2021 State of Software Engineers

Analysis of software engineering salaries, demand, and skills, and how remote work is impacting talent

Hired
In 2020, average salaries for top engineering roles went up by 5% in the SF Bay Area, 3% in New York, 7% in Toronto, and 6% in London, continuing to grow despite the COVID-19 pandemic.

Backend, full stack, and frontend engineers saw the highest demand, making up more than half of all interview requests for software engineers.

Machine learning engineers rank within the top 10 highest paid roles in every major tech hub, with salaries ranging between $115k/year and $171k/year on average.

The highest in-demand skills for software engineers are Redux.js, Google Cloud, AWS and React.js, while the most popular coding languages are Go and Scala.

AWS saw 8x the demand from employers compared to Google Cloud Platform and Microsoft Azure skills.

Engineers in smaller markets are more likely to get remote job offers compared to those in major tech hubs. They also receive a higher salary for remote jobs compared to local job offers.

54% of software engineers are more productive when working remotely.

Most software engineers’ primary motivation for learning a new programming language or framework is simply because they enjoy it. They specifically love the opportunities for new challenges and continuous learning.

Lack of economic opportunity and unemployment, public health issues, and global warming are the top three problems software engineers are most passionate about solving with their coding skills.

Software engineers are increasingly self-taught and traditional university degrees are becoming less relevant compared to the previous year.
The COVID-19 pandemic led to major dips and volatility in recruitment and employment, however, the tech industry has proven to be the most resilient. While some companies had to halt or pause hiring efforts last year, overall we saw continued demand and job growth in this sector. Looking at the year ahead, it will be more important than ever for companies to prioritize their best pipeline for growth—namely, their hiring pipeline. Investing in identifying and hiring the best candidates will ensure employers have a competitive advantage in the market, and build amazing teams focused on propelling their business goals.

If there’s one thing 2020 showed us, it’s that HR departments and companies must be nimble to successfully navigate the sudden shift to remote work, hiring, and onboarding. This is why we’re committed to constantly improving the hiring experience by making it a more transparent, efficient, and rewarding process for both employers and candidates.

CEO Insights
Josh Brenner
CEO
Our State of Software Engineers reports have provided meaningful and actionable insights for engineers and companies across the globe over the past years, informing them about relevant industry trends and delivering unique visibility into hiring demand, preferences, and processes. Following Hired’s acquisition by Vettery in November 2020, this report will further build upon Hired’s work, leveraging the data from Vettery and Hired and gathering insights from a bigger pool of software engineers across both platforms. Together, Vettery and Hired are uniquely positioned to bring this vast amount of analytics and intelligence to life as the leading AI-driven hiring marketplace that helps innovative companies build amazing teams.
In the last few years, there has been a correlated increase in demand for—and salaries of—software engineers. While the COVID-19 pandemic has certainly brought new challenges for engineers this past year, they have generally fared better than other industries. The IT sector saw solid growth and overall employment, with an average software engineer salary of $107,000 in 2020.

In December 2020, the unemployment rate for the tech sector was only 3% compared to 6.7% for the overall U.S. economy, with tech jobs growing by an estimated 391,000 positions in that month. The number of employer job postings for core tech roles also increased to nearly 207,000 in December. Software and application developer openings accounted for the largest share (62,900), followed by IT support specialists (18,100), systems engineers and architects (16,600), and systems analysts (13,700).

Additionally, the pandemic has accelerated digitization processes with 92% of organizations increasing their cloud workloads and machine learning technologies this past year—which play a central role in enabling greater automation and digitization—rapidly
While 2020 was a challenging year for job seekers as many companies had to furlough or even let go of employees due to COVID-19, we’ve still seen steady demand for software engineers and their unique skill sets. Using data from the Hired marketplace, we were able to look at how demand for specific tech jobs and skills has changed during this tumultuous year and the implications for hiring going into 2021.

Every year, we’ve seen new roles exploding onto the hiring scene. In 2019, we saw the AR/VR engineer role grow strongly, with demand increasing by 1,400%. With the COVID-19 pandemic disrupting the market in 2020 and causing many companies to pause hiring efforts completely for several months, we decided to look at the absolute volume of demand (in terms of the number of interview requests) across roles instead of demand growth.

