

**IT SALARY
REPORT**

SALARY & JOB EXPECTATION

OF IT PROFESSIONALS **2022 - 2023**

*Responses from **1,257** IT Professionals*

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BY POSITION

Software Development

Back-end Developer | 21
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PART 1

INTRODUCTION

ABOUT THE REPORT

IT jobs are in high demand as technology products and services become more integrated into our daily lives. One of the most pressing concerns for business leaders is talent shortages, which could potentially impact companies' competitive advantages in the long-run.

Vietnam's IT job market is no exception, with an increase in the number of IT firms and jobs, as well as a more challenging state of talent acquisition and retention. While many aspects of the field remain ambiguous, the report **"Salary & Job Expectation of IT Professionals 2022-2023"** has been released for the first time to reveal an in-depth perspective on IT jobs, based on the responses of **1,257 IT professionals**.

The conclusions of the report are aim to provide IT employers with a greater understanding of each IT position/type, their expectations of salaries, leaders, and companies; thus, enabling employers to design more effective job offers and retention strategies.

The research was conducted in two phases. Qualitative information was gathered via in-depth interviews with professionals in typical IT roles. An online survey was employed consisting of multiple short questions and can be completed within 20 minutes. Qualified respondents are ITviec users and from other sources that do not relate to ITviec platform, who are living and working in Vietnam. The report does not include IT freelancers and people who do not work in IT.

ITviec Team.

Nov 2022

KEY REPORT TAKEAWAYS

GO AND RUBY ARE THE HIGHEST-PAYING PRIMARY LANGUAGES

IT professionals' salaries vary depending on their primary programming language. Especially for those with 5 to 8 years of experience, the median salary for IT professionals with Go and Ruby skills was greater than 60 million dong. Which is about at least 52% more than the median salary for JavaScript or Java professionals with the same amount of experience. (p. 11)

THE AVERAGE SALARY IN HO CHI MINH CITY IS AROUND 20% GREATER THAN THE COUNTRY AVERAGE

Many IT organizations and IT professionals are drawn to Ho Chi Minh City. This results in intense competition and higher salaries than other regions. Similarly, the average salary in Hanoi, the second largest city for IT companies and professionals, is almost 6% higher than the country average. Da Nang is a promising city, but the average salary here is still low compared to the averages of two big cities and the country average. (p. 12)

IT PROFESSIONALS REQUIRE JOBS THAT ARE CHALLENGING

The most common reason for changing jobs is related to salaries. However, about 12% of IT professionals leave their jobs because "the work is no longer challenging". The intriguing fact here is that job expectations differ by IT position. For example, "political working environment" is cited as the primary reason for leaving the company by Game Developers, IT Lead/Managers, IT Consultants, and DevOps Engineers. (p. 35, 47, 50, 62)

IT PROFESSIONALS EXPECT A 20% SALARY INCREASE FROM A NEW JOB OFFER

The top three criteria for evaluating new jobs are salary, office location, and employee welfare benefits. In general, IT professionals expect a 20% increase in salary (p. 17). In the interview process, IT professionals are interested to learn about the company's culture, line managers' management styles, the company's projected growth, and the role's opportunities and challenges.

A HYBRID WORKING MODEL INCREASES THE CHANCE OF HIRING IT PROFESSIONALS

The COVID-19 pandemic may have an impact on how employees in all professions view their working conditions. In the report, 70.2% of IT professionals were drawn to and cared more about job opportunities that allowed for a hybrid working mode. (p. 19)

RESEARCH METHODOLOGY

The survey was conducted with **1,257** IT Professionals in Ho Chi Minh, Ha Noi, Da Nang & other cities, from 16/8/2022 to 9/9/2022, from diverse IT position groups.

<i>Software Development</i>
Back-end Developer
Front-end Developer
Full-stack Developer
Mobile Developer
Game Developer
Embedded Engineer
<i>Product Management & Business Analysis</i>
Product Owner/Product Manager/Business Analyst
<i>Management & Consulting</i>
Project Manager/Project Leader
IT Lead/Manager
IT Consultant
<i>Designing</i>
Designer (Including Game Designer & UI/UX Designer)
<i>Testing</i>
Tester or QA-QC
<i>Infrastructure</i>
System Engineer/System Admin
DevOps Engineer
<i>Data, AI & Machine Learning (ML)</i>
Data, AI & ML Professionals (Including Data Engineer/Data Architect/Data Scientist/Data Analyst & AI Engineer (Machine Learning, Deep Learning))
<i>Others</i>
ERP Engineer/ERP Consultant
Solution Architect

DISCLAIMER

The salary and information in this report were determined by analyzing the responses from 1,257 IT professionals from a variety of IT positions, programming languages, years of experience, cities and so on. The inclusion of this data by ITviec is intended only to provide general insights into salaries for the stated positions/groups and does not indicate a confirmation of its validity.

Whilst every effort has been made to ensure the accuracy of the statistics in the report, ITviec cannot be held responsible for any errors or omissions, or for the results obtained from the use of the report information.

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THE REPORT'S SALARY CALCULATION

- **Median salary**

Median salary is the middle value in the set of data that was sorted.

For instance, the sorted salary value data set for Back-end Developers with 1 to 3 years of experience are as follows:

26, 27, 28, 28, 28, 28, 30, 31, 31, 32, 34

The set contains 11 data numbers. The middle value of the data set is 28.

-> Median salary is 28.

Or 28, 28, 28, 28, 30, 31, 31, 32, 34, 60, 66, 82, 85, 85

The set contains 14 data numbers. The middle value of the data set is 31 and 32.

-> Median salary is $(31 + 32) / 2 = 31.5$.

The median number of years of experience is calculated in the same way as the median salary.

- **Average salary**

Average salary is the result of the formula below:

$(\text{sum of salaries in specified group}) / (\text{amount of respondents}) = \text{average salary}$

For instance, average salary of IT professionals in Ho Chi Minh City is:

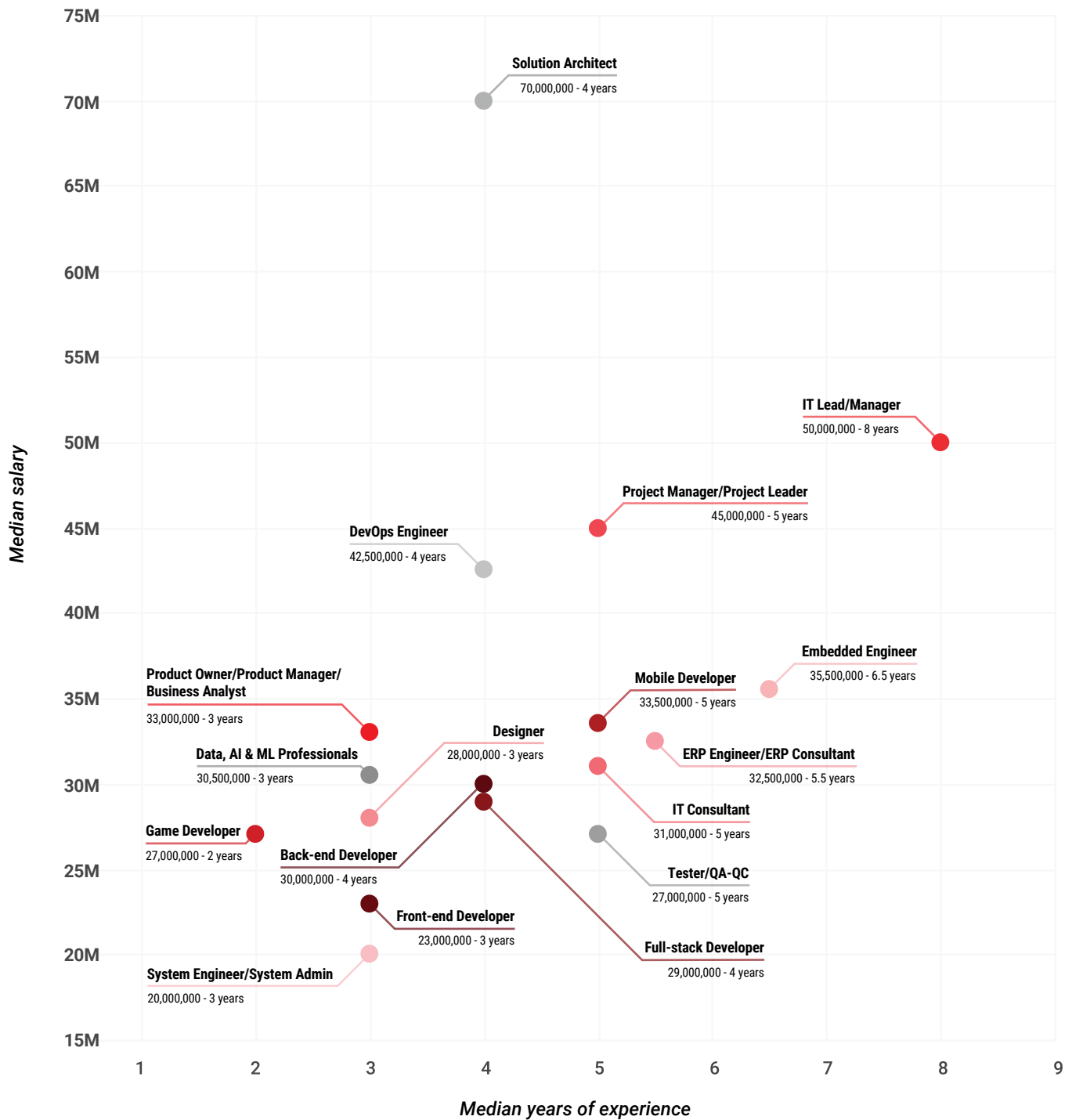
$(13 + 18 + 34 + 32 + 54 + 76 + 90 + 34 + 45 + 20) / 10 = 41.6$

PART 2

SALARY OF IT PROFESSIONALS

MEDIAN SALARY & MEDIA YEARS OF EXPERIENCE BY IT POSITION

Median gross monthly salary (VND), excluding Bonus and other welfare benefits



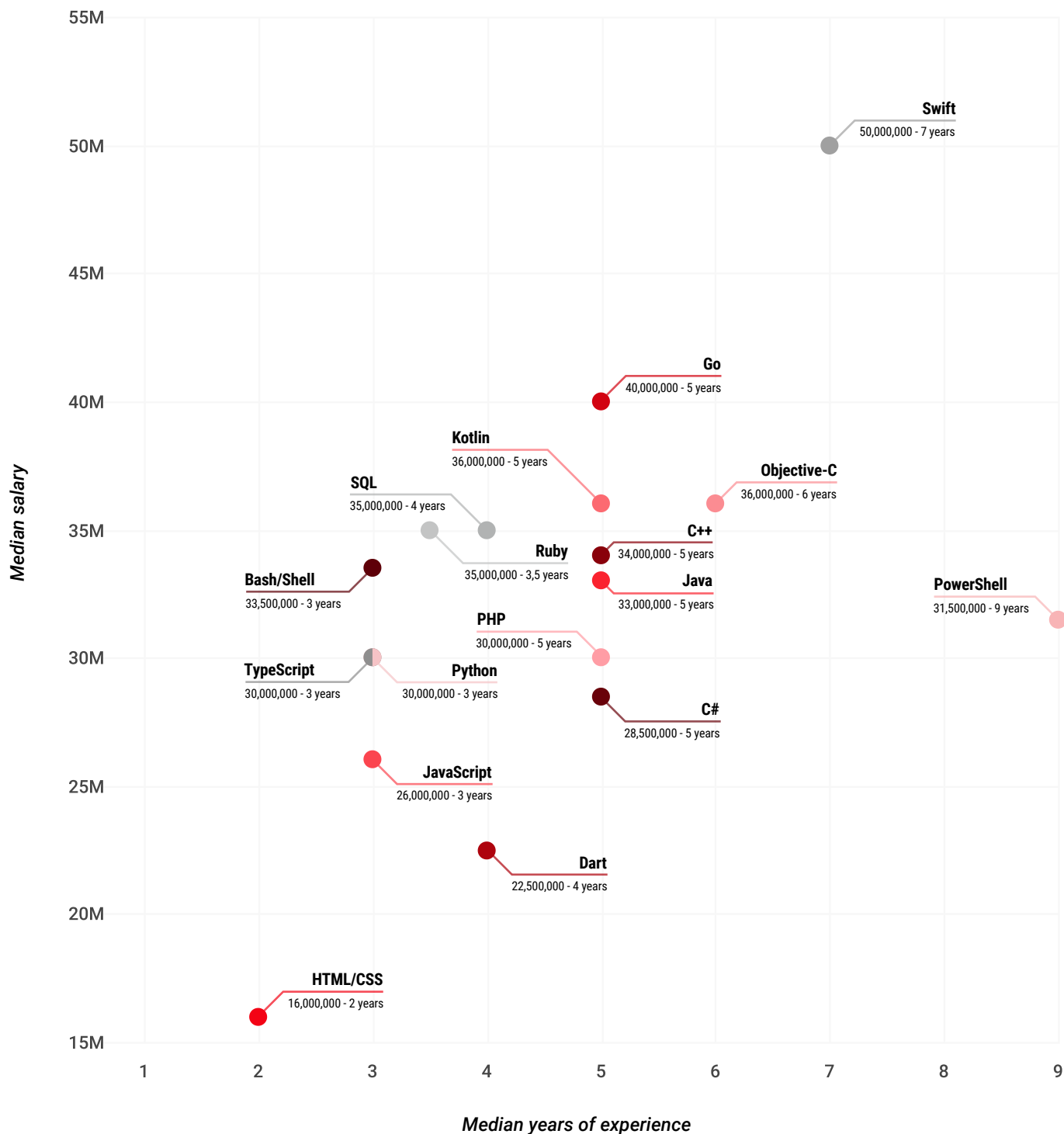
MEDIAN SALARY BY IT POSITION & RANGE OF EXPERIENCE

	Under 1 year	From 1 to less than 3 years	From 3 to less than 5 years	From 5 to 8 years	Over 8 years
<i>Software Development</i>					
Back-end Developer	12,000,000	18,000,000	29,000,000	37,000,000	49,000,000
Front-end Developer	11,000,000	15,000,000	30,000,000	40,000,000	70,000,000
Full-stack Developer	17,000,000	19,000,000	25,000,000	37,000,000	39,500,000
Mobile Developer	12,000,000	19,000,000	27,000,000	42,000,000	57,500,000
Game Developer	19,000,000	22,000,000	28,500,000	32,000,000	51,000,000
Embedded Engineer	15,000,000	37,000,000	N/A	41,000,000	N/A
<i>Product Management & Business Analysis</i>					
Product Owner/Product Manager/ Business Analyst	12,500,000	28,000,000	33,000,000	39,000,000	40,000,000
<i>Management & Consulting</i>					
Project Manager/Project Leader	19,500,000	35,000,000	44,500,000	N/A	58,000,000
IT Lead/Manager	N/A	N/A	39,500,000	42,500,000	61,000,000
IT Consultant	N/A	N/A	27,500,000	34,000,000	N/A
<i>Designing</i>					
Designer	N/A	25,000,000	27,000,000	N/A	50,000,000
<i>Testing</i>					
Tester or QA-QC	11,500,000	15,000,000	20,000,000	30,000,000	46,000,000
<i>Infrastructure</i>					
System Engineer/System Admin	13,000,000	17,000,000	20,000,000	26,000,000	28,000,000
DevOps Engineer	N/A	31,000,000	40,000,000	61,000,000	65,000,000
<i>Data, AI & Machine Learning</i>					
Data, AI & ML Professionals	12,000,000	24,000,000	38,000,000	40,000,000	42,500,000
<i>Others</i>					
ERP Engineer/ERP Consultant	18,000,000	N/A	N/A	30,000,000	45,000,000
Solution Architect	N/A	70,000,000	80,000,000	N/A	N/A

Median gross monthly salary (VND), excluding Bonus and other welfare benefits

MEDIAN SALARY & MEDIAN YEARS OF EXPERIENCE BY PROGRAMMING LANGUAGE

Median gross monthly salary (VND), excluding Bonus and other welfare benefits



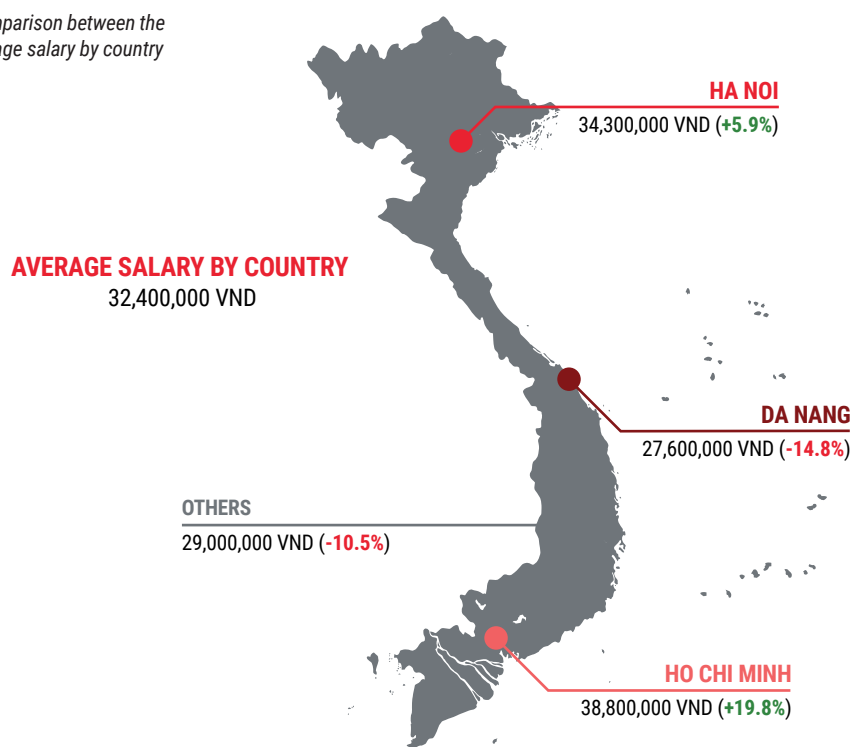
MEDIAN SALARY BY PROGRAMMING LANGUAGE & RANGE OF EXPERIENCE

	Under 1 year	From 1 to less than 3 years	From 3 to less than 5 years	From 5 to 8 years	Over 8 years
JavaScript	11,000,000	16,000,000	27,000,000	40,000,000	65,000,000
C#	16,000,000	18,000,000	24,000,000	31,000,000	38,500,000
Java	11,500,000	18,000,000	30,000,000	40,000,000	50,000,000
PHP	N/A	19,000,000	29,000,000	30,000,000	40,000,000
Python	18,000,000	25,000,000	35,000,000	50,000,000	N/A
TypeScript	22,500,000	N/A	30,000,000	40,000,000	N/A
SQL	N/A	19,000,000	39,000,000	N/A	46,000,000
C++	11,000,000	N/A	23,000,000	37,000,000	N/A
Kotlin	14,000,000	18,000,000	40,000,000	50,000,000	N/A
Swift	N/A	23,000,000	42,500,000	49,500,000	N/A
Go	N/A	25,000,000	37,500,000	61,000,000	75,000,000
HTML/CSS	10,000,000	15,000,000	18,000,000	24,000,000	27,000,000
Bash/Shell	N/A	19,000,000	33,500,000	59,000,000	N/A
Ruby	N/A	20,000,000	31,000,000	65,000,000	N/A
Dart	N/A	14,000,000	20,000,000	42,000,000	N/A
PowerShell	N/A	15,000,000	N/A	26,000,000	35,000,000
Objective-C	20,000,000	N/A	N/A	45,000,000	55,000,000

Median gross monthly salary (VND), excluding Bonus and other welfare benefits

AVERAGE SALARY BY CITY

(*) Displayed percentage is the comparison between the average salary by city and the average salary by country



AVERAGE SALARY BY CITY & COMPANY TYPE

	Ha Noi	Da Nang	Ho Chi Minh	Others
Product companies	35,600,000	32,400,000	41,700,000	30,800,000
Outsourcing/Consulting companies	32,100,000	25,700,000	34,100,000	31,900,000

AVERAGE SALARY BY CITY & BUSINESS FIELD

	Ha Noi	Da Nang	Ho Chi Minh	Others
AI	39,000,000	N/A	44,500,000	N/A
Retail	26,400,000	N/A	31,000,000	N/A
Property	45,000,000	N/A	45,500,000	15,000,000
Blockchain	36,400,000	38,000,000	41,000,000	N/A
Healthcare	35,600,000	18,000,000	49,000,000	N/A
Game	27,300,000	33,000,000	28,200,000	N/A
Education	19,300,000	30,000,000	31,400,000	50,000,000
Logistics	27,300,000	14,000,000	34,200,000	32,500,000
SAAS (software-as-a-service)	32,000,000	19,400,000	37,800,000	39,800,000
Manufacturing	26,400,000	20,000,000	37,000,000	20,900,000
Finance	45,000,000	39,000,000	44,500,000	35,000,000
E-commerce	30,300,000	19,200,000	38,500,000	17,000,000
Tech Consultancy	42,000,000	28,800,000	37,200,000	21,300,000
Telecommunication	27,600,000	15,000,000	36,500,000	N/A
Other	29,750,000	N/A	42,000,000	28,000,000

PART 3

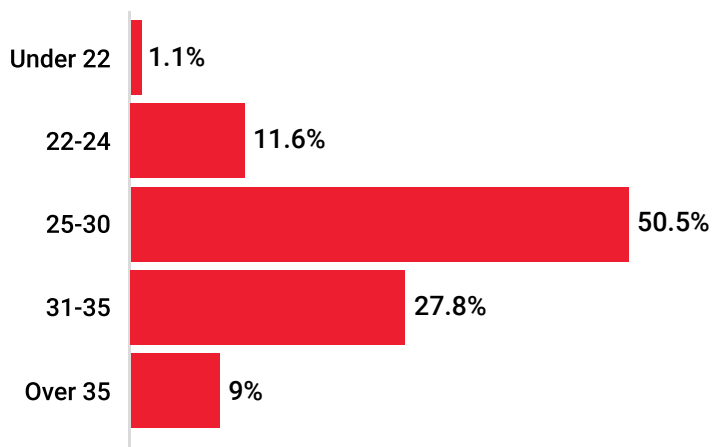
OVERALL TRAITS OF IT PROFESSIONALS

OVERALL TRAITS OF IT PROFESSIONALS

1,257 IT professionals participated in this research

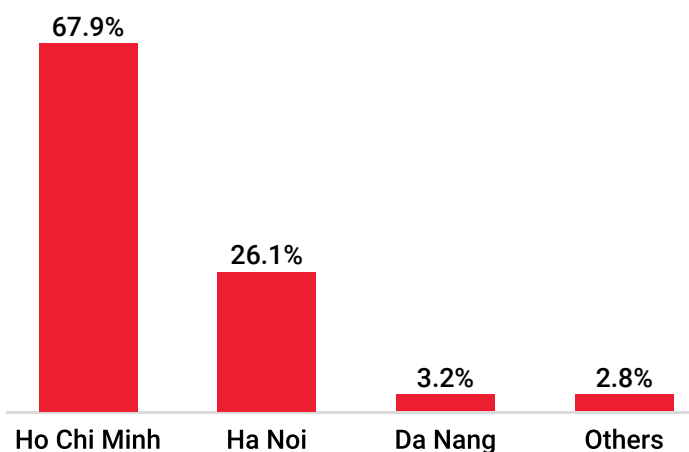
AGE

IT professionals in the report range in age from **under 22 to over 35**. In which, IT professionals between the age of **25 and 35 make up the majority** of the labor force on the market.



CITY

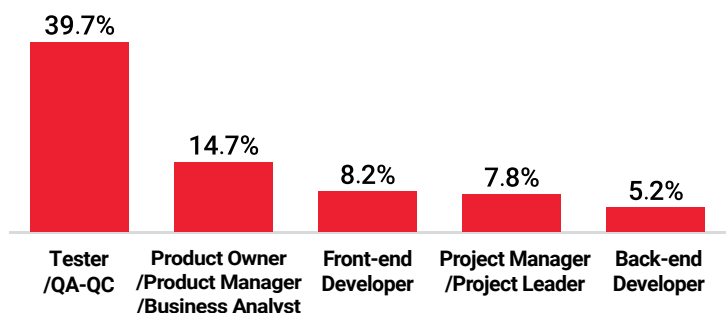
Ho Chi Minh City attracts the highest proportion of IT professionals in Vietnam, **67.9%**, nearly three times more than **Hanoi (26.1%)**.



GENDER

The gender breakdown of IT professionals in the research is **81.5% male** and **18.5% female**.

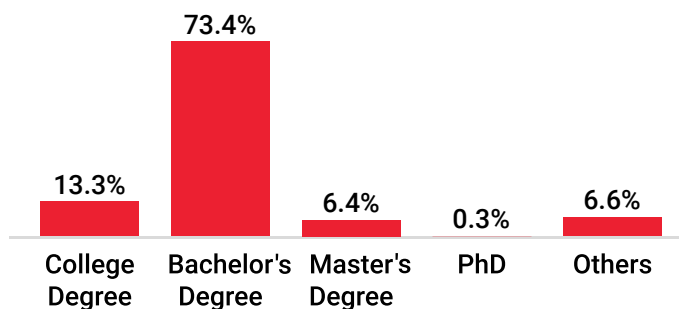
The majority of female professionals are concentrated in the Top 5 positions listed below.



EDUCATION

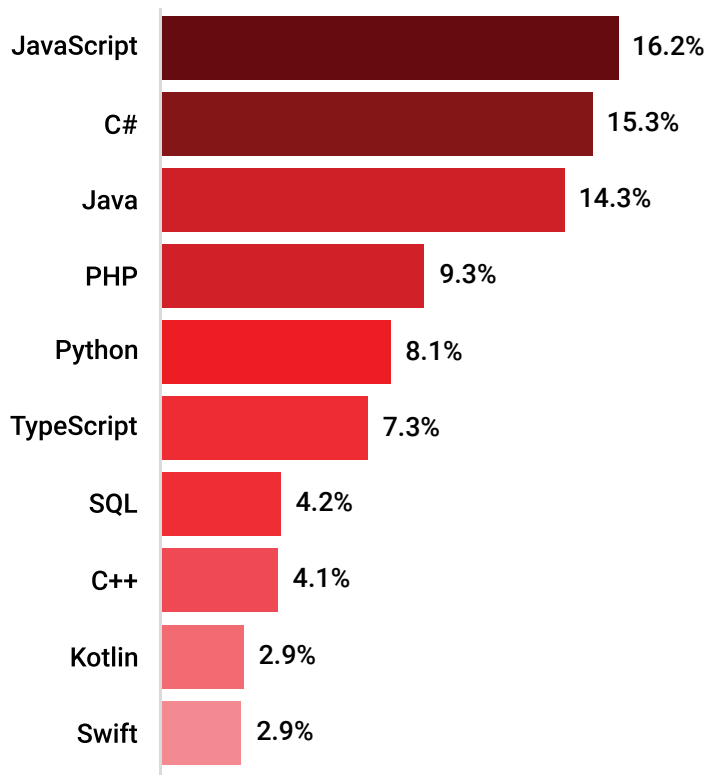
84% of IT professionals have formal degrees in IT (or IT-related majors) from a college/university. This group's average monthly salary is 37.9 million dong, which is around **20%** more than that of IT professionals who do not have formal degrees in IT, but instead take short-term/online courses or self-study with friends and colleagues (31.7 million dong per month).

The specific degree distribution among IT professionals are listed below.



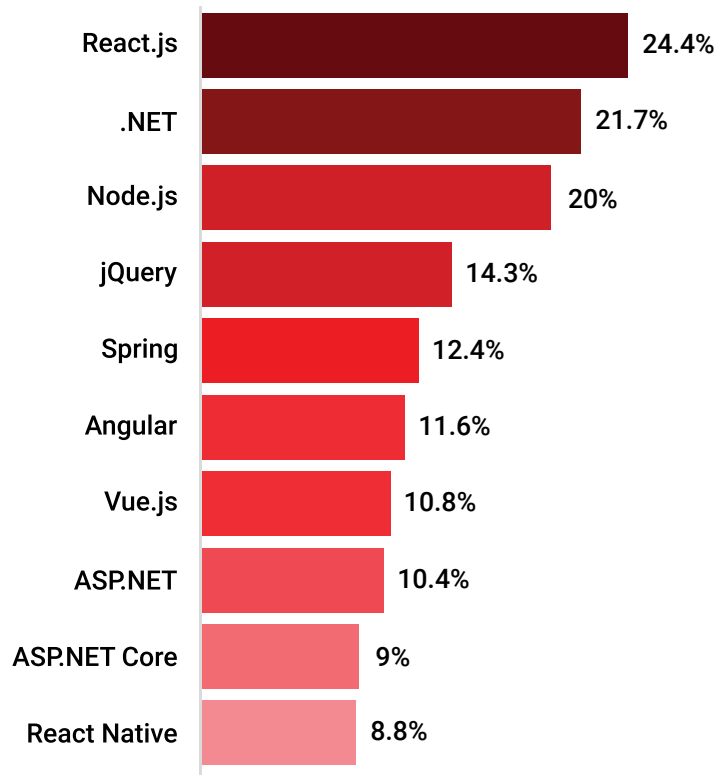
PROGRAMMING LANGUAGES

Top 10 primarily used programming languages



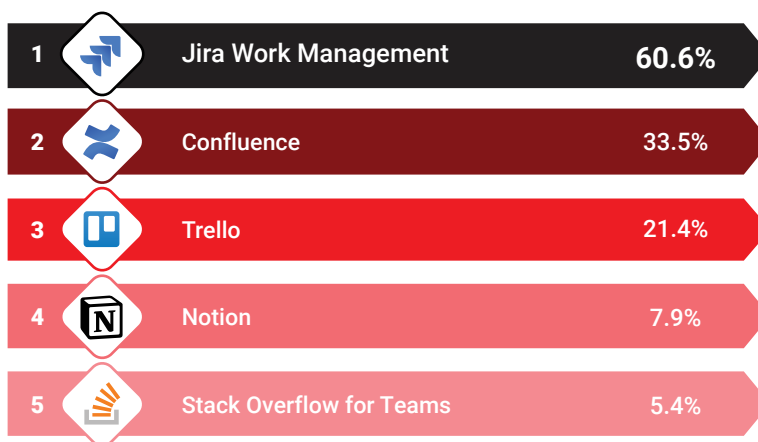
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



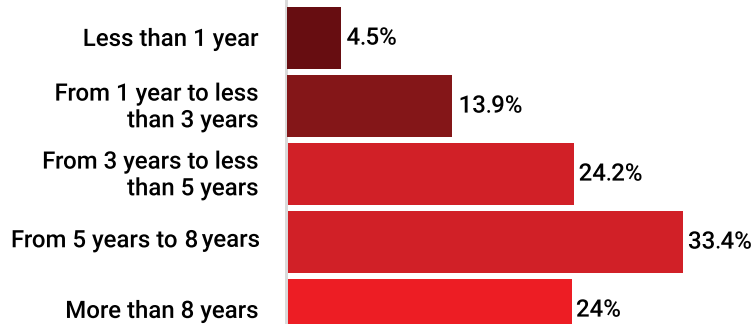
MANAGEMENT TOOLS

Top 5 currently used management tools



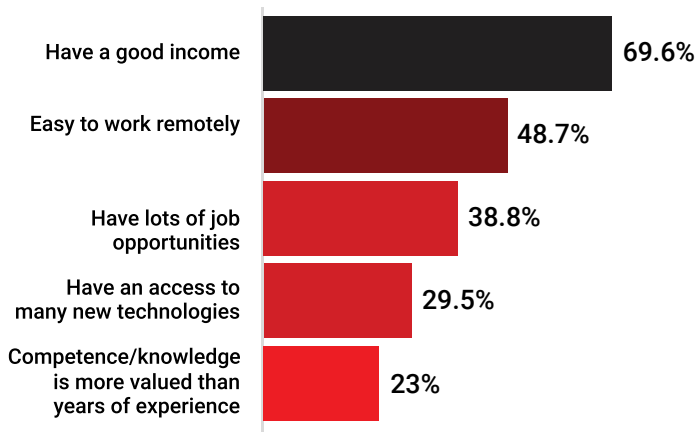
YEARS OF EXPERIENCE IN IT

Young IT professionals (less than 2 years of experience) and experienced IT professionals (3-5 years of experience) make up the majority of the 1,257 professionals who participated in the study (**55.2%**); those with more than 5 years of experience account for **44.8%**

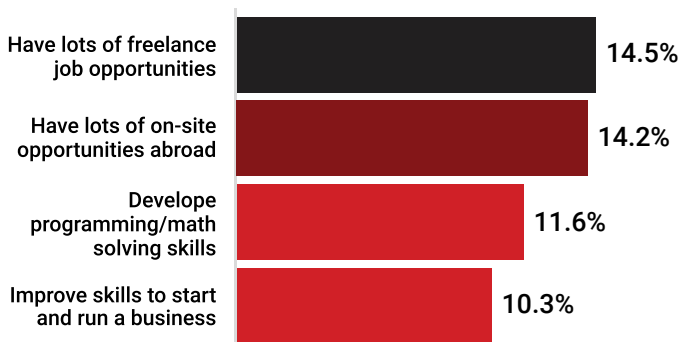


ATTRACTION OF IT JOBS

The majority of IT professionals agreed that the IT jobs **offer good income, the ability to work remotely**, and a significant demand for hiring, which can lead to numerous attractive opportunities.



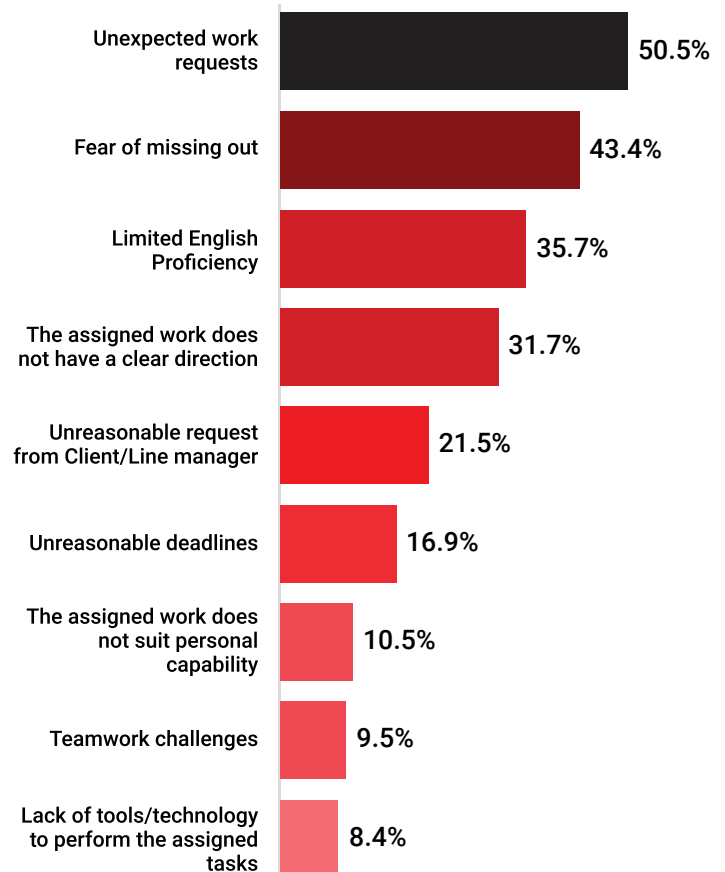
IT professionals also have many chances to work abroad, start their own businesses, or become full-time freelancers.



