hudson

Tech Reward Survey

Brochure 2022

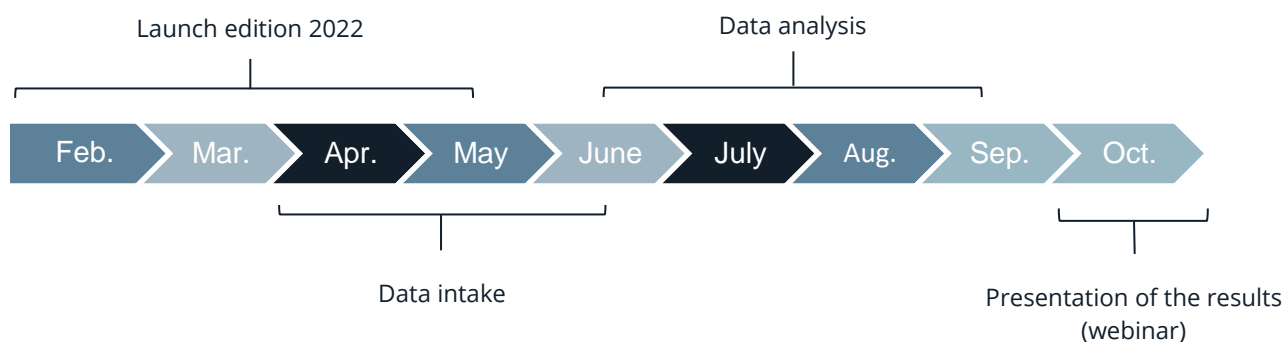# Participation 2022

About our survey

This 23rd edition of the Tech Reward Survey will provide you with the ideal tool in which you can consult the most representative, reliable and up-to-date information and trends regarding all aspects of remuneration within the Belgian Tech sector. Below you can find the key figures of the previous edition:

34.095
observations

95
participating
organisations

123
reported jobs

Timing & process

All remuneration data is requested on one reference date, i.e. the 1st of April 2022. From then on, the Tech Reward Survey will follow the next course:

Launch edition 2022

Data analysis

| Feb. | Mar. | Apr. | May | June | July | Aug. | Sep. | Oct. |

Data intake

Presentation of the results
(webinar)

New in 2022

- 15 new reference jobs added to our list.
- New programming languages were added: NodeJS, React, Angular, Entity and Swift
- New specialisations were added for the Developer: Front-end, Back-end, Full-stack, Drupal & Other
- New specialisations were added for the Cloud Engineer and Cloud Architect: AWS, Azure & Other

Benefits of participation in 2022

As a participant you will receive:

- **Organisational audit**: an audit of your reward policy at organisational, departmental and job level regarding base salary, variable pay and extralegal benefits.

- **Free Trends report**: Contains the principal reward trends that occurred in the Belgian market between 2021-2022.

- **Free Job Grading Guide**: Dispose of the extensive job descriptions for over 300 reference jobs.

- **Invitation for our webinar**: Concise and clear presentation of the 2022 market trends.

- **Discount when purchasing** the results through our online tool Reward Architect (Advanced).

I WILL PARTICIPATE!

Why Hudson?

– The **most detailed salary data** for the Belgian Tech market with information on variable pay & extra-legal benefits such as the CLA 90 bonus, company cars, meal vouchers, etc

– Detailed information regarding the composition and choices of the **flexible reward plan**.

– Qualitative data based on actual paid out salaries and submitted to an **extensive quality check** carried out by specialised consultants.

– Qualitative reporting by means of different **tools and reports** developed in Belgium.

– **Representative representation** within all sectors, organisation sizes and regions.

– Hudson provides a **safe** way to submit your data within the context of the new European privacy regulation.

What about GDPR?

– Since **May 25th, 2018** the new requirements for processing personal data from the GDPR are applied.

– Hudson has taken several measures to **protect** your employees' personal data.

– Hudson provides a **safe environment** for submitting your confidential data.

– If you participate in the salary survey, you will be asked to register online. This registration form will contain our GDPR agreement with all necessary information.

Since it is important to ensure you can participate in the survey properly, Hudson will be at your disposal to answer your questions about GDPR.

Methodology

The methodology we use for the realisation of our salary surveys sees to the quality and **reliability** of the results delivered.

All salary data are linked to one specific moment in time. The descriptions of the reference jobs will enable you to match the salary packages of your internal jobs to our salary survey. During this process, our consultants will contact you and assist you to share your data with us. Together, you are responsible for the **quality** of the data.

The salary data you provided us with, will be analysed by means of our own developed methods. Hudson guarantees that the gathered data will be processed by authorised employees only. **Other departments** or organisations will **not be able to access** these data. Hudson also guarantees that the reported data stays anonymous. Should the **anonymity** be at risk, Hudson will not report the information.

