Global Software Development Rates 2020
Introduction to the report. Data, methodology, timeframes

This report is the result of the anonymous survey of more than 300 companies from 23 countries. In order to calculate the average, minimum, and maximum rates we collected rate cards and quotes from software development outsourcing companies in Eastern and Western Europe, Asia, and the Americas in the Q4 period of 2019.

Some of the respondents offered rates below the average minimum listed in this document, however, the main purpose of this report's methodology is to provide readers with the structured data and protect proprietary information of the participants thus not giving any of them the advantage over the others. Because of this, all the data in this document is anonymized thus can not be related to any of the companies and rather relates to the regions of the survey as a whole.

Quick numbers

357 Companies

23 Countries

5 Regions Geography

Q4 2019 Survey Period
Outsourcing and in-house rates. What’s in there?

Total cost of in-house development

- $75/h
- $55/h Salary
- $10/h HRM
- $10/h Benefits, Taxes

Total cost of outsourcing development

- $45/h
- $30/h Salary
- $10/h Communication
- $5/h Management
Total cost of engagement

In-house Vs. Outsourcing

In-house $80/h

Outsourcing $45/h

In-house Vs. Outsourcing project budget example

10 Developers
×
500 Man hours

$70/hour

$35/hour

53% lower cost

Cost Sheet Sample

In-house Vs. Development Cost

Outsourcing Development Cost

EXISTEK

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# North America: Software development hourly rates

<table>
<thead>
<tr>
<th>Role</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior Developer</td>
<td>$50-70</td>
</tr>
<tr>
<td>Mid-Level Developer</td>
<td>$60-80</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$75-105</td>
</tr>
<tr>
<td>Lead Developer</td>
<td>$90-115</td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$60-75</td>
</tr>
<tr>
<td>Project Manager</td>
<td>$90-110</td>
</tr>
<tr>
<td>Junior Mobile Developer</td>
<td>$50-60</td>
</tr>
<tr>
<td>Mid-Level Mobile Developer</td>
<td>$60-75</td>
</tr>
<tr>
<td>Senior Mobile Developer</td>
<td>$80-120</td>
</tr>
<tr>
<td>Junior QA</td>
<td>$45-60</td>
</tr>
<tr>
<td>Mid-Level QA</td>
<td>$60-75</td>
</tr>
<tr>
<td>Senior QA</td>
<td>$75-90</td>
</tr>
</tbody>
</table>

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[Existek Website](https://existek.com)
## Western Europe: Software development hourly rates

<table>
<thead>
<tr>
<th>Role</th>
<th>Junior Developer</th>
<th>Mid-Level Developer</th>
<th>Senior Developer</th>
<th>Lead Developer</th>
<th>Business Analyst</th>
<th>Project Manager</th>
<th>Junior Mobile Developer</th>
<th>Mid-Level Mobile Developer</th>
<th>Senior Mobile Developer</th>
<th>Junior QA</th>
<th>Mid-Level QA</th>
<th>Senior QA</th>
</tr>
</thead>
</table>
# Eastern Europe: Software development hourly rates

<table>
<thead>
<tr>
<th>Role</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior Developer</td>
<td>$25-35</td>
</tr>
<tr>
<td>Mid-Level Developer</td>
<td>$30-40</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$40-50</td>
</tr>
<tr>
<td>Lead Developer</td>
<td>$40-55</td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$35-45</td>
</tr>
<tr>
<td>Project Manager</td>
<td>$35-45</td>
</tr>
<tr>
<td>Junior Mobile Developer</td>
<td>$20-30</td>
</tr>
<tr>
<td>Mid-Level Mobile Developer</td>
<td>$30-37</td>
</tr>
<tr>
<td>Senior Mobile Developer</td>
<td>$35-45</td>
</tr>
<tr>
<td>Junior QA</td>
<td>$20-30</td>
</tr>
<tr>
<td>Mid-Level QA</td>
<td>$30-40</td>
</tr>
<tr>
<td>Senior QA</td>
<td>$35-45</td>
</tr>
</tbody>
</table>
Latin America: Software development hourly rates

