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MARKET INTELLIGENCE • 2026

Software, Mobile & Web Development Salary Guide 2026

What should you pay full stack, front end and back end developers in 2026 — and what will it take to keep them? Employer benchmarks and hiring insight for software, mobile and web development talent, drawn from 2025/2026 compensation aggregators, developer surveys and national job-market data across the US, UK, Europe, Australia, New Zealand, Canada and Singapore.

30-45%

PAY JUMP FROM MID TO SENIOR LEVEL

AI-assisted

FASTEST-GROWING SKILL PREMIUM

Remote-first

FLEXIBILITY NOW DECIDES MANY OFFERS

Pearson Carter — employer salary benchmarks & contractor day rates. Figures show Lower, Medium and Upper ranges; monthly markets are labelled. © Pearson Carter 2026.

Salary benchmarks & contractor rates by region

United States

Software, Mobile & Web Development — United States

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	\$94,000	\$111,000	\$133,000	\$755 – \$905
Software Developer — Senior	\$144,000	\$163,000	\$224,000	\$1,110 – \$1,295
Full Stack Developer / Engineer — Junior/Mid	\$99,000	\$116,000	\$138,000	\$790 – \$940
Full Stack Developer / Engineer — Senior	\$149,000	\$171,000	\$198,000	\$1,165 – \$1,350
Front End Developer / Engineer — Junior/Mid	\$88,000	\$105,000	\$127,000	\$715 – \$865
Front End Developer / Engineer — Senior	\$138,000	\$154,000	\$182,000	\$1,050 – \$1,240
Back End Developer / Engineer — Junior/Mid	\$105,000	\$121,000	\$143,000	\$825 – \$975
Back End Developer / Engineer — Senior	\$160,000	\$182,000	\$215,000	\$1,240 – \$1,465
Technical Lead	\$174,000	\$199,000	\$231,000	\$1,355 – \$1,575

United Kingdom

Software, Mobile & Web Development — United Kingdom

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	£43,000	£55,000	£66,000	£375 – £450
Software Developer — Senior	£75,000	£83,000	£100,000	£565 – £620
Full Stack Developer / Engineer — Junior/Mid	£44,000	£57,000	£68,000	£390 – £465
Full Stack Developer / Engineer — Senior	£77,000	£86,000	£94,000	£585 – £640
Front End Developer / Engineer — Junior/Mid	£42,000	£53,000	£64,000	£360 – £435
Front End Developer / Engineer — Senior	£72,000	£79,000	£88,000	£540 – £600
Back End Developer / Engineer — Junior/Mid	£46,000	£61,000	£72,000	£415 – £490
Back End Developer / Engineer — Senior	£79,000	£88,000	£97,000	£600 – £660
Technical Lead	£90,000	£108,000	£130,000	£735 – £885

Europe

Germany — Software, Mobile & Web Development

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	€56,000	€66,000	€77,000	€450 – €525
Software Developer — Senior	€80,000	€91,000	€105,000	€620 – €715
Full Stack Developer / Engineer — Junior/Mid	€57,000	€68,000	€79,000	€465 – €540
Full Stack Developer / Engineer — Senior	€83,000	€94,000	€108,000	€640 – €735
Front End Developer / Engineer — Junior/Mid	€55,000	€64,000	€75,000	€435 – €510
Front End Developer / Engineer — Senior	€77,000	€88,000	€101,000	€600 – €690
Back End Developer / Engineer — Junior/Mid	€61,000	€72,000	€83,000	€490 – €565
Back End Developer / Engineer — Senior	€86,000	€99,000	€116,000	€675 – €790
Technical Lead	€97,000	€116,000	€140,000	€790 – €955

France — Software, Mobile & Web Development

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	€50,000	€57,000	€67,000	€390 – €455
Software Developer — Senior	€69,000	€79,000	€92,000	€540 – €625
Full Stack Developer / Engineer — Junior/Mid	€51,000	€58,000	€69,000	€395 – €475
Full Stack Developer / Engineer — Senior	€70,000	€80,000	€95,000	€550 – €645
Front End Developer / Engineer — Junior/Mid	€48,000	€56,000	€65,000	€385 – €440
Front End Developer / Engineer — Senior	€68,000	€77,000	€89,000	€525 – €605
Back End Developer / Engineer — Junior/Mid	€53,000	€61,000	€73,000	€415 – €495
Back End Developer / Engineer — Senior	€73,000	€85,000	€99,000	€580 – €675
Technical Lead	€75,000	€110,000	€135,000	€750 – €920

