

# Software Developer Rate Benchmark Report

January 2024 – April 2026 Edition

2,500+

DATA POINTS

49

SPECIALIZATIONS

71+

COUNTRIES

3

SENIORITY TIERS

All rates are hourly USD. Data sourced from verified contracted engagements.

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# About this report

This benchmark report covers 49 engineering specializations derived from 2,500+ verified hourly rate data points across 71+ countries. Rates represent actual contracted engagements, not self-reported surveys.

## THREE SENIORITY TIERS

### Middle 3–5 years

Works independently, owns feature delivery, participates in architecture discussions.

### Senior 5–8 years

Leads technical decisions, mentors junior engineers, drives cross-team alignment.

### Strong Senior 8+ years

Architects systems, sets technical direction, owns quality standards.

# Specializations covered

## AI / LLM

- LLM developer

## AI / ML OPS

- MLOps developer

## AI / ML

- AI engineer
- Machine Learning engineer

## BACKEND / ENTERPRISE

- .NET developer
- C# Developer
- Java Developer
- Spring Developer

## BACKEND / PHP

- Laravel developer

## BACKEND / PYTHON

- Django developer

## BACKEND / SCRIPTING

- Python developer

## BACKEND / SYSTEMS

- Golang

## BACKEND

- Back-end developer
- Node.js developer
- PHP developer
- Ruby developer
- Ruby on Rails developer

## BLOCKCHAIN / WEB3

- Blockchain Developer
- Solana Developer
- Solidity engineer
- Web3 engineer

## CMS / WEB

- WordPress developer

## DATA / AI

- Data Scientist

## DATA

- Data Analyst
- Data Engineer

## DESIGN / FRONTEND

- UI & UX

## E-COMMERCE

- Shopify developer

## FRONTEND / FULL-STACK

- JavaScript developer
- Next.js developer
- TypeScript developer

## FRONTEND

- Angular developer
- Front-end developer
- React developer
- Svelte developer
- Vue.js developer

## FULL-STACK

- Full-stack developer

## GAME DEV / XR

- Unity
- Unreal Engine

## INFRASTRUCTURE

- DevOps

## MOBILE / APPLE

- Swift developer
- iOS developer

## MOBILE / CROSS-PLATFORM

- Flutter developer
- React Native developer

## MOBILE

- Android (Native) developer
- Android developer
- Mobile developer

## QA / TESTING

- Automation QA engineer

## SYSTEMS / GAMES

- C++ Developer

## SYSTEMS / PERFORMANCE

- Rust

# LLM developer

Middle · Senior · Strong Senior — Seniority Levels · AI / LLM

|         |         |               |
|---------|---------|---------------|
| MIDDLE  | SENIOR  | STRONG SENIOR |
| \$37/hr | \$50/hr | \$58.7/hr     |

LLM developers specialize in integrating large language models into production systems — building RAG pipelines, prompt chains, agents, and evaluation frameworks. Expertise is scarce and demand is high. The LLM developer market shows a +35% rate premium from Middle to Senior, and a further 17% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- LangChain
- OpenAI/Anthropic APIs
- RAG architectures
- fine-tuning
- prompt engineering

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX   |
|------------------------|--------|------|-------|
| Middle (3–5 yrs)       | \$37   | \$22 | \$57  |
| Senior (5–8 yrs)       | \$50   | \$22 | \$88  |
| Strong Senior (8+ yrs) | \$58.7 | \$36 | \$103 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$29–\$86/hr |
| Australia          | \$24–\$72/hr |
| Europe & UK        | \$18–\$55/hr |
| Asia & Middle East | \$17–\$52/hr |
| Latin America      | \$16–\$48/hr |
| Africa             | \$13–\$39/hr |

# MLOps developer

Middle · Senior · Strong Senior — Seniority Levels · AI / ML Ops

|         |         |               |
|---------|---------|---------------|
| MIDDLE  | SENIOR  | STRONG SENIOR |
| \$38/hr | \$52/hr | \$62/hr       |

MLOps developers bridge machine learning and software engineering, building the infrastructure that takes models from experiment to production. The discipline is maturing rapidly as organizations scale AI systems. The MLOps developer market shows a +37% rate premium from Middle to Senior, and a further 19% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- MLflow
- Kubeflow
- model monitoring
- feature stores
- cloud ML platforms

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG  | MIN  | MAX   |
|------------------------|------|------|-------|
| Middle (3–5 yrs)       | \$38 | \$22 | \$58  |
| Senior (5–8 yrs)       | \$52 | \$22 | \$90  |
| Strong Senior (8+ yrs) | \$62 | \$37 | \$106 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$30–\$90/hr |
| Australia          | \$25–\$75/hr |
| Europe & UK        | \$19–\$58/hr |
| Asia & Middle East | \$18–\$54/hr |
| Latin America      | \$17–\$50/hr |
| Africa             | \$14–\$41/hr |

# AI engineer

Middle · Senior · Strong Senior — Seniority Levels · AI / ML

|         |           |               |
|---------|-----------|---------------|
| MIDDLE  | SENIOR    | STRONG SENIOR |
| \$43/hr | \$60.3/hr | \$79.2/hr     |

AI engineers design and deploy machine learning systems, integrate large language models into production, and build the infrastructure that keeps models reliable at scale. The AI engineering market is the fastest-growing segment in software hiring. The AI engineer market shows a +40% rate premium from Middle to Senior, and a further 31% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- ML pipelines
- model deployment
- LLM integration
- Python
- cloud AI services

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX    |
|------------------------|--------|------|--------|
| Middle (3–5 yrs)       | \$43   | \$27 | \$60   |
| Senior (5–8 yrs)       | \$60.3 | \$35 | \$93.6 |
| Strong Senior (8+ yrs) | \$79.2 | \$50 | \$105  |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE   |
|--------------------|---------------|
| North America      | \$46–\$103/hr |
| Australia          | \$39–\$86/hr  |
| Europe & UK        | \$30–\$67/hr  |
| Asia & Middle East | \$28–\$63/hr  |
| Latin America      | \$26–\$59/hr  |
| Africa             | \$21–\$47/hr  |

# Machine Learning engineer

Middle · Senior · Strong Senior — Seniority Levels · AI / ML

|           |         |               |
|-----------|---------|---------------|
| MIDDLE    | SENIOR  | STRONG SENIOR |
| \$39.9/hr | \$54/hr | \$77.2/hr     |

Machine learning engineers design, train, and deploy models that power product features and business decisions. Rates sit above general software engineers, reflecting the statistical and systems depth the role demands. The Machine Learning engineer market shows a +35% rate premium from Middle to Senior, and a further 43% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- PyTorch
- TensorFlow
- model training
- GPU infrastructure
- model serving

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX    |
|------------------------|--------|------|--------|
| Middle (3–5 yrs)       | \$39.9 | \$20 | \$80   |
| Senior (5–8 yrs)       | \$54   | \$25 | \$87.8 |
| Strong Senior (8+ yrs) | \$77.2 | \$41 | \$109  |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$33–\$92/hr |
| Australia          | \$28–\$77/hr |
| Europe & UK        | \$21–\$60/hr |
| Asia & Middle East | \$20–\$56/hr |
| Latin America      | \$19–\$53/hr |
| Africa             | \$15–\$42/hr |

