

BULGARIA IT SALARY REPORT

Market salary benchmarks for technology
professionals in Bulgaria

KEY MARKET SIGNALS

01

The Bulgarian IT market has moved into a high-value compensation segment.



Our market data indicates a sector-wide median of approximately **€4,200 gross/month**, equivalent to around **€3,250 net/month**. This figure spans multiple roles and seniority levels and therefore does not describe the appropriate salary for any individual position.

Senior technical talent commands a substantially wider price range.



Senior developer contractor rates observed by Recruitment.bg range from approximately **€5,500–7,500/month**, depending on expertise, engagement model and market demand.

Specialist compensation extends considerably beyond the general market.



Tech Lead and senior specialist compensation observed in the market corresponds to approximately **€4,750–8,000 gross/month**, reflecting senior specialist and technical leadership positions.

The European gap remains significant — but Bulgaria is not a low-cost engineering market.



For Senior Software Engineers, Recruitment.bg's European market research places Bulgaria at approximately **€3,000–5,000 gross/month**, compared with approximately **€6,500–7,900** in Germany and **€6,300–7,000** in the Netherlands.

What these numbers mean for your specific hiring case depends on factors this overview cannot answer. That's what our benchmarking service does.

[Request a role-specific salary benchmark](#)

Salary Overview

02

Ranges cover junior through senior and vary by technology, company type, and location. A meaningful benchmark requires narrowing these variables.

Role	Market Range (EUR gross/month)
Software Engineer	€1,500 – 6,100
Backend Developer	€1,500 – 6,100
Frontend Developer	€1,500 – 5,600
DevOps Engineer	€1,800 – 6,600
QA Engineer	€1,300 – 4,600
Data Engineer	€1,800 – 6,600
Tech Lead	€2,600 – 8,200

What Drives Salary in Bulgarian IT

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These variables do not operate independently. Their combination can move an otherwise comparable position from the middle of the market to its upper end.

1

Seniority.

Compensation increases sharply as roles move from implementation-focused positions toward senior engineering, architectural and technical leadership responsibilities.

2

Technology stack.

Scarce or highly specialised technical skills tend to push compensation toward the upper end of the applicable market range, particularly where the candidate pool is limited.

3

Company type.

Product organisations and internationally competitive technology employers can price roles differently from traditional outsourcing and services businesses, even where the technical requirements are similar.

4

Location and remote model.

Sofia-based and internationally accessible remote positions compete for overlapping talent pools, while remote hiring can broaden competition beyond the local employer market.

5

Language and international exposure.

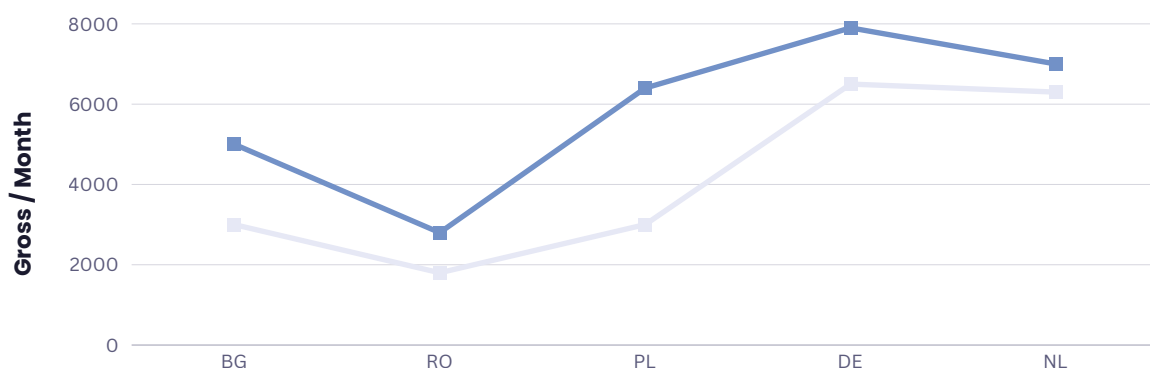
Engineers operating directly with international clients or distributed teams can access a wider compensation market, particularly where communication and client-facing responsibility form part of the role.

Mapping these variables to a specific role is what a salary benchmark provides.

Bulgaria in EU Context

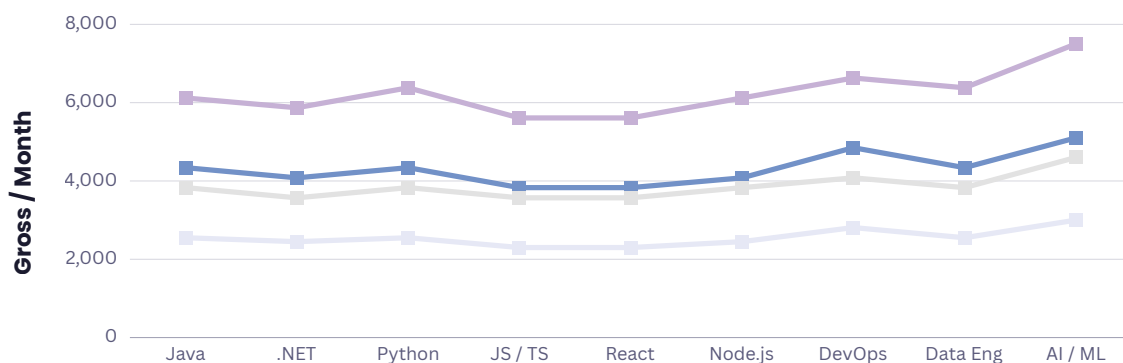
04

Bulgaria remains structurally below the compensation levels of Western European markets while offering a substantially developed engineering talent market. The relevant hiring question is not simply the difference in salary, but how the required skills, seniority and employment model affect the actual competitive position of a Bulgarian role.



The range for Bulgaria (€3,000–5,000) reflects real market dispersion. Where a specific senior role lands within that range depends on stack, company type and hiring model — not the country alone.

Not all technologies price the same. Within Bulgaria, compensation varies significantly by specialisation — AI/ML and DevOps command the highest senior rates, while frontend roles sit toward the lower end of the market.



These are mid and senior ranges only. A role's position within the band shifts with seniority, production ownership, and the scarcity of the specific skill at the time of hiring.

METHODOLOGY

ABOUT THE DATA

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This report is based on Recruitment.bg's direct observations of the Bulgarian IT labour market across 2025–2026. As an active IT recruitment agency operating in the Bulgarian market, Recruitment.bg collects compensation data through placement activity, candidate conversations, offer and acceptance records, and employer briefings. The figures presented reflect real market conditions as observed — not modelled estimates or academic projections.

What This Data Covers

- **Advertised compensation** — salary ranges published by employers during active hiring, collected across multiple channels and company types
- **Offer and acceptance data** — actual compensation offered and accepted during recruitment processes managed by Recruitment.bg
- **Candidate market feedback** — compensation expectations, counter-offers and market signals gathered directly from active candidates
- **Cross-market research** — European comparison figures drawn from Recruitment.bg's research into publicly available employer and market data across key EU hiring markets

All data in this report is drawn from Recruitment.bg's direct market activity and is presented in fully aggregated, anonymised form. European comparisons reflect independent research into publicly available market data. This report is informational only — Recruitment.bg assumes no liability for decisions made on the basis of its contents.

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Looking to hire IT talent in Bulgaria?

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