



2026 FOUNDER'S GUIDE

Hiring Senior Engineers in Poland — 2026

What they cost, which roles are hardest to fill, and how to win them.

2–2.5×

cheaper than a US hire

35–55%

saving vs UK & Nordics

+44%

more IT openings YoY

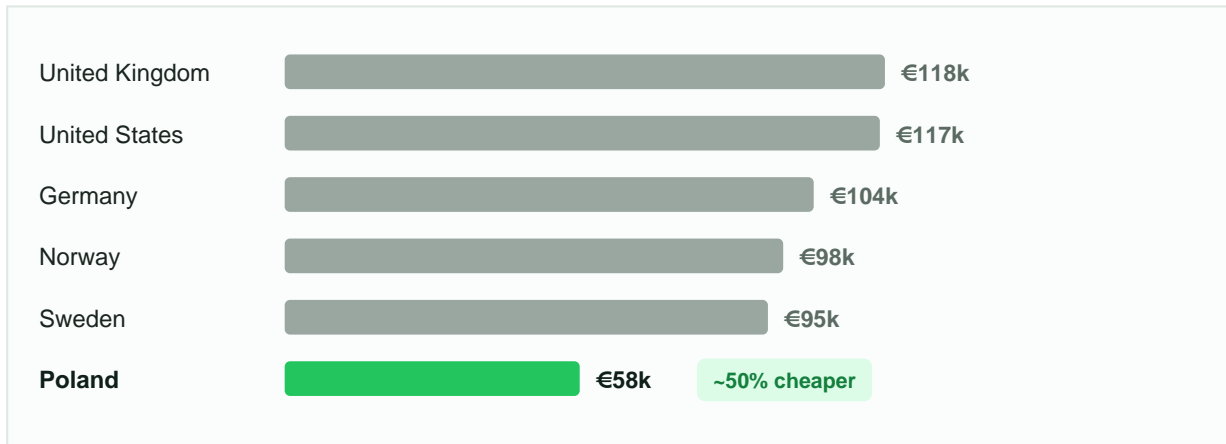
+12%

AI talent premium

We read the major 2026 salary reports so you don't have to.

The arbitrage — what one senior engineer costs you per year

Same seniority, same timezone. The bar that matters is the short green one.



Same budget. Double the team.

1 US senior = 2 senior engineers in Poland

WHY POLAND, NOT JUST “CHEAPER”

#3

HackerRank global developer ranking

75%

of engineers hold a CS degree

#15/116

English proficiency (EF Index)

CET

full timezone overlap with the EU

US: MOTIFE 2026 / dice.com (EUR). UK, Germany, Norway & Sweden: Ravelo 2025/26 & market data. Poland = all-in annual cost incl. employer contributions. Polish pay grew ~38% in 2020–2024 vs ~15% in the US — the gap is real but slowly narrowing.

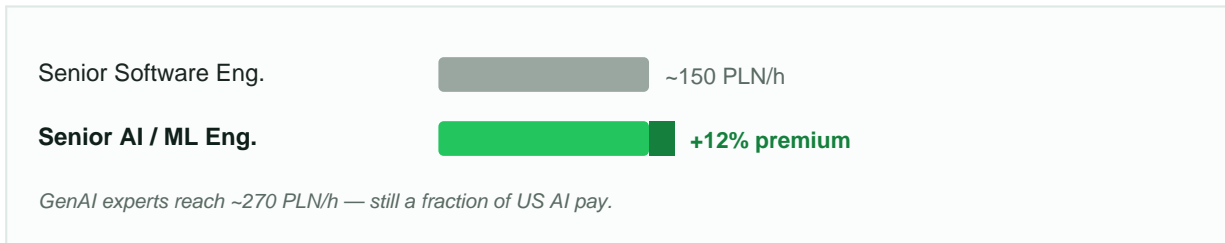
Where the war for talent is — the roles you'll fight hardest to fill

The hottest roles are also the priciest in the West — so they're where Poland saves you the most. Hire these first.