Reference jobs

57 inquired Tech jobs

Below you can find an overview of the Tech jobs that are inquired in the Tech survey. The job descriptions of the Tech jobs and the supporting jobs can be consulted in the Job Matching Guide:

GENERAL	DATA	BUSINESS
IT Director	Big Data Manager	Business Process Analyst/Consultant
IT Manager	Big Data Analyst	Business Analyst/Consultant
Program/Portfolio Manager	Business Intelligence Consultant	SAP Specialist/Consultant
Enterprise Architect	Data Warehousing Specialist	Functional Analyst/Consultant
Project Manager IT	Database Administrator	Technical Analyst/Consultant
Telecom Manager	Data Scientist	
E-commerce Project Manager		
Solution Architect	**QUALITY ASSURANCE**	**SECURITY**
Service Manager	Quality Assurance Manager	Security Manager
Program/Portfolio Manager	Release Manager	Information Security Officer
Project Leader IT	Test Manager	IT Risk Manager
Resource Manager	Validation Engineer	Security Architect
Web Master	Test Engineer	Security Consultant
Telecom Engineer		SOC (Security Operations Center) Engineer
	SOFTWARE DEVELOPMENT	Penetration Tester
	Technical Architect	Security Specialist
SYSTEM/NETWORK ADMINISTRATION	Development Manager	CSIRT Engineer
Network Manager	Software Engineer	
System Architect	Analyst Developer	**AGILE**
Cloud Architect	UX Designer	Agile Coach
System Engineer	Developer	Product Owner
Cloud Engineer		Scrum Master
System Administrator	**RESEARCH & DEVELOPMENT**	Devops Engineer
	Hardware Engineer	
	Embedded Engineer	

Generic jobs

Because of the integration of the Generic and the Tech survey, participants have the option to choose, in addition to the Tech jobs, between a comprehensive range of Generic reference jobs. Therefore, we inquire 299 reference jobs divided into 17 domains.

Domains	
General Direction	Marketing
Finances	Customer Service
Human Resources	Manufacturing & Maintenance
IT	Supply Chain, Logistics and Purchasing
Agile	Research & Development and Quality
Administration	Engineering
Staff	Construction
Safety, Health & Environment	Services
Facilities	Healthcare
Sales	

All participating organisations will receive an overview of the job descriptions drawn up by Hudson (Job Grading Guide). These job descriptions enable the participants to match their own jobs with one of these reference jobs.

Programming language

For some job holders within a specific job, it can be relevant to indicate their specialization in the programming language. We have made it possible to take the programming language into account when creating specific IT-related profiles.

Java	C
JavaScript	C++
Python	C#
PHP	SQL
Visual Basic.NET	Ruby
NodeJS	React
Angular	Entity
Swift	

Remuneration components

Parameters	Remuneration components

Reference job
 	
Job level (-, = , +)
 	
Degree
 	
Sector
 	
Region
 	
Age
 	
Number of employees
 	
Turnover
 	
Programming language
 	
Specialisation
	Base Salary
	
	Target Total Cash
	(Base Salary + target variable pay)
	
	Total Cash
	(Base Salary + variable pay**)**
	
	Total Compensation
	(Base Salary + variable pay + valuation net fixed expenses allowance, company car, meal vouchers and daily allowance)
	
	Variable pay
	(Cash and non-cash bonuses, commission, market premium and profit sharing)
	+ copyright royalties
	
	Extra-legal benefits
	  - Fixed expenses allowance
	  - Company car
	  - Meal vouchers
	  - Daily allowance
	  - Compensation for teleworking
	
	Flexible remuneration budget
	  - Total created flexible budget
	  - Additional budget
	  -
	Insured benefits
	
	Standby premium

Reports

Standard package

REWARD ARCHITECT ADVANCED is a user-friendly **web-based tool**, with which you can consult market information for the reference jobs of your choice.

– Graphic representation of the market salary on the level of base salary, Target Total Cash, Total Cash and Total Compensation, with details of variable remuneration and extra-legal benefits.

– The reference market can be determined by means of different parameters, such as region, sector, number of employees and turnover.

– Age-dependent and age-independent salary data.

– Comparison between the **own employees** and the market.

– User-friendly analyses **on the level of the department or the organisation**.

– Samples based on **job grades and career ladders**.

– **Extensive reporting** in bands and definitions of proper salary bands.

ONLINE CONSULTATION OF JOB DESCRIPTIONS

GRAPHIC REPRESENTATION OF THE MARKET SALARY
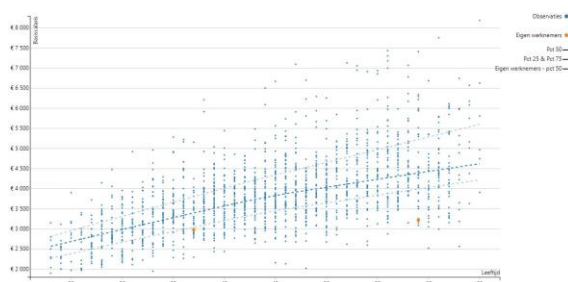
SAMPLE BASED ON JOB GRADE AND CAREER LADDER OR REFERENCE JOB

COMPARISON BETWEEN OWN EMPLOYEES AND THE MARKET

Preferred peers

As from now, participants will be able to request a preferred peers report, tailor-made for the organisation. This report offers a job comparison between your own and other organisations on the Belgian market. You can compose a **reference** group **entirely of your own choosing**, consisting of at least 7 organisations. A Hudson consultant will then execute the benchmark.

The results will only be reported if there is a sufficient amount of observations and if the **confidentiality** can be guaranteed.

This report is ideal for analysing niche markets, executing a **benchmark for a select group of direct competitors** or for a comparison with a reference market that is not included in the standard data, such as a specific joint committee.