Salary Report

2024 Software Developer Salary Benchmarking Report

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Introduction

After one of the hardest funding years in a decade, widespread budget cuts, hiring stops and retrenchments, the tech hiring market now favours the employer.

However, this reality has not yet reached all job seekers, and it doesn't necessarily mean that finding the right fit has become any easier. This is made even harder for many teams working with less support and tighter hiring budgets.

To help make benchmarking salary ranges easier, we've put together this salary report using incoming data from over 2990 South African developers who took part in our ongoing Developer Nation Survey.

In this guide you'll get:

1. Average software developer salaries in 2024
2. The best-paying industries for South African developers
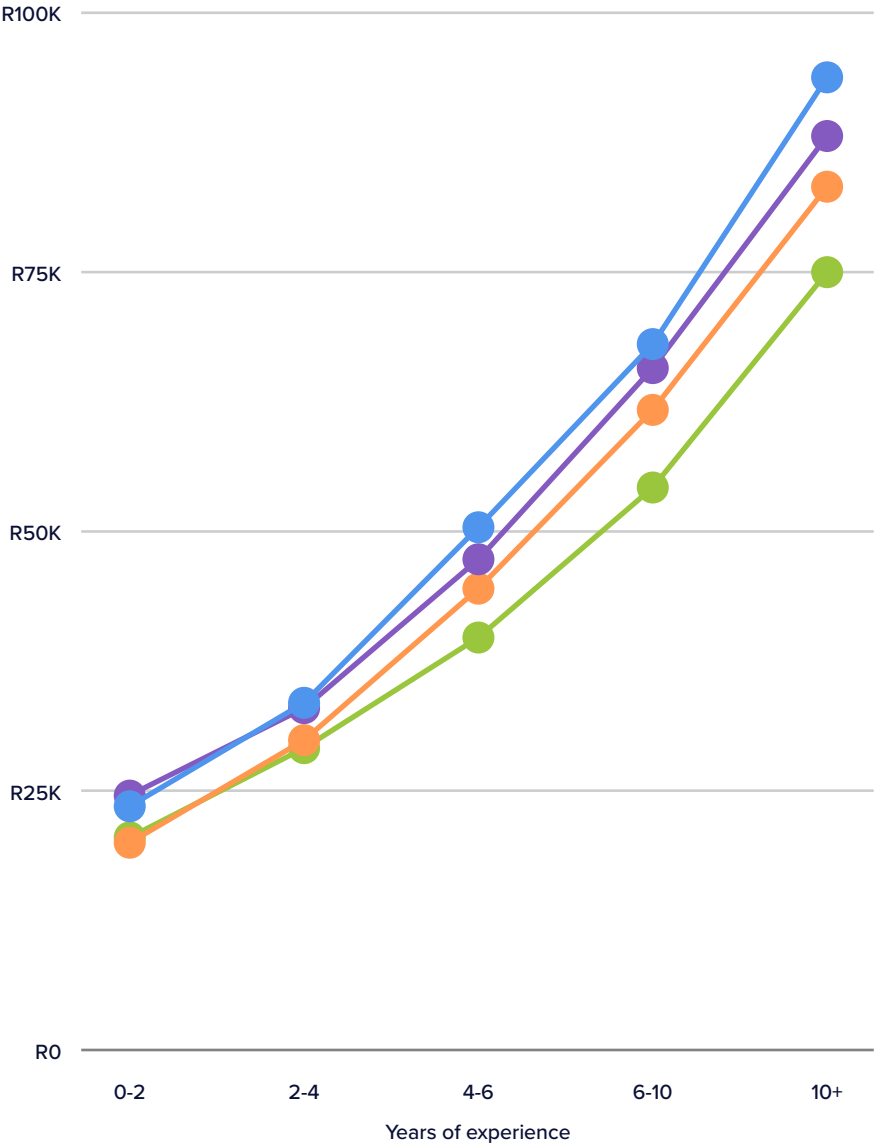3. Benchmarks for niche skills in 2024

Senior developers are more expensive in 2024

As mentioned in the introduction, the current cool down hasn't made hiring developers any easier. It's also not made hiring good ones any cheaper.

This is especially true if you're hiring for seniors and leads in the new year. Senior developers with at least six years of experience earn an average monthly salary of R67 863, up 3% from the previous year.