Overall, we see the same roles with the highest demand when comparing 2019 to 2020 data. Backend, full stack, and frontend engineers still saw the highest demand on Hired’s platform, landing 58%, 57%, and 30% out of all interview requests for software engineers respectively.* Looking at percentage growth, backend, mobile, and embedded engineers, as well as engineering managers, saw positive growth compared to 2019, getting a slightly higher percentage of interview requests based on the total number of interviews across all software engineering roles (not reflected in below graphs if <1% increase). However, it is important to note that there was overall less demand on Hired’s and Vetter’s marketplace—and therefore less interview requests—across all engineering roles due to the impacts of the pandemic.

**KEY TAKEAWAYS**

Same as last year, backend, full stack, and frontend engineers are in highest demand, landing more than half of all interview requests for software engineering roles.

Mobile and embedded engineers were one of the few roles that saw slight demand growth compared to 2019. This is likely a result of people spending more time on their mobile devices amid lockdowns this past year, with mobile web traffic being 11.4% higher in April 2020 compared to 2019.

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*Note that candidates can have multiple subroles on their profiles and therefore also get counted for multiple roles when getting an interview request.
Salaries increased across all roles

The salary data represented below is not self-reported. It’s collected from interview requests from real companies on our platform that provide salary information upfront, not from job postings, which are subject to constant change during negotiation. Analyzing Hired’s and Vettery’s marketplaces that include tens of thousands of job offers is the most accurate representation of the salaries offered to top talent in various roles and markets. No matter which side of the interview process you’re on, understanding significant salary trends is key to landing your dream candidate or job.

Despite the overall drop in demand and hiring freezes due to the pandemic, all software engineering roles witnessed salary growth—although at lower rates compared to the previous year—and there was virtually no decrease across all major markets.

The top-paying roles are consistent with last year’s report findings. Machine learning engineers still rank within the top 10 highest paid roles in every major market (San Francisco Bay Area, New York, Toronto, and London), with San Francisco leading the pay pack (again) at $171k/year—a 4% increase over last year’s average machine learning salary in the region.

Search engineers also made the top 10 highest paid roles in all major markets. Security, backend, data, NLP, fullstack, gaming, embedded, and mobile engineers ranked under the top 10 in at least two major markets. London continues to be a hot tech market, providing increasingly competitive pay for software engineers.

Key Takeaways

While 2020 was a volatile year for hiring due to the pandemic, in virtually all cases, employers continued to offer higher pay across all roles.

In 2020, average salaries for top engineering roles went up by 5% in the SF Bay Area, 3% in New York, 7% in Toronto, and 6% in London.

AR/VR engineers reaped the highest salaries in the SF Bay Area, with a 13% increase in pay, from $158k/year to $180k/year on average.

In New York, machine learning engineers experienced the biggest salary growth with a 10% increase (from $145k/year to $160k/year on average).
**Salaries increased across all roles in 2019 and 2020**

### SF Bay Area Salary Averages for Top Software Engineering Roles (USD)

<table>
<thead>
<tr>
<th>Engineer</th>
<th>50k</th>
<th>100k</th>
<th>150k</th>
<th>200k</th>
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</thead>
<tbody>
<tr>
<td>AR/VR</td>
<td>$168k</td>
<td>$168k</td>
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<tr>
<td>Eng. Manager</td>
<td>$168k</td>
<td>$168k</td>
<td>$174k</td>
<td></td>
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<tr>
<td>NLP</td>
<td>$162k</td>
<td>$162k</td>
<td>$172k</td>
<td></td>
</tr>
<tr>
<td>Machine Learning</td>
<td>$162k</td>
<td>$162k</td>
<td>$171k</td>
<td></td>
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<tr>
<td>Search</td>
<td>$159k</td>
<td>$159k</td>
<td>$169k</td>
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</tr>
<tr>
<td>Security</td>
<td>$158k</td>
<td>$158k</td>
<td>$168k</td>
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<tr>
<td>Gaming</td>
<td>$158k</td>
<td>$158k</td>
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<tr>
<td>Backend</td>
<td>$157k</td>
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<tr>
<td>Computer Vision</td>
<td>$150k</td>
<td>$150k</td>
<td>$164k</td>
<td></td>
</tr>
<tr>
<td>Data</td>
<td>$150k</td>
<td>$150k</td>
<td>$162k</td>
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### New York Salary Averages for Top Software Engineering Roles (USD)