# .NET developer

Middle · Senior · Strong Senior — Seniority Levels · Backend / Enterprise

MIDDLE

\$28.9/hr

SENIOR

\$43.7/hr

STRONG SENIOR

\$44.4/hr

.NET developers build scalable enterprise applications using C# and the Microsoft ecosystem. They work across API development, cloud integration, and legacy modernization projects. The .NET developer market shows a +51% rate premium from Middle to Senior, and a further 2% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- C#
- ASP.NET Core
- Entity Framework
- Azure
- SQL Server

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$28.9 | \$20 | \$46 |
| Senior (5–8 yrs)       | \$43.7 | \$30 | \$75 |
| Strong Senior (8+ yrs) | \$44.4 | \$35 | \$80 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$40–\$75/hr |
| Australia          | \$33–\$62/hr |
| Europe & UK        | \$26–\$48/hr |
| Asia & Middle East | \$24–\$45/hr |
| Latin America      | \$23–\$43/hr |
| Africa             | \$18–\$34/hr |

# C# Developer

Middle · Senior · Strong Senior — Seniority Levels · Backend / Enterprise

MIDDLE

\$33.4/hr

SENIOR

\$46.4/hr

STRONG SENIOR

\$57.9/hr

C# developers build enterprise software, APIs, and game systems using Microsoft's type-safe language. C# expertise is consistently in demand in financial services, gaming, and large enterprise environments. The C# developer market shows a +39% rate premium from Middle to Senior, and a further 25% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- C#
- .NET 8
- ASP.NET Core
- SQL Server
- Entity Framework

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX    |
|------------------------|--------|--------|--------|
| Middle (3–5 yrs)       | \$33.4 | \$21.6 | \$59.4 |
| Senior (5–8 yrs)       | \$46.4 | \$27   | \$81   |
| Strong Senior (8+ yrs) | \$57.9 | \$43.2 | \$108  |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$36–\$80/hr |
| Australia          | \$30–\$66/hr |
| Europe & UK        | \$23–\$52/hr |
| Asia & Middle East | \$22–\$49/hr |
| Latin America      | \$21–\$45/hr |
| Africa             | \$16–\$37/hr |

# Java Developer

Middle · Senior · Strong Senior — Seniority Levels · Backend / Enterprise

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$29.7/hr | \$41.1/hr | \$52/hr       |

Java developers build the enterprise backend systems that power banking, insurance, healthcare, and e-commerce at global scale. Java has one of the deepest global talent pools, keeping rates competitive. The Java developer market shows a +38% rate premium from Middle to Senior, and a further 27% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Java 17+
- Spring Boot
- Hibernate
- SQL
- microservices

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$29.7 | \$19 | \$53 |
| Senior (5–8 yrs)       | \$41.1 | \$25 | \$72 |
| Strong Senior (8+ yrs) | \$52   | \$38 | \$96 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$32–\$70/hr |
| Australia          | \$27–\$59/hr |
| Europe & UK        | \$20–\$45/hr |
| Asia & Middle East | \$19–\$43/hr |
| Latin America      | \$18–\$40/hr |
| Africa             | \$14–\$32/hr |

# Spring Developer

Middle · Senior · Strong Senior — Seniority Levels · Backend / Enterprise

|           |         |               |
|-----------|---------|---------------|
| MIDDLE    | SENIOR  | STRONG SENIOR |
| \$30.9/hr | \$43/hr | \$53.6/hr     |

Spring developers build enterprise Java applications using the Spring ecosystem's comprehensive suite of modules. The specialization is common in large financial and technology organizations. The Spring developer market shows a +39% rate premium from Middle to Senior, and a further 25% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Spring Boot
- Spring Cloud
- microservices
- JPA/Hibernate
- Kafka

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX   |
|------------------------|--------|------|-------|
| Middle (3–5 yrs)       | \$30.9 | \$20 | \$55  |
| Senior (5–8 yrs)       | \$43   | \$25 | \$75  |
| Strong Senior (8+ yrs) | \$53.6 | \$40 | \$100 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$33–\$74/hr |
| Australia          | \$28–\$61/hr |
| Europe & UK        | \$21–\$48/hr |
| Asia & Middle East | \$20–\$45/hr |
| Latin America      | \$19–\$42/hr |
| Africa             | \$15–\$34/hr |

# Laravel developer

Middle · Senior · Strong Senior — Seniority Levels · Backend / PHP

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$35.1/hr | \$47.5/hr | \$56.2/hr     |

Laravel developers build web applications and APIs using PHP's most popular modern framework. Laravel's elegant syntax and rich ecosystem have made it the default for new PHP projects. The Laravel developer market shows a +35% rate premium from Middle to Senior, and a further 18% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Laravel
- PHP 8+
- Eloquent ORM
- MySQL
- REST APIs

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$35.1 | \$18 | \$63 |
| Senior (5–8 yrs)       | \$47.5 | \$20 | \$77 |
| Strong Senior (8+ yrs) | \$56.2 | \$34 | \$86 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$26–\$82/hr |
| Australia          | \$22–\$68/hr |
| Europe & UK        | \$17–\$52/hr |
| Asia & Middle East | \$16–\$49/hr |
| Latin America      | \$15–\$46/hr |
| Africa             | \$12–\$37/hr |

# Django developer

Middle · Senior · Strong Senior — Seniority Levels · Backend / Python

|           |         |               |
|-----------|---------|---------------|
| MIDDLE    | SENIOR  | STRONG SENIOR |
| \$32.1/hr | \$43/hr | \$53.7/hr     |

Django developers build robust web applications and APIs using Python's batteries-included framework. Django's tight integration with the Python data ecosystem makes these engineers valuable in AI-adjacent product companies. The Django developer market shows a +34% rate premium from Middle to Senior, and a further 21% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Django
- DRF
- PostgreSQL
- Celery
- Redis

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$32.1 | \$19 | \$49 |
| Senior (5–8 yrs)       | \$43   | \$21 | \$76 |
| Strong Senior (8+ yrs) | \$53.7 | \$31 | \$89 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$25–\$74/hr |
| Australia          | \$20–\$62/hr |
| Europe & UK        | \$16–\$48/hr |
| Asia & Middle East | \$15–\$45/hr |
| Latin America      | \$14–\$41/hr |
| Africa             | \$11–\$34/hr |

# Python developer

Middle · Senior · Strong Senior — Seniority Levels · Backend / Scripting

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$36.1/hr | \$48.7/hr | \$58.7/hr     |

Python developers build web applications, automation scripts, data pipelines, and increasingly AI-integrated systems. Python's versatility makes it one of the most in-demand languages globally. The Python developer market shows a +35% rate premium from Middle to Senior, and a further 21% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Python 3.11+
- FastAPI/Django/Flask
- SQL
- async
- cloud deployments

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX   |
|------------------------|--------|------|-------|
| Middle (3–5 yrs)       | \$36.1 | \$21 | \$55  |
| Senior (5–8 yrs)       | \$48.7 | \$21 | \$85  |
| Strong Senior (8+ yrs) | \$58.7 | \$35 | \$100 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$28–\$84/hr |
| Australia          | \$23–\$70/hr |
| Europe & UK        | \$18–\$54/hr |
| Asia & Middle East | \$17–\$51/hr |
| Latin America      | \$16–\$47/hr |
| Africa             | \$13–\$38/hr |

# Golang

Middle · Senior · Strong Senior — Seniority Levels · Backend / Systems

|           |         |               |
|-----------|---------|---------------|
| MIDDLE    | SENIOR  | STRONG SENIOR |
| \$39.9/hr | \$52/hr | \$58.9/hr     |

