

TALENT POOL:

Python Developer, AI Engineer,
ML Engineer, ML Ops Engineer
in Poland

July 2023



We're the top recruitment company in the world according to the Clutch platform.

About the TALENT POOL report

Talent Pool is a term used by the HR industry to refer to the pool available candidates with the skills required by the company.

Based on many years of cooperation with our clients and the experience of the community of over 200 HR experts, Talent Place develops periodically Talent Pool reports on the most desirable employees on the market.

The goal of the reports is to provide answers to business owners and employees HR departments to questions such as:

- What financial terms are currently attractive to candidates?
- What benefits are most often offered in a given position?
- What is the availability of candidates with relevant experience and skills in the selected area?
- What are the main reasons for the resignation of candidates from applying?

The report is also a useful resource for candidates who want to know the most frequently offered terms of cooperation for a given position in the industry.

skillveo

The technological partner of the reports is Skillveo -
online training and onboarding platform.

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AI MARKET - PROSPECTS

In 2023, spending on artificial intelligence (AI) applications in the world will reach USD 154 billion. This is over 20% of all software-related costs. In turn, the average annual growth rate of investments in AI is to reach 27% and exceed over USD 300 billion in 2030.

The European artificial intelligence market is growing steadily despite economic uncertainty, war, inflation and cuts in IT budgets. It estimates spending in the AI market, including software, hardware and services, will grow by an average of 25.5% each year between 2022 and 2026, to \$191 billion in 2026.

Analysts predict that the growth will mainly be generated by AI-centric software (+32.4% yoy) and will be much lower in AI services (+27.2%), non-AI software (+16.7%) and AI related hardware (+15.2%).

Source: Obserwatorfinansowy.pl, CRN.pl



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AI MARKET - EMPLOYMENT PROSPECTS

According to the World Economic Forum, new AI-based technologies are likely to result in a net loss of 14 million jobs globally by 2027. The world will gain about 69 million new jobs thanks to AI, but 83 million will lose it for the same reason.

AI engineering is one of the most promising industries in terms of pace of development. Among the most popular professions of the future, the LinkedIn platform puts the position of an artificial intelligence specialist in the first place. Employment in this role has grown by 74% annually over the past four years.

According to an Indeed report, the machine learning engineer ranked number one in the annual list of the top 25 jobs in the US with a 344% increase in job openings over the last few years and an annual base salary of \$146,000. Roles for AI engineers are created in a variety of sectors, from technology and the automotive industry to higher education and sports.

According to the No Fluff Jobs portal, 68% more people are currently looking for jobs related to artificial intelligence than a year ago. As much as 195% more jobs that require knowledge of NLP (natural language processing) are searched for. There are about 30 and sometimes even 80 candidates for each advertisement. Wages in this industry have also increased significantly over the year. It happens that such offers in the case of a B2B contract are offered by over 100,000 PLN per month.

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in

Marta Garus
Head of Delivery

According to SAS reports from 2018, 72% of organizations around the world use artificial intelligence in at least one area of their business activity. Over 50% of companies implementing projects using AI achieve success. It is the fuel for development and competitive advantage.