<table>
<thead>
<tr>
<th>Engineer</th>
<th>50k</th>
<th>100k</th>
<th>150k</th>
<th>200k</th>
</tr>
</thead>
<tbody>
<tr>
<td>Machine Learning</td>
<td>$166k</td>
<td>$166k</td>
<td></td>
<td></td>
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<tr>
<td>Data</td>
<td>$162k</td>
<td>$162k</td>
<td>$155k</td>
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<tr>
<td>Embedded</td>
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</tr>
<tr>
<td>Backend</td>
<td>$159k</td>
<td>$159k</td>
<td>$149k</td>
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</tr>
<tr>
<td>Security</td>
<td>$156k</td>
<td>$156k</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full Stack</td>
<td>$156k</td>
<td>$156k</td>
<td>$148k</td>
<td></td>
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<tr>
<td>Mobile</td>
<td>$154k</td>
<td>$154k</td>
<td>$145k</td>
<td></td>
</tr>
<tr>
<td>Search</td>
<td>$149k</td>
<td>$149k</td>
<td>$146k</td>
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<tr>
<td>Frontend</td>
<td>$145k</td>
<td>$145k</td>
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Note: Salaries increased across all roles in 2019 and 2020.
## Toronto Salary Averages for Top Software Engineering Roles (CAD)

<table>
<thead>
<tr>
<th>Engineer</th>
<th>25k</th>
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</tr>
<tr>
<td>Data</td>
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<td>118k</td>
<td>122k</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Search</td>
<td>118k</td>
<td>120k</td>
<td>122k</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Backend</td>
<td>112k</td>
<td>118k</td>
<td>120k</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full Stack</td>
<td>112k</td>
<td>118k</td>
<td>120k</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Frontend</td>
<td>106k</td>
<td>111k</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mobile</td>
<td>106k</td>
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## London Salary Averages for Top Software Engineering Roles (GBP)

<table>
<thead>
<tr>
<th>Engineer</th>
<th>50k</th>
<th>75k</th>
<th>100k</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Vision</td>
<td>61k</td>
<td>68k</td>
<td></td>
</tr>
<tr>
<td>Blockchain</td>
<td>61k</td>
<td>68k</td>
<td></td>
</tr>
<tr>
<td>Hardware</td>
<td>75k</td>
<td>80k</td>
<td>87k</td>
</tr>
<tr>
<td>AR/VR</td>
<td>61k</td>
<td>68k</td>
<td>75k</td>
</tr>
<tr>
<td>Search</td>
<td>75k</td>
<td>80k</td>
<td>87k</td>
</tr>
<tr>
<td>NLP</td>
<td>60k</td>
<td>68k</td>
<td>75k</td>
</tr>
<tr>
<td>Gaming</td>
<td>60k</td>
<td>68k</td>
<td>75k</td>
</tr>
<tr>
<td>Embedded</td>
<td>60k</td>
<td>68k</td>
<td>75k</td>
</tr>
<tr>
<td>Machine Learning</td>
<td>77k</td>
<td>80k</td>
<td>87k</td>
</tr>
<tr>
<td>Security</td>
<td>77k</td>
<td>80k</td>
<td>87k</td>
</tr>
</tbody>
</table>
A clear assessment of skills is central to quickly and easily matching a job candidate to an employer. Their experience with specific coding languages and frameworks is what tends to set engineers apart. The more specialized skill set that candidates have, the higher in demand they are and the higher their salary tends to be.

While we focused on coding languages specifically in our previous State of Software Engineers reports, we’ve expanded our list this year to include frameworks and other specialty skills besides coding languages, and also leveraged the combined data from both Vetterly’s and Hired’s marketplace.

In our last two reports, Google’s Go was the most in-demand coding language on the Hired marketplace, landing candidates with this skill an average of 9.2 interview requests. In 2020, Go was still the language with the highest demand, with engineers proficient in it receiving 2.3x more interview requests compared to the average on the Hired and Vetterly marketplaces. Scala and SASS come in second, landing candidates 2.2x and 2.1x more interviews than average respectively.

Software engineers proficient in the framework skill Redux.js saw the highest demand overall, across all types of skills, receiving 2.9x more interview requests than the marketplace average. Candidates with Google Cloud, AWS, React.js, and terraform skills came in second with 2.7x more interviews across Vetterly’s and Hired’s platforms.