DIFFICULTIES/CHALLENGES OF IT JOBS

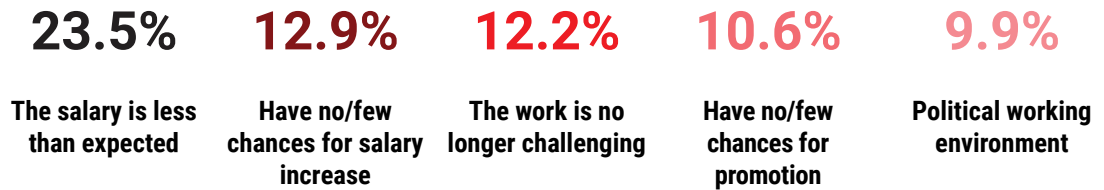
Unexpected requests (50.5%), language barriers (35.7%) and **unreasonable deadlines (16.9%)** are the leading causes of frustration and pressure for IT professionals.

The **rapid technological advancement** causes **43.4%** of IT professionals to worry about being left behind or FOMO (fear of missing out).



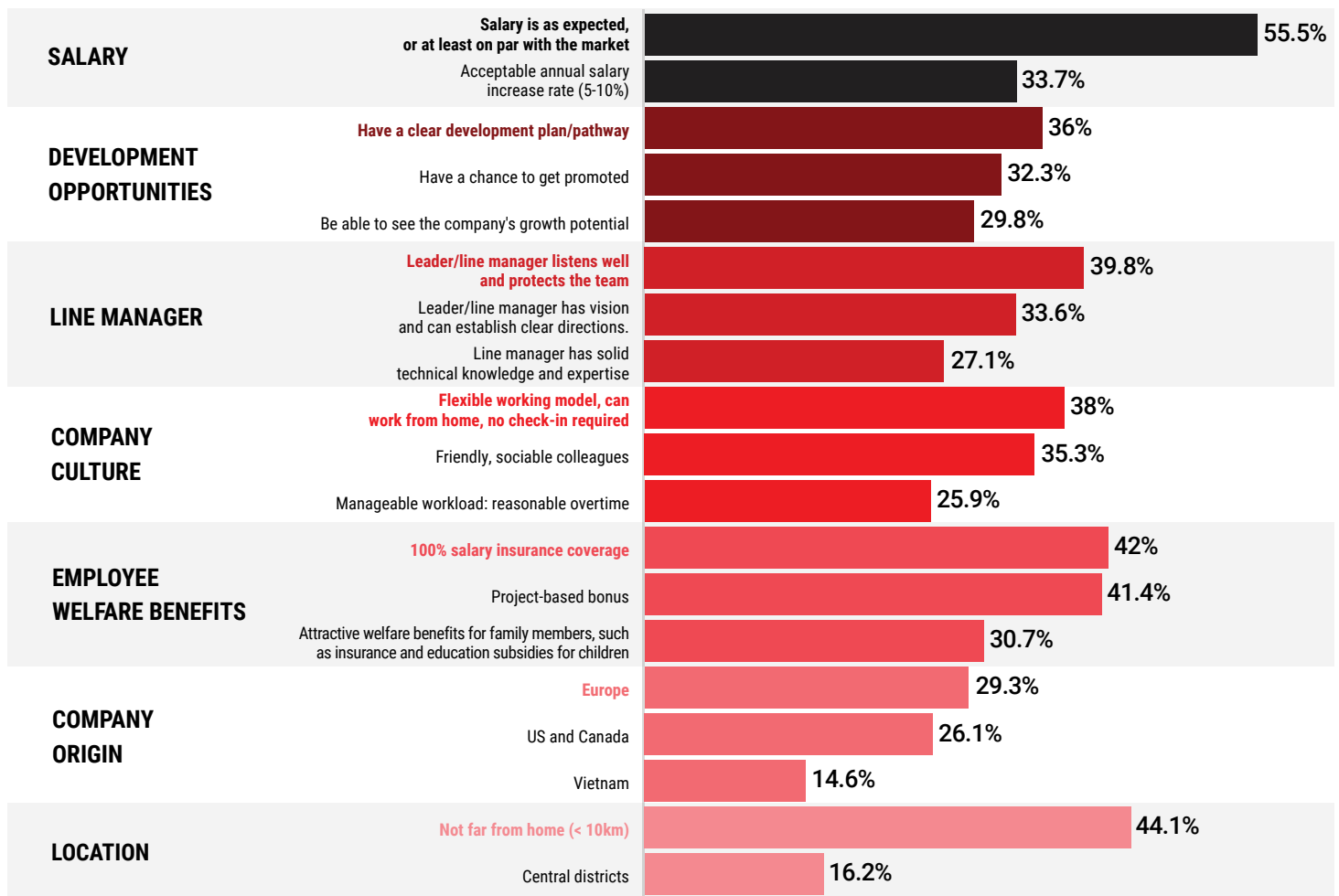
TOP 5 REASONS FOR IT PROFESSIONALS TO LEAVE A COMPANY

Most IT professionals leave their jobs due to **low salary**, their work is no longer challenging, and they have to deal with a lot of **politics in the working environment**.



AN IDEAL COMPANY FOR IT PROFESSIONALS TO STAY LONGER

(*) The order does not reflect the importance of each attribute group.



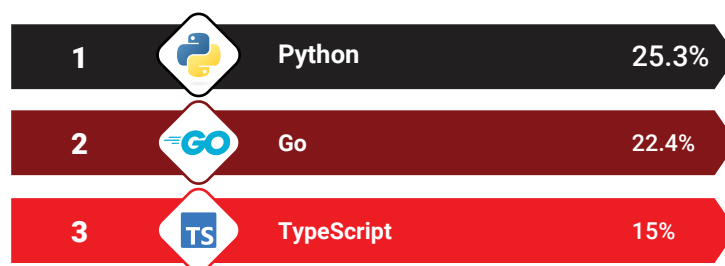
MINIMUM SALARY INCREASE FOR A NEW JOB OFFER

Average **20%** or more

For a new job offer, an IT professional would expect an average salary increase of **20%** or more, in addition to considering other criteria.

PROGRAMMING LANGUAGES THAT IT PROFESSIONALS PLAN TO LEARN IN THE NEXT 1 YEAR

Top 3 programming languages that IT professionals plan to learn in the next 1 year:



This trend is almost **the same in all IT positions.**

Currently using programming language										Total	Plan to learn
JavaScript	C#	Java	PHP	Python	TypeScript	SQL	C++	Swift	Go		
19.9%	23%	28.9%	33.3%	27.1%	15.9%	47.2%	29.4%	4%	8.7%	25.3%	Python
22.8%	16.3%	33.1%	29.6%	25.7%	28.6%	N/A	14.7%	16%	21.7%	22.4%	Go
25%	17.8%	16.5%	22.2%	2.9%	19.1%	N/A	2.9%	8%	N/A	15%	TypeScript
19.1%	15.6%	18.2%	19.8%	11.4%	7.9%	2.8%	11.8%	4%	8.7%	14.3%	JavaScript
13.2%	10.4%	15.7%	7.4%	7.1%	9.5%	2.8%	8.8%	8%	N/A	10.4%	Java
8.1%	5.9%	9.1%	3.7%	N/A	20.6%	N/A	N/A	44%	N/A	7.8%	Dart
7.4%	23.7%	5%	3.7%	4.3%	7.9%	N/A	5.9%	N/A	N/A	7.5%	C#
5.2%	1.5%	8.3%	3.7%	10%	3.2%	N/A	8.8%	8%	34.8%	6%	Rust
2.2%	5.2%	4.1%	2.5%	2.9%	11.1%	2.8%	8.8%	20%	8.7%	5.7%	Swift
8.8%	5.9%	5.8%	6.2%	2.9%	3.2%	8.3%	N/A	N/A	4.4%	5.5%	SQL
5.2%	5.9%	9.1%	3.7%	1.4%	4.8%	2.8%	N/A	N/A	4.4%	4.6%	HTML/CSS
2.2%	2.2%	10.7%	3.7%	1.4%	4.8%	5.6%	5.9%	24%	N/A	4.5%	Kotlin
2.2%	4.4%	1.7%	N/A	7.1%	1.6%	N/A	23.5%	N/A	4.4%	3.7%	C++
1.5%	2.2%	0.8%	8.6%	7.1%	N/A	5.6%	N/A	4%	4.4%	3.4%	Ruby
0.7%	3.7%	N/A	2.5%	2.9%	N/A	22.2%	14.7%	N/A	4.4%	2.9%	R
2.9%	2.2%	2.5%	4.9%	1.4%	1.6%	2.8%	N/A	N/A	N/A	2.3%	PHP
N/A	N/A	2.5%	N/A	5.7%	N/A	30.6%	N/A	N/A	N/A	2.2%	Scala
0.7%	1.5%	3.3%	1.2%	N/A	1.6%	2.8%	2.9%	N/A	N/A	2%	Bash/Shell
3.7%	N/A	1.7%	2.5%	N/A	3.2%	N/A	2.9%	N/A	8.7%	2%	Solidity
1.5%	N/A	1.7%	1.2%	1.4%	N/A	N/A	2.9%	N/A	N/A	1.2%	Objective-C
N/A	N/A	N/A	N/A	4.3%	1.6%	N/A	N/A	N/A	8.7%	1.2%	Elixir

IT CAREER PATH

The majority of IT professionals (about 60%) decide to focus on increasing their **Technical level in the short term (2-3 years)**. In the long term, they choose to advance gradually into **Management level (35%)**.

Technical direction: become a Senior/Expert in their current field

Consulting direction: become a Business/Solution Consultant

Management direction: become a Manager, CTO or CIO

Short term (2-3 years)

60.3%

7.6%

19.7%

Long term (5-7 years)

33.1%

9.8%

35.4%

In order to better pursue both short-term and long-term objectives, IT professionals have been obtaining the skill sets needed for a variety of different careers.

- #1. Upgrade English skills
- #2. Cultivate IT expertise
- #3. Improve problem-solving skill
- #4. Improve task & time management skill
- #5. Improve critical thinking

- #1. Upgrade English skills
- #2. Cultivate IT expertise
- #3. Learn more about project management
- #4. Improve communication skills: presentation, negotiation
- #5. Improve problem-solving skill

- #1. Upgrade English skills
- #2. Cultivate IT expertise
- #3. Learn more about project management
- #4. Improve recruitment & people management skills
- #5. Acquire business knowledge

EXPERIENCES DURING COVID PANDEMIC

Despite many difficulties in communication, time management, and health during the Covid pandemic, **IT professionals' work efficiency was not negatively impacted** due to the nature of work that can be done remotely. (Work efficiency during the pandemic was 7.6 out of 10; efficiency after the pandemic was 8.6 out of 10).

Work productivity

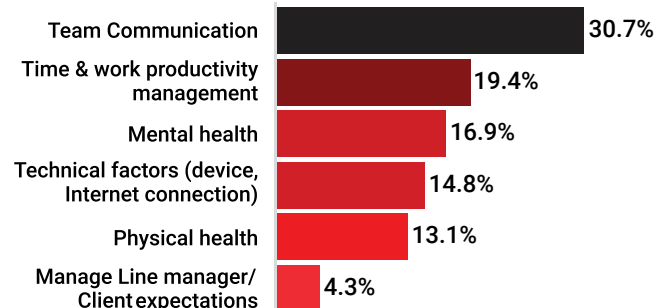
7.6/10

During Covid pandemic

8.6/10

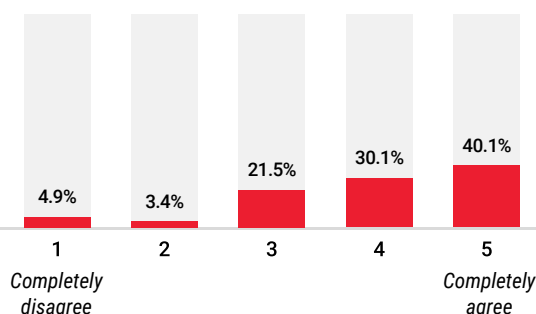
After Covid pandemic

Difficulties during the Covid pandemic

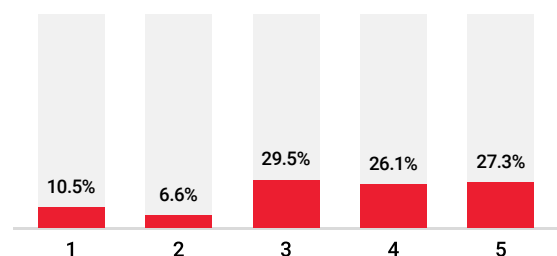


JOB SEARCH TREND AFTER THE COVID PANDEMIC

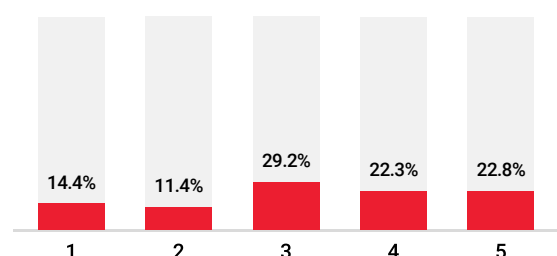
I am more interested in Hybrid working jobs



I am only interested in Remote working jobs



I am more interested in Freelancing jobs



Nonetheless, it is evident that Covid has had an impact on the job search patterns of IT professionals. **70.2%** of them are increasingly interested in **Hybrid working jobs**.

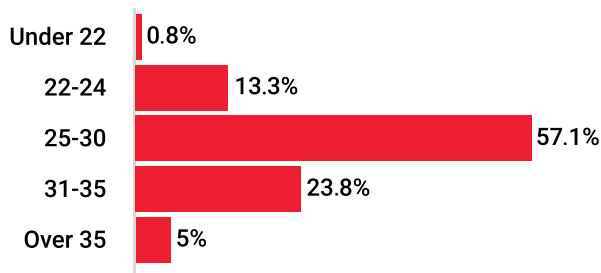
PART 4

JOB EXPECTATION & JOB SEARCH JOURNEY OF IT PROFESSIONALS

ABOUT BACK-END DEVELOPER

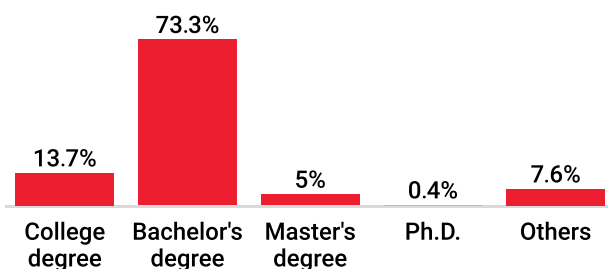
AGE

The age of Back-end Developers who participated in this research were mostly from **22 to 35**. The **25-30 age group** makes up **the largest proportion (57.1%)**.



EDUCATION

78.8% of Back-end Developers have Bachelor's degrees or higher. **86%** of Back-end Developers have formal degrees from a college/university in IT or IT-related fields.

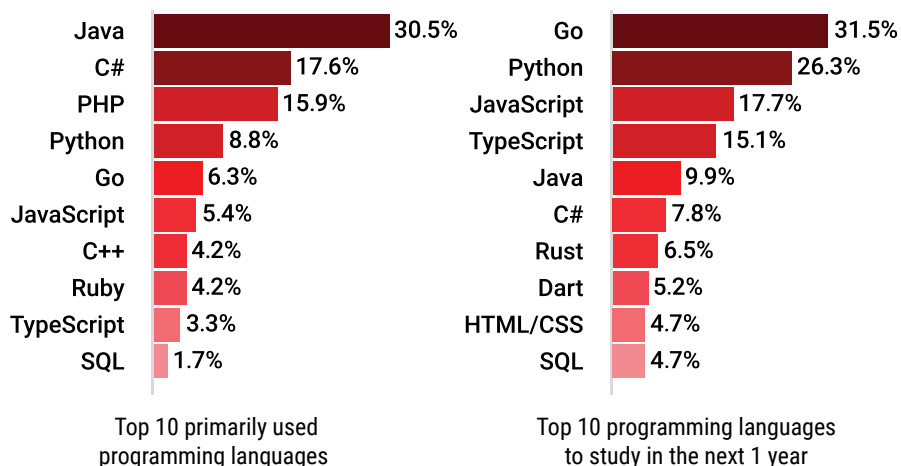


PROGRAMMING LANGUAGES

Go, Python, JavaScript and TypeScript are the programming languages that the majority of Back-end Developers plan to learn in the next year.

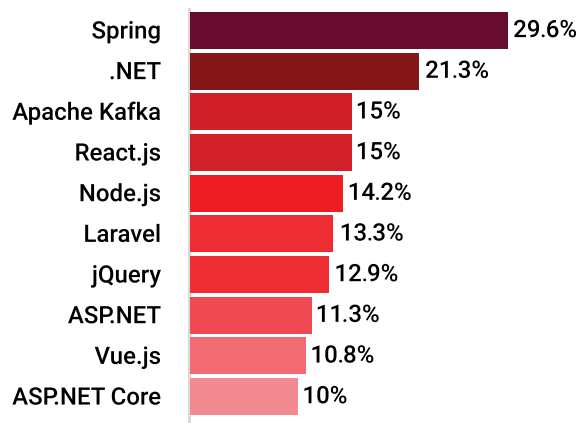
This indicates 2 potential plans for their future development:

- Acquire more Front-end knowledge to advance to Full-Stack Developer.
- Learn more about Data, AI, and Machine Learning, or look for new opportunities in those areas.



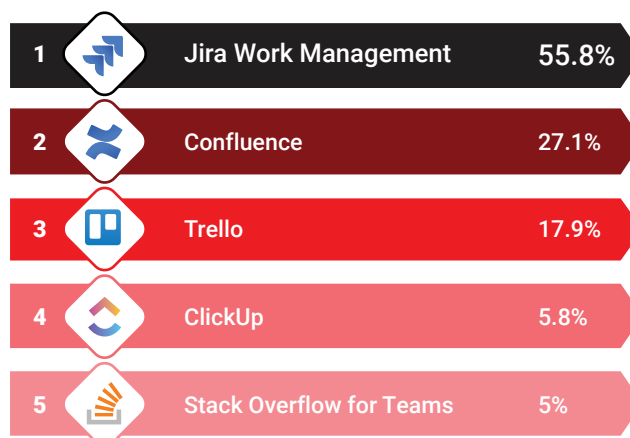
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

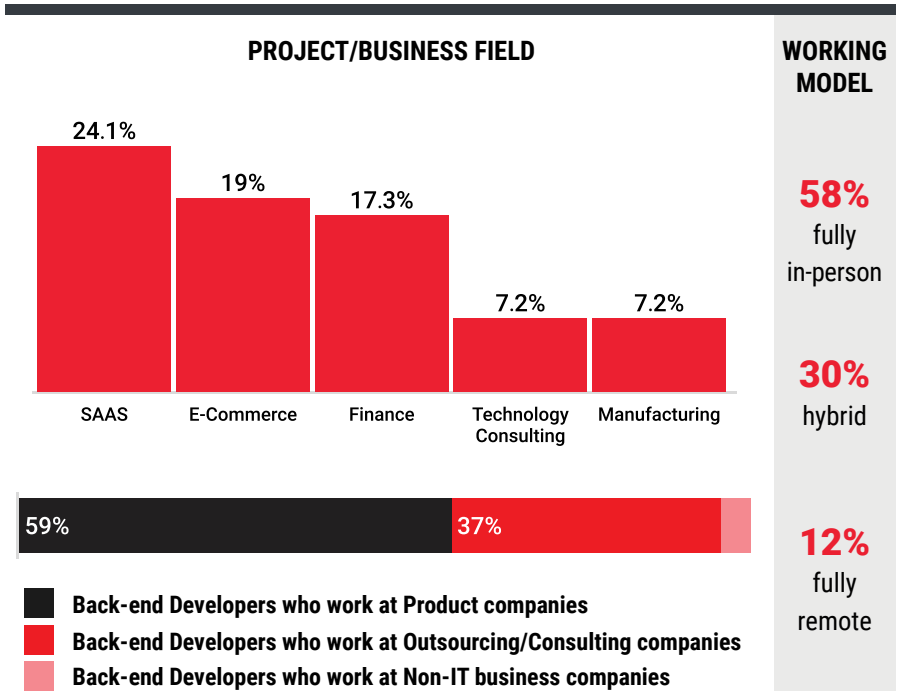


SALARY BY RANGE OF EXPERIENCE

Under 1 year	12,000,000
From 1 to less than 3 years	18,000,000
From 3 to less than 5 years	29,000,000
From 5 to 8 years	37,000,000
Over 8 years	49,000,000

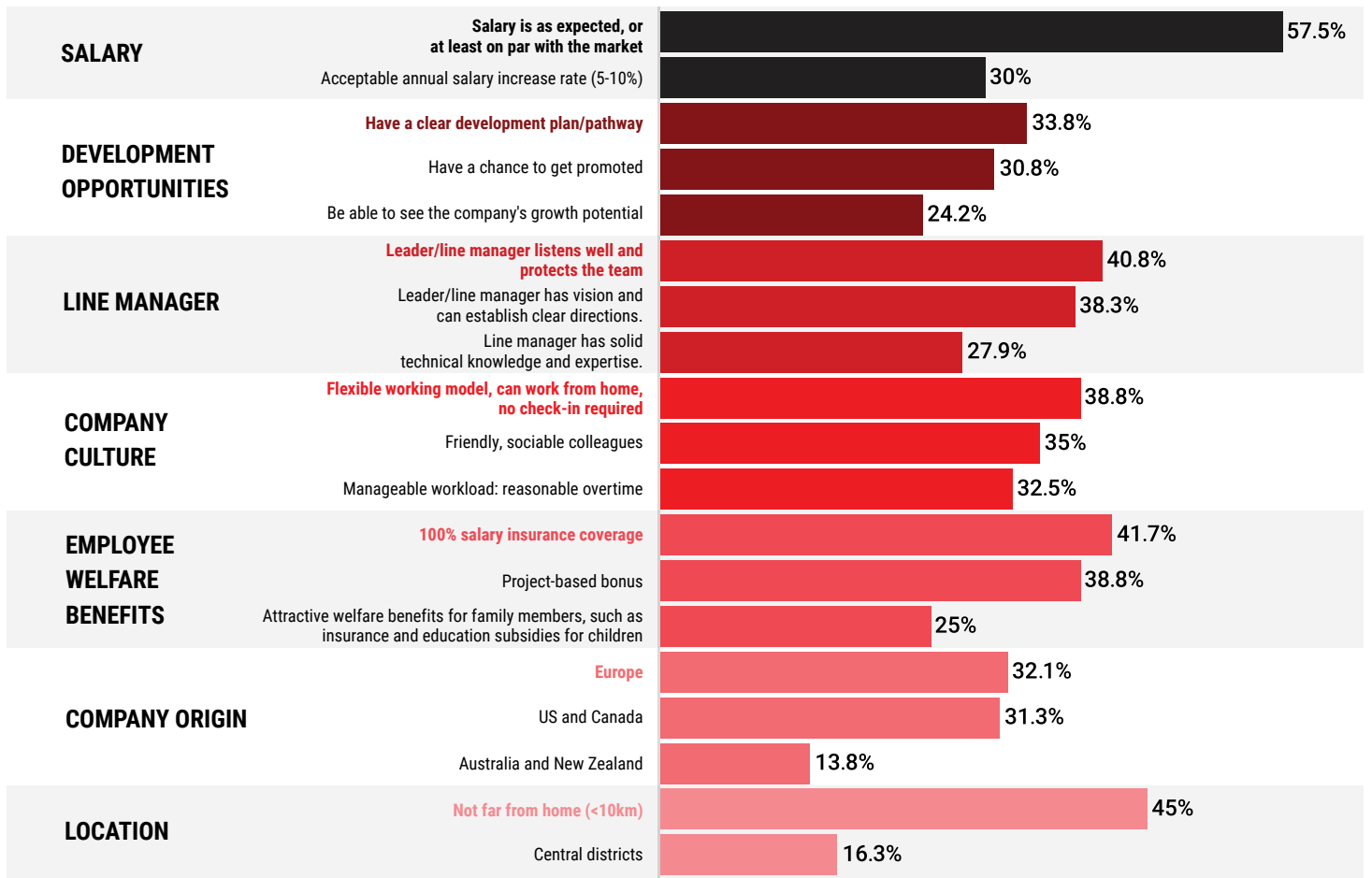
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



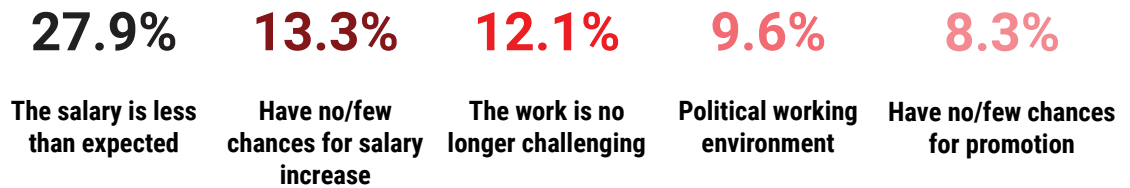
AN IDEAL COMPANY FOR BACK-END DEVELOPERS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



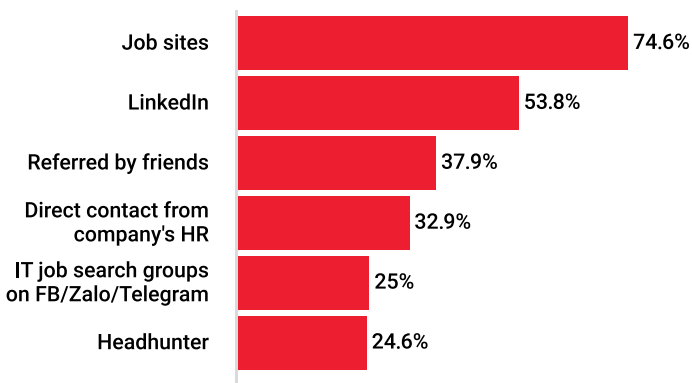
TOP 5 REASONS BACK-END DEVELOPERS LEAVE A COMPANY

Aside from **salary**, the main reasons why Back-end Developers decide to leave are the **lack of opportunities and challenges** at work and the **political working environment** at the company.



SOURCES FOR FINDING A NEW OPPORTUNITY

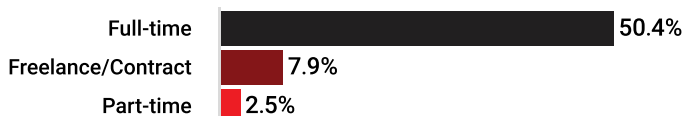
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Back-end Developer candidates.



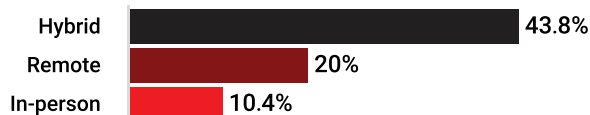
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Back-end Developer candidates expect a **20%** salary increase when evaluating a job offer.

EMPLOYMENT TYPE



WORKING MODEL



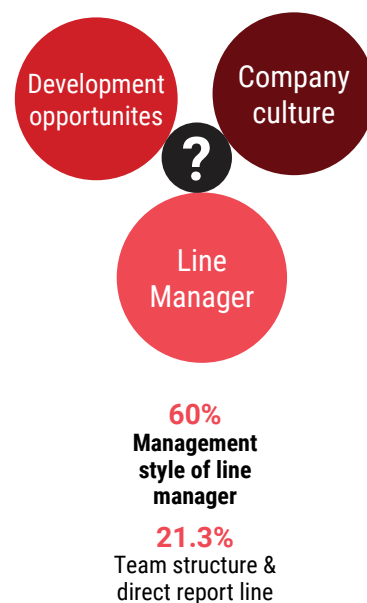
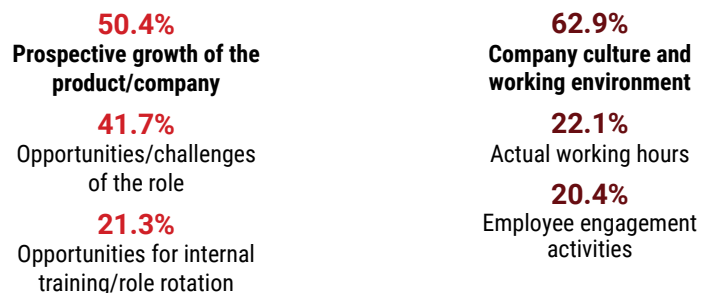
BUSINESS SCALE



THE INTERVIEW

During the interview, Back-end Developer interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:



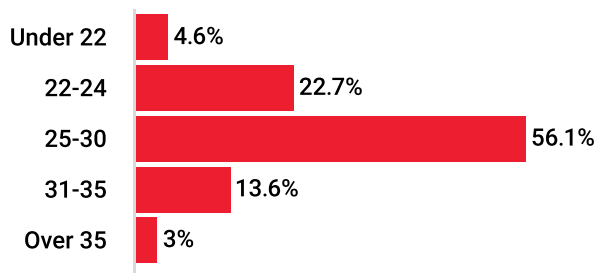
INTERVIEW FORMAT:

49% of Back-end Developer candidates are comfortable with either online or offline interviews
42% feel more comfortable with online interviews

ABOUT FRONT-END DEVELOPER

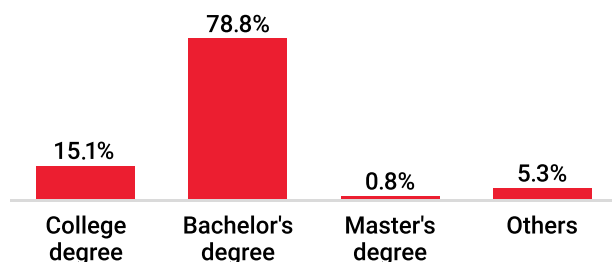
AGE

The age of Front-end Developers who participated in this research were mostly from **22 to 35**. The **25-30 age group** makes up **the largest proportion (56.1%)**.



EDUCATION

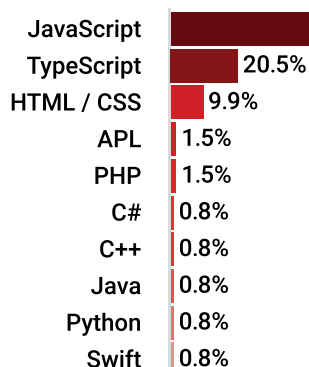
79.6% of Front-end Developers have Bachelor's degrees or higher. **88.6%** of Front-end Developers have formal degrees from a college/university in IT or IT-related fields.



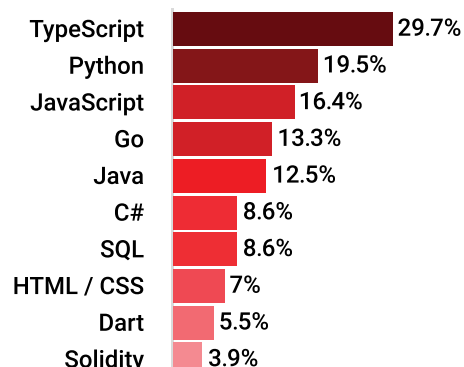
PROGRAMMING LANGUAGES

Front-end Developers mostly use **JavaScript, TypeScript, and HTML/CSS** as their programming languages.

The top programming languages to learn in the next year are **TypeScript** and **Go**. **28.1%** intend to learn more about **Python, SQL** in order to improve their knowledge of AI and Machine Learning, which has recently been in high demand.



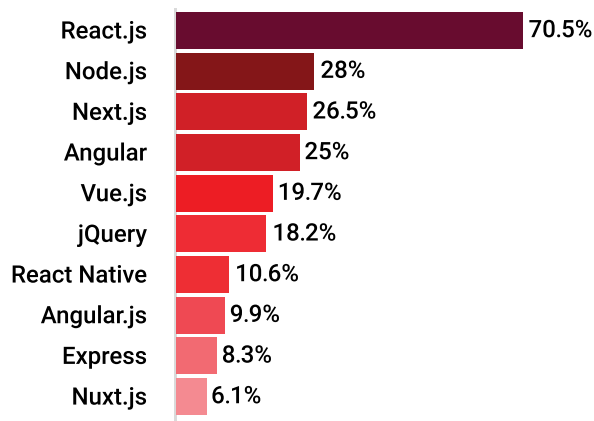
Top 10 primarily used programming languages



Top 10 programming languages to study in the next 1 year

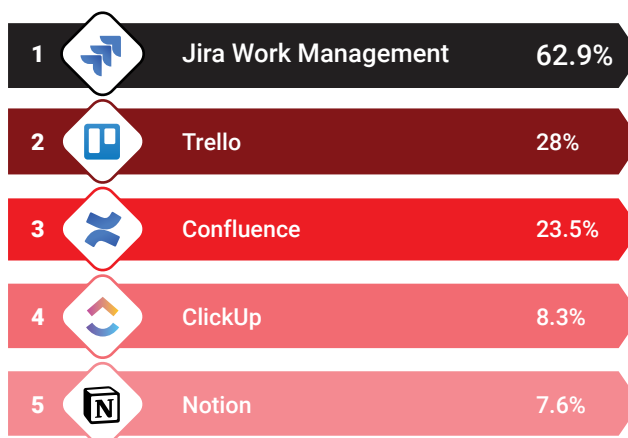
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

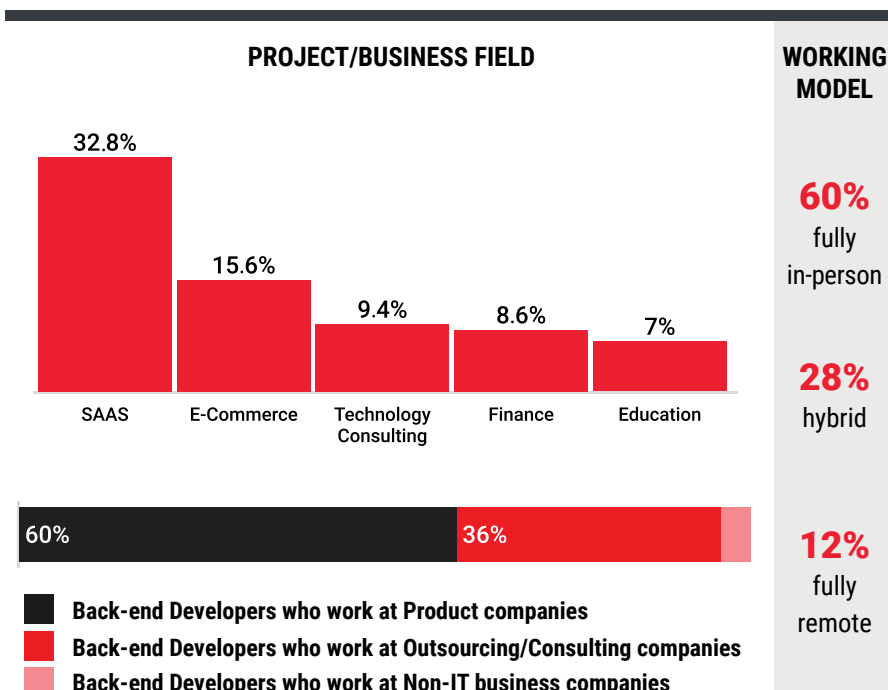


SALARY BY RANGE OF EXPERIENCE

Under 1 year	11,000,000
From 1 to less than 3 years	15,000,000
From 3 to less than 5 years	30,000,000
From 5 to 8 years	40,000,000
Over 8 years	70,000,000

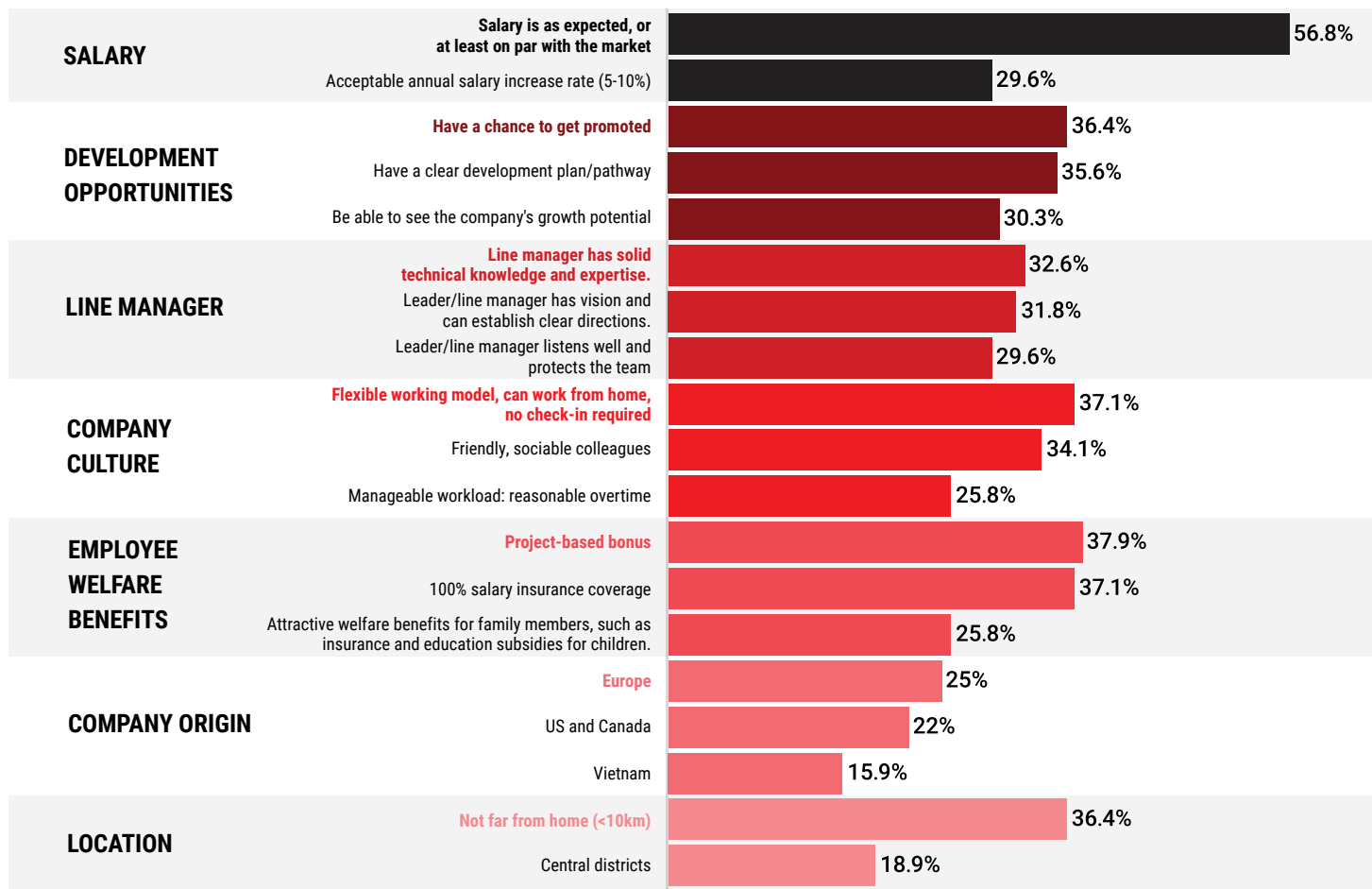
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR FRONT-END DEVELOPERS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



TOP 5 REASONS FRONT-END DEVELOPERS LEAVE A COMPANY

Aside from **salary**, the main reasons why Front-end Developers decide to leave are the **lack of opportunities and challenges** at work, **no or few chances to get promoted** and the **political working environment** at the company.