Go developers build high-throughput services, CLI tools, and cloud-native infrastructure where concurrency and simplicity matter. The talent pool is smaller than Java or Python, which sustains a rate premium. The Golang market shows a +30% rate premium from Middle to Senior, and a further 13% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Go
- concurrency
- microservices
- gRPC
- PostgreSQL

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX   |
|------------------------|--------|--------|-------|
| Middle (3–5 yrs)       | \$39.9 | \$22.5 | \$70  |
| Senior (5–8 yrs)       | \$52   | \$37   | \$75  |
| Strong Senior (8+ yrs) | \$58.9 | \$32.8 | \$100 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$49–\$89/hr |
| Australia          | \$41–\$74/hr |
| Europe & UK        | \$31–\$57/hr |
| Asia & Middle East | \$30–\$54/hr |
| Latin America      | \$28–\$51/hr |
| Africa             | \$22–\$41/hr |

# Back-end developer

Middle · Senior · Strong Senior — Seniority Levels · Backend

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$30.9/hr | \$42.8/hr | \$54.2/hr     |

Back-end developers build the server-side logic, APIs, and data layers that power digital products. They work across a variety of stacks and are responsible for performance, scalability, and security. The Back-end developer market shows a +39% rate premium from Middle to Senior, and a further 27% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

|           |           |               |                      |                |
|-----------|-----------|---------------|----------------------|----------------|
| REST APIs | databases | microservices | cloud infrastructure | authentication |
|-----------|-----------|---------------|----------------------|----------------|

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX   |
|------------------------|--------|------|-------|
| Middle (3–5 yrs)       | \$30.9 | \$20 | \$55  |
| Senior (5–8 yrs)       | \$42.8 | \$25 | \$75  |
| Strong Senior (8+ yrs) | \$54.2 | \$40 | \$100 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$33–\$73/hr |
| Australia          | \$28–\$61/hr |
| Europe & UK        | \$21–\$47/hr |
| Asia & Middle East | \$20–\$45/hr |
| Latin America      | \$19–\$42/hr |
| Africa             | \$15–\$33/hr |

# Node.js developer

Middle · Senior · Strong Senior — Seniority Levels · Backend

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$35.3/hr | \$48.2/hr | \$62.1/hr     |

Node.js developers build server-side applications using JavaScript's event-driven runtime. Node.js is particularly common in startups and JavaScript-first organizations. The Node.js developer market shows a +37% rate premium from Middle to Senior, and a further 29% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Node.js
- Express/Fastify
- REST/GraphQL
- PostgreSQL/MongoDB
- async I/O

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$35.3 | \$24 | \$55 |
| Senior (5–8 yrs)       | \$48.2 | \$24 | \$76 |
| Strong Senior (8+ yrs) | \$62.1 | \$38 | \$85 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$32–\$83/hr |
| Australia          | \$26–\$69/hr |
| Europe & UK        | \$20–\$53/hr |
| Asia & Middle East | \$19–\$50/hr |
| Latin America      | \$18–\$47/hr |
| Africa             | \$14–\$38/hr |

# PHP developer

Middle · Senior · Strong Senior — Seniority Levels · Backend

|           |         |               |
|-----------|---------|---------------|
| MIDDLE    | SENIOR  | STRONG SENIOR |
| \$29.8/hr | \$43/hr | \$51.1/hr     |

PHP developers build and maintain web applications using the language that still powers the majority of the world's websites. PHP 8+ and modern frameworks have significantly modernized the development experience. The PHP developer market shows a +44% rate premium from Middle to Senior, and a further 19% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- PHP 8+
- OOP patterns
- MySQL/PostgreSQL
- REST APIs
- CMS integration

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$29.8 | \$20 | \$55 |
| Senior (5–8 yrs)       | \$43   | \$25 | \$75 |
| Strong Senior (8+ yrs) | \$51.1 | \$33 | \$85 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$33–\$74/hr |
| Australia          | \$28–\$61/hr |
| Europe & UK        | \$21–\$48/hr |
| Asia & Middle East | \$20–\$45/hr |
| Latin America      | \$19–\$42/hr |
| Africa             | \$15–\$34/hr |

# Ruby developer

Middle · Senior · Strong Senior — Seniority Levels · Backend

|         |         |               |
|---------|---------|---------------|
| MIDDLE  | SENIOR  | STRONG SENIOR |
| \$35/hr | \$44/hr | \$63/hr       |

Ruby developers build web applications and services prized for their clean syntax and developer productivity. Rails remains the dominant framework, though Ruby developers increasingly work in API-only configurations. The Ruby developer market shows a +26% rate premium from Middle to Senior, and a further 43% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Ruby 3+
- Rails or Sinatra
- PostgreSQL
- REST APIs
- RSpec

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG  | MIN  | MAX  |
|------------------------|------|------|------|
| Middle (3–5 yrs)       | \$35 | \$20 | \$67 |
| Senior (5–8 yrs)       | \$44 | \$25 | \$76 |
| Strong Senior (8+ yrs) | \$63 | \$39 | \$95 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$31–\$75/hr |
| Australia          | \$27–\$63/hr |
| Europe & UK        | \$20–\$49/hr |
| Asia & Middle East | \$19–\$46/hr |
| Latin America      | \$18–\$43/hr |
| Africa             | \$14–\$34/hr |

# Ruby on Rails developer

Middle · Senior · Strong Senior — Seniority Levels · Backend

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$35.2/hr | \$45.5/hr | \$66.7/hr     |

Ruby on Rails developers build full-featured web applications using the convention-over-configuration framework. Rails still powers major platforms like GitHub, Shopify, and Basecamp. The Ruby on Rails developer market shows a +29% rate premium from Middle to Senior, and a further 47% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Rails 7+
- ActiveRecord
- PostgreSQL
- RSpec
- Hotwire/Turbo

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX    |
|------------------------|--------|--------|--------|
| Middle (3–5 yrs)       | \$35.2 | \$20   | \$50.9 |
| Senior (5–8 yrs)       | \$45.5 | \$25   | \$80   |
| Strong Senior (8+ yrs) | \$66.7 | \$48.8 | \$100  |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$33–\$78/hr |
| Australia          | \$28–\$65/hr |
| Europe & UK        | \$21–\$50/hr |
| Asia & Middle East | \$20–\$47/hr |
| Latin America      | \$19–\$44/hr |
| Africa             | \$15–\$35/hr |

# Blockchain Developer

Middle · Senior · Strong Senior — Seniority Levels · Blockchain / Web3

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$42.1/hr | \$59.1/hr | \$77.6/hr     |

Blockchain developers build decentralized applications, smart contracts, and the infrastructure supporting Web3 ecosystems. They are among the highest-compensated engineers globally. The Blockchain developer market shows a +40% rate premium from Middle to Senior, and a further 31% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Solidity
- EVM chains
- DeFi protocols
- ethers.js/viem
- smart contract security

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX     |
|------------------------|--------|--------|---------|
| Middle (3–5 yrs)       | \$42.1 | \$26.5 | \$58    |
| Senior (5–8 yrs)       | \$59.1 | \$34.3 | \$91.7  |
| Strong Senior (8+ yrs) | \$77.6 | \$49   | \$102.9 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE   |
|--------------------|---------------|
| North America      | \$45–\$101/hr |
| Australia          | \$38–\$84/hr  |
| Europe & UK        | \$29–\$66/hr  |
| Asia & Middle East | \$27–\$62/hr  |
| Latin America      | \$25–\$58/hr  |
| Africa             | \$21–\$46/hr  |

