itviec

IT SALARY REPORT

SALARY & JOB EXPECTATION

OF IT PROFESSIONALS 2023 - 2024

Data-driven findings for better decision making

Responses from 2,207 IT Professionals

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PART I
INTRODUCTION

ABOUT THE REPORT

Following the positive feedback of the previous year's report, which received an overall useful content rating of 7.7[1] out of 10 from those who downloaded the report, the ITviec team is delighted to present a more extensive analysis in this year's edition, **"Salary & Job Expectation of IT Professionals in Vietnam 2023 - 2024, Data-driven for better decision making"**. The report now includes **25 IT positions**, marking an increase of **8 positions** compared to last year's report[2].

In the recently completed IT Salary Survey, conducted online from September 19, 2023, to October 10, 2023, valuable time and feedback were provided by IT professionals. After carefully filtering out unqualified responses and outliers, the final number of respondents in this year's report stands at **2,207**. This figure represents a significant increase of **76%** compared to the number of final respondents recorded in the previous year. However, this substantial increase has also influenced the shifts of several crucial findings related to salaries by city and demographic factors.

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.

By incorporating more design updates and content revisions into this year's report, the ITviec team expect to make a greater contribution to the IT job market in 2023-2024.

On top of that, the message from **Mr. Naoto Iijima, CEO of ITviec**, affirms the following:

"The IT job market can learn a lot from what IT professionals responded about salaries and job expectation, new technologies, career goals, and other important demographic factors. Business leaders can utilize these findings to make better hiring strategies and make companies a better place to be. We hope that the use of more in-depth cut and diced data in this year's report will boost confidence in our valued IT professionals and IT employers, enabling everyone to make better decisions that will lead to more effective long-term employment matches."

1. ITviec IT Salary Report Feedback Survey, June 2023.
2. Kindly utilize this link to download the report from last year if it is necessary.

RESEARCH METHODOLOGY

The report was built from qualified online responses of 2,207 IT Professionals in Ho Chi Minh, Ha Noi, Da Nang & other cities, from 19/09/2023 to 10/10/2023, from diverse IT position groups.

Software Development
01. Back-end Developer
02. Front-end Developer
03. Full-stack Developer
04. Mobile Developer
05. Game Developer
06. Embedded Engineer
Product Management
07. Product Owner / Product Manager
08. Business Analyst
Management & Consulting
09. Project Leader / Project Manager
10. IT Manager
11. Tech Lead
12. IT Consultant
Designing
13. Designer
Testing
14. Tester
15. QA - QC
Cloud & Infrastructure
16. System Engineer / System Admin
17. DevOps Engineer / DevSecOps Engineer
18. Cloud Engineer
Data Analytics
19. Data Engineer
20. Data Analyst / Data Scientist / Business Intelligence Analyst
21. Database Engineer
AI & Blockchain
22. AI Engineer / Blockchain Engineer
Others
23. ERP Engineer / ERP Consultant
24. Solution Architect
25. IT Support / Helpdesk

DISCLAIMER

The salary and information in this report were determined by analyzing the responses from **2,207 IT professionals** from a variety of 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. If you wish to use copyrighted materials from this report for purposes of your own that go beyond fair use, you must obtain written permission from ITviec.

- **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:
  (sum of salaries in specified group) / (amount of respondents) = 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

- **Percentage**

  Percentages may not always equal 100% due to variations in the types of questions and answers. Some questions and answers are altered based on the respondent's previous responses. In some cases, the distribution of answers for certain questions exceeded 100% due to the checklist answer type. Respondents were allowed to select more than one answer, up to a maximum of 10.

PART II

KEY TAKEAWAYS

Solution Architect holds the position as the highest-paid among 25 IT positions.

Solution Architects in this year's report earn a median monthly salary of **63 million dong with 2.5 years of experience** in that role. Following closely is the **Tech Lead**, securing the second spot with **50 million dong for those with 3 years of experience**. The third position goes to the **Project Leader/Project Manager**, earning an impressive **48 million dong per month with 5 years of experience**. These roles, primarily rooted in technical expertise, often transition into technical management, resulting in their consistently high salaries in both the short and long term. (page 23)

IT companies with origins from Australia and New Zealand offer highest salaries.

Based on the responses, IT professionals employed by **Australian and New Zealand-originated companies** earn an average monthly salary of **56.7 million dong**, representing the highest range among the nationalities included in the list. On the contrary, the average monthly salaries offered by companies originating from **Vietnam** and **Japan** are the most moderate, equal to **30.1 million dong** and **32.7 million dong**, respectively. Companies with origins from **Europe, the United States, and Canada** offer a monthly salary range from **45.7 to 46.7 million dong**. (page 28)

Pharmaceuticals, Banking, and Financial Services rank as the top three industries offering IT professionals the highest monthly salaries.

According to the responses from 2,207 IT professionals in this report, **Pharmaceuticals, Banking, and Financial Services** stand out as the top three industries with the highest average monthly salaries, reporting salaries of **47.9 million dong, 40.5 million dong**, and **38.6 million dong**, respectively.

In **Danang**, the **Game** industry stands out by offering the highest average salary range for IT professionals, reaching **44.5 million dong per month**. In **Hanoi**, the **Professional Services sector, including Accounting, Legal, and Business Consulting**, takes the lead with the highest monthly salary at **39.6 million dong**. Meanwhile, **Ho Chi Minh City** aligns with the country's trend, with **Pharmaceuticals** ranking as the highest-paying industry, offering an impressive monthly salary of **54.8 million dong**. (page 29)

15% of IT professionals recently resigned from their jobs due to the companies' restructuring and reduction (layoff) strategies.

According to this year's report, 331 individuals, which is equivalent to 15% of the respondents, stated that they quit because of the company's downsizing and layoff strategies. When taking a closer look, there are a few quick highlights:

- **41.9%** of the individuals are employed by Product Companies.
- **53%** of them are working for a company that originated in Vietnam.
- IT professionals with **5-8 years of experience in IT (30.8%)** and IT professionals with **1-2 years of experience (22.7%)** were most impacted compared to other groups.
- The **Top 3 Company Industries** with the highest number of IT professionals resigning due to this situation are **Banking, Software Product and Web Services, and E-commerce.** (page 21)

Health-related issues have been ranked 4th and 5th, respectively, in the hierarchy of difficulties/challenges in IT jobs.

Mental pressure, stress (29.6%), and **physical health decline issues (24.1%)** rank among the top five challenges in IT jobs, alongside **unexpected work requests (38.9%), fear of missing out (FOMO) (38.5%)**, and **limited English proficiency (33.8%)**. These findings emphasize the importance of addressing well-being issues to ensure sustained performance in IT jobs. Both IT professionals and companies must prioritize initiatives to enhance the working environment, streamline workflows, and adopt targeted skill training adjustments for long-term success. (page 17)

This year's report shows a higher percentage of expected salary increase compared to last year's.

Requesting IT professionals to disclose their expected salary increase can help identify common trends in the expectations and inform decisions regarding compensation packages and distribution of job offers. This year, the average percentage of salary increase for **new job offers** is **31%**, which is significantly higher than last year's record of **20%**. Additionally, **24%** is the average expected salary increase in the **current job**. IT professionals with **less than 2 years of experience** are likely to expect a **higher percentage of salary increase** compared to other groups. However, it is important to take into account the effects of global uncertainties and economic shifts on referring to or maintaining these expectations in the coming year. (page 17)

Data-driven insights are preferred by IT professionals when defining employer brand reputation.

Positive employer brand reputations are mostly defined by publicly accessible information that can be stated with certainty, according to the respondents of this year's study. More precisely, **40.7%** of IT professionals agree that an employer's brand reputation is positively impacted by **the length of time employees remain with an organization**. Furthermore, credible factors such as **official recognition of the company's rapid growth rate in terms of revenue and profit (34.8%), work-life balance provided environment (32.6%)**, and **public awards/recognition (31.4%)**, significantly contribute to the establishment of a positive employer brand reputation as perceived by IT professionals. (page 20)

In the pursuit of career advancement, communication skills are the foremost learning focus for IT professionals in Vietnam.

As part of their career growth, **67%** of IT professionals state that they want to improve their **communication skills**, which include **presenting** and **negotiating**. This goal corresponds with the global perspective offered in Hays.com's 2023 research[1], in which companies globally emphasize the importance of top soft skills in hiring new IT personnel, specifically problem-solving, communication, and teamwork. These soft skills are also emphasized by Forbes Advisor as necessary for tech workers[2].

In the fast-paced changing technology and work environment, IT roles have evolved into critical business partners actively engaged in higher-level organizational discussions. To effectively contribute to these conversations, IT professionals must possess strong communication skills, enabling them to articulate the value that technological solutions bring to the organization. (page 32)

Generative AI: Widespread assistance in IT work with growing popularity

Generative AI is extensively adopted by IT professionals, as evidenced by the fact that **50.4%** of them employ it in their daily work. **Code-related applications** account for 3 of the 5 five most utilized GenAI applications. Although there is some variation in accuracy ratings, **66.1%** consider **coding answers** to be moderately accurate (31 - 50%) to highly accurate (51 - 80%). Merely **4.5%** consider the accuracy to be extremely high (over 80%).

Overall, IT professionals rate Generative AI's effectiveness at **7.4 out of 10**. This evaluation is consistent with the responses obtained from developers across the globe via surveys carried out on platforms such as Stack Overflow and GitHub, where 70% of respondents indicate that these tools are advantageous for their tasks and 77% exhibit interest in integrating AI tools into their development process. (page 32)

Actionable recommendations for IT Recruiting and Retention:

- **Competitive salary structures:** Ensure your company maintains competitive salary structures by regularly benchmarking against industry standards to attract and retain top talents. To keep track of other industries and by cities, see more on **pages 23 - 29.**

- **Prioritize employee well-being programs:** Stress, mental, and physical health concerns are among the top 5 difficulties/challenges for IT professionals in their jobs (**page 17**). Implementing practical policies to enhance employee well-being and performance would also place a high rank in IT professionals' minds about positive employer branding (**page 20**).

- **Strategic employer branding and recruitment marketing:** In a competitive recruitment landscape, establishing a strong employer brand can be achieved by showcasing authentic employees' reviews, cutting-edge projects, measures of success, and growth opportunities. See the most searched information that IT professionals look for in an employer during the application process on **page 20**.

Actionable recommendations for IT Professionals:

- **Explore the job market periodically:** Periodically explore job market trends and recruitment opportunities, especially in the most emerging sectors such as Pharmaceuticals, Banking, and Financial Services. Stay informed about demand, salary trends, and potential opportunities to make informed career decisions with answers from IT employers[3].

- **Engage in industry networking:** Join professional IT associations, attend relevant conferences, and participate in online forums within key sectors. Leverage these opportunities for continuous learning, sharing experiences, and building valuable connections. Network to gain exposure to new opportunities and foster collaboration within your specific field. Consider exploring highlighted developer/IT groups for a fresh start, as provided in this list from ITviec[4].

- **Prioritize healthy work-life balance:** Recognize the importance of maintaining a healthy work-life balance, especially in high-pressure environments. Establish boundaries, take breaks, and communicate openly to manage workload concerns effectively. Refer to the insights collected from 21,000+ candid reviews of IT employees[5] to identify organizations prioritizing employee well-being and professional growth.

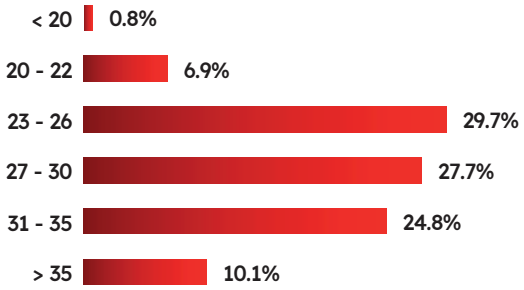
Reference:

1. *7 Tech & IT Soft Skills | Career Advice | Hays. (n.d.). https://www.hays.com.au/it/career-advice/it-upskilling-soft-skills*
2. *Perry, C. (2023, February 16). The Tech Soft Skills You Need To Succeed. Forbes Advisor. https://www.forbes.com/advisor/education/soft-skills-for-tech/*
3. *ITviec Blog - IT recruiting trends. (n.d.). ITviec. Retrieved November 19, 2023, from https://itviec.com/blog/xu-huong-tuyen-dung-it/*
4. *Tech group dành cho Developer ít nhưng mà chất. (n.d.). ITviec Blog. Retrieved November 19, 2023, from https://itviec.com/blog/tech-group-developer/*
5. *21,000+ Reviews of Top IT Companies. (n.d.). ITviec. Retrieved November 19, 2023, from https://itviec.com/companies/review-company*

PART III
OVERALL TRAITS OF IT PROFESSIONALS

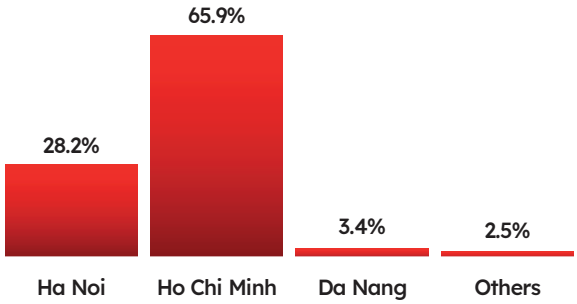
Age

The age range of the IT professionals in this year's report is from under 20 to above 35. **One-third** of them are between the ages of **23 and 26**. The second and third biggest groups are those aged **27-30 (27.7%)** and **31-35 (24.8%)**.



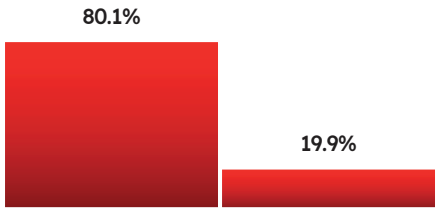
City

This year's study showed a slightly higher percentage of participants from **Hanoi** compared to last year's **(about 2% more)**. **Ho Chi Minh City** remained the most appealing location in Vietnam for IT professionals **(65.9%)**.

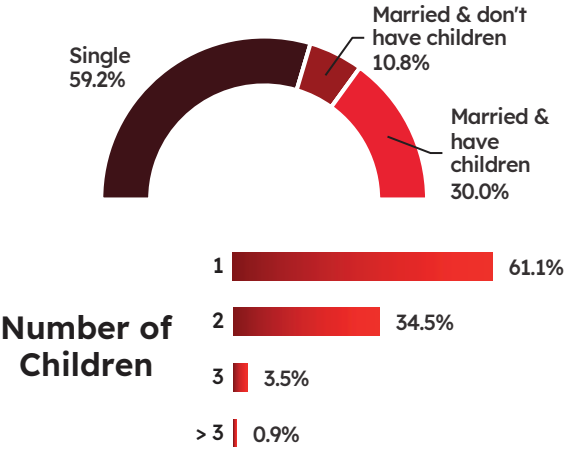


Gender & Average Monthly Salary (VND)

The gender breakdown of IT professionals in the research is **80.1%** male and **19.9%** female, no much changes from last year's ratio. The gap between average monthly salary of these two groups is **16.7%**.

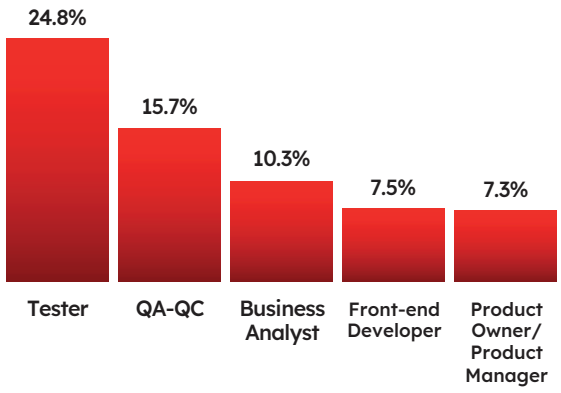


Marital Status



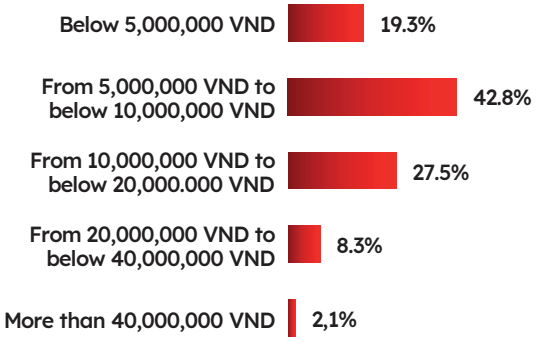
Top 5 Female IT Positions

This year, the percentage of **female Tester - QA/QC** respondents remained the same as last year (around 40%). The percentage of women in **Front-end Developer** and **Product Owner/Product Manager** roles is almost the same (**7.5%** and **7.3%**, respectively).



Monthly Expense Range

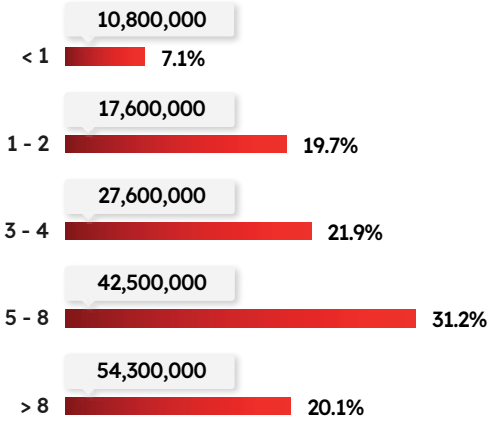
According to the results of this year's report, **42.8%** of IT professionals disclose that their average monthly expenses, including housing rent, range **from 5 to below 10 million dong**. **10.4%** of the respondents indicate that their average monthly expenses range **from 20 to over 40 million dong**.



Years of Experience in IT & Average Monthly Salary (VND)

A significant proportion of the 2,207 professionals who took part in the study **(53.1%)** have experience in IT at the middle level **(3-4 years)** to senior level **(5–8 years)**.

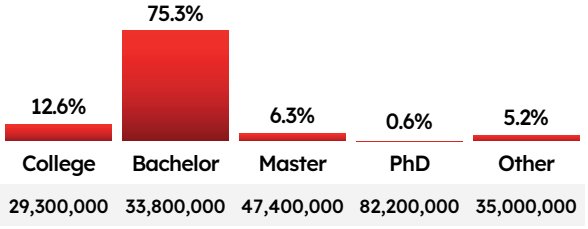
From **less than 1 year** to **1-2 years**, the average salary increases by about **63%**. From the experience range of **5-8 years** to **more than 8 years**, the salary growth rate stays at **27.8%**.

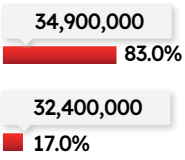


Education, IT Major & Average Monthly Salary (VND)

Bachelor's degrees are held by the majority of IT professionals **(75.3%)**, and salaries typically relatively increase with level of education.

83.0% of IT professionals have formal degrees in IT or IT-related majors from a college or university. This group has an average salary that is **7% higher** than the other group. Last year, the gap was **20%**.

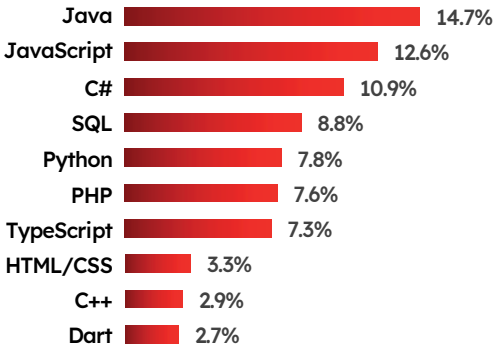




Top 10 Programming Languages

(primarily use)

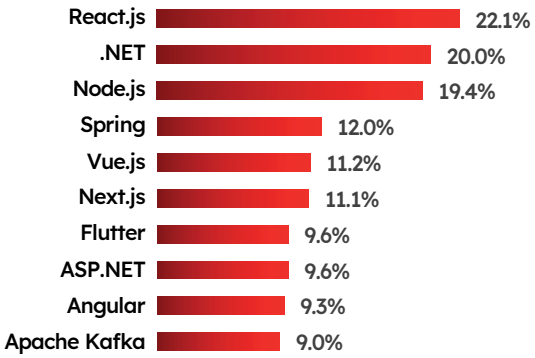
There are some changes in the order of this year's top 10 primarily used programming languages compared to last year's list. For more specifics, **Java** took the top 1 spot from JavaScript. Last year, **SQL** was only placed **7th**; this year, it is **4th**.



Top 10 Libraries & Frameworks

(currently use)

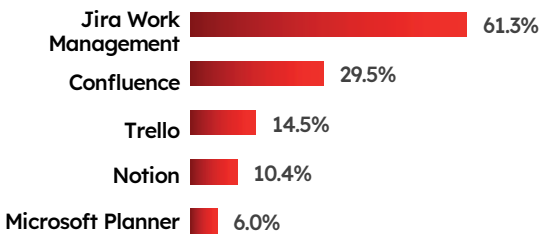
When comparing this year's Top 10 list to last year's list, some highlights include: **jQuery** is no longer in the list. **Angular** has dropped from the **6th to the 9th** most currently used framework. **Apache Kafka** was first introduced in the **10th** position.



Top 5 Management Tools

(currently use)

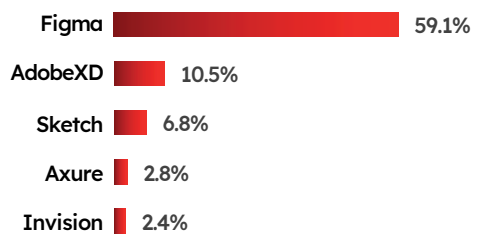
This year, **Jira** and **Confluence** continue to be the most used management tools. **Microsoft Planner** is a newcomer and ranks **5th (6%)**, taking the spot that Stack Overflow for Teams used to hold.



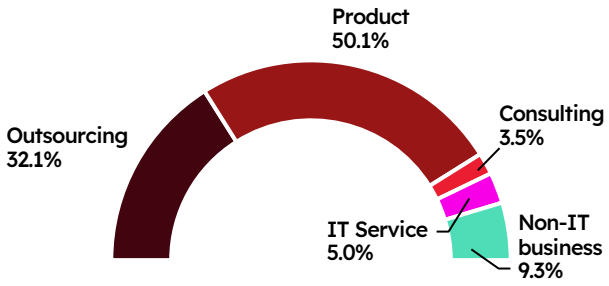
Top 5 Design Tools

(currently use)

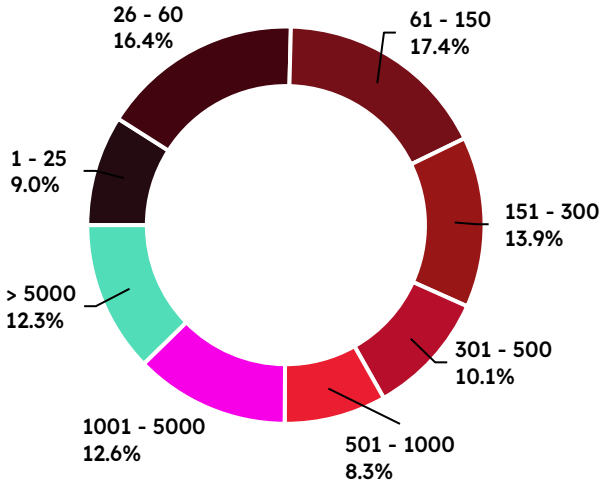
Figma listed as the most widely used design tool among IT professionals, with **59.1%** utilizing it. Even though **AdobeXD** is in second place, its share is only **10.5%**.



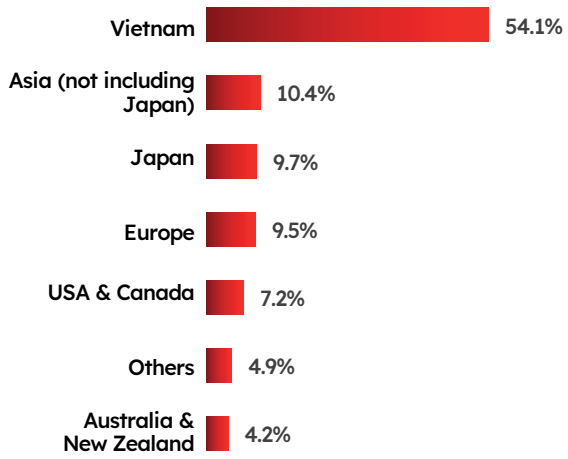
Company Type



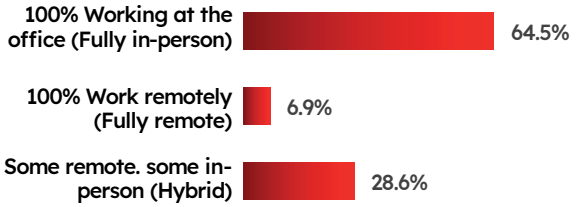
Company Size



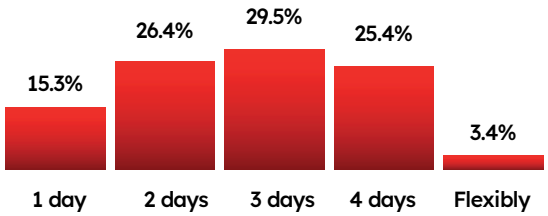
Company Origin



Current Working Model



Average WFH Days Per Week



Top 10 Company Industries

1	Software Product and Web Services SaaS (software-as-a-service) ERP Fin Tech HR Tech AI
2	Banking
3	Software Development Outsourcing
4	E-commerce
5	Financial services (Consumer Finance, Securities, Insurance)
6	Manufacturing and Engineering
7	IT Consulting
8	Game
9	Education and Training
10	Trading and Commercial

Average Monthly Expense* By IT Position

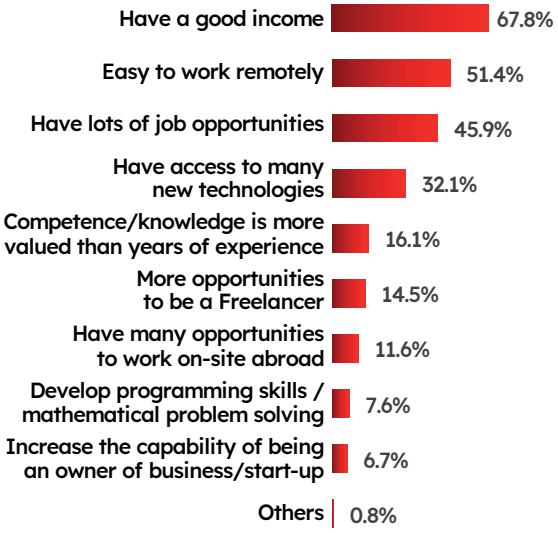
(*) include electricity, water, house renting fee, etc.

	Below 5,000,000 VND	From 5,000,000 VND to below 10,000,000 VND	From 10,000,000 VND to below 20,000,000 VND	From 20,000,000 VND to below 40,000,000 VND	More than 40,000,000 VND
Back-end Developer	19.2%	43.6%	27.8%	8.0%	1.4%
Front-end Developer	30.1%	47.6%	18.2%	3.0%	1.1%
Full-stack Developer	18.2%	46.1%	25.3%	8.8%	1.6%
Mobile Developer	17.3%	44.5%	28.8%	6.8%	2.6%
Game Developer	30.4%	30.4%	39.2%	0.0%	0.0%
Embedded Engineer	17.8%	48.9%	28.9%	4.4%	0.0%
Product Owner/ Product Manager	7.8%	28.1%	31.2%	23.4%	9.5%
Business Analyst	16.7%	50.0%	26.0%	6.2%	1.1%
Project Leader/ Project Manager	5.2%	29.9%	33.8%	24.7%	6.4%
IT Manager	12.2%	38.8%	32.7%	4.1%	12.2%
Tech Lead	6.7%	31.1%	35.6%	22.2%	4.4%
IT Consultant	12.5%	50.0%	31.2%	6.3%	0.0%
Designer	25.0%	37.5%	28.6%	7.1%	1.8%
Tester	26.0%	37.0%	26.6%	10.4%	0.0%
QA-QC	20.0%	40.7%	31.1%	5.9%	2.3%
System Engineer/ System Admin	10.4%	41.7%	41.7%	6.2%	0.0%
DevOps/ DevSecOps Engineer	17.4%	39.1%	28.3%	15.2%	0.0%
Cloud Engineer	18.2%	18.2%	36.4%	27.2%	0.0%
Data Engineer	29.4%	44.1%	20.6%	0.0%	5.9%
Data Analyst/Data Scientist/ Business Intelligence Analyst	21.8%	49.1%	25.5%	3.6%	0.0%
Database Engineer	13.3%	26.7%	46.7%	13.3%	0.0%
AI Engineer/ Blockchain Engineer	16.0%	56.0%	24.0%	4.0%	0.0%
ERP Engineer/ ERP Consultant	14.3%	28.6%	42.9%	14.2%	0.0%
Solution Architect	10.0%	20.0%	40.0%	20.0%	10.0%
IT Support/Helpdesk	22.0%	56.1%	19.5%	2.4%	0.0%

PART IV
OVERALL JOB EXPECTATION & JOB SEARCH CHARACTERISTICS

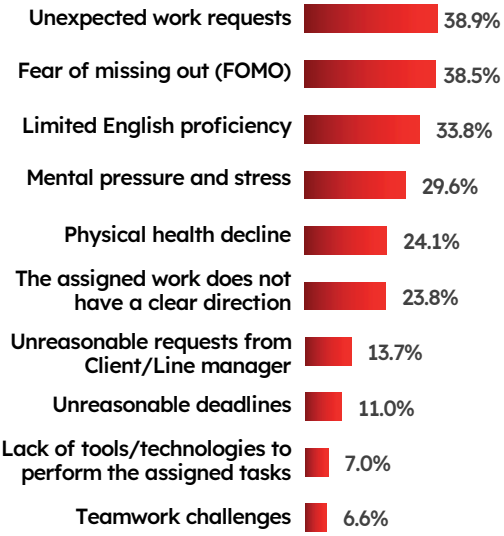
Top 10 Attractions Of IT jobs

The ranking of the most appealing aspects of IT jobs, as reported by IT professionals who participated in this year's study, has remained largely consistent with the last year's results.



Top 10 Difficulties/Challenges Of IT Jobs

Health issues have garnered increased attention in the results of this year related to difficulties and challenges of IT jobs. **Mental pressure and stress** and **physical health decline** rank **4th** and **5th**, respectively, with **29.6%** and **24.1%**.



Expected Average % Salary Increase In New Job Offer By Range Of Experience

< 1	1 - 2	3 - 4	5 - 8	> 8	Total
36%	33%	29%	29%	28%	31%

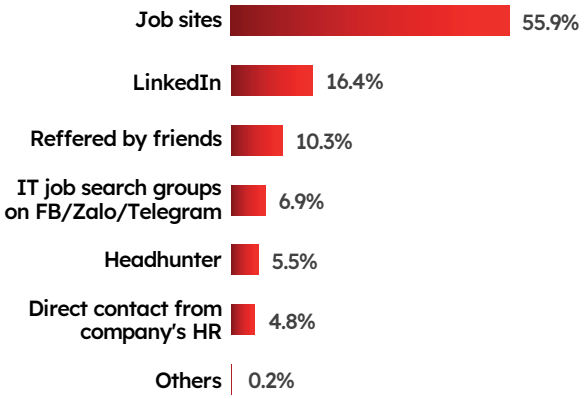
Expected Average % Salary Increase In Current Job By Range Of Experience

< 1	1 - 2	3 - 4	5 - 8	> 8	Total
35%	28%	24%	21%	21%	24%

IT professionals with **less than 2 years of experience** commonly expect a **larger percentage** of salary increase compared to other ranges and the average of all respondents.

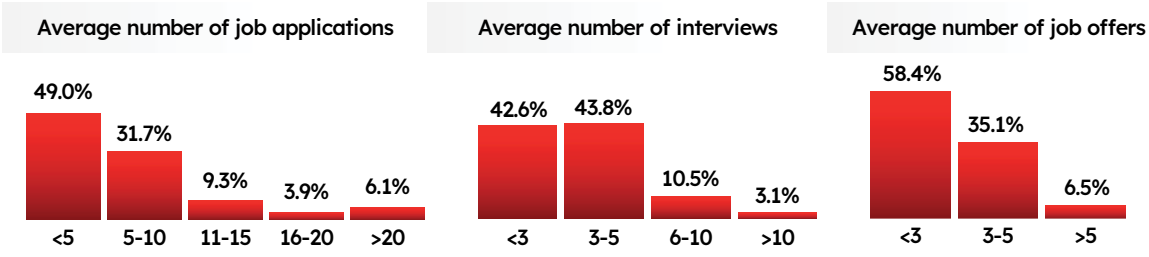
Most Effective Channels To Apply

55.9% of respondents agreed that **Job sites** are the most effective channels for IT professionals to send applications. **LinkedIn** and **Referrals by friends** are ranked **2nd** and **3rd**, with **16.4%** and **10.3%** of respondents agreeing, respectively.



Frequency of Applications, Interviews and Offers

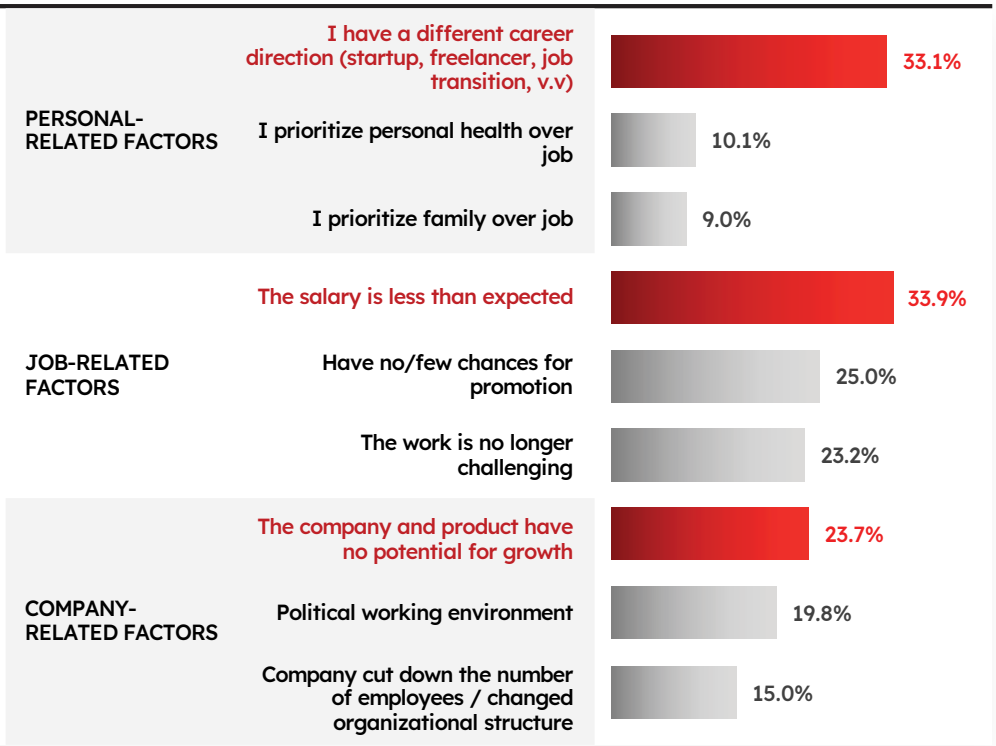
On average, when looking for a new full-time job, **6.1%** of the participants submit applications for **over 20 jobs**, while **nearly 50%** apply to **less than 5 job applications**. **Between 3 and 5** is the most frequent range during the **interview** phase. **Nearly 60%** of the participants reported receiving **less than 3 job offers**.



Top Reasons To Quit The Latest Job

Due to current macroeconomic challenges and extensive tech layoffs, **15%** of the respondents indicated that their resignation was a direct result of the **restructuring and downsizing strategy implemented by the companies**.

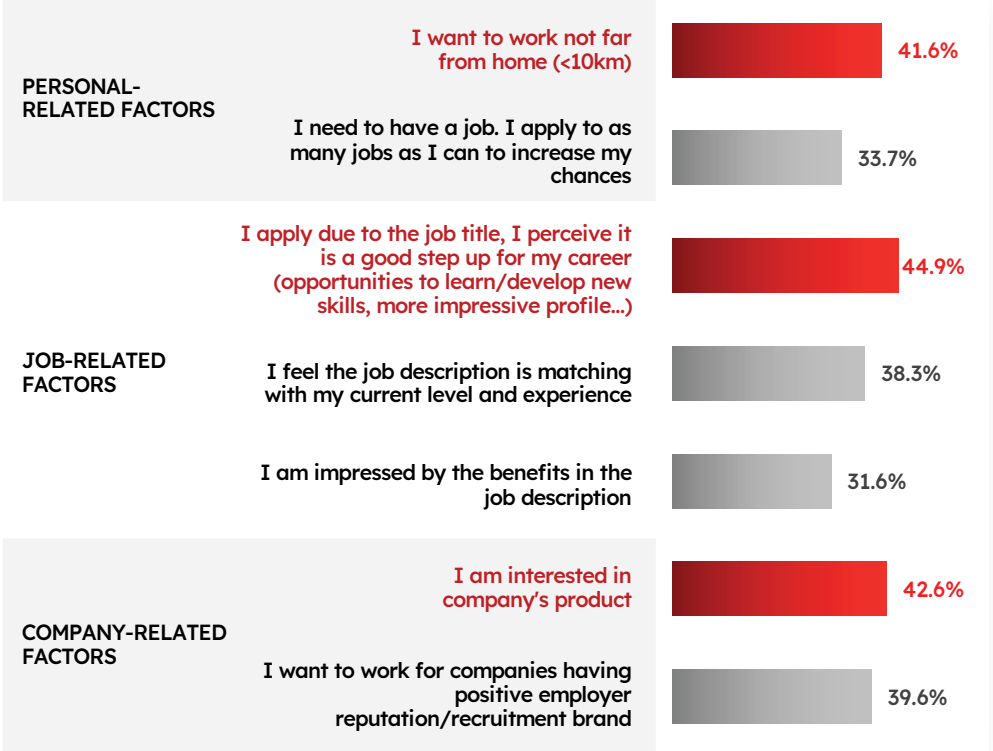
Aside from a **lower - than - expected salary (33.9%)** as the most common reason, the **2nd** and **3rd** most common reasons for IT professionals leaving their positions are **a change in career direction (33.1%)** and **no growth potential in the company or product (23.7%)**.



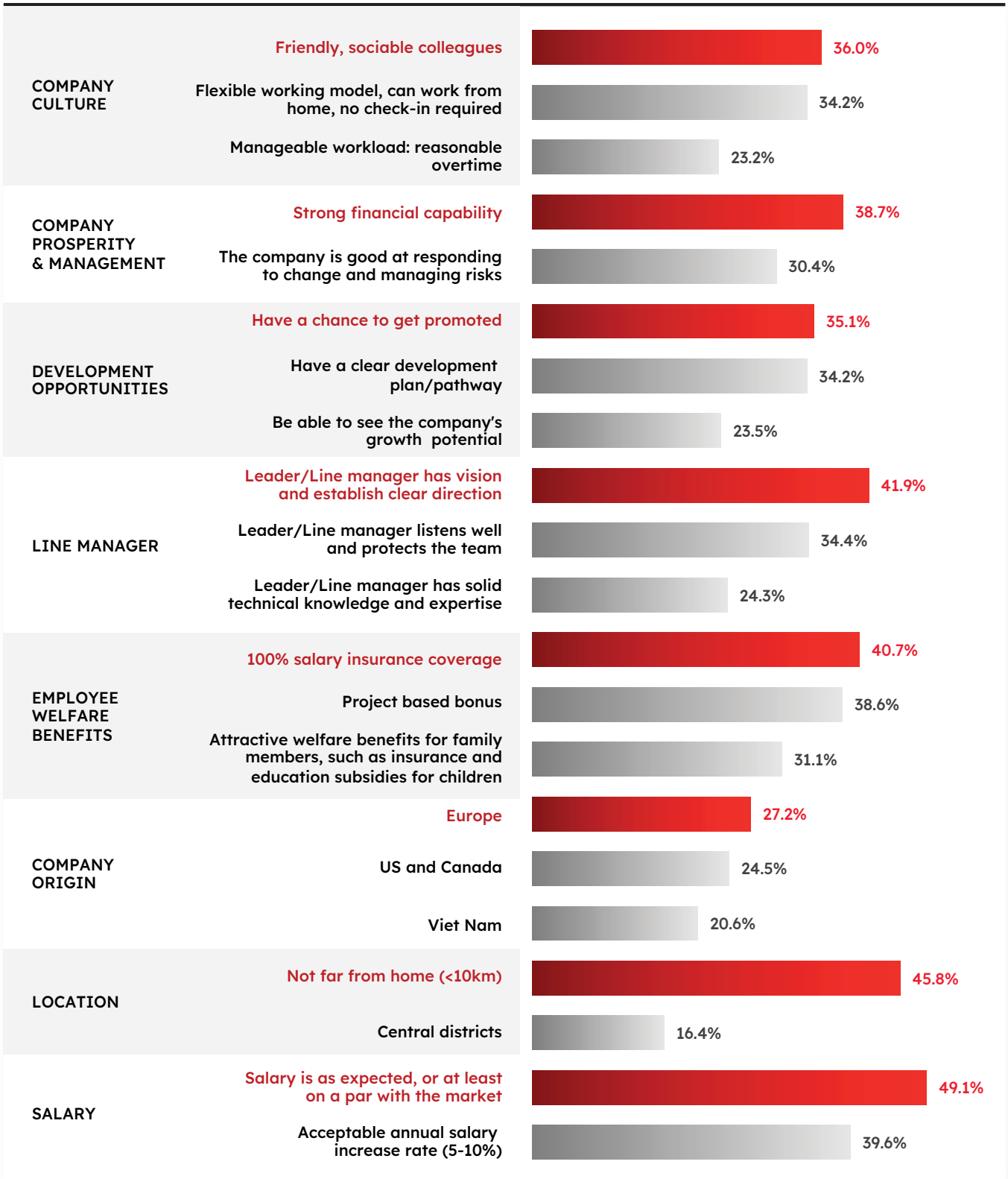
Top Reasons To Apply For A New Job, Beside Salary

In addition to the direct influence of **job description and career orientation matching (44.9%), the company's product (42.6%)** ranks as the **2nd** most significant factor influencing IT professionals' decisions regarding application for a new job.

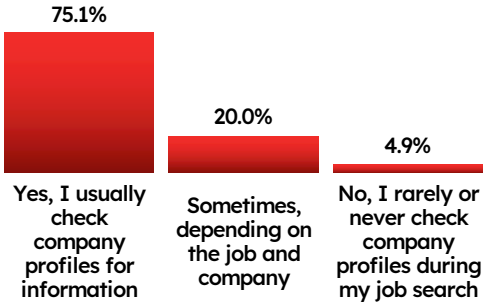
With **41.6%, not having to commute more than 10 km to work** is the **3rd** most common factor. This is also in line with the characteristics that IT professionals look for in an ideal company to work for in a long time.