23.5%

The salary is less than expected

17.4%

Have no/few chances for salary increase

11.4%

The work is no longer challenging

7.6%

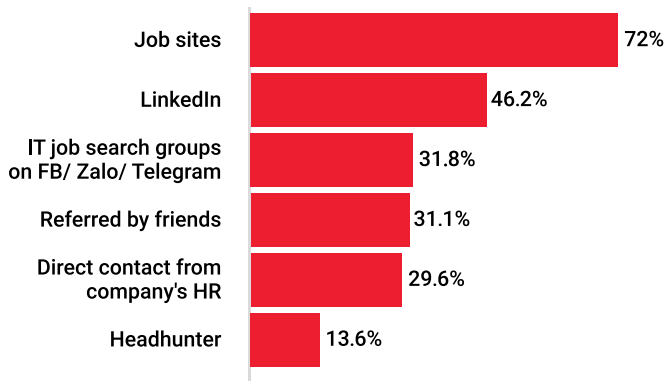
Political working environment

7.6%

Have no/few chances for promotion

SOURCES FOR FINDING A NEW OPPORTUNITY

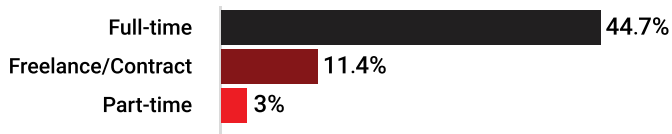
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Front-end Developer candidates.



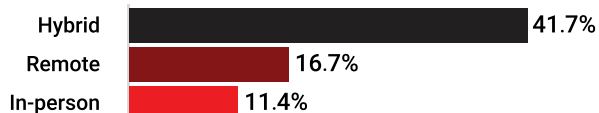
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Front-end Developer candidates expect a **20%** salary increase when evaluating a job offer.

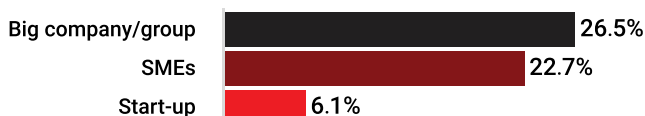
EMPLOYMENT TYPE



WORKING MODEL



BUSINESS SCALE



THE INTERVIEW

During the interview, Front-end Developer interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:

48.5%
Prospective growth of the product/company

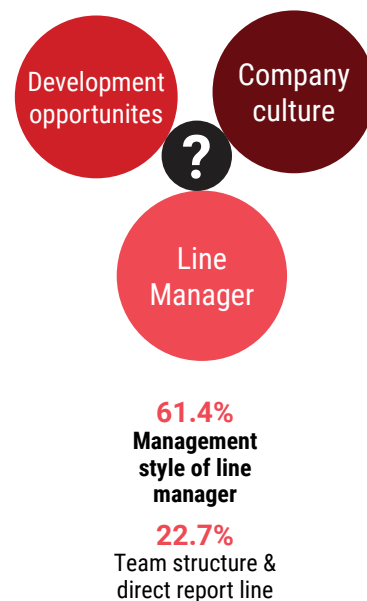
40.9%
Opportunities/challenges of the role

25.8%
Opportunities for internal training/role rotation

50.8%
Company culture and working environment

28%
Actual working hours

22%
Employee engagement activities



INTERVIEW FORMAT:

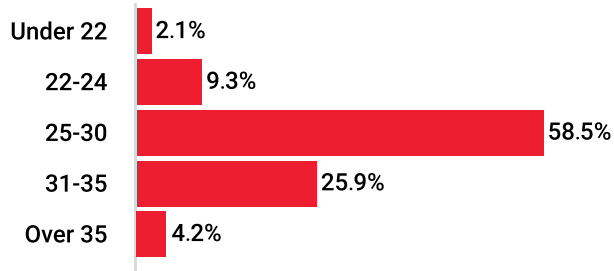
56.1% of Front-end Developer candidates are comfortable with either online or offline interviews

28.8% feel more comfortable with online interviews

ABOUT FULL-STACK DEVELOPER

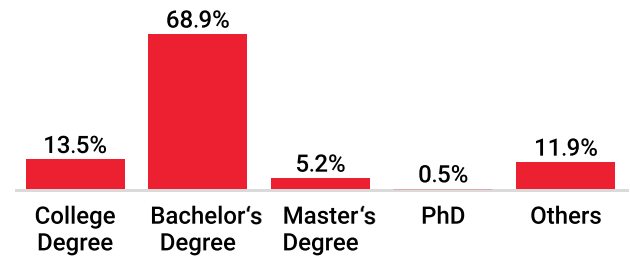
AGE

The age of Full-stack Developers who participated in this research were mostly from **22 to 35**. The **25-30 age group** makes up **the largest proportion (58.5%)**.



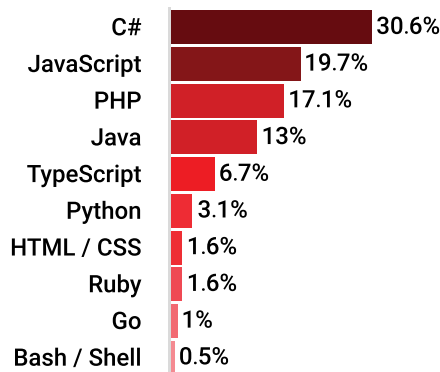
EDUCATION

74.6% of Full-stack Developers have Bachelor's degrees or higher. **89.6%** of Full-stack Developers have formal degrees from a college/university in IT or IT-related fields.

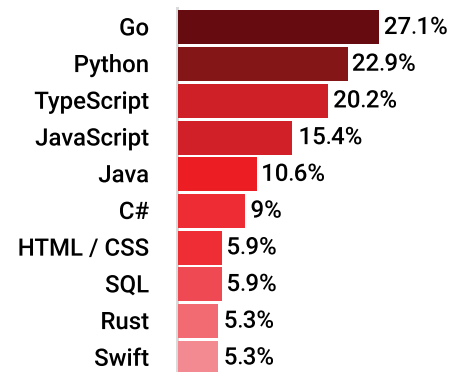


PROGRAMMING LANGUAGES

In general, Full-Stack Developers are not that different from Back-end Developers. The majority of them intend to learn **Go** and **TypeScript** within the next year, or to expand into the Data, AI, and Machine Learning fields... with plans to learn **Python** and **SQL**.



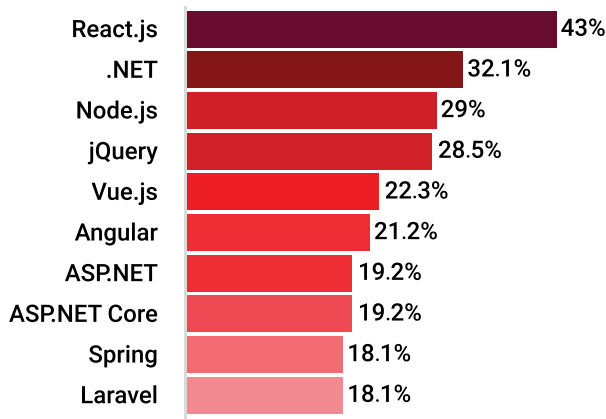
Top 10 primarily used programming languages



Top 10 programming languages to study in the next 1 year

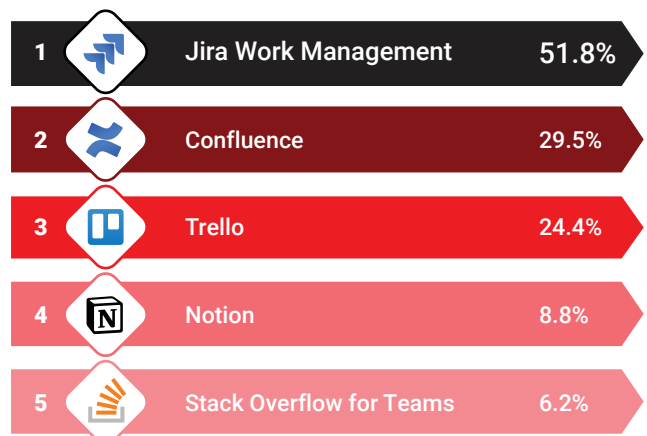
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

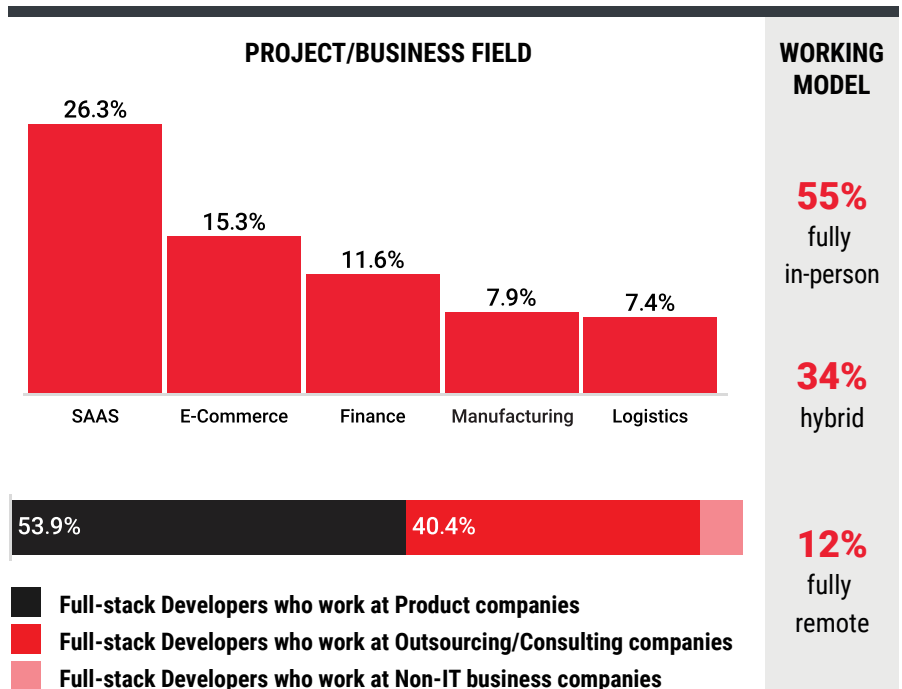


SALARY BY RANGE OF EXPERIENCE

Under 1 year	17,000,000
From 1 to less than 3 years	19,000,000
From 3 to less than 5 years	25,000,000
From 5 to 8 years	37,000,000
Over 8 years	39,500,000

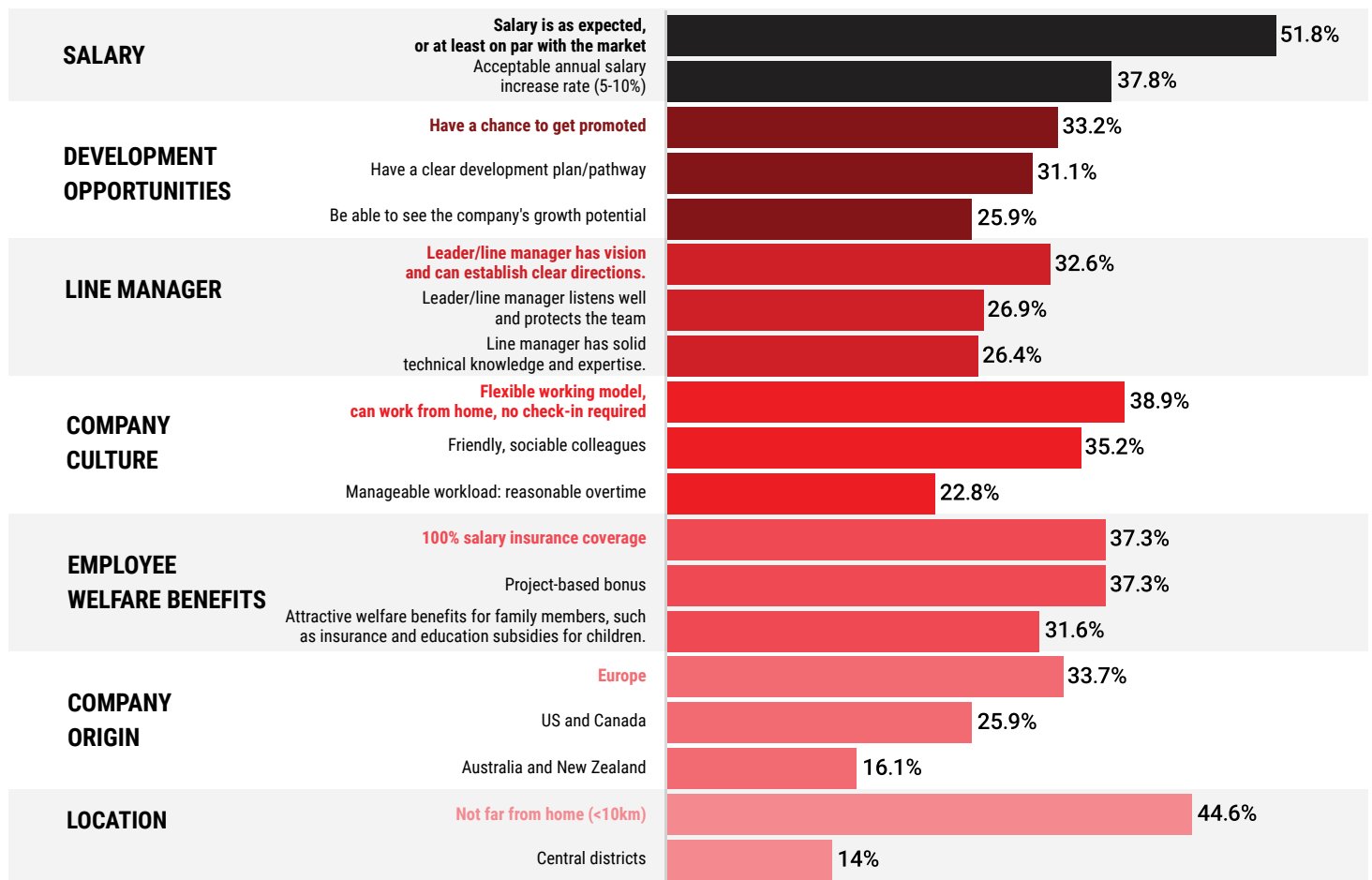
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR FULL-STACK DEVELOPERS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



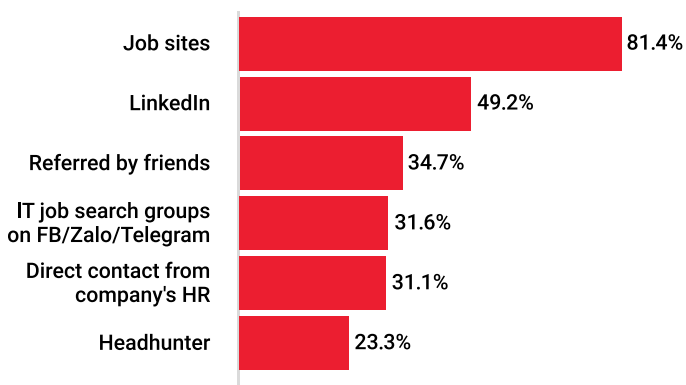
TOP 5 REASONS FULL-STACK DEVELOPERS LEAVE A COMPANY

Aside from **salary**, the primary reasons for Full-stack Developers leaving their jobs are the **lack of opportunities and challenges at work**, as well as **no/few opportunities for promotion**. Furthermore, **micromanagement** is also a major source of workplace frustration for Full-Stack Developers.



SOURCES FOR FINDING A NEW OPPORTUNITY

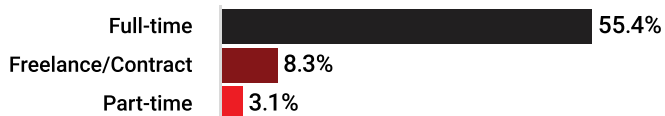
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Full-stack Developer candidates.



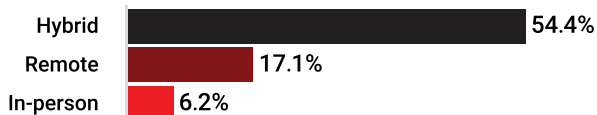
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Full-stack Developer candidates expect a **20%** salary increase when evaluating a job offer.

EMPLOYMENT TYPE



WORKING MODEL



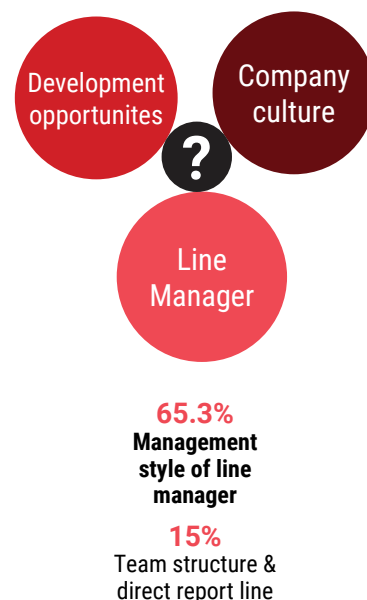
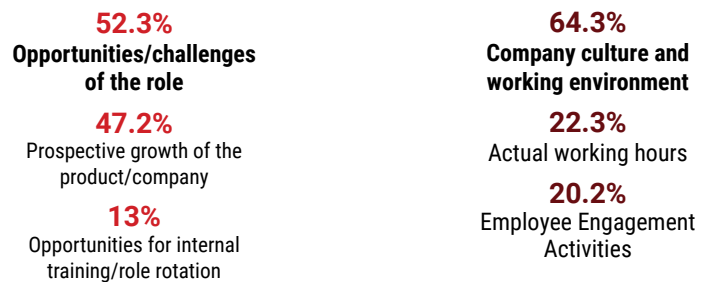
BUSINESS SCALE



THE INTERVIEW

During the interview, Full-stack Developer interviewees expect the interviewer to help them learn more about **the company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:



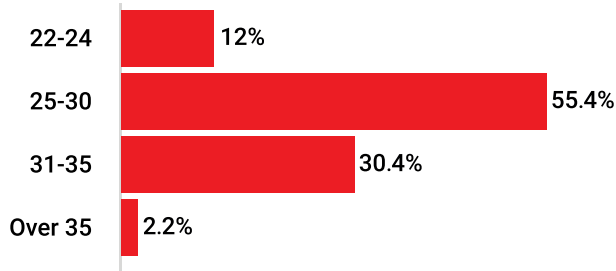
INTERVIEW FORMAT:

57.5% of Full-stack Developers candidates are comfortable with either online or offline interviews
31.1% feel more comfortable with online interviews

ABOUT MOBILE DEVELOPER

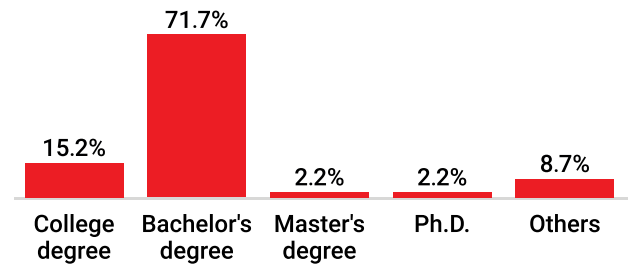
AGE

The age of Mobile Developers who participated in this research were mostly from **22 to 35**. The **25-30 age group** makes up **the largest proportion (55.4%)**.



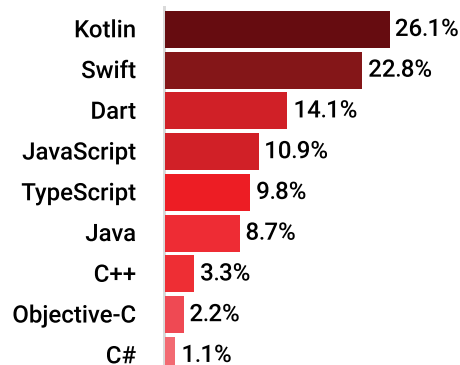
EDUCATION

76.1% of Mobile Developers have Bachelor's degrees or higher. **93%** of Mobile Developers have formal degrees from a college/university in IT or IT-related fields.

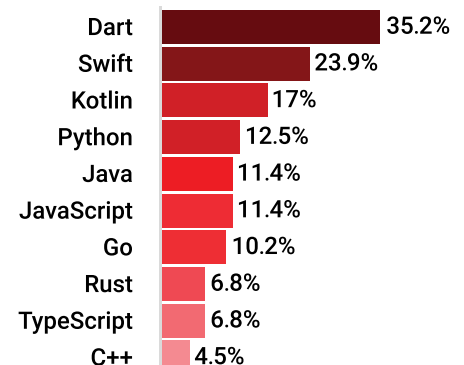


PROGRAMMING LANGUAGES

Top 3 programming languages used by Mobile Developers are **Kotlin, Swift & Dart**; these are also the languages they plan to learn more in the next 1 year.



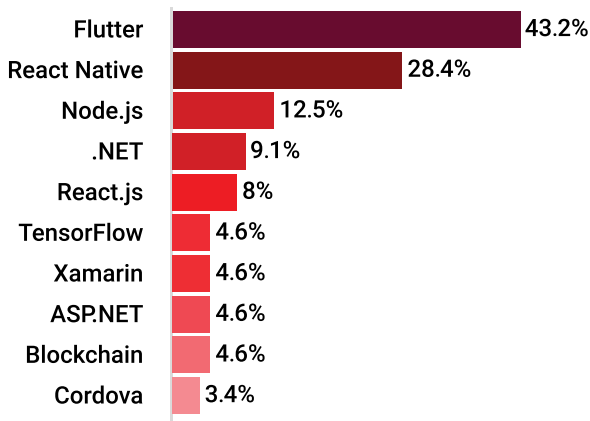
Top 9 primarily used programming languages



Top 10 programming languages to study in the next 1 year

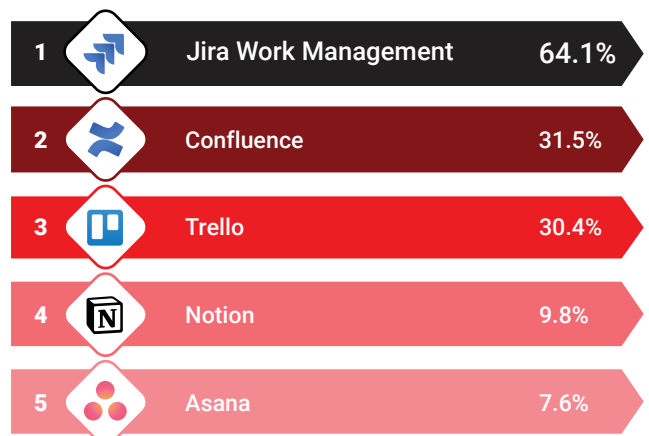
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

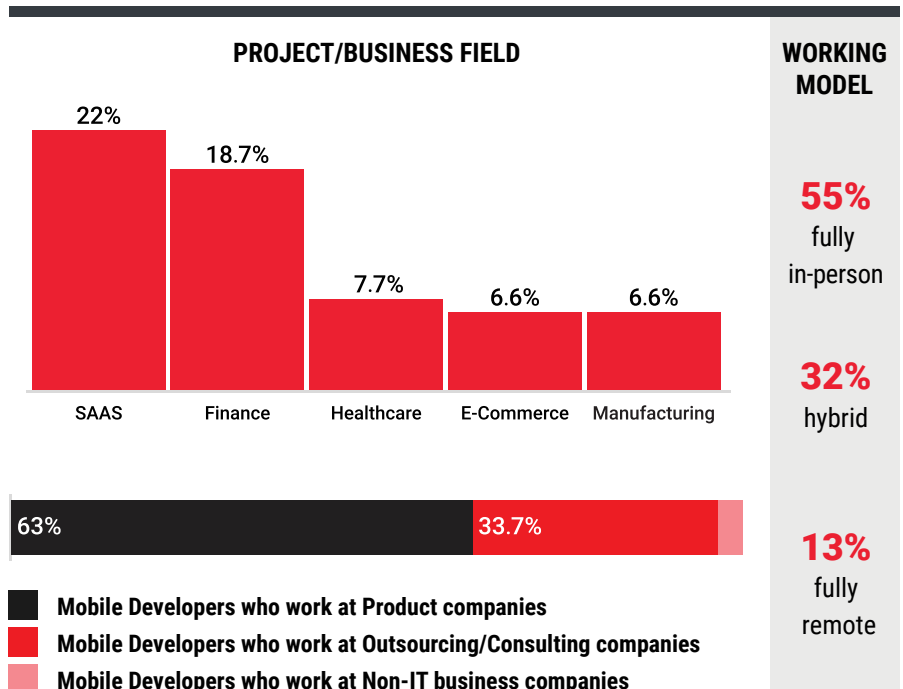


SALARY BY RANGE OF EXPERIENCE

Under 1 year	12,000,000
From 1 to less than 3 years	19,000,000
From 3 to less than 5 years	27,000,000
From 5 to 8 years	42,000,000
Over 8 years	57,500,000

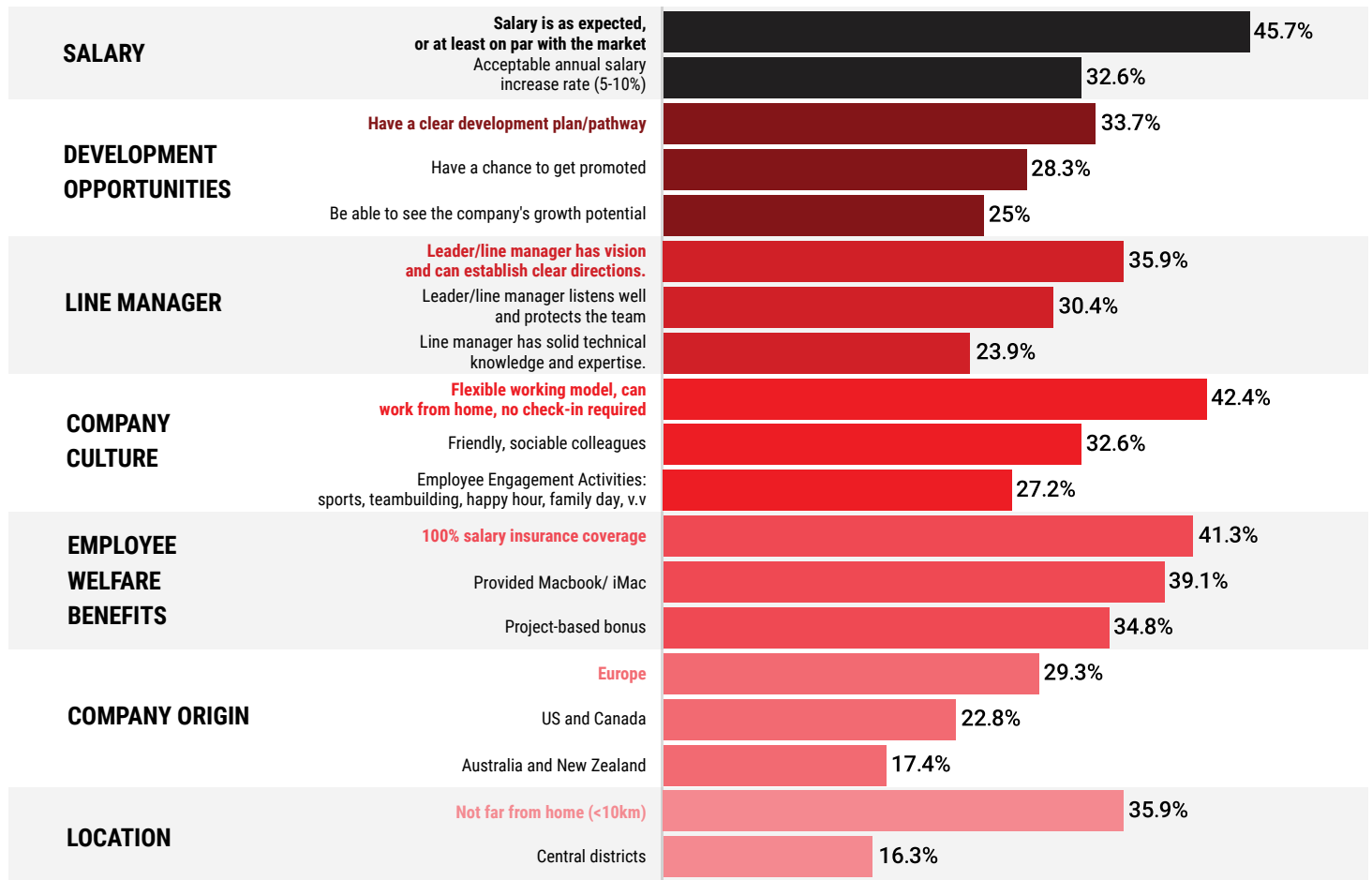
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



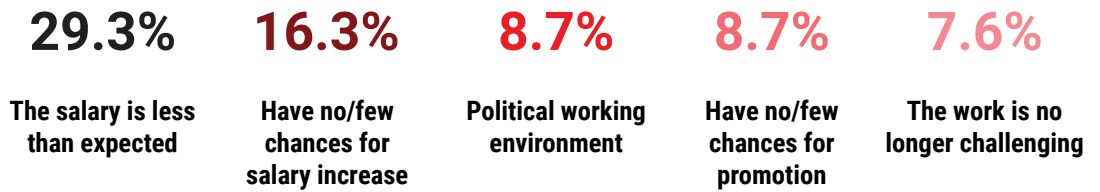
AN IDEAL COMPANY FOR MOBILE DEVELOPERS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



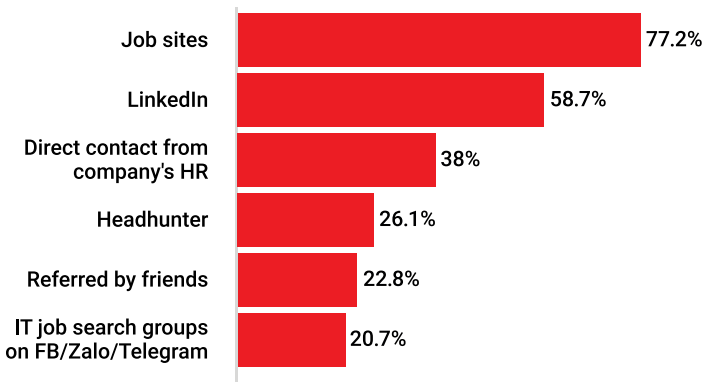
TOP 5 REASONS MOBILE DEVELOPERS LEAVE A COMPANY

Aside from **salary**, the main reasons why Mobile Developers decide to leave are the **lack of opportunities, challenges** at work and the **political working environment** at the company.



SOURCES FOR FINDING A NEW OPPORTUNITY

When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Mobile Developer candidates.



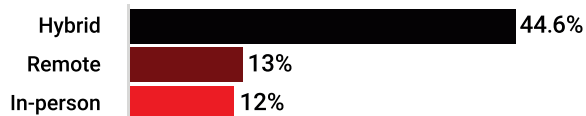
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Mobile Developer candidates expect a **25%** salary increase when evaluating a job offer.