THE AI PREMIUM

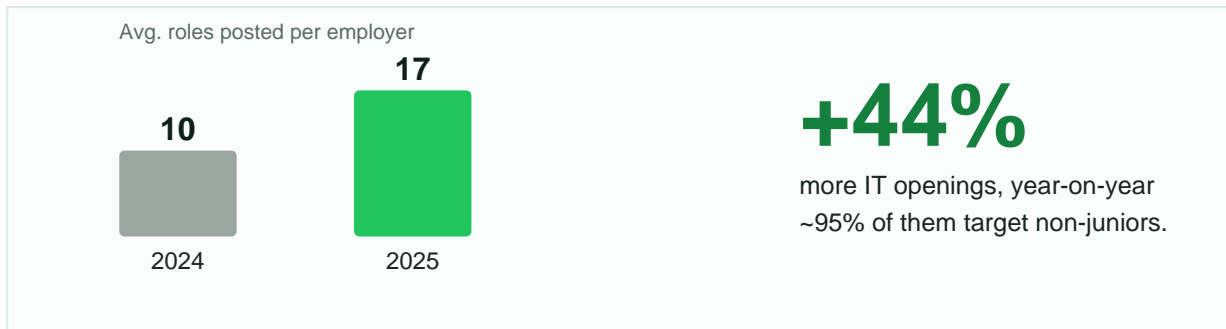
AI talent costs more — but the premium is small



Founder's read: don't only hunt "AI" titles. A strong senior backend or platform engineer who is genuinely AI-fluent is cheaper than a pure AI specialist and integrates faster — and AI fluency is now a baseline expectation in every role.

Demand synthesised across No Fluff Jobs 2026, Link Group 2026 and MOTIFE 2026, plus ITTM placement experience. Rates indicative B2B (PLN/h).

Market temperature — the rebound, and why speed now wins



Strong seniors field several offers at once. A slow, padded process loses the candidate — not the budget.

THE COST OF GETTING IT WRONG

€12k / mo

what an open senior role quietly costs in lost output

3–6x

a wrong hire's salary, once you add re-hiring & disruption

“Maciej delivered two senior developers within days. Both passed our technical bar on the first interview. Both are still shipping in production — I didn't have to review 40 CVs to find one viable candidate. Transparent terms, no agency theatre.”

Tomasz Krypel · Cofounder & CEO, onhsr.com

The numbers, if you want them

Cost reference

Engagement	Monthly (gross, PLN)	Annual cost to you
Software Engineer · Regular (3–5y), UoP	13,000 – 19,500	~€45–50k
Software Engineer · Senior (5y+), UoP	19,500 – 26,000	~€58k all-in
Senior on B2B contract	— (daily rate)	~€50–58k, no social security on top

AI rate reference (PLN/h, B2B)

AI-related role	Regular	Senior	Expert
GenAI / LLM Engineer	110–147	135–150	185–270
MLOps Engineer	110–135	120–150	175–208
Data Engineer (AI-adjacent)	100–120	120–135	~195
Cloud / DevOps for AI	120–155	150–170	190–270

Divide by ~4.3 for approx EUR/h.

HOW TO ACT ON THIS — FIVE MOVES FOR 2026

- 1 Budget for senior, not junior — there's almost no viable junior pipeline.
- 2 Nearshore the scarce-and-expensive roles first (AI/ML, Data, Cloud, Architects) — biggest savings.
- 3 Screen for AI fluency in every hire, not just AI titles.
- 4 Compress your process — decide in days, not weeks.
- 5 Use direct-hire / success-fee terms: own the relationship, carry no staffing liability.

Hiring senior engineers right now?

We place vetted senior engineers on a direct-hire, success-fee basis — first qualified profiles in ~5 days, 6-month replacement guarantee. You pay only on hire.

Book a 15-min call: calendly.com/ittm/ittm_intro_call

Or send us a role: hello@ittechmatch.com · ittechmatch.com

Sources & notes

Figures compiled from publicly available 2026 reports: No Fluff Jobs — “Rynek pracy IT w Polsce 2025/2026”; Link Group — “MarketView: Tech Salary Insights 2026”; MOTIFE / ASPIRE — “2026 Krakow IT Market Report” & related Insights; European benchmarks via Ravigo 2025/26. Interpretation and commentary are ITTM's own. Ranges are indicative and vary by company, city, stack and seniority. Not financial or legal advice.