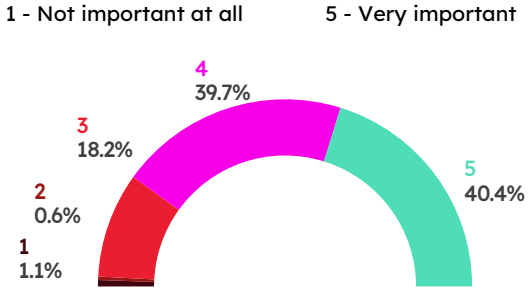
An Ideal Company For IT Professionals To Stay For The Long-term



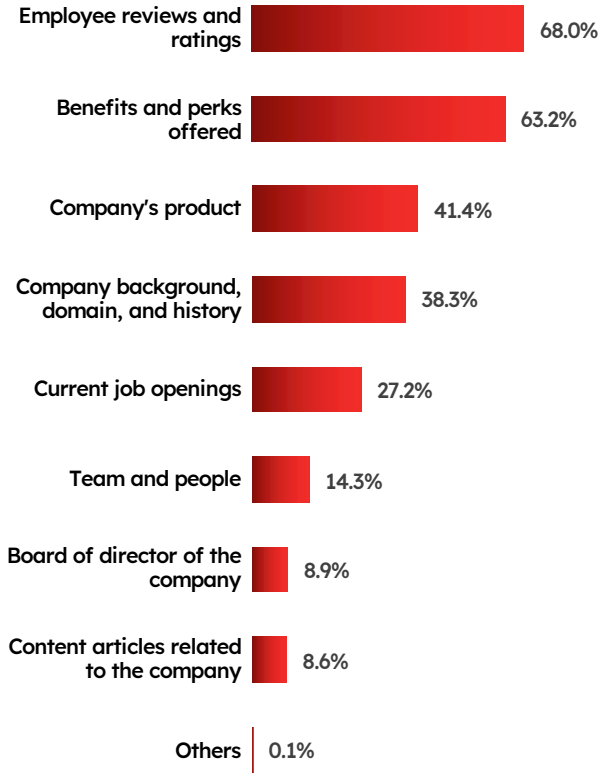
Frequency Of Researching About IT Employer During The Application Process



Importance Of Employer Brand Reputation During The Application Process



Most Information Searched About IT Employer

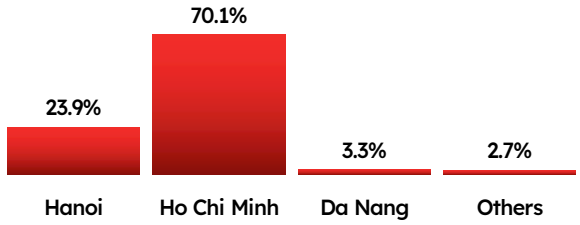


Definition About A Company With Positive Employer Brand Reputation

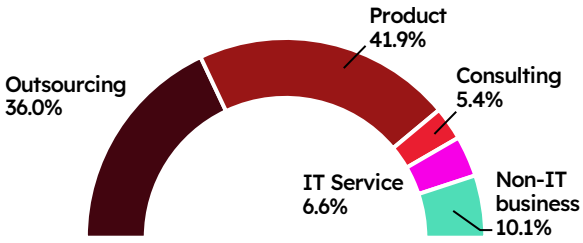
LAYOFF/RESTRUCTURING LANDSCAPE FOR IT PROFESSIONALS

As seen on page 18 of this year's report, **15% of respondents** cited the reduction and restructuring strategy of their employer as the reason for their resignation. The main findings related to the company include that **Product companies** and **Banking industry companies** have the greatest impact on IT professionals in terms of **Company Type** and **Top 10 Company Industries** in this review.

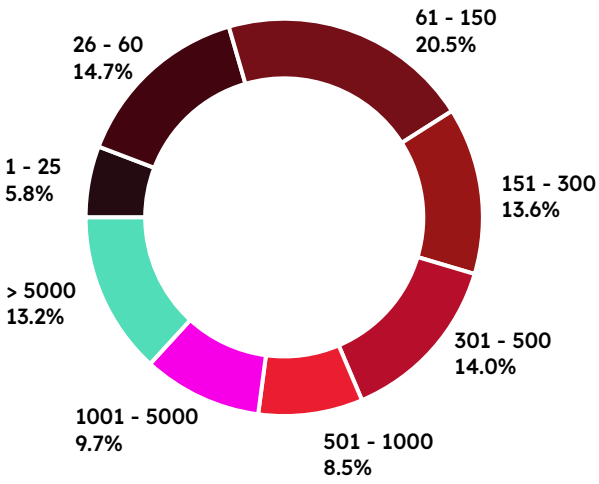
City



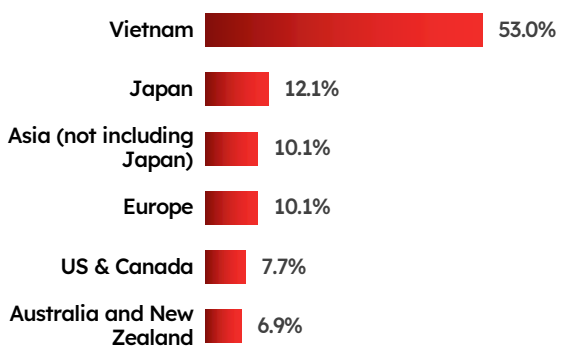
Company Type



Company Size



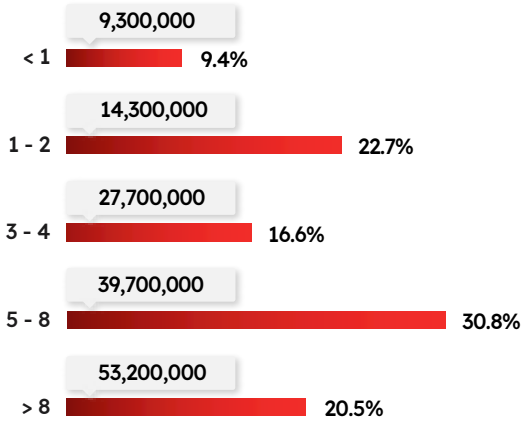
Company Origin



Years Of Experience In IT

When looking at IT professionals who were affected by layoffs or restructuring, it was observed that those with **5 to 8 years of experience in IT** were the most impacted, accounting for **30.8%** of the affected 331 individuals.

The second group of IT professionals who were impacted in their current position are those with **1 to 2 years of experience**.

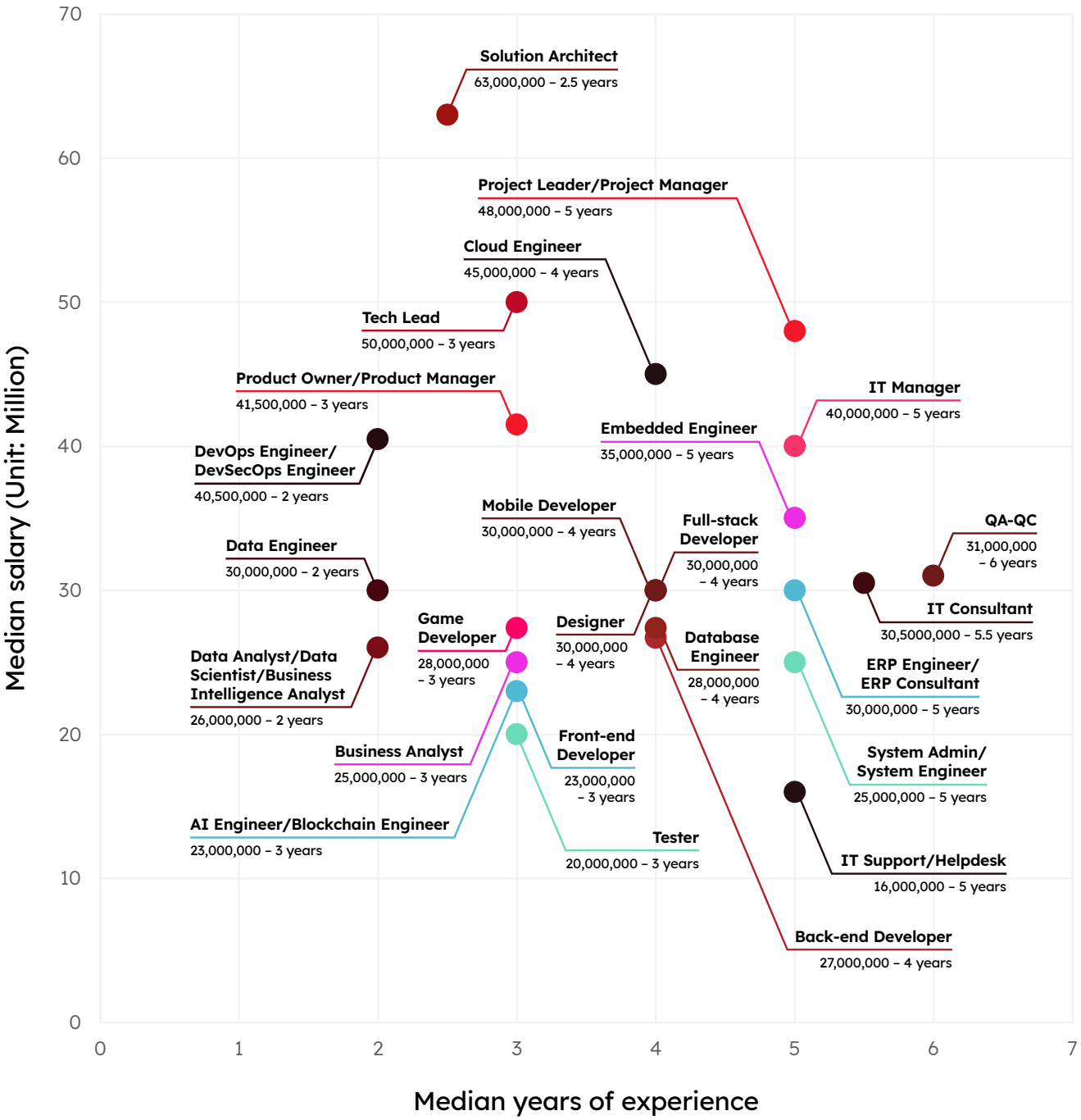


Top 10 Company Industries

1	Banking
2	Software Product and Web Services
	SaaS (software-as-a-service)
	ERP
	Fin Tech
	HR Tech
	AI
3	E-commerce
4	Software Development Outsourcing
5	IT Consulting
6	IT Hardware and Computing
7	Financial services (Consumer Finance, Securities, Insurance)
8	Manufacturing and Engineering
9	Transportation and Logistics
10	Healthcare (Hospital, Healthcare Services)

PART V
SALARY OF IT PROFESSIONALS

MEDIAN SALARY & MEDIAN YEARS OF EXPERIENCE BY IT POSITION

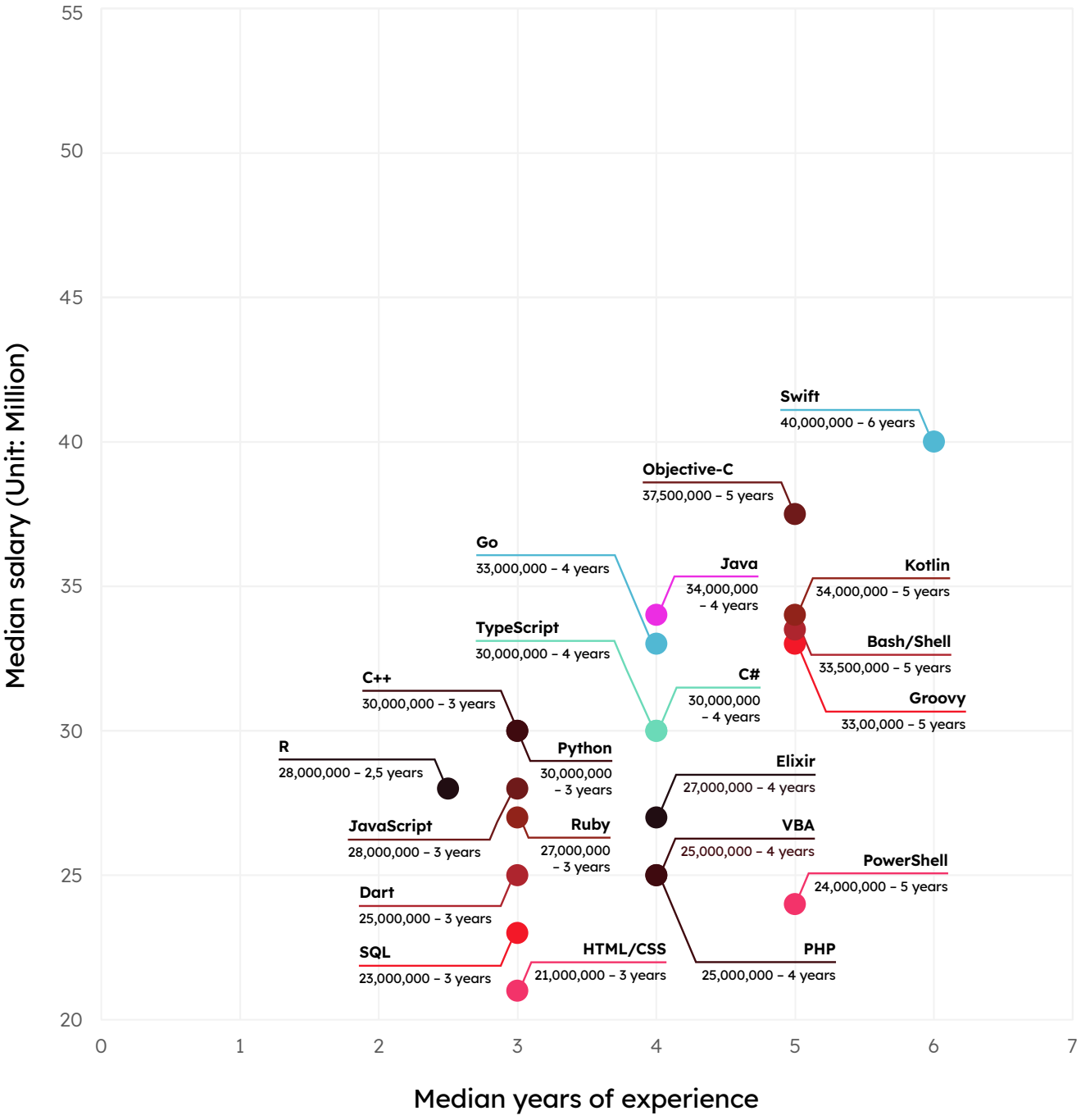


(*) Median gross monthly salary (VND), excluding Bonus and other welfare benefits.
(*) Median year of experience in current position, not total years of experience in IT.

MEDIAN SALARY BY IT POSITION & RANGE OF EXPERIENCE

	<1	1-2	3-4	5-8	>8
Software Development					
01. Back-end Developer	10,000,000	16,000,000	27,000,000	41,000,000	60,500,000
02. Front-end Developer	7,500,000	14,000,000	28,000,000	40,000,000	55,000,000
03. Full-stack Developer	10,000,000	19,000,000	28,000,000	38,000,000	55,000,000
04. Mobile Developer	10,000,000	15,000,000	30,000,000	40,000,000	51,000,000
05. Game Developer	10,000,000	15,000,000	30,000,000	34,500,000	N/A
06. Embedded Engineer	13,000,000	N/A	N/A	50,000,000	57,500,000
Product Management					
07. Product Owner/Product Manager	19,000,000	35,500,000	50,000,000	57,500,000	59,000,000
08. Business Analyst	10,000,000	15,500,000	27,000,000	36,000,000	50,000,000
Management & Consulting					
09. Project Leader/Project Manager	33,000,000	43,000,000	45,000,000	48,500,000	79,000,000
10. IT Manager	N/A	N/A	38,000,000	N/A	50,000,000
11. Tech Lead	32,000,000	39,000,000	60,000,000	N/A	N/A
12. IT Consultant	N/A	19,000,000	32,000,000	37,500,000	N/A
Designing					
13. Designer	N/A	N/A	27,000,000	39,000,000	77,500,000
Testing					
14. Tester	9,000,000	15,000,000	19,500,000	30,000,000	39,000,000
15. QA - QC	12,000,000	13,000,000	30,000,000	33,000,000	40,000,000
Cloud & Infrastructure					
16. System Engineer/System Admin	N/A	17,000,000	18,000,000	26,000,000	30,000,000
17. DevOps Engineer /DevSecOps Engineer	N/A	32,000,000	47,000,000	72,000,000	N/A
18. Cloud Engineer	N/A	N/A	37,000,000	57,500,000	N/A
Data Analytics					
19. Data Engineer	N/A	23,000,000	46,000,000	52,000,000	N/A
20. Data Analyst/Data Scientist /Business Intelligence Analyst	10,500,000	23,000,000	34,500,000	38,500,000	44,000,000
21. Database Engineer	13,500,000	20,000,000	N/A	37,000,000	N/A
AI & Blockchain					
22. AI Engineer/Blockchain Engineer	N/A	14,000,000	28,000,000	75,000,000	N/A
Others					
23. ERP Engineer/ERP Consultant	N/A	14,000,000	25,000,000	38,500,000	N/A
24. Solution Architect	N/A	50,500,000	60,000,000	N/A	125,000,000
25. IT Support/Helpdesk	7,000,000	11,000,000	14,500,000	20,500,000	N/A

MEDIAN SALARY & MEDIAN YEARS OF EXPERIENCE BY PROGRAMMING LANGUAGE

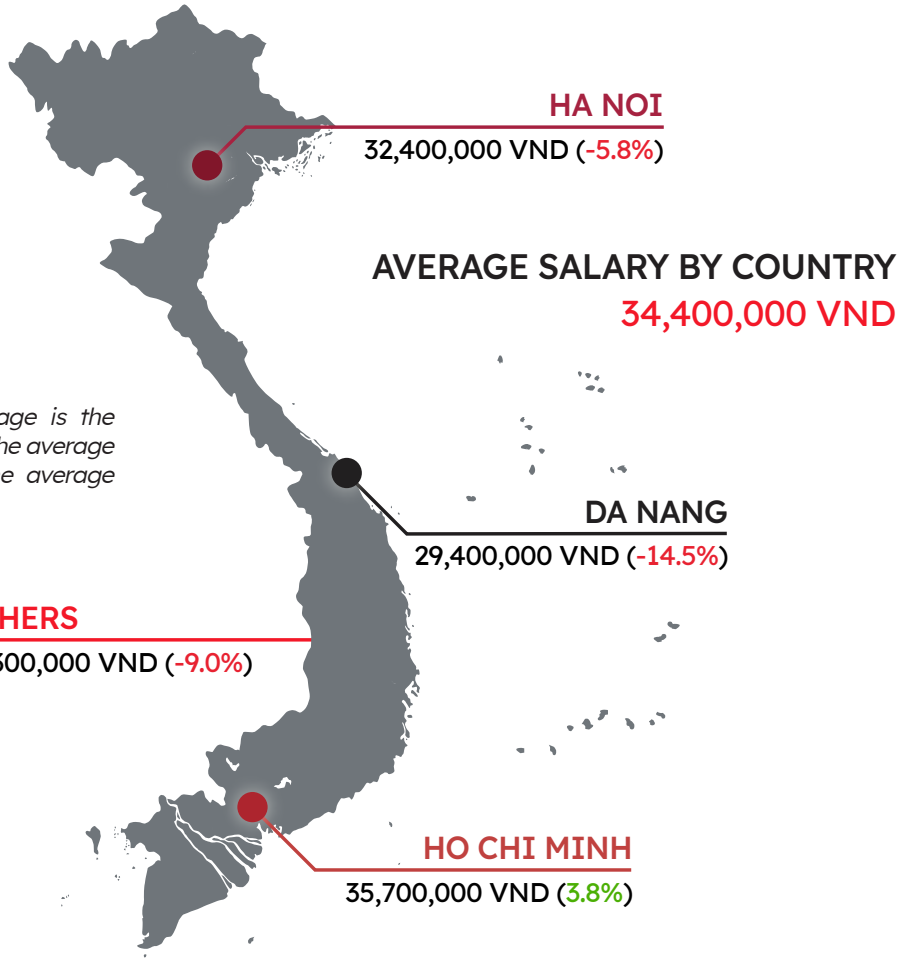


(*) Median gross monthly salary (VND), excluding Bonus and other welfare benefits.
(*) Median year of experience in current position, not total years of experience in IT.

MEDIAN SALARY BY PROGRAMMING LANGUAGE & RANGE OF EXPERIENCE

	<1	1-2	3-4	5-8	>8
Programming Languages					
Bash/Shell	15,000,000	20,000,000	37,500,000	40,000,000	48,000,000
C#	N/A	20,000,000	28,000,000	35,500,000	40,000,000
C++	13,000,000	19,000,000	30,000,000	40,000,000	N/A
Dart	11,000,000	15,500,000	28,000,000	47,500,000	76,500,000
Elixir	N/A	18,000,000	N/A	30,000,000	N/A
Go	N/A	18,000,000	34,500,000	42,500,000	85,500,000
Groovy	13,000,000	26,000,000	30,000,000	45,000,000	N/A
HTML/CSS	8,000,000	13,000,000	27,000,000	N/A	37,000,000
Java	10,000,000	18,000,000	30,000,000	45,000,000	55,500,000
JavaScript	9,000,000	16,000,000	32,000,000	42,000,000	50,000,000
Kotlin	N/A	21,000,000	28,000,000	41,000,000	50,000,000
Objective-C	N/A	22,000,000	N/A	55,000,000	70,000,000
PHP	N/A	15,000,000	25,000,000	31,000,000	40,000,000
PowerShell	N/A	20,000,000	21,500,000	26,000,000	34,500,000
Python	N/A	21,000,000	30,000,000	43,000,000	47,000,000
R	12,000,000	N/A	N/A	44,000,000	N/A
Ruby	N/A	16,000,000	21,000,000	40,000,000	82,000,000
SQL	10,000,000	16,000,000	25,000,000	31,000,000	35,500,000
Swift	N/A	20,000,000	31,500,000	41,000,000	50,000,000
TypeScript	10,000,000	15,000,000	28,000,000	44,000,000	65,500,000
VBA	N/A	19,000,000	35,000,000	N/A	N/A

AVERAGE SALARY BY CITY



AVERAGE SALARY BY CITY WITH GROWTH RATE

	2023 - 2024	2022 - 2023	% Growth Rate
Da Nang	29,400,000	27,600,000	6.5%
Ha Noi	32,400,000	34,300,000	-5.5%
Ho Chi Minh City	35,700,000	38,800,000	-8.0%
Others	31,300,000	29,000,000	7.9%
Country	34,400,000	32,400,000	6.2%

The expanded sample size of IT professionals located in **Danang** can be attributed as the primary factor contributing to the higher growth rate in the average salary, which is **6.5% higher** than last year's number. Significantly, **the percentage of IT professionals in Danang with more than 5 years of experience has increased from 33% in the previous year's results to over 50%**. The increase in professionals with higher years of experience is likely to have a positive impact on the average salary.

In Hanoi and Ho Chi Minh City, the average salaries this year slightly decreased compared to the previous year. In Hanoi, the reduction ratio was **5.5%**, while in Ho Chi Minh City, it was **8%. A potential contributing factor to this state was the 76% increase in the number of respondents for this year's survey (2,207 vs. 1,257).**

Meanwhile, the **average salary for the entire country** demonstrates **a growth of 6.2%** compared to last year's findings.

AVERAGE SALARY BY RANGE OF EXPERIENCE & CITY

	Da Nang	Ha Noi	HCM City	Others	Country
<1	9,000,000	9,900,000	10,800,000	N/A	10,800,000
1-2	15,800,000	18,300,000	17,500,000	12,300,000	17,600,000
3-4	22,900,000	25,300,000	29,200,000	18,800,000	27,600,000
5-8	36,700,000	39,800,000	44,500,000	33,400,000	42,500,000
>8	48,400,000	48,900,000	57,100,000	46,300,000	54,300,000

AVERAGE SALARY BY COMPANY SIZE

1 - 25	30,500,000
26 - 60	32,800,000
61 - 150	34,700,000
151 - 300	37,100,000
301 - 500	36,800,000
501 - 1000	37,900,000
1001 - 5000	36,300,000
More than 5000	39,000,000

AVERAGE SALARY BY COMPANY ORIGIN

Asia (not including Japan)	38,200,000
Europe	46,700,000
US and Canada	45,700,000
Japan	32,700,000
Australia and New Zealand	56,700,000
Vietnam	30,100,000
Others	30,000,000

AVERAGE SALARY BY COMPANY TYPE

	Da Nang	Ha Noi	HCM City	Others	Country
Consulting (consult about strategies and support for technology enhancement for clients)	37,200,000	36,600,000	49,200,000	32,000,000	45,500,000
IT Service (provide a variety of IT services to businesses)	N/A	32,800,000	34,300,000	27,500,000	34,200,000
Non-IT business (bank, retail, construction, etc)	N/A	31,400,000	36,500,000	29,000,000	35,200,000
Outsourcing (IT project outsourcing support for clients, which includes either a part or the entire product)	29,100,000	30,100,000	31,800,000	38,700,000	31,400,000
Product (create, market and sell your own IT product)	28,800,000	34,200,000	39,900,000	30,500,000	37,700,000

AVERAGE SALARY BY COMPANY INDUSTRY, CITY & COUNTRY

	Da Nang	Ha Noi	HCM City	Others	Country
Cyber Security	N/A	28,000,000	42,200,000	N/A	37,400,000
Real Estate, Property and Construction	N/A	29,900,000	49,800,000	N/A	38,500,000
Healthcare (Hospital, Healthcare Services)	N/A	27,700,000	41,000,000	N/A	38,200,000
Government	27,800,000	21,600,000	37,500,000	N/A	30,900,000
Professional Services (Accounting, Legal, Business Consulting)	N/A	39,600,000	34,200,000	N/A	36,500,000
Financial services (Consumer Finance, Securities, Insurance)	26,500,000	36,700,000	40,200,000	N/A	38,600,000
Software Product and Web Services	19,900,000	32,300,000	37,500,000	N/A	35,500,000
Tourism & Hospitality	N/A	34,300,000	40,600,000	N/A	37,400,000
Pharmaceuticals	N/A	N/A	54,800,000	N/A	47,900,000
Game	44,500,000	36,400,000	36,000,000	N/A	36,200,000
Software Development Outsourcing	38,500,000	31,100,000	36,300,000	N/A	35,100,000
Education and Training	23,000,000	27,700,000	31,000,000	N/A	29,300,000
Transportation and Logistics	31,000,000	33,900,000	37,700,000	N/A	36,200,000
Consumer goods	N/A	N/A	22,900,000	17,500,000	26,700,000
Food & Beverage	N/A	34,300,000	31,500,000	27,000,000	31,700,000
Retail and Wholesale	N/A	29,300,000	36,400,000	N/A	35,300,000
Trading and Commercial	N/A	32,800,000	31,800,000	N/A	31,900,000
Network and Infrastructure	N/A	22,600,000	34,000,000	N/A	28,300,000
IT Hardware and Computing	25,000,000	32,600,000	38,900,000	N/A	36,500,000
Banking	N/A	36,200,000	42,300,000	N/A	40,500,000
Manufacturing and Engineering	23,500,000	31,500,000	35,400,000	26,800,000	33,500,000
E-commerce	36,800,000	32,800,000	34,200,000	31,000,000	33,800,000
Media, Advertising & Entertainment	20,700,000	25,700,000	32,100,000	N/A	29,100,000
IT Consulting	32,800,000	34,700,000	40,400,000	27,300,000	37,700,000
Telecommunication	30,000,000	29,600,000	28,600,000	N/A	30,000,000

PART VI
TECHNOLOGY & LEARNING TRENDS 2023-2024

Programming Languages To Learn In 2024

Top 3 programming languages that IT professionals plan to learn in 2024 are:

1. Python (30.1%)
2. Go (15.6%)
3. Java (14.6%) and JavaScript (14.6%)

Python and Go are by far the most wanted to learn programming languages for 2 consecutive years. Java moves from 5th position last year to 3rd position this year, besides JavaScript.

JavaScript	SQL	HTML/CSS	Java	TypeScript	Python	C#	PHP	C++	Bash/Shell	TOTAL	
32.6%	37.9%	34.0%	29.6%	30.6%	33.5%	31.3%	31.4%	29.3%	39.2%	**30.1%**	**Python**
20.7%	17.0%	20.2%	18.1%	23.1%	20.6%	15.7%	22.6%	15.2%	30.1%	**15.6%**	**Go**
16.5%	17.0%	16.6%	22.3%	15.9%	11.1%	12.1%	15.9%	9.1%	8.5%	**14.6%**	**Java**
16.0%	15.1%	16.1%	16.1%	13.1%	11.1%	13.6%	19.4%	9.8%	9.2%	**14.6%**	**JavaScript**
21.9%	16.0%	22.5%	12.6%	23.7%	10.9%	20.5%	19.8%	7.3%	12.4%	14.1%	TypeScript
11.0%	14.8%	12.0%	11.0%	8.9%	10.4%	12.1%	12.4%	11.6%	2.6%	11.6%	SQL
6.9%	6.5%	7.6%	6.9%	9.3%	4.8%	7.6%	8.8%	6.7%	4.6%	6.7%	Swift
7.6%	9.1%	8.2%	4.1%	8.0%	5.1%	18.4%	6.0%	9.8%	1.3%	6.6%	C#
8.0%	5.5%	7.2%	6.2%	10.2%	3.2%	7.3%	7.1%	7.9%	3.3%	6.6%	Dart
6.3%	7.2%	8.0%	5.9%	5.7%	3.5%	7.1%	6.4%	9.1%	1.3%	6.2%	HTML/CSS
6.8%	5.3%	6.8%	10.1%	7.4%	4.4%	5.8%	4.2%	7.9%	4.6%	5.8%	Kotlin
6.7%	4.9%	5.2%	6.2%	9.1%	9.5%	4.3%	3.2%	9.1%	13.7%	5.3%	Rust
3.7%	3.8%	3.4%	2.7%	2.8%	6.7%	5.6%	3.5%	14.0%	5.2%	4.3%	C++
5.4%	5.1%	6.5%	3.9%	4.6%	3.2%	5.1%	10.2%	7.9%	2.0%	3.7%	PHP
4.2%	3.4%	3.5%	4.4%	4.8%	5.8%	5.6%	3.9%	7.3%	3.9%	3.0%	Ruby
1.0%	3.0%	1.2%	1.2%	0.9%	5.1%	2.5%	1.1%	4.3%	2.6%	2.0%	R
1.5%	2.0%	1.8%	1.4%	1.5%	3.0%	2.8%	1.1%	3.0%	9.2%	1.9%	Bash/Shell
1.5%	3.2%	1.1%	2.8%	1.1%	6.2%	0.5%	1.1%	3.0%	5.9%	1.9%	Scala
2.4%	1.9%	2.5%	1.4%	3.9%	1.2%	2.3%	1.8%	1.2%	2.6%	1.6%	Solidity
1.4%	1.9%	1.8%	0.7%	1.5%	1.8%	1.8%	1.1%	0.6%	2.6%	1.4%	PowerShell
1.3%	1.5%	1.5%	2.1%	1.3%	2.5%	2.5%	1.8%	4.3%	3.9%	1.2%	Groovy
0.6%	1.3%	1.0%	0.7%	0.4%	1.8%	1.0%	1.1%	2.4%	0.7%	1.0%	VBA
1.2%	0.4%	1.4%	0.7%	1.5%	1.2%	0.8%	0.7%	3.0%	0.0%	0.9%	Objective-C
0.3%	0.9%	1.0%	1.2%	0.2%	1.2%	1.5%	0.4%	6.1%	2.0%	0.8%	MATLAB
1.0%	1.0%	0.8%	0.4%	1.1%	0.9%	1.3%	1.4%	1.2%	1.3%	0.8%	Lua
0.4%	0.9%	1.0%	0.4%	0.6%	0.9%	1.0%	0.7%	2.4%	0.7%	0.7%	APL
0.8%	0.8%	1.1%	0.5%	0.9%	0.9%	0.8%	1.1%	2.4%	0.0%	0.7%	Assembly
0.4%	0.9%	1.0%	1.1%	0.4%	1.2%	1.0%	1.8%	0.6%	0.0%	0.7%	SAS
0.9%	1.3%	1.1%	0.7%	0.4%	1.4%	1.5%	1.1%	4.3%	0.0%	0.6%	Crystal
0.8%	0.6%	1.0%	0.7%	0.6%	1.2%	0.3%	0.7%	1.2%	0.7%	0.6%	Elixir
0.4%	1.4%	0.5%	1.1%	0.4%	1.4%	1.3%	0.4%	1.2%	1.3%	0.6%	Erlang

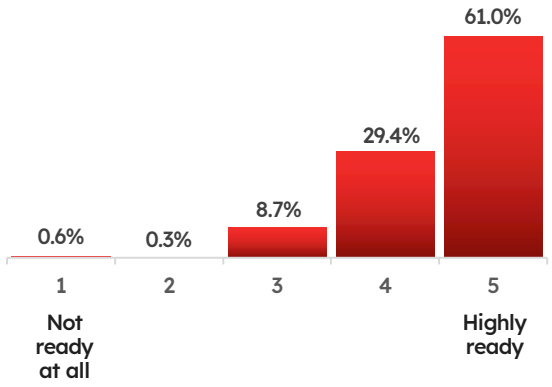
Top 5 Soft Skills To Learn By Range Of Experience

	<1	1-2	3-4	5-8	>8	Total
Communication skills: presentation, negotiation	68.1%	69.2%	69.0%	64.7%	63.8%	67.0%
Leadership skill	38.3%	41.1%	43.8%	52.3%	49.6%	46.1%
Task & time management skill	44.7%	44.9%	45.7%	43.0%	37.0%	43.5%
Problem-solving skill	51.1%	43.9%	47.7%	41.1%	29.9%	42.6%
Critical thinking skill	38.3%	43.0%	41.9%	37.6%	40.9%	40.6%

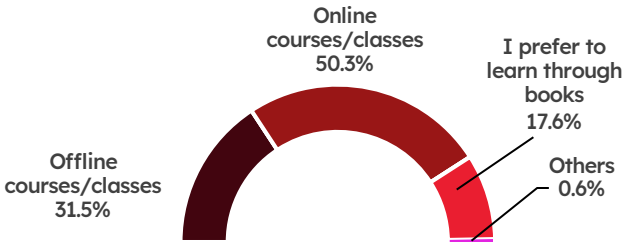
Average Monthly Learning Budget (VND) By Range Of Experience

<1	1-2	3-4	5-8	>8	Total
3,900,000	3,500,000	4,000,000	5,500,000	4,700,000	4,400,000

Readiness Level To Learn New Soft Skills



Learning Method Preference



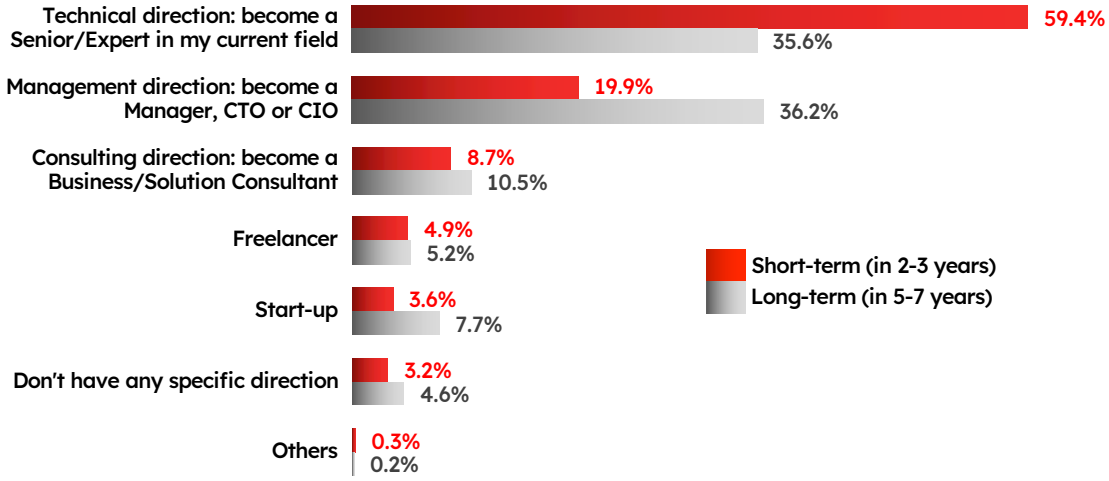
67% of IT professionals, regardless of their level of experience, plan to improve their **communication skills** in the upcoming year, focusing on areas like **presentation** and **negotiation**. **IT professionals with more than 5 years of experience**, in particular, express that they want to improve **their leadership skills** more than others. **In the 'Fresher' group, consisting of those with less than 1 year of experience, 51.1% prioritize problem-solving skills**, aligning with the top skills sought by IT employers in 2023, as reported in ITviec's IT Recruiting Trends (March 2023).

From the perspective of the average monthly learning budget, **senior IT professionals (5-8 years of experience)** demonstrate the highest willingness to invest, allocating **5.5 million VND per month**. This amount is notably **25%** higher than the overall average budget for learning observed among IT professionals in this year's study.

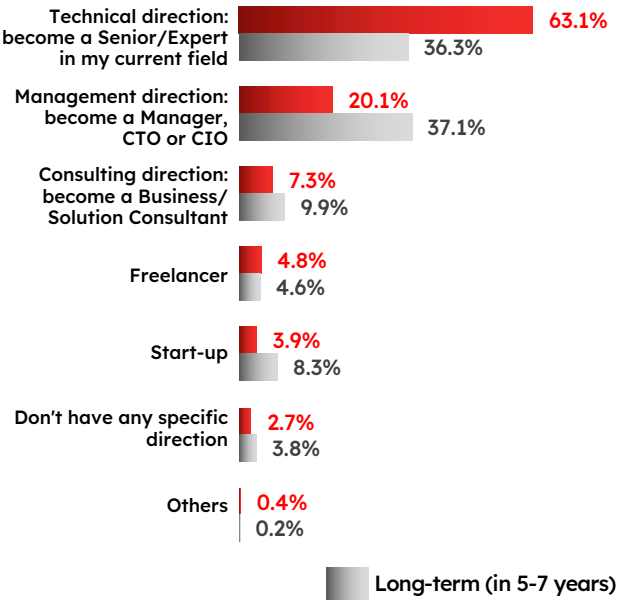
Approximately **59.4%** of IT professionals prioritize elevating their **technical expertise in the short term (2-3 years)**, while **36.2%** prefer for a gradual transition into **management roles** for **long-term career advancement**. This trend mirrors the findings from the previous year's report, suggesting a persistent trend in individuals' career orientations.

When considering career orientation differences between male and female IT professionals, a noteworthy distinction emerges in the choice of the **consulting direction. Female IT professionals express a greater desire toward pursuing careers in consulting compared to their male counterparts, both in the short-term and long-term periods.**

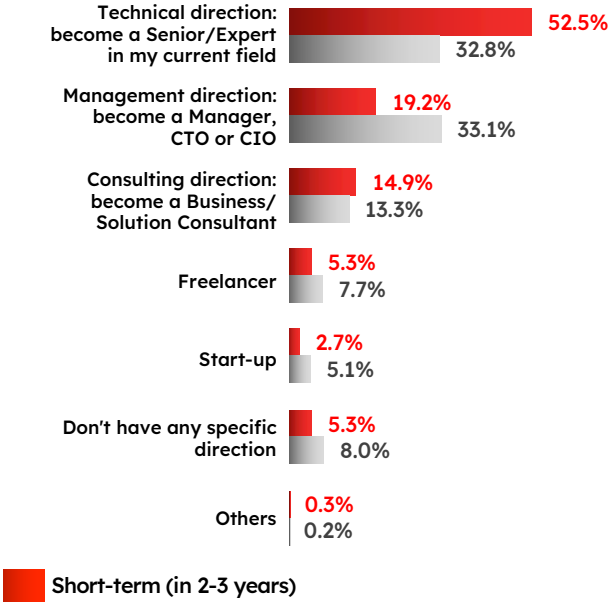
Career Orientation Of IT Professionals



Career Orientation Of Male IT Professionals



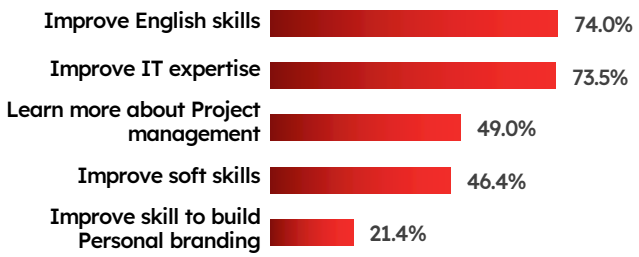
Career Orientation Of Female IT Professionals



Top 5 Skills To Improve To Follow Career Orientation

Similar to the previous year's findings, a large percentage of IT professionals report a desire to focus on improving their **English fluency** and **IT expertise** in order to advance their careers.

Project management, soft skills development, and the cultivation of **personal branding** are also notable areas of concentration.

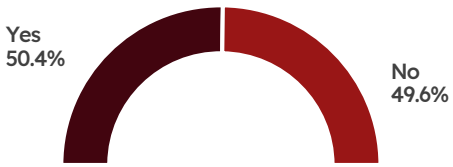


Generative AI Technology & Tools

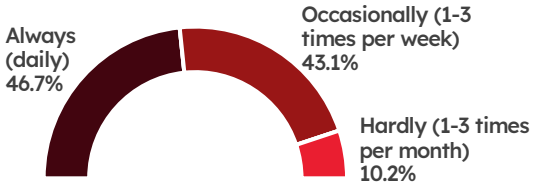
Generative AI tools are gaining traction in workplaces globally, with 29% adoption among Gen Z, 28% among Gen X, and 27% among millennials, according to Statista's 2023 survey of US professionals. Key industries leading this adoption include Marketing & Advertising, Technology, and Consulting.

In Vietnam, IT professionals show a notable familiarity with generative AI, reflecting a broader trend of widespread acceptance, usage and understanding of this advanced technology.