EMPLOYMENT TYPE



WORKING MODEL



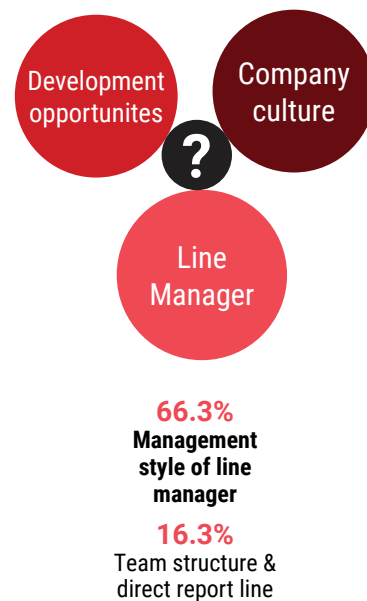
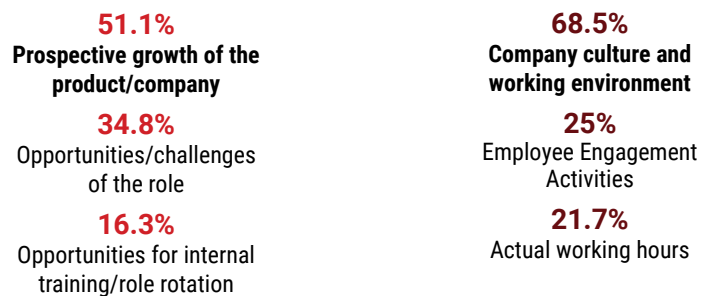
BUSINESS SCALE



THE INTERVIEW

During the interview, Mobile Developer interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:



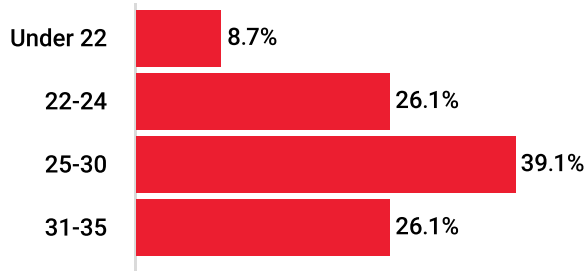
INTERVIEW FORMAT:

48% of Mobile Developer candidates are comfortable with either online or offline interviews
41% feel more comfortable with online interviews

ABOUT GAME DEVELOPER

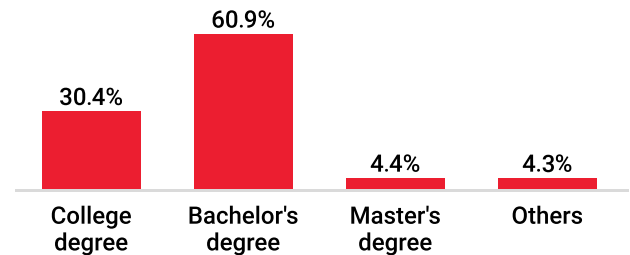
AGE

All Game Developers who participated in the research are **young adults** and **under 35 years old**.



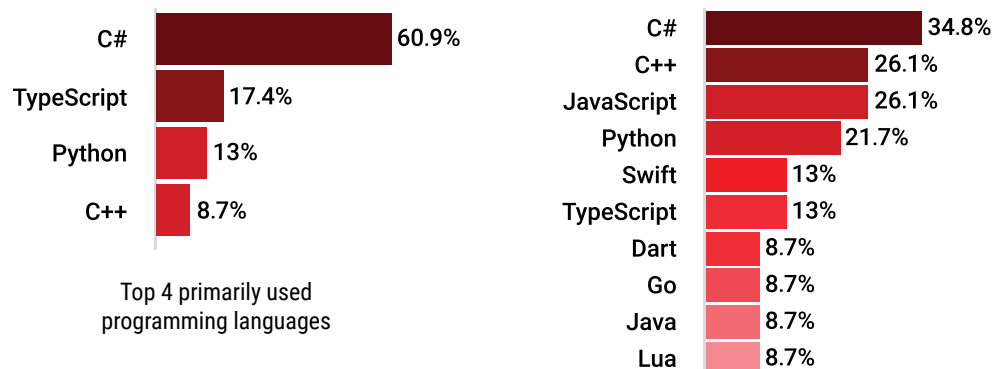
EDUCATION

65.3% of Game Developers have Bachelor's degrees or higher. **86.9%** of Game Developers have formal degrees from a college/university in IT or IT-related fields.



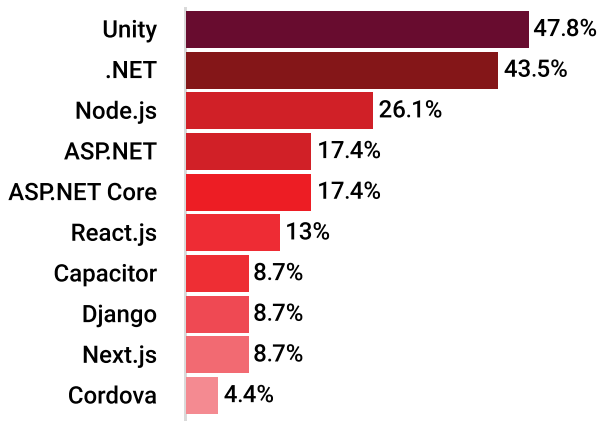
PROGRAMMING LANGUAGES

The majority of Game Developers want to upgrade their knowledge of **C++**. **21.7%** plan to learn more about **Python** to be able to enhance their knowledge in Data, AI, Machine Learning.



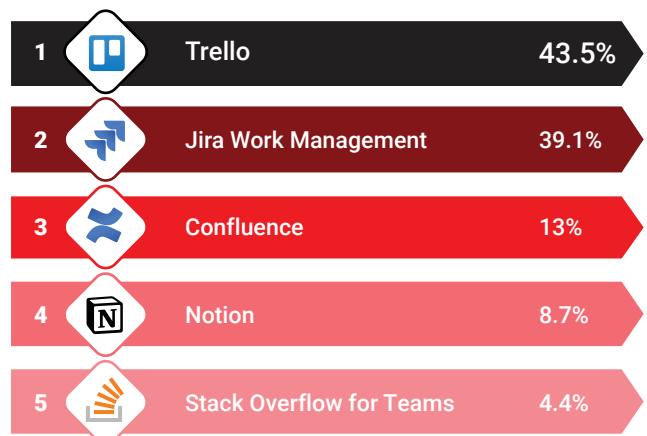
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

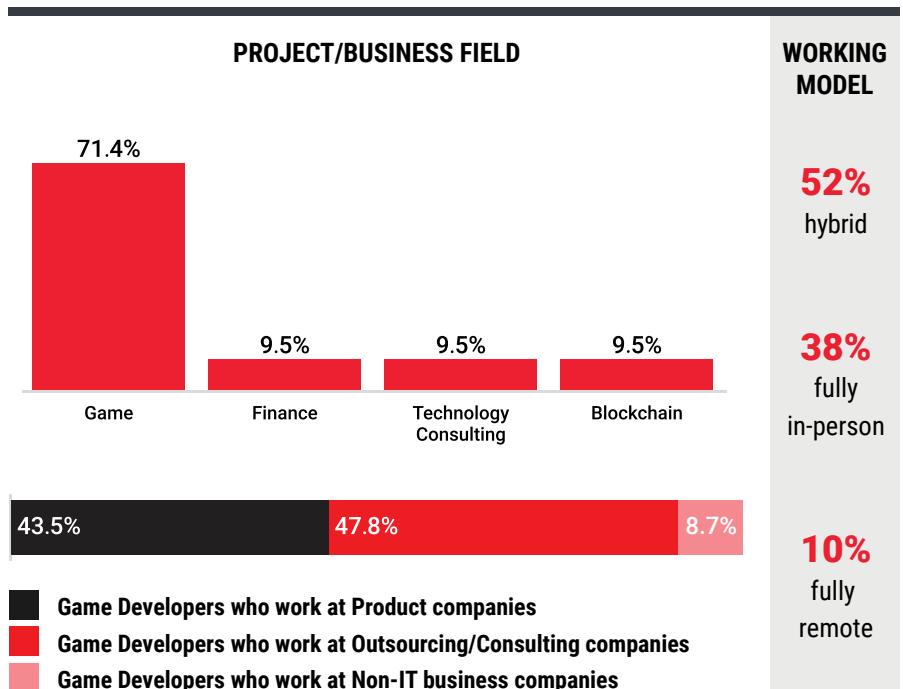


SALARY BY RANGE OF EXPERIENCE

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From 5 to 8 years	32,000,000
Over 8 years	51,000,000

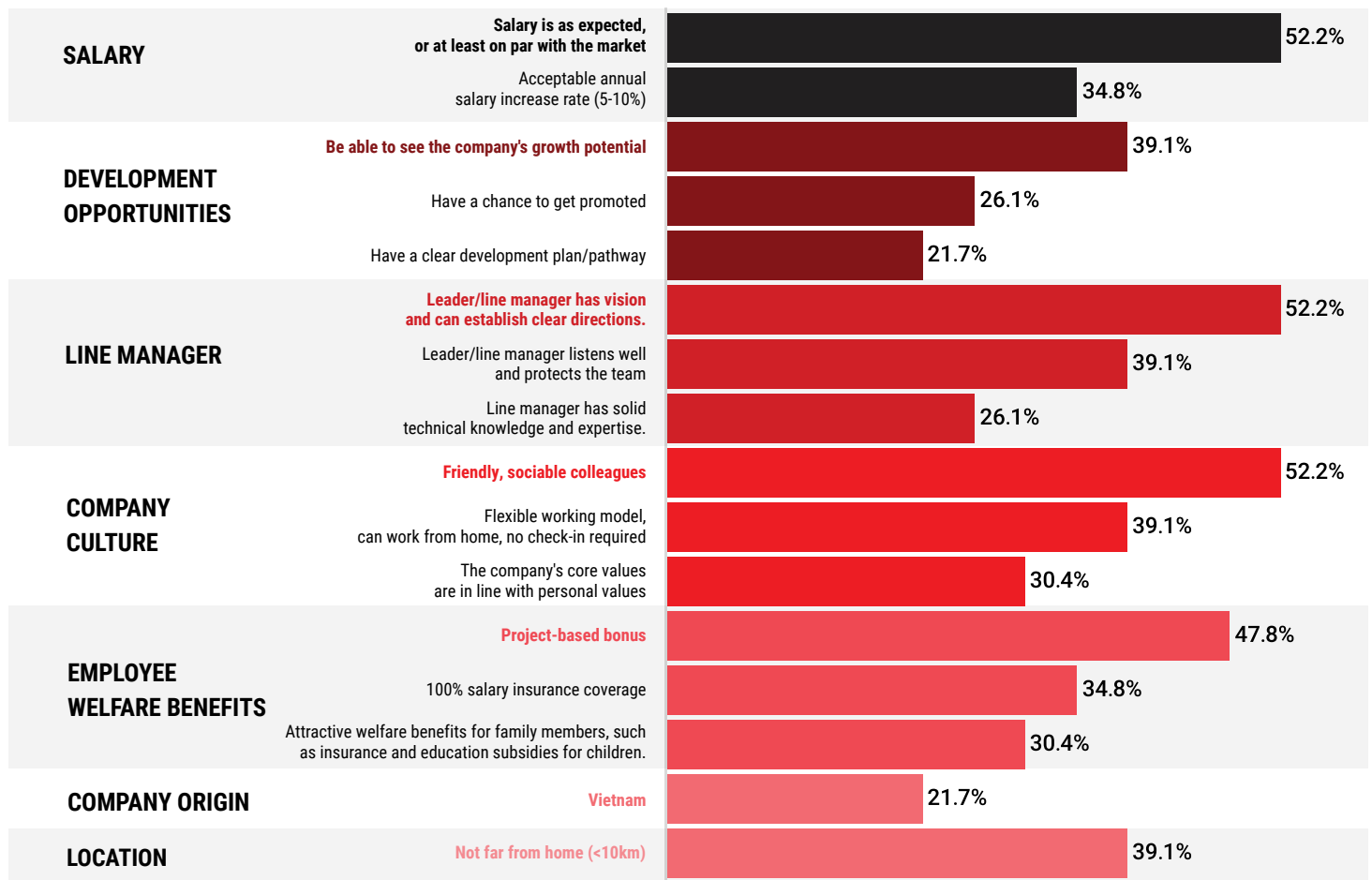
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR GAME DEVELOPERS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



TOP 5 REASONS GAME DEVELOPERS LEAVE A COMPANY

Aside from **salary**, the main reasons why Game Developers decide to leave are the company's **political working environment** and **lack of potential for growth** and **challenges** at work.

21.7%

Political working environment

21.7%

The work is no longer challenging

13%

The company and product have no potential for growth.

13%

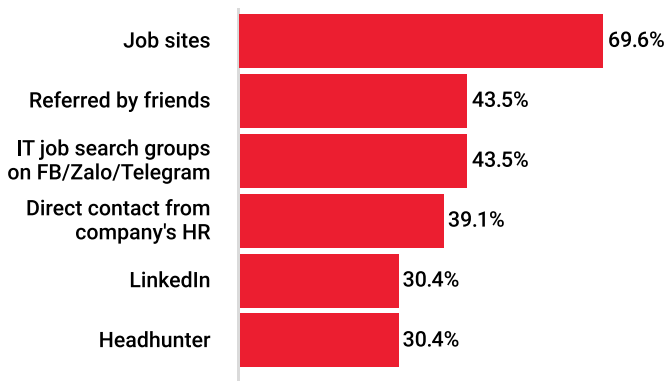
The salary is less than expected

8.7%

Heavy workload: too much working overtime (OT)

SOURCES FOR FINDING A NEW OPPORTUNITY

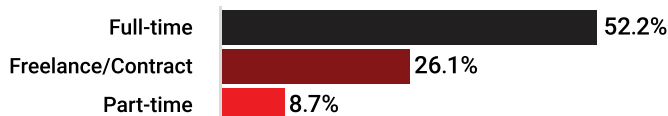
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Game Developer candidates.



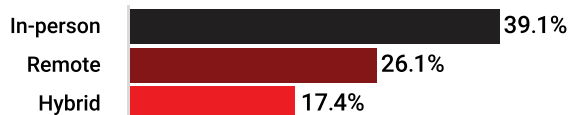
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Game Developer candidates expect a **20%** salary increase when evaluating a job offer.

EMPLOYMENT TYPE



WORKING MODEL



BUSINESS SCALE



THE INTERVIEW

During the interview, Game Developer interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed

THE CANDIDATE WANT TO KNOW:

60.9%
Prospective growth of the product/company

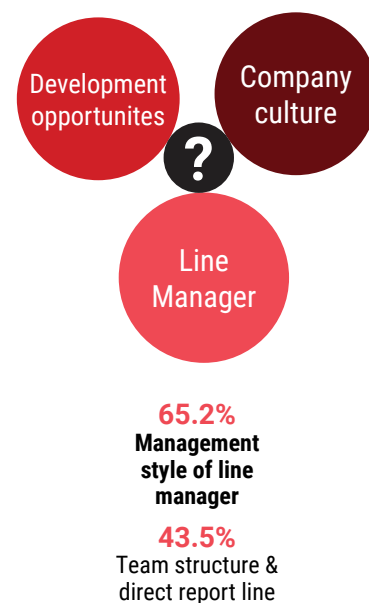
30.4%
Opportunities/challenges of the role

13.4%
Opportunities for internal training/role rotation

43.5%
Company culture and working environment

26.1%
Actual working hours

17.4%
Employee Engagement Activities



INTERVIEW FORMAT:

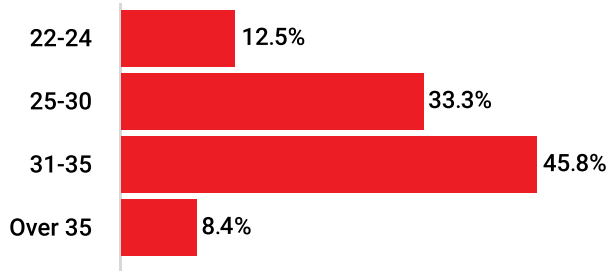
65.2% of Game Developer candidates are comfortable with either online or offline interviews

21.7% feel more comfortable with offline interviews

ABOUT EMBEDDED ENGINEER

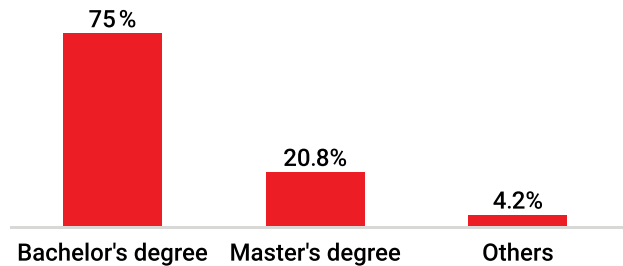
AGE

The age of Embedded Engineers who participated in this research were mostly from **22 to 35**. The **31-35 age group** makes up **the largest proportion (45.8%)**.



EDUCATION

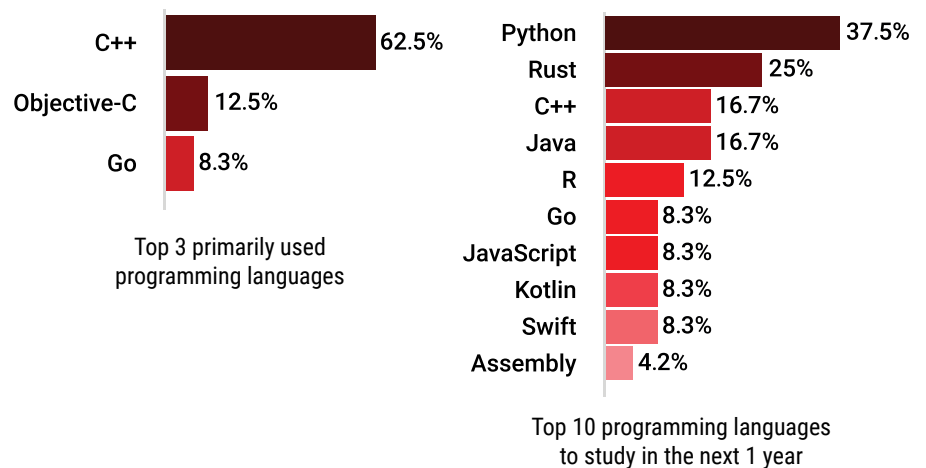
95.8% of Embedded Engineers have Bachelor's degrees or higher and have formal degrees in IT or IT-related fields.



PROGRAMMING LANGUAGES

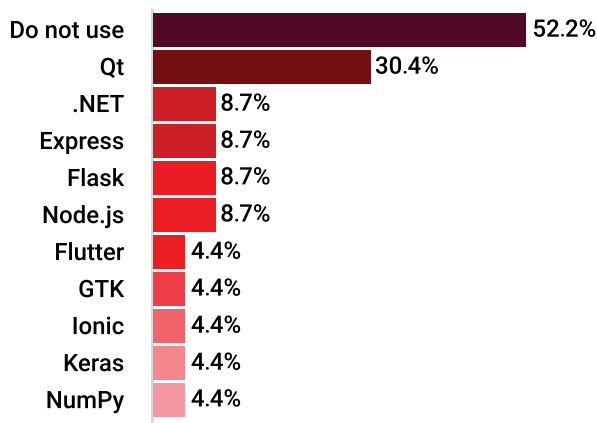
C++ is the primarily used programming language of Embedded Engineers with **62.5%**.

37.5% of Embedded Engineers plan to learn more about Python in the next 1 year to enhance knowledge in Data, AI, Machine Learning.



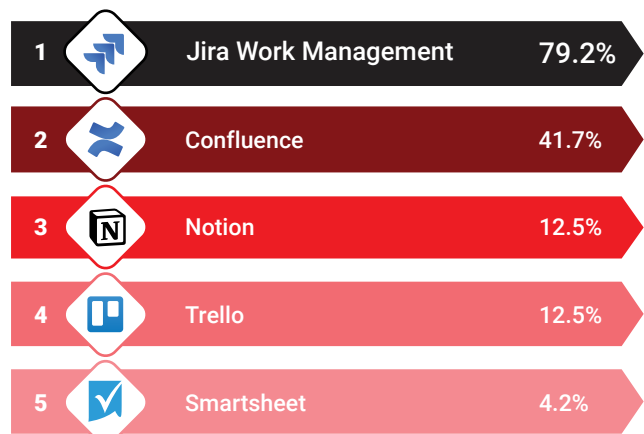
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

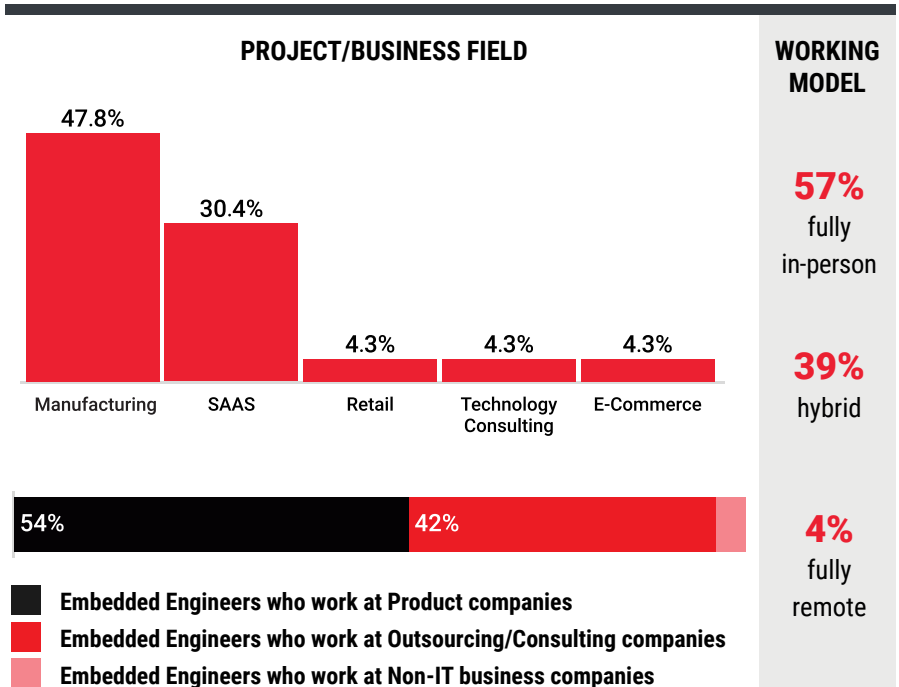


SALARY BY RANGE OF EXPERIENCE

Under 1 year	15,000,000
From 1 to less than 3 years	37,000,000
From 3 to less than 5 years	N/A
From 5 to 8 years	41,000,000
Over 8 years	N/A

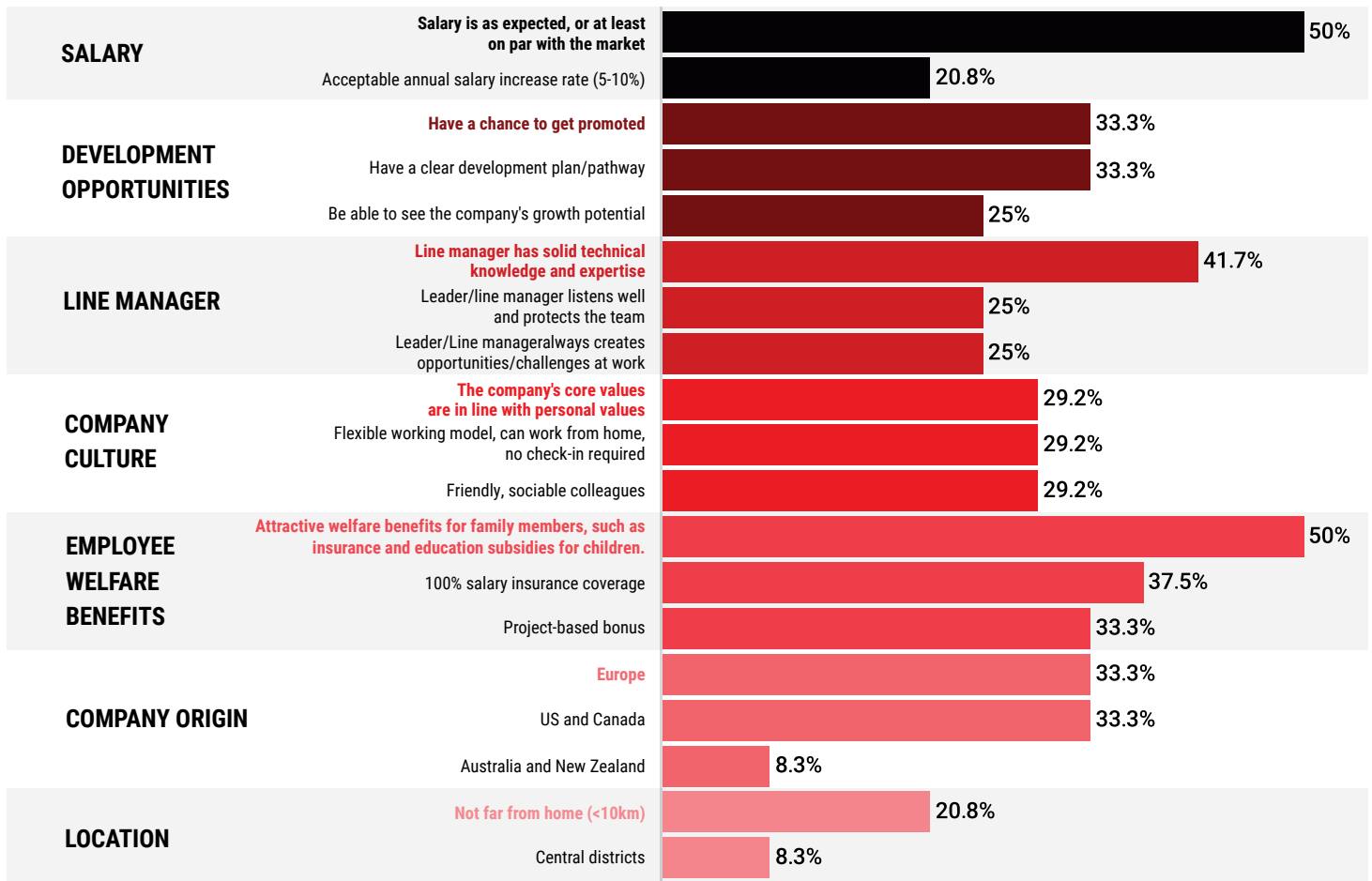
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR EMBEDDED ENGINEERS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



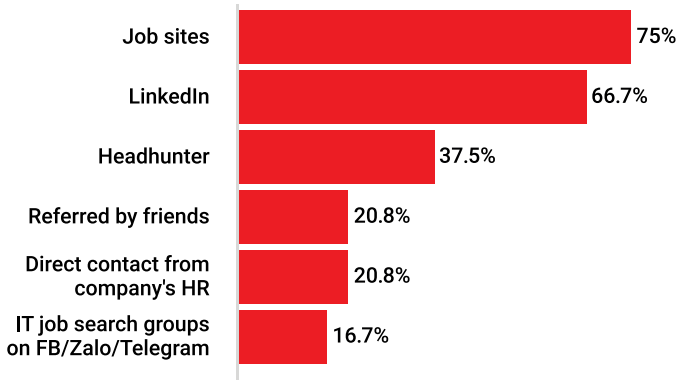
TOP 5 REASONS EMBEDDED ENGINEERS LEAVE A COMPANY

Low salary, the political working environment at the company, and the lack of opportunities and challenges at work are the main reasons why Embedded Engineers decide to leave.



SOURCES FOR FINDING A NEW OPPORTUNITY

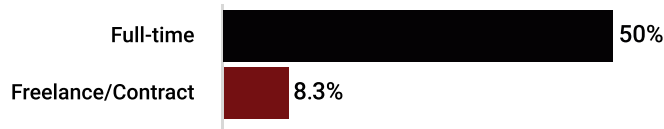
When it comes to searching for a new job opportunity, **job sites** remain the **most popular source** for Embedded Engineer candidates.



CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Embedded Engineer candidates expect a **20%** salary increase when evaluating a job offer.

EMPLOYMENT TYPE



WORKING MODEL



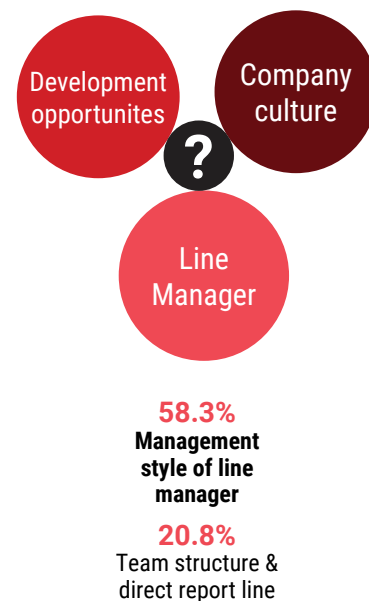
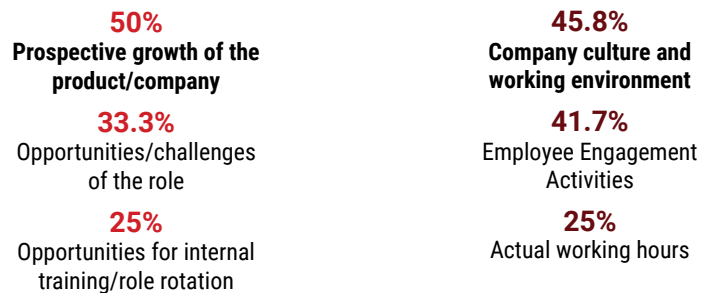
BUSINESS SCALE



THE INTERVIEW

During the interview, Embedded Engineer interviewees expect the interviewer to help them learn more about the **company's prospective growth**, the **working style of line manager**, and the **company culture**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:



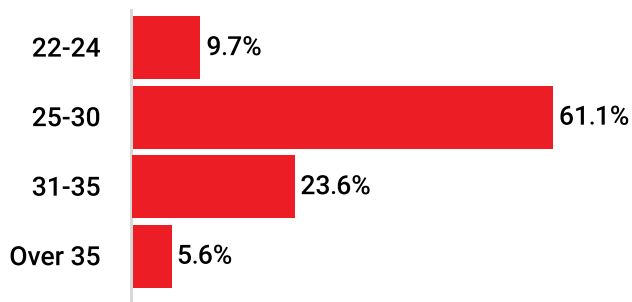
INTERVIEW FORMAT:

62.5% of Embedded Engineer candidates are comfortable with either online or offline interviews
29.1% feel more comfortable with online interviews

ABOUT PRODUCT OWNER/PRODUCT MANAGER/BUSINESS ANALYST

AGE

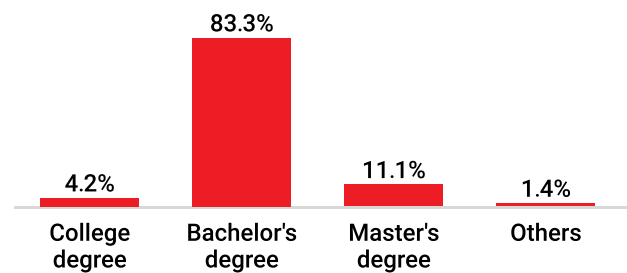
The age of Product Owner/Product Manager/Business Analysts who participated in this research were mostly from **22 to 35**. The **25-30 age group** makes up **the largest proportion (61.1%)**.



EDUCATION

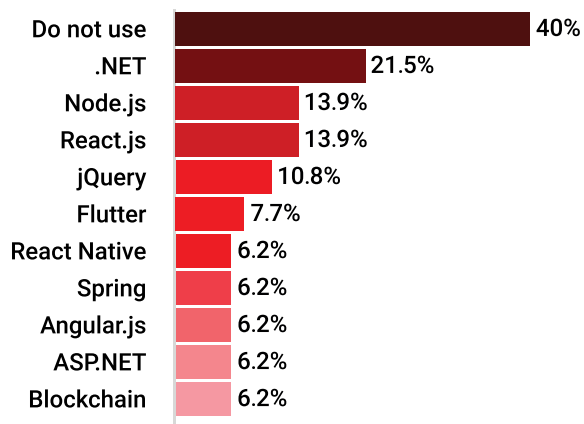
94.4% of Product Owner/Product Manager/Business Analysts have Bachelor's degrees or higher.

65.3% of Product Owner/Product Manager/Business Analysts have formal degrees from a college/university in IT or IT-related fields.



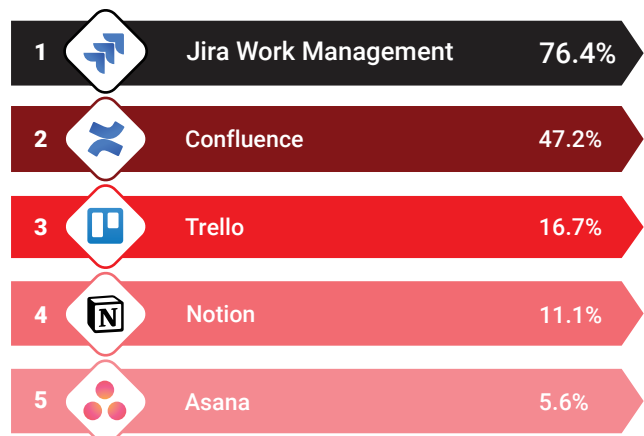
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

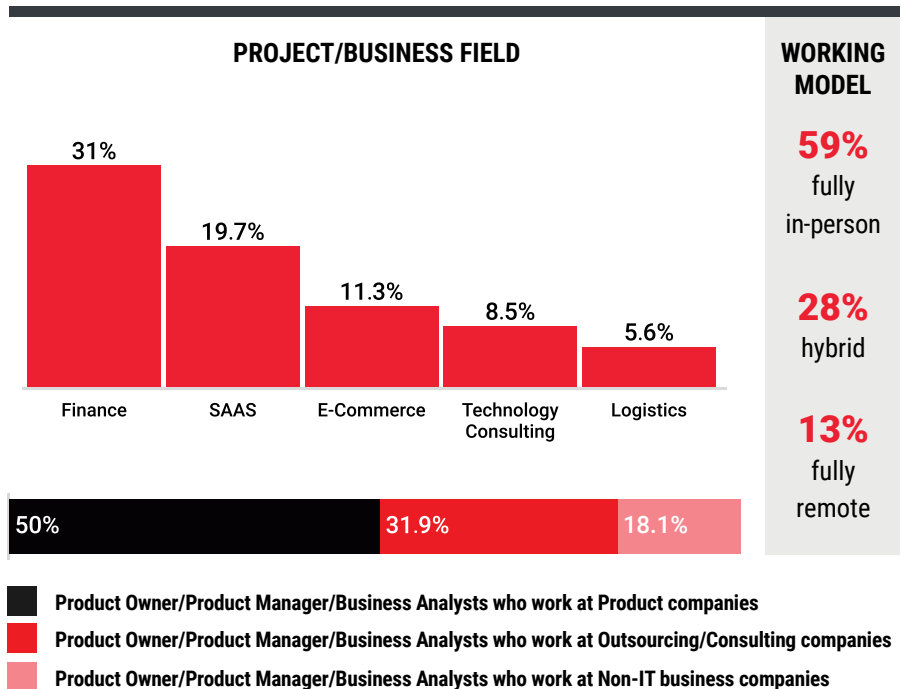


SALARY BY RANGE OF EXPERIENCE

Under 1 year	12,500,000
From 1 to less than 3 years	28,000,000
From 3 to less than 5 years	33,000,000
From 5 to 8 years	39,000,000
Over 8 years	40,000,000

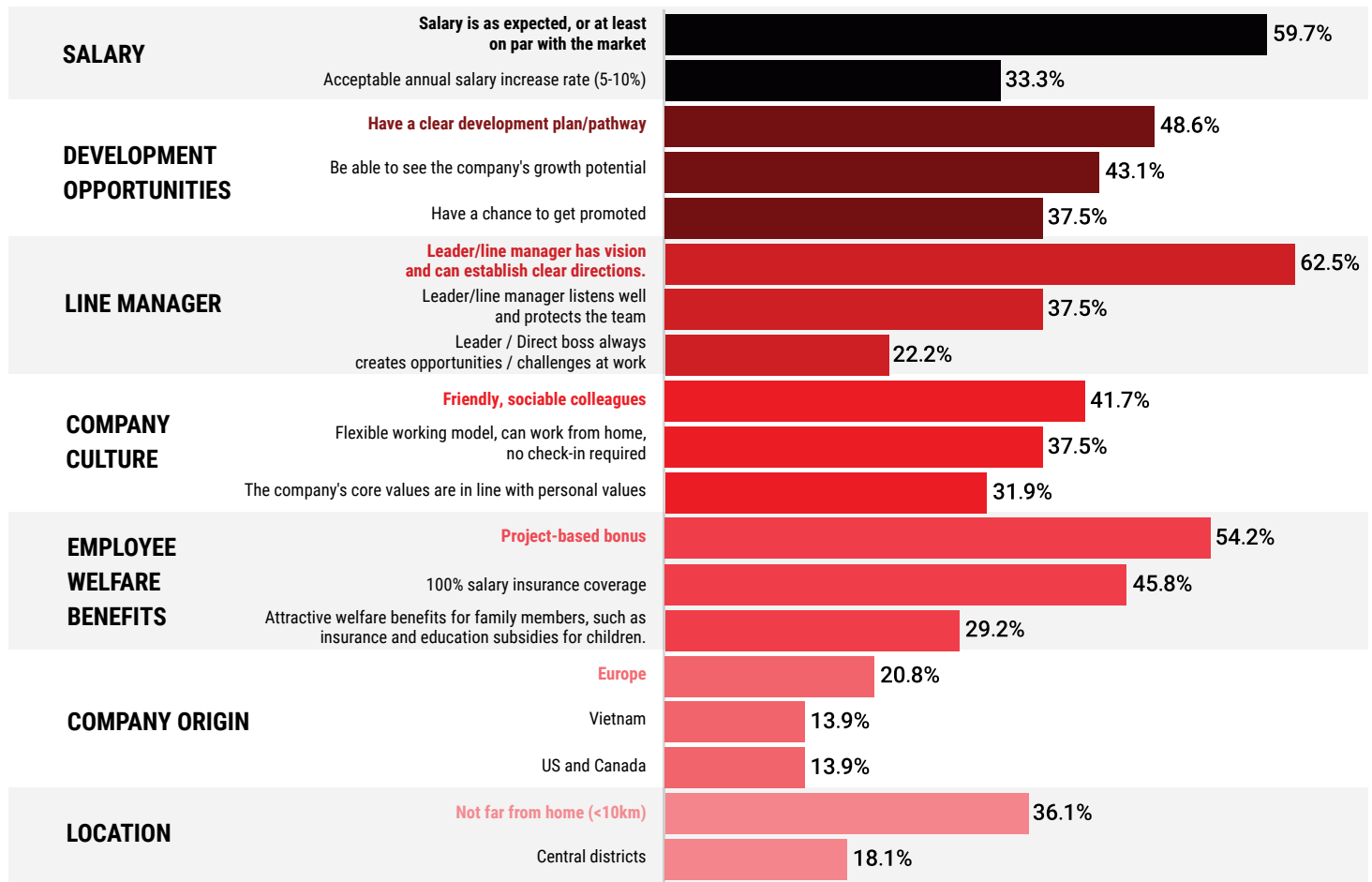
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR PRODUCT OWNER/PRODUCT MANAGER/BUSINESS ANALYST TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



TOP 5 REASONS PRODUCT OWNER/PRODUCT MANAGER/BUSINESS ANALYST LEAVE A COMPANY

Aside from **salary**, the primary causes of Product Owner/Product Manager/Business Analyst leaving are the **lack of opportunities and challenges at work**, and the **loss of faith in the company's and product's growth potential**.