When looking at what employers initially listed in their job positions, we saw some notable differences to the above. Python, Java and JavaScript remain the top requested coding languages. React and Node.js are the most in-demand frameworks and AWS is the top specialty skill, showing 8x the demand compared to Google Cloud Platform and Microsoft Azure skills. Kubernetes and Docker are also among the 10 highest in-demand skills—likely a result of the increasing shift to the cloud and containers which has been accelerated further by the pandemic.

## The hottest coding skills

### KEY TAKEAWAYS
- Python, JavaScript, and Java are engineers’ favorite coding languages, largely because of their useful and well-maintained libraries and packages, and the resources available for learning and development.
- R, Kotlin, and Typescript are ranked the least favorite languages for software engineers.
- The highest in-demand skills for software engineers are Redux.js, Google Cloud, AWS, and React.js, while the most popular coding languages are Go and Scala.
Most in-demand coding skills

Demand by Coding Skill vs. Marketplace Average

1. Redux.js
2. Google Cloud
3. React.js
4. AWS (Amazon Web Services)
5. Continuous Integration
6. Ruby / Ruby on Rails
7. express.js
8. Go
9. terraform
10. RESTful API
11. Scala
12. SASS
13. Distributed Systems
14. Angular
15. GraphQL
16. Kubernetes
17. Test-Driven Development (TDD)
18. Redis
19. Kotlin
20. Typescript

Skill Demand Multiplier:
- 1x
- 2x
- 3x

Skill Demand Comparison:
- Redux.js: 2.9x
- Google Cloud: 2.9x
- React.js: 2.7x
- AWS: 2.7x
- Continuous Integration: 2.7x
- Ruby / Ruby on Rails: 2.6x
- express.js: 2.4x
- Go: 2.3x
- terraform: 2.2x
- RESTful API: 2.2x
- Scala: 2.2x
- SASS: 2.1x
- Distributed Systems: 2.0x
- Angular: 2.0x
- GraphQL: 2.0x
- Kubernetes: 2.0x
- Test-Driven Development (TDD): 2.0x
- Redis: 2.0x
- Kotlin: 1.9x
- Typescript: 1.9x
Go, Scala, and TypeScript are in highest demand across the Hired and Vettery marketplace when we break down the most in-demand languages by an engineer’s years of experience. Whether engineers have 4 or 10+ years of experience, if they have these three skills, they’ll receive the most interview requests from companies. However, mid-level engineers typically are in highest demand overall.

**KEY TAKEAWAYS**

Software engineers with 6-10 years of experience are in highest demand, receiving 33% more interview requests than other engineers who have more or less experience.

Go, Scala, and TypeScript are in highest demand across the Hired and Vettery marketplace when we break down the most in-demand languages by an engineer’s years of experience. Whether engineers have 4 or 10+ years of experience, if they have these three skills, they’ll receive the most interview requests from companies. However, mid-level engineers typically are in highest demand overall.

### Languages from Most to Least

<table>
<thead>
<tr>
<th>#</th>
<th>Language</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td>Python</td>
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<tr>
<td>#2</td>
<td>JavaScript</td>
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<tr>
<td>#3</td>
<td>Java</td>
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<tr>
<td>#4</td>
<td>Go</td>
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<tr>
<td>#5</td>
<td>Ruby</td>
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<tr>
<td>#6</td>
<td>Scala</td>
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<tr>
<td>#7</td>
<td>Objective-C</td>
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<tr>
<td>#8</td>
<td>PHP</td>
</tr>
<tr>
<td>#9</td>
<td>HTML</td>
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<tr>
<td>#10</td>
<td>Swift</td>
</tr>
<tr>
<td>#11</td>
<td>C++</td>
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<tr>
<td>#12</td>
<td>C</td>
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<tr>
<td>#13</td>
<td>C#</td>
</tr>
<tr>
<td>#14</td>
<td>R</td>
</tr>
<tr>
<td>#15</td>
<td>Kotlin</td>
</tr>
<tr>
<td>#16</td>
<td>TypeScript</td>
</tr>
</tbody>
</table>

### Reasons for Loving the Language

- **Python**
  - 72%
  - The ecosystem (useful and well-maintained libraries and packages)

- **JavaScript**
  - 68%
  - Resources available for learning and development

- **Java**
  - 67%
  - It is fun to program in

- **Go**
  - 66%
  - I know it well

- **Ruby**
  - 54%
  - Community support (tone of the community, open to newcomers)