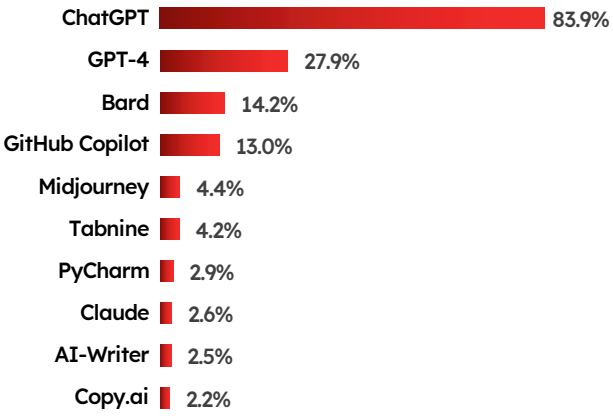
Applied In Daily Jobs



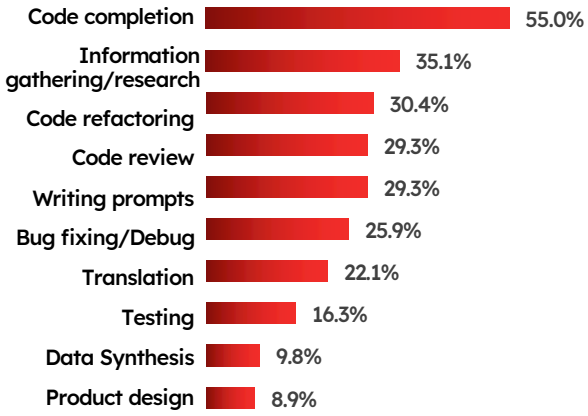
Frequency Of Usage



Top 10 Generative AI Tools Are Being Used



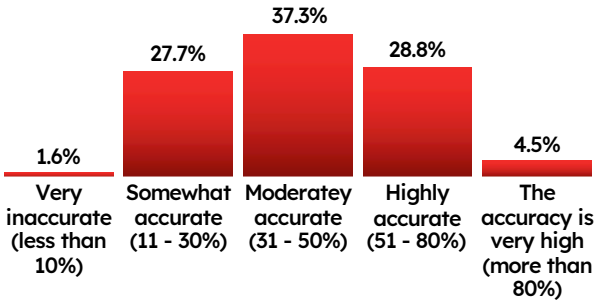
Top 10 Types Of Generative AI Applications



Overall Rating Of Generative AI's Productivity

7.4 / 10

Accuracy Rating In Coding Answers



Concerns about Generative AI technology and tools

56.0%	Undefined Data Accuracy (If the data is incomplete, inaccurate or outdated, the results can be unreliable)
48.2%	Content Quality Control Needed (The content generated/produced still needs to be inspected and audited to eliminate lack of relevance)
19.9%	Controversial Intellectual Property (Generative AI models are trained using large datasets scrapped from the internet. Its services can expose an individual or organization to potential legal responsibilities)
19.5%	Cost Efficiency (Generative AI can create a barrier to implementation because of its expensive cost and requirement of specialized hardware & software, using APIs from extended Generative AI vendors such as GPT-4, as well as skilled personnel to operate and maintain it.)
19.0%	Jobs Take-over (Human jobs including IT jobs can be replaced by Generative AI tools/services)

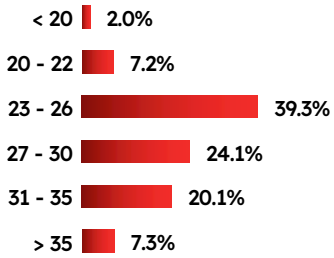
PART VII

JOB EXPECTATION & JOB SEARCH JOURNEY OF IT PROFESSIONALS

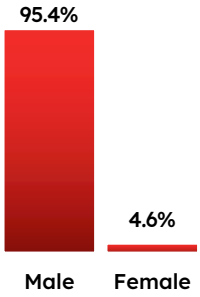
25 IT POSITIONS

ABOUT BACK-END DEVELOPER

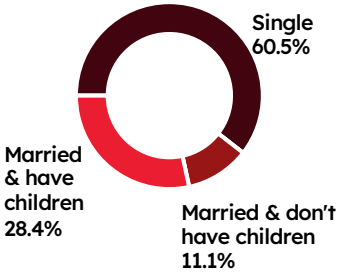
Age



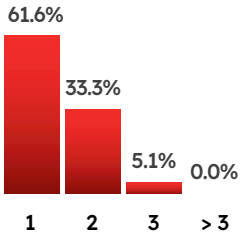
Gender



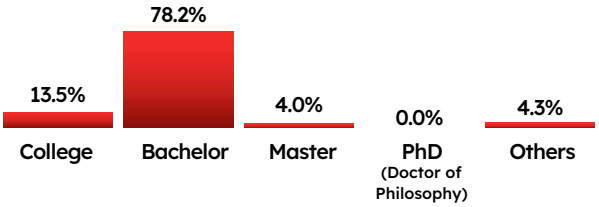
Marital Status



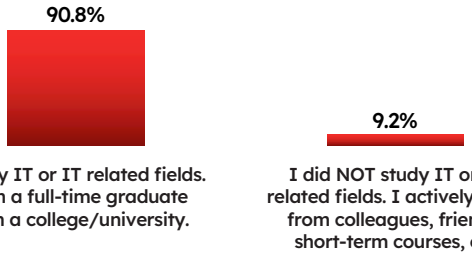
Children



Education Degree

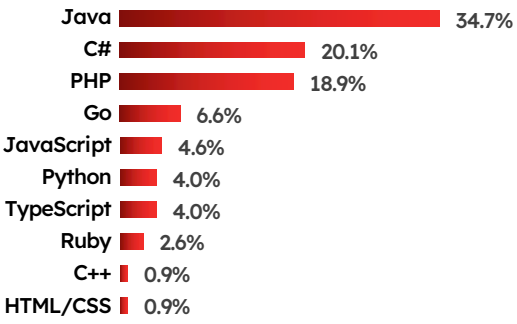


IT Major



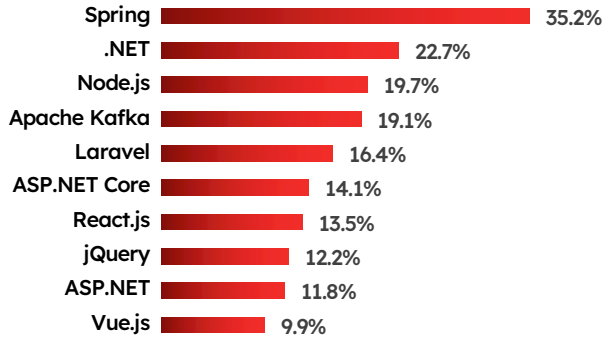
Top 10 Programming Languages

(primarily use)



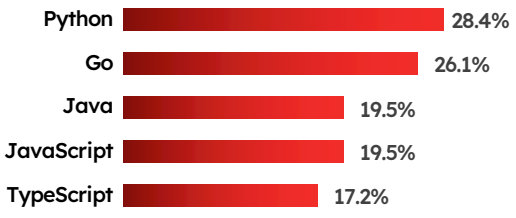
Top 10 Libraries & Frameworks

(currently use)



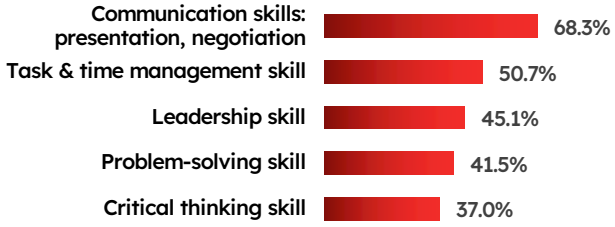
Top 5 Programming Languages

(want to learn)



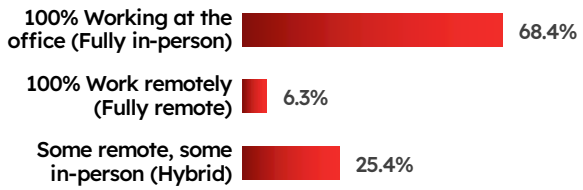
Top 5 Soft Skills

(want to learn)

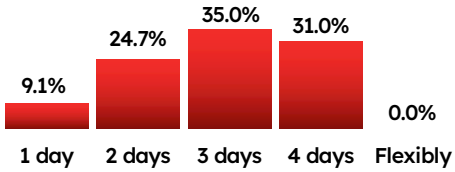


5,200,000 VND is the average monthly learning budget that Back-end Developers are willing to spend.

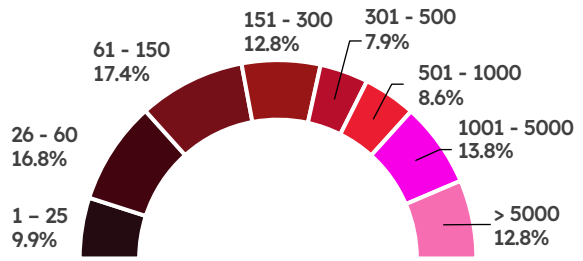
Working Model



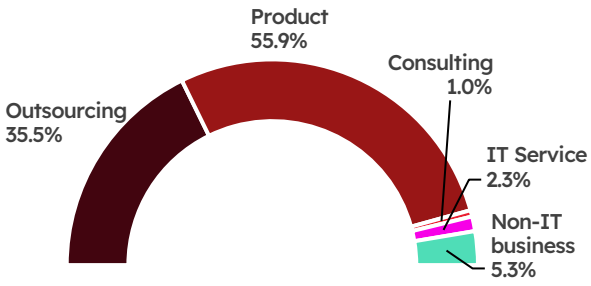
Average WFH Days Per Week



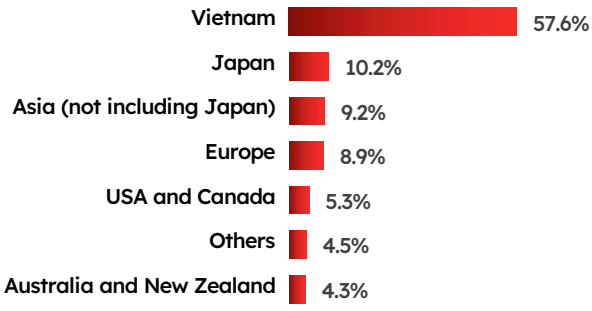
Company Size



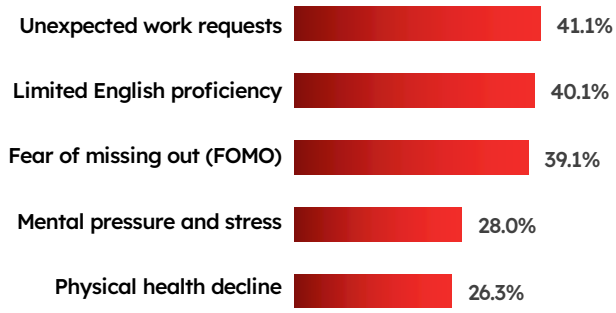
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Banking
2	Software Product and Web Services SaaS (software-as-a-service) ERP Fin Tech HR Tech Blockchain
3	E-commerce
4	Financial services (Consumer Finance, Securities, Insurance)
5	Software Development Outsourcing
6	Manufacturing and Engineering
7	Education and Training
8	Transportation and Logistics
9	Healthcare (Hospital, Healthcare Services)
10	Government

Expected % Salary Increase

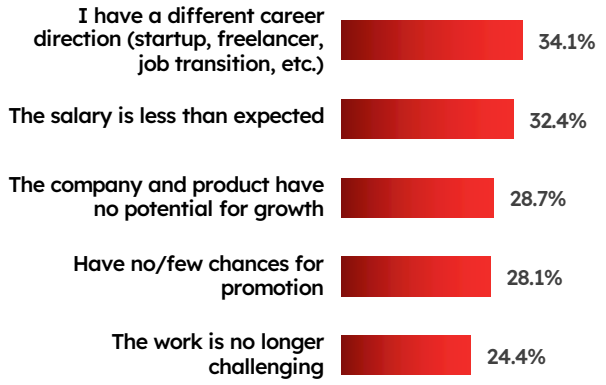
30%

is the average minimum salary increase expected by Back-end Developers in a new job offer

24%

is the average minimum salary increase expected by Back-end Developers in current job

Top 5 Reasons To Quit



Top 5 Reasons To Apply

50.1%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
48.4%	I am interested in company's product
39.8%	I want to work not far from home (<10km)
37.0%	I feel the job description is matching with my current level and experience
37.0%	I want to work for companies having positive employer reputation/recruitment brand

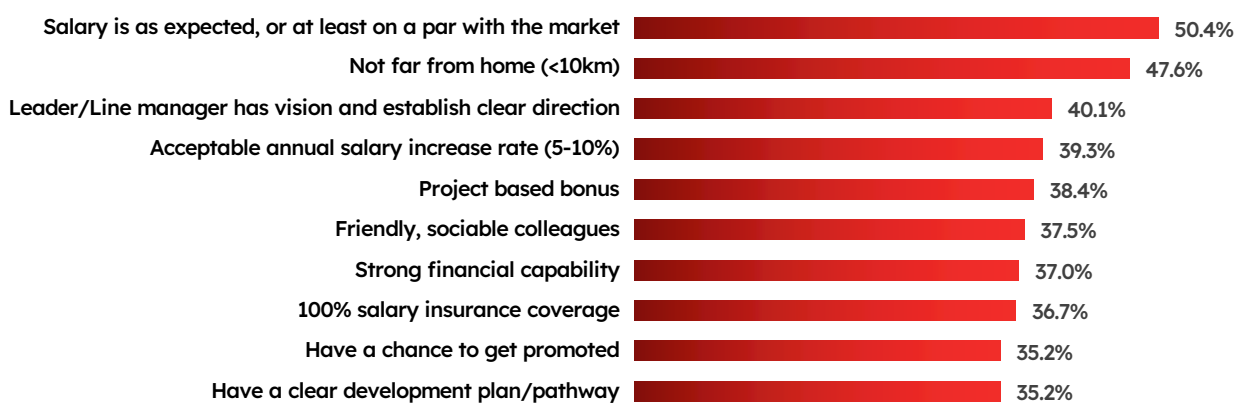
Top 5 Criteria To Evaluate A New Job Offer

53.0%	Full-time
44.1%	Product (create, market and sell your own IT product)
38.1%	Some remote, some in-person (Hybrid)
26.1%	Big company/Group
17.2%	Europe

Top 5 Most Information Searched About IT Employer

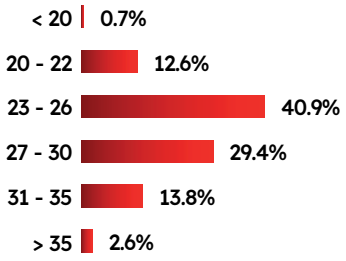
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

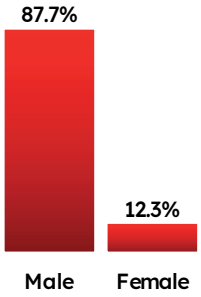


ABOUT FRONT-END DEVELOPER

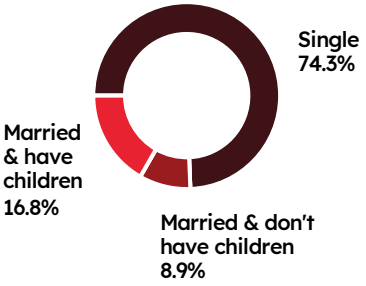
Age



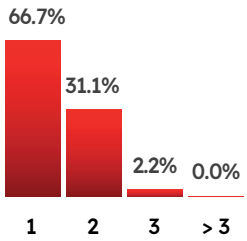
Gender



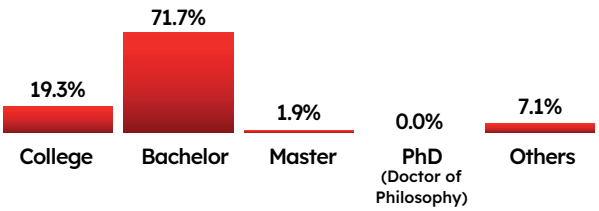
Marital Status



Children



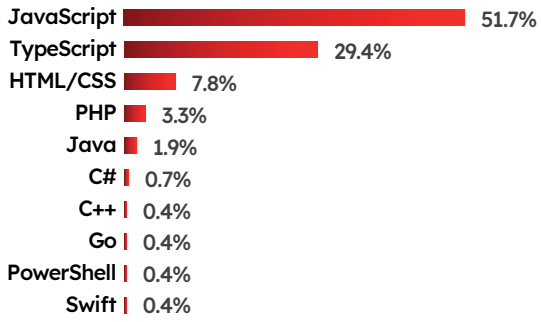
Education Degree



IT Major

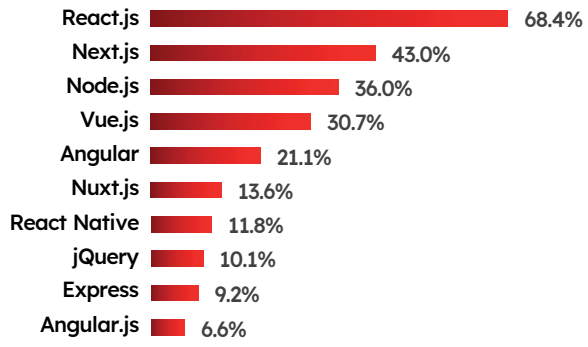
Top 10 Programming Languages

(primarily use)



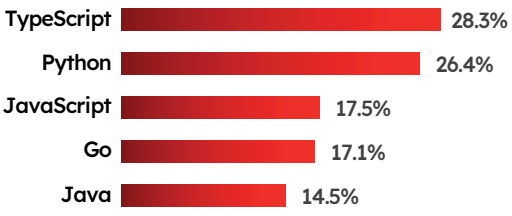
Top 10 Libraries & Frameworks

(currently use)



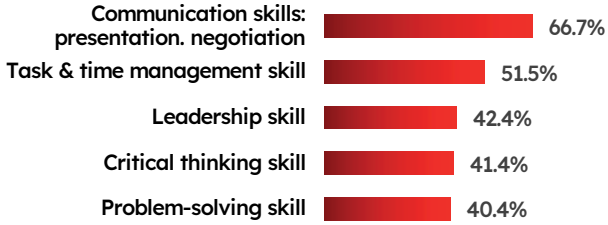
Top 5 Programming Languages

(want to learn)



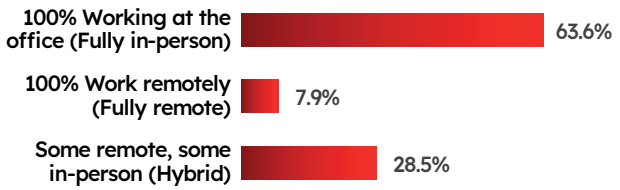
Top 5 Soft Skills

(want to learn)

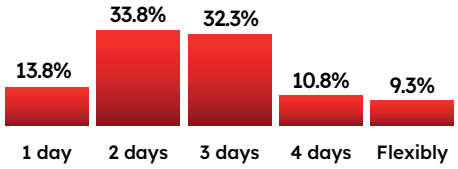


3,800,000 VND is the average monthly learning budget that Front-end Developers are willing to spend.

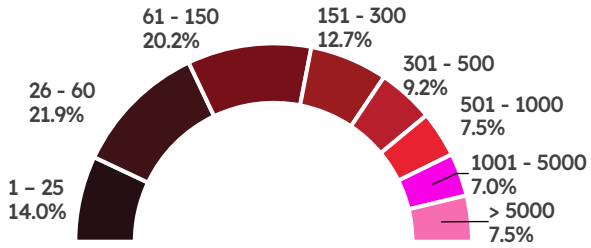
Working Model



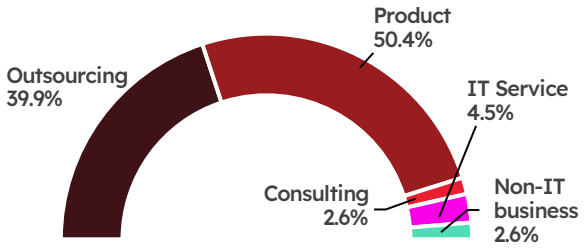
Average WFH Days Per Week



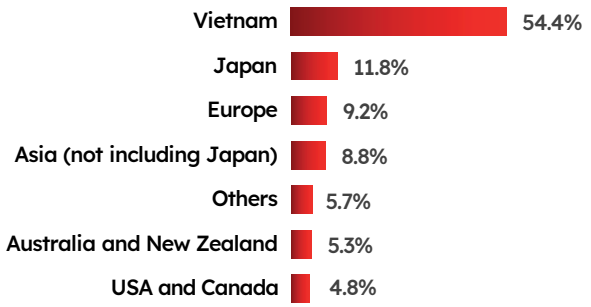
Company Size



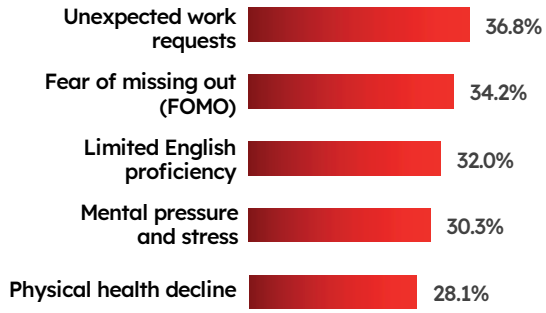
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Software Product and Web Services SaaS (software-as-a-service) ERP Fin Tech HR Tech Ed Tech
2	E-commerce
3	Software Development Outsourcing
4	Banking
5	Financial services (Consumer Finance, Securities, Insurance)
6	Media, Advertising & Entertainment
7	Education and Training
8	IT Consulting
9	Manufacturing and Engineering
10	Healthcare (Hospital, Healthcare Services)

Expected % Salary Increase

32%

is the average minimum salary increase expected by Front-end Developers in a new job offer

25%

is the average minimum salary increase expected by Front-end Developers in current job

Top 5 Reasons To Quit

Top 5 Reasons To Apply

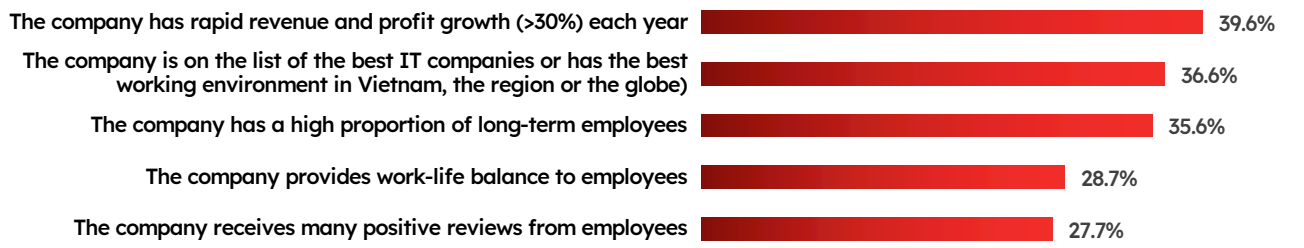
44.2%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
42.8%	I am interested in company's product
39.0%	I need to have a job. I apply to as many jobs as I can to increase my chances
37.9%	I feel the job description is matching with my current level and experience
37.5%	I want to work not far from home (<10km)

Top 5 Criteria To Evaluate A New Job Offer

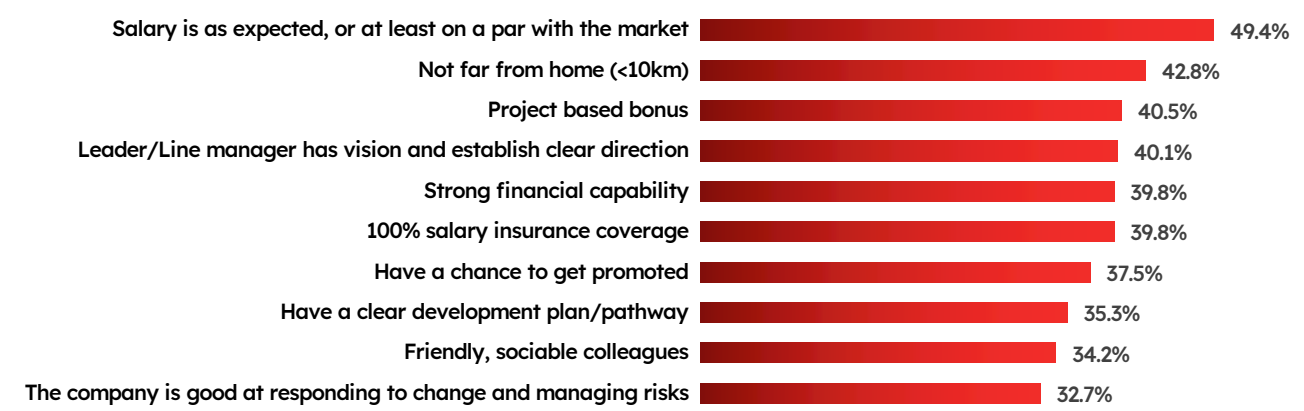
56.9%	Full-time
40.9%	Some remote, some in-person (Hybrid)
35.7%	Product (create, market and sell your own IT product)
26.0%	Big company/Group
16.0%	Outsourcing (IT project outsourcing support for clients, which includes either a part or the entire product)

Top 5 Most Information Searched About IT Employer

Top 5 Employer Reputation Characteristics

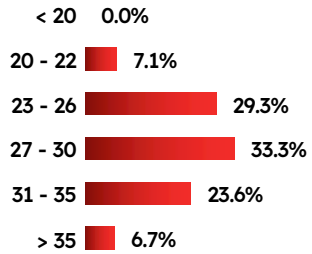


Top 10 Characteristics Of Ideal Company

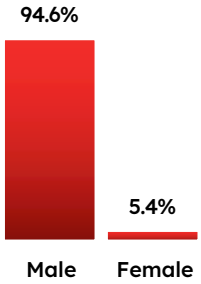


ABOUT FULL-STACK DEVELOPER

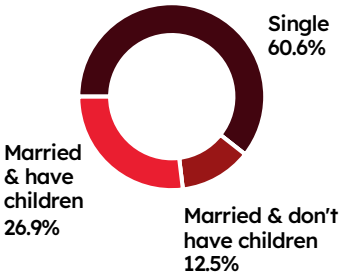
Age



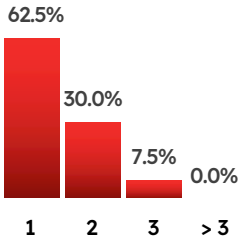
Gender



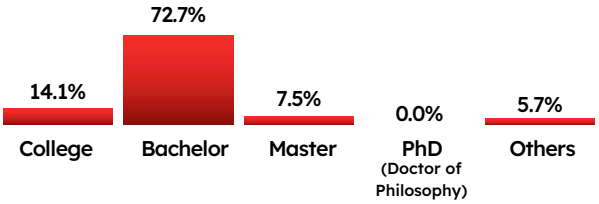
Marital Status



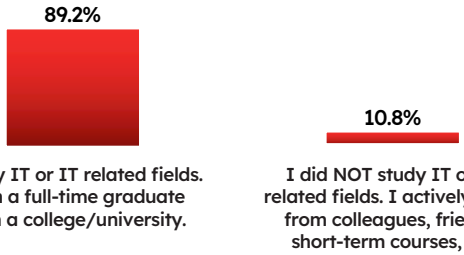
Children



Education Degree

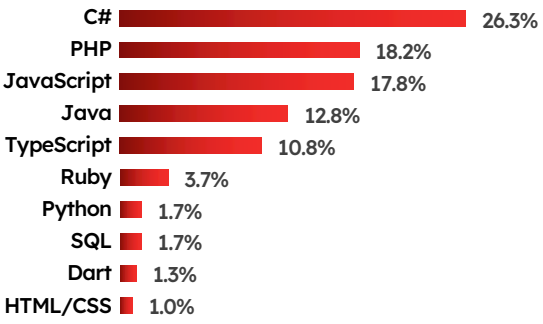


IT Major



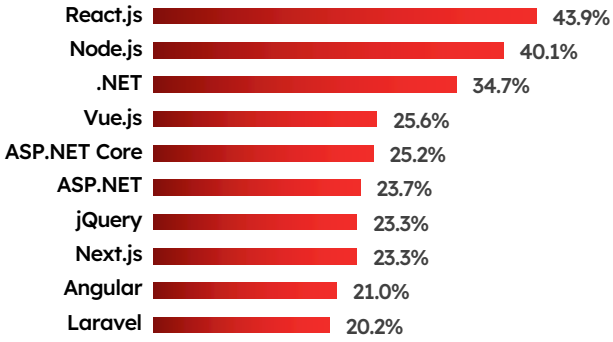
Top 10 Programming Languages

(primarily use)



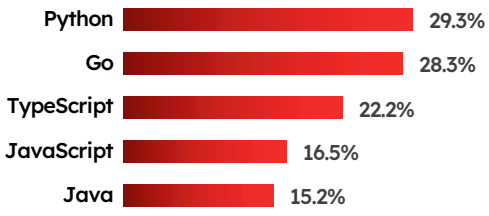
Top 10 Libraries & Frameworks

(currently use)



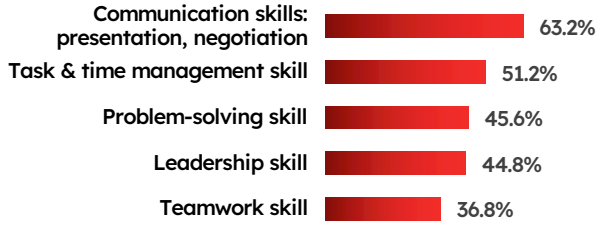
Top 5 Programming Languages

(want to learn)



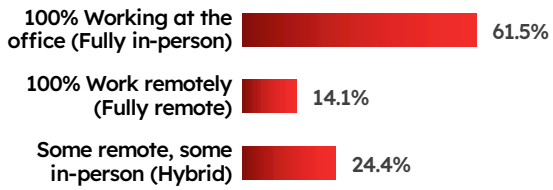
Top 5 Soft Skills

(want to learn)

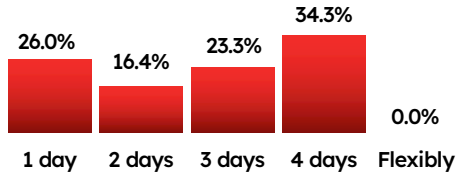


4,500,000 VND is the average monthly learning budget that Full-stack Developers are willing to spend.

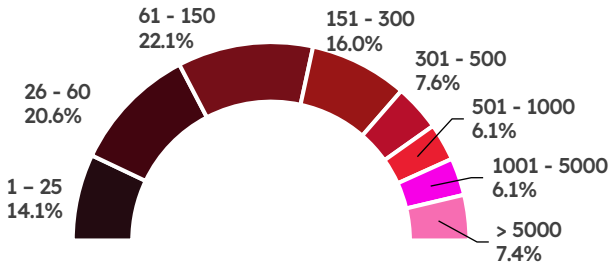
Working Model



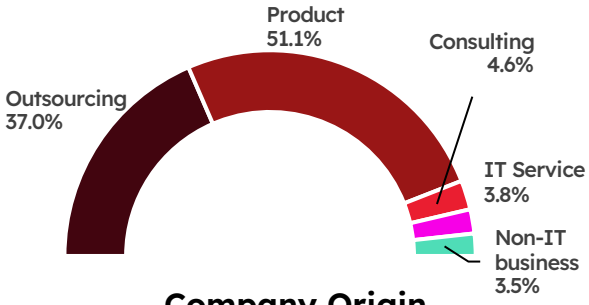
Average WFH Days Per Week



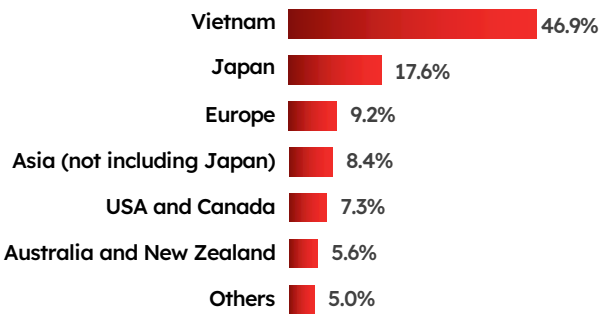
Company Size



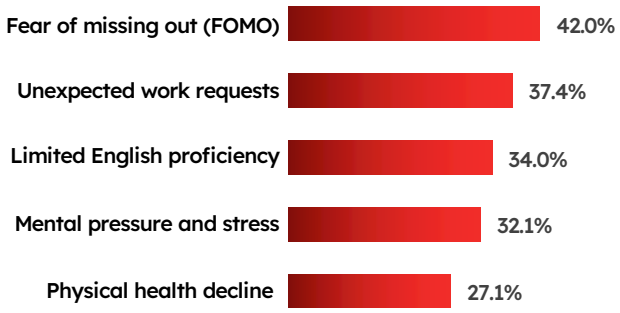
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Software Product and Web Services SaaS (software-as-a-service) ERP AI HR Tech Blockchain
2	Software Development Outsourcing
3	E-commerce
4	Banking
5	Financial services (Consumer Finance, Securities, Insurance)
6	Manufacturing and Engineering
7	Transportation and Logistics
8	Media, Advertising & Entertainment
9	Trading and Commercial
10	Game

Expected % Salary Increase

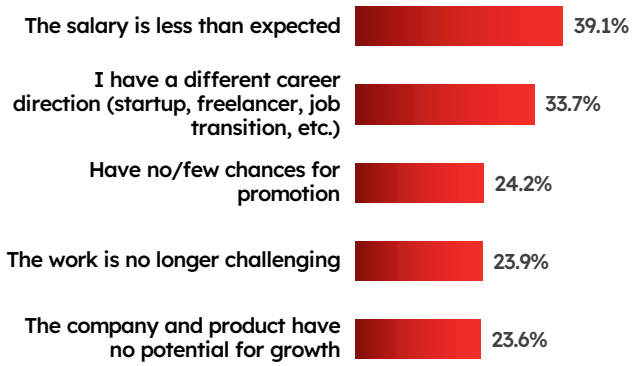
33%

is the average minimum salary increase expected by Full-stack Developers in a new job offer

26%

is the average minimum salary increase expected by Full-stack Developers in current job

Top 5 Reasons To Quit



Top 5 Reasons To Apply

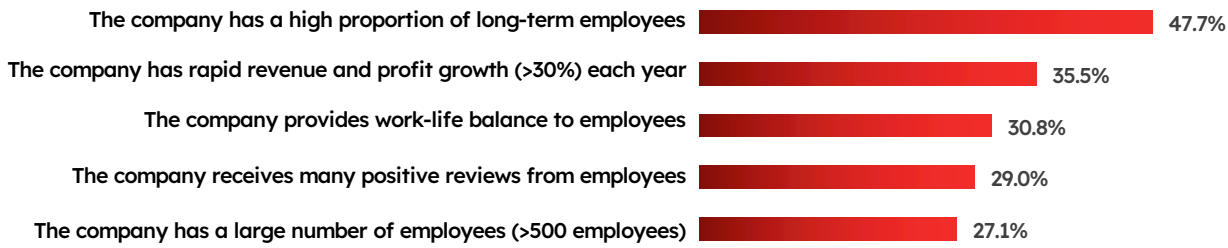
47.5%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
44.1%	I am interested in company's product
40.1%	I want to work not far from home (<10km)
36.0%	I want to work for companies having positive employer reputation/recruitment brand
35.4%	I need to have a job. I apply to as many jobs as I can to increase my chances

Top 5 Criteria To Evaluate A New Job Offer

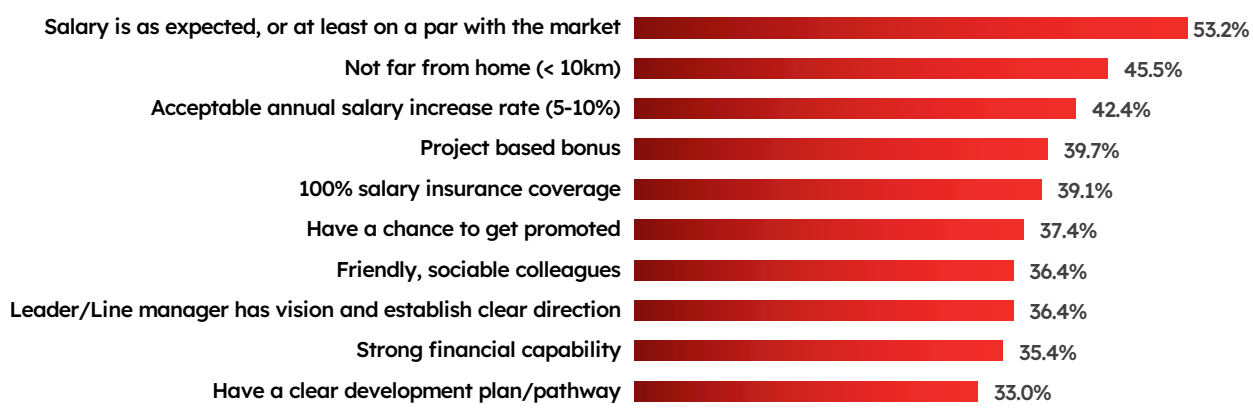
54.9%	Full-time
44.1%	Product (create, market and sell your own IT product)
40.7%	Some remote, some in-person (Hybrid)
20.9%	Big company/Group
16.5%	Work remotely (Fully remote)

Top 5 Most Information Searched About IT Employer

Top 5 Employer Reputation Characteristics

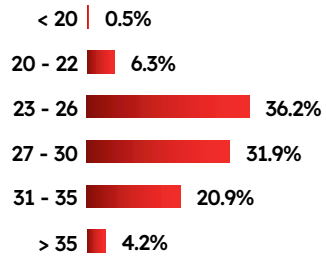


Top 10 Characteristics Of Ideal Company

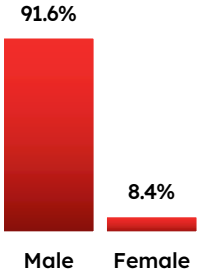


ABOUT MOBILE DEVELOPER

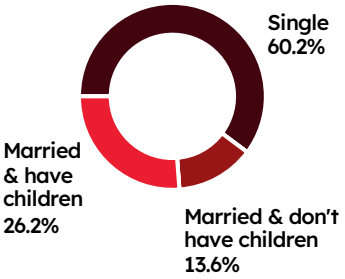
Age



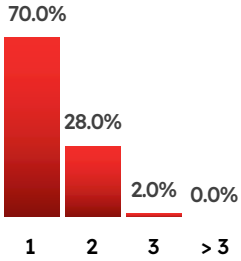
Gender



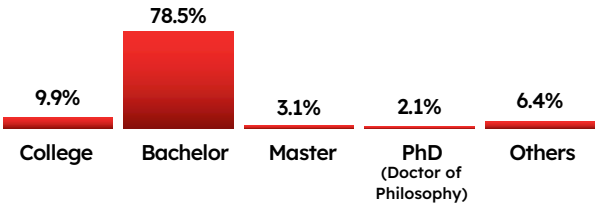
Marital Status



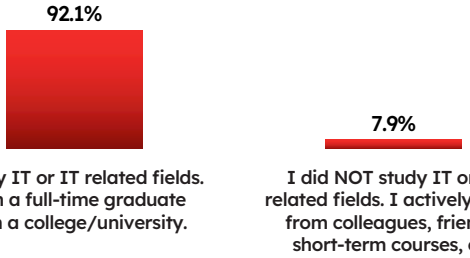
Children



Education Degree

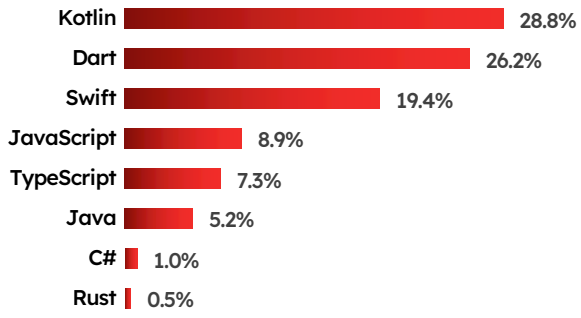


IT Major



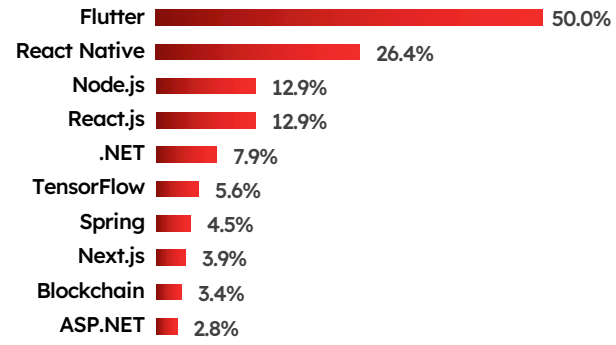
Top 8 Programming Languages

(primarily use)



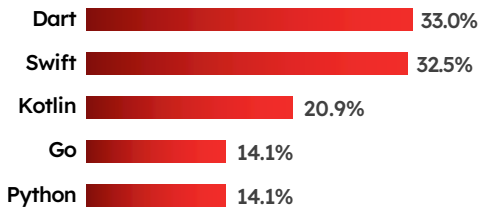
Top 10 Libraries & Frameworks

(currently use)



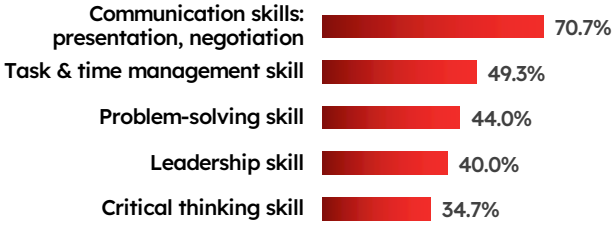
Top 5 Programming Languages

(want to learn)



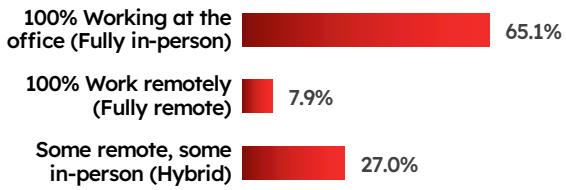
Top 5 Soft Skills

(want to learn)

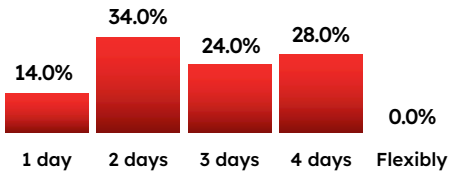


4,100,000 VND is the average monthly learning budget that Mobile Developers are willing to spend.