19.4%

Have no/few chances for promotion

18.1%

The salary is less than expected

13.9%

The company and product have no potential for growth

12.5%

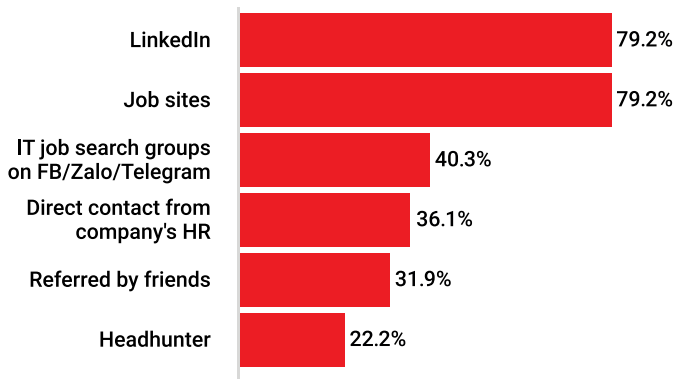
Have no/few chances for salary increase

9.7%

The work is no longer challenging

SOURCES FOR FINDING A NEW OPPORTUNITY

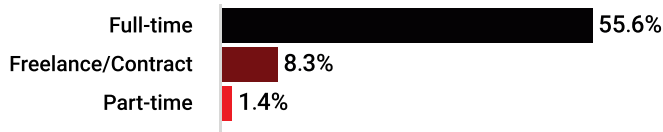
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Product Owner/Product Manager/Business Analyst candidates.



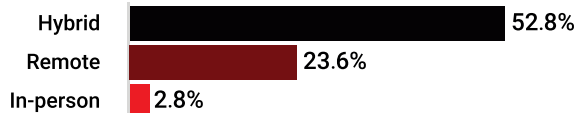
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Product Owner/Product Manager/Business Analysts expect a **22.5%** salary increase when evaluating a job offer.

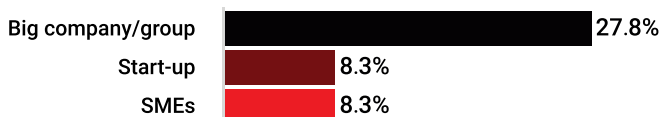
EMPLOYMENT TYPE



WORKING MODEL



BUSINESS SCALE



THE INTERVIEW

During the interview, Product Owner/Product Manager/Business Analyst interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:

58.3%
Prospective growth of the product/company

37.5%
Opportunities/challenges of the role

15.3%
Opportunities for internal training/role rotation

51.4%
Company culture and working environment

19.4%
Actual working hours

19.4%
Employee Engagement Activities



62.5%
Management style of line manager

36.1%
Team structure & direct report line

INTERVIEW FORMAT:

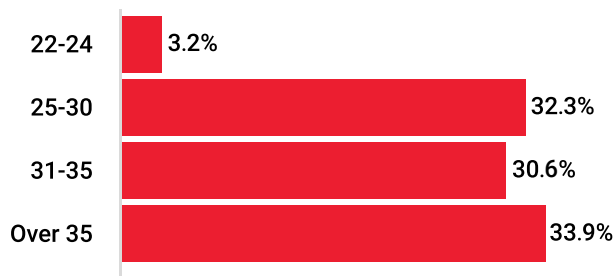
63.9% of Product Owner/Product Manager/Business Analyst candidates are comfortable with either online or offline interviews
29.2% feel more comfortable with online interviews

ABOUT PROJECT MANAGER/PROJECT LEADER

AGE

The majority of the Project Managers/Project Leaders that participated in this research were between the age of **25 and above 35**.

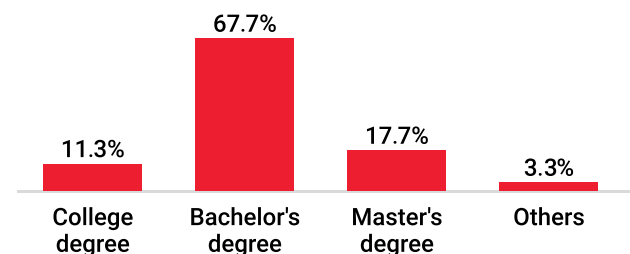
Because the job requires a certain number of years of experience, more than **30%** of Project Managers/Project Leaders are over the age of 35.



EDUCATION

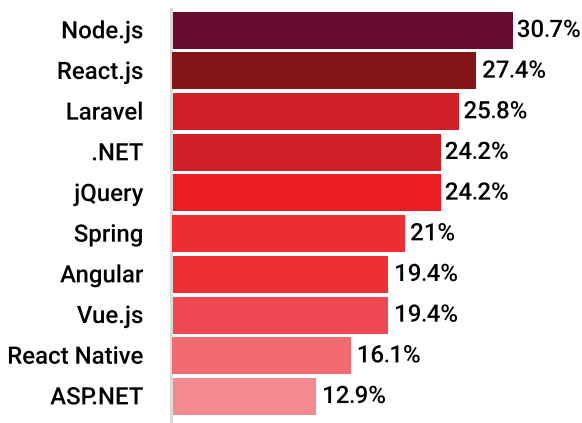
85.4% of Project Manager/Project Leader have Bachelor's degrees or higher.

82% of Project Manager/Project Leader have formal degrees from a college/university in IT or IT-related fields.



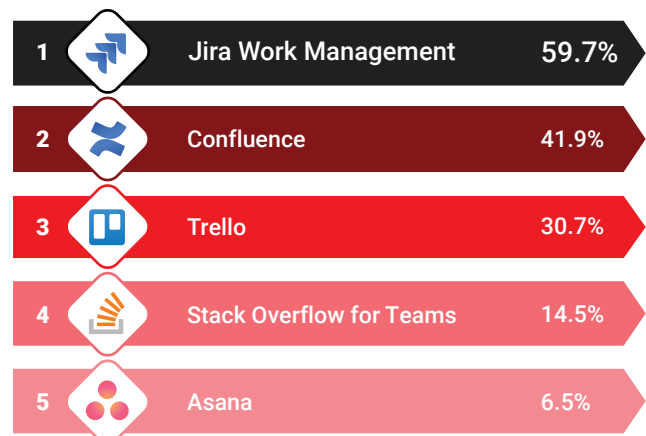
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

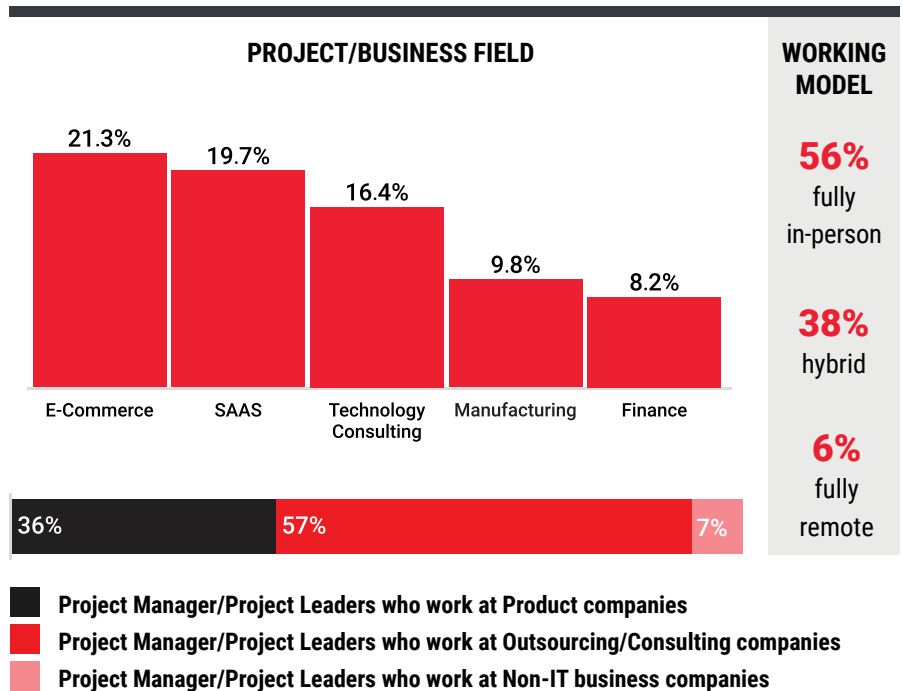


SALARY BY RANGE OF EXPERIENCE

Under 1 year	19,500,000
From 1 to less than 3 years	35,000,000
From 3 to less than 5 years	44,500,000
From 5 to 8 years	N/A
Over 8 years	58,000,000

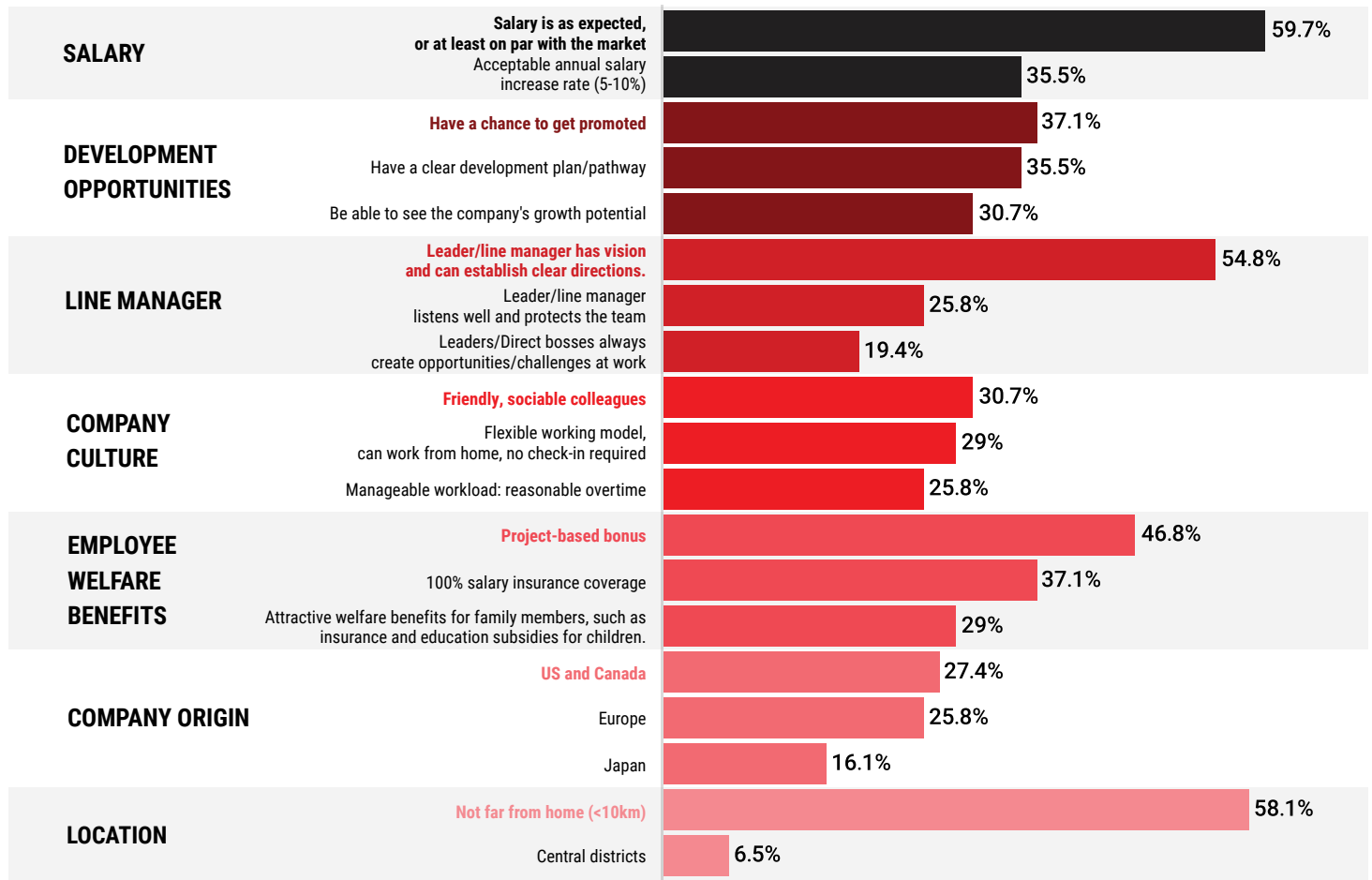
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR PROJECT MANAGER/PROJECT LEADER TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



TOP 5 REASONS PROJECT MANAGER/PROJECT LEADER LEAVE A COMPANY

Aside from **salary**, Project Manager/Project Leader decide to leave because there is **no chance to get promoted and the work is on schedule/no longer challenging**.

24.2%

The salary is less than expected

16.1%

Have no/few chances for promotion

14.5%

The work is no longer challenging

12.9%

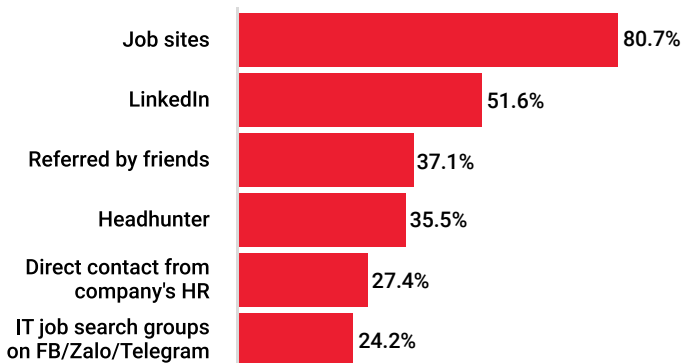
Have no/few chances for salary increase

6.5%

Political working environment

SOURCES FOR FINDING A NEW OPPORTUNITY

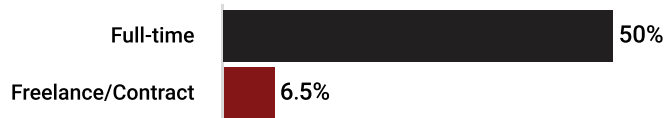
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Project Manager/ Project Leader candidates.



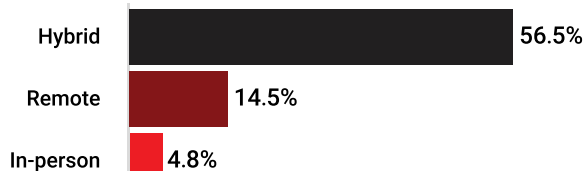
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Project Manager/Project Leader candidates expect a **12%** salary increase when evaluating a job offer.

EMPLOYMENT TYPE



WORKING MODEL



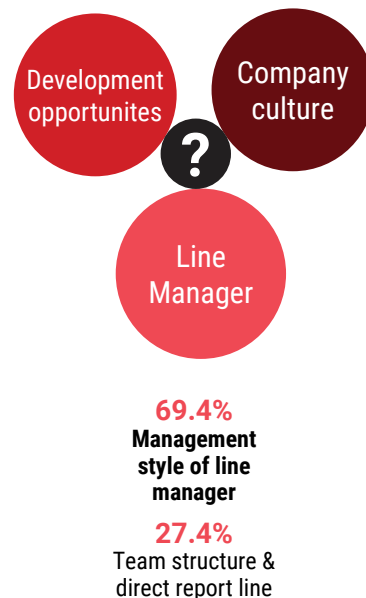
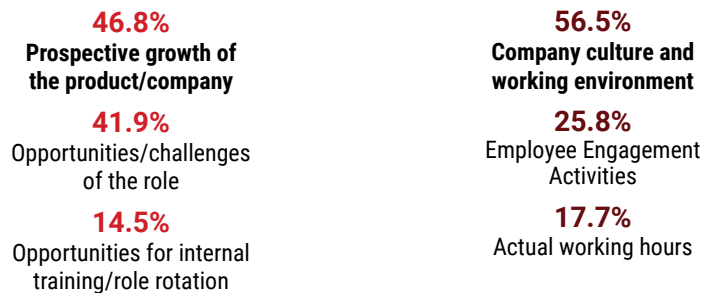
BUSINESS SCALE



THE INTERVIEW

During the interview, Project Manager/Project Leader interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:



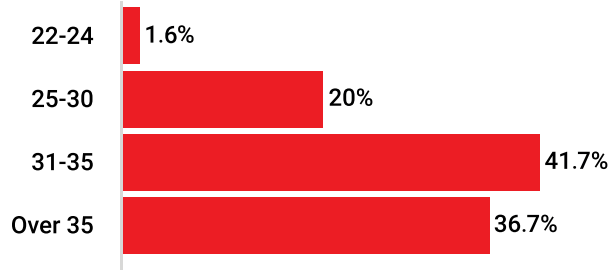
INTERVIEW FORMAT:

69% of Project Manager/Project Leader candidates are comfortable with either online or offline interviews
26% feel more comfortable with online interviews

ABOUT IT LEAD/MANAGER

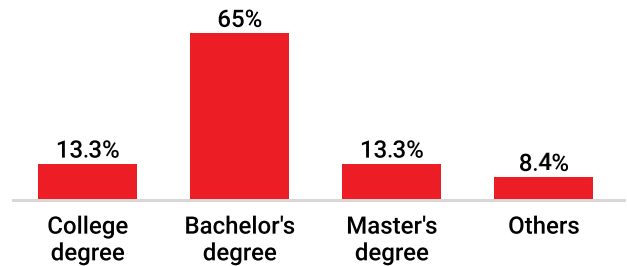
AGE

The age of the IT Leads/Managers who participated in this research were mostly from **25 to above 35**. The **31-35 age group** makes up **the largest proportion (41.7%)**.



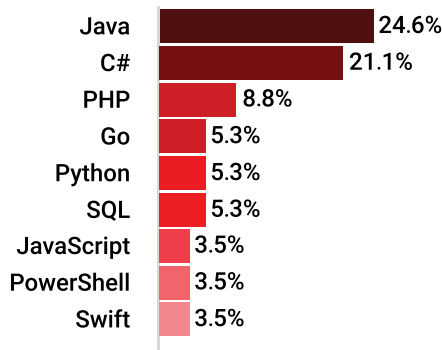
EDUCATION

78.3% of the IT Leads/Managers have Bachelor's degrees or higher. **98%** of the IT Leads/Managers have formal degrees from a college/university in IT or IT-related fields.

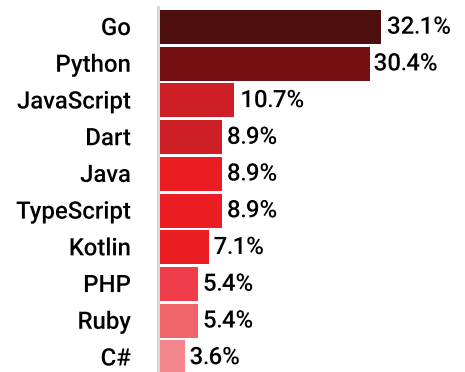


PROGRAMMING LANGUAGES

IT Leads/Managers plan to study more cutting-edge programming languages in the upcoming year, such as **Go** and **Python**, in order to increase competitive advantages and stay on top of technological developments.



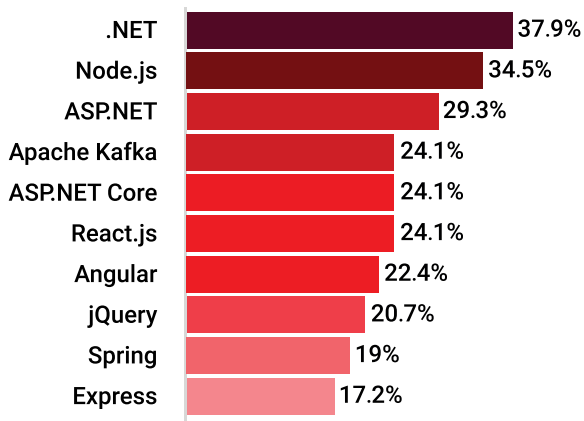
Top 9 primarily used programming languages



Top 10 programming languages to study in the next 1 year

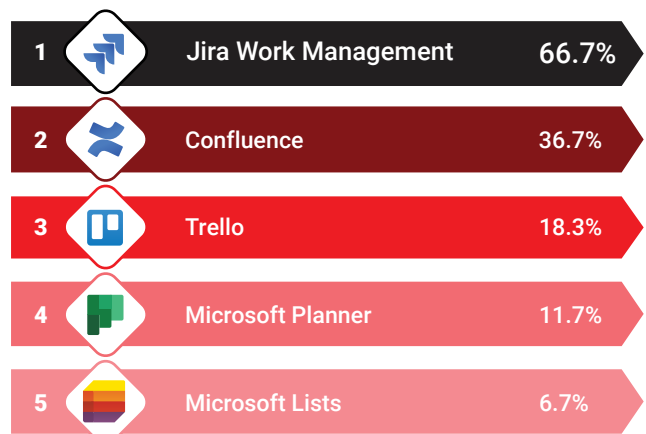
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

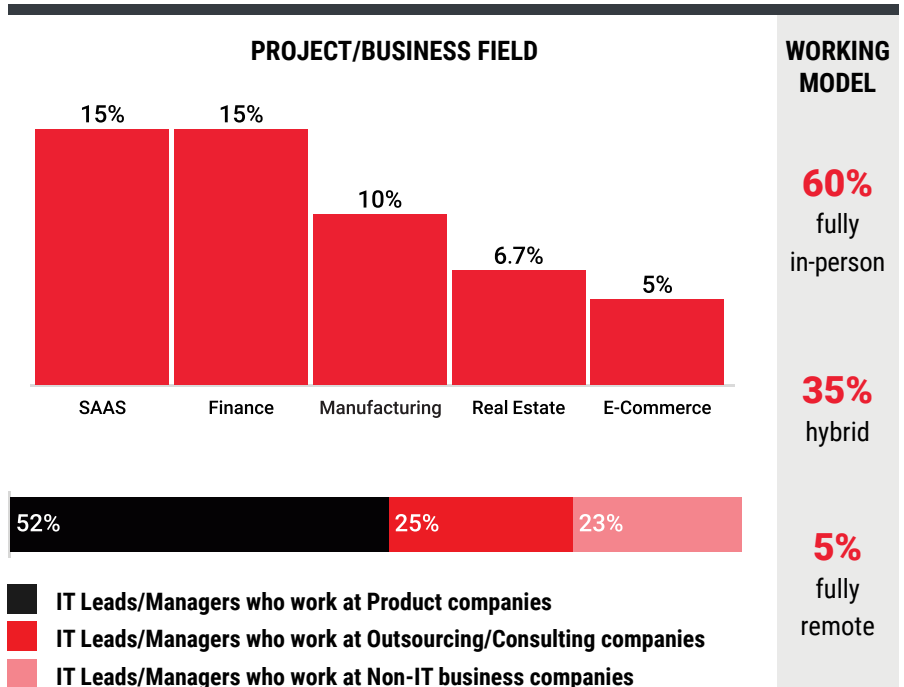


SALARY BY RANGE OF EXPERIENCE

Under 1 year	N/A
From 1 to less than 3 years	N/A
From 3 to less than 5 years	39,500,000
From 5 to 8 years	42,500,000
Over 8 years	61,000,000

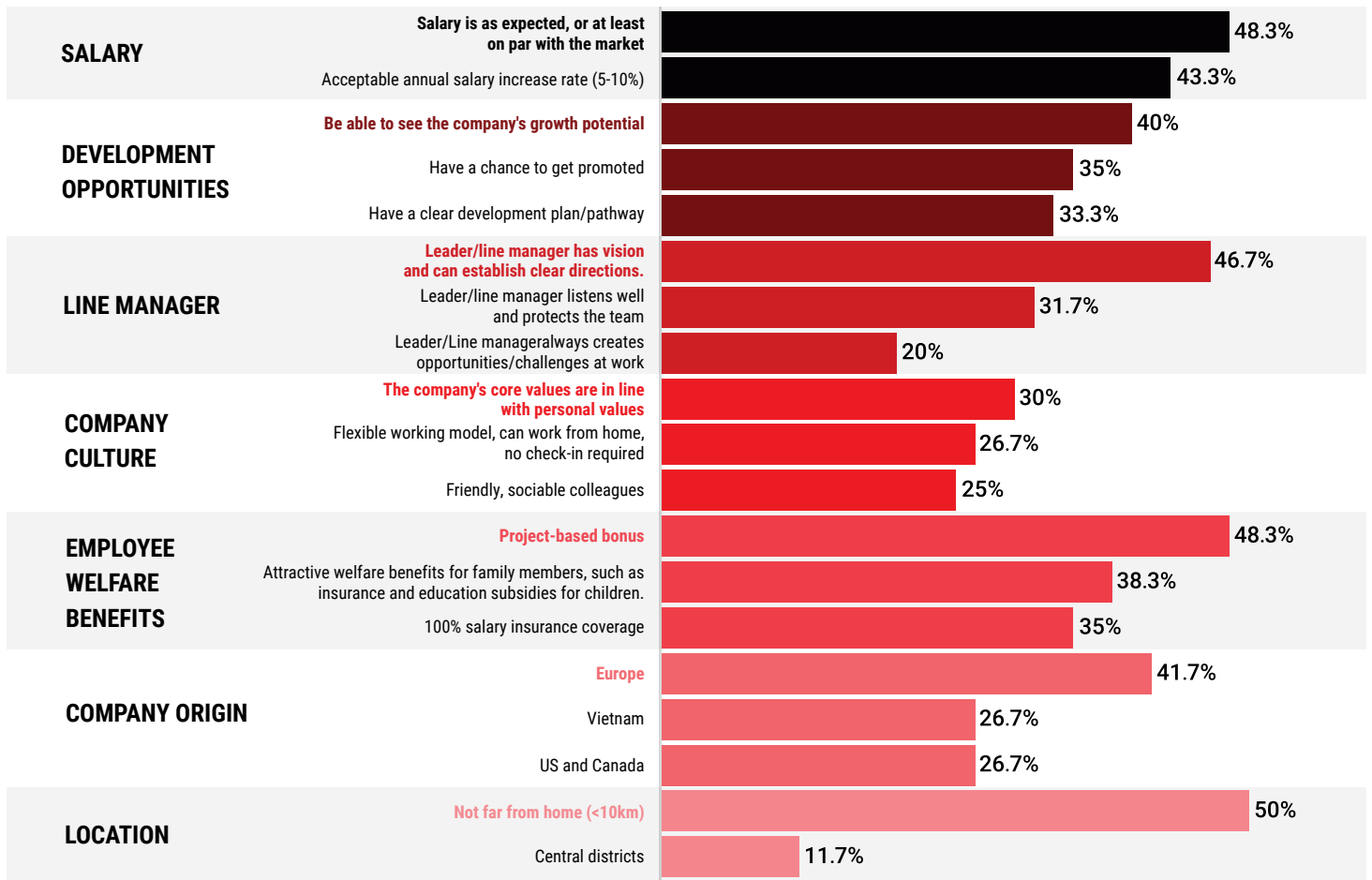
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR IT LEADS/MANAGERS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



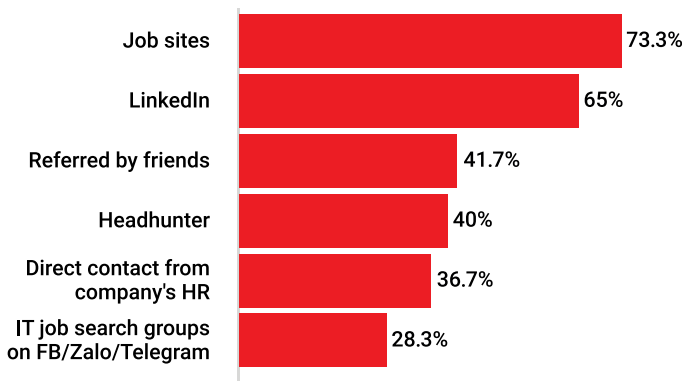
TOP 5 REASONS IT LEADS/MANAGERS LEAVE A COMPANY

Aside from **salary**, another main reason why IT Leads/Managers decide to leave is the **political working environment** at the company.



SOURCES FOR FINDING A NEW OPPORTUNITY

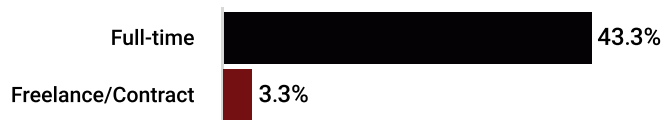
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for IT Lead/Manager candidates.



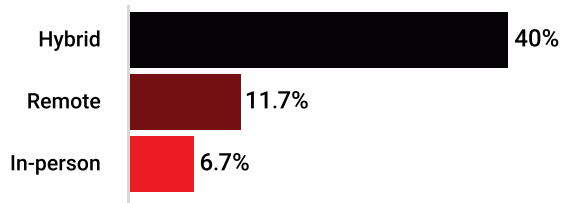
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, IT Lead/Manager candidates expect a **25%** salary increase when evaluating a job offer.

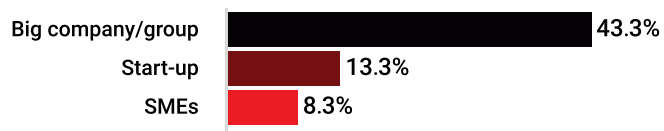
EMPLOYMENT TYPE



WORKING MODEL



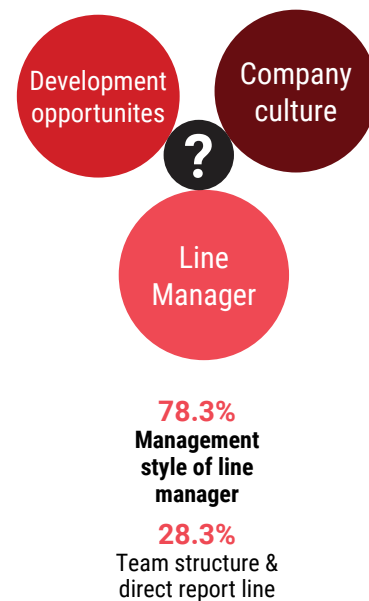
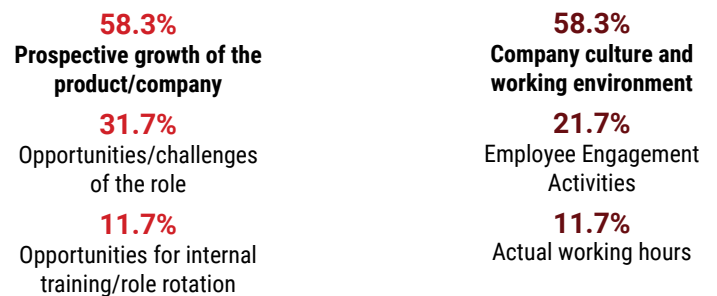
BUSINESS SCALE



THE INTERVIEW

During the interview, IT Lead/Manager interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:



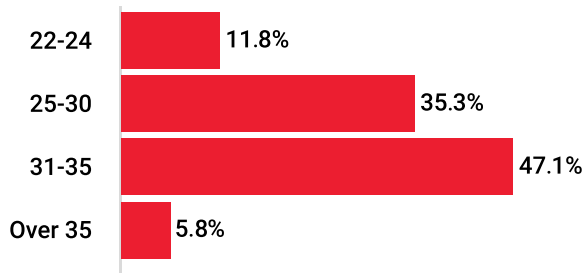
INTERVIEW FORMAT:

62% of IT Lead/Manager candidates are comfortable with either online or offline interviews
20% feel more comfortable with online interviews

ABOUT IT CONSULTANT

AGE

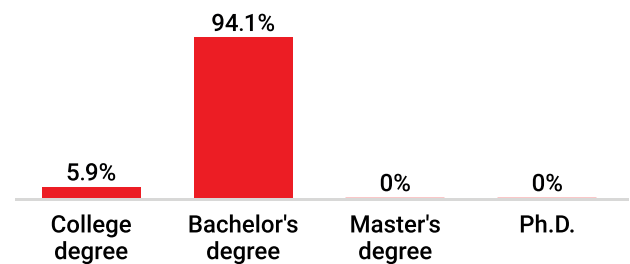
The age of IT Consultants who participated in this research were mostly from **25 to 35**. The **31-35 age** group makes up the largest proportion (47.1%).



EDUCATION

94.1% of IT Consultants have Bachelor's degrees.

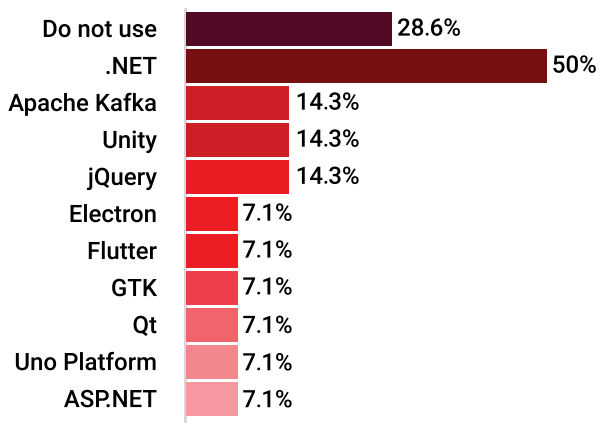
88.2% of IT Consultants have formal degrees from a college/university in IT or IT-related fields.