# Solana Developer

Middle · Senior · Strong Senior — Seniority Levels · Blockchain / Web3

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$44.7/hr | \$62.7/hr | \$82.4/hr     |

Solana developers build high-throughput decentralized applications using the Rust-based Anchor framework. Solana expertise is scarce and commands rates at the top of the blockchain engineering market. The Solana developer market shows a +40% rate premium from Middle to Senior, and a further 31% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Solana
- Rust
- Anchor framework
- SPL tokens
- DeFi programs

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX     |
|------------------------|--------|--------|---------|
| Middle (3–5 yrs)       | \$44.7 | \$28.1 | \$62.4  |
| Senior (5–8 yrs)       | \$62.7 | \$36.4 | \$97.3  |
| Strong Senior (8+ yrs) | \$82.4 | \$52   | \$109.2 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE   |
|--------------------|---------------|
| North America      | \$48–\$107/hr |
| Australia          | \$41–\$89/hr  |
| Europe & UK        | \$31–\$70/hr  |
| Asia & Middle East | \$29–\$66/hr  |
| Latin America      | \$27–\$61/hr  |
| Africa             | \$22–\$49/hr  |

# Solidity engineer

Middle · Senior · Strong Senior — Seniority Levels · Blockchain / Web3

MIDDLE

\$46.4/hr

SENIOR

\$65.1/hr

STRONG SENIOR

\$85.5/hr

Solidity engineers write and audit smart contracts for EVM-compatible blockchains. Security is paramount — the combination of financial stakes and technical scarcity places Solidity among the highest-compensated specializations. The Solidity engineer market shows a +40% rate premium from Middle to Senior, and a further 31% step to Strong Senior. Data is based on 2,500+ contracted engagements.

## KEY SKILLS

Solidity

EVM security

DeFi primitives

NFT standards

Hardhat/Foundry

## RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX     |
|------------------------|--------|--------|---------|
| Middle (3–5 yrs)       | \$46.4 | \$29.2 | \$64.8  |
| Senior (5–8 yrs)       | \$65.1 | \$37.8 | \$101.1 |
| Strong Senior (8+ yrs) | \$85.5 | \$54   | \$113.4 |

## REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE   |
|--------------------|---------------|
| North America      | \$50–\$111/hr |
| Australia          | \$42–\$93/hr  |
| Europe & UK        | \$32–\$72/hr  |
| Asia & Middle East | \$30–\$68/hr  |
| Latin America      | \$28–\$64/hr  |
| Africa             | \$23–\$51/hr  |

# Web3 engineer

Middle · Senior · Strong Senior — Seniority Levels · Blockchain / Web3

MIDDLE

\$41.3/hr

SENIOR

\$57.9/hr

STRONG SENIOR

\$77.6/hr

Web3 engineers build the user-facing layer of decentralized applications — wallet connections, contract interactions, and on-chain data visualization. The specialization commands a significant premium above general frontend development. The Web3 engineer market shows a +40% rate premium from Middle to Senior, and a further 31% step to Strong Senior. Data is based on 2,500+ contracted engagements.

## KEY SKILLS

ethers.js/viem/wagmi

smart contracts

DeFi protocols

NFTs

wallet integration

## RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX     |
|------------------------|--------|--------|---------|
| Middle (3–5 yrs)       | \$41.3 | \$25   | \$57.6  |
| Senior (5–8 yrs)       | \$57.9 | \$33.6 | \$89.9  |
| Strong Senior (8+ yrs) | \$77.6 | \$48   | \$100.8 |

## REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$44–\$99/hr |
| Australia          | \$37–\$83/hr |
| Europe & UK        | \$29–\$64/hr |
| Asia & Middle East | \$27–\$60/hr |
| Latin America      | \$25–\$57/hr |
| Africa             | \$20–\$45/hr |

# WordPress developer

Middle · Senior · Strong Senior — Seniority Levels · CMS / Web

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$26.7/hr | \$35.9/hr | \$49/hr       |

WordPress developers build and customize websites using the CMS that powers over 40% of the web. The market is large and competitive, with rates reflecting the commoditized nature of standard WordPress development. The WordPress developer market shows a +34% rate premium from Middle to Senior, and a further 36% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- WordPress
- PHP
- Gutenberg blocks
- WooCommerce
- REST API

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$26.7 | \$15 | \$55 |
| Senior (5–8 yrs)       | \$35.9 | \$20 | \$69 |
| Strong Senior (8+ yrs) | \$49   | \$20 | \$89 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$24–\$62/hr |
| Australia          | \$21–\$52/hr |
| Europe & UK        | \$16–\$39/hr |
| Asia & Middle East | \$15–\$38/hr |
| Latin America      | \$14–\$35/hr |
| Africa             | \$11–\$28/hr |

# Data Scientist

Middle · Senior · Strong Senior — Seniority Levels · Data / AI

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$40.4/hr | \$52.8/hr | \$67/hr       |

Data scientists build predictive models, design experiments, and extract insight from complex datasets. The market shows strong demand from both tech companies and traditional industries undergoing data transformation. The Data Scientist market shows a +31% rate premium from Middle to Senior, and a further 27% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Python
- ML modeling
- scikit-learn
- statistics
- feature engineering

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX  |
|------------------------|--------|--------|------|
| Middle (3–5 yrs)       | \$40.4 | \$22   | \$55 |
| Senior (5–8 yrs)       | \$52.8 | \$32.5 | \$89 |
| Strong Senior (8+ yrs) | \$67   | \$44   | \$98 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$43–\$91/hr |
| Australia          | \$36–\$76/hr |
| Europe & UK        | \$28–\$58/hr |
| Asia & Middle East | \$26–\$55/hr |
| Latin America      | \$24–\$51/hr |
| Africa             | \$20–\$41/hr |

# Data Analyst

Middle · Senior · Strong Senior — Seniority Levels · Data

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$37.2/hr | \$48.6/hr | \$61.2/hr     |

Data analysts transform raw data into actionable business intelligence using SQL, Python, and visualization tools. The role sits at the intersection of technical depth and business communication. The Data Analyst market shows a +31% rate premium from Middle to Senior, and a further 27% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- SQL
- Python
- Power BI/Tableau
- statistical analysis
- data visualization

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX    |
|------------------------|--------|--------|--------|
| Middle (3–5 yrs)       | \$37.2 | \$20.2 | \$50.6 |
| Senior (5–8 yrs)       | \$48.6 | \$29.9 | \$81.9 |
| Strong Senior (8+ yrs) | \$61.2 | \$40.5 | \$90.2 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$40–\$84/hr |
| Australia          | \$33–\$70/hr |
| Europe & UK        | \$26–\$53/hr |
| Asia & Middle East | \$24–\$51/hr |
| Latin America      | \$22–\$47/hr |
| Africa             | \$18–\$38/hr |

# Data Engineer

Middle · Senior · Strong Senior — Seniority Levels · Data

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$38.8/hr | \$50.7/hr | \$64.3/hr     |

Data engineers build and maintain the pipelines, warehouses, and infrastructure that make data usable at scale. The role has grown significantly as companies invest in real-time analytics and AI readiness. The Data Engineer market shows a +31% rate premium from Middle to Senior, and a further 27% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- ETL pipelines
- Apache Spark
- Airflow
- data warehousing
- cloud data platforms