Seniors with more than a decade under their belts saw a 6.3% increase over the same period, bringing their average salaries up to R93 986.

Taking a closer look at the data indicates that salary increases for developers have slowed in recent years.

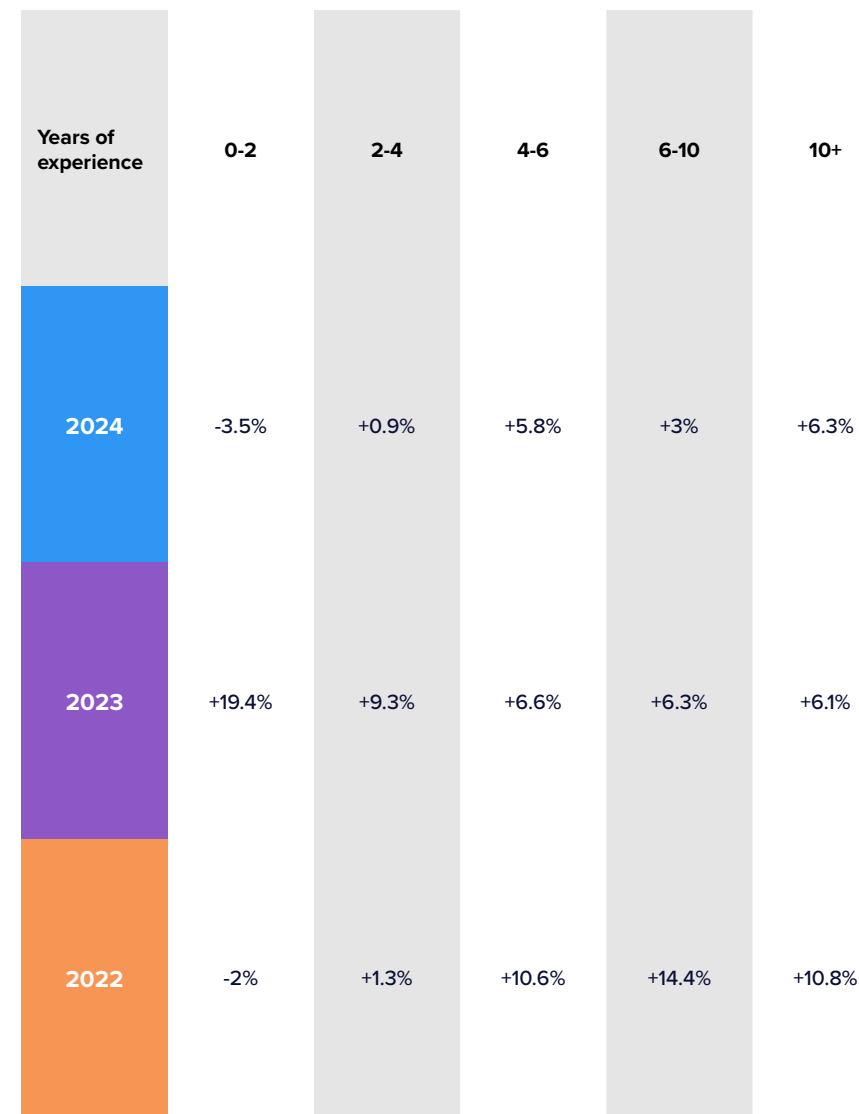Average software developer salaries by experience

2024　2023　2022　2021

Annual salary growth has fallen since 2022

While salaries for seniors have risen over the past twelve months, the impact of the current cool down can be seen in how average increases have changed over the past two years.

Developers with six years of experience saw a 3% increase between 2023 and 2024, down from a 14.4% increase two years ago.

For those with more than ten years of experience, their increases have remained fairly stable over the past twelve months but still down from 2022.

