






Here are the reasons why you should choose Poland as a reliable destination for hiring tech talent:

- Talents with strong educational backgrounds
- Highest ranks in international programming contests
- Advanced digital infrastructure
- Lower cost compared to other EU countries.




Hiring dedicated developers in Poland may be an advantageous decision due to the vast talent pool of developers that the country offers —

319,000
experts at your service

Poland has a large pool of developers in any stack, but you should consider this country especially if you are looking for talent in the following categories:

| | | | | |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
|  Linux Kernel |  FPGA |  Deep Learning |  ML |  Firmware |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|

or proficient with the next technologies:

| | | |
|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
|  Java |  C/C++ |  .NET |
|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|

TAX & EMPLOYMENT OPTIONS

Available options to clarify the developer's net and gross salary, ensure full compliance with the tax law and provide expected social benefits during your collaboration:



Self-employment (under Polish deal)

- # Income tax — 12%
- # Health contribution (NFZ) depends on the amount of income and might vary from USD 88 to 264 USD per month.
- # Social contributions (ZUS):
 - first 24 months — USD 78 per months
 - after 24 months — USD 308 per month

(NFZ&ZUS are reviewed by the government every 6 months)

* Tax burden varies depending on the salary.



Employment (Polish company)

- # Income tax — 12% (before 120k zł), 32% (after 120k zł)
- # Social contributions — 35% total

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AVERAGE RATES IN THE MARKET

If you decide to hire developers in Poland, get acquainted with the average payoffs of the most popular technology stacks.



Java

\$3500 — \$4800



React

\$3000 — \$5000



AQA

\$2000 — \$3000



DevOps

\$3500 — \$5000

If you hire Middle DevOps whose NET salary is \$4000, here are some calculations for each employment option:

Self-employment (first 6 month):

Gross salary = NET salary + Tax burden

Tax burden = 17,64% (from this exact NET salary)

Gross salary = \$4000 + \$706 = \$4,706

Self-employment (after 6 month):

Gross salary = NET salary + Tax burden

Tax burden = 19,76% (from this exact NET salary)

Gross salary = \$4000 + \$790 = \$4,790

Employee taxes

NET salary for candidate \$4000

Gross salary for candidate \$6600

Tax burden = 64.42% (from this exact NET salary)

Gross salary for candidate \$6600

Gross salary for employer \$7420 (total cost with employer's taxes)

Tax burden = 12.42%

Total tax burden = 64,42% + 12,42% = 76,84%

Gross salary = \$4000 + \$3,409 = \$7,409

**The system of calculating taxes for an employee in Poland is quite complicated and depends on many factors, so it is challenging to calculate the exact amount in advance.*

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