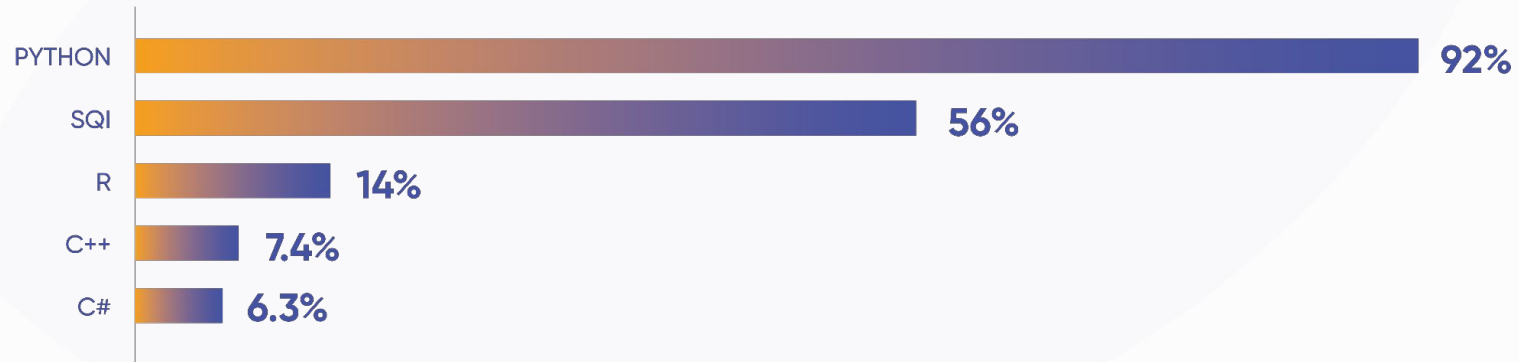
On the Polish labor market, the impact of AI on changes related to employment is not yet very noticeable, but with the spread of tools based on artificial intelligence, the demand for experts will increase and new positions with a specific specialization will be created.

AI job market – Talent Pool and terms of cooperation



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THE MOST COMMONLY USED PROGRAMMING LANGUAGES RELATED TO AI



In 2020, Python was ranked fourth among the programming languages used in the world by professional developers.

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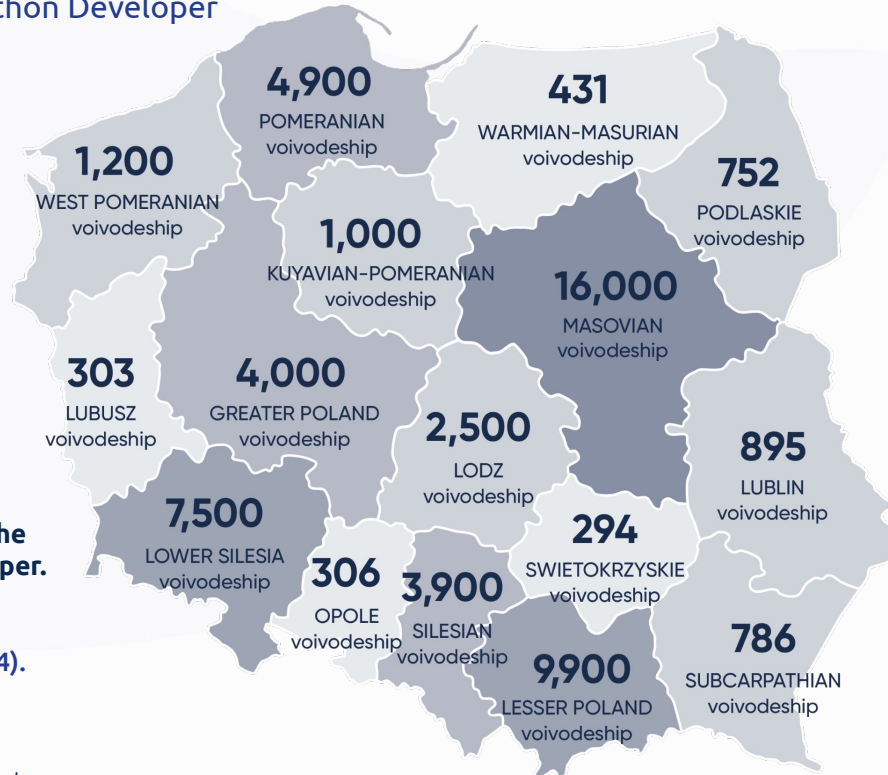
AVAILABLE RESOURCES - POLAND - Python Developer



According to the LinkedIn Platform, there are **54,667 people with experience available on the market in Poland at work as a Python Developer.**

Most in the Masovian voivodeship (16,000), the least in the Swietokrzyskie voivodeship (294).