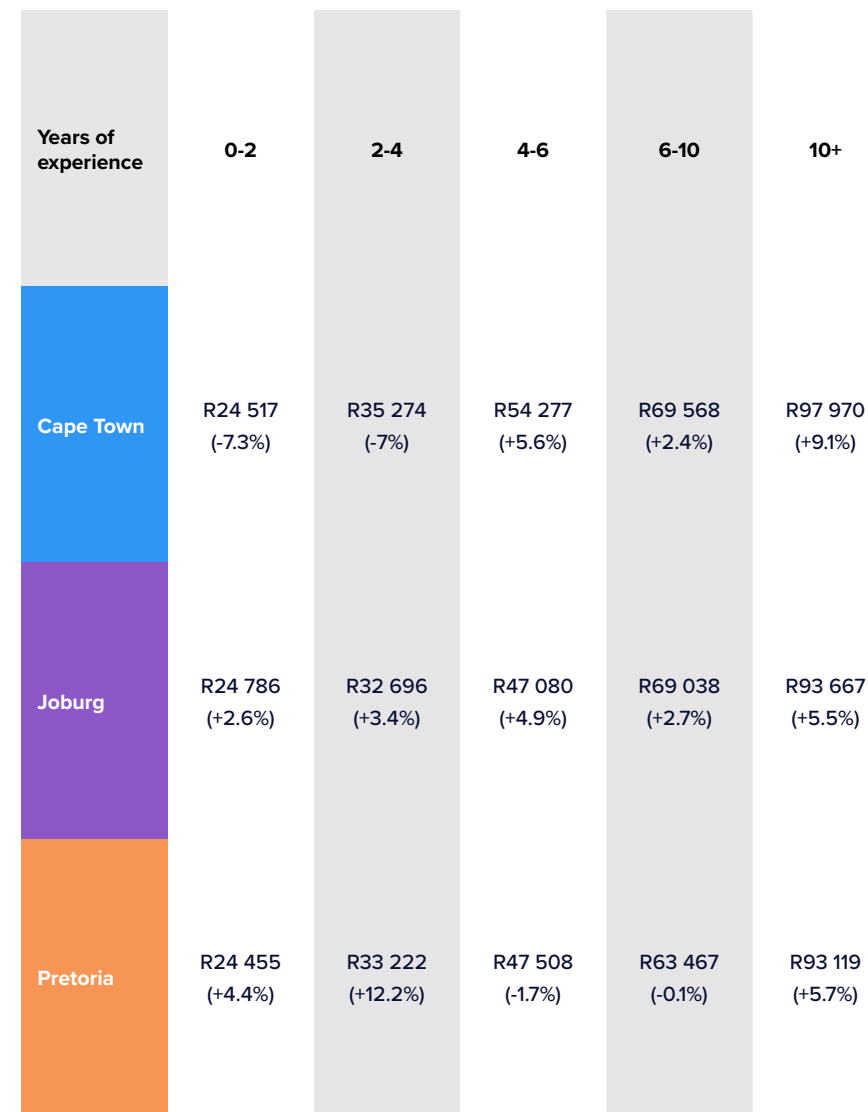| Years of experience	0-2	2-4	4-6	6-10	10+
2024	-3.5%	+0.9%	+5.8%	+3%	+6.3%
2023	+19.4%	+9.3%	+6.6%	+6.3%	+6.1%
2022	-2%	+1.3%	+10.6%	+14.4%	+10.8%

Average software developer salary increases

Salaries in Gauteng are
catching up with Cape Town

If you're hiring across different tech hubs, it's useful to keep in mind that each of SA's tech hubs has its own compensation benchmarks.

For example, Cape Town's higher cost of living means that developers there will expect a higher base salary, making it more expensive to offer a standout salary in the city.

Even though the gap between Cape Town and other tech hubs has been shrinking over the years, you can still use the local salary difference to your advantage: if you're hiring developers outside of the major tech hubs, you'll be able to offer a standout salary to a great candidate that is still more budget-friendly for you.

Years of experience	0-2	2-4	4-6	6-10	10+
Cape Town	R24 517 (-7.3%)	R35 274 (-7%)	R54 277 (+5.6%)	R69 568 (+2.4%)	R97 970 (+9.1%)
Joburg	R24 786 (+2.6%)	R32 696 (+3.4%)	R47 080 (+4.9%)	R69 038 (+2.7%)	R93 667 (+5.5%)
Pretoria	R24 455 (+4.4%)	R33 222 (+12.2%)	R47 508 (-1.7%)	R63 467 (-0.1%)	R93 119 (+5.7%)

Average software engineers' salary by location

FinTech and Consulting pay the highest average salaries

Developers in FinTech have the highest average salaries, making developers with FinTech experience more expensive to hire than SaaS or Cloud developers. Likewise, experience in Consulting will also come at a premium, especially for seniors with more than ten years of experience.