LIBRARIES & FRAMEWORKS

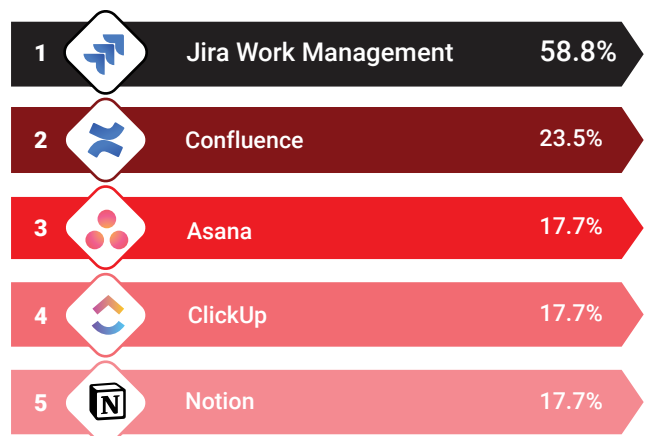
Approximately **30%** of IT consultants do not use any Libraries & Frameworks. Up to **50%** of them use **.NET**, making it the most popular Library and Framework among those used.

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

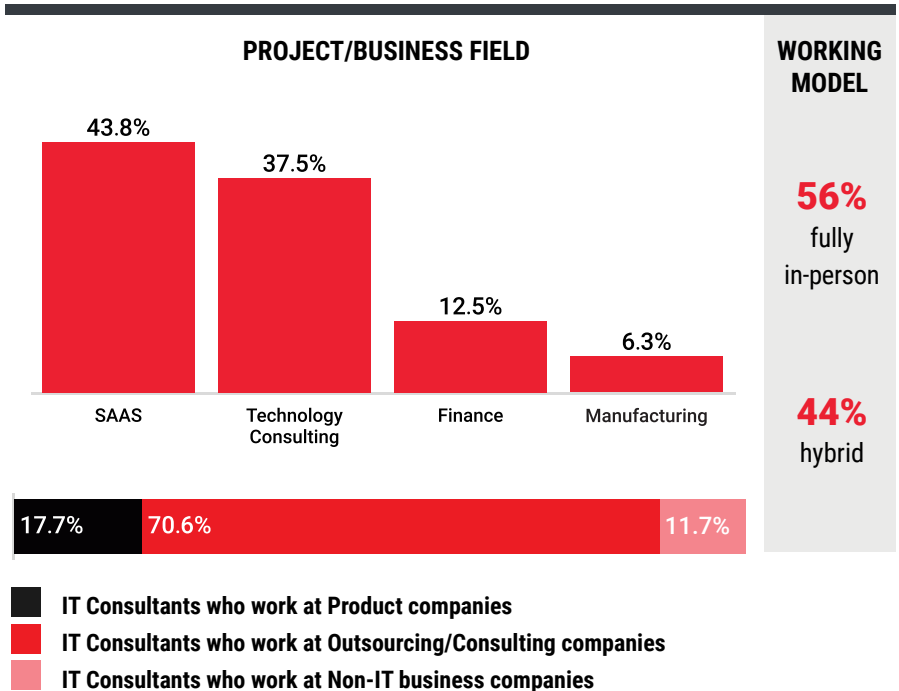


SALARY BY RANGE OF EXPERIENCE

Under 1 year	N/A
From 1 to less than 3 years	N/A
From 3 to less than 5 years	27,500,000
From 5 to 8 years	34,000,000
Over 8 years	N/A

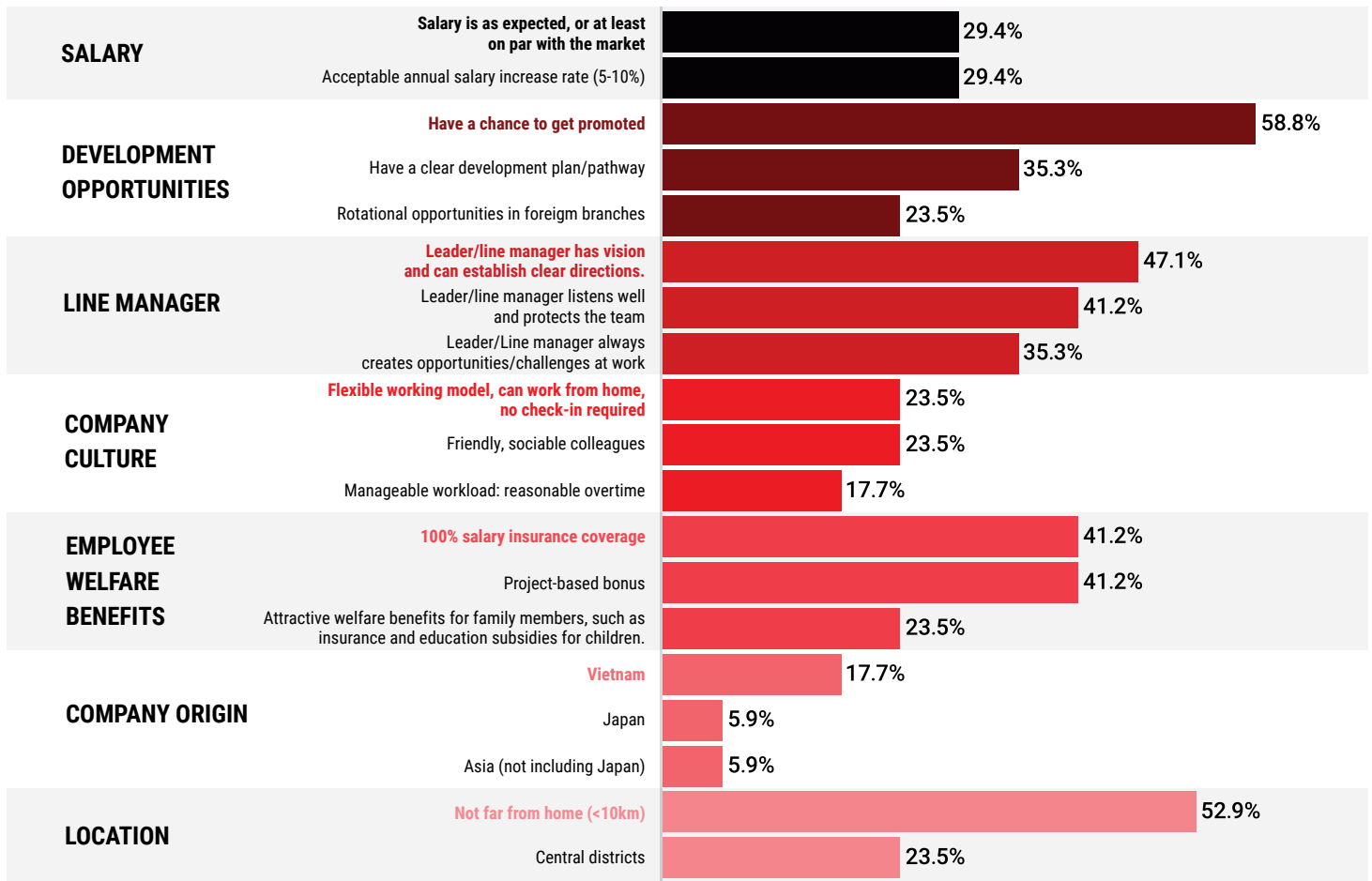
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR IT CONSULTANTS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



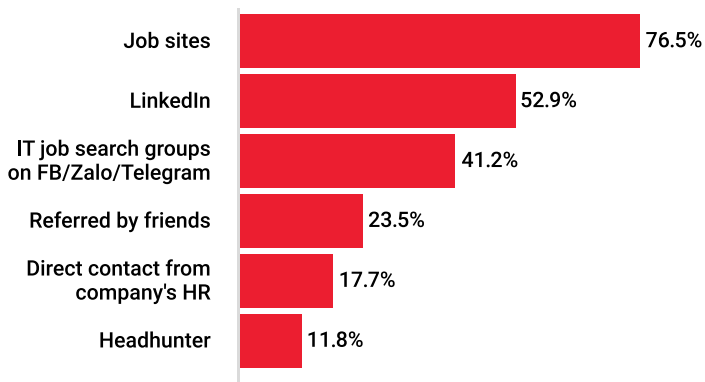
TOP 5 REASONS IT CONSULTANTS LEAVE A COMPANY

The **political working environment** at their company, low salary and micro-management are the main reasons why IT Consultants decide to leave.



SOURCES FOR FINDING A NEW OPPORTUNITY

When it comes to searching for a new job opportunity, **job sites** remain the **most popular source** for IT Consultant candidates.



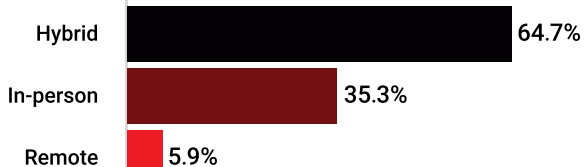
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, IT Consultant candidates expect a **20%** salary increase when evaluating a job offer.

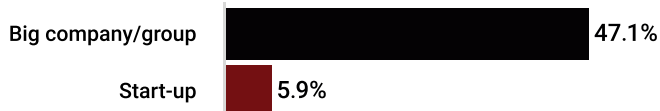
EMPLOYMENT TYPE



WORKING MODEL



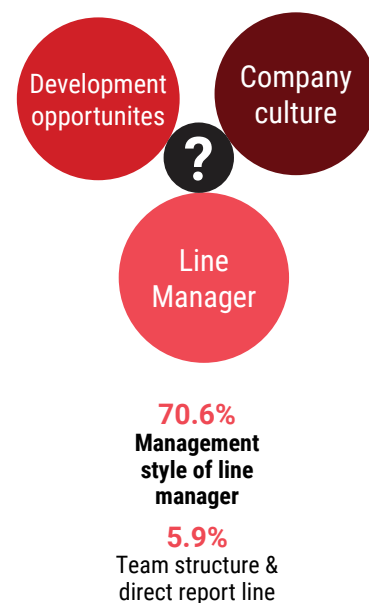
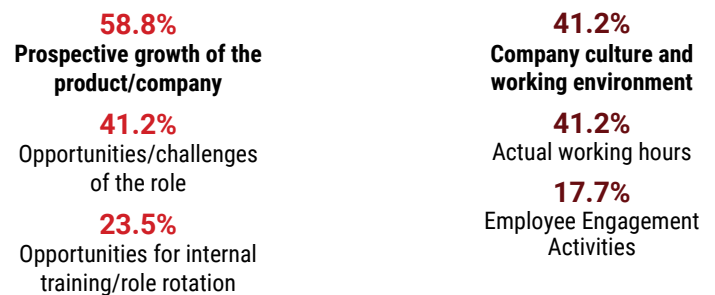
BUSINESS SCALE



THE INTERVIEW

During the interview, IT Consultant interviewees expect the interviewer to help them learn more about the **working style of line manager**, the **company culture**, **actual working time** and the **company's prospective growth**, as well as the **opportunities /challenges of the role**.

THE CANDIDATE WANT TO KNOW:



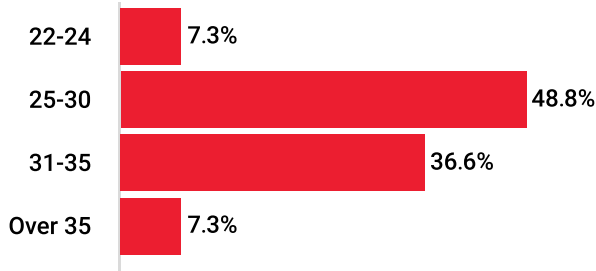
INTERVIEW FORMAT:

70.6% of IT Consultant candidates are comfortable with either online or offline interviews
23.5% feel more comfortable with online interviews

ABOUT DESIGNER

AGE

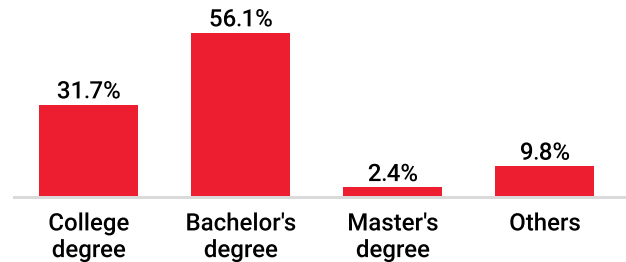
The majority of Designers who participated in this research were between the age of **25 and 35**.



EDUCATION

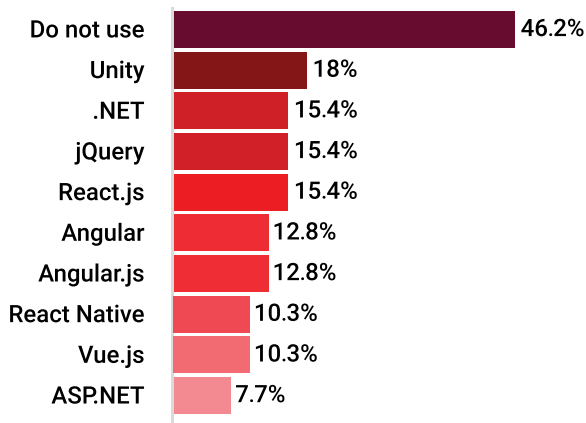
58.5% of Designers have Bachelor's degrees or higher.

68.3% of Designers have formal degrees from a college/university in IT or IT-related fields.



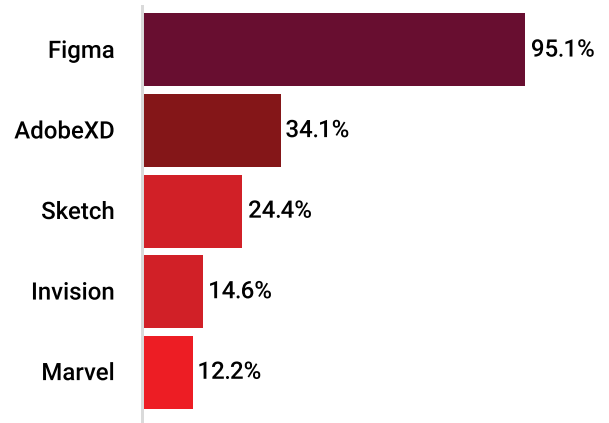
LIBRARIES & FRAMEWORKS

Top 9 currently used libraries & frameworks



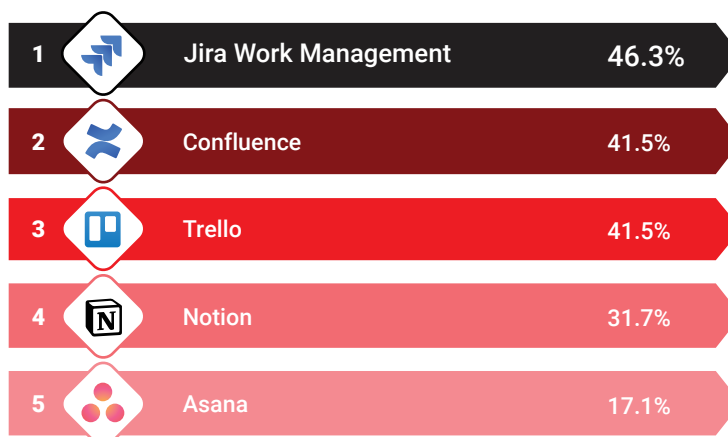
DESIGN TOOLS

Top 5 currently used design tools



MANAGEMENT TOOLS

Top 5 currently used management tools

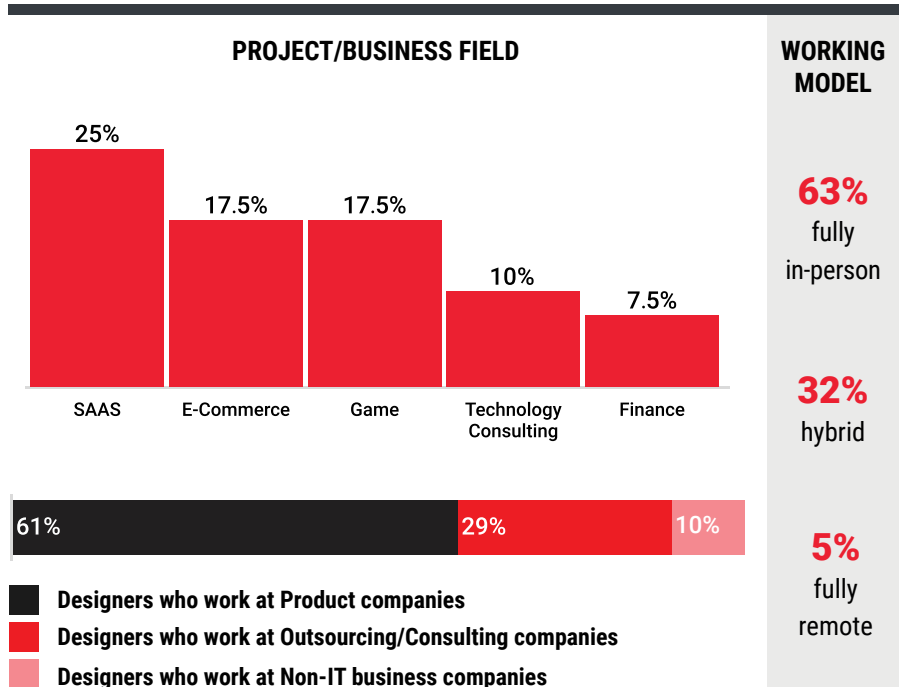


SALARY BY RANGE OF EXPERIENCE

Under 1 year	N/A
From 1 to less than 3 years	25,000,000
From 3 to less than 5 years	27,000,000
From 5 to 8 years	N/A
Over 8 years	50,000,000

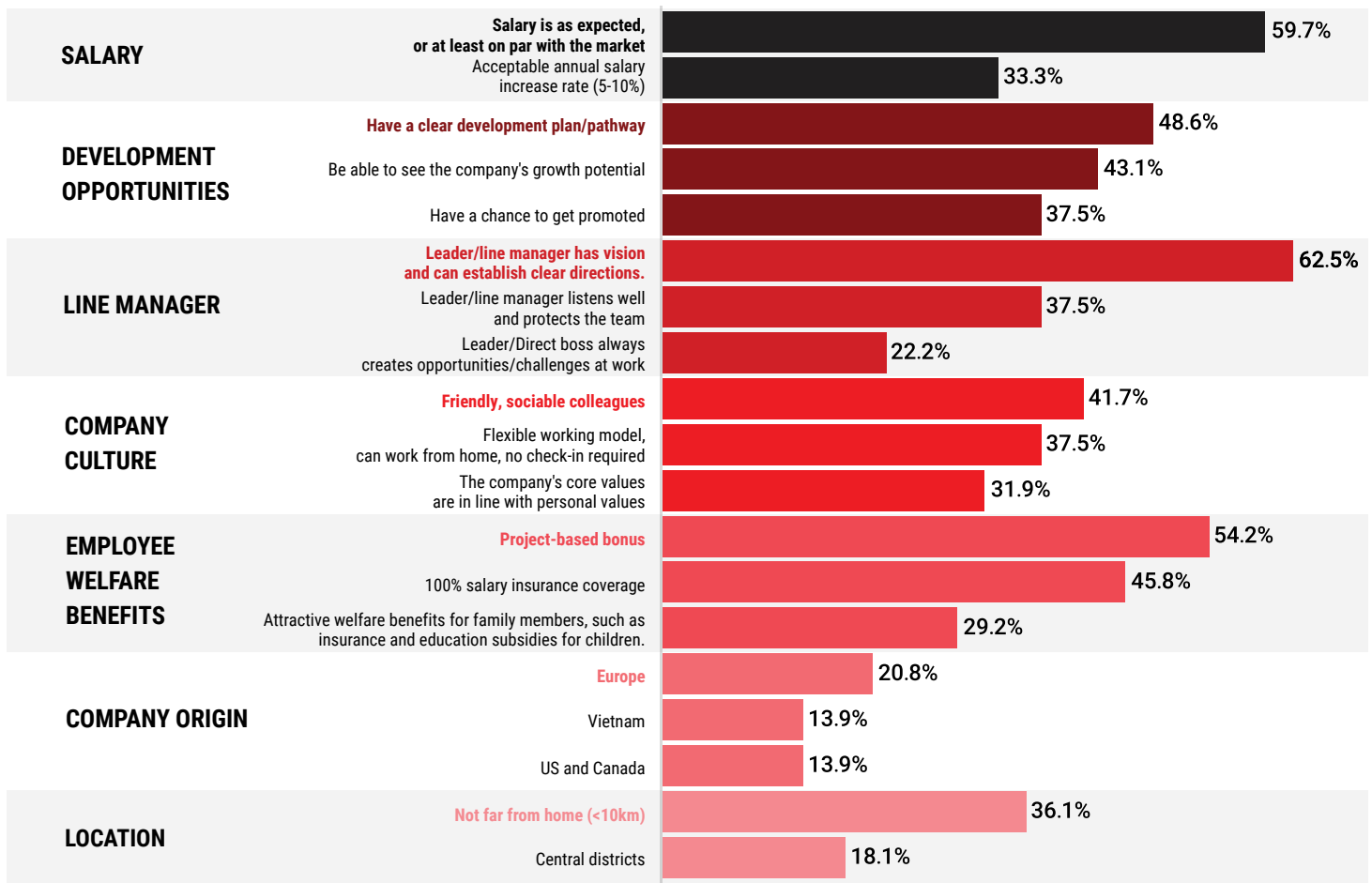
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR DESIGNERS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



TOP 5 REASONS DESIGNERS LEAVE A COMPANY

Aside from **salary** and the **lack of challenges** at work, another major reason why Designers leave is the **desire to change their career direction**.

19.4%

Have no/few
chances for
promotion

18.1%

The salary is less
than expected

13.9%

The company and
product have no
potential for growth.

12.5%

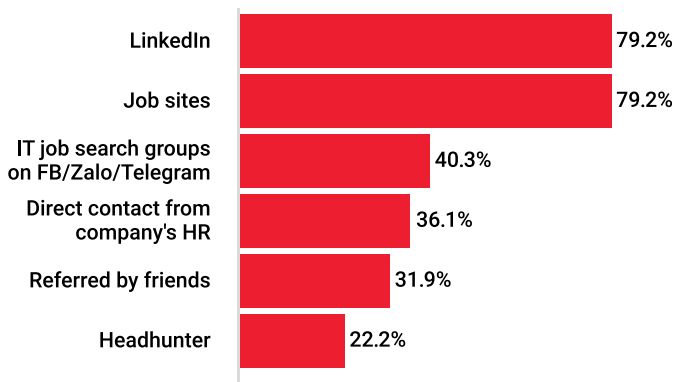
Have no/few
chances for
salary increase

9.7%

The work
is no longer
challenging

SOURCES FOR FINDING A NEW OPPORTUNITY

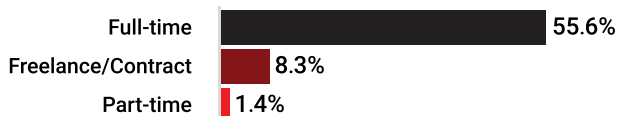
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Designer candidates.



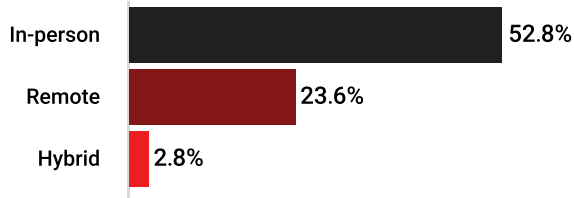
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Designer candidates expect a **20%** salary increase when evaluating a job offer.

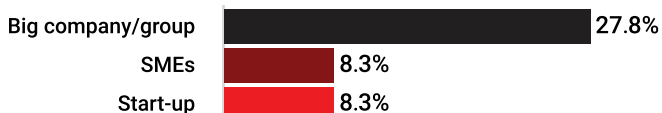
EMPLOYMENT TYPE



WORKING MODEL



BUSINESS SCALE



THE INTERVIEW

During the interview, Designer interviewees expect the interviewer to help them learn more about **the company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:

58.3%
Prospective growth of the
product/company

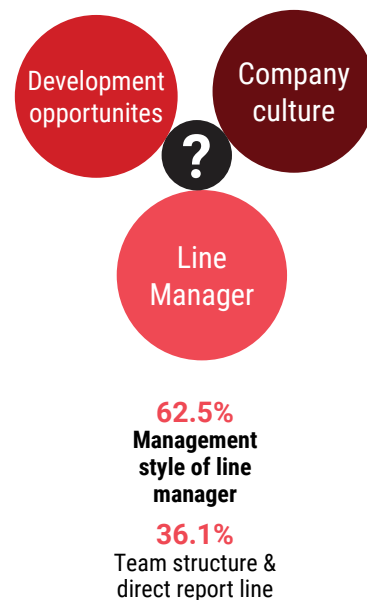
37.5%
Opportunities/challenges
of the role

15.3%
Opportunities for internal
training/role rotation

51.4%
Company culture and
working environment

19.4%
Employee Engagement
Activities

19.4%
Actual working hours



INTERVIEW FORMAT:

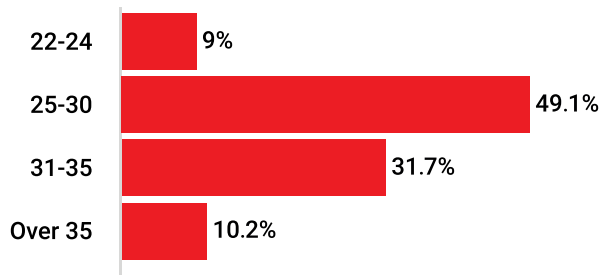
70.7% of Designer candidates are comfortable with either online or offline interviews

19.5% feel more comfortable with online interviews

ABOUT TESTER/QA-QC

AGE

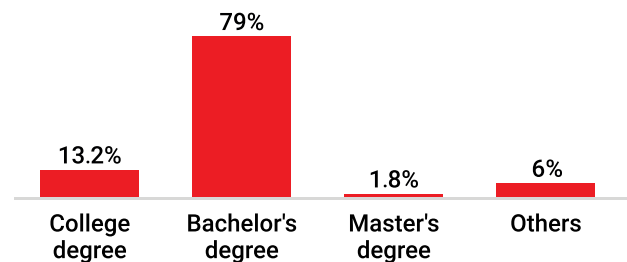
The age of Tester/QA-QC who participated in this research were mostly from **22 to 35**. With nearly 50%, the age range of **25 to 30** has the highest proportion.



EDUCATION

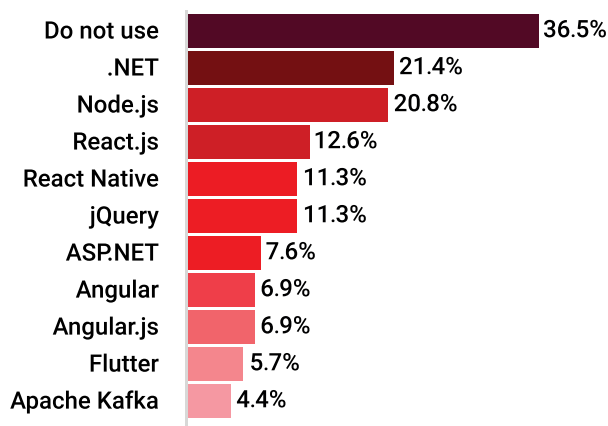
80.8% of Tester/QA-QC have Bachelor's degrees or higher.

77.2% of Tester/QA-QC have formal degrees from a college/university in IT or IT-related fields.



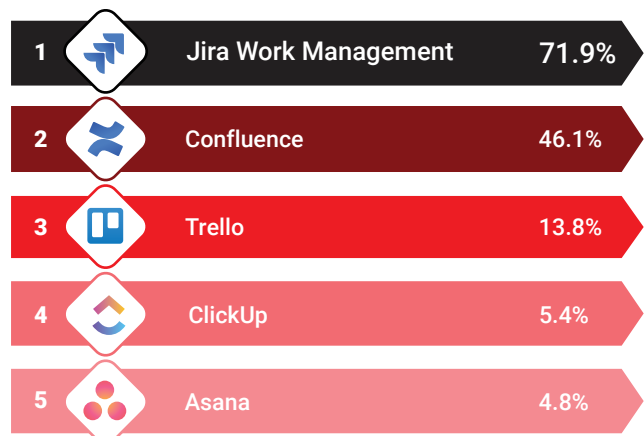
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

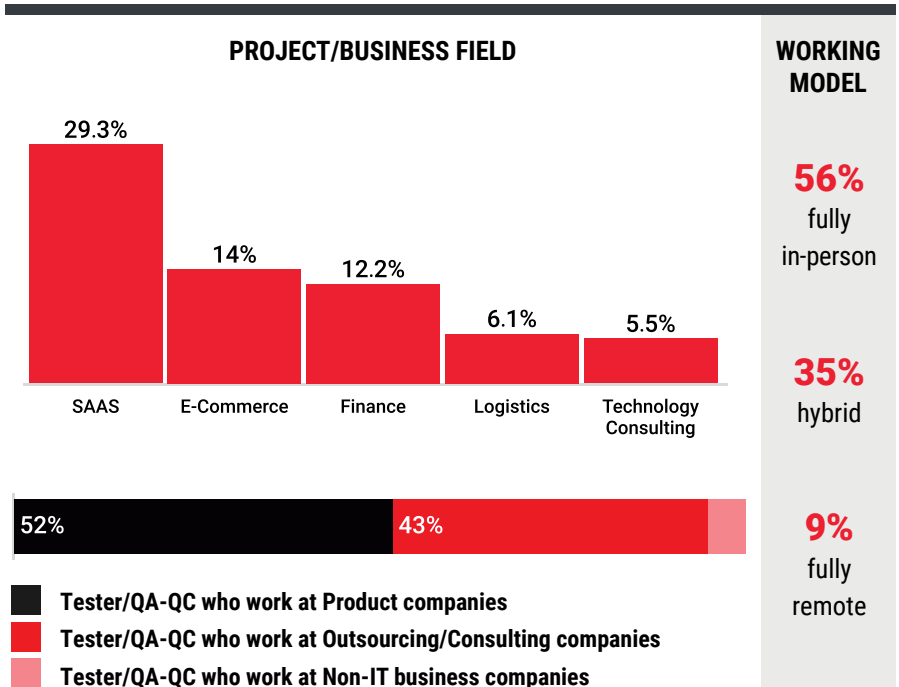


SALARY BY RANGE OF EXPERIENCE

Under 1 year	11,500,000
From 1 to less than 3 years	15,000,000
From 3 to less than 5 years	20,000,000
From 5 to 8 years	30,000,000
Over 8 years	46,000,000

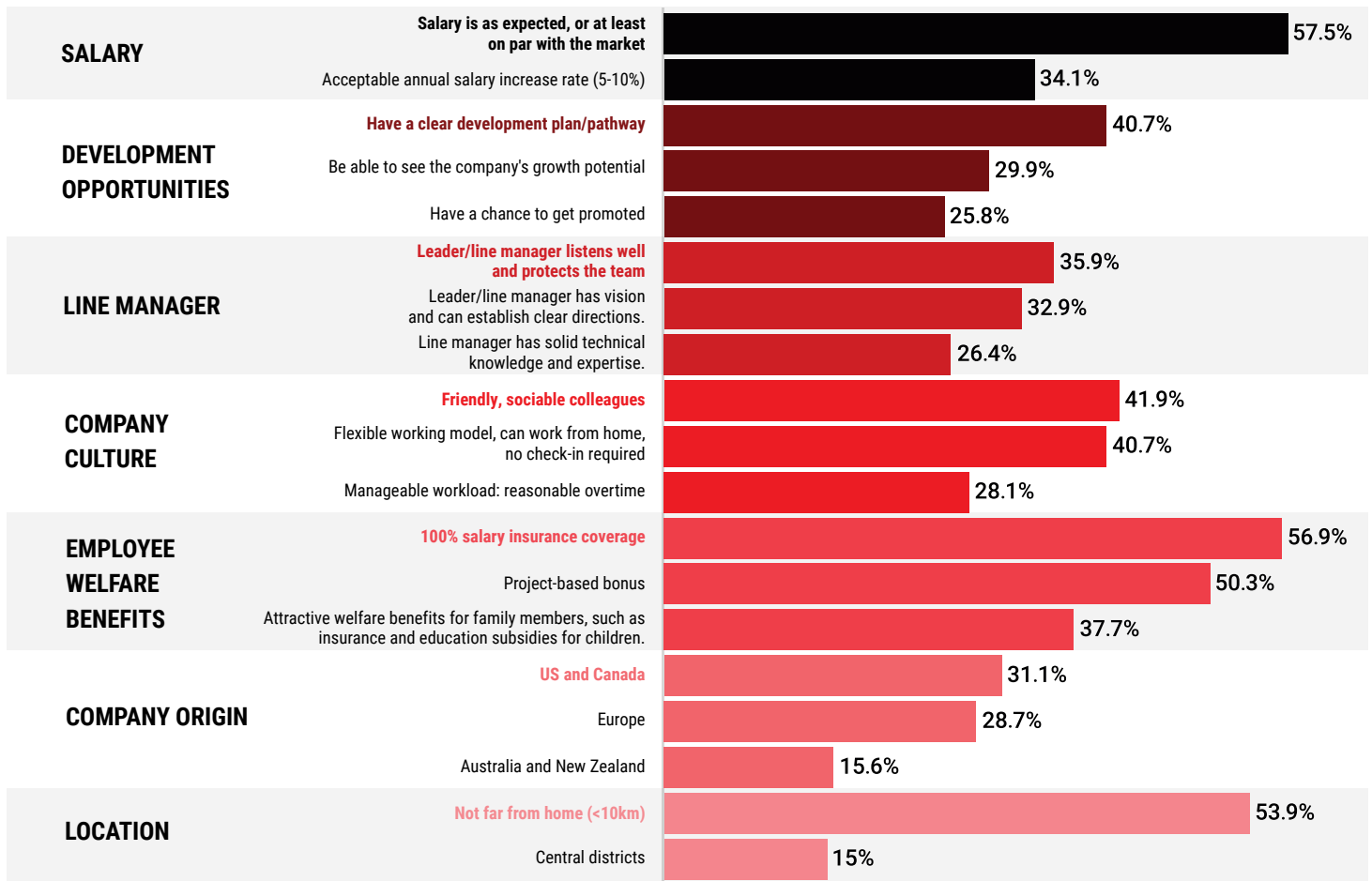
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR TESTERS/QA-QC TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



TOP 5 REASONS TESTERS/QA-QC LEAVE A COMPANY

Aside from **salary dissatisfaction**, the main reasons why Tester/QA-QC decide to leave are the **lack of opportunities and challenges** at work and the **political working environment** at the company.

13.2%

The work is no longer challenging

11.4%

Have no/few chances for promotion

10.8%

Political working environment

7.2%

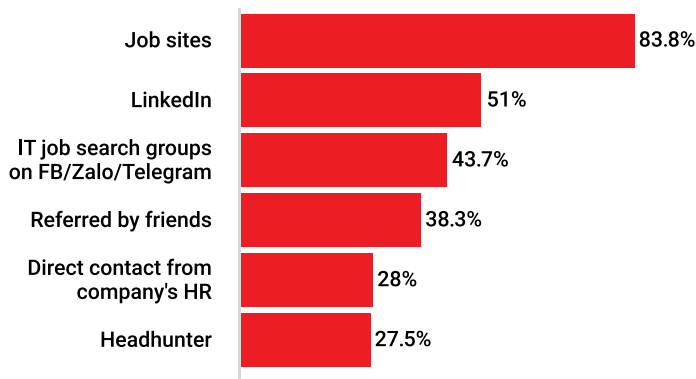
The company and product have no potential for growth.