- **Junior Developer**: $30-35
- **Mid-Level Developer**: $30-47
- **Senior Developer**: $45-55
- **Lead Developer**: $50-60
- **Business Analyst**: $50-55
- **Project Manager**: $55-65
- **Junior Mobile Developer**: $25-30
- **Mid-Level Mobile Developer**: $32-47
- **Senior Mobile Developer**: $45-52
- **Junior QA**: $25-30
- **Mid-Level QA**: $30-41
- **Senior QA**: $40-50
### Asia: Software development hourly rates

<table>
<thead>
<tr>
<th>Role</th>
<th>Rate</th>
<th>Role</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior Developer</td>
<td>$18-24</td>
<td>Junior Mobile Developer</td>
<td>$15-22</td>
</tr>
<tr>
<td>Mid-Level Developer</td>
<td>$24-35</td>
<td>Mid-Level Mobile Developer</td>
<td>$20-27</td>
</tr>
<tr>
<td>Senior Developer</td>
<td>$30-42</td>
<td>Senior Mobile Developer</td>
<td>$30-40</td>
</tr>
<tr>
<td>Lead Developer</td>
<td>$30-42</td>
<td>Junior QA</td>
<td>$15-20</td>
</tr>
<tr>
<td>Business Analyst</td>
<td>$18-25</td>
<td>Mid-Level QA</td>
<td>$17-25</td>
</tr>
<tr>
<td>Project Manager</td>
<td>$20-30</td>
<td>Senior QA</td>
<td>$25-30</td>
</tr>
</tbody>
</table>
Comparison of software development rates

- Asia
- Eastern Europe
- Latin America
- Western Europe
- North America

Junior Developer
- Asia: 21
- Eastern Europe: 28
- Latin America: 33
- Western Europe: 45
- North America: 60

Middle Developer
- Asia: 29
- Eastern Europe: 35
- Latin America: 39
- Western Europe: 55
- North America: 70

Senior Developer
- Asia: 36
- Eastern Europe: 45
- Latin America: 50
- Western Europe: 73
- North America: 90

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Comparison of QA rates

![Comparison of QA rates chart]

- Asia
- Eastern Europe
- Latin America
- Western Europe
- North America

Junior QA:
- 18 - Asia
- 25 - Eastern Europe
- 28 - Latin America
- 50 - Western Europe
- 53 - North America

Middle QA:
- 21 - Asia
- 35 - Eastern Europe
- 36 - Latin America
- 55 - Western Europe
- 68 - North America

Senior QA:
- 27 - Asia
- 40 - Eastern Europe
- 45 - Latin America
- 58 - Western Europe
- 83 - North America

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Comparison of mobile development rates

<table>
<thead>
<tr>
<th>Mobile Developer Level</th>
<th>Asia</th>
<th>Eastern Europe</th>
<th>Latin America</th>
<th>Western Europe</th>
<th>North America</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior</td>
<td>19</td>
<td>25</td>
<td>28</td>
<td>33</td>
<td>65</td>
</tr>
<tr>
<td>Middle</td>
<td>25</td>
<td>34</td>
<td>40</td>
<td>43</td>
<td>68</td>
</tr>
<tr>
<td>Senior</td>
<td>35</td>
<td>40</td>
<td>49</td>
<td>49</td>
<td>100</td>
</tr>
</tbody>
</table>
Global Software Development Rates

**North America**
- Maximum (Max): 50
- Medium: 75
- Minimum (Min): 105

**Latin America**
- Maximum (Max): 30
- Medium: 41
- Minimum (Min): 55

**Western Europe**
- Maximum (Max): 40
- Medium: 58
- Minimum (Min): 80

**Eastern Europe**
- Maximum (Max): 25
- Medium: 36
- Minimum (Min): 50

**Asia**
- Maximum (Max): 18
- Medium: 30
- Minimum (Min): 42
Thanks for reading! Have questions? Contact us!

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- Dedicated Development Team
- Professional Services

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