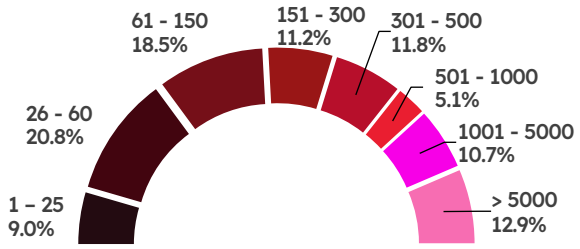
Working Model



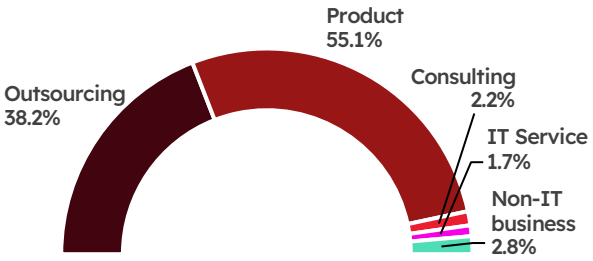
Average WFH Days Per Week



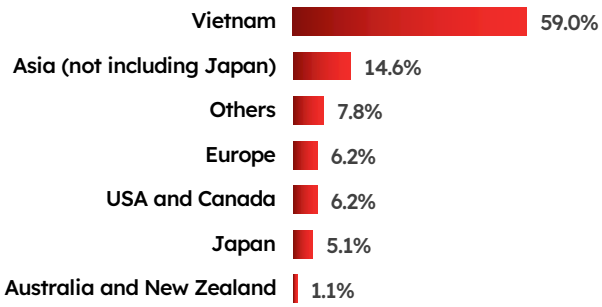
Company Size



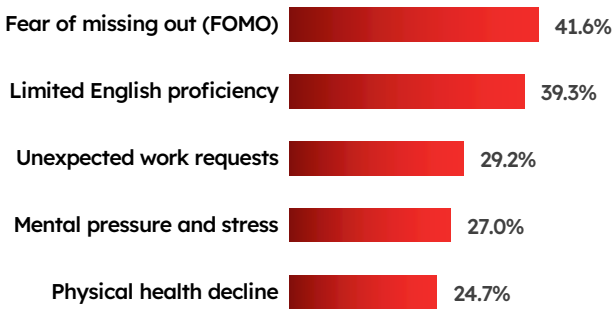
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Banking
2	E-commerce
3	Software Development Outsourcing
4	Financial services (Consumer Finance, Securities, Insurance)
5	Software Product and Web Services SaaS (software-as-a-service) AI ERP Blockchain Fin Tech
6	Trading and Commercial
7	Manufacturing and Engineering
8	Transportation and Logistics
9	Media, Advertising & Entertainment
10	Education and Training

Expected % Salary Increase

31%

is the average minimum salary increase expected by Mobile Developers in a new job offer

26%

is the average minimum salary increase expected by Mobile Developers in current job

Top 5 Reasons To Quit

Top 5 Reasons To Apply

45.0%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
44.0%	I am interested in company's product
40.8%	I want to work not far from home (<10km)
39.8%	I want to work for companies having positive employer reputation/recruitment brand
35.1%	I need to have a job. I apply to as many jobs as I can to increase my chances

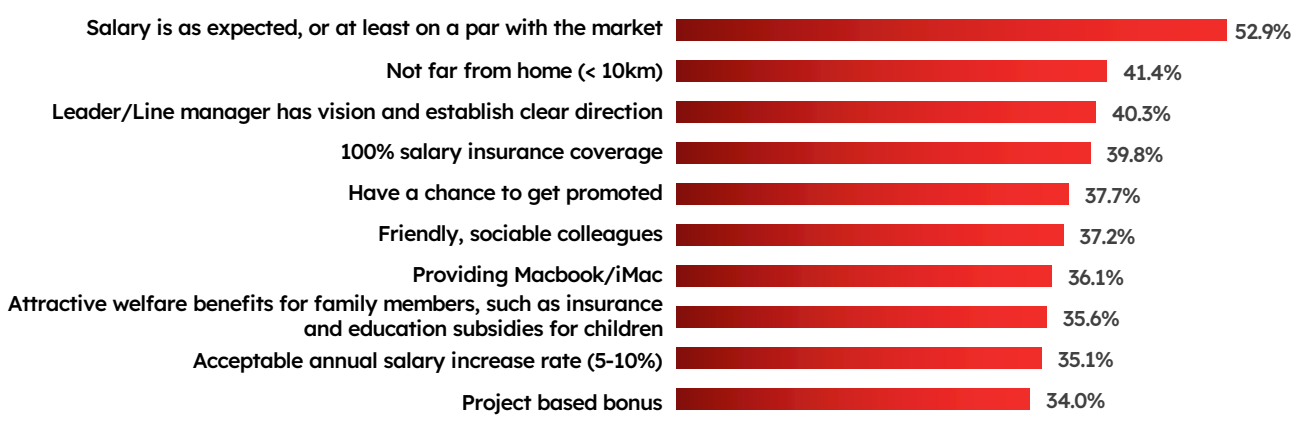
Top 5 Criteria To Evaluate A New Job Offer

55.5%	Full-time
42.9%	Product (create, market and sell your own IT product)
37.2%	Some remote, some in-person (Hybrid)
27.7%	Big company/Group
14.7%	Work remotely (Fully remote)

Top 5 Most Information Searched About IT Employer

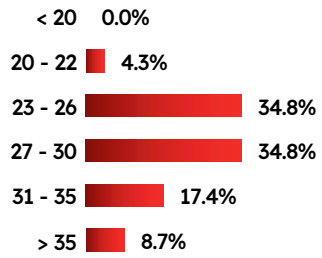
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

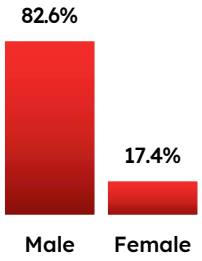


ABOUT GAME DEVELOPER

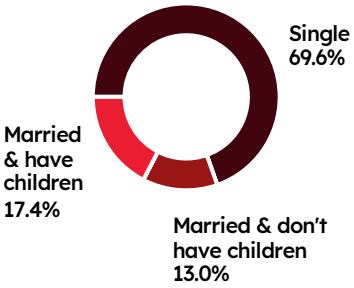
Age



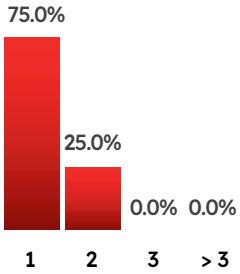
Gender



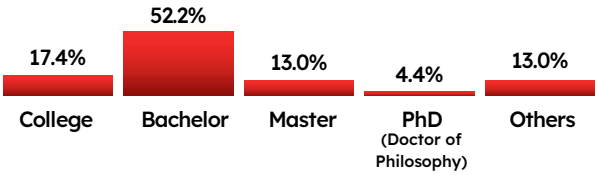
Marital Status



Children



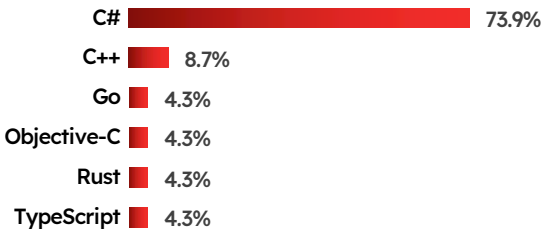
Education Degree



IT Major

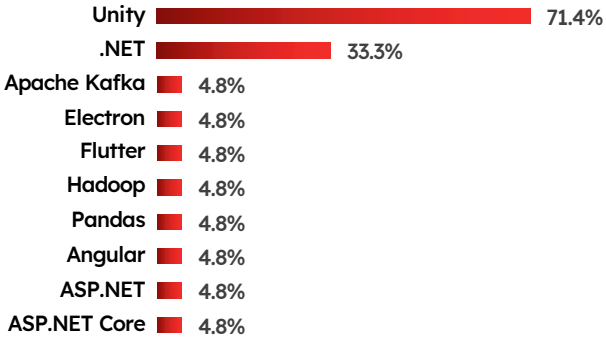
Top 6 Programming Languages

(primarily use)



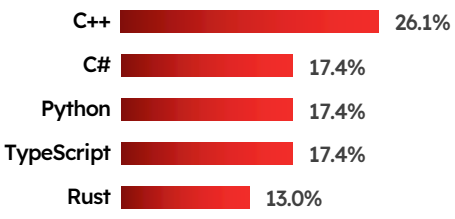
Top 10 Libraries & Frameworks

(currently use)



Top 5 Programming Languages

(want to learn)

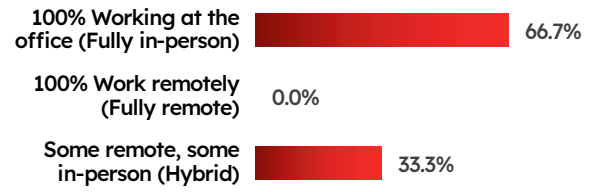


Top 5 Soft Skills

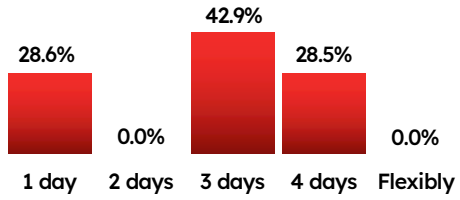
(want to learn)

4,400,000 VND is the average monthly learning budget that Game Developers are willing to spend.

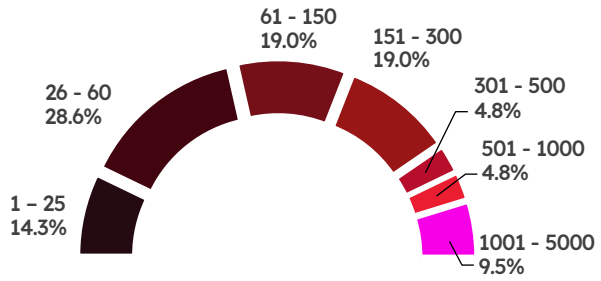
Working Model



Average WFH Days Per Week

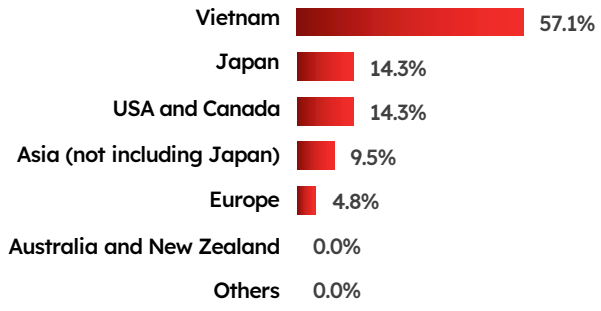


Company Size

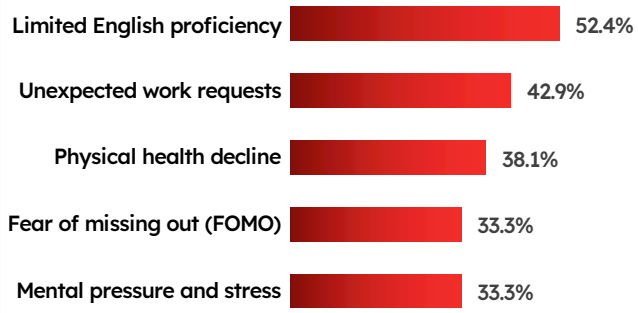


Company Type

Company Origin



Top 5 Challenges



Top 3 Current Company Industries

1	Game
2	E-commerce
3	Real Estate, Property and Construction

Expected % Salary Increase

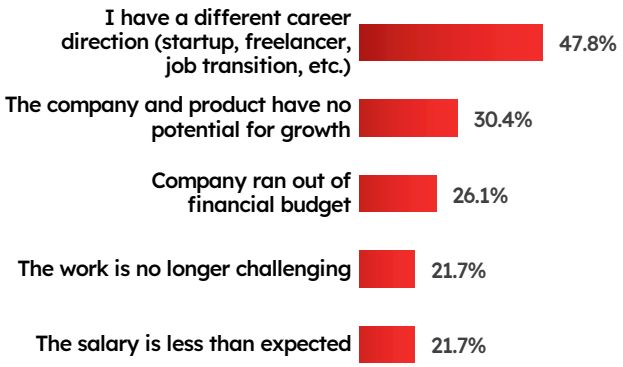
30%

is the average minimum salary increase expected by Game Developers in a new job offer

30%

is the average minimum salary increase expected by Game Developers in current job

Top 5 Reasons To Quit



Top 5 Reasons To Apply

69.6%	I am interested in company's product
47.8%	I feel the job description is matching with my current level and experience
43.5%	I need to have a job. I apply to as many jobs as I can to increase my chances
34.8%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
21.7%	I want to work not far from home (<10km)

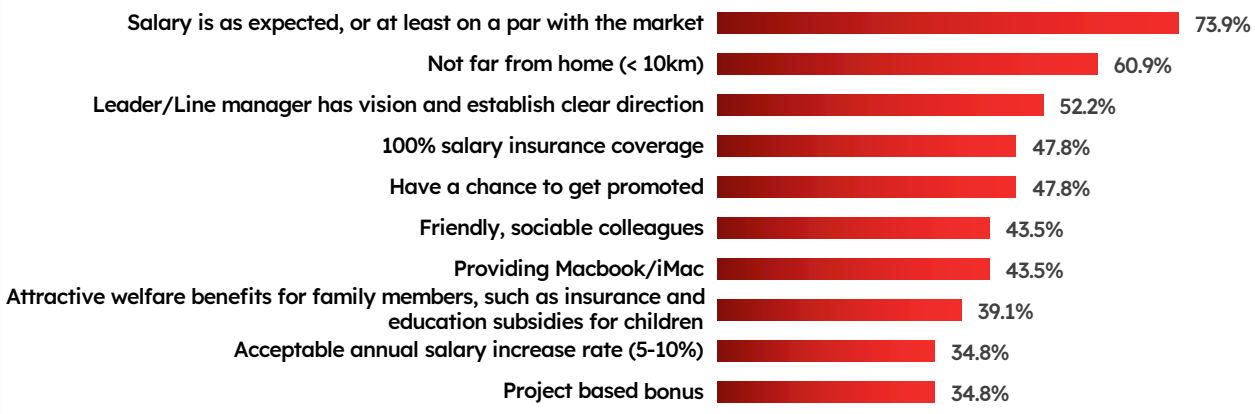
Top 5 Criteria To Evaluate A New Job Offer

60.9%	Product (create, market and sell your own IT product)
43.5%	Full-time
34.8%	Some remote, some in-person (Hybrid)
21.7%	Big company/Group
21.7%	Work remotely (Fully remote)

Top 5 Most Information Searched About IT Employer

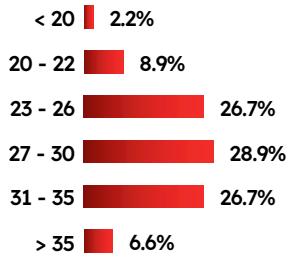
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

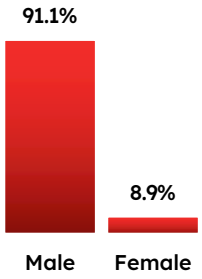


ABOUT EMBEDDED ENGINEER

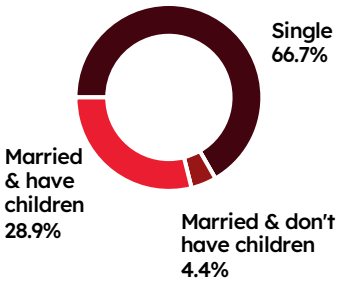
Age



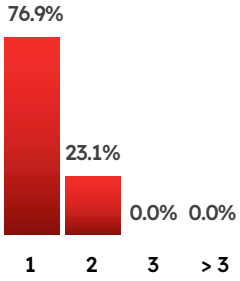
Gender



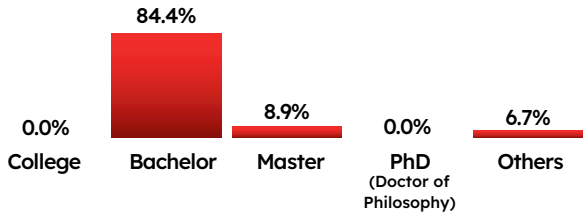
Marital Status



Children



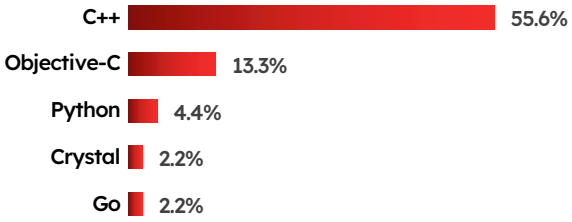
Education Degree



IT Major

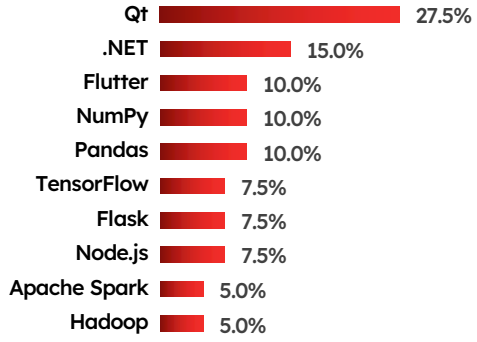
Top 5 Programming Languages

(primarily use)



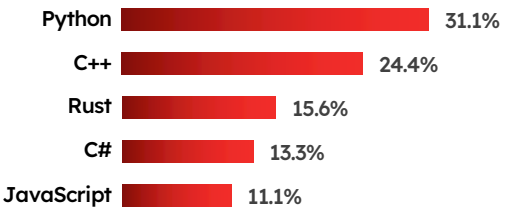
Top 10 Libraries & Frameworks

(currently use)



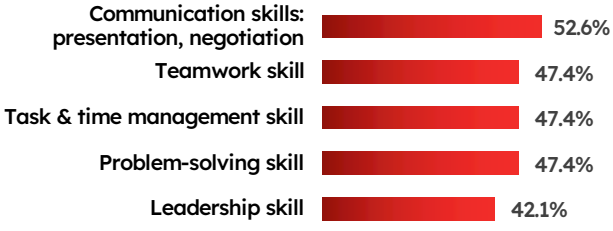
Top 5 Programming Languages

(want to learn)



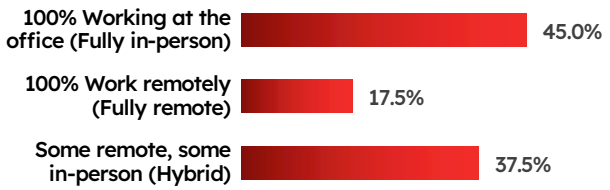
Top 5 Soft Skills

(want to learn)

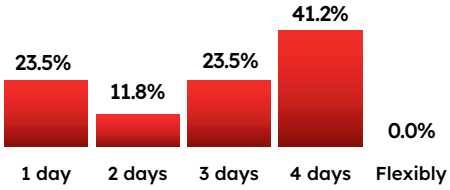


5,400,000 VND is the average monthly learning budget that Embedded Engineers are willing to spend.

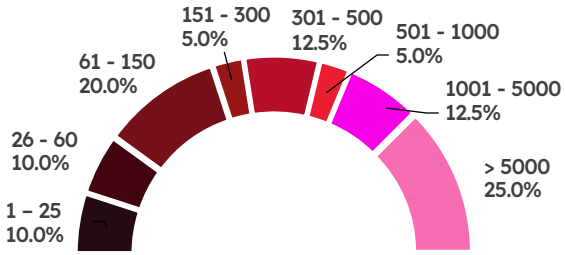
Working Model



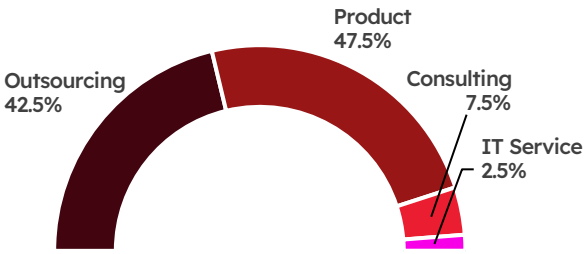
Average WFH Days Per Week



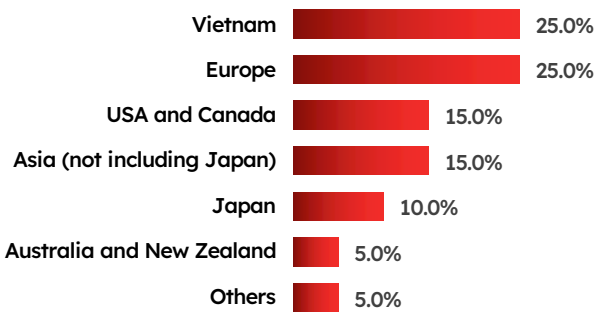
Company Size



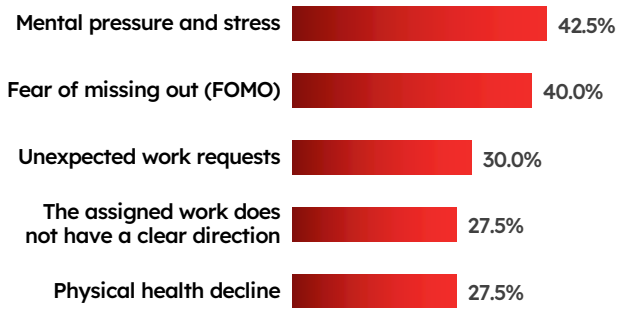
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Manufacturing and Engineering
2	IT Hardware and Computing
3	Software Development Outsourcing
4	Consumer goods
5	Financial services (Consumer Finance, Securities, Insurance)
6	IT Consulting
7	Environment
8	Government
9	Network and Infrastructure
10	Trading and Commercial

Expected % Salary Increase

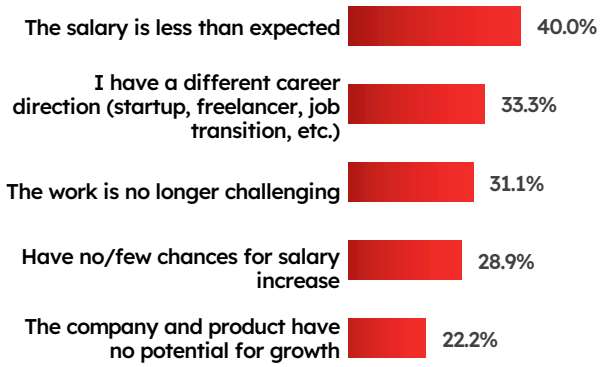
31%

is the average minimum salary increase expected by Embedded Engineers in a new job offer

26%

is the average minimum salary increase expected by Embedded Engineers in current job

Top 5 Reasons To Quit



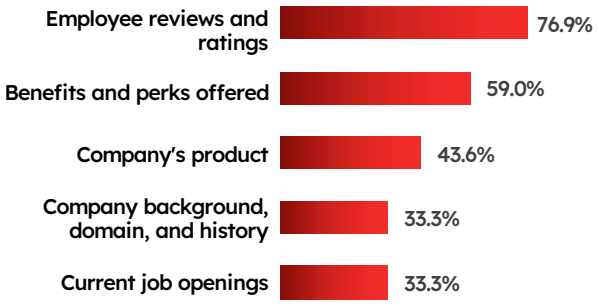
Top 5 Reasons To Apply

51.1%	I am interested in company's product
46.7%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
42.2%	I want to work not far from home (<10km)
37.8%	I need to have a job. I apply to as many jobs as I can to increase my chances
35.6%	I want to work for companies having positive employer reputation/recruitment brand

Top 5 Criteria To Evaluate A New Job Offer

46.7%	Some remote, some in-person (Hybrid)
40.0%	Full-time
37.8%	Big company/Group
35.6%	Product (create, market and sell your own IT product)
17.8%	Europe

Top 5 Most Information Searched About IT Employer

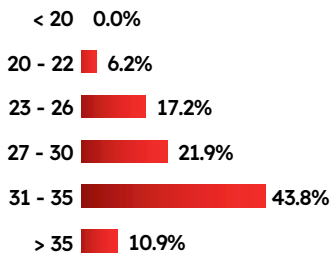


Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

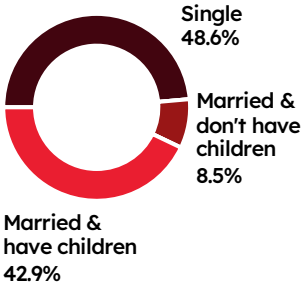
ABOUT PRODUCT OWNER/ PRODUCT MANAGER

Age

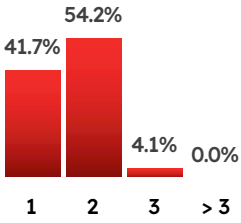


Gender

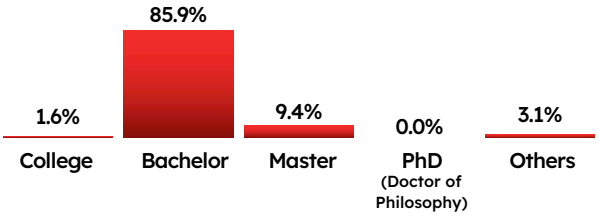
Marital Status



Children



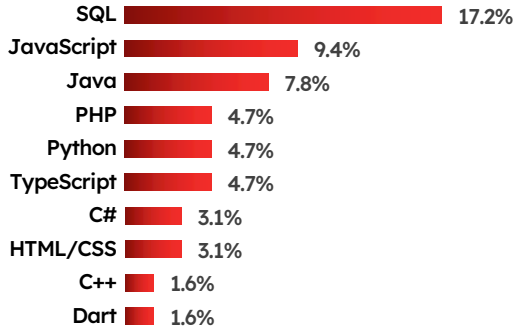
Education Degree



IT Major

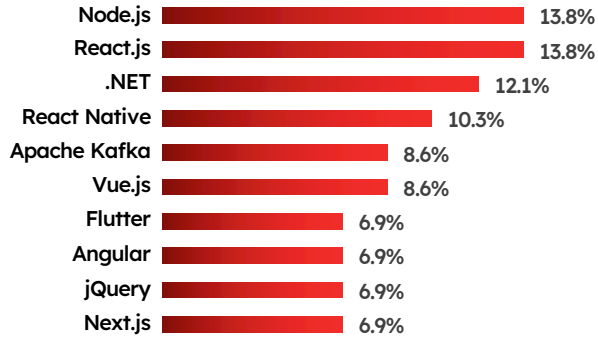
Top 10 Programming Languages

(primarily use)



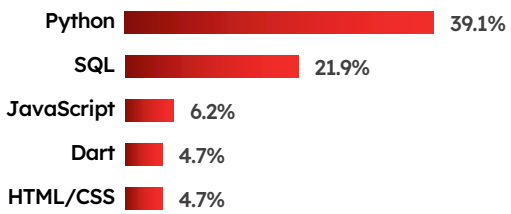
Top 10 Libraries & Frameworks

(currently use)



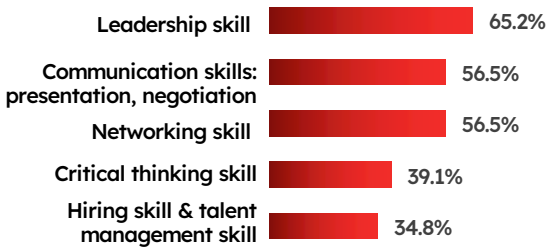
Top 5 Programming Languages

(want to learn)



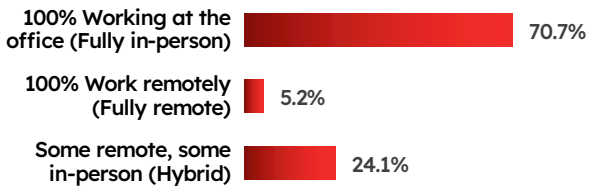
Top 5 Soft Skills

(want to learn)

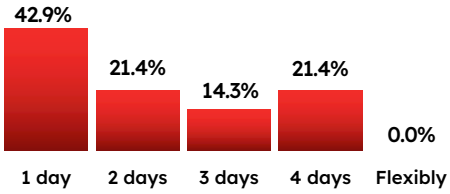


4,600,000 VND is the average monthly learning budget that Product Owners/Product Managers are willing to spend.

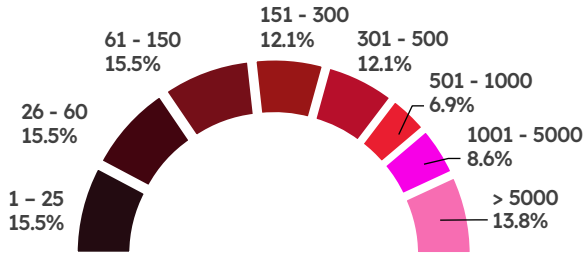
Working Model



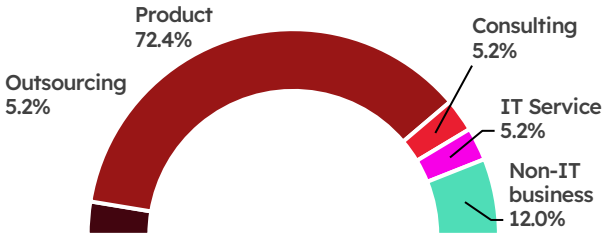
Average WFH Days Per Week



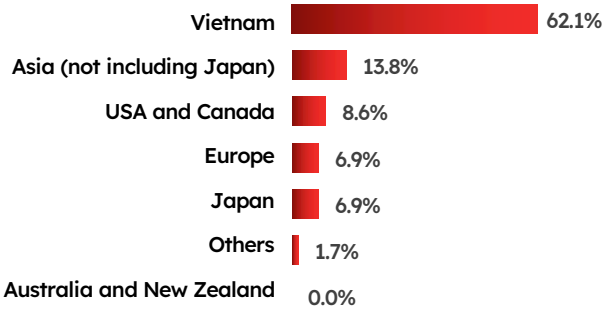
Company Size



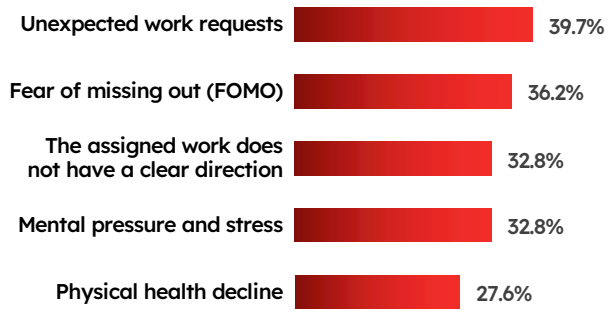
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Financial services (Consumer Finance, Securities, Insurance)
2	Software Product and Web Services
	HR Tech
	SaaS (software-as-a-service)
3	Banking
4	E-commerce
5	Trading and Commercial
6	Media, Advertising & Entertainment
7	Retail and Wholesale
8	Software Development Outsourcing
9	Education and Training
10	Manufacturing and Engineering

Expected % Salary Increase

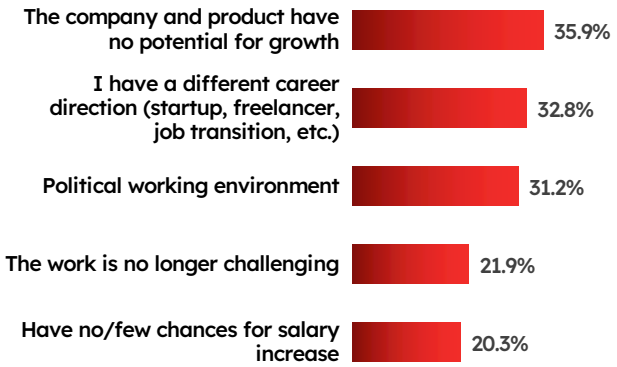
27%

is the average minimum salary increase expected by Product Owners/Product Managers in a new job offer

20%

is the average minimum salary increase expected by Product Owners/Product Managers in current job

Top 5 Reasons To Quit



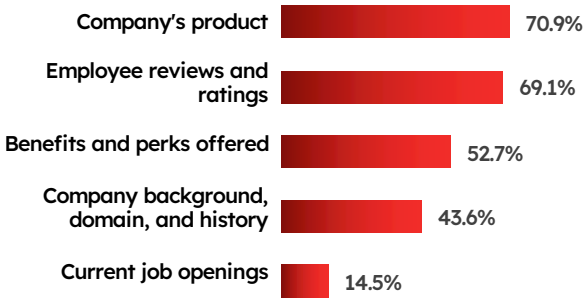
Top 5 Reasons To Apply

67.2%	I am interested in company's product
46.9%	I want to work not far from home (<10km)
45.3%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
34.4%	I am impressed by the benefits in the job description
34.4%	I want to work for companies having positive employer reputation/recruitment brand

Top 5 Criteria To Evaluate A New Job Offer

62.5%	Product (create, market and sell your own IT product)
53.1%	Full-time
53.1%	Some remote, some in-person (Hybrid)
25.0%	Big company/Group
17.2%	Small & Medium Enterprises (SMEs)

Top 5 Most Information Searched About IT Employer

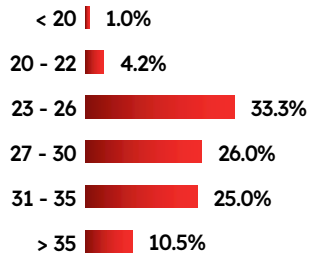


Top 5 Employer Reputation Characteristics

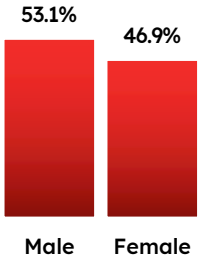
Top 10 Characteristics Of Ideal Company

ABOUT BUSINESS ANALYST

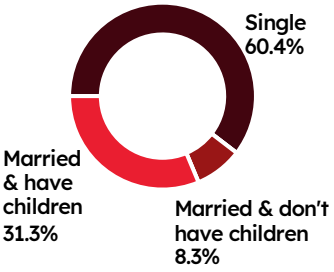
Age



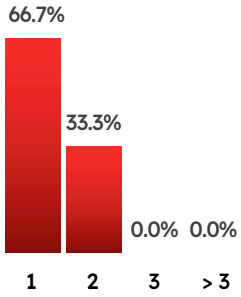
Gender



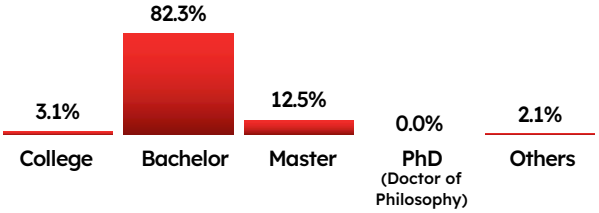
Marital Status



Children



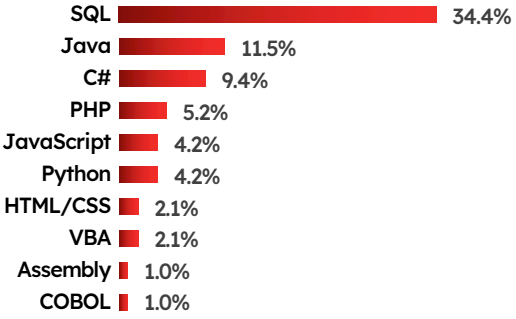
Education Degree



IT Major

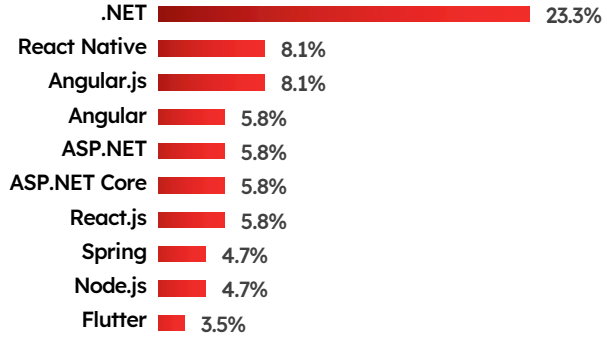
Top 10 Programming Languages

(primarily use)



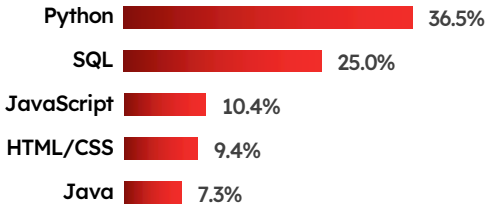
Top 10 Libraries & Frameworks

(currently use)



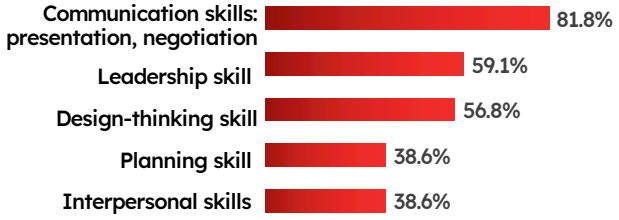
Top 5 Programming Languages

(want to learn)



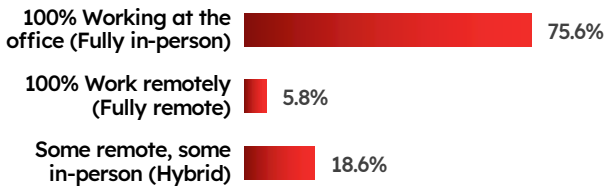
Top 5 Soft Skills

(want to learn)

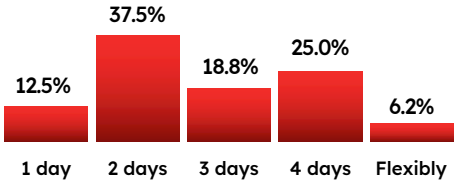


3,700,000 VND is the average monthly learning budget that Business Analysts are willing to spend.

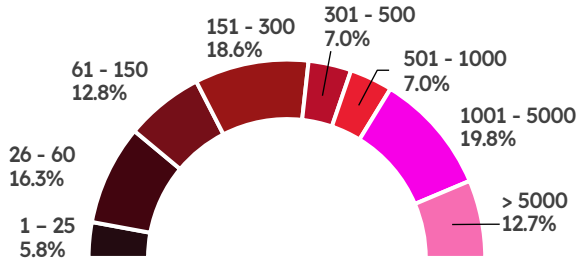
Working Model



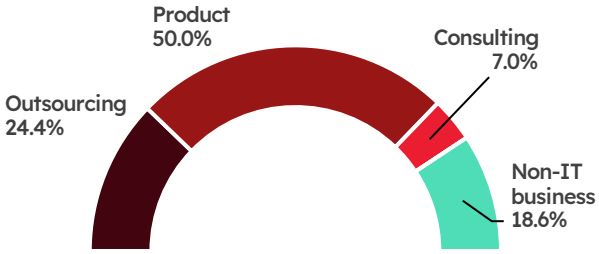
Average WFH Days Per Week



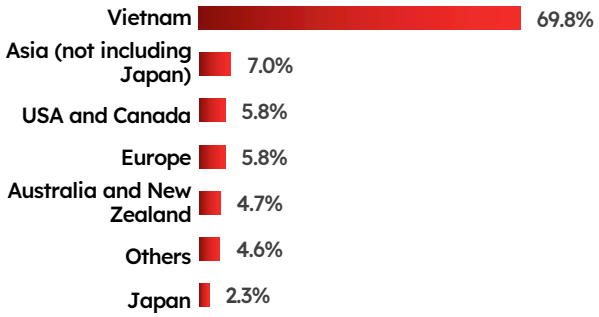
Company Size



Company Type



Company Origin



Top 5 Challenges

Top 10 Company Industries

1	Banking
2	Financial services (Consumer Finance, Securities, Insurance)
3	IT Consulting
4	E-commerce
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7	Trading and Commercial
8	Transportation and Logistics
9	Education and Training
10	Healthcare (Hospital, Healthcare Services)

Expected % Salary Increase

28%

is the average minimum salary increase expected by Business Analysts in a new job offer

20%

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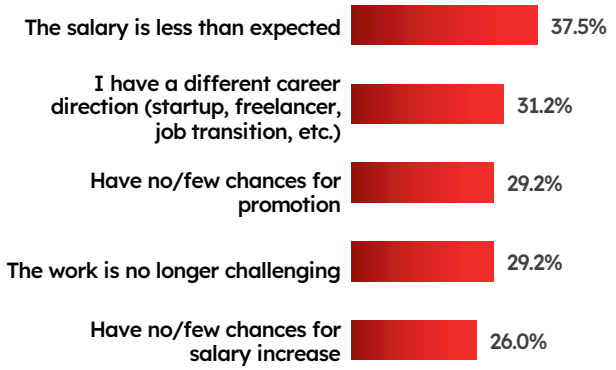
Top 5 Reasons To Quit



Top 5 Reasons To Apply

45.8%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
44.8%	I am interested in company's product
43.8%	I feel the job description is matching with my current level and experience
42.7%	I want to work not far from home (<10km)
41.7%	I want to work for companies having positive employer reputation/recruitment brand

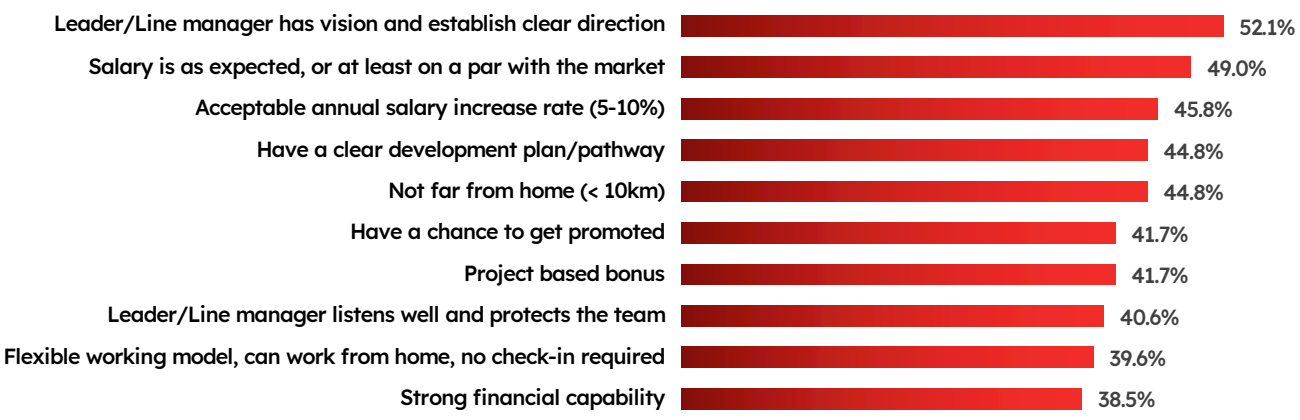
Top 5 Criteria To Evaluate A New Job Offer

53.1%	Full-time
49.0%	Some remote, some in-person (Hybrid)
35.4%	Product (create, market and sell your own IT product)
34.4%	Big company/Group
13.5%	Europe

Top 5 Most Information Searched About IT Employer

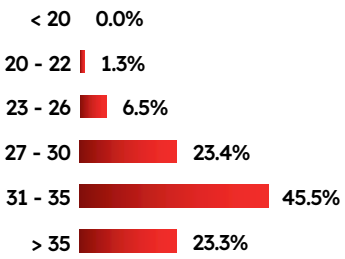
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

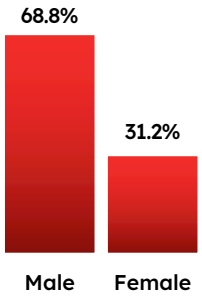


ABOUT PROJECT LEADER/ PROJECT MANAGER

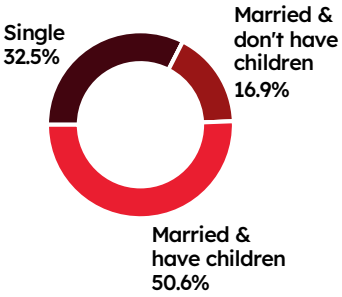
Age



Gender



Marital Status



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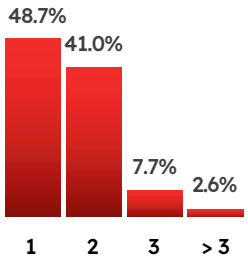
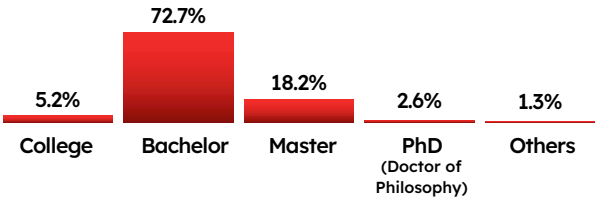


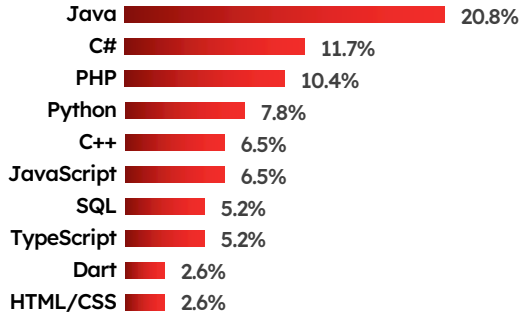
Education Degree



IT Major

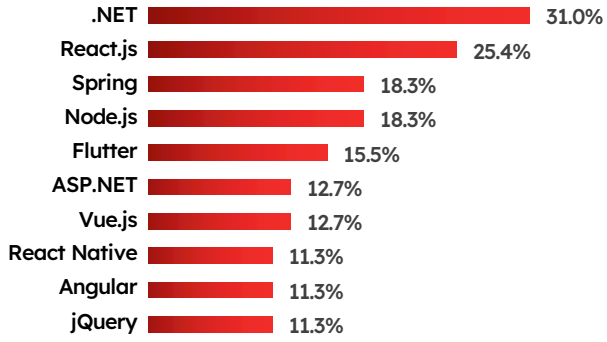
Top 10 Programming Languages

(primarily use)



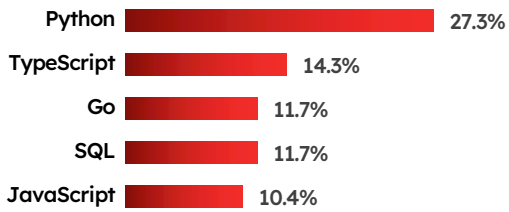
Top 10 Libraries & Frameworks

(currently use)



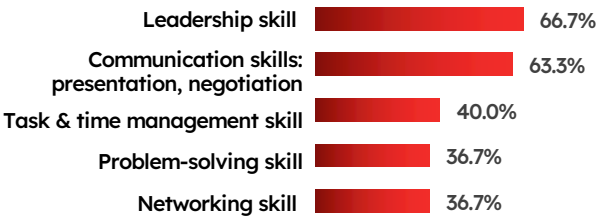
Top 5 Programming Languages

(want to learn)



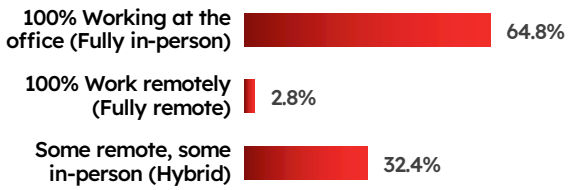
Top 5 Soft Skills

(want to learn)



5,700,000 VND is the average monthly learning budget that Project Leaders/Project Managers are willing to spend.