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX    |
|------------------------|--------|--------|--------|
| Middle (3–5 yrs)       | \$38.8 | \$21.1 | \$52.8 |
| Senior (5–8 yrs)       | \$50.7 | \$31.2 | \$85.4 |
| Strong Senior (8+ yrs) | \$64.3 | \$42.2 | \$94.1 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$41–\$87/hr |
| Australia          | \$35–\$73/hr |
| Europe & UK        | \$27–\$56/hr |
| Asia & Middle East | \$25–\$53/hr |
| Latin America      | \$23–\$49/hr |
| Africa             | \$19–\$39/hr |

# UI & UX

Middle · Senior · Strong Senior — Seniority Levels · Design / Frontend

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$30.1/hr | \$43.5/hr | \$51/hr       |

UI/UX designers and engineers bridge user research, visual design, and front-end implementation. The discipline is increasingly technical, with Figma expertise and front-end coding skills expected in senior roles. The UI & UX market shows a +45% rate premium from Middle to Senior, and a further 17% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Figma
- user research
- design systems
- prototyping
- usability testing

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$30.1 | \$25 | \$49 |
| Senior (5–8 yrs)       | \$43.5 | \$30 | \$75 |
| Strong Senior (8+ yrs) | \$51   | \$35 | \$80 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$40–\$75/hr |
| Australia          | \$33–\$62/hr |
| Europe & UK        | \$26–\$48/hr |
| Asia & Middle East | \$24–\$45/hr |
| Latin America      | \$23–\$42/hr |
| Africa             | \$18–\$34/hr |

# Shopify developer

Middle · Senior · Strong Senior — Seniority Levels · E-commerce

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$27.5/hr | \$37.2/hr | \$50.5/hr     |

Shopify developers build and customize e-commerce storefronts using Liquid templating, Hydrogen, and the Shopify App ecosystem. The specialization is narrower than general web development, keeping supply constrained. The Shopify developer market shows a +35% rate premium from Middle to Senior, and a further 36% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Shopify Liquid
- Hydrogen/Remix
- theme development
- App Bridge
- Polaris

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$27.5 | \$15 | \$58 |
| Senior (5–8 yrs)       | \$37.2 | \$19 | \$71 |
| Strong Senior (8+ yrs) | \$50.5 | \$20 | \$92 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$25–\$64/hr |
| Australia          | \$21–\$54/hr |
| Europe & UK        | \$17–\$41/hr |
| Asia & Middle East | \$16–\$39/hr |
| Latin America      | \$15–\$36/hr |
| Africa             | \$12–\$29/hr |

# JavaScript developer

Middle · Senior · Strong Senior — Seniority Levels · Frontend / Full-stack

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$34.1/hr | \$42.1/hr | \$54.2/hr     |

JavaScript developers work across front-end, back-end, and full-stack contexts using the web's universal language. TypeScript proficiency is increasingly expected even for JavaScript-listed roles. The JavaScript developer market shows a +23% rate premium from Middle to Senior, and a further 29% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- ES6+
- DOM manipulation
- Node.js
- async patterns
- frameworks

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX   |
|------------------------|--------|------|-------|
| Middle (3–5 yrs)       | \$34.1 | \$20 | \$60  |
| Senior (5–8 yrs)       | \$42.1 | \$25 | \$85  |
| Strong Senior (8+ yrs) | \$54.2 | \$25 | \$100 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$33–\$72/hr |
| Australia          | \$28–\$60/hr |
| Europe & UK        | \$21–\$47/hr |
| Asia & Middle East | \$20–\$44/hr |
| Latin America      | \$19–\$41/hr |
| Africa             | \$15–\$33/hr |

# Next.js developer

Middle · Senior · Strong Senior — Seniority Levels · Frontend / Full-stack

|           |         |               |
|-----------|---------|---------------|
| MIDDLE    | SENIOR  | STRONG SENIOR |
| \$36.7/hr | \$45/hr | \$51/hr       |

Next.js developers build full-stack React applications with server-side rendering, static generation, and edge deployment capabilities. The framework's rapid adoption has created strong demand. The Next.js developer market shows a +23% rate premium from Middle to Senior, and a further 13% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Next.js 14+
- React
- SSR/SSG/ISR
- App Router
- TypeScript

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$36.7 | \$19 | \$62 |
| Senior (5–8 yrs)       | \$45   | \$23 | \$81 |
| Strong Senior (8+ yrs) | \$51   | \$38 | \$94 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$31–\$77/hr |
| Australia          | \$25–\$64/hr |
| Europe & UK        | \$19–\$50/hr |
| Asia & Middle East | \$18–\$47/hr |
| Latin America      | \$17–\$44/hr |
| Africa             | \$13–\$36/hr |

# TypeScript developer

Middle · Senior · Strong Senior — Seniority Levels · Frontend / Full-stack

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$39.4/hr | \$47.2/hr | \$52.3/hr     |

TypeScript developers bring static typing to JavaScript, improving code reliability and developer experience at scale. TypeScript has become the default for serious frontend and full-stack projects. The TypeScript developer market shows a +20% rate premium from Middle to Senior, and a further 11% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- TypeScript
- generics
- strict mode
- React or Node.js
- testing

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX   |
|------------------------|--------|------|-------|
| Middle (3–5 yrs)       | \$39.4 | \$20 | \$65  |
| Senior (5–8 yrs)       | \$47.2 | \$24 | \$85  |
| Strong Senior (8+ yrs) | \$52.3 | \$40 | \$100 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$32–\$81/hr |
| Australia          | \$26–\$67/hr |
| Europe & UK        | \$20–\$52/hr |
| Asia & Middle East | \$19–\$49/hr |
| Latin America      | \$18–\$46/hr |
| Africa             | \$14–\$37/hr |

# Angular developer

Middle · Senior · Strong Senior — Seniority Levels · Frontend

|           |         |               |
|-----------|---------|---------------|
| MIDDLE    | SENIOR  | STRONG SENIOR |
| \$31.9/hr | \$44/hr | \$48.5/hr     |

Angular developers build structured, enterprise-grade single-page applications using Google's opinionated framework. They thrive in large team environments where consistency and strong typing matter. The Angular developer market shows a +38% rate premium from Middle to Senior, and a further 10% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Angular
- TypeScript
- RxJS
- NgRx
- REST APIs

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$31.9 | \$20 | \$55 |
| Senior (5–8 yrs)       | \$44   | \$24 | \$75 |
| Strong Senior (8+ yrs) | \$48.5 | \$35 | \$60 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$32–\$76/hr |
| Australia          | \$26–\$63/hr |
| Europe & UK        | \$20–\$49/hr |
| Asia & Middle East | \$19–\$46/hr |
| Latin America      | \$18–\$43/hr |
| Africa             | \$14–\$34/hr |

# Front-end developer

Middle · Senior · Strong Senior — Seniority Levels · Frontend

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$40.8/hr | \$56.2/hr | \$64/hr       |

Front-end developers build the user-facing layer of web applications, translating designs into responsive, accessible interfaces. Rates vary significantly based on framework depth and design sensibility. The Front-end developer market shows a +38% rate premium from Middle to Senior, and a further 14% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- HTML/CSS
- JavaScript/TypeScript
- React or Vue
- responsive design
- accessibility

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX    |
|------------------------|--------|------|--------|
| Middle (3–5 yrs)       | \$40.8 | \$19 | \$62.4 |
| Senior (5–8 yrs)       | \$56.2 | \$24 | \$88.4 |
| Strong Senior (8+ yrs) | \$64   | \$24 | \$104  |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$44–\$96/hr |
| Australia          | \$37–\$80/hr |
| Europe & UK        | \$28–\$63/hr |
| Asia & Middle East | \$27–\$59/hr |
| Latin America      | \$25–\$55/hr |
| Africa             | \$20–\$44/hr |