- **Scala**
  - 42%
  - Large companies use it

- **C++**
  - 20%
  - It was the first programming language I learned
More demand for mid-level engineers

Demand of Programming Languages vs. Marketplace Average by 4-6, 6-10, and 10+ Years of Experience

- Go
- Scala
- TypeScript
- Kotlin
- Ruby
- Javascript
- Java
- Swift
- Objective-C
- PHP
- Python
- HTML
- C++
- C
- C#
- Java
- JavaScript
- C
- R

2.5x
2.0x
1.5x
1.0x
0.5x

Hired
2021 State of Software Engineers
2021 State of Software Engineers
Hired’s and Vettery’s marketplaces have seen a tremendous uptick of demand for remote work since the start of the pandemic. In October 2020, Vettery data showed that 24% more employers were open to remote hiring. Likewise, the pool of remote candidates has never been larger and more diverse, with 51% of new candidates open to remote positions and skewing higher for minority groups. Candidates in smaller markets are more likely to get remote job offers compared to those in major tech hubs. On the Hired marketplace, the highest demand for remote candidates is in Denver, with 34% of roles offered being remote, while the lowest demand is in London and Toronto, which only offered 6% and 9% remote roles respectively.

When looking at salaries for remote jobs on Hired’s platform, candidates in smaller markets received a 2-5% higher salary for remote jobs compared to local job offers, with Chicago showing the biggest difference with 5% higher pay. 54% of software engineers are more productive when working remotely.
Remote work thrives in smaller markets

<table>
<thead>
<tr>
<th>Remote Role Salary Difference from Local Salary by Market</th>
<th>Percentage of Time Remote Offer (Avg.) was Less Than Local Offer (Avg.) by Market</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denver</td>
<td>Austin</td>
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<tr>
<td>San Diego</td>
<td>Boston</td>
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<tr>
<td>Los Angeles</td>
<td>Chicago</td>
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<td>Dallas/Ft Worth</td>
<td>London</td>
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<tr>
<td>Austin</td>
<td>New York</td>
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<tr>
<td>Washington D.C.</td>
<td>SF Bay Area</td>
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<td>SF Bay Area</td>
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<tr>
<td>London</td>
<td>Toronto</td>
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2021 State of Software Engineers
As remote work became the norm in 2020 due to the pandemic—and with many companies adopting it permanently—we asked software engineers how this has impacted their work, productivity, and overall career aspirations.

When asked about how COVID-19 has impacted their willingness to consider new job opportunities, more than half of survey respondents (52%) say they are very open and actively searching, while only 11% say they want to stay in their current position. 32% of survey respondents had 5–11 interviews for remote roles last year, and 15% had more than 12 interviews for remote roles. Some software engineers (13%) have even relocated since the pandemic to fully embrace the new remote lifestyle.

In last year’s survey, 53% of respondents said that they would rather work remotely all of the time than come into an office every day when forced to choose. Based on this year’s insights, roughly the same percentage (54%) said they are more productive when working remotely.

Despite a significant portion of respondents viewing remote work as enabling greater productivity, the biggest challenge for software engineers is in accessing their colleagues for real-time collaboration, while the second biggest challenge is having ‘too many video calls’—the ‘Zoom fatigue’.

47% of respondents said that the most beneficial thing about working remotely has been that they don’t waste time on commuting, and 35% cite the fact that they have more flexibility in their schedule.
A passion for coding

An overarching theme that we find each year is that software engineers genuinely love what they do—and this interest and passion continues to pervade. 54% of software engineers said their primary motivation for learning a new programming language or framework is simply because they enjoy it. When asked about what attracted them to a career in software engineering, a whopping 83% of survey respondents cited ‘new challenges and continuous learning,’ while 48% ranked the opportunity to express themselves creatively among the top three reasons.

Software engineers also like to support open source projects. 45% have contributed to open source software a few times, while 6% do so frequently. Open source projects are an activity that software engineers enjoy doing in their personal time—most respondents (60%) said whether a company is involved in open source or not doesn’t impact their interest in working there.

KEY TAKEAWAYS

- 39% of software engineers contribute to open source software simply because it’s fun.
- Lack of economic opportunity and unemployment, public health issues, and global warming are the top three problems software engineers want to solve through coding.
- Software engineers enjoy collaborating with their peers—37% said they love pair programming and think more companies should implement it. However, especially with today’s remote work environment, 42% said pair programming is great theoretically, but hard in practice.
Similar to last year’s survey results, 23% said they are most passionate about solving the problem around the lack of economic opportunity and unemployment.