Working Model



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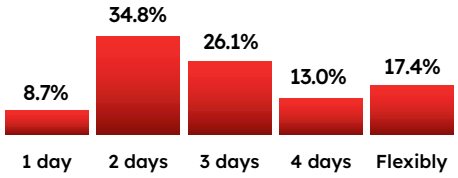

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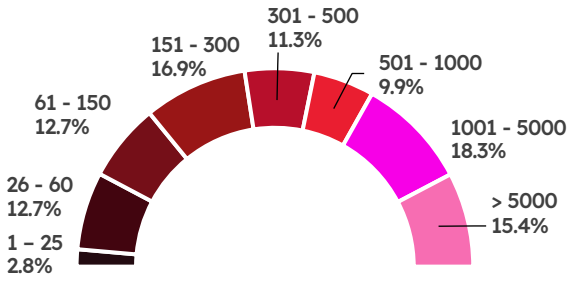
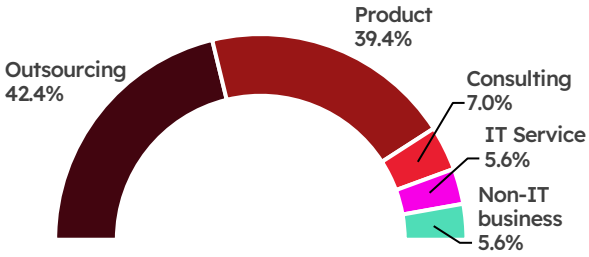


Company Type



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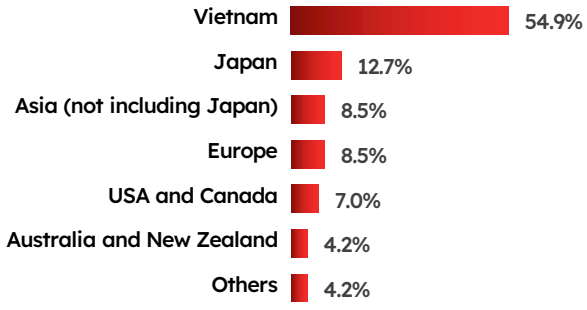
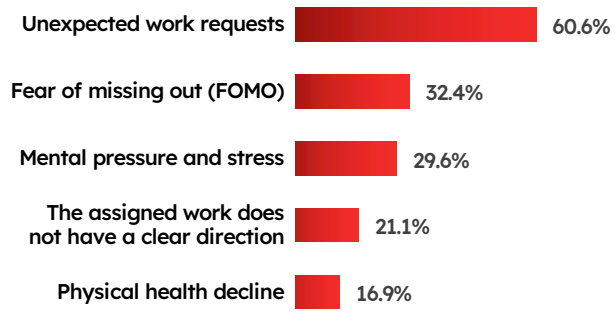


Top 5 Challenges



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	AI
	Blockchain
6	Banking
7	Consumer goods
8	Healthcare (Hospital, Healthcare Services)
9	IT Consulting
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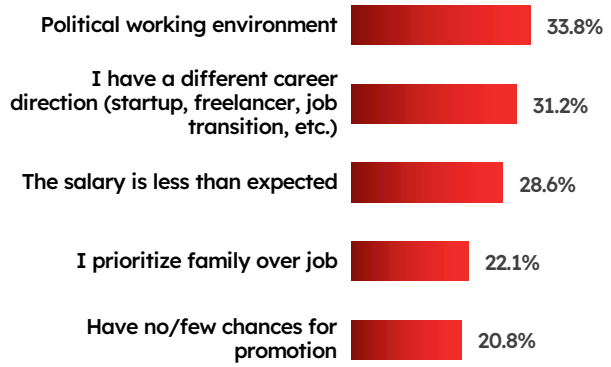

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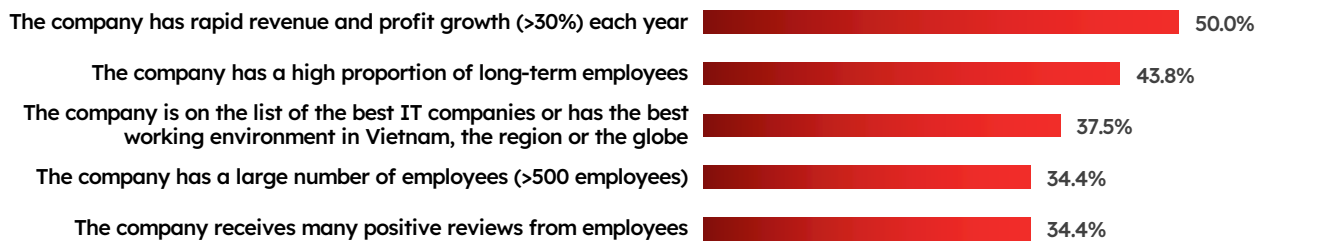
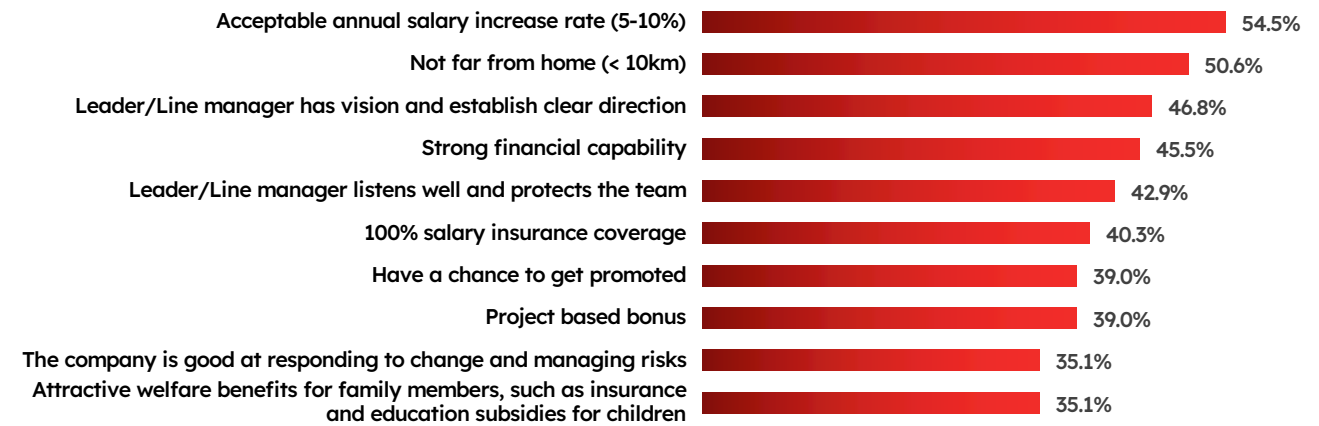
Top 5 Employer Reputation Characteristics

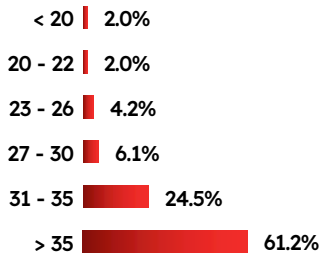


Top 10 Characteristics Of Ideal Company

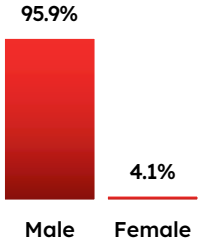


ABOUT IT MANAGER

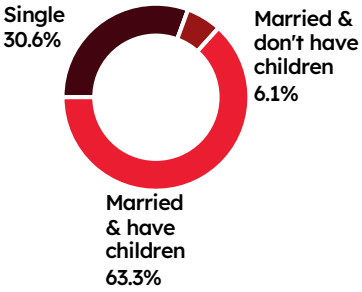
Age



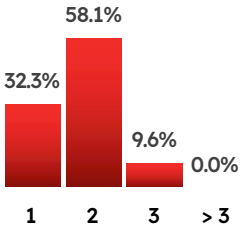
Gender



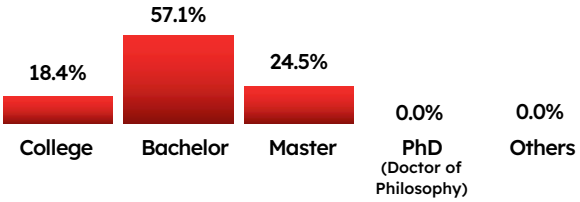
Marital Status



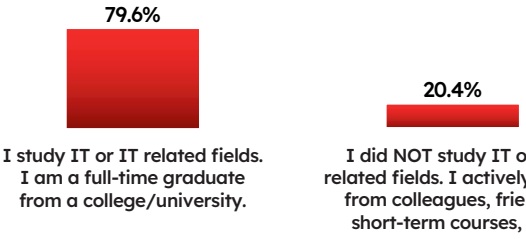
Children



Education Degree

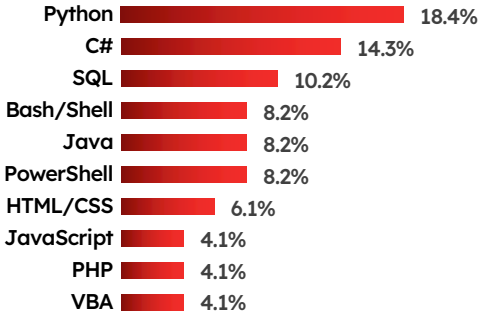


IT Major



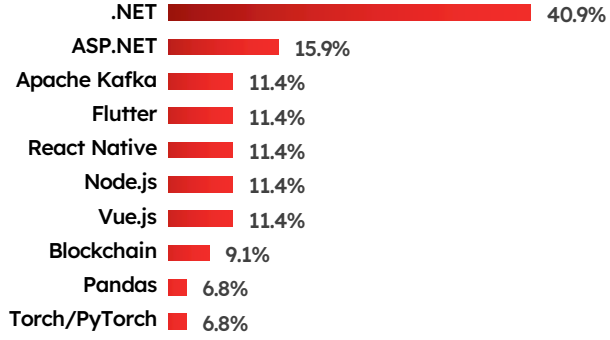
Top 10 Programming Languages

(primarily use)



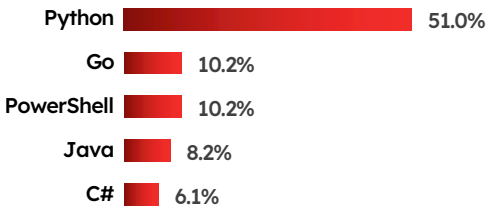
Top 10 Libraries & Frameworks

(currently use)



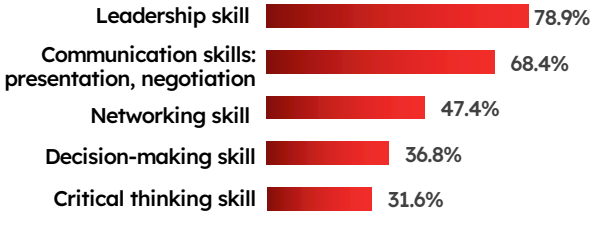
Top 5 Programming Languages

(want to learn)



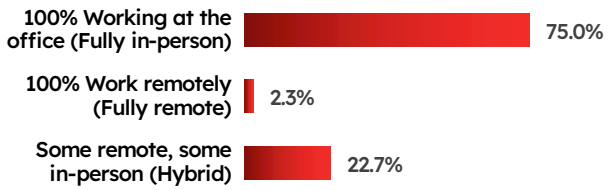
Top 5 Soft Skills

(want to learn)

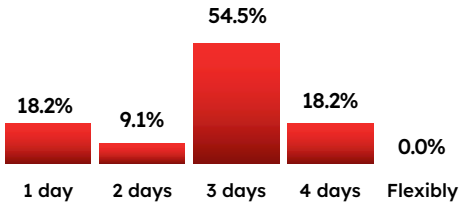


9,900,000 VND is the average monthly learning budget that IT Managers are willing to spend.

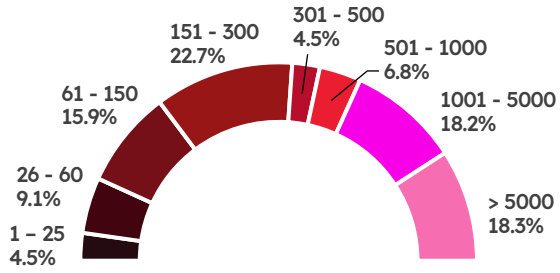
Working Model



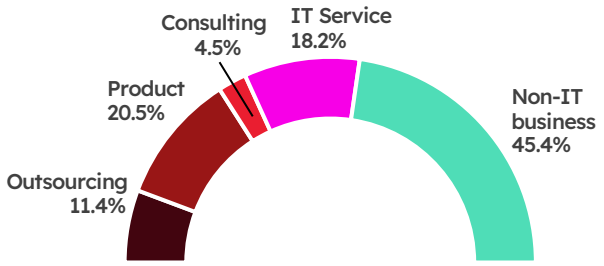
Average WFH Days Per Week



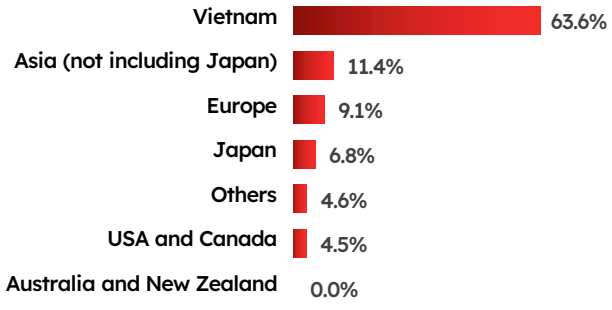
Company Size



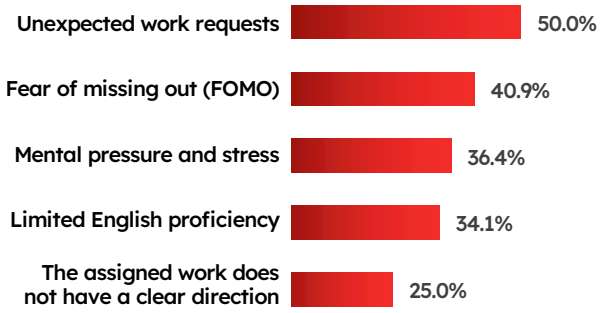
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Financial services (Consumer Finance, Securities, Insurance)
2	IT Consulting
3	IT Hardware and Computing
4	Retail and Wholesale
5	Banking
6	Manufacturing and Engineering
7	Software Development Outsourcing
8	Trading and Commercial
9	Education and Training
10	Software Product and Web Services
	Blockchain
	Ride-hailing, Delivery and Logistics Tech

Expected % Salary Increase

33%

is the average minimum salary increase expected by IT Managers in a new job offer

23%

is the average minimum salary increase expected by IT Managers in current job

Top 5 Reasons To Quit

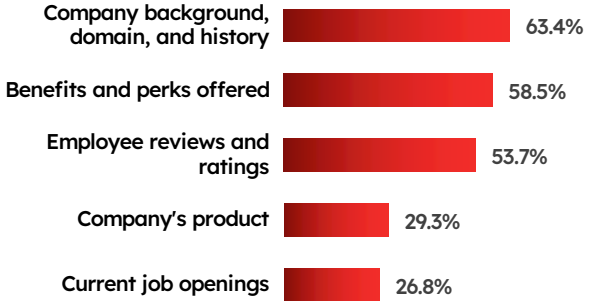
Top 5 Reasons To Apply

59.2%	I want to work for companies having positive employer reputation/recruitment brand
42.9%	I want to work not far from home (<10km)
42.9%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
40.8%	I feel the job description is matching with my current level and experience
30.6%	I am interested in company's product

Top 5 Criteria To Evaluate A New Job Offer

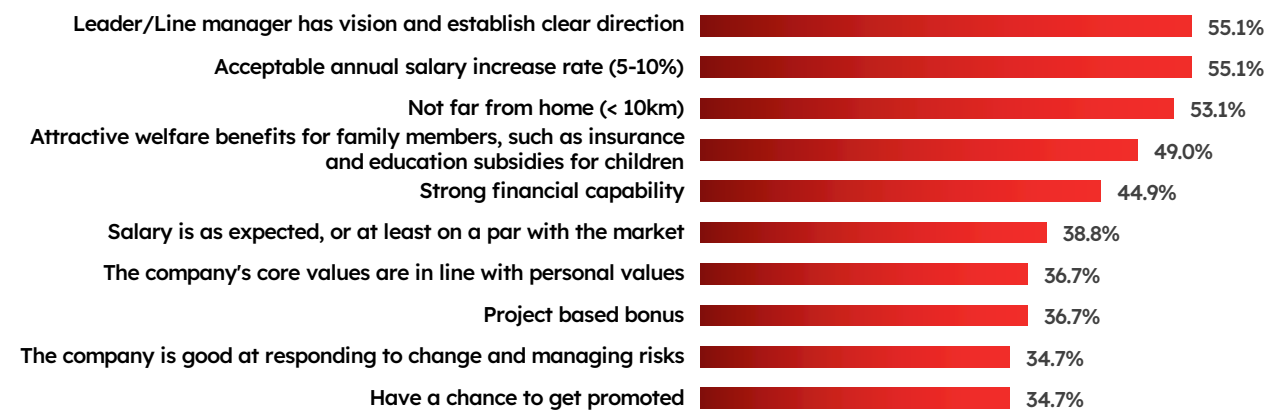
53.1%	Full-time
34.7%	Big company/Group
26.5%	Some remote, some in-person (Hybrid)
24.5%	Non-IT business (bank, retail, construction, etc)
22.4%	Vietnam

Top 5 Most Information Searched About IT Employer



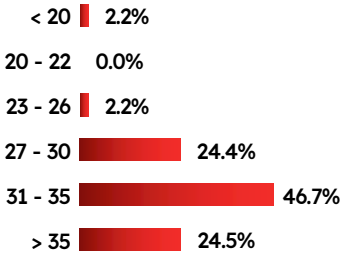
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

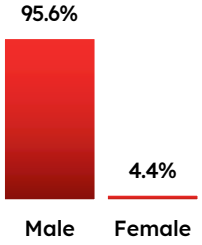


ABOUT TECH LEAD

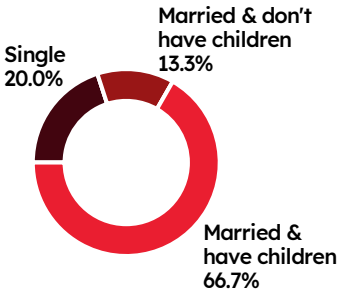
Age



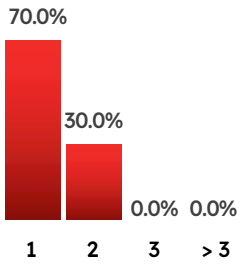
Gender



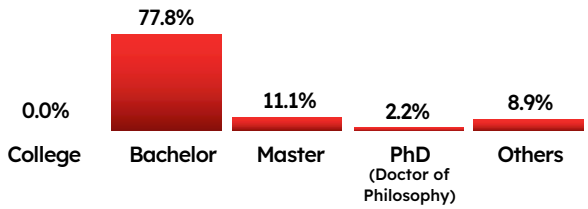
Marital Status



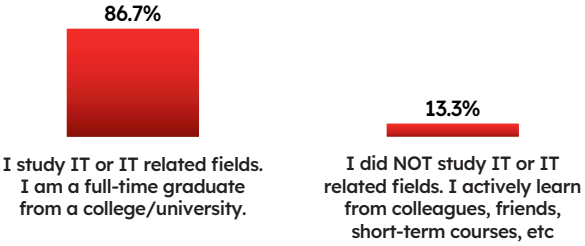
Children



Education Degree

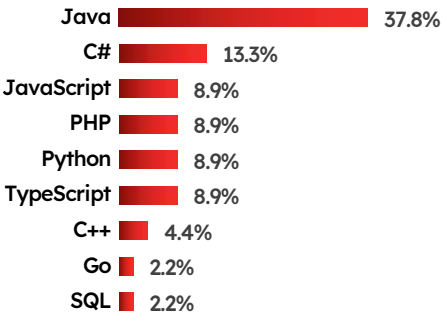


IT Major



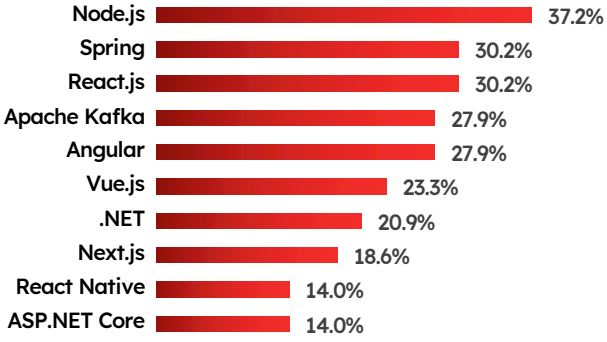
Top 9 Programming Languages

(primarily use)



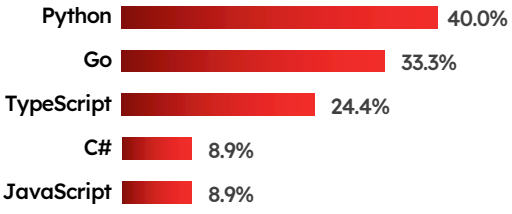
Top 10 Libraries & Frameworks

(currently use)



Top 5 Programming Languages

(want to learn)

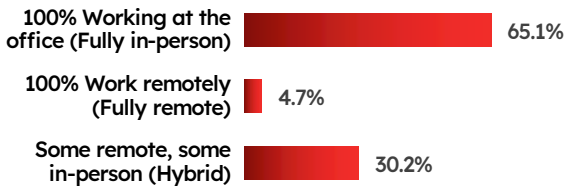


Top 5 Soft Skills

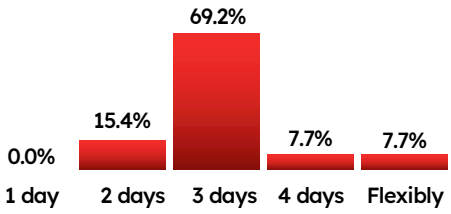
(want to learn)

4,100,000 VND is the average monthly learning budget that **Tech Leads** are willing to spend.

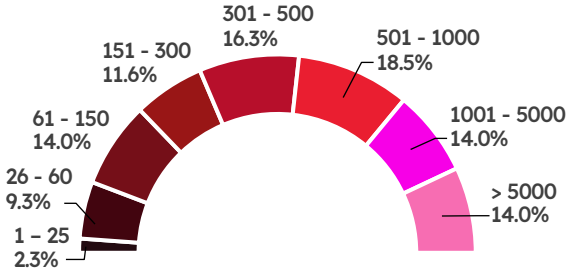
Working Model



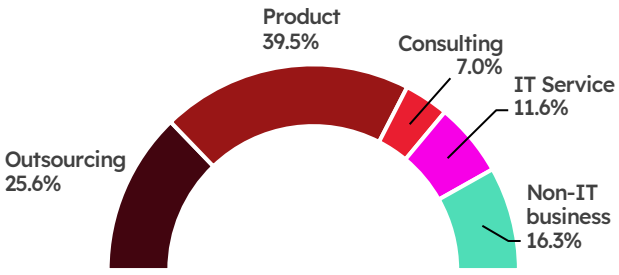
Average WFH Days Per Week



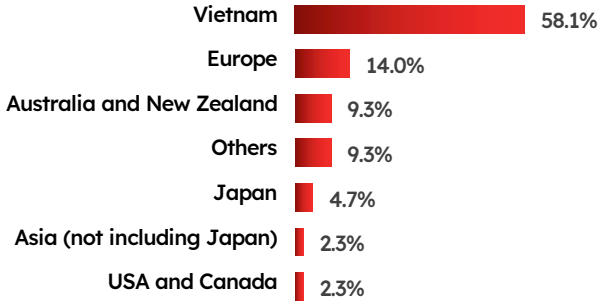
Company Size



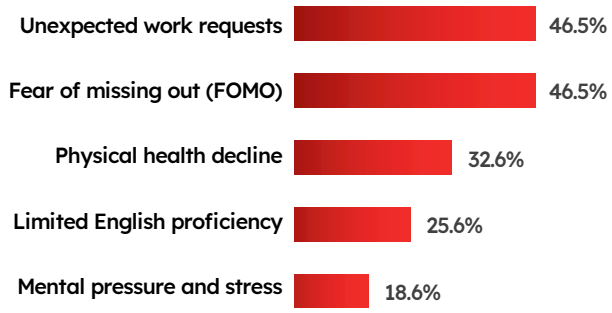
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Software Development Outsourcing
2	Banking
3	E-commerce
4	Financial services (Consumer Finance, Securities, Insurance)
5	Software Product and Web Services
	SaaS (software-as-a-service)
	ERP
	AI
6	Transportation and Logistics
7	Education and Training
8	Game
9	Healthcare (Hospital, Healthcare Services)
10	IT Consulting

Expected % Salary Increase

33%

is the average minimum salary increase expected by Tech Leads in a new job offer

22%

is the average minimum salary increase expected by Tech Leads in current job

Top 5 Reasons To Quit

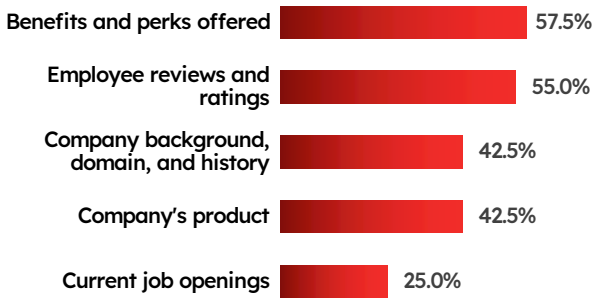
Top 5 Reasons To Apply

53.3%	I am interested in company's product
44.4%	I feel the job description is matching with my current level and experience
44.4%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
37.8%	I want to work not far from home (<10km)
37.8%	I am impressed by the benefits in the job description

Top 5 Criteria To Evaluate A New Job Offer

64.4%	Full-time
42.2%	Some remote, some in-person (Hybrid)
35.6%	Product (create, market and sell your own IT product)
28.9%	Big company/Group
22.2%	Work remotely (Fully remote)

Top 5 Most Information Searched About IT Employer

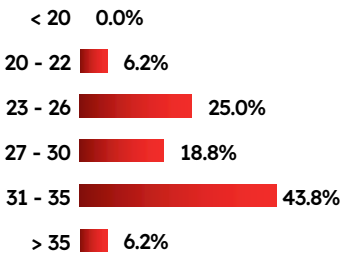


Top 5 Employer Reputation Characteristics

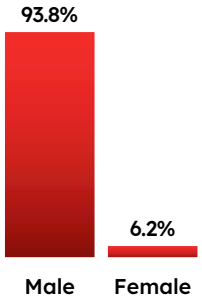
Top 10 Characteristics Of Ideal Company

ABOUT IT CONSULTANT

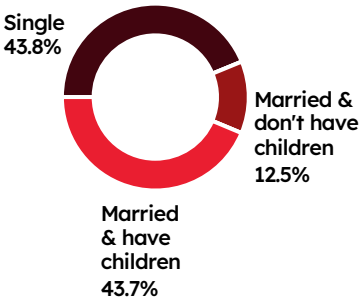
Age



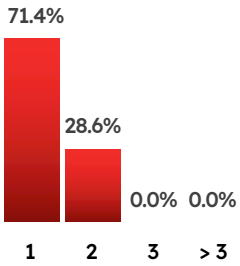
Gender



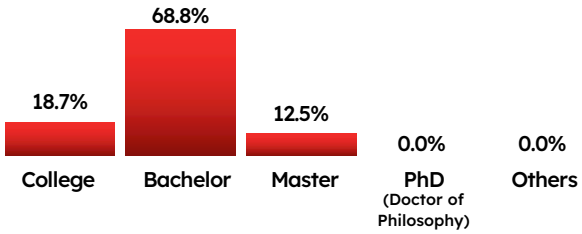
Marital Status



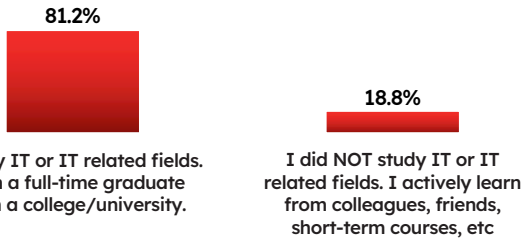
Children



Education Degree

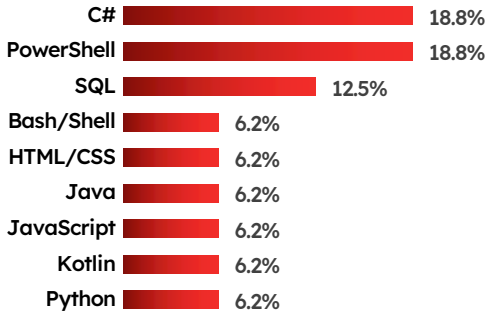


IT Major



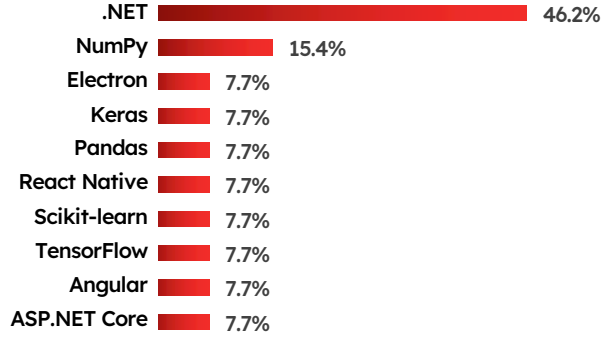
Top 9 Programming Languages

(primarily use)



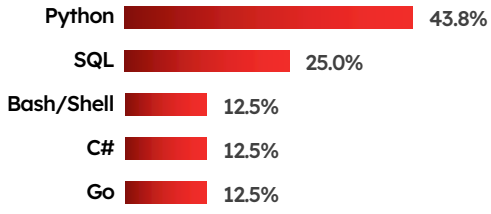
Top 10 Libraries & Frameworks

(currently use)



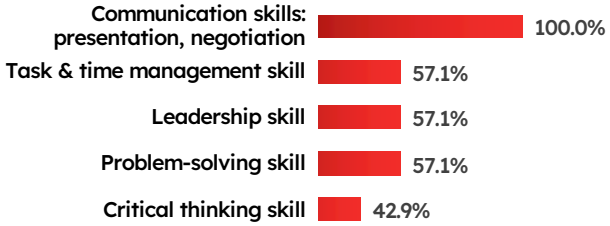
Top 5 Programming Languages

(want to learn)



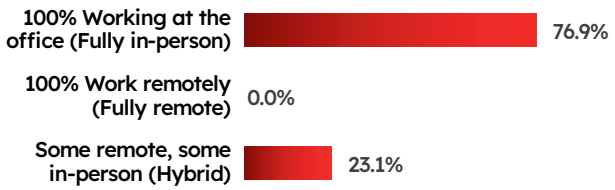
Top 5 Soft Skills

(want to learn)

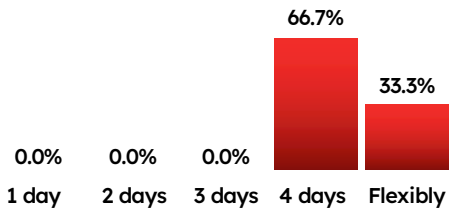


2,000,000 VND is the average monthly learning budget that **IT Consultants** are willing to spend.

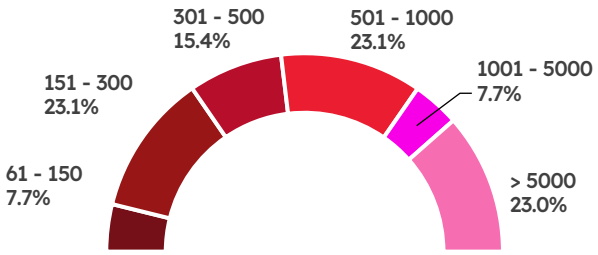
Working Model



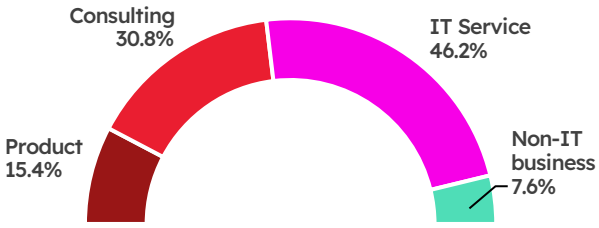
Average WFH Days Per Week



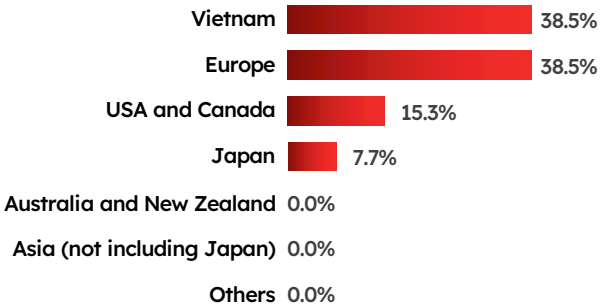
Company Size



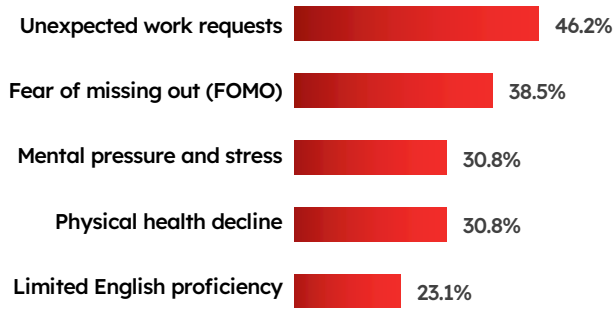
Company Type



Company Origin



Top 5 Challenges



Top 9 Company Industries

1	Financial services (Consumer Finance, Securities, Insurance)
2	IT Hardware and Computing
3	Software Product and Web Services IaaS
4	Healthcare (Hospital, Healthcare Services)
5	IT Consulting
6	Network and Infrastructure
7	Professional Services (Accounting, Legal, Business Consulting)
8	Retail and Wholesale
9	Software Development Outsourcing

Expected % Salary Increase

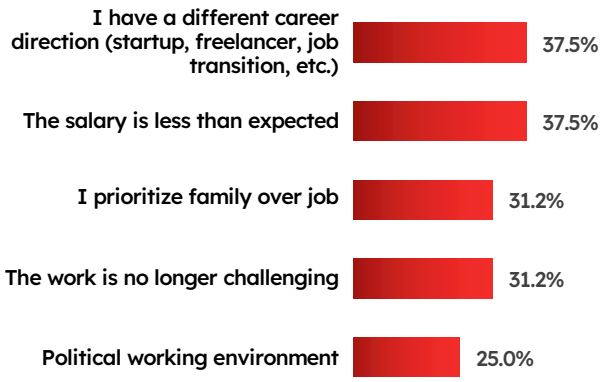
30%

is the average minimum salary increase expected by IT Consultants in a new job offer

19%

is the average minimum salary increase expected by IT Consultants in current job

Top 5 Reasons To Quit



Top 5 Reasons To Apply

68.8%	I want to work not far from home (<10km)
62.5%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
56.2%	I want to work for companies having positive employer reputation/recruitment brand
37.5%	I am impressed by the benefits in the job description
18.8%	I need to have a job. I apply to as many jobs as I can to increase my chances

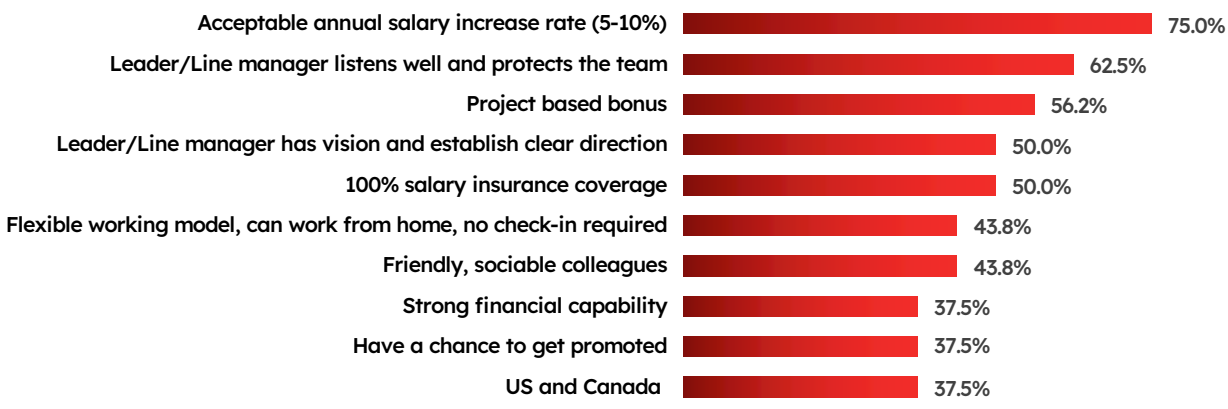
Top 5 Criteria To Evaluate A New Job Offer

62.5%	Full-time
56.2%	Some remote, some in-person (Hybrid)
31.2%	Big company/Group
18.8%	Europe
18.8%	US and Canada

Top 5 Most Information Searched About IT Employer

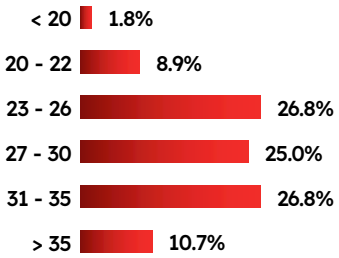
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company



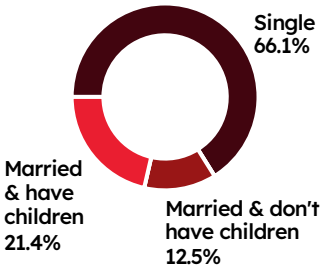
ABOUT DESIGNER

Age

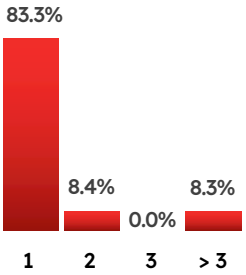


Gender

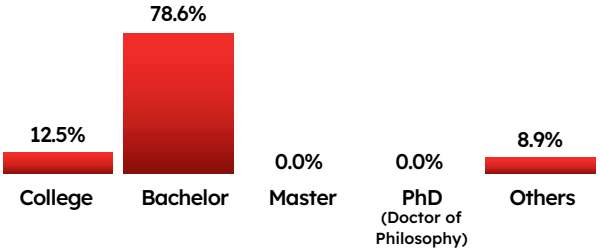
Marital Status



Children



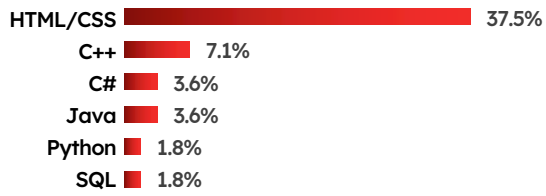
Education Degree



IT Major

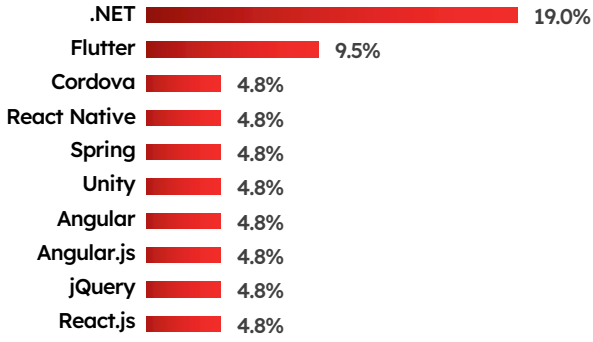
Top 6 Programming Languages

(primarily use)



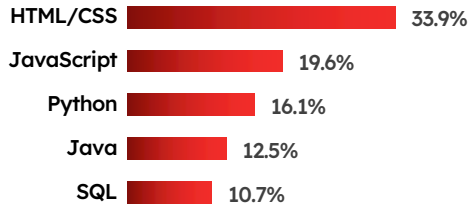
Top 10 Libraries & Frameworks

(currently use)



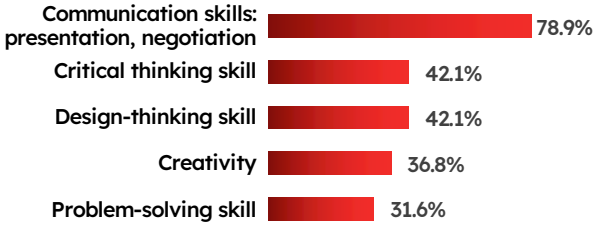
Top 5 Programming Languages

(want to learn)



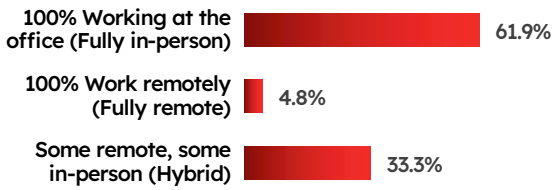
Top 5 Soft Skills

(want to learn)

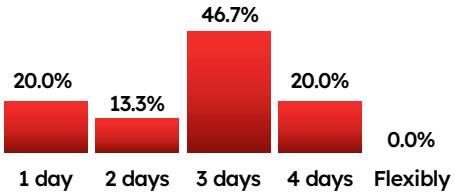


6,100,000 VND is the average monthly learning budget that **Designers** are willing to spend.