The growing role of remote work and good accessibility of the candidate base mean that companies optimizing their payroll can increasingly reach for employees from smaller centers.



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REMUNERATION - Python Developer



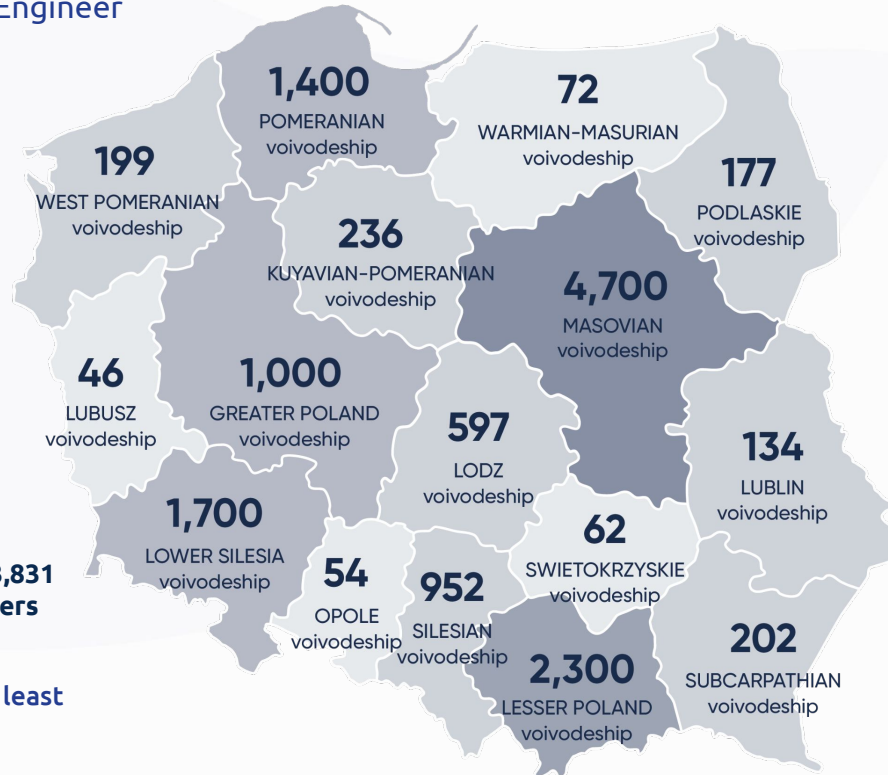
Talent Pool report | Python Developer, AI Engineer, ML Engineer, ML Ops Engineer

AVAILABLE RESOURCES - POLAND - AI Engineer



According to the LinkedIn Platform, there are **13,831 people with experience working as AI Engineers** on the market in Poland.

Most in the Masovian voivodeship (4,700), the least in the Lubusz voivodeship (46).