These sectors typically include enterprise companies like banks and large multinational firms, which typically pay higher salaries than smaller companies.

Years of experience	0-2	2-4	4-6	6-10	10+
Cloud Tech	R22 614	R36 302	R56 692	R69 453	R96 552
Consulting	R23 908	R37 080	R49 986	R67 992	R101 863
FinTech	R28 731	R37 783	R53 285	R71 486	R92 915
eCommerce	R25 078	R35 350	R53 630	R63 401	R99 934
SaaS	R21 724	R33 176	R49 589	R65 458	R92 616
Telecomms	R22 102	R31 975	R53 992	R66 393	R81 150

Average developer salaries by industry

Growth and culture can give smaller companies an edge

While larger companies tend to be able to offer higher average salaries and more comprehensive benefits than smaller companies, that doesn't mean small companies can't have attractive job packages.

If you're hiring for a startup and aren't able to keep up with market-related salary benchmarks, highlight other benefits and factors developers care about. Growth opportunities, an exciting tech stack, a great company culture and interesting business problems are among developers' most important factors when weighing up a job offer. In many cases, startups may have an edge in these categories.

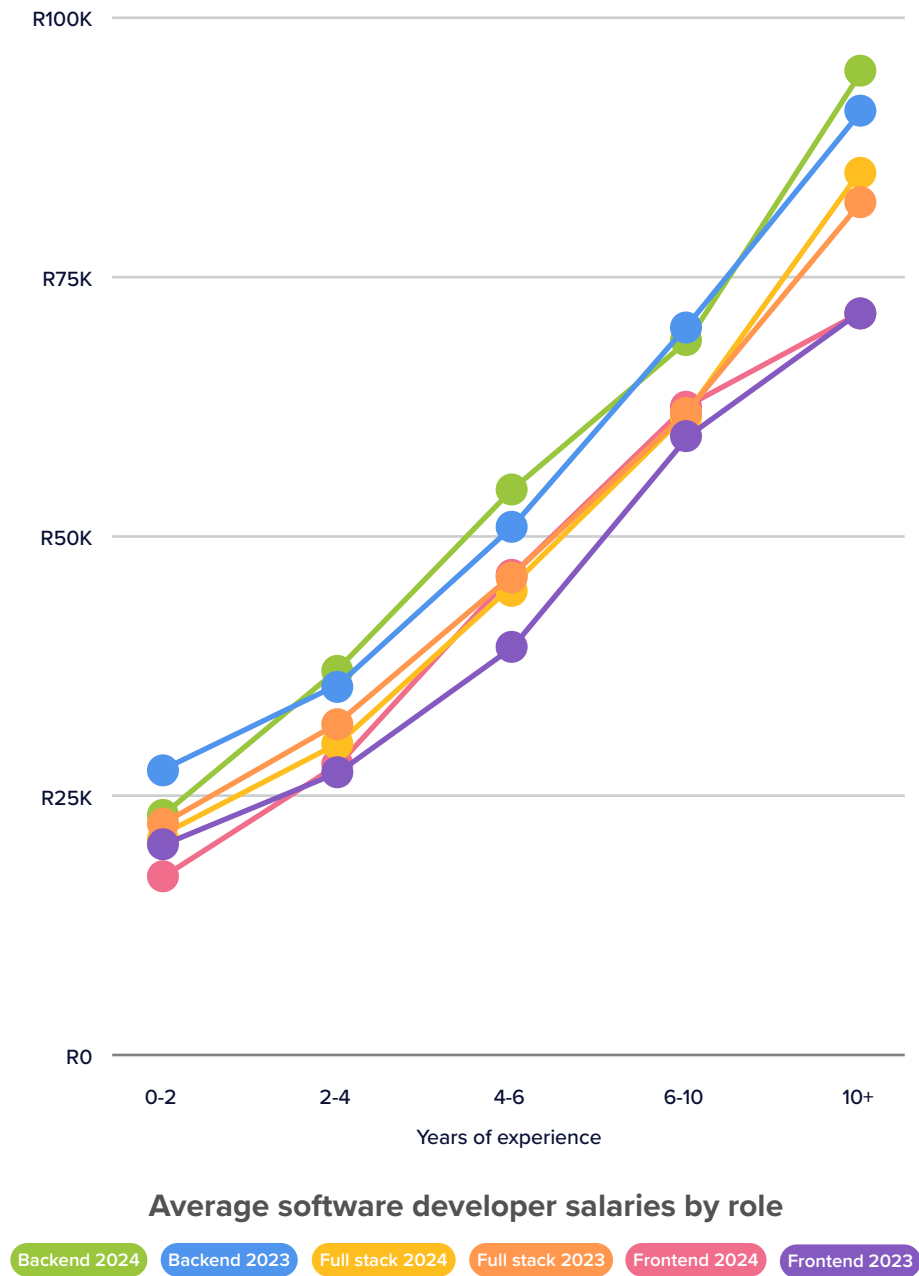| Years of experience	0-2	2-4	4-6	6-10	10+
2-10	R16 254	R26 526	R47 223	R61 983	R91 090
11-50	R18 362	R30 586	R44 735	R66 280	R89 138
51-200	R27 382	R33 982	R51 082	R66 770	R91 851
201-500	R24 193	R30 589	R51 244	R69 252	R89 832
501-1000	R31 926	R35 789	R53 264	R66 922	R93 361
1001-5000	R30 007	R39 747	R52 250	R71 553	R101 989
5001-10000	R16 358	R38 993	R61 679	R67 957	R98 180
10000+	R25 506	R44 867	R55 613	R72 004	R99 797