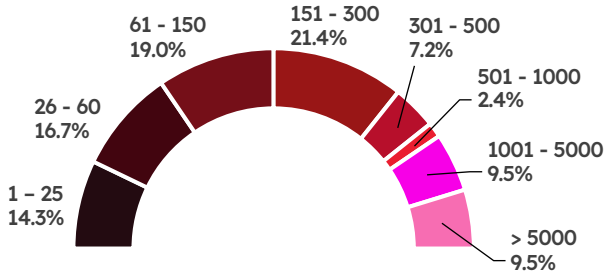
Working Model



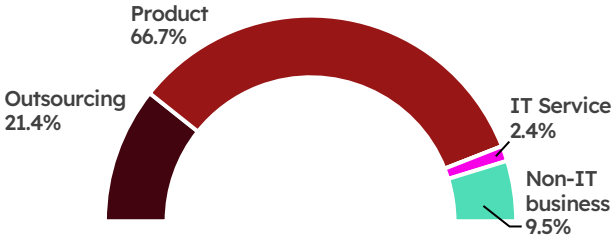
Average WFH Days Per Week



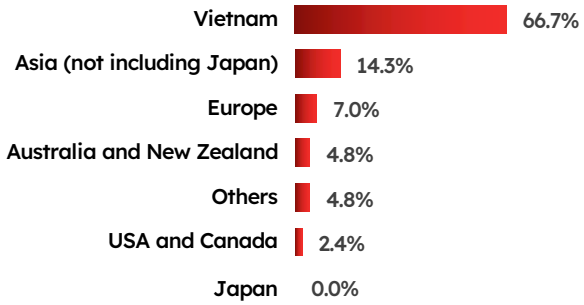
Company Size



Company Type



Company Origin



Top 5 Challenges

Top 10 Company Industries

1	E-commerce
2	Software Product and Web Services
	ERP
	Fin Tech
	SaaS (software-as-a-service)
3	Software Development Outsourcing
4	Banking
5	Game
6	Healthcare (Hospital, Healthcare Services)
7	Transportation and Logistics
8	Consumer goods
9	Cyber Security
10	Education and Training

Expected % Salary Increase

32%

is the average minimum salary increase expected by Designers in a new job offer

26%

is the average minimum salary increase expected by Designers in current job

Top 5 Reasons To Quit

Top 5 Reasons To Apply

53.6%	I am interested in company's product
42.9%	I feel the job description is matching with my current level and experience
41.1%	I want to work not far from home (<10km)
41.1%	I want to work for companies having positive employer reputation/recruitment brand
35.7%	I need to have a job. I apply to as many jobs as I can to increase my chances

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58.9%	Full-time
42.9%	Product (create, market and sell your own IT product)
41.1%	Some remote, some in-person (Hybrid)
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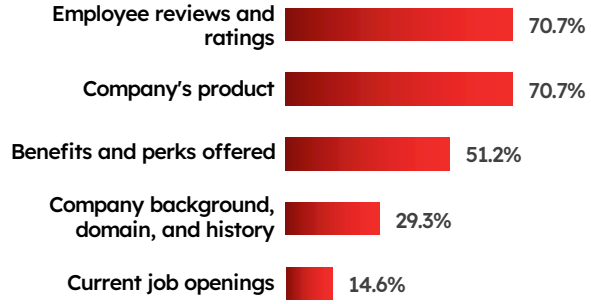
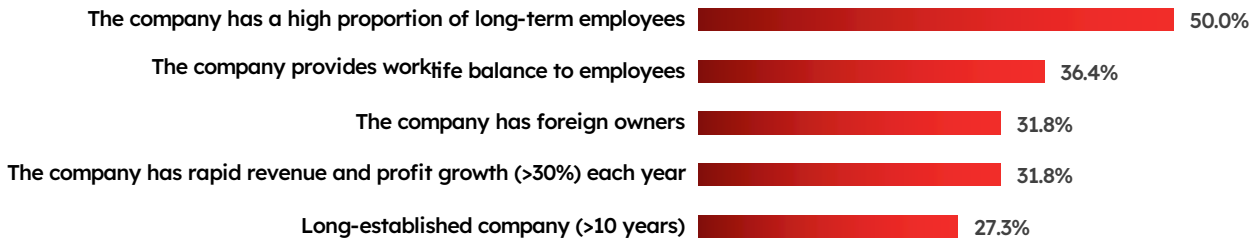
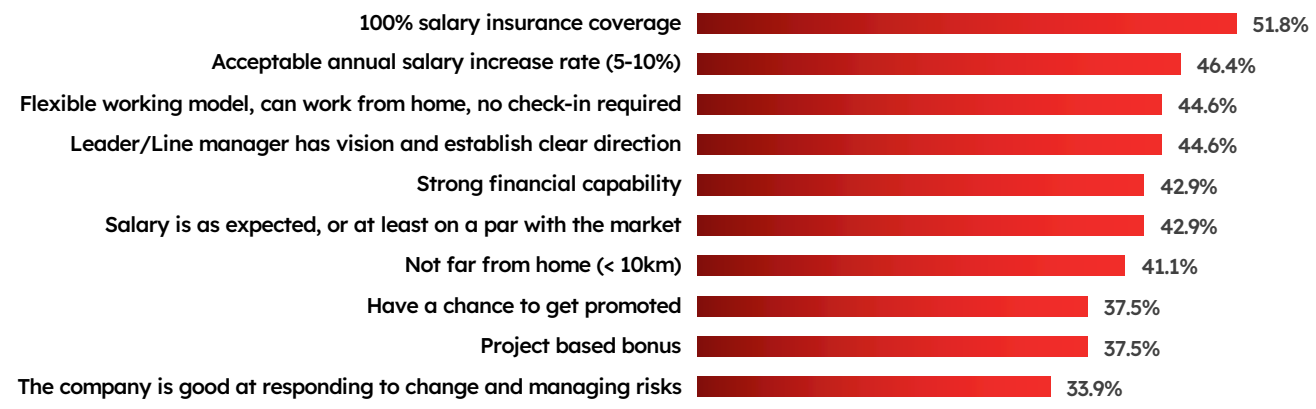
Top 5 Most Information Searched About IT Employer



Top 5 Employer Reputation Characteristics

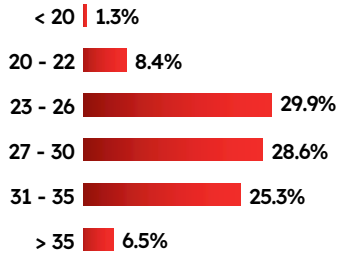


Top 10 Characteristics Of Ideal Company

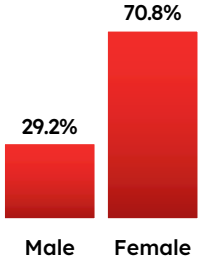


ABOUT TESTER

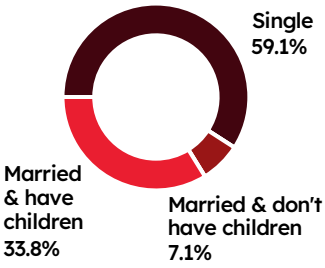
Age



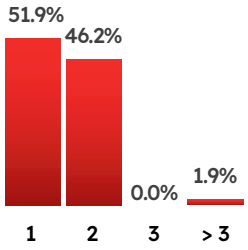
Gender



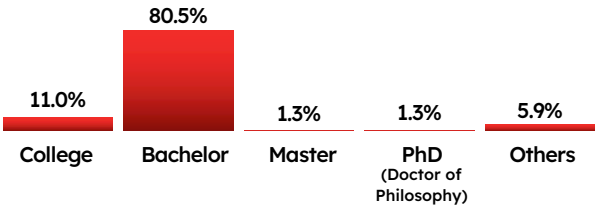
Marital Status



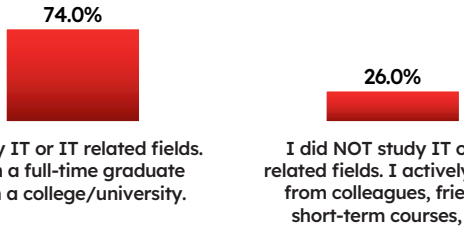
Children



Education Degree

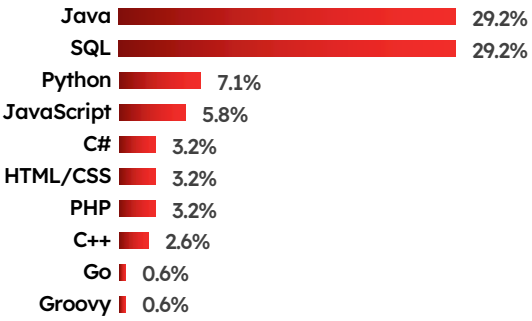


IT Major



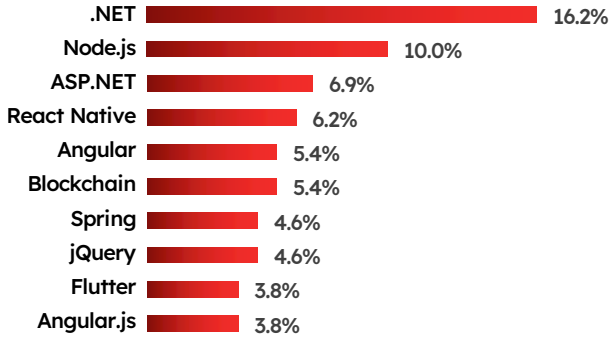
Top 10 Programming Languages

(primarily use)



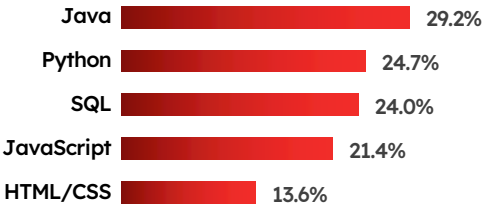
Top 10 Libraries & Frameworks

(currently use)



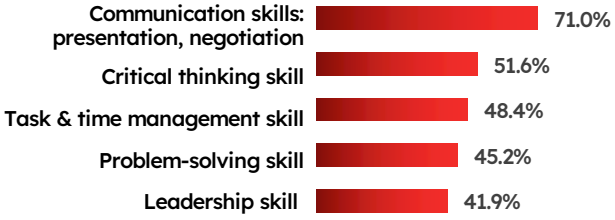
Top 5 Programming Languages

(want to learn)



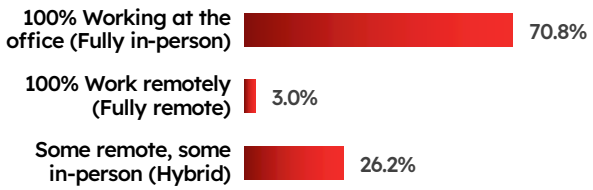
Top 5 Soft Skills

(want to learn)

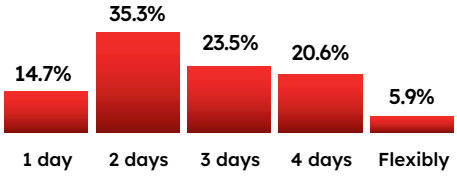


3,400,000 VND is the average monthly learning budget that Testers are willing to spend.

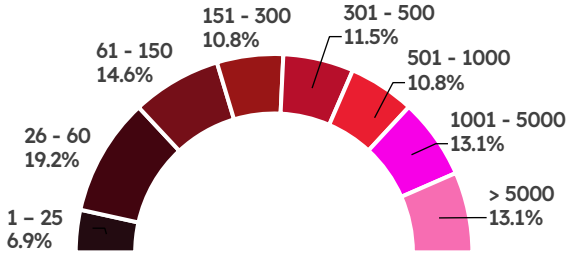
Working Model



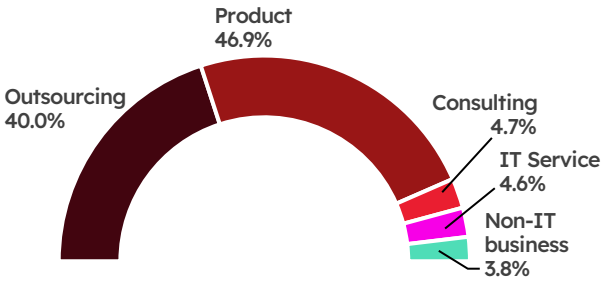
Average WFH Days Per Week



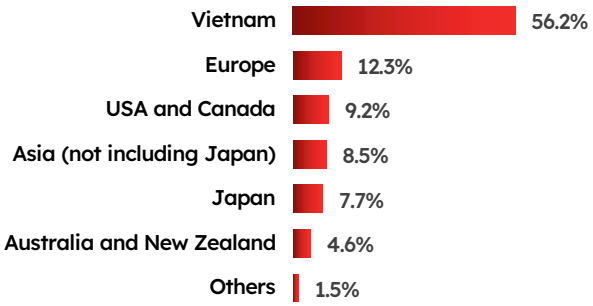
Company Size



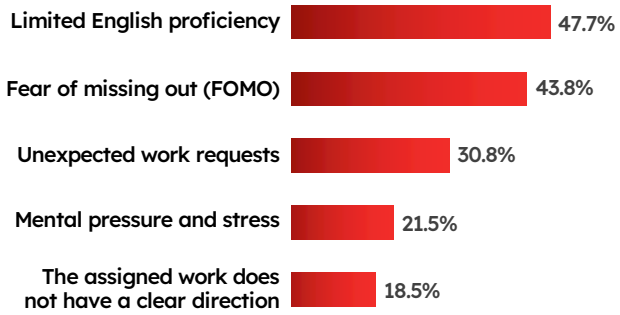
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Banking
2	Software Development Outsourcing
3	Financial services (Consumer Finance, Securities, Insurance)
4	Software Product and Web Services
	SaaS (software-as-a-service)
	Healthcare Tech
	Fin Tech
	Ride-hailing, Delivery and Logistics Tech
	Ed Tech
5	E-commerce
6	Trading and Commercial
7	Education and Training
8	IT Hardware and Computing
9	Media, Advertising & Entertainment
10	Game

Expected % Salary Increase

28%

is the average minimum salary increase expected by Testers in a new job offer

23%

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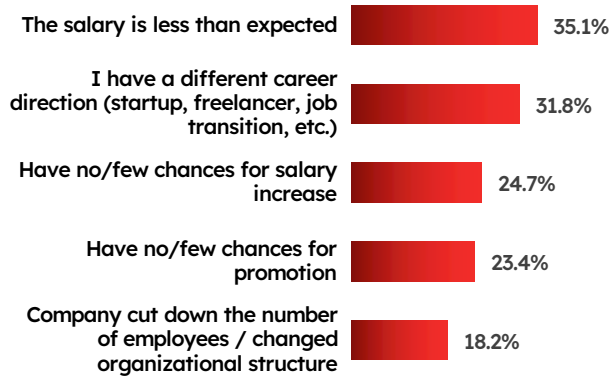
Top 5 Reasons To Quit



Top 5 Reasons To Apply

48.7%	I want to work not far from home (<10km)
47.4%	I feel the job description is matching with my current level and experience
44.8%	I want to work for companies having positive employer reputation/recruitment brand
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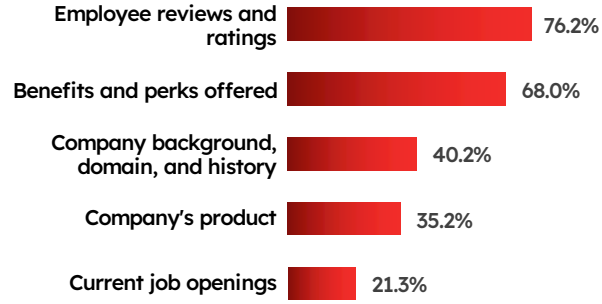
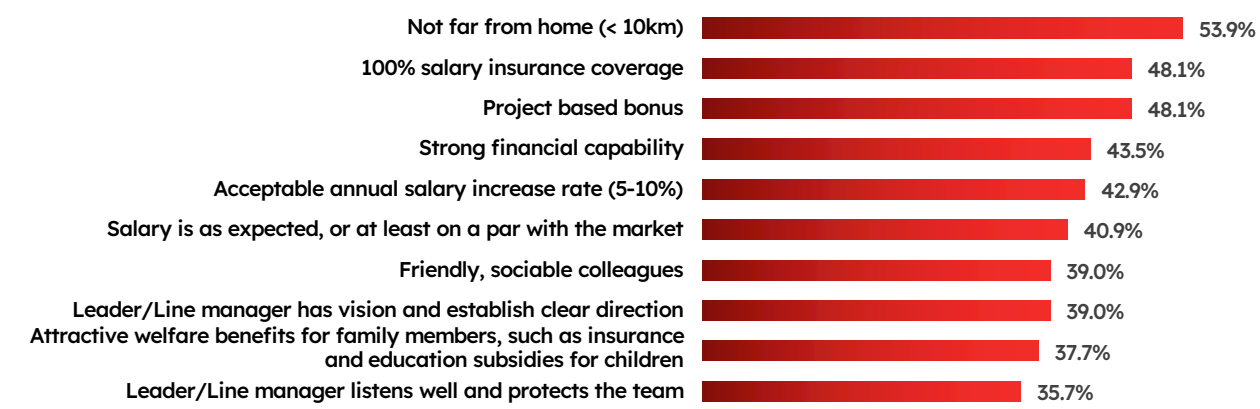
Top 5 Most Information Searched About IT Employer



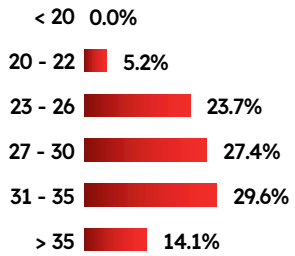
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company



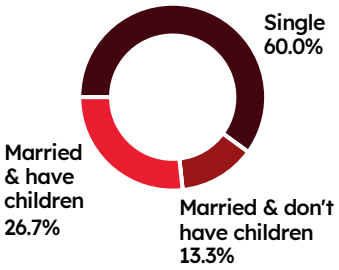
ABOUT QA/QC

Age



Gender

Marital Status



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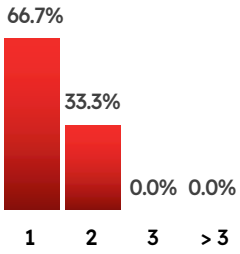
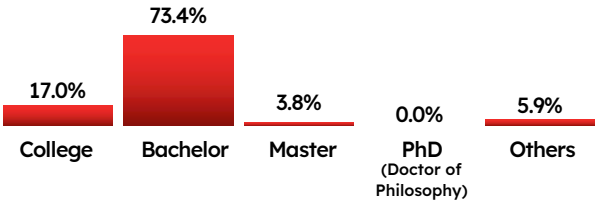
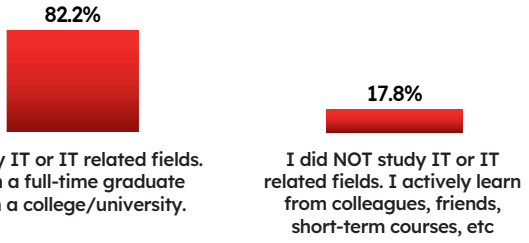


Education Degree

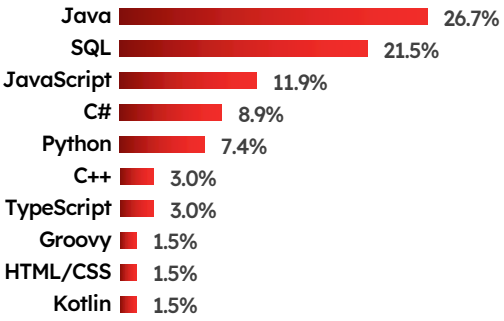


IT Major



Top 10 Programming Languages

(primarily use)



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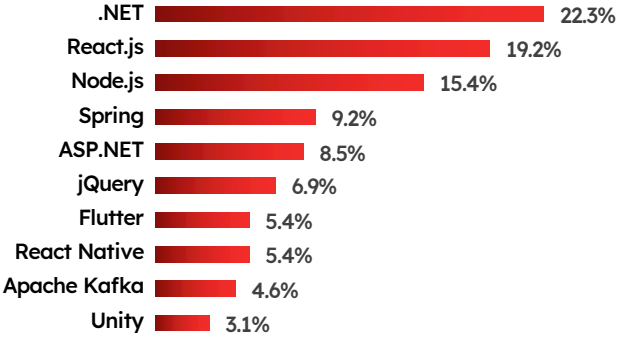
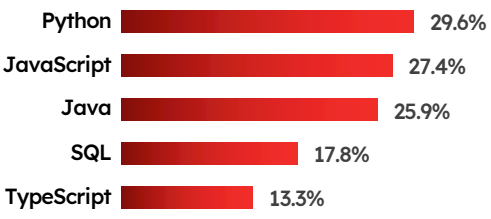


Top 5 Programming Languages

(want to learn)



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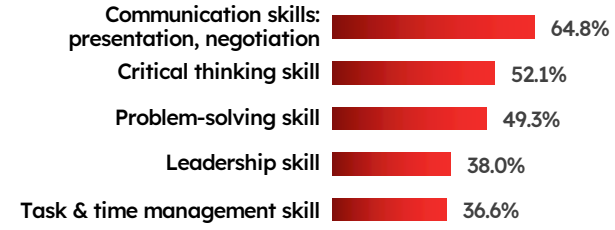

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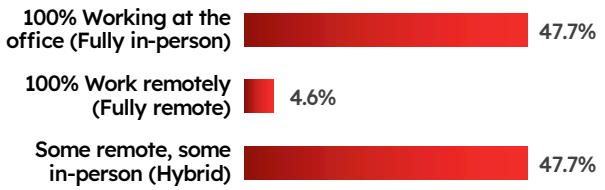

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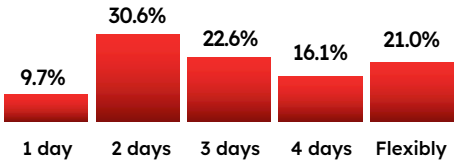
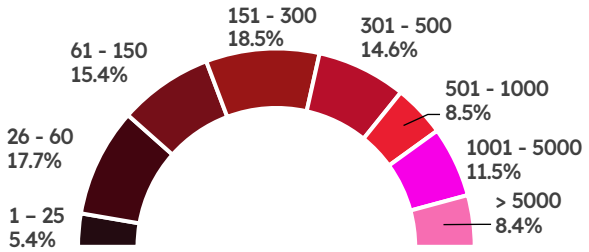


Company Size



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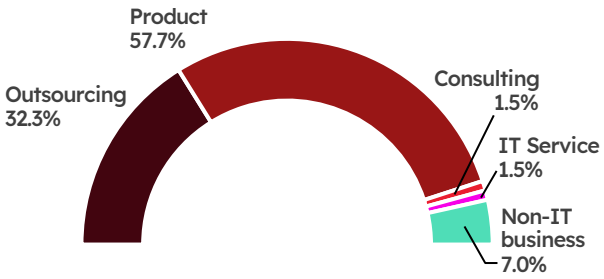

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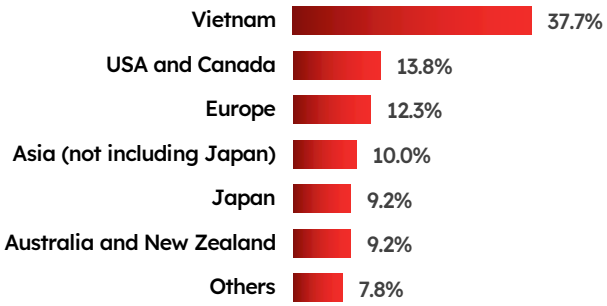
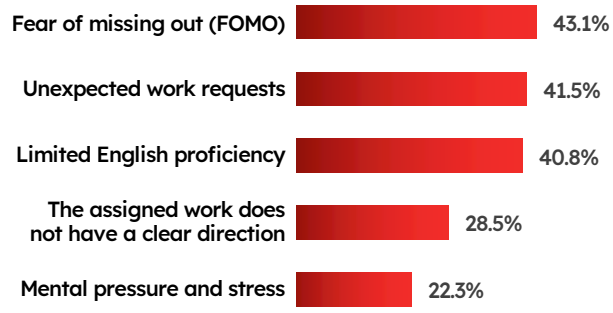


Top 5 Challenges



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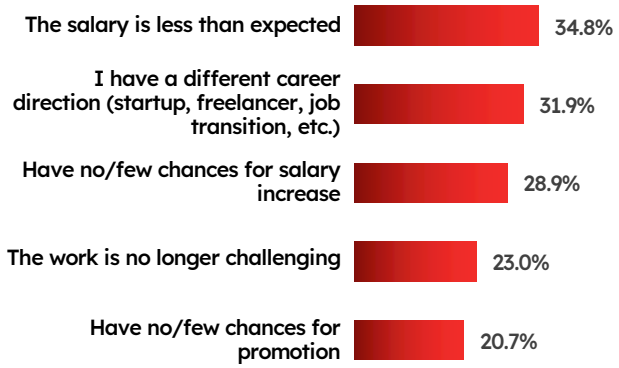

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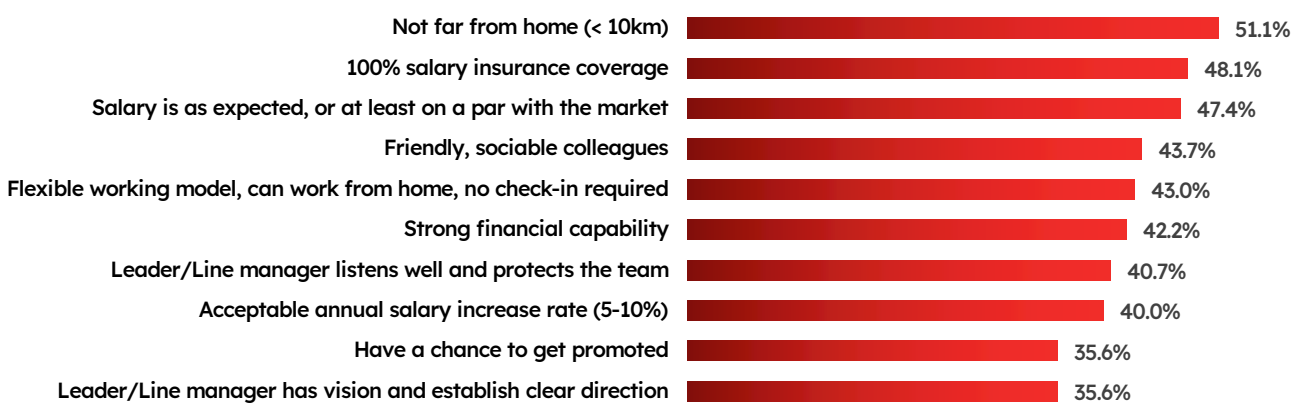
34.8%	Product (create, market and sell your own IT product)
31.1%	Big company/Group
16.3%	Outsourcing (IT project outsourcing support for clients, which includes either a part or the entire product)

Top 5 Most Information Searched About IT Employer

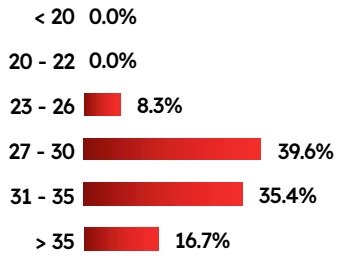
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

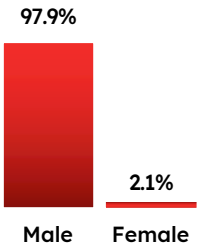


ABOUT SYSTEM ENGINEER/SYSTEM ADMIN

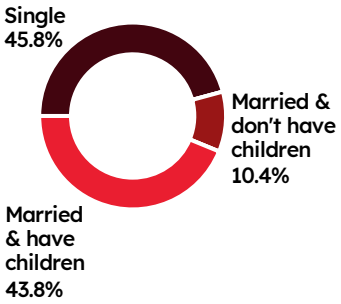
Age



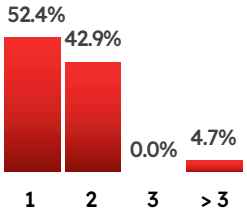
Gender



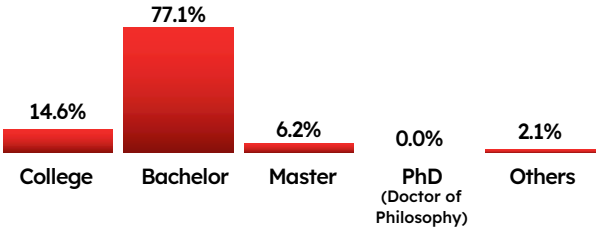
Marital Status



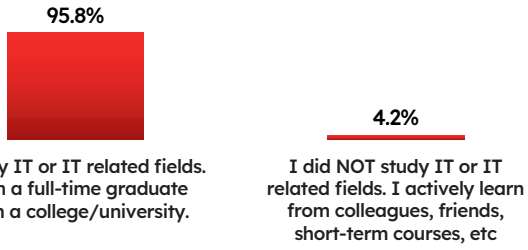
Children



Education Degree

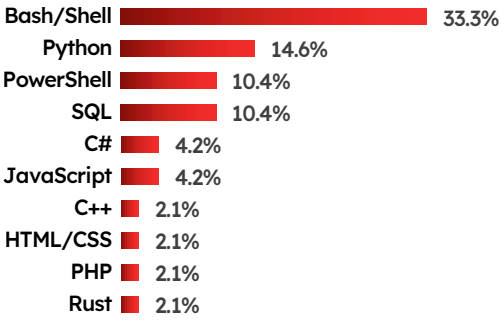


IT Major



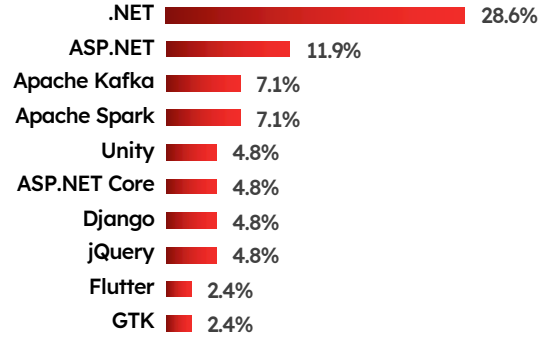
Top 10 Programming Languages

(primarily use)



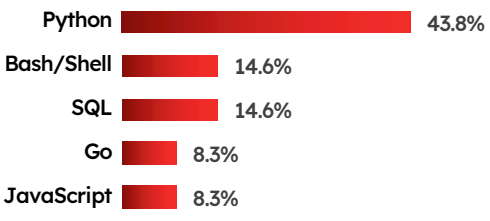
Top 10 Libraries & Frameworks

(currently use)



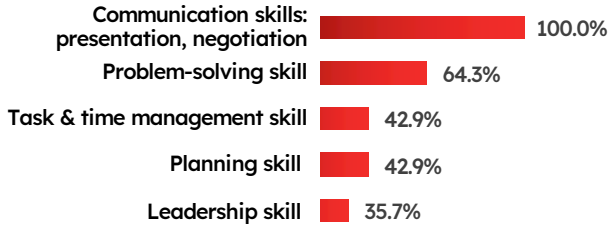
Top 5 Programming Languages

(want to learn)



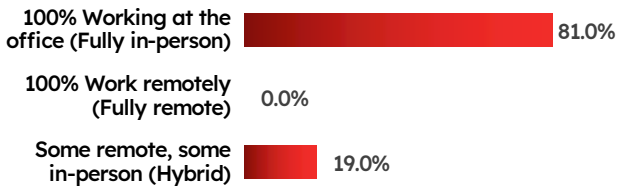
Top 5 Soft Skills

(want to learn)

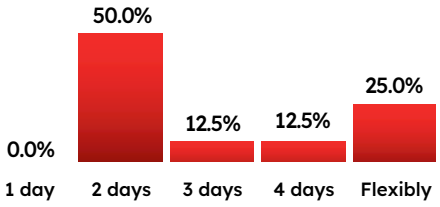


8,000,000 VND is the average monthly learning budget that System Engineers/System Admins are willing to spend.

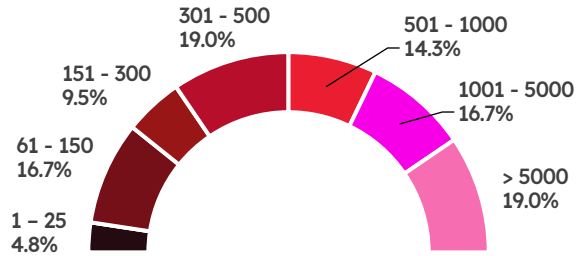
Working Model



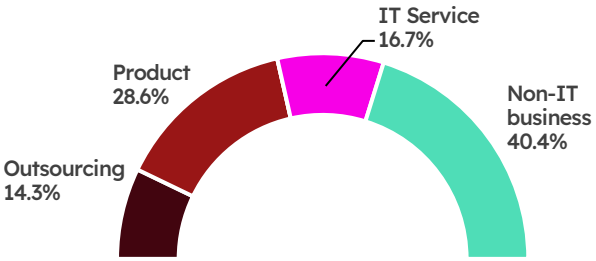
Average WFH Days Per Week



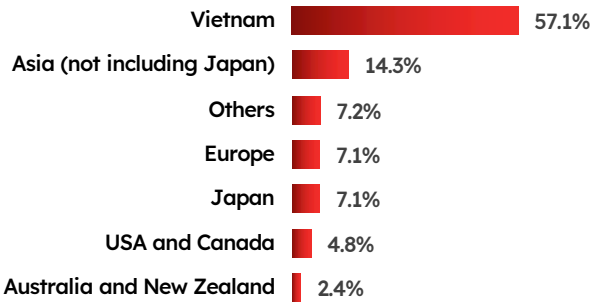
Company Size



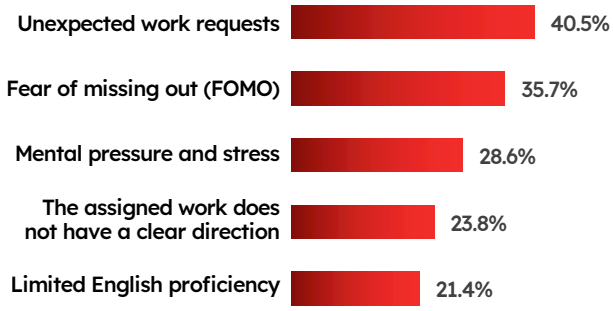
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Banking
2	Financial services (Consumer Finance, Securities, Insurance)
3	Manufacturing and Engineering
4	IT Consulting
5	Software Development Outsourcing
6	IT Hardware and Computing
7	Network and Infrastructure
8	Pharmaceuticals
9	E-commerce
10	Cyber Security

Expected % Salary Increase

33%

is the average minimum salary increase expected by System Engineers/ System Admins in a new job offer

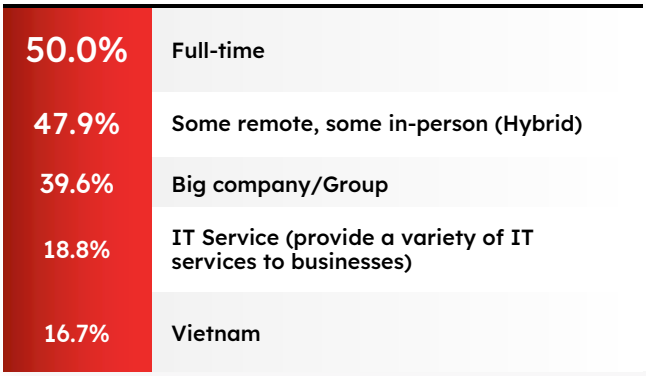
30%

is the average minimum salary increase expected by System Engineers/ System Admins in current job

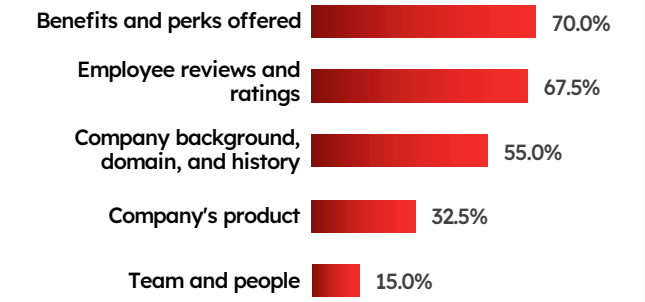
Top 5 Reasons To Quit

Top 5 Reasons To Apply

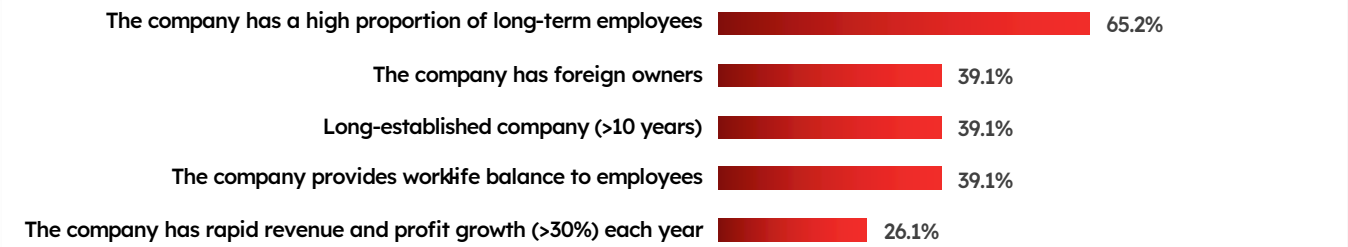
Top 5 Criteria To Evaluate A New Job Offer



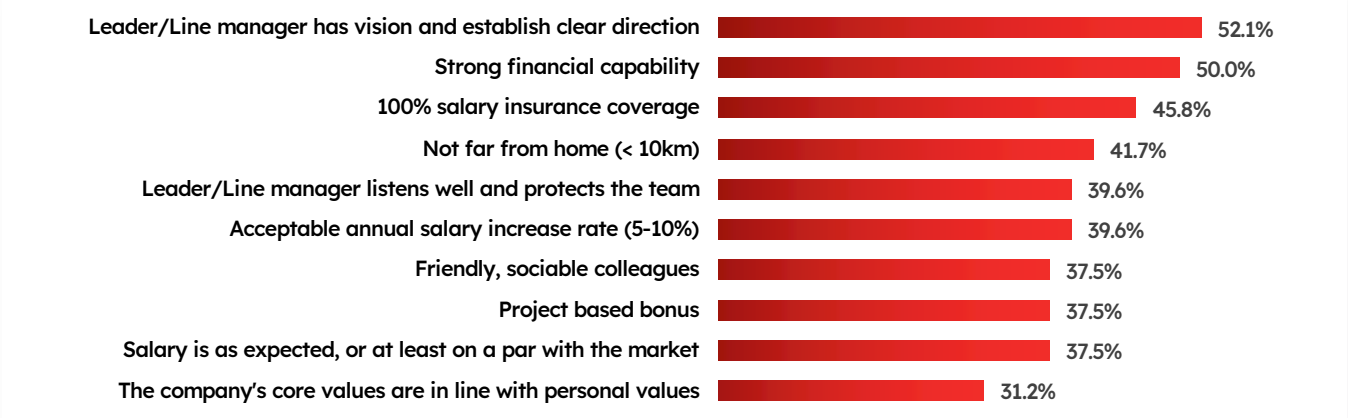
Top 5 Most Information Searched About IT Employer



Top 5 Employer Reputation Characteristics

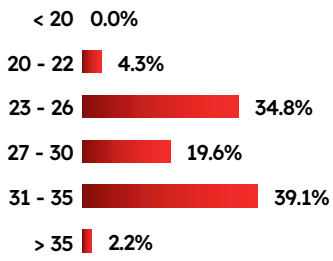


Top 10 Characteristics Of Ideal Company

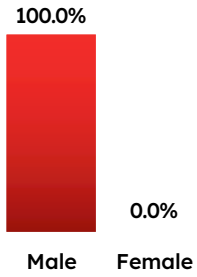


ABOUT DEVOPS ENGINEER/ DEVSECOPS ENGINEER

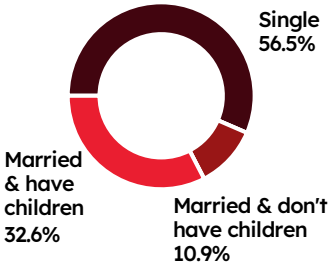
Age



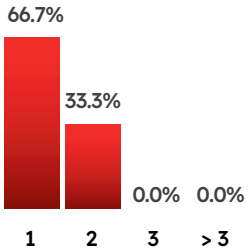
Gender



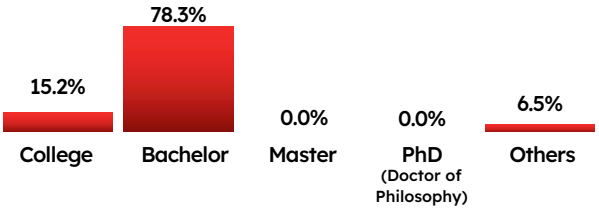
Marital Status



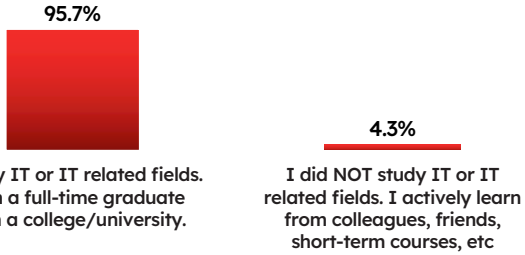
Children



Education Degree

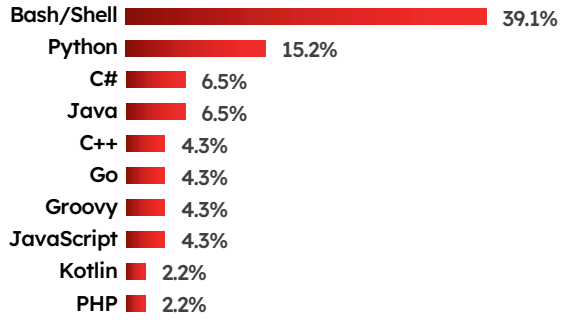


IT Major



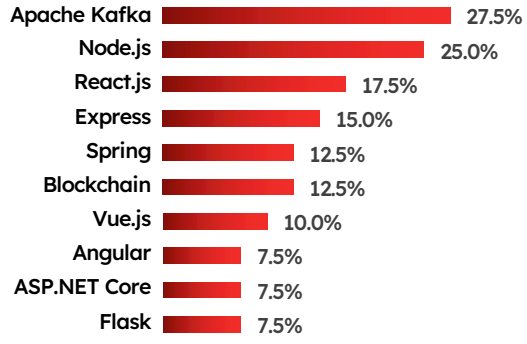
Top 10 Programming Languages

(primarily use)



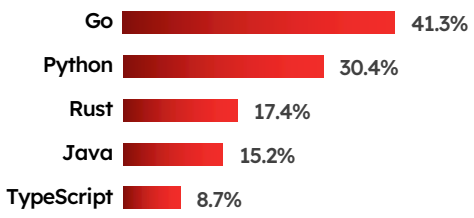
Top 10 Libraries & Frameworks

(currently use)



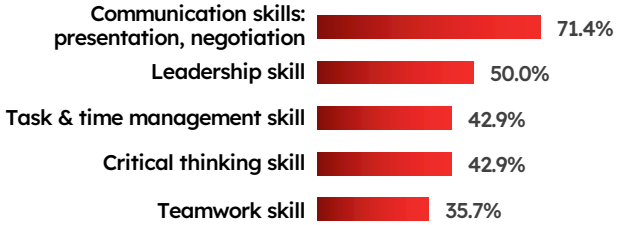
Top 5 Programming Languages

(want to learn)



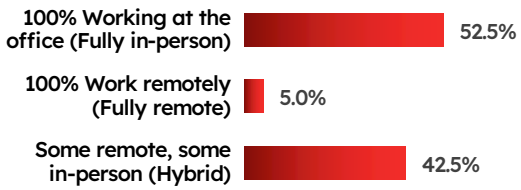
Top 5 Soft Skills

(want to learn)

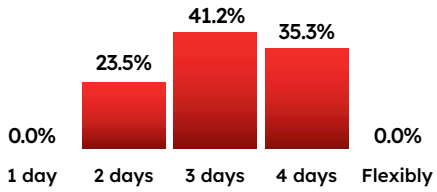


5,100,000 VND is the average monthly learning budget that DevOps Engineers/DevSecOps Engineers are willing to spend.