Talent Pool report | Python Developer, AI Engineer, ML Engineer, ML Ops Engineer

REMUNERATION - AI Engineer



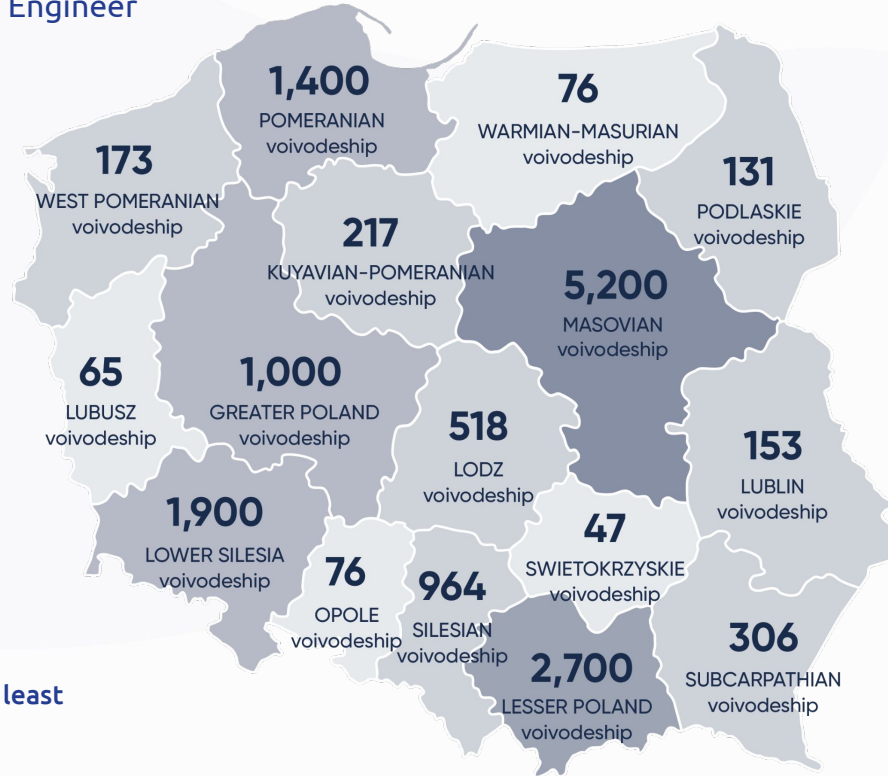
Talent Pool report | Python Developer, AI Engineer, ML Engineer, ML Ops Engineer

AVAILABLE RESOURCES - POLAND - ML Engineer



According to the LinkedIn Platform, there are **14,926 people with experience working as an ML Engineer** on the market in Poland.

Most in the Masovian voivodeship (5,200), the least in the Swietokrzyskie voivodeship (47).



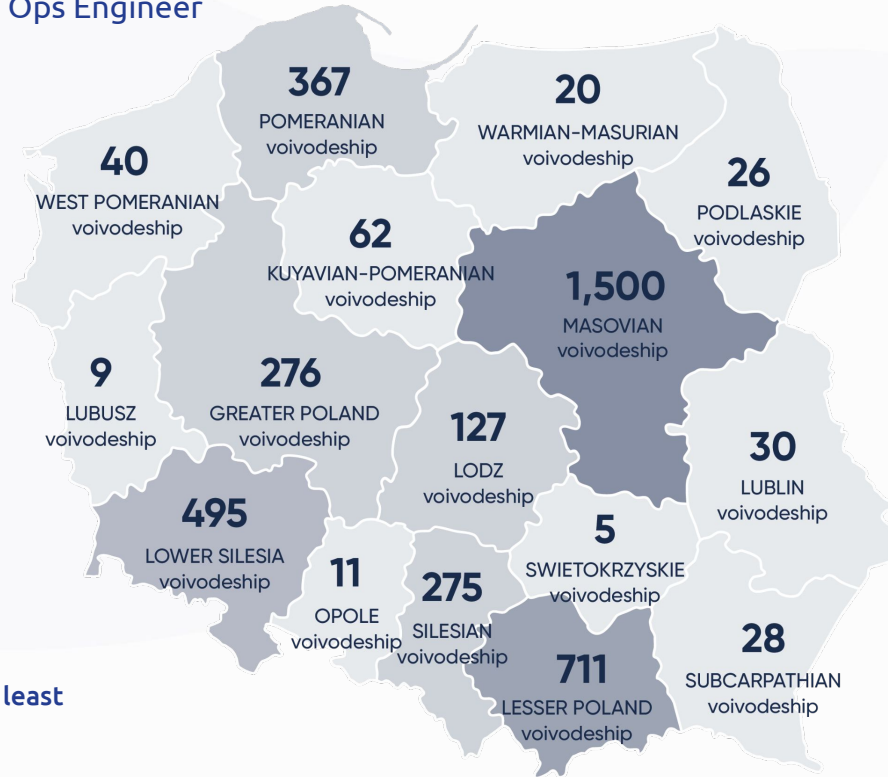
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REMUNERATION- ML Engineer



Talent Pool report | Python Developer, AI Engineer, ML Engineer, ML Ops Engineer

AVAILABLE RESOURCES - POLAND - ML Ops Engineer



According to the LinkedIn Platform, there are **3,982 people with experience working as an ML Ops Engineer** on the market in Poland.