Average developer salaries by company size

Specialist skillsets earn more
than generalist ones

If you're looking to fill backend roles, you'll need to offer more than if you're hiring for frontend or full stack developers. On average, backend developers will cost you 15% more than full stack and 25% more than frontend developers.

However, the gap between full stack and frontend developers has narrowed considerably, partly due to salaries for full stack developers stagnating over the past year.

Full stack developers might be a more affordable option if you're looking for a combination of backend and frontend skills.

Average software developer salaries by role

Years of experience

Backend 2024 · Backend 2023 · Full stack 2024 · Full stack 2023 · Frontend 2024 · Frontend 2023

Go, Ruby and Kotlin developers have the highest-paying skillsets

Over the past few years, Go and Kotlin have become more popular in South Africa's tech ecosystem.

Despite this growth, finding experienced developers working with these tools remains tough, and this is reflected in them earning the highest average salaries. The same is true for companies hiring Ruby developers, which also remains a niche skillset in 2024.

Years of experience	0-2	2-4	4-6	6-10	10+
JavaScript	R20 323	R30 653	R45 791	R63 896	R90 450
C#	R23 556	R32 200	R45 752	R61 712	R90 629
Java	R21 463	R33 053	R50 350	R69 908	R100 564
Python	R22 345	R34 990	R52 066	R69 242	R94 872
TypeScript	R23 763	R35 345	R50 393	R66 537	R93 336
Go	R32 500	R50 948	R64 729	R83 125	R108 112
Ruby	R29 583	R33 295	R61 538	R83 295	R112 291
Kotlin	R29 090	R35 972	R58 223	R76 216	R111 370

Average developer salaries by programming language

Spring Boot and Spring are the best-paying frameworks for senior developers

Frameworks also impact what a given skillset earns.

Spring and Spring Boot have the highest average salaries among frameworks and lead to higher average salaries for Java developers across the majority of their careers.

JavaScript developers can also earn more by gaining experience with widely-used frameworks like React or Node.js.