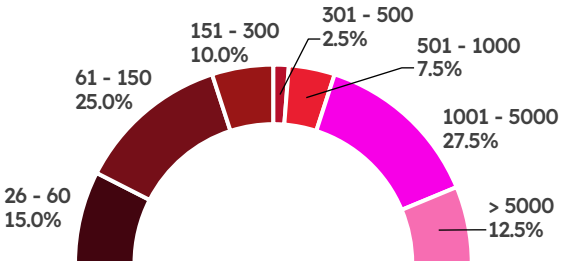
Working Model



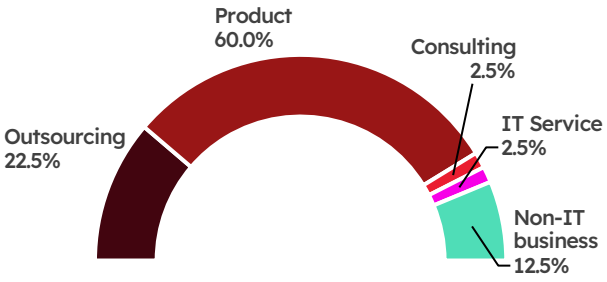
Average WFH Days Per Week



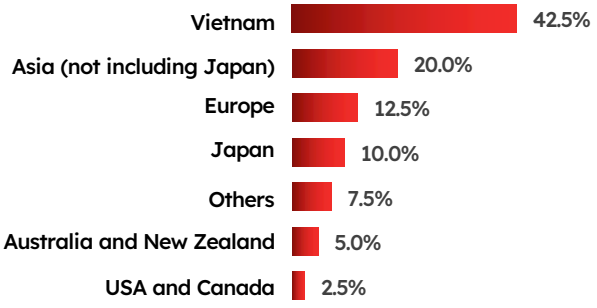
Company Size



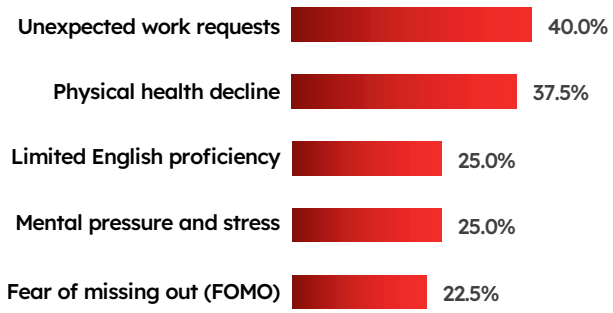
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Software Product and Web Services Healthcare Tech SaaS (software-as-a-service) AI HR Tech ERP
2	Banking
3	E-commerce
4	Financial services (Consumer Finance, Securities, Insurance)
5	IT Consulting
6	Manufacturing and Engineering
7	Software Development Outsourcing
8	Game
9	Retail and Wholesale
10	Consumer goods

Expected % Salary Increase

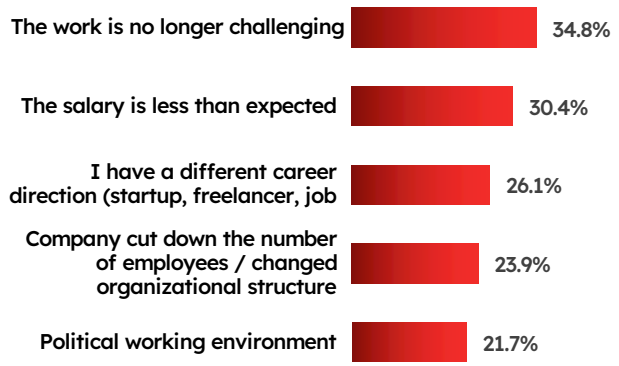
31%

is the average minimum salary increase expected by DevOps Engineers/ DevSecOps Engineers in a new job offer

28%

is the average minimum salary increase expected by DevOps Engineers/ DevSecOps Engineers in current job

Top 5 Reasons To Quit



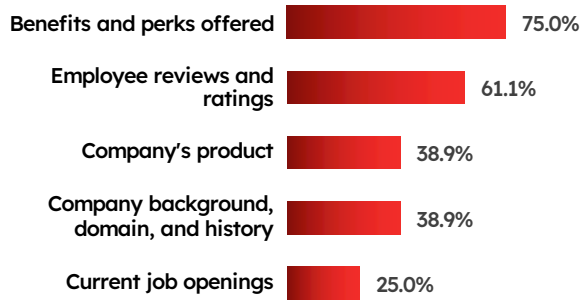
Top 5 Reasons To Apply

56.5%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
41.3%	I want to work not far from home (<10km)
39.1%	I am interested in company's product
37.0%	I want to work for companies having positive employer reputation/recruitment brand
34.8%	I am impressed by the benefits in the job description

Top 5 Criteria To Evaluate A New Job Offer

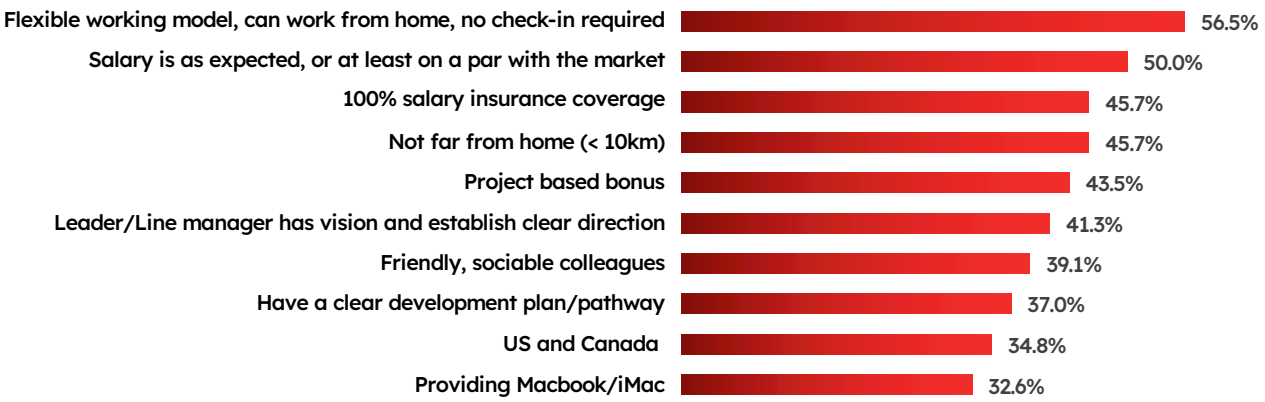
54.3%	Full-time
45.7%	Product (create, market and sell your own IT product)
39.1%	Some remote, some in-person (Hybrid)
21.7%	Big company/Group
19.6%	Europe

Top 5 Most Information Searched About IT Employer



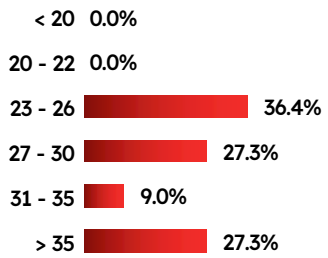
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

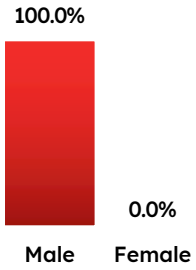


ABOUT CLOUD ENGINEER

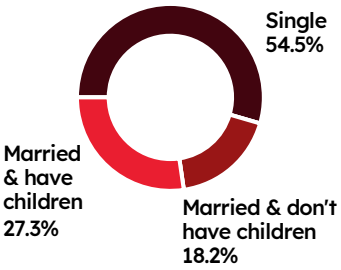
Age



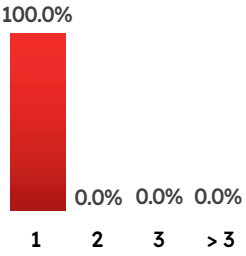
Gender



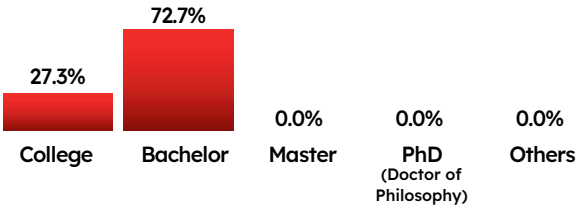
Marital Status



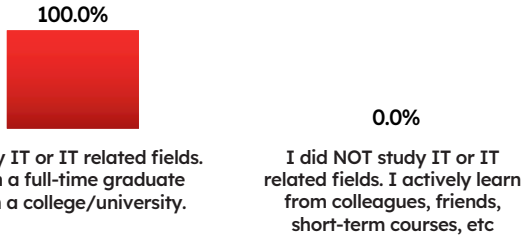
Children



Education Degree

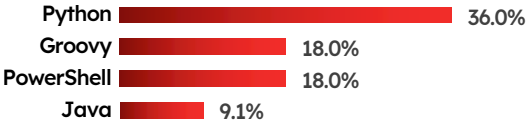


IT Major



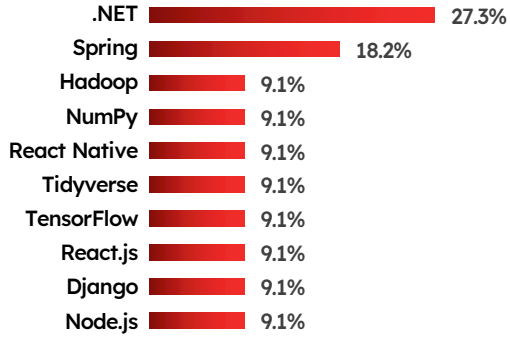
Top 4 Programming Languages

(primarily use)



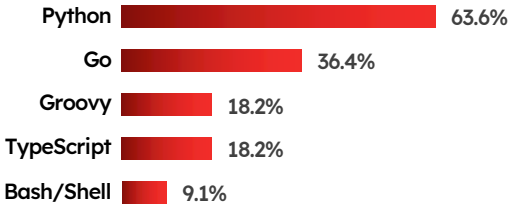
Top 10 Libraries & Frameworks

(currently use)



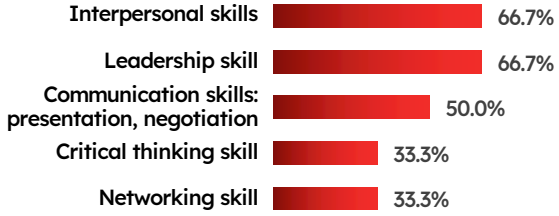
Top 5 Programming Languages

(want to learn)



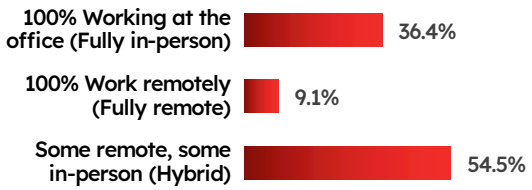
Top 5 Soft Skills

(want to learn)

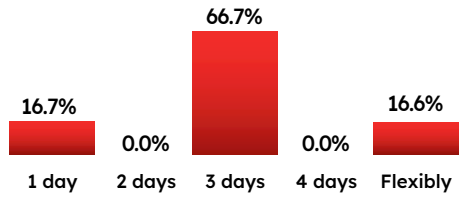


1,800,000 VND is the average monthly learning budget that Cloud Engineers are willing to spend.

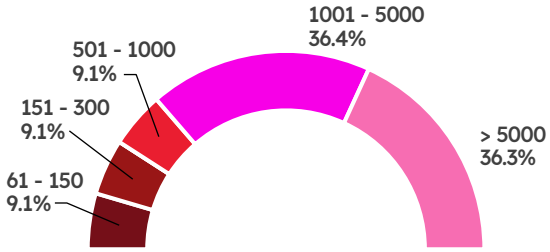
Working Model



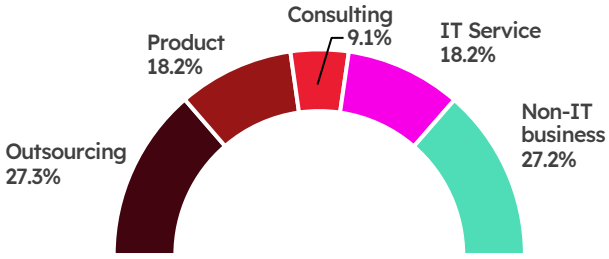
Average WFH Days Per Week



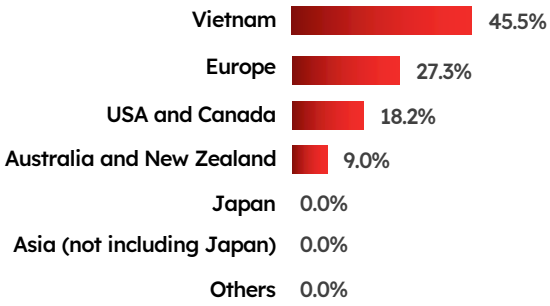
Company Size



Company Type



Company Origin



Top 5 Challenges

Top 6 Company Industries

1	Banking
2	IT Consulting
3	Manufacturing and Engineering
4	Environment
5	Network and Infrastructure
6	Telecommunication

Expected % Salary Increase

46%

is the average minimum salary increase expected by Cloud Engineers in a new job offer

32%

is the average minimum salary increase expected by Cloud Engineers in current job

Top 5 Reasons To Quit

Top 5 Reasons To Apply

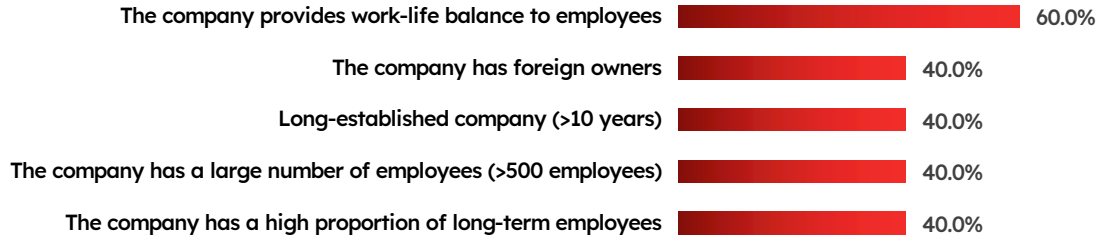
63.6%	I am interested in company's product
54.5%	I want to work not far from home (<10km)
45.5%	I feel the job description is matching with my current level and experience
45.5%	I want to work for companies having positive employer reputation/recruitment brand
36.4%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)

Top 5 Criteria To Evaluate A New Job Offer

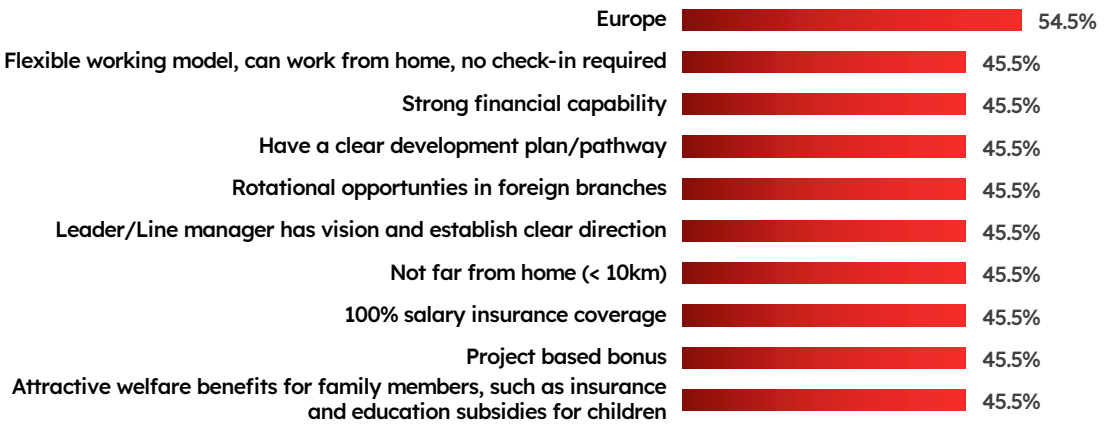
45.5%	Full-time
45.5%	Europe
36.4%	Product (create, market and sell your own IT product)
36.4%	Big company/Group
36.4%	Some remote, some in-person (Hybrid)

Top 5 Most Information Searched About IT Employer

Top 5 Employer Reputation Characteristics

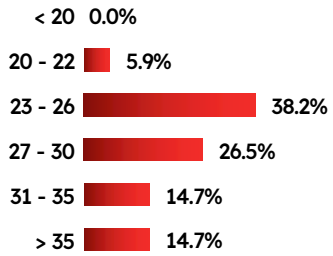


Top 10 Characteristics Of Ideal Company

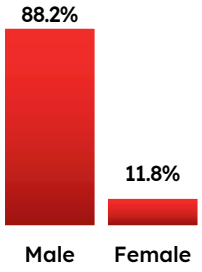


ABOUT DATA ENGINEER

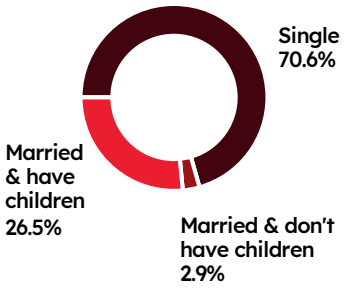
Age



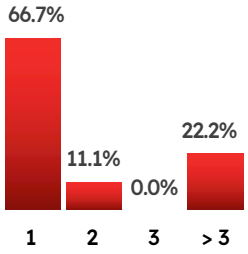
Gender



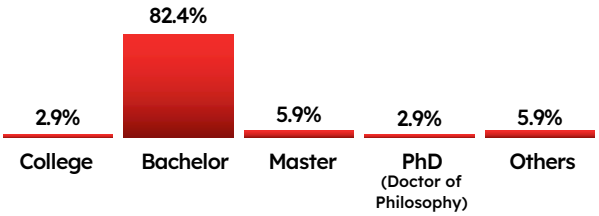
Marital Status



Children

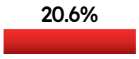


Education Degree



IT Major

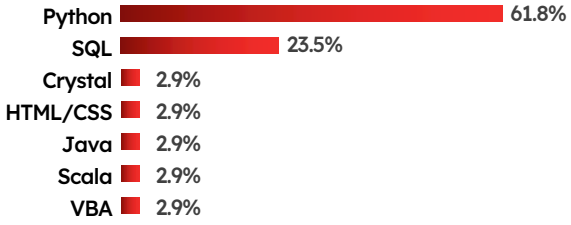
I study IT or IT related fields. I am a full-time graduate from a college/university.



I did NOT study IT or IT related fields. I actively learn from colleagues, friends, short-term courses, etc

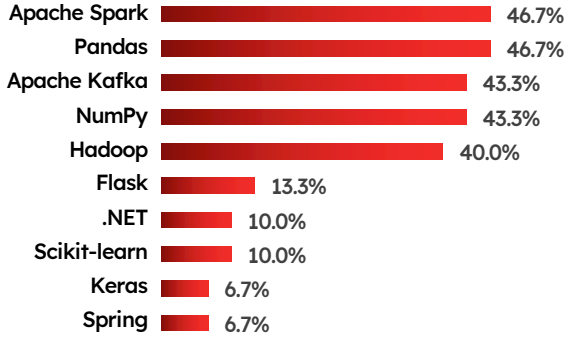
Top 7 Programming Languages

(primarily use)



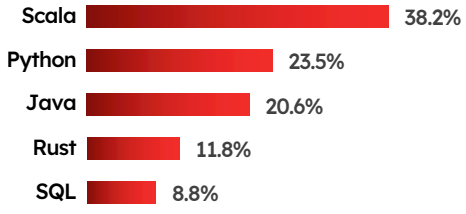
Top 10 Libraries & Frameworks

(currently use)



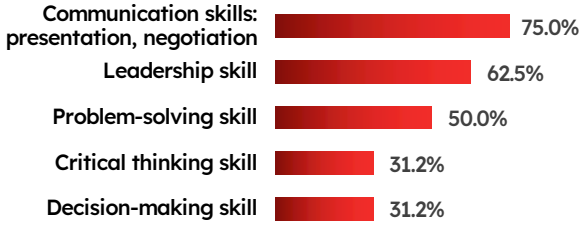
Top 5 Programming Languages

(want to learn)



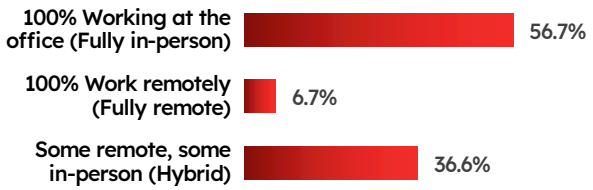
Top 5 Soft Skills

(want to learn)

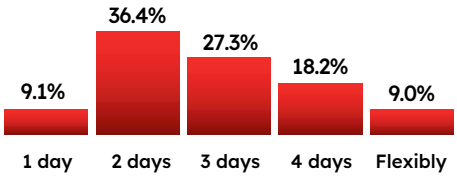


2,500,000 VND is the average monthly learning budget that Data Engineers are willing to spend.

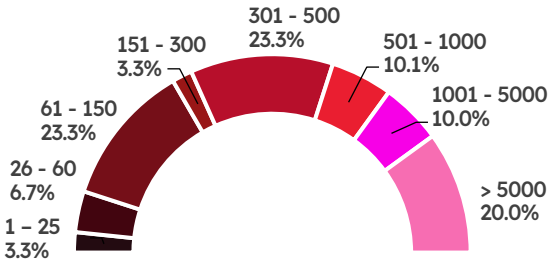
Working Model



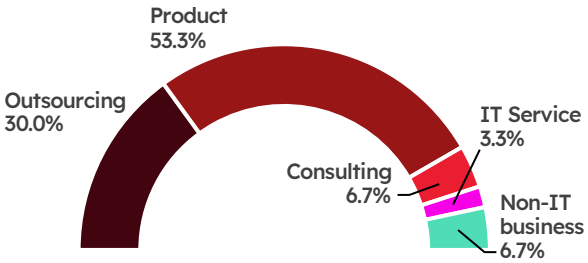
Average WFH Days Per Week



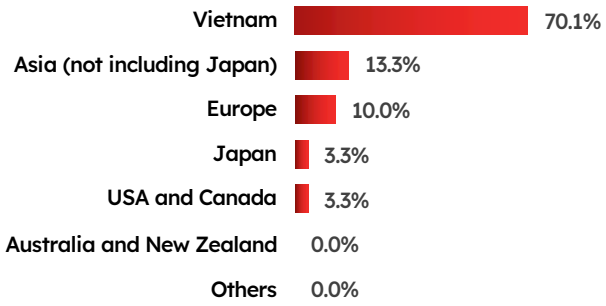
Company Size



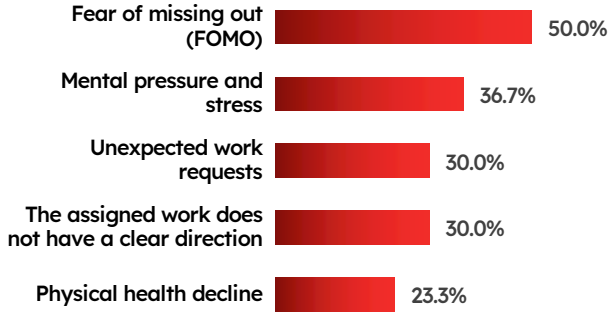
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Financial services (Consumer Finance, Securities, Insurance)
2	Banking
3	E-commerce
4	IT Consulting
5	Media, Advertising & Entertainment
6	Transportation and Logistics
7	Software Development Outsourcing
8	Utilities (Electricity, Water, Natural Gas, Oil)
9	Consumer goods
10	Manufacturing and Engineering

Expected % Salary Increase

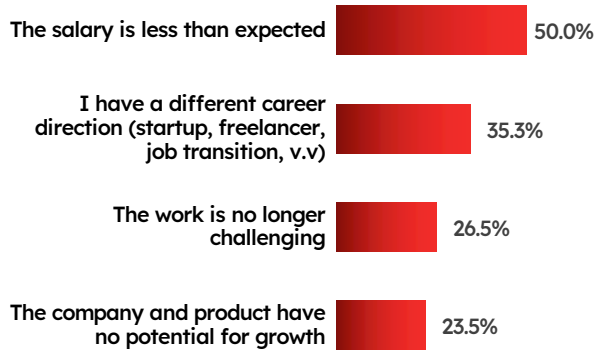
34%

is the average minimum salary increase expected by Data Engineers in a new job offer

25%

is the average minimum salary increase expected by Data Engineers in current job

Top 4 Reasons To Quit



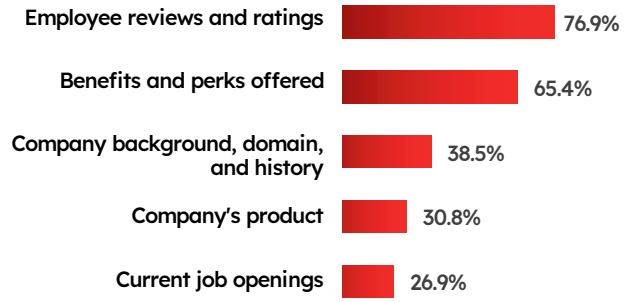
Top 5 Reasons To Apply

52.9%	I want to work for companies having positive employer reputation/recruitment brand
38.2%	I feel the job description is matching with my current level and experience
35.3%	I am impressed by the benefits in the job description
29.4%	I want to work not far from home (<10km)
29.4%	I am interested in company's product

Top 5 Criteria To Evaluate A New Job Offer

52.9%	Full-time
50.0%	Some remote, some in-person (Hybrid)
47.1%	Product (create, market and sell your own IT product)
23.5%	Big company/Group
17.6%	US and Canada

Top 5 Most Information Searched About IT Employer

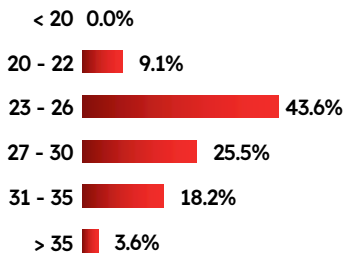


Top 5 Employer Reputation Characteristics

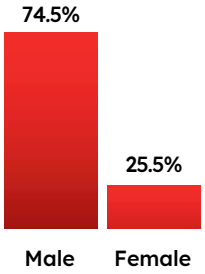
Top 10 Characteristics Of Ideal Company

ABOUT DATA ANALYST/DATA SCIENTIST/ BUSINESS INTELLIGENCE ANALYST

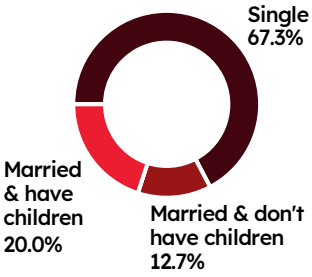
Age



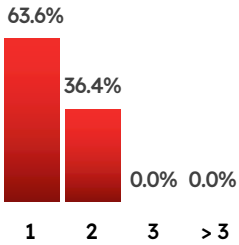
Gender



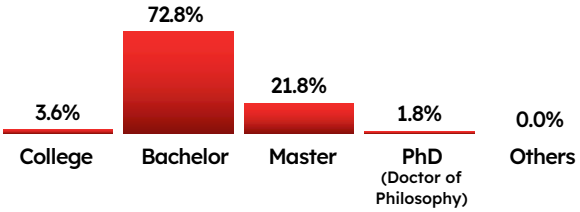
Marital Status



Children



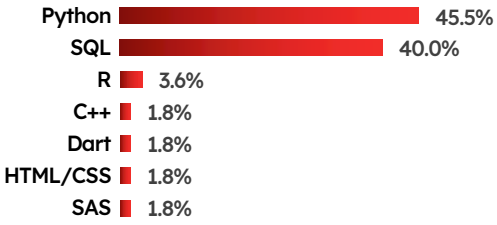
Education Degree



IT Major

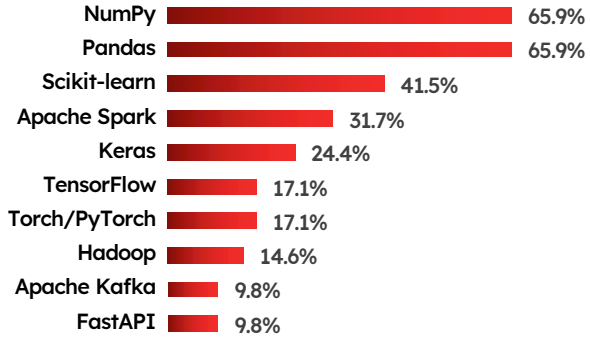
Top 7 Programming Languages

(primarily use)



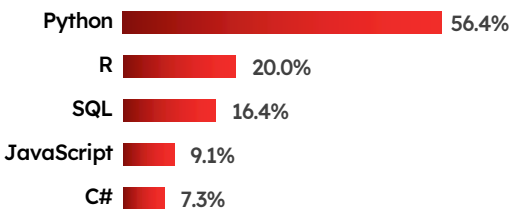
Top 10 Libraries & Frameworks

(currently use)



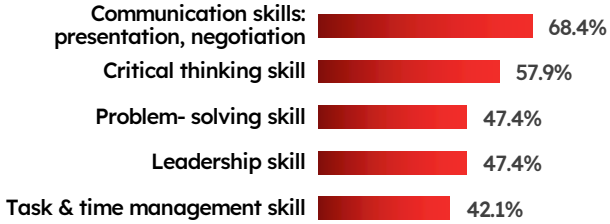
Top 5 Programming Languages

(want to learn)



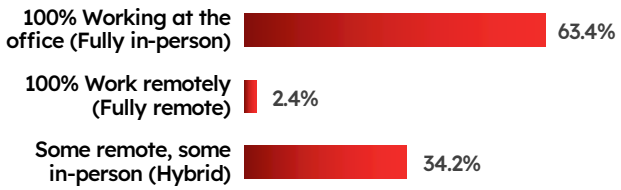
Top 5 Soft Skills

(want to learn)

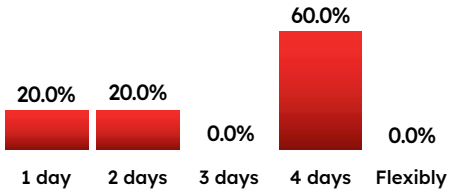


2,500,000 VND is the average monthly learning budget that Data Analyst/Data Scientist/Business Intelligence Analysts are willing to spend.

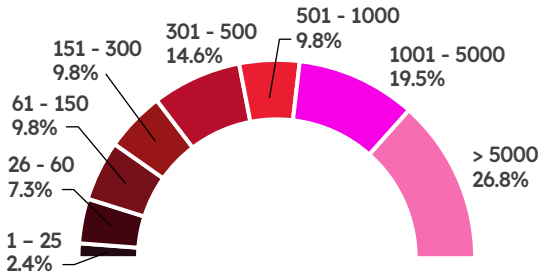
Working Model



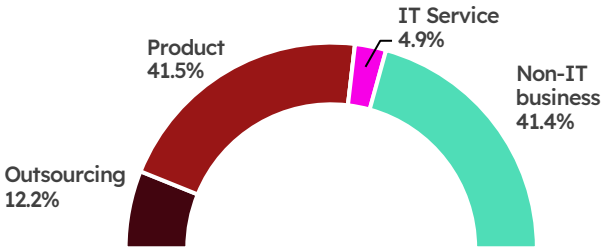
Average WFH Days Per Week



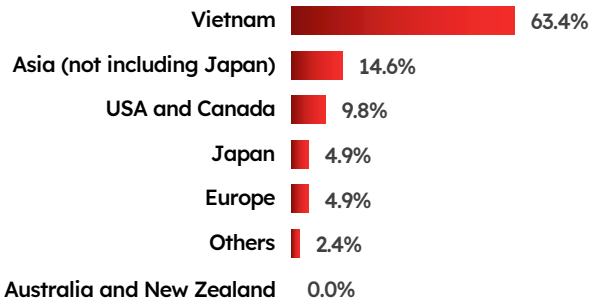
Company Size



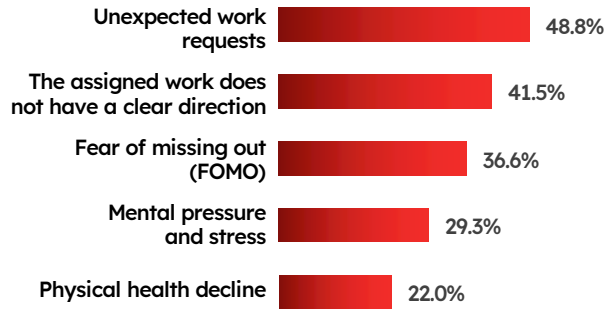
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Financial services (Consumer Finance, Securities, Insurance)
2	Banking
3	E-commerce
4	Software Product and Web Services
	AI
	Ed Tech
	ERP
5	Consumer goods
6	Manufacturing and Engineering
7	Media, Advertising & Entertainment
8	Retail and Wholesale
9	Transportation and Logistics
10	Game

Expected % Salary Increase

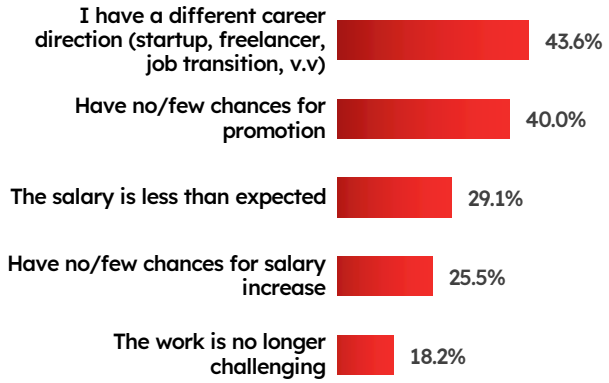
28%

is the average minimum salary increase expected by Data Analyst/Data Scientist/Business Intelligence Analysts in a new job offer

23%

is the average minimum salary increase expected by Data Analyst/Data Scientist/Business Intelligence Analysts in current job

Top 5 Reasons To Quit



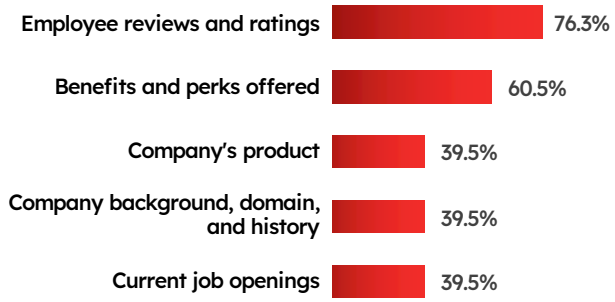
Top 5 Reasons To Apply

56.4%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
49.1%	I want to work for companies having positive employer reputation/recruitment brand
45.5%	I need to have a job. I apply to as many jobs as I can to increase my chances
43.6%	I feel the job description is matching with my current level and experience
38.2%	I am interested in company's product

Top 5 Criteria To Evaluate A New Job Offer

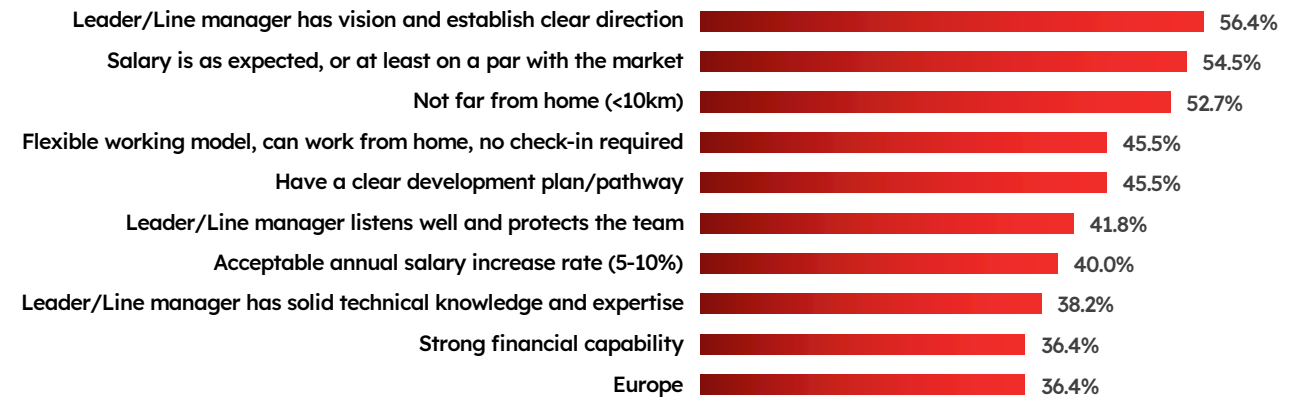
54.5%	Full-time
45.5%	Some remote, some in-person (Hybrid)
38.2%	Big company/Group
20%	Product (create, market and sell your own IT product)
18.2%	Europe

Top 5 Most Information Searched About IT Employer



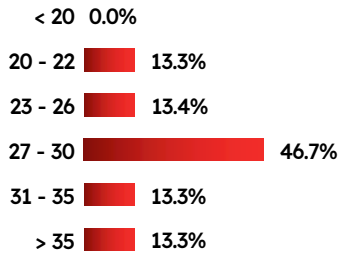
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

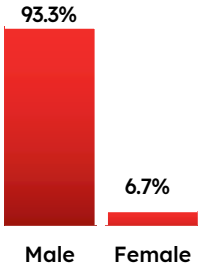


ABOUT DATABASE ENGINEER

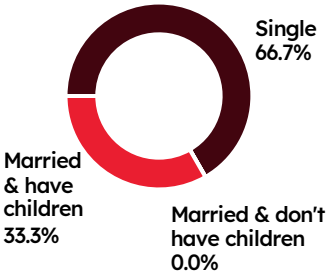
Age



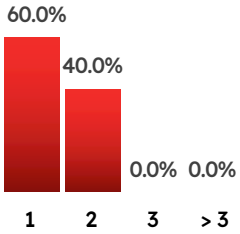
Gender



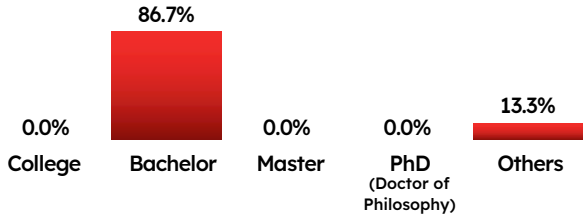
Marital Status



Children



Education Degree



IT Major

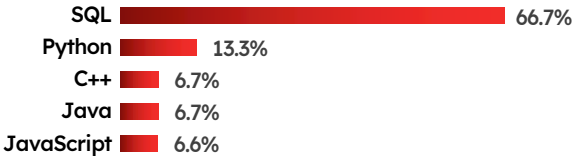
I study IT or IT related fields. I am a full-time graduate from a college/university.

0.0%

I did NOT study IT or IT related fields. I actively learn from colleagues, friends, short-term courses, etc

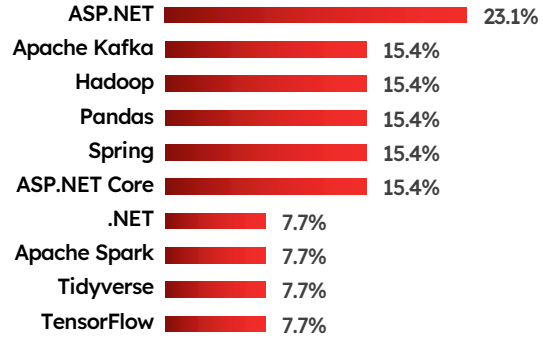
Top 5 Programming Languages

(primarily use)



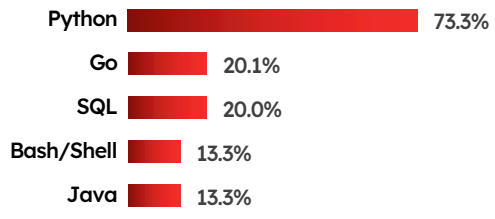
Top 10 Libraries & Frameworks

(currently use)



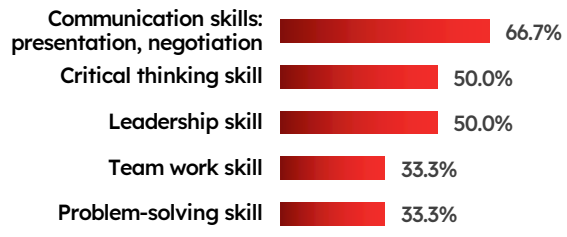
Top 5 Programming Languages

(want to learn)



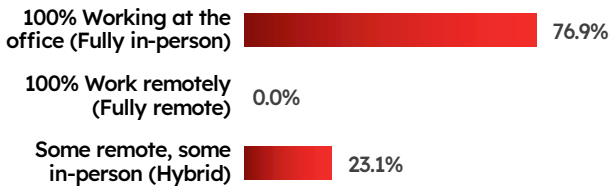
Top 5 Soft Skills

(want to learn)

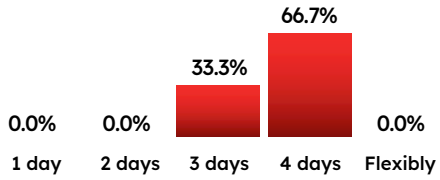


3,600,000 VND is the average monthly learning budget that Database Engineers are willing to spend.