# React developer

Middle · Senior · Strong Senior — Seniority Levels · Frontend

|         |           |               |
|---------|-----------|---------------|
| MIDDLE  | SENIOR    | STRONG SENIOR |
| \$35/hr | \$46.8/hr | \$49.5/hr     |

React developers build component-based user interfaces for web applications using Facebook's dominant UI library. React remains the most widely used frontend framework by a significant margin. The React developer market shows a +34% rate premium from Middle to Senior, and a further 6% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- React 18+
- hooks
- Redux/Zustand
- TypeScript
- component architecture

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$35   | \$20 | \$62 |
| Senior (5–8 yrs)       | \$46.8 | \$23 | \$81 |
| Strong Senior (8+ yrs) | \$49.5 | \$38 | \$96 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$32–\$80/hr |
| Australia          | \$26–\$67/hr |
| Europe & UK        | \$20–\$52/hr |
| Asia & Middle East | \$19–\$49/hr |
| Latin America      | \$18–\$46/hr |
| Africa             | \$14–\$37/hr |

# Svelte developer

Middle · Senior · Strong Senior — Seniority Levels · Frontend

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$28.3/hr | \$38.2/hr | \$52.1/hr     |

Svelte developers build reactive web applications using the compiler-based framework that eliminates the virtual DOM. The talent pool is growing but remains smaller than mainstream frameworks. The Svelte developer market shows a +35% rate premium from Middle to Senior, and a further 36% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Svelte/SvelteKit
- reactive state
- TypeScript
- REST APIs
- SSR

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$28.3 | \$15 | \$60 |
| Senior (5–8 yrs)       | \$38.2 | \$20 | \$73 |
| Strong Senior (8+ yrs) | \$52.1 | \$20 | \$95 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$26–\$66/hr |
| Australia          | \$22–\$55/hr |
| Europe & UK        | \$17–\$42/hr |
| Asia & Middle East | \$16–\$40/hr |
| Latin America      | \$15–\$37/hr |
| Africa             | \$12–\$30/hr |

# Vue.js developer

Middle · Senior · Strong Senior — Seniority Levels · Frontend

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$30.9/hr | \$43.6/hr | \$46.6/hr     |

Vue.js developers build progressive web applications using the approachable, incrementally adoptable framework. Nuxt.js has expanded Vue into full-stack territory with SSR and API route capabilities. The Vue.js developer market shows a +41% rate premium from Middle to Senior, and a further 7% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Vue 3
- Composition API
- Pinia
- Nuxt 3
- TypeScript

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$30.9 | \$20 | \$55 |
| Senior (5–8 yrs)       | \$43.6 | \$27 | \$75 |
| Strong Senior (8+ yrs) | \$46.6 | \$38 | \$77 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$36–\$75/hr |
| Australia          | \$30–\$62/hr |
| Europe & UK        | \$23–\$48/hr |
| Asia & Middle East | \$22–\$45/hr |
| Latin America      | \$20–\$43/hr |
| Africa             | \$16–\$34/hr |

# Full-stack developer

Middle · Senior · Strong Senior — Seniority Levels · Full-stack

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$35.7/hr | \$47.2/hr | \$50.5/hr     |

Full-stack developers work across the entire web application stack, from database schema to UI component. They are valued in smaller teams where context-switching across layers is more efficient than specialization. The Full-stack developer market shows a +32% rate premium from Middle to Senior, and a further 7% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Frontend + backend
- databases
- REST/GraphQL APIs
- deployment
- system design

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$35.7 | \$25 | \$50 |
| Senior (5–8 yrs)       | \$47.2 | \$30 | \$96 |
| Strong Senior (8+ yrs) | \$50.5 | \$41 | \$98 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$40–\$81/hr |
| Australia          | \$33–\$67/hr |
| Europe & UK        | \$26–\$52/hr |
| Asia & Middle East | \$24–\$49/hr |
| Latin America      | \$23–\$46/hr |
| Africa             | \$18–\$37/hr |

# Unity

Middle · Senior · Strong Senior — Seniority Levels · Game Dev / XR

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$43.1/hr | \$45.1/hr | \$54/hr       |

Unity developers build games, simulations, and interactive experiences using C# and the Unity engine. Unity's cross-platform deployment capabilities make it the leading engine for independent game development. The Unity market shows a +5% rate premium from Middle to Senior, and a further 20% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Unity Engine
- C#
- 3D/2D games
- VR/AR
- physics systems

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX    |
|------------------------|--------|--------|--------|
| Middle (3–5 yrs)       | \$43.1 | \$18   | \$72.6 |
| Senior (5–8 yrs)       | \$45.1 | \$22.5 | \$73.1 |
| Strong Senior (8+ yrs) | \$54   | \$32.5 | \$89   |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$30–\$77/hr |
| Australia          | \$25–\$64/hr |
| Europe & UK        | \$19–\$50/hr |
| Asia & Middle East | \$18–\$47/hr |
| Latin America      | \$17–\$44/hr |
| Africa             | \$14–\$35/hr |

# Unreal Engine

Middle · Senior · Strong Senior — Seniority Levels · Game Dev / XR

|         |           |               |
|---------|-----------|---------------|
| MIDDLE  | SENIOR    | STRONG SENIOR |
| \$49/hr | \$42.1/hr | \$57.4/hr     |

Unreal Engine developers build photorealistic games, architectural visualizations, and virtual production environments. Unreal expertise is scarce and valued as the film and architecture industries adopt real-time pipelines. The Unreal Engine market shows a -14% rate premium from Middle to Senior, and a further 36% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Unreal Engine 5
- C++/Blueprints
- 3D environments
- Nanite/Lumen
- real-time rendering

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX  |
|------------------------|--------|--------|------|
| Middle (3–5 yrs)       | \$49   | \$18   | \$75 |
| Senior (5–8 yrs)       | \$42.1 | \$24   | \$72 |
| Strong Senior (8+ yrs) | \$57.4 | \$32.5 | \$89 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$32–\$72/hr |
| Australia          | \$26–\$60/hr |
| Europe & UK        | \$20–\$47/hr |
| Asia & Middle East | \$19–\$44/hr |
| Latin America      | \$18–\$41/hr |
| Africa             | \$14–\$33/hr |

# DevOps

Middle · Senior · Strong Senior — Seniority Levels · Infrastructure

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$49.4/hr | \$59.4/hr | \$66.6/hr     |

DevOps engineers own the infrastructure, automation, and reliability layer that lets development teams ship fast and safely. DevOps consistently commands a rate premium across all seniority levels. The DevOps market shows a +20% rate premium from Middle to Senior, and a further 12% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Kubernetes
- Terraform
- CI/CD
- AWS/GCP/Azure
- Prometheus/Grafana

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$49.4 | \$18 | \$75 |
| Senior (5–8 yrs)       | \$59.4 | \$28 | \$82 |
| Strong Senior (8+ yrs) | \$66.6 | \$31 | \$85 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE   |
|--------------------|---------------|
| North America      | \$37–\$102/hr |
| Australia          | \$31–\$85/hr  |
| Europe & UK        | \$24–\$66/hr  |
| Asia & Middle East | \$22–\$62/hr  |
| Latin America      | \$21–\$58/hr  |
| Africa             | \$17–\$46/hr  |