5.4%

Heavy workload: too much working overtime (OT)

SOURCES FOR FINDING A NEW OPPORTUNITY

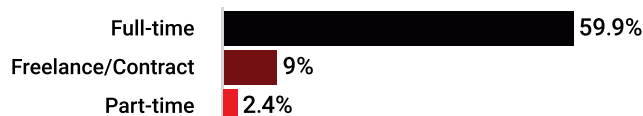
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Tester/QA-QC candidates. Furthermore, Testers/QA-QC are more active than other IT professional groups in various IT job-search communities on Facebook/Zalo/Telegram.



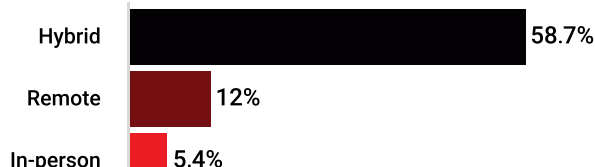
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Tester/QA-QC candidates expect a **20%** salary increase when evaluating a job offer.

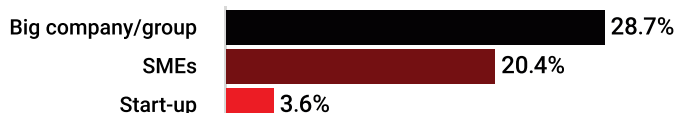
EMPLOYMENT TYPE



WORKING MODEL



BUSINESS SCALE



THE INTERVIEW

During the interview, Tester/QA-QC interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:

45.5%
Prospective growth of the product/company

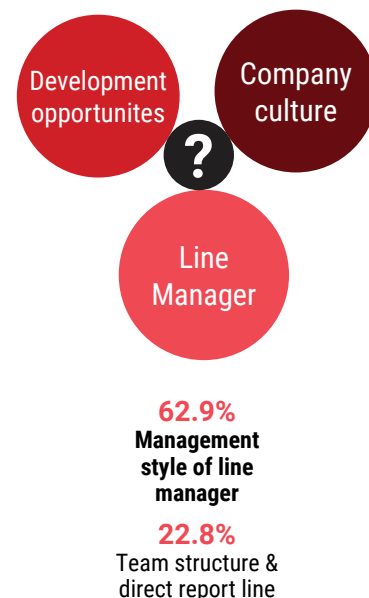
43.1%
Opportunities/challenges of the role

19.8%
Opportunities for internal training/role rotation

64.1%
Company culture and working environment

21.6%
Employee Engagement Activities

20.4%
Actual working hours



INTERVIEW FORMAT:

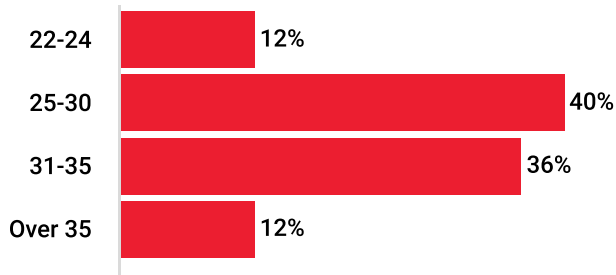
46.7% of Tester/QA-QC candidates are comfortable with either online or offline interviews

45.5% feel more comfortable with online interviews

ABOUT SYSTEM ENGINEER/SYSTEM ADMIN

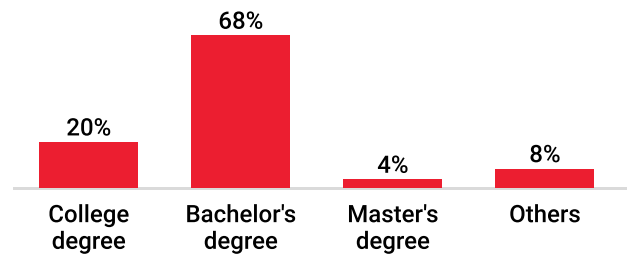
AGE

The age of System Engineers/System Admins who participated in this research were mostly from **25 to 35**.



EDUCATION

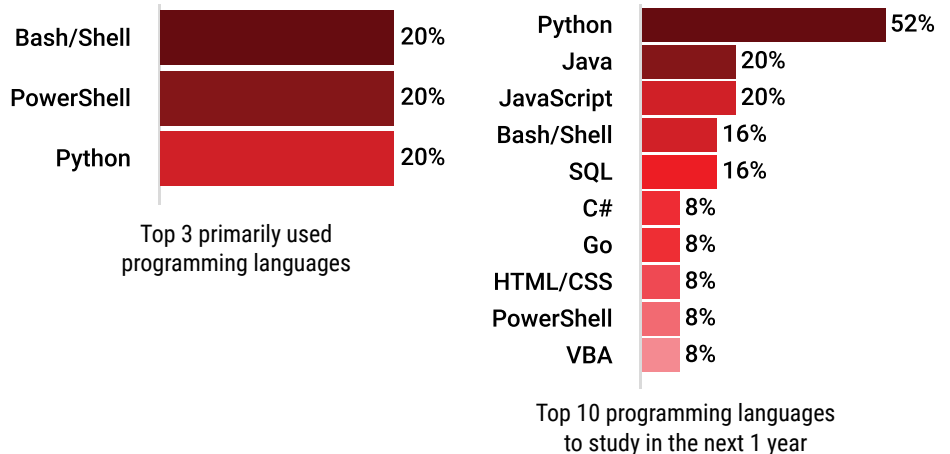
72% of System Engineers/System Admins have Bachelor's degrees or higher. **92%** of System Engineers/System Admins have formal degrees from a college/university in IT or IT-related fields.



PROGRAMMING LANGUAGES

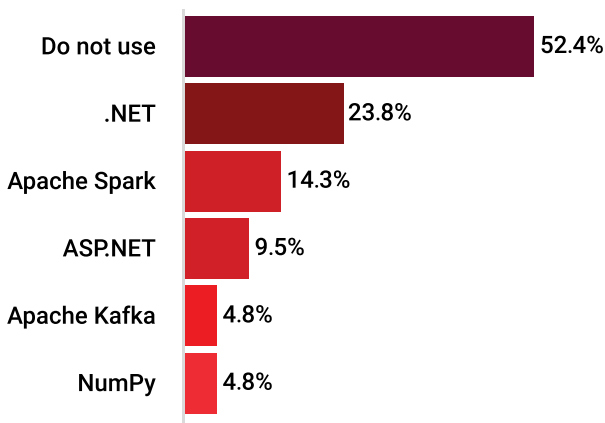
Bash/Shell & PowerShell are the 2 primary programming languages used by **40%** of System Engineers/System Admins.

52% plan to learn more about Python in the next 1 year to enhance knowledge in Data, AI, Machine Learning.



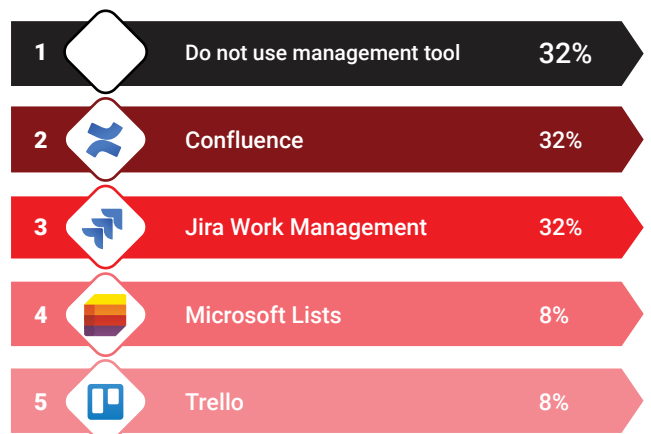
LIBRARIES & FRAMEWORKS

Top 5 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 4 currently used management tools

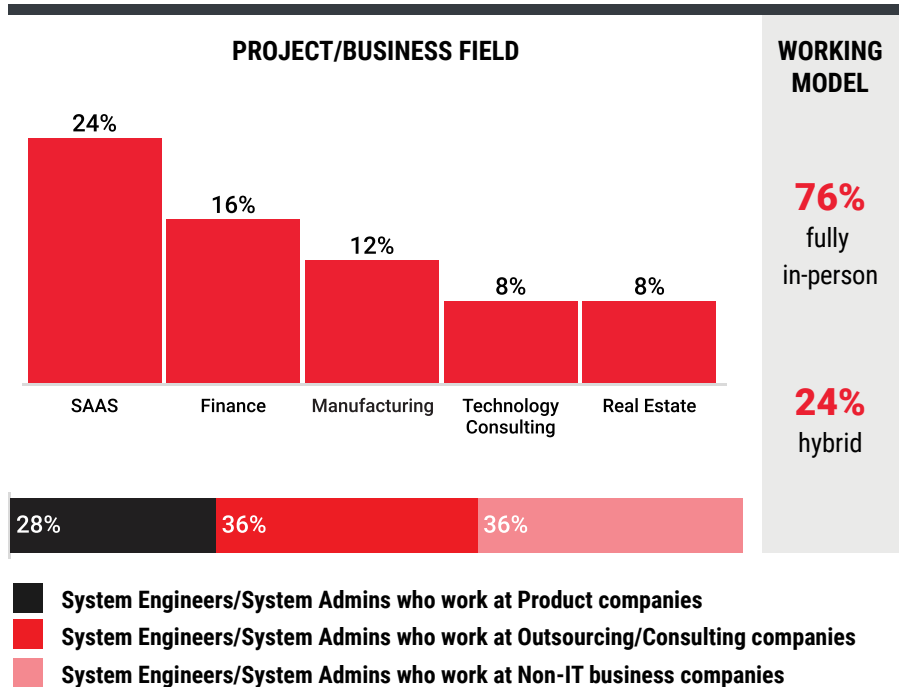


SALARY BY RANGE OF EXPERIENCE

Under 1 year	13,000,000
From 1 to less than 3 years	17,000,000
From 3 to less than 5 years	20,000,000
From 5 to 8 years	26,000,000
Over 8 years	28,000,000

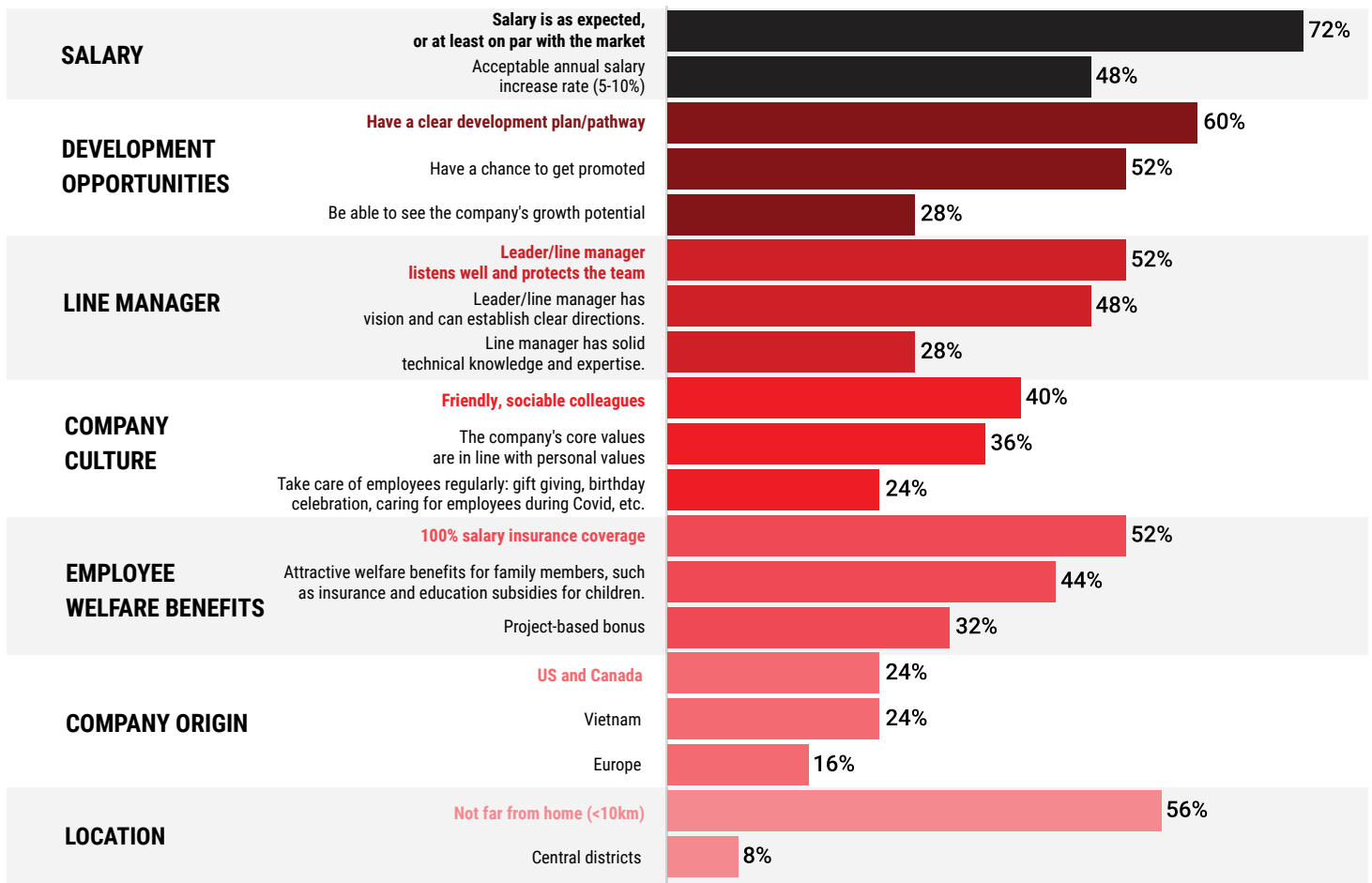
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR SYSTEM ENGINEERS/SYSTEM ADMINS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



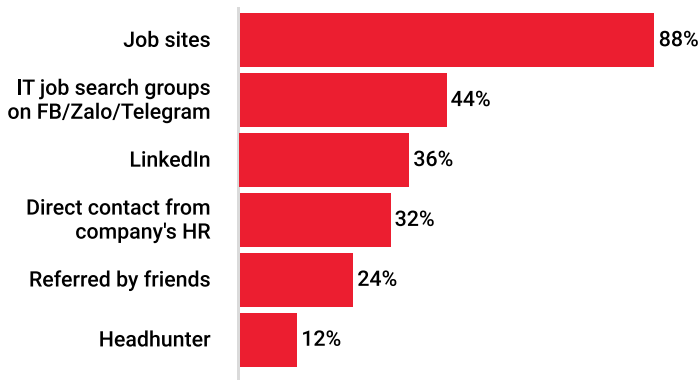
TOP 5 REASONS SYSTEM ENGINEERS/SYSTEM ADMINS LEAVE A COMPANY

Disagreements with the line manager and colleagues, lack of opportunities for salary increase and the inability to see the growth potential of the company/ product are the main reasons why System Engineers/System Admins decide to leave.



SOURCES FOR FINDING A NEW OPPORTUNITY

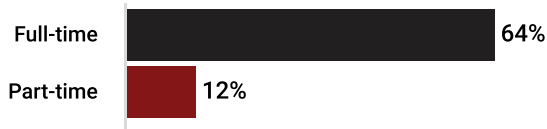
When it comes to searching for a new job opportunity, **job sites** remain the **most popular source** for System Engineer/ System Admin candidates.



CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, System Engineer/System Admin candidates expect a **20%** salary increase when evaluating a job offer.

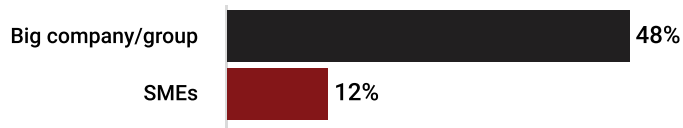
EMPLOYMENT TYPE



WORKING MODEL



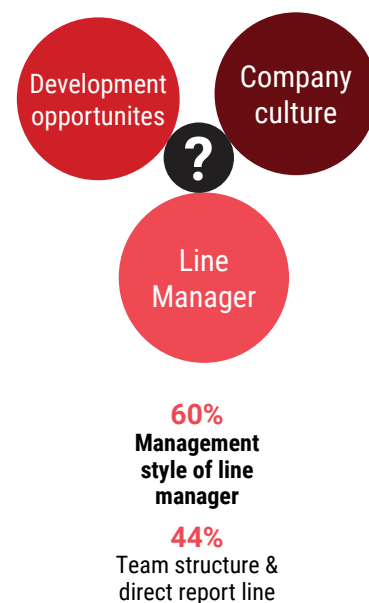
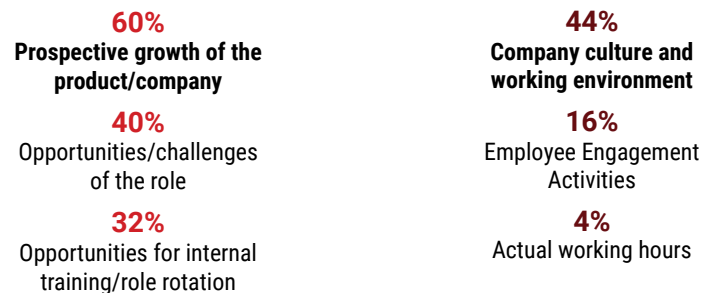
BUSINESS SCALE



THE INTERVIEW

During the interview, System Engineer/System Admin interviewees expect the interviewer to help them learn more about the **working style of line manager**, and the **company's prospective growth**, as well as the **company culture**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:



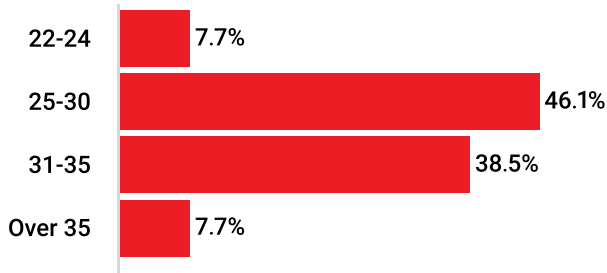
INTERVIEW FORMAT:

64% of System Engineer/System Admin candidates are comfortable with either online or offline interviews
24% feel more comfortable with online interviews

ABOUT DEVOPS ENGINEER

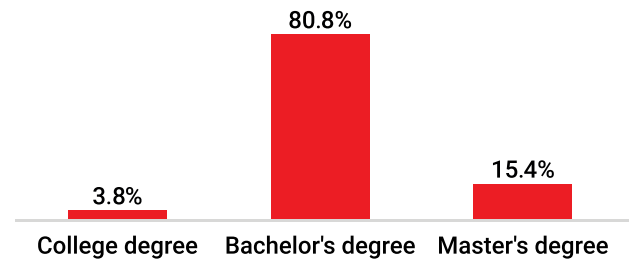
AGE

The age of DevOps Engineers who participated in this research were mostly from **22 to 35 (84.6%)**.



EDUCATION

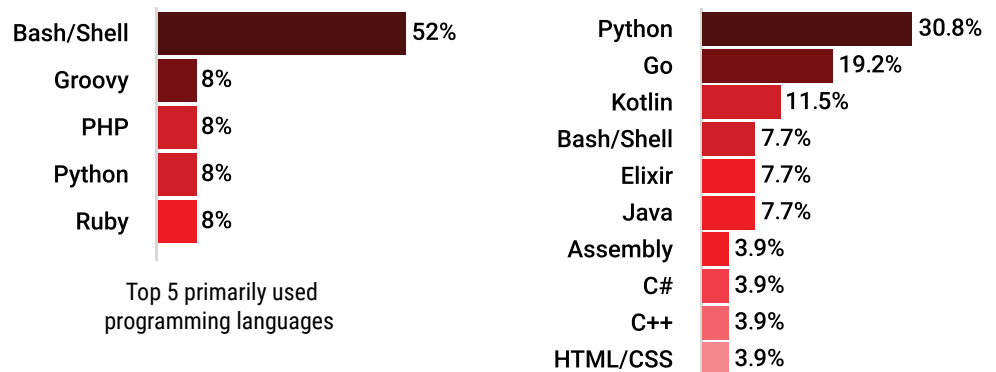
96.2% of DevOps Engineers have Bachelor's degrees or higher. **88.5%** of DevOps Engineers have formal degrees from a college/university in IT or IT-related fields.



PROGRAMMING LANGUAGES

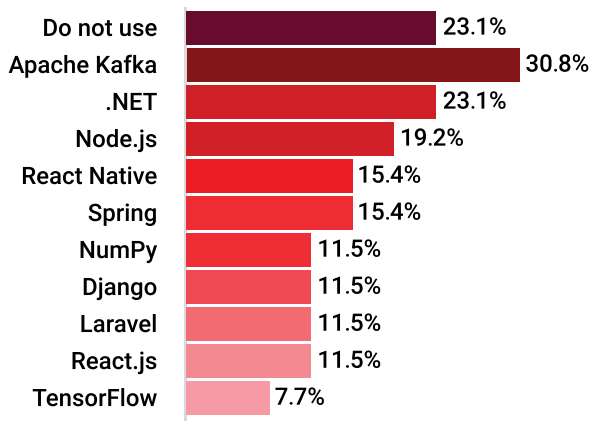
52% of DevOps Engineers use **Bash/Shell** as their primary programming language.

30.8% plan to study more about **Python** in the next year to improve their knowledge of Data, AI, and Machine Learning.



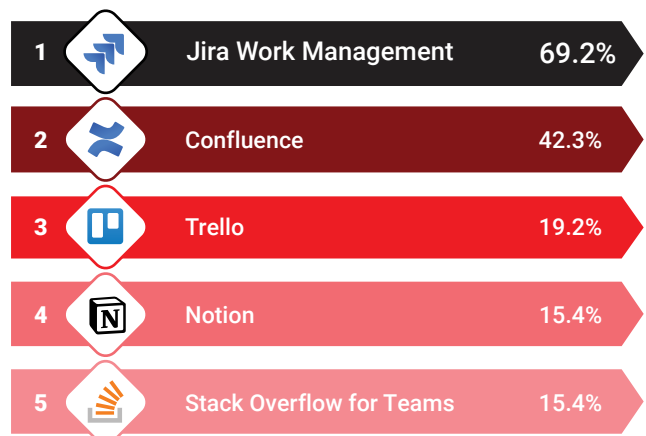
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

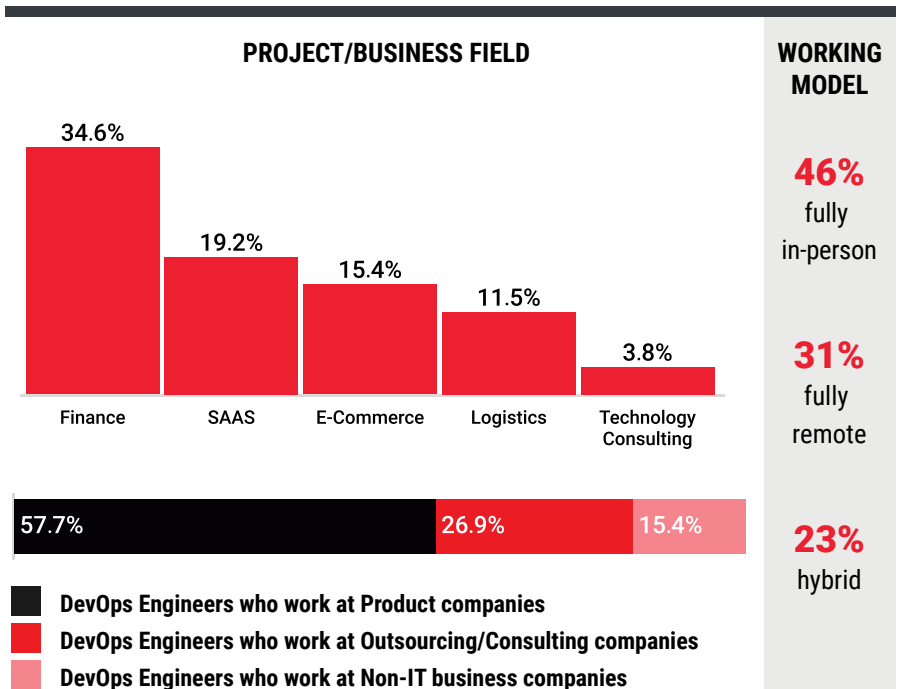


SALARY BY RANGE OF EXPERIENCE

Under 1 year	N/A
From 1 to less than 3 years	31,000,000
From 3 to less than 5 years	40,000,000
From 5 to 8 years	61,000,000
Over 8 years	65,000,000

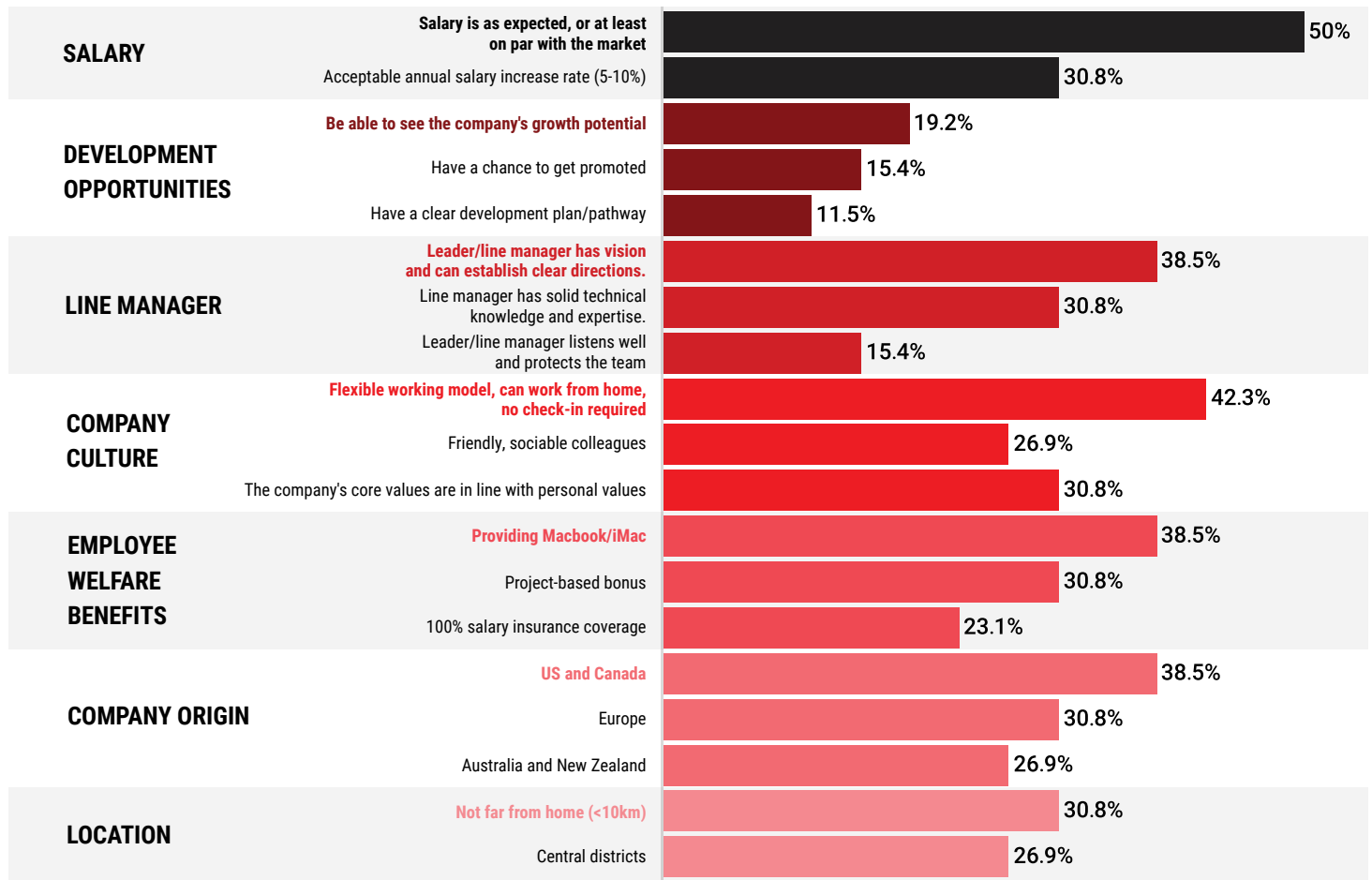
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR DEVOPS ENGINEERS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



TOP 5 REASONS DEVOPS ENGINEERS LEAVE A COMPANY

The main reasons why DevOps Engineers decide to leave are the **political working environment**, **low salary** and **unexpected personnel structure changes** at the company.

30.8%

Political working environment

26.9%

The salary is less than expected

11.5%

Job cuts/changes in personnel structure

7.7%

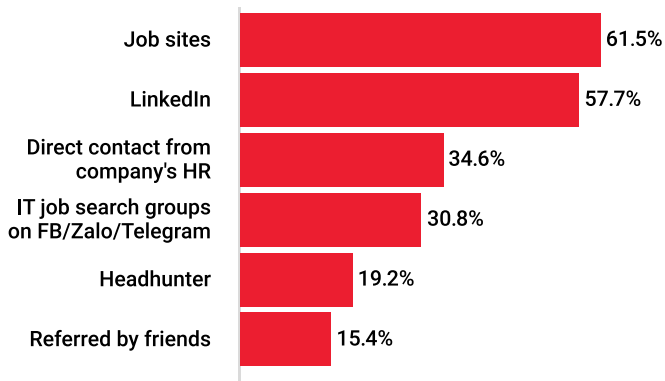
The work is no longer challenging

7.7%

Micro-management

SOURCES FOR FINDING A NEW OPPORTUNITY

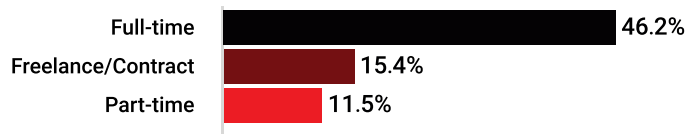
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for DevOps Engineer candidates.



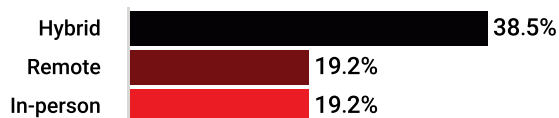
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, DevOps Engineer candidates expect a **20%** salary increase when evaluating a job offer.

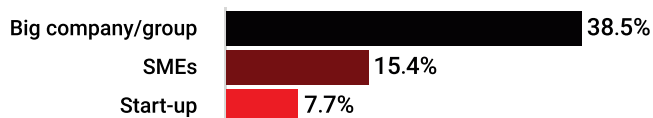
EMPLOYMENT TYPE



WORKING MODEL



BUSINESS SCALE



THE INTERVIEW

During the interview, DevOps Engineer interviewees expect the interviewer to help them learn more about the **working style of line manager**, and the **company's prospective growth**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:

53.9%
Prospective growth of the product/company

42.3%
Opportunities/challenges of the role

15.4%
Opportunities for internal training/role rotation

50%
Company culture and working environment

30.8%
Actual working hours

23.1%
Employee Engagement Activities



57.7%
Management style of line manager

26.9%
Team structure & direct report line

INTERVIEW FORMAT:

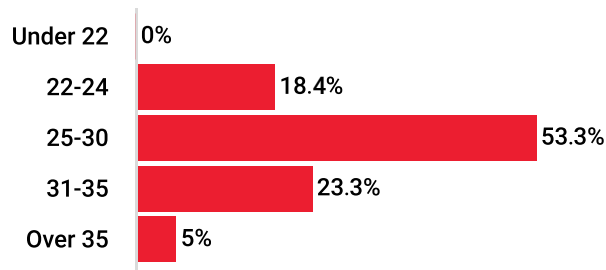
46.1% of DevOps Engineer candidates are comfortable with either online or offline interviews

53.9% feel more comfortable with online interviews

ABOUT DATA, AI & MACHINE LEARNING PROFESSIONALS

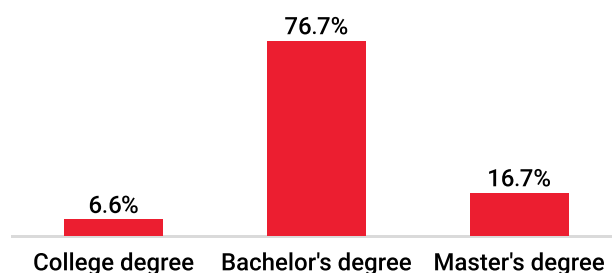
AGE

The age of Data, AI & Machine Learning professionals who participated in this research were mostly from 22 to 35. The **25-30 age group** makes up the **largest proportion (53.3%)**.



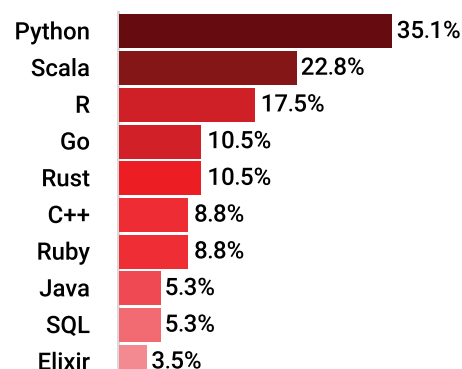
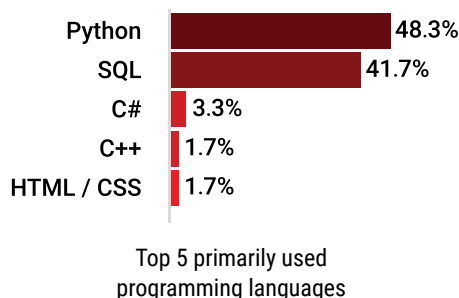
EDUCATION

93.4% of Data, AI & Machine Learning professionals have Bachelor's degrees or higher. **73%** of Data, AI & Machine Learning professionals have formal degrees from a college / university in IT or IT-related fields.



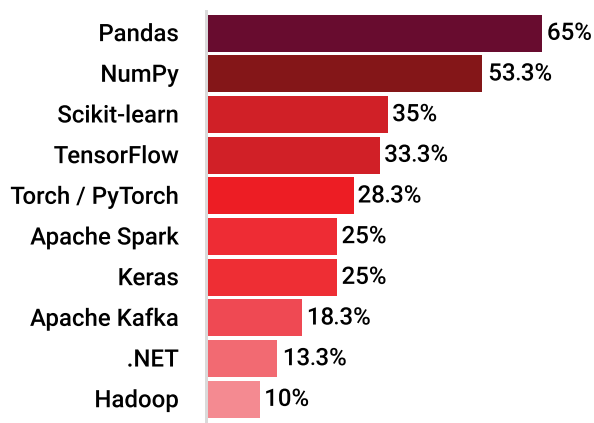
PROGRAMMING LANGUAGES

In addition to learning **Python** more intensively (**35.1%**), Data, AI, and Machine Learning professionals aim to learn more about **Scala, R, and Go** during the coming year.