Netherlands — Software, Mobile & Web Development

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	€52,000	€62,000	€75,000	€425 – €505
Software Developer — Senior	€77,000	€89,000	€105,000	€610 – €710
Full Stack Developer / Engineer — Junior/Mid	€53,000	€63,000	€76,000	€430 – €515
Full Stack Developer / Engineer — Senior	€79,000	€91,000	€107,000	€620 – €725

Role	Lower	Medium	Upper	Contractor rate (day)
Front End Developer / Engineer — Junior/Mid	€51,000	€61,000	€73,000	€415 – €495
Front End Developer / Engineer — Senior	€75,000	€87,000	€101,000	€595 – €690
Back End Developer / Engineer — Junior/Mid	€56,000	€67,000	€80,000	€455 – €550
Back End Developer / Engineer — Senior	€83,000	€95,000	€111,000	€645 – €760
Technical Lead	€84,000	€116,000	€140,000	€790 – €955

Spain — Software, Mobile & Web Development

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	€32,000	€39,000	€48,000	€265 – €330
Software Developer — Senior	€50,000	€59,000	€71,000	€405 – €485
Full Stack Developer / Engineer — Junior/Mid	€33,000	€40,000	€50,000	€275 – €340
Full Stack Developer / Engineer — Senior	€51,000	€61,000	€73,000	€415 – €500
Front End Developer / Engineer — Junior/Mid	€31,000	€37,000	€46,000	€250 – €315
Front End Developer / Engineer — Senior	€48,000	€57,000	€68,000	€390 – €465
Back End Developer / Engineer — Junior/Mid	€35,000	€42,000	€52,000	€285 – €355
Back End Developer / Engineer — Senior	€53,000	€64,000	€77,000	€435 – €525
Technical Lead	€59,000	€80,000	€100,000	€545 – €680

Poland — Software, Mobile & Web Development

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	€28,000	€34,000	€43,000	€235 – €295
Software Developer — Senior	€45,000	€54,000	€66,000	€370 – €450
Full Stack Developer / Engineer — Junior/Mid	€29,000	€35,000	€44,000	€240 – €300
Full Stack Developer / Engineer — Senior	€46,000	€55,000	€68,000	€375 – €465
Front End Developer / Engineer — Junior/Mid	€26,000	€33,000	€42,000	€225 – €285
Front End Developer / Engineer — Senior	€44,000	€53,000	€64,000	€360 – €435
Back End Developer / Engineer — Junior/Mid	€31,000	€37,000	€47,000	€250 – €320
Back End Developer / Engineer — Senior	€48,000	€59,000	€73,000	€400 – €500
Technical Lead	€54,000	€74,000	€91,000	€505 – €620

Australia

Software, Mobile & Web Development — Australia

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	A\$102,000	A\$122,000	A\$144,000	A\$830 – A\$980
Software Developer — Senior	A\$152,000	A\$171,000	A\$196,000	A\$1,165 – A\$1,335
Full Stack Developer / Engineer — Junior/Mid	A\$105,000	A\$127,000	A\$149,000	A\$865 – A\$1,015
Full Stack Developer / Engineer — Senior	A\$154,000	A\$176,000	A\$204,000	A\$1,200 – A\$1,390
Front End Developer / Engineer — Junior/Mid	A\$99,000	A\$116,000	A\$138,000	A\$790 – A\$940
Front End Developer / Engineer — Senior	A\$149,000	A\$165,000	A\$187,000	A\$1,125 – A\$1,275
Back End Developer / Engineer — Junior/Mid	A\$110,000	A\$130,000	A\$154,000	A\$885 – A\$1,050
Back End Developer / Engineer — Senior	A\$160,000	A\$182,000	A\$209,000	A\$1,240 – A\$1,425
Technical Lead	A\$179,000	A\$205,000	A\$238,000	A\$1,400 – A\$1,620