Most in the Masovian voivodeship (1,500), the least in the Swietokrzyskie voivodship (5).

Report Talent Pool | Python Developer, AI Engineer, ML Engineer, ML Ops Engineer

REMUNERATION - ML Ops Engineer



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THE MOST COMMONLY OFFERED BENEFITS AND WORK TOOLS



flexible work hours



modern equipment
and software



co-financing of foreign
language learning



integration & team
building trips/outings



remote working



work-life balance policy



gym membership
& sport clubs card



clear career /
development paths



technology training



private health care



fresh fruit/beverages/
food in the office



relocation package



soft skills training



separate room for
relaxation / games /
playstation



cellphone



Apple devices



industry literature
and access to educational
platforms



participation in conferences



additional health insurance



Christmas gifts

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GENDER BREAKDOWN



25%

women



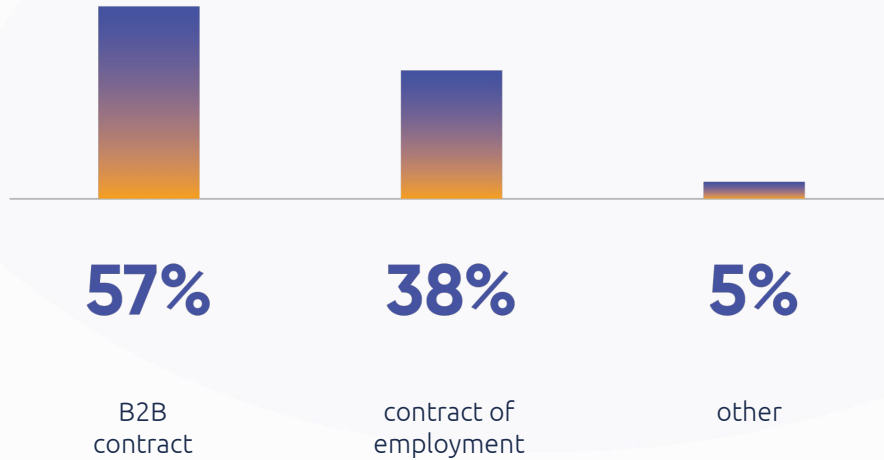
75%

men

Men make up the vast majority of IT employees, but the share of women is slowly but steadily growing.

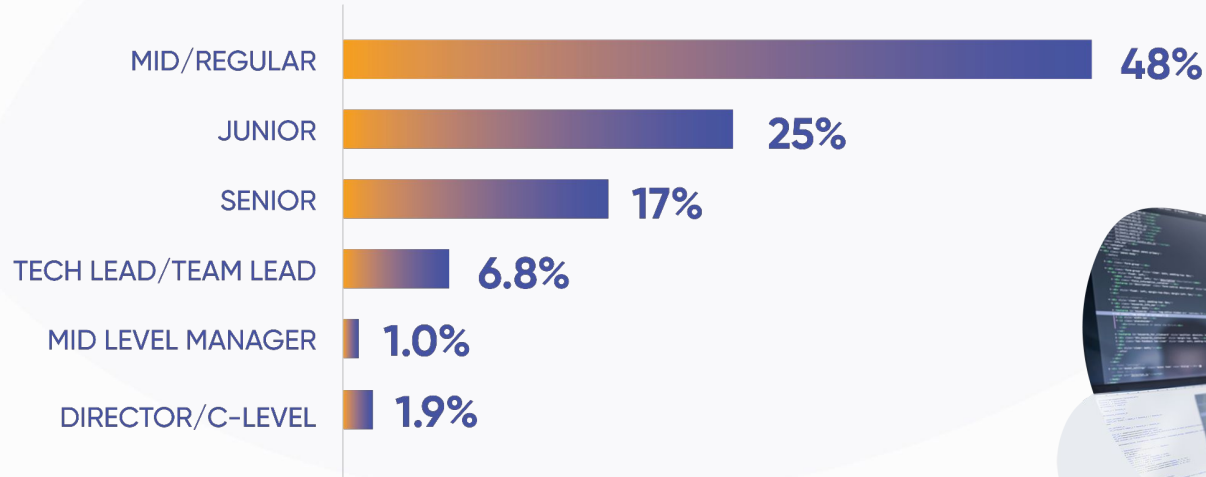
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THE MOST COMMON FORMS OF EMPLOYMENT



