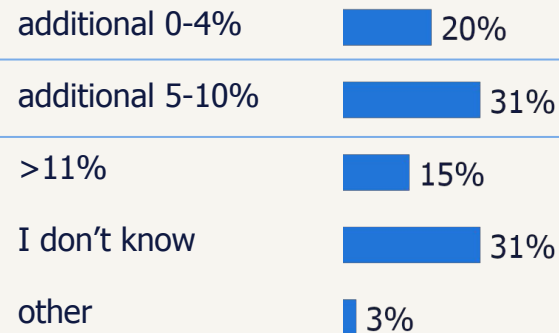


## C level profiles

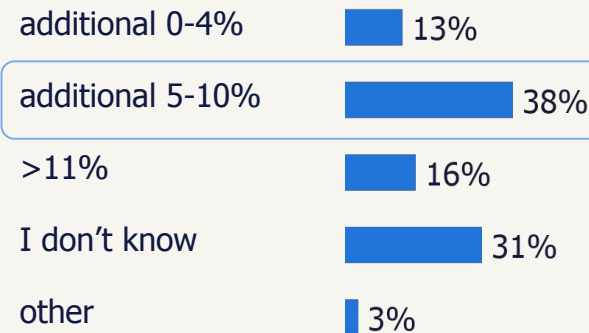


# what is the package (salary + benefits) as an additional percentage of the total salary?

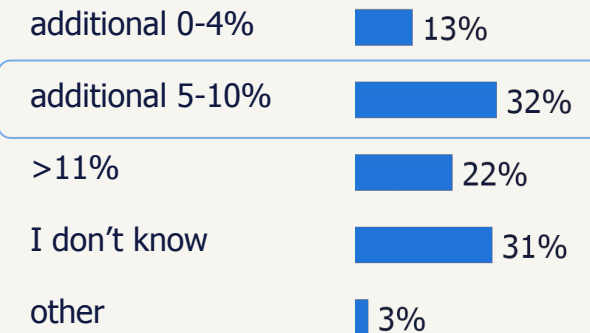
## junior roles



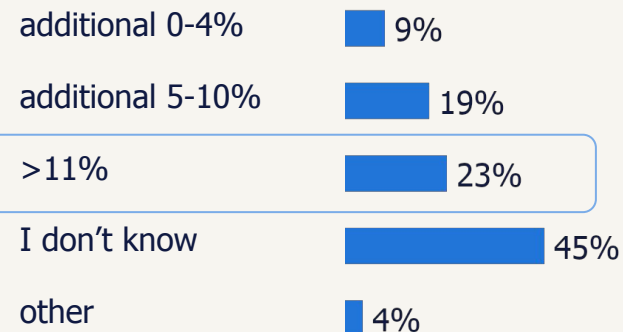
## middle senior profiles



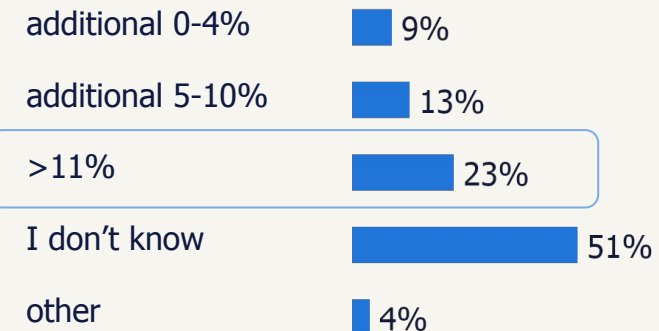
## senior profiles



## senior directors



## C level profiles



# salary report highlights.

The following slides present the **band bottom** and **band top** salaries for different job positions in the **technology sector**.

The listed salaries in the following tables refer to gross salaries and are **based on 14 salaries per year**.



salary benchmark service:  
+30 210 67 70 523



Are you interested in a salary survey for your industry and for specific jobs?  
Contact us to get an offer.

# technology.

position	band bottom	band top
application support engineer	1800	3200
big data engineer	2200	4600
business intelligence professional	1900	3300
chief information officer (cio)	7000	15000
chief product officer (cpo)/product director/manager	3800	5200
chief technology officer (cto)/vp of software engineering	7000	15000
cloud architect	3500	5000
cloud engineer	3200	4200
data engineer	2100	4300
data scientist / machine learning engineer / ai engineer	2300	4300
database administrator	1800	4500
database developer	2000	3500
devops engineer	2800	4300
digital transformation manager	4000	5500
erp / crm consultant	1800	3200
graphic designer / motion graphic designer	1500	3200
information security professional (including penetration tester, it security analyst, grc consultant etc.)	2000	4600
it business analyst	2800	4200
it manager / it director	4000	8000
it pre-sales engineer (private/public sector)	2500	4000
it project / program manager	2800	5000
it service manager	2600	3800
it support / helpdesk	1500	2500
it systems engineer/administrator (windows & linux/unix)	1900	3500
mobile developer (android, ios)	2500	4200

position	band bottom	band top
network engineer	2100	4500
sap professional	2500	4700
scrum master / product owner	3000	4300
software architect / systems architect	3300	4300
software consultant	2500	3500
software developer / engineer - junior (.net/c#, java, php, c/c++, javascript, python, ruby, go etc)	1800	2800
software developer / engineer - mid level (.net/c#, java, php, c/c++, javascript, python, ruby, go etc)	2800	3400
software developer / engineer - senior (.net/c#, java, php, c/c++, javascript, python, ruby, go etc)	3500	4700
software development lead	4700	5300
software engineering manager	5200	7000
software tester / qa engineer	2700	3800
telecommunications engineer	2500	3300
ui/ux designer / product designer	2000	3800



thank  
you.