New Zealand

Software, Mobile & Web Development — New Zealand

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	NZ\$99,000	NZ\$116,000	NZ\$138,000	NZ\$790 – NZ\$940
Software Developer — Senior	NZ\$143,000	NZ\$154,000	NZ\$165,000	NZ\$1,050 – NZ\$1,125
Full Stack Developer / Engineer — Junior/Mid	NZ\$110,000	NZ\$127,000	NZ\$149,000	NZ\$865 – NZ\$1,015
Full Stack Developer / Engineer — Senior	NZ\$154,000	NZ\$165,000	NZ\$176,000	NZ\$1,125 – NZ\$1,200
Front End Developer / Engineer — Junior/Mid	NZ\$110,000	NZ\$127,000	NZ\$143,000	NZ\$865 – NZ\$975
Front End Developer / Engineer — Senior	NZ\$149,000	NZ\$160,000	NZ\$176,000	NZ\$1,090 – NZ\$1,200
Back End Developer / Engineer — Junior/Mid	NZ\$110,000	NZ\$132,000	NZ\$149,000	NZ\$900 – NZ\$1,015
Back End Developer / Engineer — Senior	NZ\$154,000	NZ\$165,000	NZ\$176,000	NZ\$1,125 – NZ\$1,200
Technical Lead	NZ\$154,000	NZ\$187,000	NZ\$220,000	NZ\$1,275 – NZ\$1,500

Canada

Software, Mobile & Web Development — Canada

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	C\$80,000	C\$94,000	C\$113,000	C\$640 – C\$770
Software Developer — Senior	C\$122,000	C\$139,000	C\$190,000	C\$950 – C\$1,295
Full Stack Developer / Engineer — Junior/Mid	C\$84,000	C\$99,000	C\$117,000	C\$675 – C\$800
Full Stack Developer / Engineer — Senior	C\$127,000	C\$145,000	C\$168,000	C\$990 – C\$1,145
Front End Developer / Engineer — Junior/Mid	C\$75,000	C\$89,000	C\$108,000	C\$605 – C\$735
Front End Developer / Engineer — Senior	C\$117,000	C\$131,000	C\$155,000	C\$895 – C\$1,055
Back End Developer / Engineer — Junior/Mid	C\$89,000	C\$103,000	C\$122,000	C\$700 – C\$830
Back End Developer / Engineer — Senior	C\$136,000	C\$155,000	C\$183,000	C\$1,055 – C\$1,250
Technical Lead	C\$148,000	C\$169,000	C\$196,000	C\$1,150 – C\$1,335

Singapore

Software, Mobile & Web Development — Singapore

Role	Lower	Medium	Upper	Contractor rate (day)
Software Developer — Junior/Mid	S\$55,000	S\$72,000	S\$93,000	S\$490 – S\$630
Software Developer — Senior	S\$103,000	S\$127,000	S\$155,000	S\$865 – S\$1,055
Full Stack Developer / Engineer — Junior/Mid	S\$57,000	S\$75,000	S\$97,000	S\$510 – S\$660
Full Stack Developer / Engineer — Senior	S\$106,000	S\$132,000	S\$160,000	S\$900 – S\$1,090
Front End Developer / Engineer — Junior/Mid	S\$53,000	S\$68,000	S\$88,000	S\$465 – S\$600
Front End Developer / Engineer — Senior	S\$99,000	S\$121,000	S\$149,000	S\$825 – S\$1,015
Back End Developer / Engineer — Junior/Mid	S\$61,000	S\$79,000	S\$101,000	S\$540 – S\$690
Back End Developer / Engineer — Senior	S\$110,000	S\$139,000	S\$171,000	S\$950 – S\$1,165
Technical Lead	S\$123,000	S\$160,000	S\$196,000	S\$1,090 – S\$1,335

Benchmarking your 2026 offers? These figures show Lower, Medium and Upper ranges with indicative contractor day rates. To secure scarce talent we typically advise offering 10-15% above the medium. Need a bespoke benchmark for a role or region not shown? Contact Pearson Carter — it's free.