Years of experience	0-2	2-4	4-6	6-10	10+
ASP.Net	R25 263	R31 798	R46 540	R62 330	R90 283
React	R20 312	R33 634	R47 439	R71 793	R95 705
Node.js	R21 862	R32 614	R46 430	R63 922	R94 359
Angular	R25 000	R33 207	R47 500	R63 567	R87 854
Spring Framework	R25 500	R38 430	R52 198	R67 450	R10 2683
Spring Boot	R23 604	R36 302	R51 138	R74 207	R10 3777
Vue.js	R21 730	R30 471	R47 304	R69 507	R86 027

Average developer salaries by framework

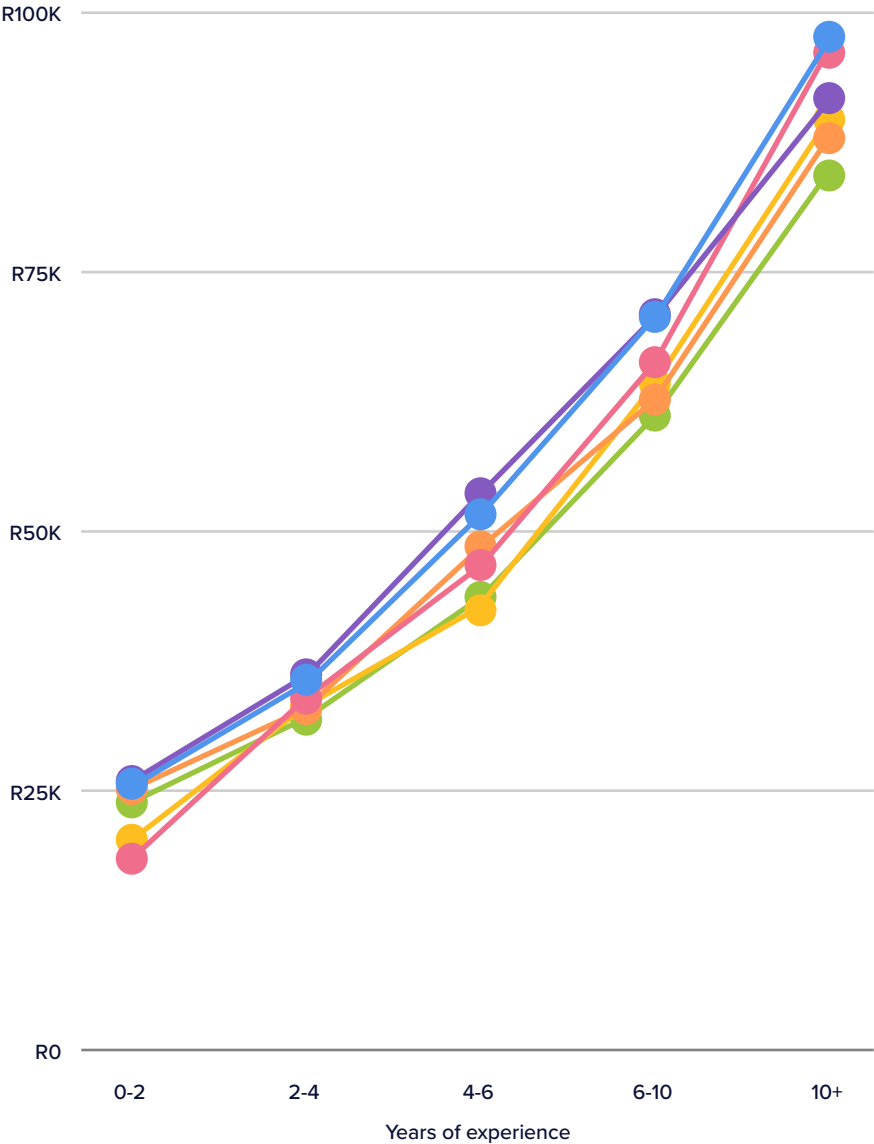# AWS is still the best-paying cloud skill in 2024

AWS knowledge is another skill that remains in demand, and that's reflected in AWS having the highest average salaries among South African cloud platforms.

Despite demand for AWS remaining strong, salaries for AWS developers with less than ten years of experience have stagnated. Google Cloud developers, on the other hand, have seen their average salaries increase for developers who have passed the two-year mark.

Are you hiring software developers?

OfferZen is the curated developer hiring marketplace that connects job-seeking developers with exciting opportunities at over 2000 companies in Europe and Africa. All our developer profiles are curated by our team to include skills, visa status, expected salary and work preferences upfront.

Hiring teams can make unlimited hires across all the roles on OfferZen, saving up to 50% compared to traditional recruitment costs.

Average software developer salaries by cloud

AWS 2024 · AWS 2023 · Azure 2024 · Azure 2023 · GCP 2024 · GCP 2024