# Swift developer

Middle · Senior · Strong Senior — Seniority Levels · Mobile / Apple

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$36.6/hr | \$49.4/hr | \$65.8/hr     |

Swift developers build native applications for Apple's ecosystem — iOS, macOS, watchOS, and tvOS. SwiftUI has become the dominant paradigm for new projects. The Swift developer market shows a +35% rate premium from Middle to Senior, and a further 33% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Swift 5+
- SwiftUI
- UIKit
- Combine
- CoreData

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX    |
|------------------------|--------|------|--------|
| Middle (3–5 yrs)       | \$36.6 | \$20 | \$55   |
| Senior (5–8 yrs)       | \$49.4 | \$20 | \$89   |
| Strong Senior (8+ yrs) | \$65.8 | \$33 | \$96.5 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$26–\$85/hr |
| Australia          | \$22–\$71/hr |
| Europe & UK        | \$17–\$55/hr |
| Asia & Middle East | \$16–\$51/hr |
| Latin America      | \$15–\$48/hr |
| Africa             | \$12–\$39/hr |

# iOS developer

Middle · Senior · Strong Senior — Seniority Levels · Mobile / Apple

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$36.6/hr | \$49.4/hr | \$65.8/hr     |

iOS developers build native applications for iPhone and iPad using Swift and Apple's SDK. SwiftUI has transformed UI development on the platform, while UIKit remains essential for complex and legacy applications. The iOS developer market shows a +35% rate premium from Middle to Senior, and a further 33% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Swift
- SwiftUI
- UIKit
- Xcode
- Push notifications

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX    |
|------------------------|--------|------|--------|
| Middle (3–5 yrs)       | \$36.6 | \$20 | \$55   |
| Senior (5–8 yrs)       | \$49.4 | \$20 | \$89   |
| Strong Senior (8+ yrs) | \$65.8 | \$33 | \$96.5 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$26–\$85/hr |
| Australia          | \$22–\$71/hr |
| Europe & UK        | \$17–\$55/hr |
| Asia & Middle East | \$16–\$51/hr |
| Latin America      | \$15–\$48/hr |
| Africa             | \$12–\$39/hr |

# Flutter developer

Middle · Senior · Strong Senior — Seniority Levels · Mobile / Cross-platform

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$47.9/hr | \$51.6/hr | \$59.4/hr     |

Flutter developers build cross-platform mobile and web applications from a single Dart codebase. Flutter's adoption has accelerated sharply, particularly in startups optimizing for shipping speed. The Flutter developer market shows a +8% rate premium from Middle to Senior, and a further 15% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Flutter
- Dart
- iOS & Android
- Firebase
- state management

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX    |
|------------------------|--------|--------|--------|
| Middle (3–5 yrs)       | \$47.9 | \$18   | \$75   |
| Senior (5–8 yrs)       | \$51.6 | \$28   | \$82   |
| Strong Senior (8+ yrs) | \$59.4 | \$36.1 | \$99.5 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$37–\$89/hr |
| Australia          | \$31–\$74/hr |
| Europe & UK        | \$24–\$57/hr |
| Asia & Middle East | \$22–\$54/hr |
| Latin America      | \$21–\$50/hr |
| Africa             | \$17–\$40/hr |

# React Native developer

Middle · Senior · Strong Senior — Seniority Levels · Mobile / Cross-platform

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$39.8/hr | \$49.6/hr | \$62.8/hr     |

React Native developers build cross-platform mobile applications using JavaScript and React paradigms. The ecosystem has matured significantly, with Expo accelerating development. The React Native developer market shows a +25% rate premium from Middle to Senior, and a further 27% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- React Native
- Expo
- iOS & Android
- navigation
- state management

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX    |
|------------------------|--------|------|--------|
| Middle (3–5 yrs)       | \$39.8 | \$25 | \$55   |
| Senior (5–8 yrs)       | \$49.6 | \$23 | \$80   |
| Strong Senior (8+ yrs) | \$62.8 | \$30 | \$93.8 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$30–\$85/hr |
| Australia          | \$25–\$71/hr |
| Europe & UK        | \$20–\$55/hr |
| Asia & Middle East | \$18–\$52/hr |
| Latin America      | \$17–\$48/hr |
| Africa             | \$14–\$39/hr |

# Android (Native) developer

Middle · Senior · Strong Senior — Seniority Levels · Mobile

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$38.5/hr | \$50.1/hr | \$66.7/hr     |

Android Native developers build high-performance mobile applications using Kotlin and the Android SDK. They work on consumer apps and enterprise tools, optimizing for device fragmentation and battery efficiency. The Android (Native) developer market shows a +30% rate premium from Middle to Senior, and a further 33% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Kotlin
- Jetpack Compose
- Android SDK
- Firebase
- REST APIs

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX    |
|------------------------|--------|------|--------|
| Middle (3–5 yrs)       | \$38.5 | \$20 | \$68.7 |
| Senior (5–8 yrs)       | \$50.1 | \$25 | \$82   |
| Strong Senior (8+ yrs) | \$66.7 | \$30 | \$89.2 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$33–\$86/hr |
| Australia          | \$28–\$72/hr |
| Europe & UK        | \$21–\$55/hr |
| Asia & Middle East | \$20–\$52/hr |
| Latin America      | \$19–\$49/hr |
| Africa             | \$15–\$39/hr |

# Android developer

Middle · Senior · Strong Senior — Seniority Levels · Mobile

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$36.5/hr | \$47.6/hr | \$63.7/hr     |

Android developers build and maintain mobile applications for the Android ecosystem. They handle the full delivery cycle from UI implementation to backend integration and app store submission. The Android developer market shows a +30% rate premium from Middle to Senior, and a further 33% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Kotlin/Java
- Android SDK
- Jetpack libraries
- Firebase
- REST APIs

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$36.5 | \$20 | \$65 |
| Senior (5–8 yrs)       | \$47.6 | \$25 | \$78 |
| Strong Senior (8+ yrs) | \$63.7 | \$30 | \$85 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$31–\$82/hr |
| Australia          | \$27–\$68/hr |
| Europe & UK        | \$20–\$52/hr |
| Asia & Middle East | \$19–\$49/hr |
| Latin America      | \$18–\$47/hr |
| Africa             | \$14–\$37/hr |

# Mobile developer

Middle · Senior · Strong Senior — Seniority Levels · Mobile

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$38.2/hr | \$48.9/hr | \$64.5/hr     |

Mobile developers build and maintain applications for iOS and Android platforms, often working across both. The category spans native, cross-platform, and hybrid approaches. The Mobile developer market shows a +27% rate premium from Middle to Senior, and a further 25% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- iOS/Android
- React Native or Flutter
- mobile UX patterns
- app store deployment

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX    |
|------------------------|--------|--------|--------|
| Middle (3–5 yrs)       | \$38.2 | \$24   | \$57   |
| Senior (5–8 yrs)       | \$48.9 | \$22   | \$83   |
| Strong Senior (8+ yrs) | \$64.5 | \$28.8 | \$97.6 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$30–\$84/hr |
| Australia          | \$25–\$70/hr |
| Europe & UK        | \$20–\$54/hr |
| Asia & Middle East | \$18–\$51/hr |
| Latin America      | \$17–\$47/hr |
| Africa             | \$14–\$38/hr |

# Automation QA engineer

Middle · Senior · Strong Senior — Seniority Levels · QA / Testing

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$34.1/hr | \$39.6/hr | \$55.7/hr     |