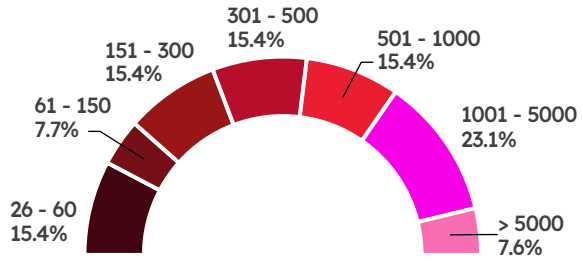
Working Model



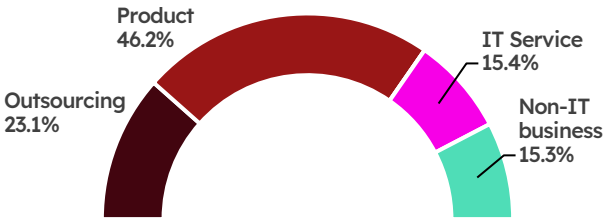
Average WFH Days Per Week



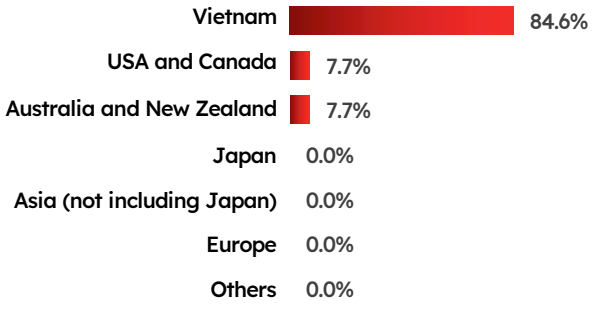
Company Size



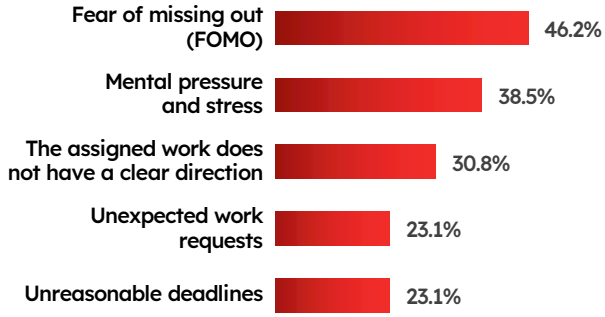
Company Type



Company Origin



Top 5 Challenges



Top 9 Company Industries

1	Banking
2	Telecommunication
3	E-commerce
4	Education and Training
5	Government
6	Media, Advertising & Entertainment
7	Professional Services (Accounting, Legal, Business Consulting)
8	Software Product and Web Services Blockchain
9	Trading and Commercial

Expected % Salary Increase

26%

is the average minimum salary increase expected by Database Engineers in a new job offer

32%

is the average minimum salary increase expected by Database Engineers in current job

Top 5 Reasons To Quit

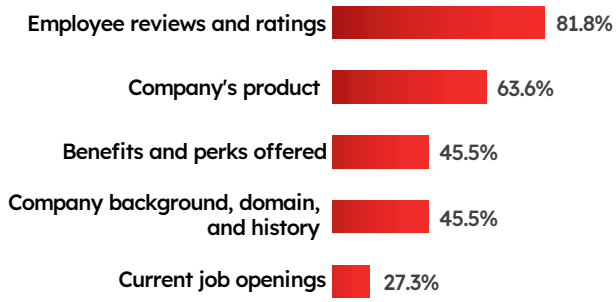
Top 5 Reasons To Apply

53.3%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
40.0%	I need to have a job. I apply to as many jobs as I can to increase my chances
40.0%	I am interested in company's product
33.3%	I want to work not far from home (<10km)
26.7%	I feel the job description is matching with my current level and experience

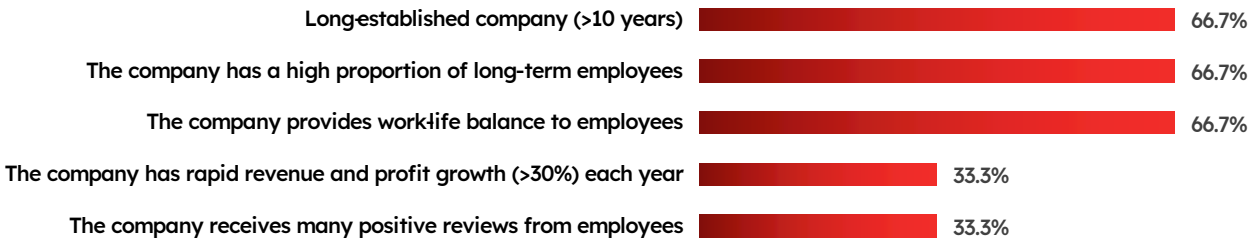
Top 5 Criteria To Evaluate A New Job Offer

80.0%	Full-time
46.7%	Some remote, some in-person (Hybrid)
33.3%	Big company/Group
26.7%	Europe
26.7%	Product (create, market and sell your own IT product)

Top 5 Most Information Searched About IT Employer



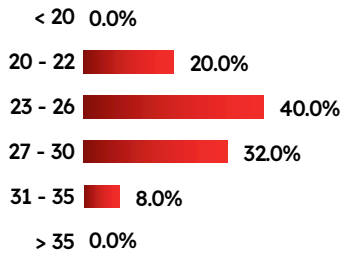
Top 5 Employer Reputation Characteristics



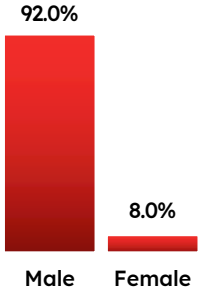
Top 10 Characteristics Of Ideal Company

ABOUT AI ENGINEER/BLOCKCHAIN ENGINEER

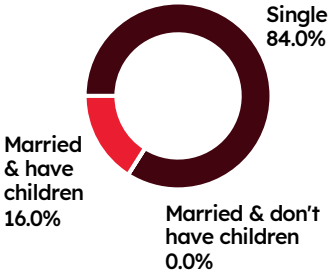
Age



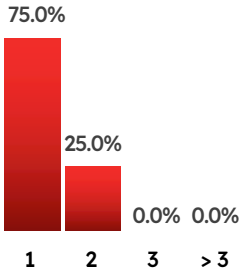
Gender



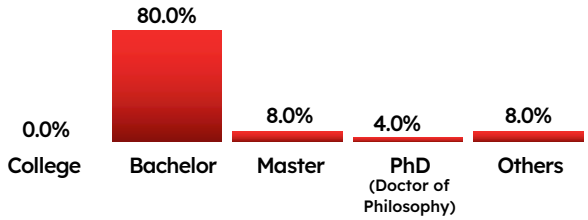
Marital Status



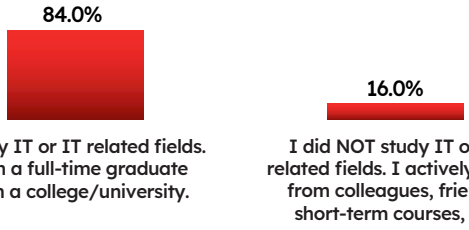
Children



Education Degree

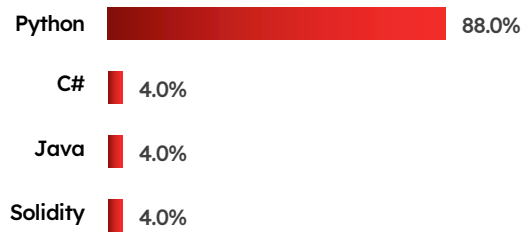


IT Major



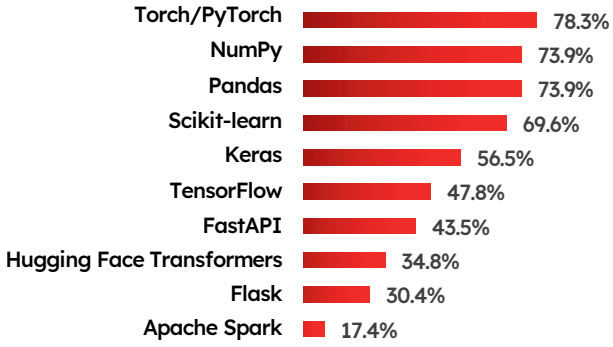
Top 4 Programming Languages

(primarily use)



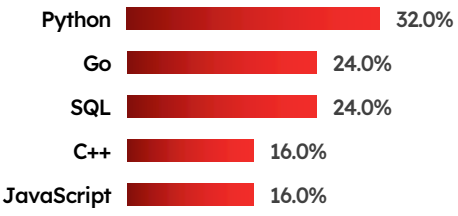
Top 10 Libraries & Frameworks

(currently use)



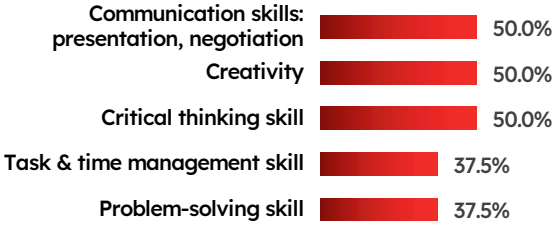
Top 5 Programming Languages

(want to learn)



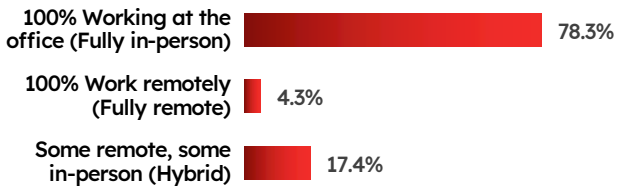
Top 5 Soft Skills

(want to learn)

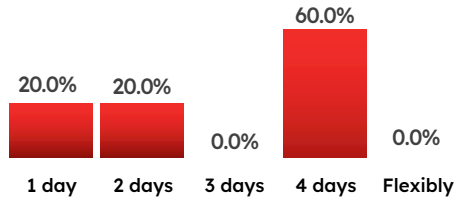


4,000,000 VND is the average monthly learning budget that AI Engineer/Blockchain Engineers are willing to spend.

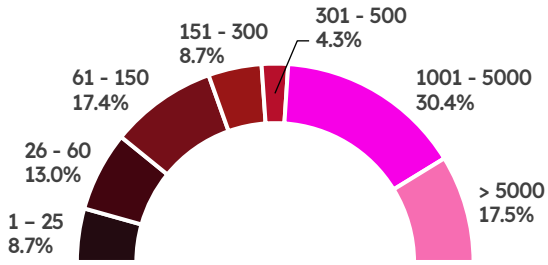
Working Model



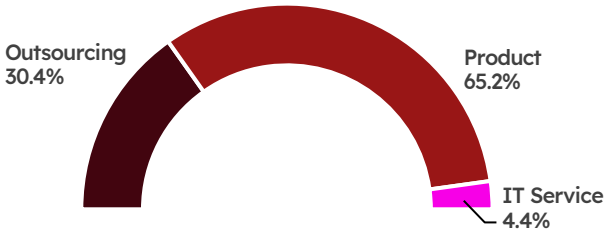
Average WFH Days Per Week



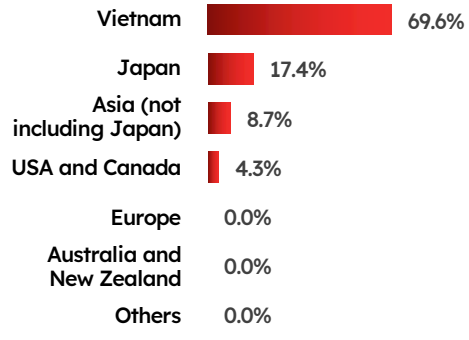
Company Size



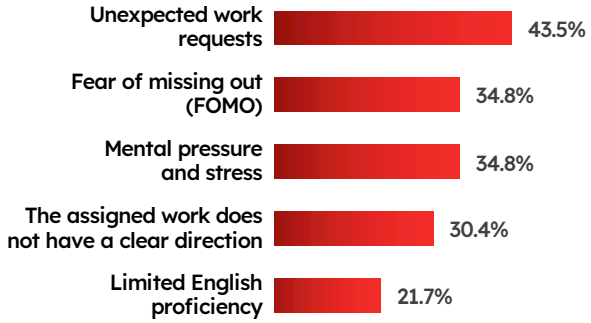
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Banking
2	E-commerce
3	IT Hardware and Computing
4	Media, Advertising & Entertainment
5	Financial services (Consumer Finance, Securities, Insurance)
6	Manufacturing and Engineering
7	Software Product and Web Services AI
8	Education and Training
9	IT Consulting
10	Pharmaceuticals

Expected % Salary Increase

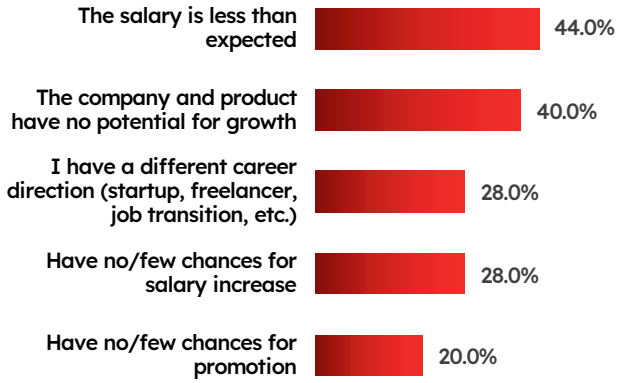
34%

is the average minimum salary increase expected by AI Engineers/ Blockchain Engineers in a new job offer

29%

is the average minimum salary increase expected by AI Engineers/ Blockchain Engineers in current job

Top 5 Reasons To Quit



Top 5 Reasons To Apply

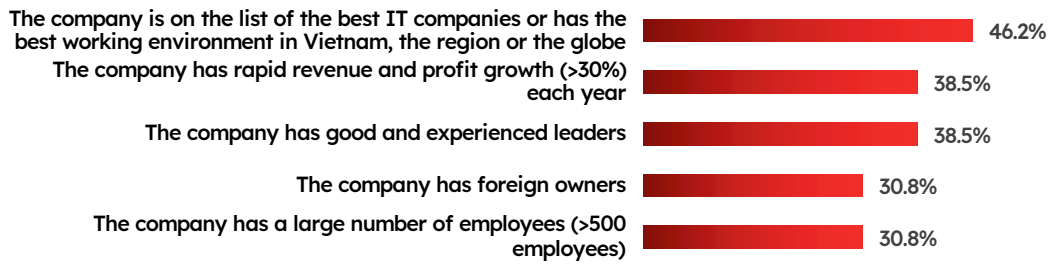
56.0%	I feel the job description is matching with my current level and experience
52.0%	I want to work for companies having positive employer reputation/recruitment brand
44.0%	I am impressed by the benefits in the job description
40.0%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
36.0%	I need to have a job. I apply to as many jobs as I can to increase my chances

Top 5 Criteria To Evaluate A New Job Offer

60.0%	Full-time
56.0%	Product (create, market and sell your own IT product)
40.0%	Big company/Group
36.0%	Some remote, some in-person (Hybrid)
20.0%	Work remotely (Fully remote)

Top 5 Most Information Searched About IT Employer

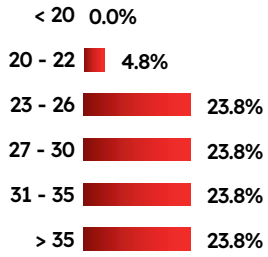
Top 5 Employer Reputation Characteristics



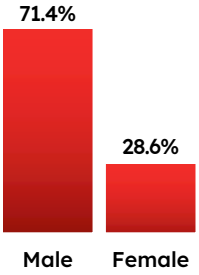
Top 10 Characteristics Of Ideal Company

ABOUT ERP ENGINEER/ERP CONSULTANT

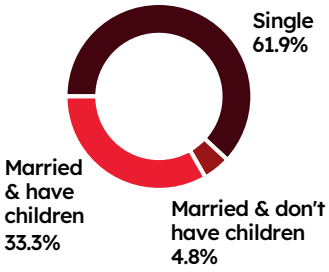
Age



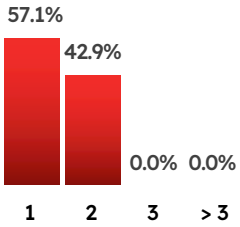
Gender



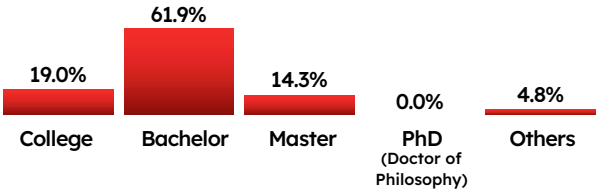
Marital Status



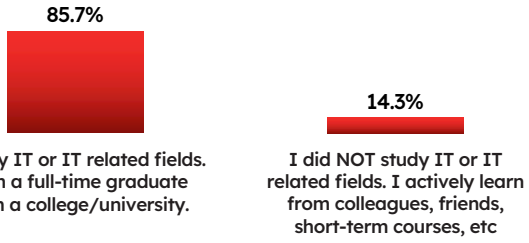
Children



Education Degree

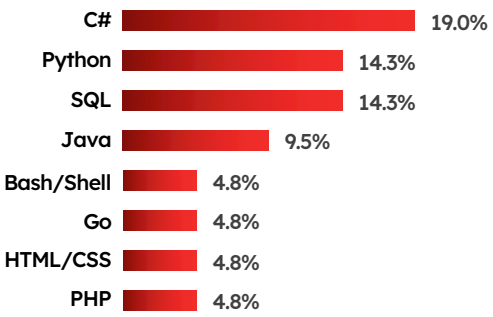


IT Major



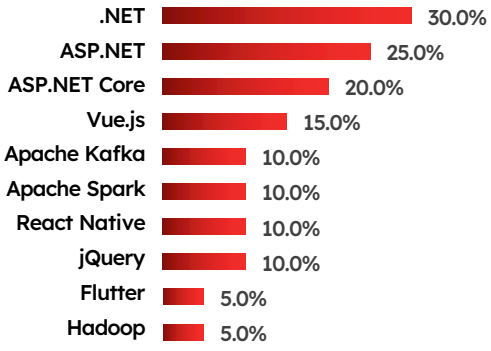
Top 8 Programming Languages

(primarily use)



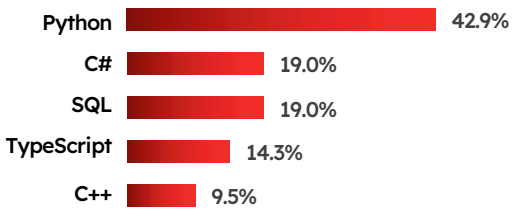
Top 10 Libraries & Frameworks

(currently use)



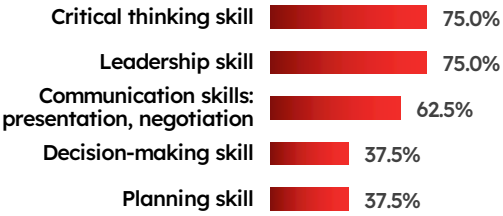
Top 5 Programming Languages

(want to learn)



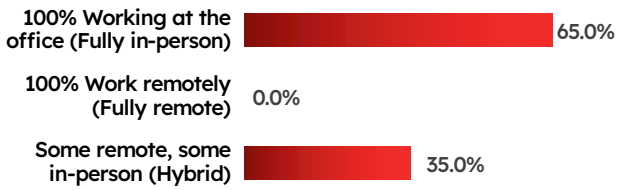
Top 5 Soft Skills

(want to learn)

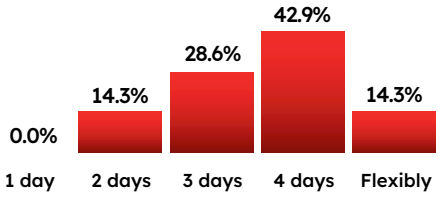


5,000,000 VND is the average monthly learning budget that ERP Engineers/ERP Consultants are willing to spend.

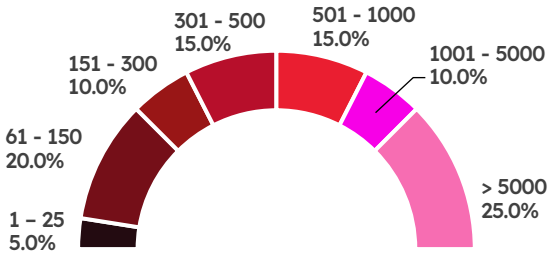
Working Model



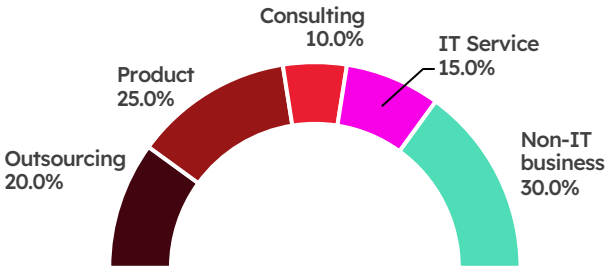
Average WFH Days Per Week



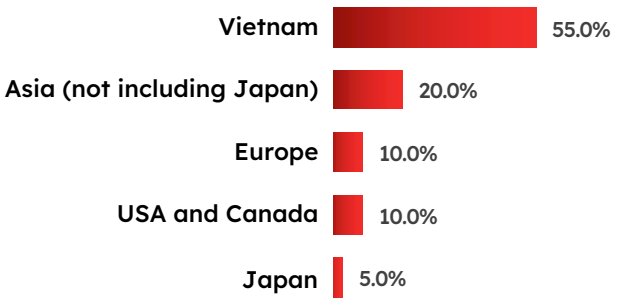
Company Size



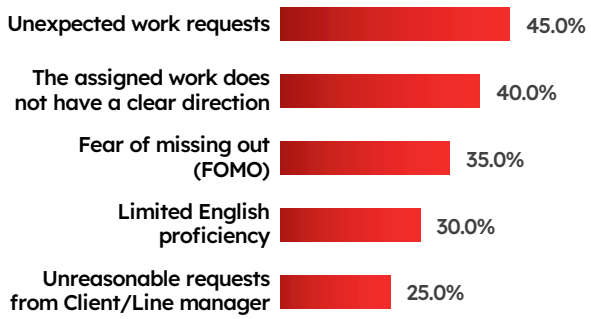
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Manufacturing and Engineering
2	IT Consulting
3	Software Development Outsourcing
4	Trading and Commercial
5	E-commerce
6	Education and Training
7	IT Hardware and Computing
8	Media, Advertising & Entertainment
9	Pharmaceuticals
10	Real Estate, Property and Construction

Expected % Salary Increase

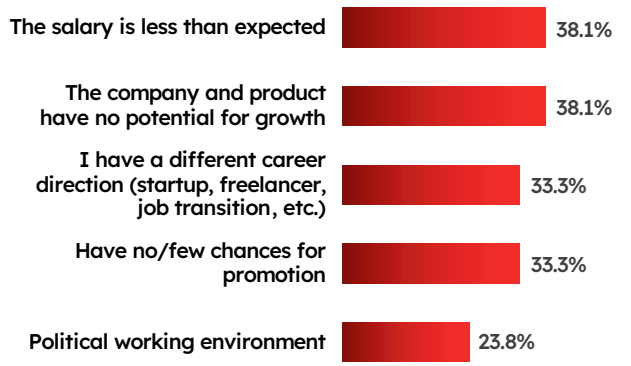
27%

is the average minimum salary increase expected by ERP Engineers/ERP Consultants in a new job offer

21%

is the average minimum salary increase expected by ERP Engineers/ERP Consultants in current job

Top 5 Reasons To Quit



Top 5 Reasons To Apply

Top 5 Criteria To Evaluate A New Job Offer

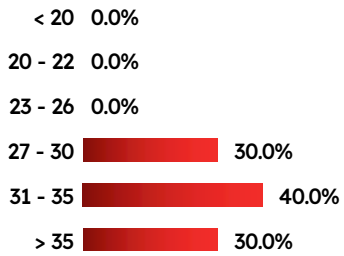
Top 5 Most Information Searched About IT Employer

Top 5 Employer Reputation Characteristics

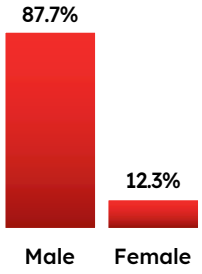
Top 10 Characteristics Of Ideal Company

ABOUT SOLUTION ARCHITECT

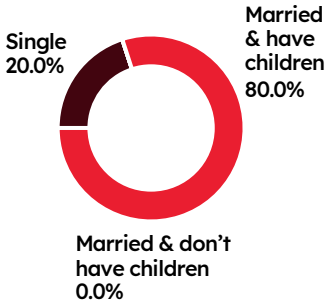
Age



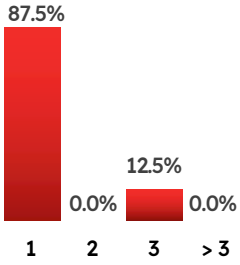
Gender



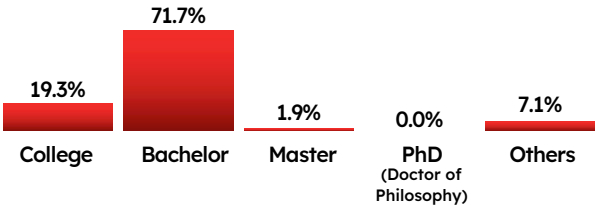
Marital Status



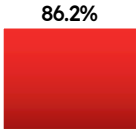
Children



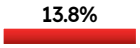
Education Degree



IT Major



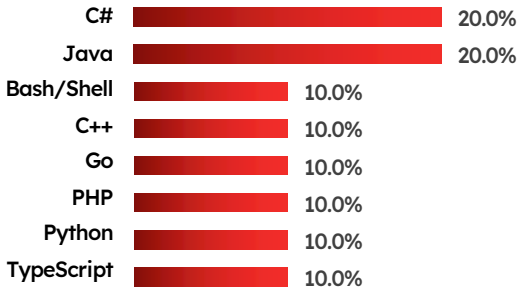
I study IT or IT related fields. I am a full-time graduate from a college/university.



I did NOT study IT or IT related fields. I actively learn from colleagues, friends, short-term courses, etc

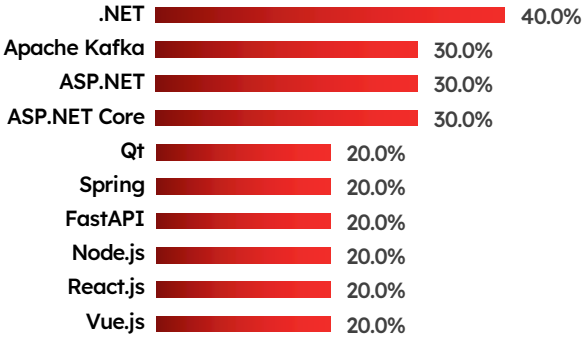
Top 8 Programming Languages

(primarily use)



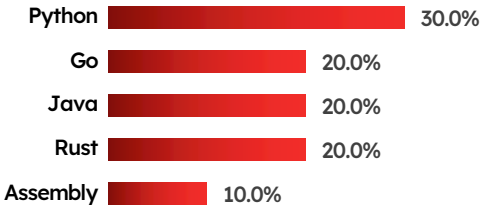
Top 10 Libraries & Frameworks

(currently use)



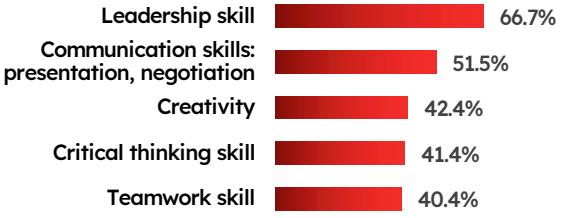
Top 5 Programming Languages

(want to learn)



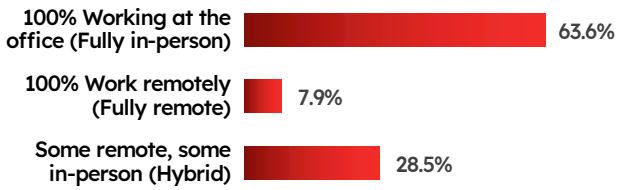
Top 5 Soft Skills

(want to learn)

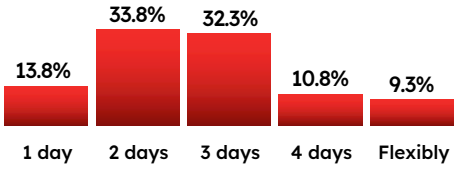


3,100,000 VND is the average monthly learning budget that Solution Architects are willing to spend.

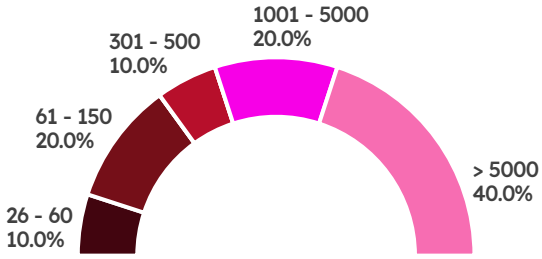
Working Model



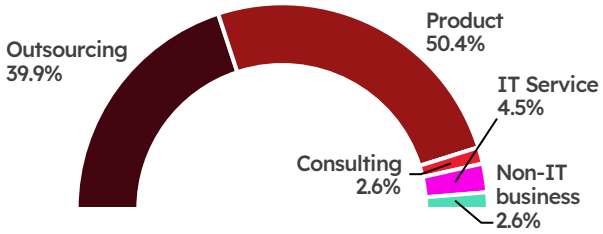
Average WFH Days Per Week



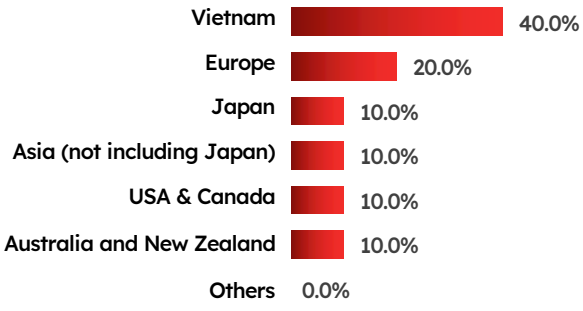
Company Size



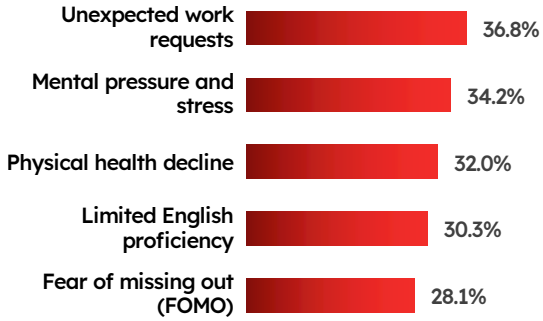
Company Type



Company Origin



Top 5 Challenges



Top 8 Company Industries

1. Banking
2. Software Product and Web Services
   - AI
   - IaaS
3. E-commerce
4. Financial services (Consumer Finance, Securities, Insurance)
5. IT Consulting
6. Manufacturing and Engineering
7. Network and Infrastructure
8. Software Development Outsourcing

Expected % Salary Increase

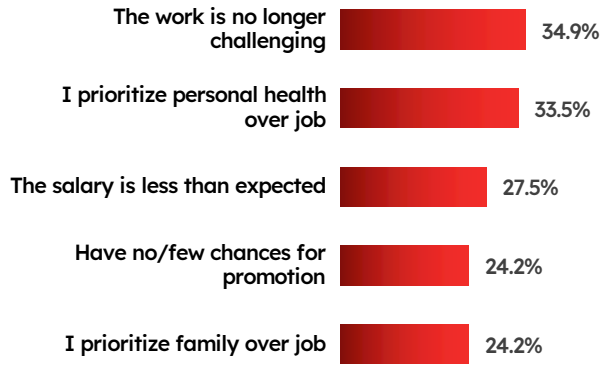
21%

is the average minimum salary increase expected by Solution Architects in a new job offer

18%

is the average minimum salary increase expected by Solution Architects in current job

Top 5 Reasons To Quit



Top 5 Reasons To Apply

60.0%	I am interested in company's product
50.0%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
40.0%	I want to work for companies having positive employer reputation/recruitment brand
30.0%	I want to work not far from home (<10km)
30.0%	I feel the job description is matching with my current level and experience

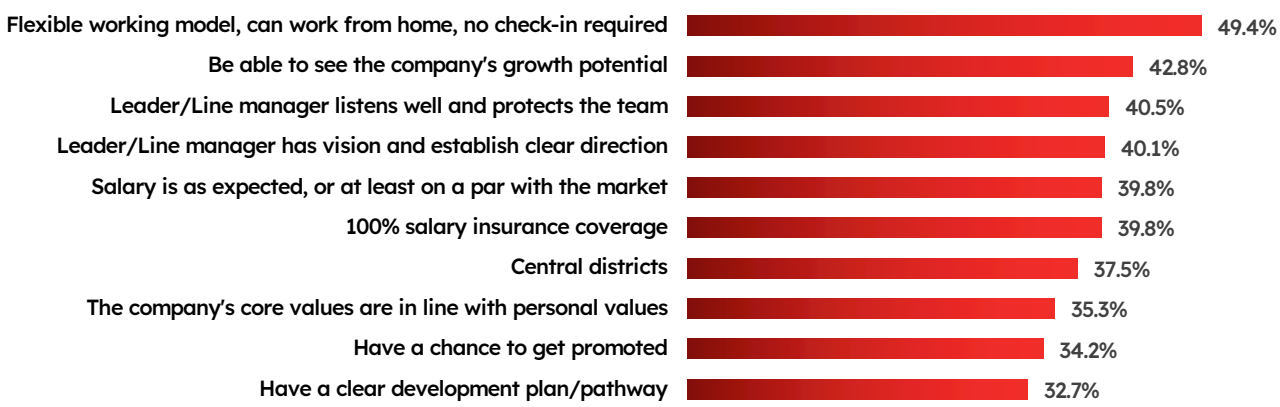
Top 5 Criteria To Evaluate A New Job Offer

70.0%	Full-time
40.0%	Product (create, market and sell your own IT product)
30.0%	Europe
30.0%	Work remotely (Fully remote)
20.0%	Working at the office (Fully in-person)

Top 5 Most Information Searched About IT Employer

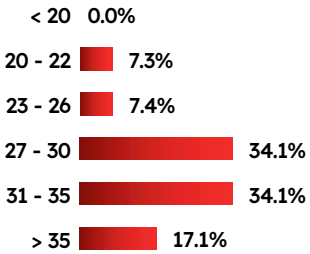
Top 5 Employer Reputation Characteristics

Top 10 Characteristics Of Ideal Company

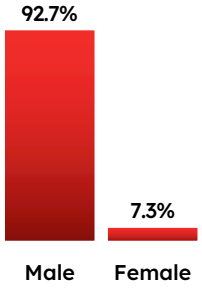


ABOUT IT SUPPORT/HELPDESK

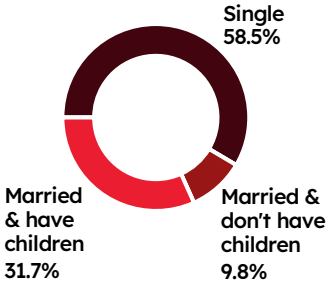
Age



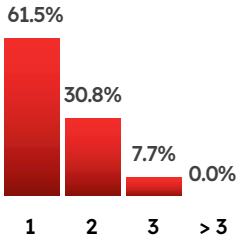
Gender



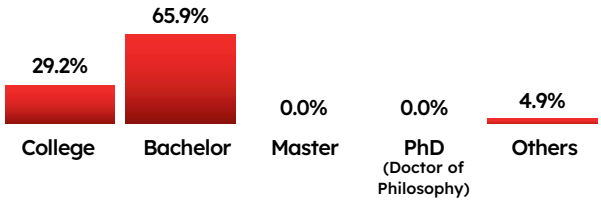
Marital Status



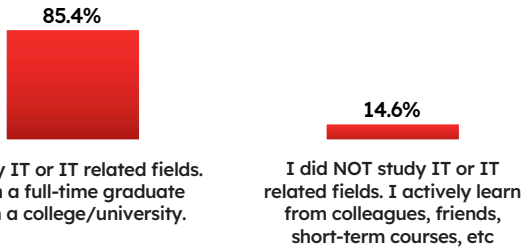
Children



Education Degree

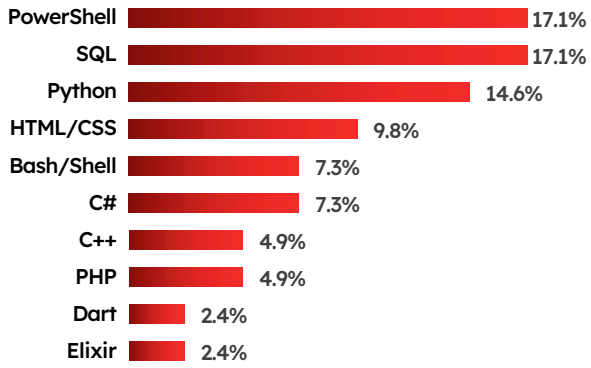


IT Major



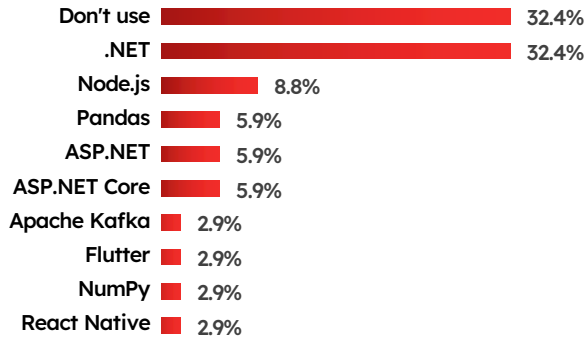
Top 10 Programming Languages

(primarily use)



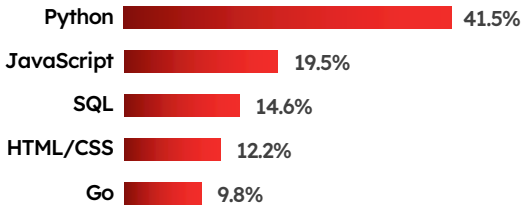
Top 10 Libraries & Frameworks

(currently use)



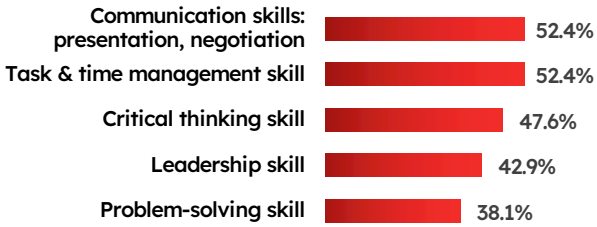
Top 5 Programming Languages

(want to learn)



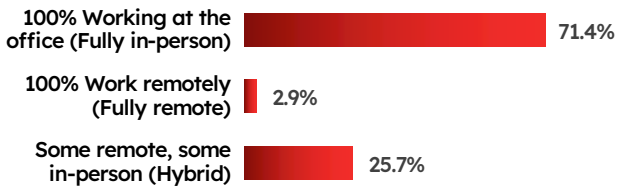
Top 5 Soft Skills

(want to learn)

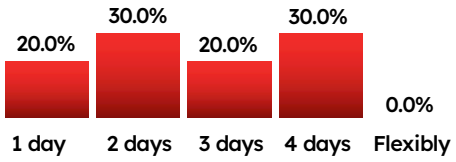


4,000,000 VND is the average monthly learning budget that **IT Support/Helpdesks** are willing to spend.

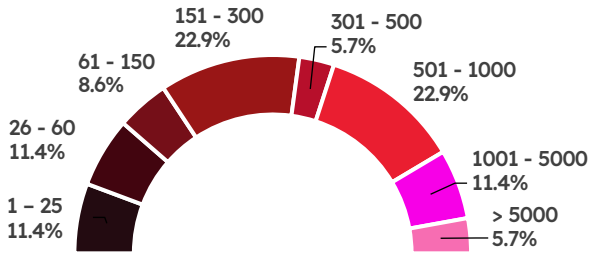
Working Model



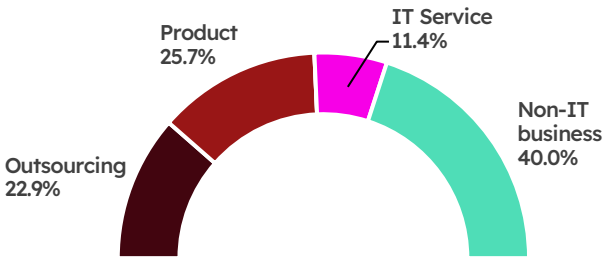
Average WFH Days Per Week



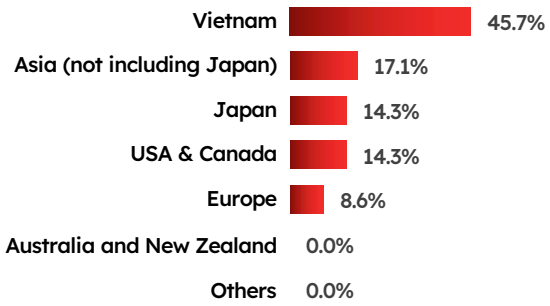
Company Size



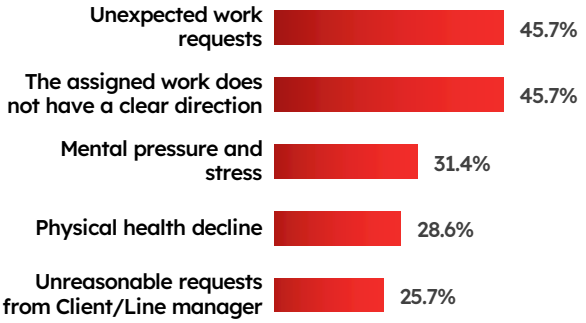
Company Type



Company Origin



Top 5 Challenges



Top 10 Company Industries

1	Manufacturing and Engineering
2	IT Hardware and Computing
3	Trading and Commercial
4	Agriculture
5	Consumer goods
6	Education and Training
7	Environment
8	Real Estate, Property and Construction
9	Banking
10	E-commerce

Expected % Salary Increase

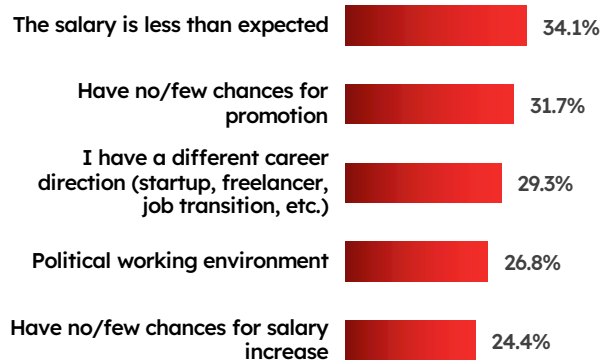
36%

is the average minimum salary increase expected by IT Support/Helpdesks in a new job offer

29%

is the average minimum salary increase expected by IT Support/Helpdesks in current job

Top 5 Reasons To Quit



Top 5 Reasons To Apply

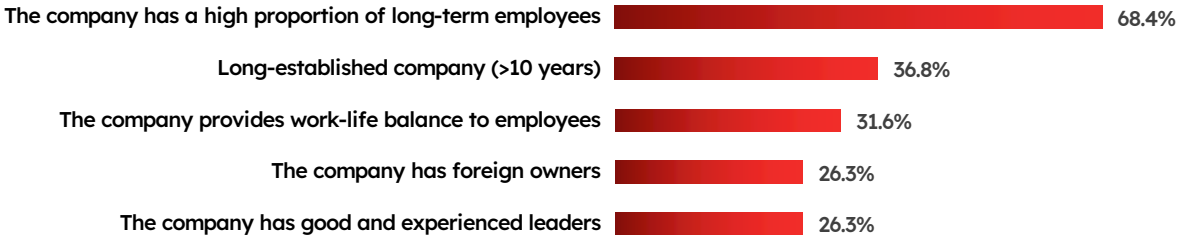
48.8%	I apply due to the job title, I perceive it is a good step up for my career (opportunities to learn/develop new skills, more impressive profile...)
46.3%	I want to work for companies having positive employer reputation/recruitment brand
41.5%	I need to have a job. I apply to as many jobs as I can to increase my chances
41.5%	I want to work not far from home (<10km)
31.7%	I feel the job description is matching with my current level and experience

Top 5 Criteria To Evaluate A New Job Offer

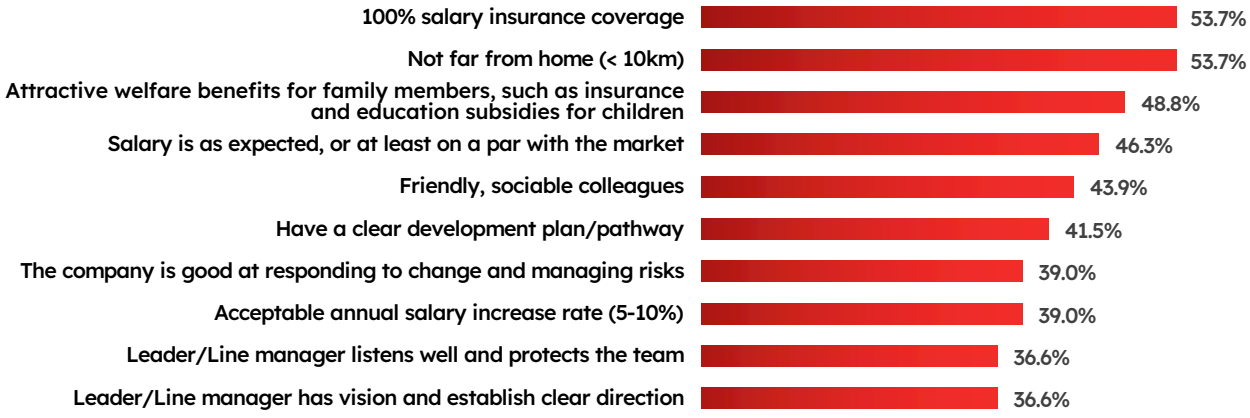
56.1%	Full-time
51.2%	Some remote, some in-person (Hybrid)
36.6%	Big company/Group
22.0%	IT Service (provide a variety of IT services to businesses)
17.1%	Vietnam

Top 5 Most Information Searched About IT Employer

Top 5 Employer Reputation Characteristics



Top 10 Characteristics Of Ideal Company



ABOUT ITVIEC

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With the vision and mission to **"Excite the IT in Vietnam by Great Hiring"** and **"Create a place for IT people to advance their careers"**, the ITviec team is incredibly motivated to bring more innovative solutions, high-quality content and exciting engagement activities to the IT market in Vietnam.

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Excite the IT in Vietnam by Great Hiring

MISSION
Create a place for IT people to advance their careers

PURPOSE
Delight people with exciting career opportunities

CORE VALUES

- TAKE OWNERSHIP
- STRAIGHT TALK
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