21% said they want to help solve public health issues—a cause likely driven by the global pandemic.

17% are most passionate about finding solutions for the problem of global warming.

17% are most passionate about finding solutions for the problem of access to food and water scarcity.

11% are most passionate about finding solutions for the problem of access to alternative currency.

5% are most passionate about finding solutions for the problem of food and water scarcity.

6% are most passionate about finding solutions for the problem of access to alternative currency.

21% are most passionate about solving public health issues.

23% are most passionate about solving economic opportunity and unemployment.

17% are most passionate about solving the problem of global warming.
Questioning the interview process

The interview process for software engineers still consists mainly of coding exams, whiteboarding sessions, and behavioral interviews—but engineers are increasingly questioning these standard methods. In last year’s survey, 66% of software engineers said that most coding exams and exercises are irrelevant to the day-to-day job of an engineer. We’ve seen that sentiment increase with a staggering 80% saying that coding exams are irrelevant to the actual job.

Different ways of learning

Software engineers are becoming increasingly self-taught, moving further away from the traditional university degree to acquire their coding skills. While 45% of software engineers have a computer science degree, 24% are self-taught, and another 10% learned how to code through a bootcamp program.

This is in line with the findings in our recent ebook about beating pedigree bias. Candidates are becoming more focused on obtaining the skills they need to do their jobs rather than pursuing the traditional credentials such as certain degrees. The pandemic has accelerated this trend around upskilling even further, also showing that companies are increasingly hiring for skills instead of labels and credentials.

KEY TAKEAWAYS

80% of respondents say that most coding exams and exercises are irrelevant to the day-to-day job of an engineer.

66% say companies should eliminate whiteboarding from the interview process.

69% of software engineers perceive coding exams and exercises to be the most stressful part of the interview process, with whiteboarding sessions coming in second (56%), and behavioral interviews being the least stressful (19%).

Which part of the interview process is the most stressful?

- Coding exams: 69%
- Whiteboarding sessions: 57%
- Behavioral interviews: 19%

How did you learn to program? 2019 and 2020

- I have a computer science degree: 50% in 2019, 45% in 2020
- I have a relevant college degree: 19% in 2019, 22% in 2020
- I participated in a bootcamp program: 10% in 2019, 10% in 2020
- I’m self-taught: 21% in 2019, 23% in 2020
Methodology

This report is based on proprietary information gathered and analyzed by Hired’s and Vetterry’s data science teams. For the purpose of this report, we examined Software Engineering candidate interview requests and salary data from January 2020 through November 2020 inclusive. We required a minimum of 50 interview requests or candidates for a data point to be valid and included in the report. As we saw an overall decrease in demand in interview requests last year due to the COVID-19 pandemic, growth numbers were normalized to reflect actual growth.

The data included reflects 72,000 candidates and 148,000 interview requests during this time period, facilitated through Hired’s and Vetterry’s combined marketplaces of more than 10,000 participating companies and 245,000 job seekers. Of note for the sections about demand for certain software engineering roles and skills, candidates can have multiple subroles as well as several skills associated with their candidate profile (e.g., a candidate with a primary role of software engineer can have both NLP engineer and machine learning engineer subroles on their profile).

Age data was collected through an optional demographics survey given to Hired and Vetterry candidates that is used only for aggregated research purposes and not shared with Hired clients. In addition to our proprietary data, we collected survey responses from more than 1,300 software engineers on the Hired marketplace to inform our understanding of software engineers’ working preferences.
Hired (Hired.com) is a marketplace that matches top tech talent with the world’s most innovative companies. In November 2020, Hired was acquired by Vetyer, creating the largest AI-driven marketplace for high-intent technology and sales talent. Combined, Hired and Vetyer have helped over 17,000 companies build top technology teams by connecting over 3 million diverse, vetted candidates to job opportunities. Through Hired and Vetyer, candidates and companies have transparency into salary offers, competing opportunities, and job details. This level of insight is unmatched, making the recruiting process quicker and more efficient than ever before.

Hired was founded in 2012 and operates in the United States, Canada, and the United Kingdom. Looking to build your best pipeline or find a job you love? Find more information, news, and tips for job candidates and employers on Hired’s blog.