Automation QA engineers design and maintain test suites that ensure software reliability across the delivery pipeline. The role increasingly overlaps with DevOps as shift-left testing becomes standard. The Automation QA engineer market shows a +16% rate premium from Middle to Senior, and a further 41% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- Selenium
- Cypress
- Playwright
- CI/CD pipelines
- test strategy

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN  | MAX  |
|------------------------|--------|------|------|
| Middle (3–5 yrs)       | \$34.1 | \$20 | \$50 |
| Senior (5–8 yrs)       | \$39.6 | \$27 | \$65 |
| Strong Senior (8+ yrs) | \$55.7 | \$35 | \$92 |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$36–\$68/hr |
| Australia          | \$30–\$57/hr |
| Europe & UK        | \$23–\$44/hr |
| Asia & Middle East | \$22–\$41/hr |
| Latin America      | \$20–\$39/hr |
| Africa             | \$16–\$31/hr |

# C++ Developer

Middle · Senior · Strong Senior — Seniority Levels · Systems / Games

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$34.1/hr | \$47.9/hr | \$58.9/hr     |

C++ developers work on performance-critical systems where memory control and execution speed are non-negotiable. Their domain spans game engines, real-time systems, embedded firmware, and high-frequency trading. The C++ developer market shows a +41% rate premium from Middle to Senior, and a further 23% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

- C++17/20
- memory management
- STL
- performance optimization
- embedded systems

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX    |
|------------------------|--------|--------|--------|
| Middle (3–5 yrs)       | \$34.1 | \$22   | \$90.2 |
| Senior (5–8 yrs)       | \$47.9 | \$27.5 | \$82.5 |
| Strong Senior (8+ yrs) | \$58.9 | \$44   | \$110  |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$36–\$82/hr |
| Australia          | \$31–\$68/hr |
| Europe & UK        | \$23–\$53/hr |
| Asia & Middle East | \$22–\$49/hr |
| Latin America      | \$21–\$47/hr |
| Africa             | \$16–\$37/hr |

# Rust

Middle · Senior · Strong Senior — Seniority Levels · Systems / Performance

|           |           |               |
|-----------|-----------|---------------|
| MIDDLE    | SENIOR    | STRONG SENIOR |
| \$41.8/hr | \$54.6/hr | \$61.2/hr     |

Rust developers build systems software, WebAssembly modules, and performance-critical applications with memory safety guarantees. The talent pool is smaller than mainstream languages, sustaining a notable rate premium. The Rust market shows a +31% rate premium from Middle to Senior, and a further 12% step to Strong Senior. Data is based on 2,500+ contracted engagements.

KEY SKILLS

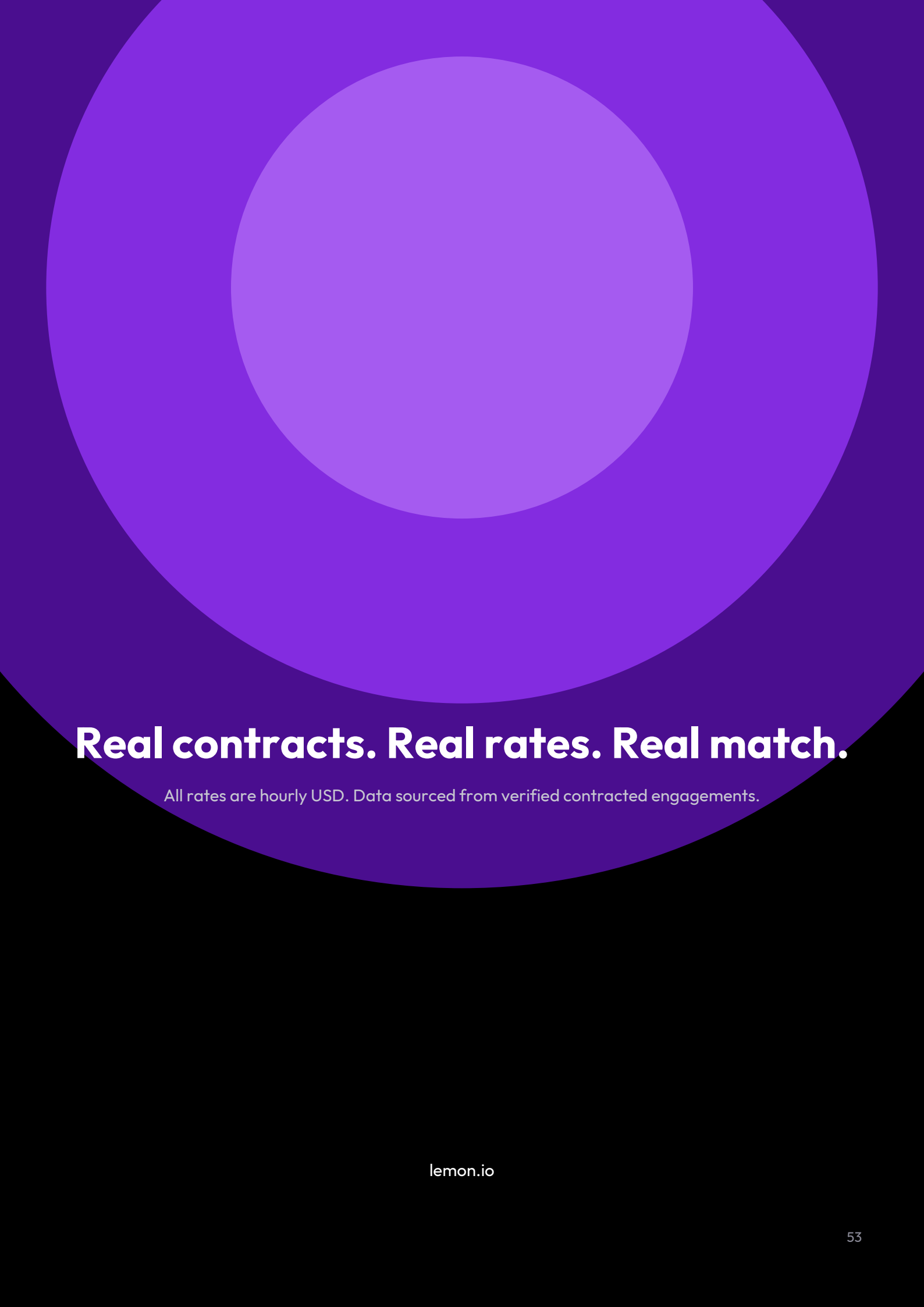
- Rust
- ownership model
- async/tokio
- WebAssembly
- embedded systems

RATE BY SENIORITY LEVEL

| LEVEL                  | AVG    | MIN    | MAX    |
|------------------------|--------|--------|--------|
| Middle (3–5 yrs)       | \$41.8 | \$23.4 | \$72.8 |
| Senior (5–8 yrs)       | \$54.6 | \$38.5 | \$78   |
| Strong Senior (8+ yrs) | \$61.2 | \$34.1 | \$104  |

REGIONAL ESTIMATES (SENIOR)

| REGION             | SENIOR RATE  |
|--------------------|--------------|
| North America      | \$51–\$94/hr |
| Australia          | \$43–\$78/hr |
| Europe & UK        | \$32–\$60/hr |
| Asia & Middle East | \$31–\$57/hr |
| Latin America      | \$29–\$53/hr |
| Africa             | \$23–\$43/hr |



**Real contracts. Real rates. Real match.**

All rates are hourly USD. Data sourced from verified contracted engagements.