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EXPERIENCE LEVEL

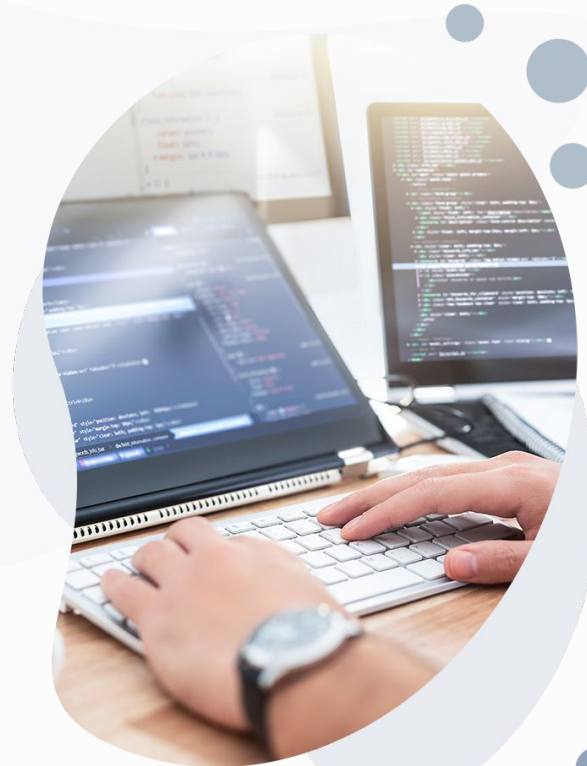


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FEEDBACK FROM CANDIDATES

The most common reasons for candidates resigning from applying for a job offer:

- too low salary
- no possibility of cooperation on various forms of contract
- no possibility to work remotely
- no benefits (medical, sports package - standard in the IT industry)
- no flexible working hours
- inconvenient office location
- outdated technologies used in the company
- company profile other than IT
- poor reviews of the company
- dress-code, high procedurality, long decision-making processes in the company



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Rafał Chmura
Head of Growth

The increased amount of generated data will drive the demand for data analysis specialists and software developers. From experts who know how to use existing tools, to those who focus on extending them and adapting them to the needs of a specific company or product.

AI is a solution that should already be used by modern entrepreneurs, both powerful players on the market, as well as small and medium-sized companies. Awareness of the benefits of using artificial intelligence is the way to competitive advantage and business improvement.

Talent Pool report - conclusions |

Python Developer, AI Engineer, ML Engineer, ML Ops Engineer

- ➔ The average annual growth rate of investments in AI is to reach 27% and exceed over \$300 billion in 2030.
- ➔ The number of job offers related to positions related to AI, Machine Learning and Data Science is growing the most.
- ➔ Interest in working in Poland in the AI sector increased by 68% during the year
- ➔ The vast majority of AI developers prefer a B2B contract and remote or hybrid work
- ➔ The most sought-after competencies are related to the implementation of artificial intelligence for business needs



Feel free to contact us



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Talent Place is an innovative recruitment solution based on a community of professional recruiters.

We connect employers with the best-suited candidates through a community of HR experts. We provide a comprehensive recruitment solution that covers the entire recruitment process.



Skillveo is an e-learning platform that allows you to transfer training processes and onboarding of employees in the company to the online world in a quick and easy way.

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