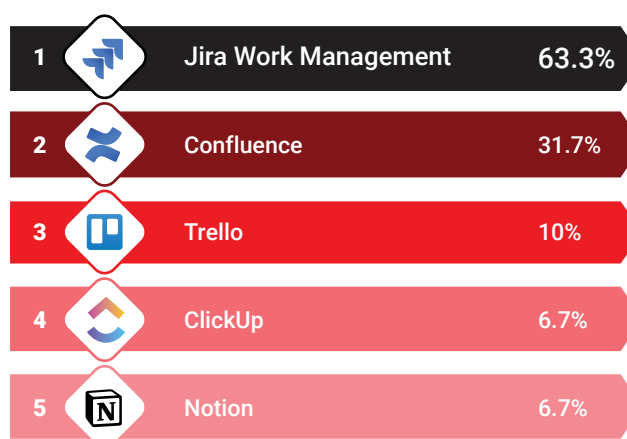
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 5 currently used management tools

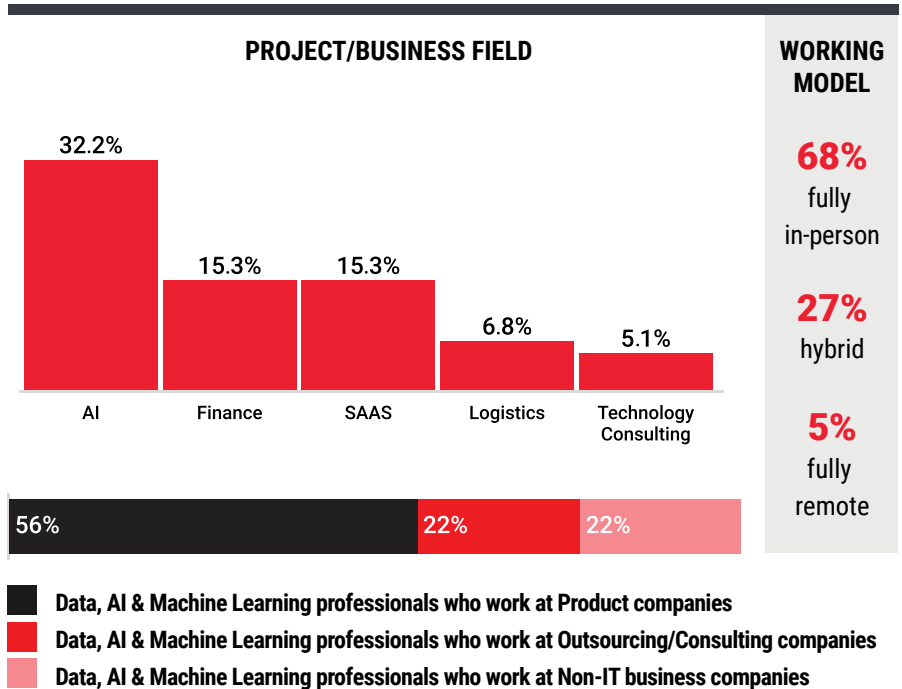


SALARY BY RANGE OF EXPERIENCE

Under 1 year	12,000,000
From 1 to less than 3 years	24,000,000
From 3 to less than 5 years	38,000,000
From 5 to 8 years	40,000,000
Over 8 years	42,500,000

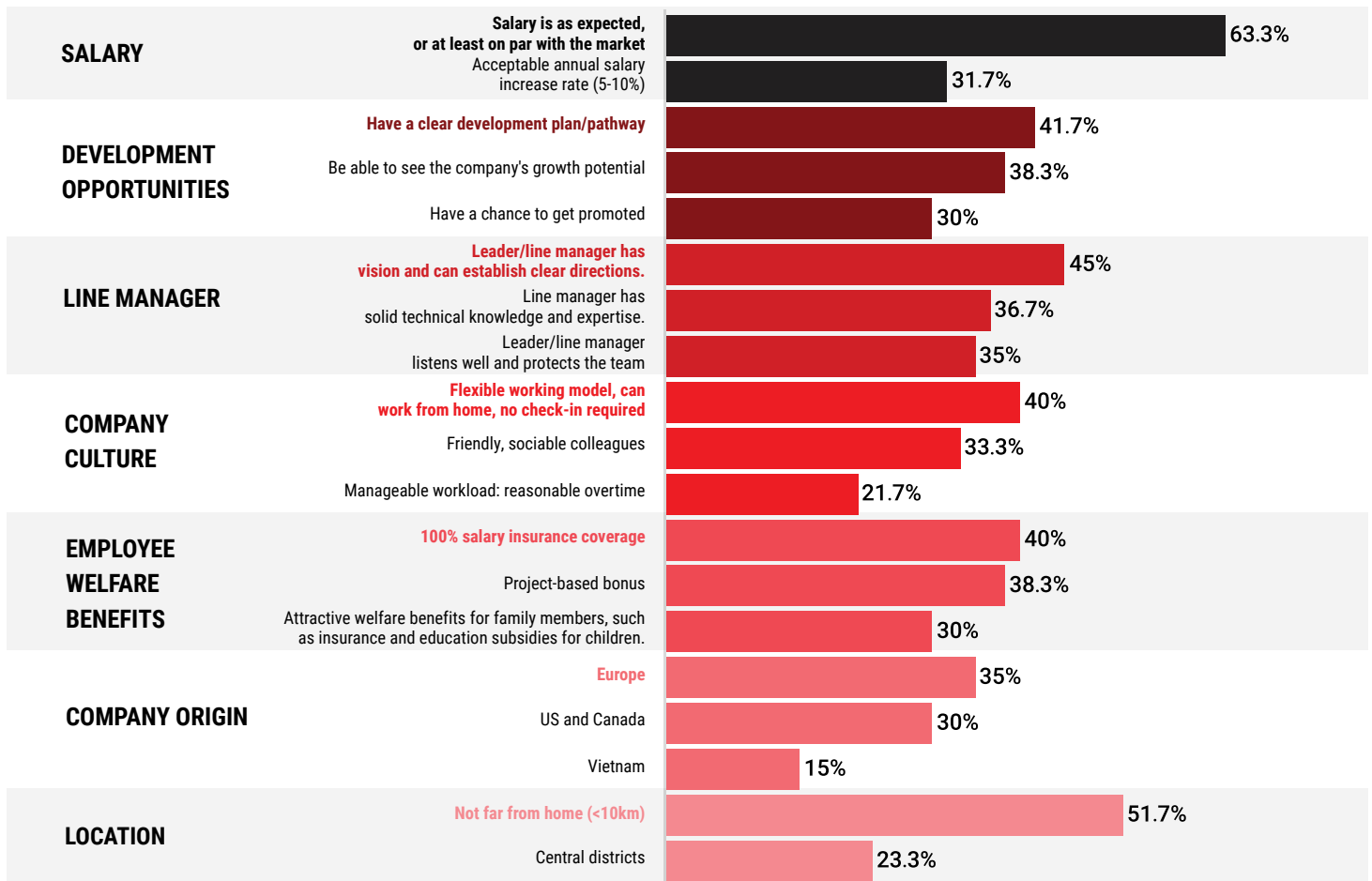
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR DATA, AI & MACHINE LEARNING PROFESSIONALS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



TOP 5 REASONS DATA, AI & MACHINE LEARNING PROFESSIONALS TO LEAVE A COMPANY

Data, AI & Machine Learning professionals decide to leave a company mainly because **the work is no longer challenging** and **the company/product has no potential for growth**.

21.7%

The work is no longer challenging

13.3%

The company and product have no potential for growth.

13.3%

Have no/few chances for salary increase

10%

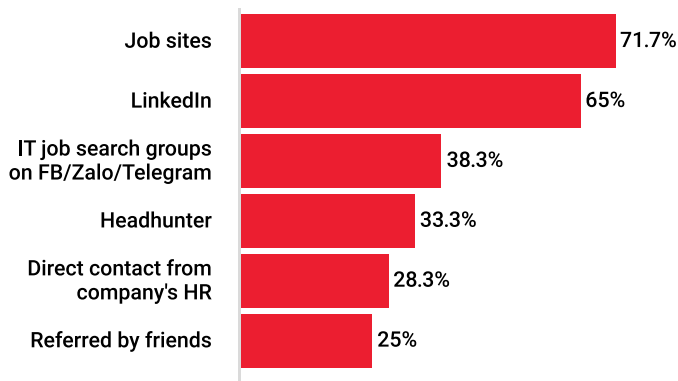
Political working environment

10%

Have no/few chances for promotion

SOURCES FOR FINDING A NEW OPPORTUNITY

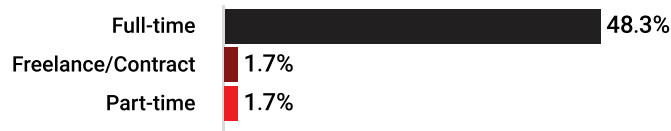
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Data, AI & Machine Learning professionals candidates.



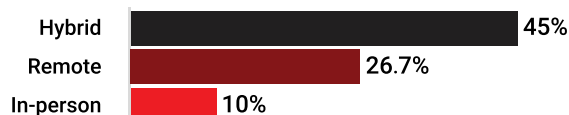
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Data, AI & Machine Learning professionals expect a **20%** salary increase when evaluating a job offer.

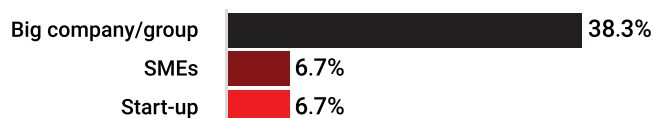
EMPLOYMENT TYPE



WORKING MODEL



BUSINESS SCALE



THE INTERVIEW

During the interview, Data, AI & Machine Learning professionals interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:

58.3%
Opportunities/challenges of the role

40%
Prospective growth of the product/company

15%
Opportunities for internal training/role rotation

60%
Company culture and working environment

25%
Actual working hours

10%
Employee Engagement Activities



55%
Management style of line manager

36.7%
Team structure & direct report line

INTERVIEW FORMAT:

53% of Data, AI & Machine Learning professionals candidates are comfortable with either online or offline interviews
33% feel more comfortable with online interviews

ABOUT ERP ENGINEER/ERP CONSULTANT

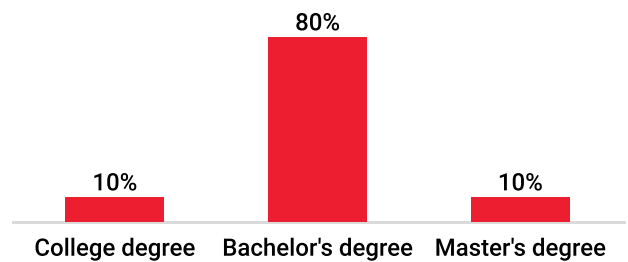
AGE

The ERP Engineers/ERP Consultants who participated in this research were all 25 years old or older, and **were evenly** divided into 3 age groups: 25-30, 31-35, and over 35.

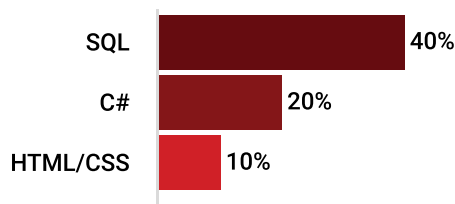


EDUCATION

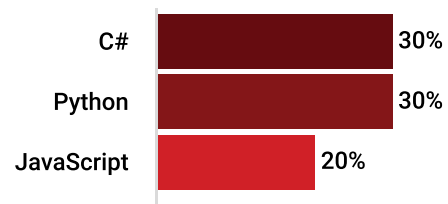
90% of ERP Engineers/ERP Consultants have Bachelor's degrees or higher. **80%** of ERP Engineers/ ERP Consultants have formal degrees from a college/university in IT or IT-related fields.



PROGRAMMING LANGUAGES



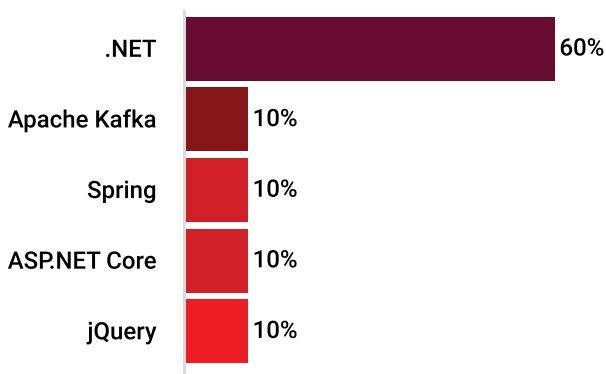
Top 3 primarily used programming languages



Top 3 programming languages to study in the next 1 year

LIBRARIES & FRAMEWORKS

Top 5 currently used libraries & frameworks



MANAGEMENT TOOLS

Top 3 currently used management tools

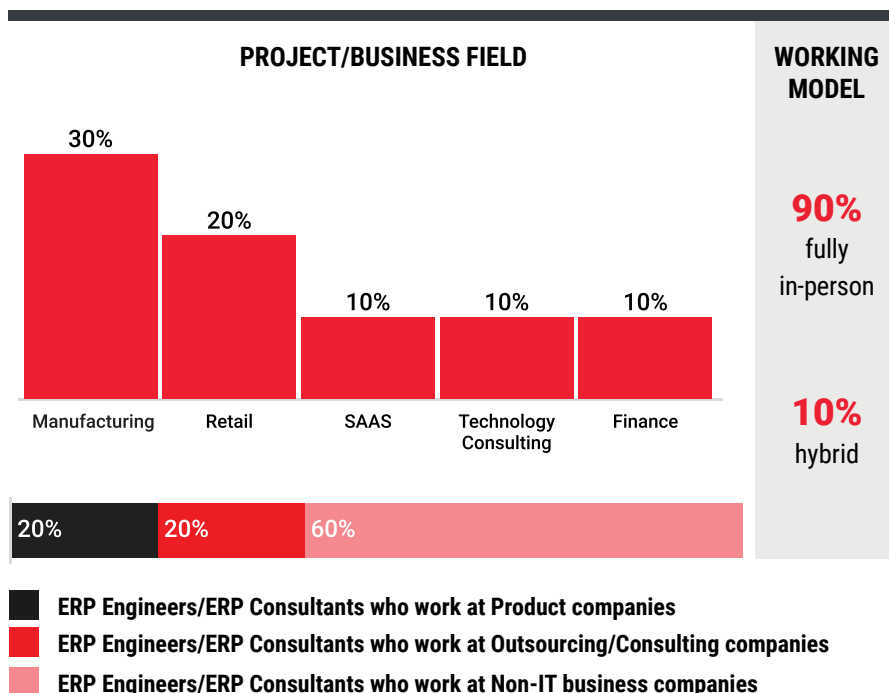


SALARY BY RANGE OF EXPERIENCE

Under 1 year	18,000,000
From 1 to less than 3 years	N/A
From 3 to less than 5 years	N/A
From 5 to 8 years	30,000,000
Over 8 years	45,000,000

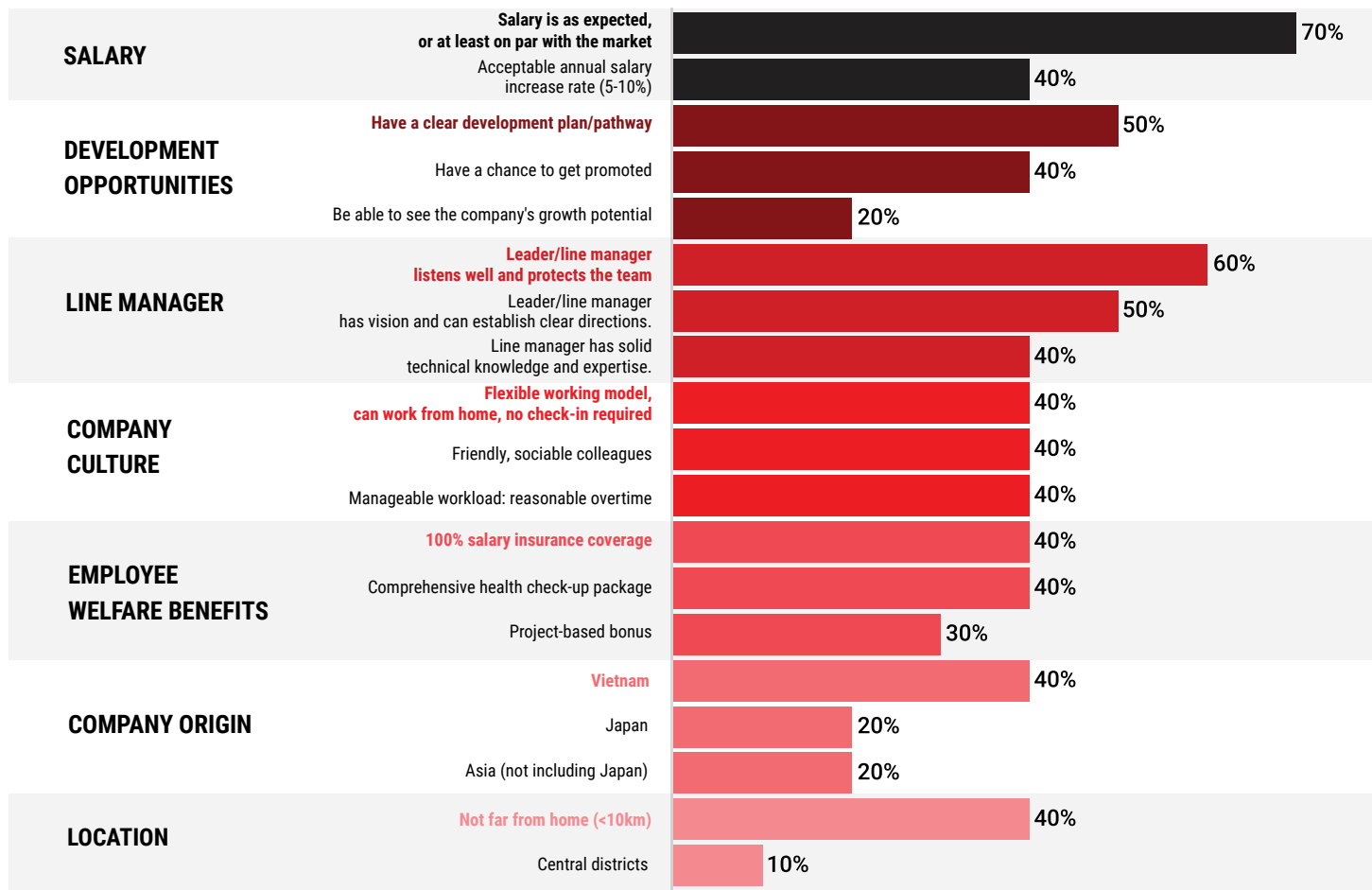
Median gross monthly salary (VND), excluding Bonus and other welfare benefits

PROJECT/BUSINESS FIELD AND WORKING MODEL



AN IDEAL COMPANY FOR ERP ENGINEERS/ ERP CONSULTANTS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



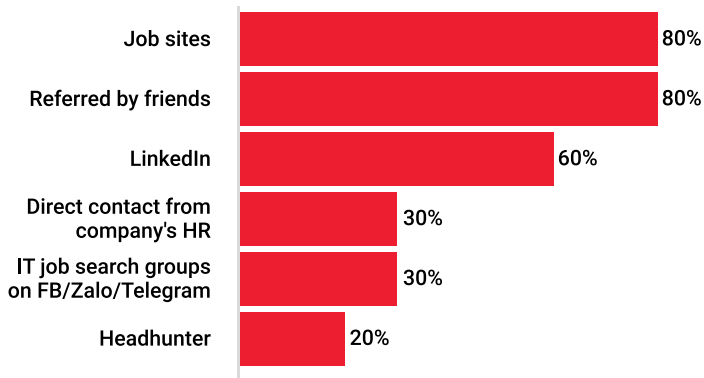
TOP 5 REASONS ERP ENGINEERS/ ERP CONSULTANTS LEAVE A COMPANY

Aside from salary and overwork, the main reasons why ERP Engineers/ ERP Consultants leave are the lack of opportunities and challenges at work, as well as micromanagement at the company.



SOURCES FOR FINDING A NEW OPPORTUNITY

When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for ERP Engineer/ERP Consultant candidates.



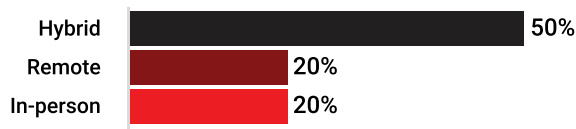
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, ERP Engineer/ERP Consultant candidates expect a **25%** salary increase when evaluating a job offer.

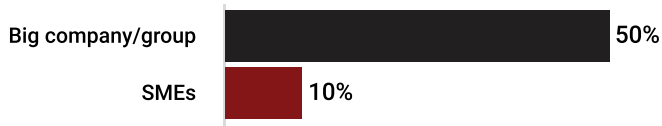
EMPLOYMENT TYPE



WORKING MODEL



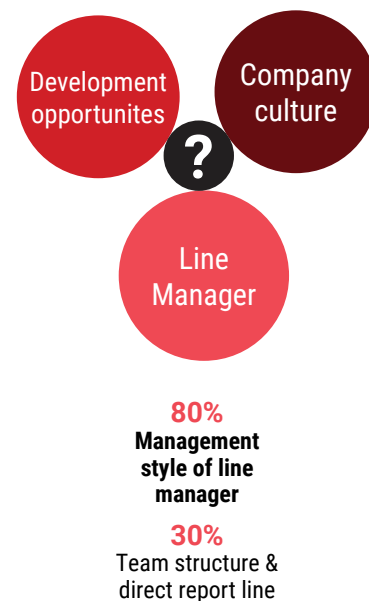
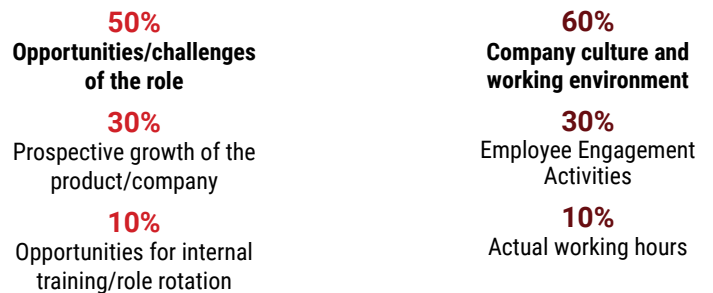
BUSINESS SCALE



THE INTERVIEW

During the interview, ERP Engineer/ERP Consultant interviewees expect the interviewer to help them learn more about the **company culture**, the **working style of line manager**, and the **company's prospective growth**, as well as the **opportunities/challenges of the role**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:



INTERVIEW FORMAT:

50% of ERP Engineer/ERP Consultant candidates are comfortable with either online or offline interviews.
30% feel more comfortable with online interviews

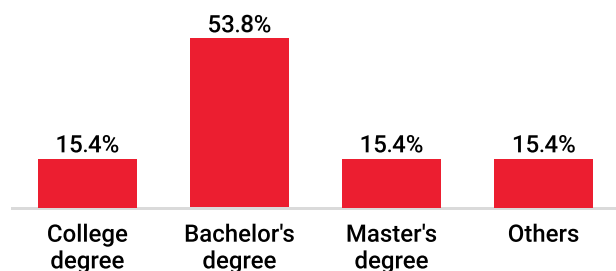
ABOUT SOLUTION ARCHITECT

AGE

The age of Solution Architects who participated in this research were mostly from **31 to 35** (53.9%) and over **35** (46.1%)

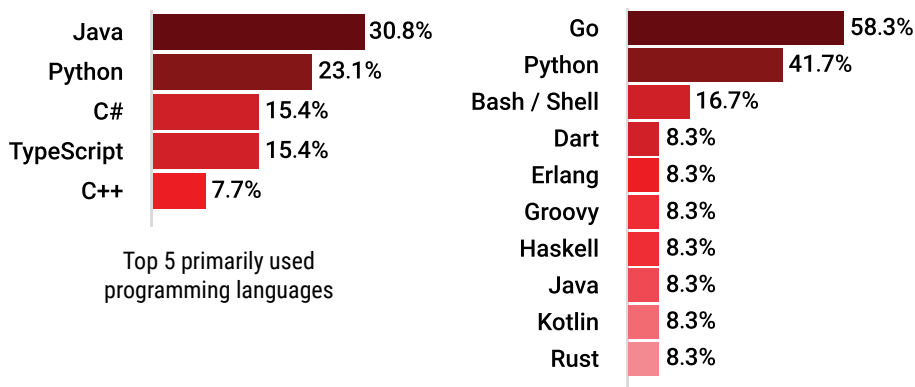
EDUCATION

69.2% of Solution Architects have Bachelor's degrees or higher. **86%** of Solution Architects have formal degrees from a college/university in IT or IT-related fields.



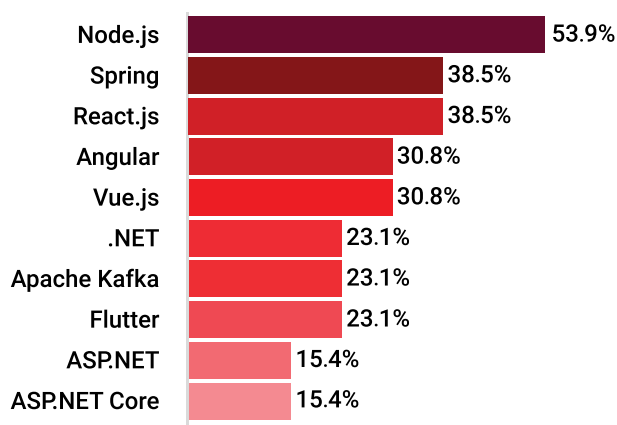
PROGRAMMING LANGUAGES

In the next 1 year, the majority of Solution Architects aim to master more popular programming languages such as **Go** and **Python**, in order to get a competitive edge and stay on top of technological advancements.



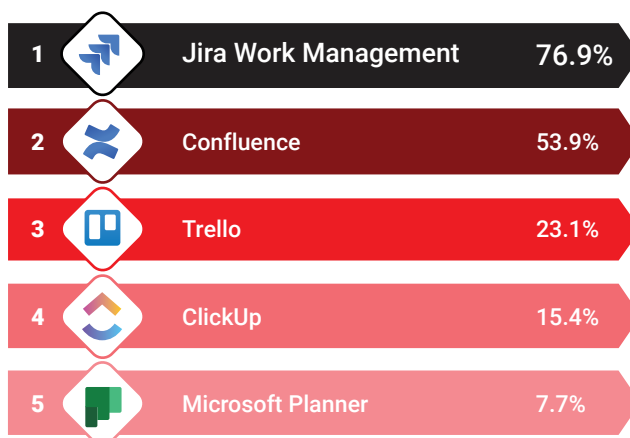
LIBRARIES & FRAMEWORKS

Top 10 currently used libraries & frameworks



MANAGEMENT TOOLS

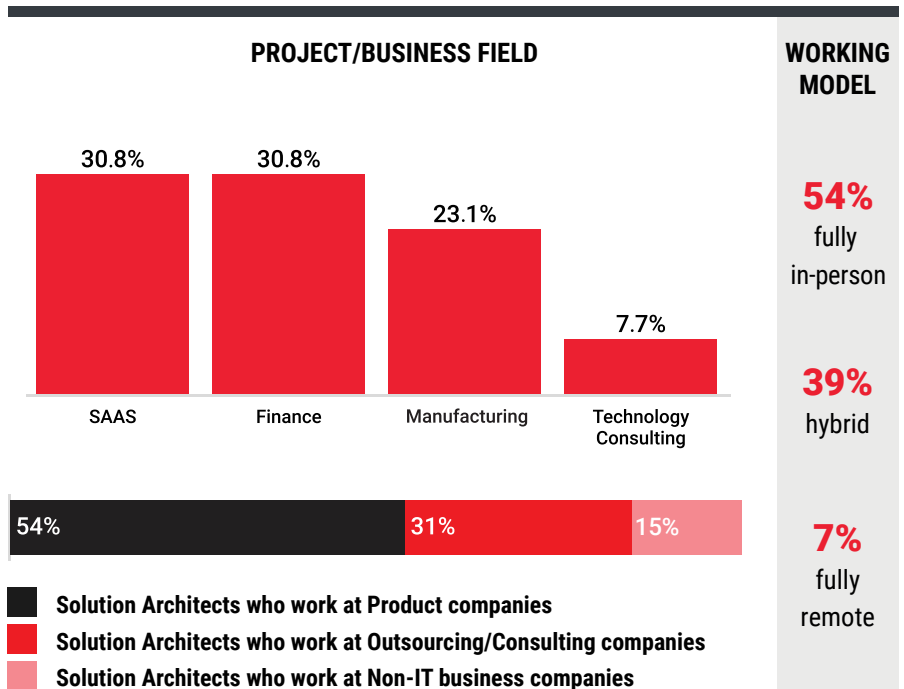
Top 5 currently used management tools



SALARY BY RANGE OF EXPERIENCE

Under 1 year	N/A
From 1 to less than 3 years	70,000,000
From 3 to less than 5 years	80,000,000
From 5 to 8 years	N/A
Over 8 years	N/A

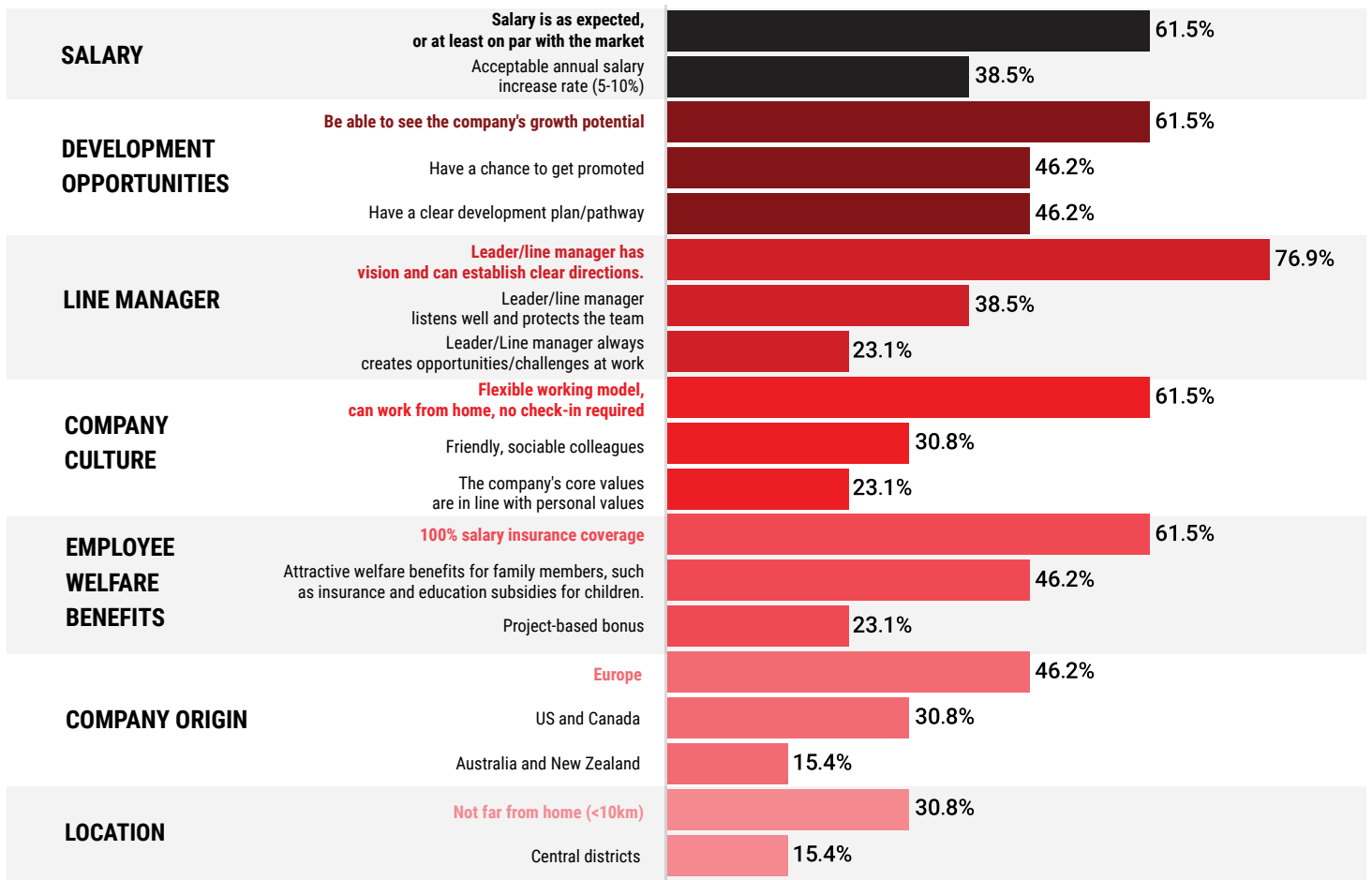
PROJECT/BUSINESS FIELD AND WORKING MODEL



Median gross monthly salary (VND), excluding Bonus and other welfare benefits

AN IDEAL COMPANY FOR SOLUTION ARCHITECTS TO STAY FOR THE LONG-TERM

(*) The order does not reflect the importance of each attribute group.



TOP 5 REASONS SOLUTION ARCHITECTS LEAVE A COMPANY

Aside from **salary**, the main reasons why Solution Architects decide to leave are the **lack of chances of getting promoted** and **opportunities, challenges** at work.

23.1%

The salary is less than expected

15.4%

Have no/few chances for promotion

15.4%

The work is no longer challenging

7.7%

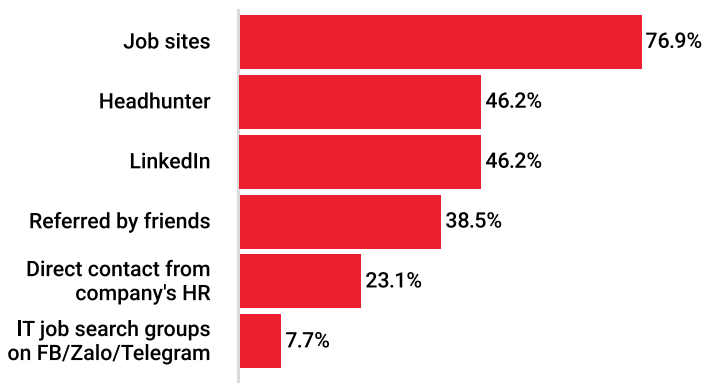
Political working environment

7.7%

The company and product have no potential for growth.

SOURCES FOR FINDING A NEW OPPORTUNITY

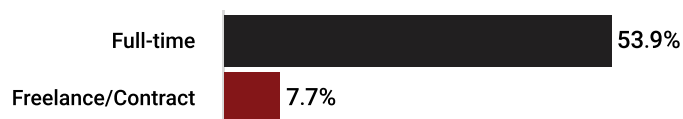
When it comes to searching for a new job opportunity, **job sites** remain **the most popular source** for Solution Architect candidates.



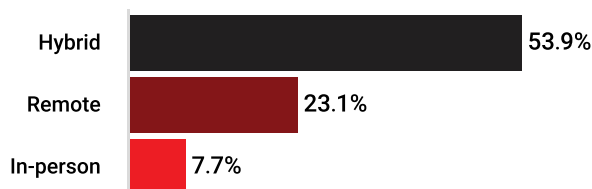
CRITERIA TO EVALUATE AN OPPORTUNITY

In addition to other factors, Solution Architect candidates expect a **20%** salary increase when evaluating a job offer.

EMPLOYMENT TYPE



WORKING MODEL



BUSINESS SCALE



THE INTERVIEW

During the interview, Solution Architect interviewees expect the interviewer to help them learn more about the **company's prospective growth**, the **working style of line manager**, and the **company culture**. This information will assist interviewees in making more informed decisions.

THE CANDIDATE WANT TO KNOW:

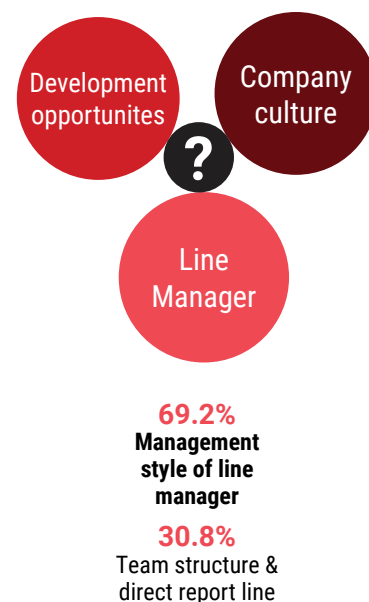
84.6%
Prospective growth of the product/company

38.5%
Opportunities/challenges of the role

46.2%
Company culture and working environment

23.1%
Actual working hours

7.7%
Employee Engagement Activities



INTERVIEW FORMAT:

69% of Solution Architect candidates are comfortable with either online or offline interviews

31% feel more comfortable with online interviews

IT SALARY REPORT

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