SuperJob specially for **East-West Digital News**

RECRUITING PROFESSIONALS ON THE RUSSIAN IT LABOR MARKET

Report from the Superjob.ru Center for Recruiting Research specially for East-West Digital News

Moscow, January 2011

Supply and Demand in the IT Sector

At the end of January 2011 the index of jobs available to demand in the field of information technologies was 3.7 applicants for each job vacancy. The index (number of applicants per job vacancy) for 2010 has declined considerably compared to the previous year. During the same period in 2009, index stood at 9 applicants for each available vacancy in the information technology segment.

City	Index
Volgograd	5.5
Voronezh	4.3
Yekaterinburg	1.5
Kazan	2.2
Krasnodar	3.6
Moscow	4.2
Nizhny Novgorod	2.6
Novosibirsk	1.2
Omsk	2.3
Perm	2.4
Rostov-on-Don	5.6
Samara	2.1
St. Petersburg	5.3
Saratov	2.3
Ufa	6.4
Chelyabinsk	1.8
Average of Total Market	**3.7**

Table 1. Index of applicants per job vacancy in the Information Technology job markets in major Russian cities.

Top 10 Most In Demand IT Professionals

Currently, the most in demand IT professionals, in descending order:

1. Programmers / 1C developers
2. System administrators
3. Technical support specialists
4. Java developers
5. Web-programmers
6. Testers
7. Php-programmers
8. Systems integration engineers
9. Web-designers
10. Technical experts.

Is it difficult to find employees with these skills? Compare the supply / demand ratio for each position. A system administrator is the easiest employee to find with slightly more than 17 applications for each vacancy. There are also an abundance of technical experts – 9.4 applications for each vacancy.

Systems integrators, with 1.8 applications for each vacancy, testers, with 1.6 applications per vacancy, and php-programmers with an even average of one applicant per vacancy are all more difficult to find. The most critical shortage can be observed in the low level of java developers. Although one of the highest paid positions, there are only 0.4 applicants per vacancy in this sphere. Java developers are clearly the hardest category of IT professionals to find.

Position	Index
System administrators	17.4
Technical experts	9.4
Technical support specialists	5.3
Web-designers	3.2
Programmer / 1C developers	2.9
Web-programmers	2.0
Systems integration specialists	1.8
Testers	1.6
Php-programmers	1.0
Java developers	0.4

Table 2. Relative number of applicants per vacancy for select positions in the Russian IT job market

Position	Index
System administrators	17.4
Technical experts	9.4
Technical support specialists	5.3
Web-designers	3.2
Programmer / 1C developers	2.9
Web-programmers	2.0

Salaries of IT Professionals

Over the past year, salaries offered to professionals in the field of information technologies grew by 7.5%. After the first month of 2011, wages rose by an additional 0.9%. The average monthly compensation proposal for IT professionals is 32,000 rubles ($1,103). Among programmers, java developers are the most high-paid with an average starting salary of about 80,000 rubles ($2,759) per month in Moscow. The lowest compensated position is for a technical support specialist, which is considered by many to be an entry level position for an IT career.

Position	Average monthly starting salary offer (in rubles)
IT director	110,000
Head of development	95,000
Head of systems integration	80,000
Java developer	80,000
1C programmer	70,000
Business analyst	70,000
System analyst	70,000
Oracle developer	70,000
System engineer for Cisco equipment	70,000
Systems integration engineer	60,000
Php-programmer	55,000
Information security specialist	55,000
Tester	47,000
Internet project manager	45,000
System Administrator	45,000
Web-designer	45,000
Support Specialist	32,000

Table 3. Average starting salary (Moscow) in the Information Technology job market, excluding bonuses and other compensation.

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- ## About Superjob.ru

Launched in 2000, Superjob.ru is the leading, bi-lingual recruitment web portal in Russia. Every day over 380,000 job seekers use its on-line services.

Currently Superjob.ru holds a data base of over 4,500, 000 resumes. More than 310,000 Russian and foreign employers successfully recruit personnel with Superjob.ru.

Superjob.ru has its own Research Center monitoring recruitment, labor and social trends.

www.superjob.ru

- ## About East-West Digital News

Launched in March 2011, East-West Digital News is the first all English-language online resource dedicated to Russian IT industries.

The site provides news, events, market data, business tools and updates related to Internet, e-commerce, mobile and telecoms, digital TV and satellite systems, software and hardware innovation.

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