

BRAINSOURCE HIRING REPORT

POLAND 2026

A Complete Guide to Hiring Tech Talent in Poland

Time-to-hire, salary benchmarks, regional talent pools, and market data

July 2026

At a Glance

650,000+ IT professionals nationwide	4–8 wks Average time-to-hire, tech roles	PLN 121,134 Median software engineer salary/year	3 days Fastest documented senior IT placement
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Executive Summary

Poland remains one of the most attractive tech-hiring markets in Europe, and one of the most competitive. The country's IT talent pool has grown past 650,000 professionals, concentrated in a handful of hub cities that together account for the bulk of the region's engineering, data, and cloud talent.

Demand has outpaced the headlines about labour-market softening. Companies hiring in Poland today are competing for the same narrow band of AI/ML, DevOps, and cybersecurity specialists as everyone else, and the gap between a fast hire and a slow one increasingly comes down to how well-connected a hiring partner's network already is before the search starts.

This report brings together current time-to-hire benchmarks, salary data across both employment and annual compensation structures, and a city-by-city breakdown of where Poland's tech talent actually sits. It is built for HR leaders, CFOs, and founders evaluating Poland as a hiring destination in 2026.

The Polish Labour Market

Poland's unemployment rate, calculated under the Eurostat harmonised methodology, stood at 3.1% in January 2026, among the lowest in the European Union. Statistics Poland's own registered rate, which uses a broader domestic definition, reached 6.1% in February 2026, with 954,900 people registered as unemployed at labour offices nationwide.

Registered job vacancies stood at 43,100 in June 2026, and corporate sector wages grew 6.1% year-over-year as of February 2026. The average gross monthly salary across the whole economy reached roughly PLN 8,700 to 8,900, though as the sections below show, that figure sits well below what specialist tech roles actually command.

Sources: Eurostat; Statistics Poland (GUS); Poland's Ministry of Family, Labour and Social Policy.

The IT Talent Pool

Poland is home to more than 650,000 IT professionals, one of the largest technical talent pools in Central and Eastern Europe. That scale is what allows the country to support simultaneous demand from outsourcing firms, in-house R&D centres, and shared-services operations without the market seizing up entirely, though it does not mean any given search is easy.

Talent by City

City	IT Talent Pool	Market Character
Warsaw	103,000+ IT professionals	Highest salaries; deepest competition; finance and corporate HQ concentration
Kraków	105,000 IT professionals	Major R&D and shared-services hub; strong outsourcing and delivery-centre presence
Wrocław	43,000 IT professionals	Typically 5–10% below Warsaw on salary; moderate-to-high competition

Warsaw, Kraków, and Wrocław together account for the majority of Poland's accessible tech talent, but each market behaves differently. Warsaw pays a premium and draws the deepest competition from both domestic and international employers. Kraków has built two decades of infrastructure around R&D and shared-service centres, making it a natural fit for teams that need both engineering depth and process maturity. Wrocław offers a meaningful cost advantage, typically 5 to 10 percent below Warsaw on salary, without a significant drop in talent quality.

Time-to-Hire Benchmarks

How long it takes to fill a role in Poland depends heavily on seniority and specialization, more than on the total size of the talent pool. Junior roles move quickly because supply is broad. Senior and architect-level roles move slowly because the pool of genuinely qualified candidates is narrow, and most of them are not actively looking.

Seniority	Typical Time-to-Hire
Junior	2–4 weeks (approx. 20–30 days)
Mid-level	4–8 weeks (approx. 30–45 days)
Senior / Architect	6–15+ weeks (60–90+ days for hard-to-fill roles)
Overall average, tech roles	4–8 weeks, first contact to offer

Fastest Documented Placements

Well-prepared searches with a pre-qualified candidate network can move dramatically faster than the averages above suggest. The fastest documented senior IT placements in the current market closed in the following timeframes:

Documented Case	Time to Fill
Case 1	3 working days

Documented Case	Time to Fill
Case 2	7 working days
Case 3	14 working days
Case 4	18 working days

The gap between a 3-day placement and a 90-day search rarely comes down to the role itself. It comes down to whether the hiring partner already has a warm relationship with the right candidates, or is starting the search cold.

Salary Benchmarks

Compensation in Poland is quoted two different ways depending on contract structure, and the two do not translate directly into one another. Employment contracts (UoP) are quoted as gross monthly salary. Many senior and specialist roles are instead structured as B2B contracts, which carry different tax treatment and are more commonly benchmarked as annual compensation. Both are presented below, since which one applies depends on how a given role is structured.

Annual Compensation Benchmark

Level	Annual Compensation
Junior / Entry	PLN 48,000 – 90,000 / year
Mid-level	PLN 90,000 – 150,000 / year
Senior	PLN 150,000 – 250,000+ / year
National median (all levels)	PLN 121,134 / year

Employment Contract (UoP) Monthly Gross Bands

Level	Employment Contract (UoP) Gross Monthly
Junior	PLN 6,000 – 10,000 / month gross
Mid	PLN 12,000 – 18,000 / month gross
Senior	PLN 18,000 – 28,000 / month gross
Lead / Architect	PLN 25,000 – 40,000 / month gross

Regionally, Warsaw commands the highest salaries across every level, Kraków sits close behind given its concentration of R&D and shared-service centre roles, and Wrocław typically

runs 5 to 10 percent below Warsaw. Budgeting against the national median alone risks under-offering in any of Poland's three largest tech hubs.

Most In-Demand Roles in 2026

Demand is not evenly spread across the tech stack. Five role categories account for the sharpest gap between what employers need and what the market can readily supply:

Role	Market Note
AI / ML Engineers	Highest growth in demand; scarcity most acute at senior level
Data Scientists	Strong demand across finance, retail, and SSC/BPO sectors
DevOps / Cloud Engineers	Consistently hard-to-fill; premium salaries for AWS/Azure/GCP experience
Cybersecurity Specialists	Growing fastest relative to available supply
Backend Developers	Largest volume of open roles; steadiest overall demand

Employers targeting these five categories should expect longer searches and should budget toward the upper end of the salary bands above. Roles outside this list, particularly mid-level backend and QA positions, remain comparatively easier to fill.

What This Means for Employers

- Budget by role and region, not by the national average. A senior engineer in Warsaw and a junior developer in Wrocław can differ by a factor of five in cost.
- Plan for 6 to 15 weeks on senior and specialist searches unless your hiring partner already has a warm network in that specific skill set.
- AI/ML, DevOps, and cybersecurity roles need a head start. These are the categories most likely to stall a hiring timeline if the search starts cold.
- Consider Kraków or Wrocław for roles where Warsaw's salary premium and competition would otherwise slow the search or strain the budget.
- The difference between a multi-week search and a multi-day placement is almost always network readiness, not role complexity.

Methodology

This report combines macroeconomic data from Statistics Poland (GUS), Eurostat, and Poland's Ministry of Family, Labour and Social Policy with current market benchmarks for time-to-hire, salary, and regional talent distribution in the Polish technology sector. Figures reflect market conditions as of mid-2026.

About BrainSource

BrainSource is a recruitment marketplace operating across Poland, Romania, and the broader Central and Eastern European region, connecting employers with a network of independent recruiters rather than a single in-house team. For employers hiring in Poland, that structure means faster access to a wider, pre-qualified candidate pool than a traditional single-agency model typically offers.