



SALARY GUIDE

For Companies To **Hire Top Talent From India**

2024

A SNAPSHOT OF SALARIES OF TOP ROLES

EXPERIENCE (3 - 5 YEARS)

	Monthy Salary In INR	Monthy Salary In USD
ReactJS Developer	\$900 onwards	\$2500 onwards
Full stack developer	\$1000 onwards	\$2500 onwards
PPC Specialist	\$1100 onwards	\$2000 onwards

Find salaries of 40+ roles in this guide!

MARKET FORECAST 2024 | TALENT-WAR HEATS UP

The past couple of years have significantly changed the hiring landscape. Recessions in the US and EU led to increased operational costs, prompting companies to cut down their workforce to manage their expenses. Companies responded by cutting their workforce and temporarily freezing hiring until signs of financial recovery emerged.

- India has a net surplus of 245 million qualified tech talents, making it a preferred choice for 58% of global businesses.
- Local talents in the US, UK, AUS, NZ, SA, and Canada are 14% costlier than remote talents, prompting global businesses to source offshore talents.

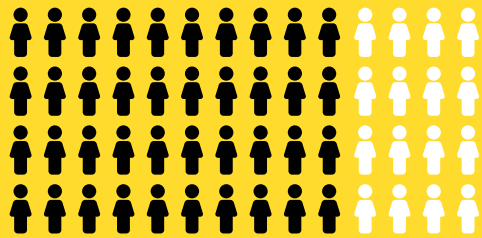


A Korn Ferry report projects an 85 million shortage of human tech talents by 2030, with a potential \$8.5 trillion revenue loss.

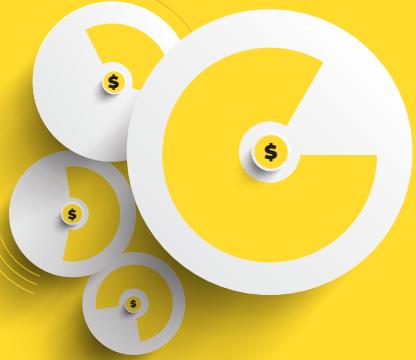
India's cost-effective and tech-driven hiring platforms facilitate easy scalability for remote employers. This benefits 43% of global small to medium-sized businesses by providing access to dedicated teams, HR, compliance expertise, and financial prowess, and allows them to compete with large enterprises for top talents.



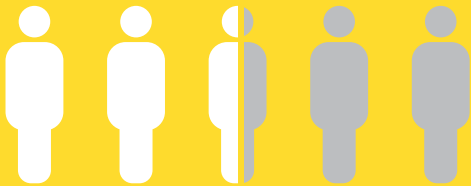
65 out of every 100 jobs were filled in 2023



India will have a talent surplus of 245 million human talents



Local Talents are 14% more expensive than remote talents

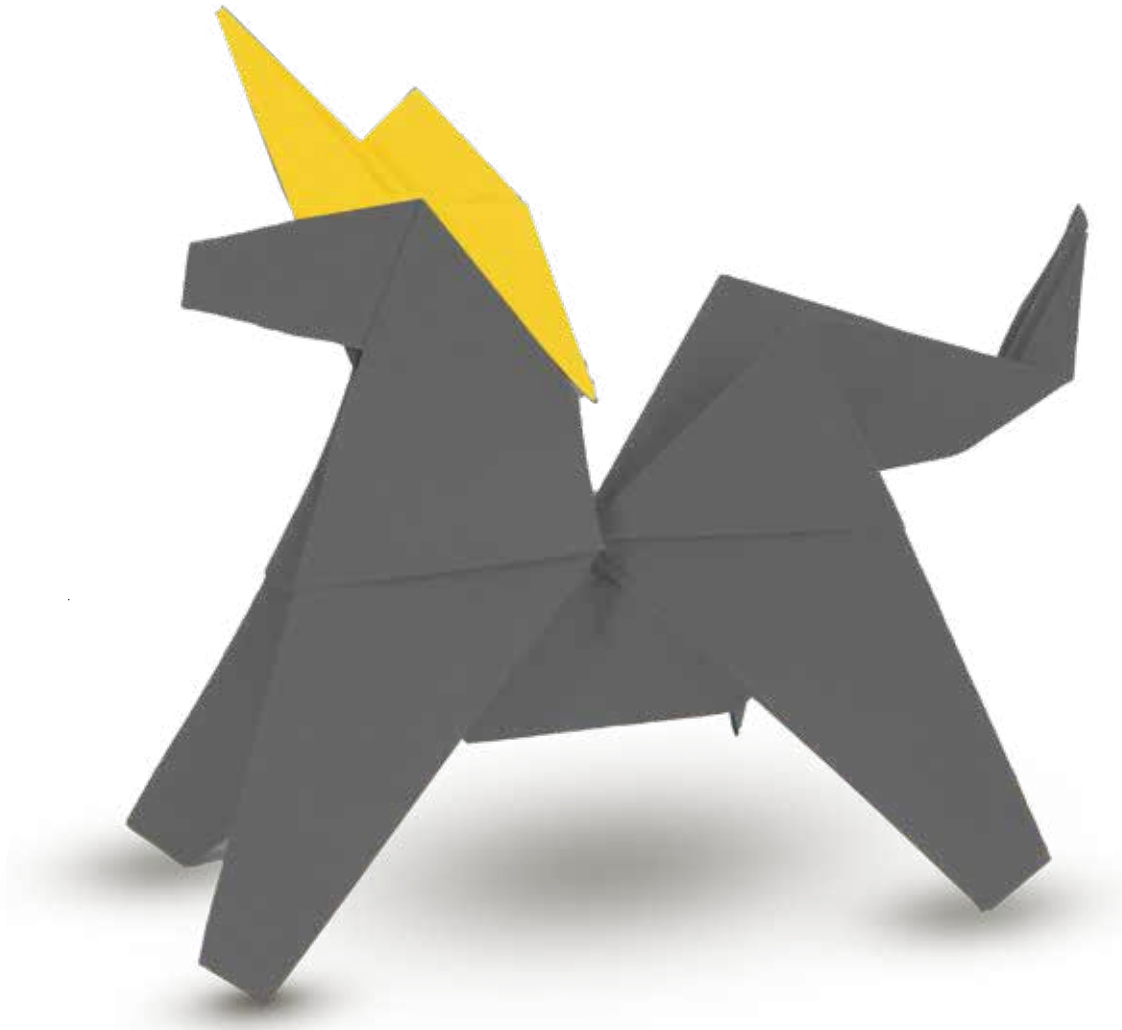


World will face a human talent shortage of 85 million by 2030

HIRING FACTORS FOR 2024 | THE BID FOR TOP INDIAN TALENT

In 2024, the primary concern for hiring managers is the attraction and retention of top talents. With industries prioritizing specific skills, businesses aim to identify and recruit highly skilled professionals who can contribute to long-term success.

“Top talents” are professionals who are highly skilled and go the extra mile by taking initiative, working independently whenever necessary, requiring minimum supervision, and utilizing their skill sets to improve operations. Besides these factors, hiring managers seek a global mindset in remote talents for success in diverse professional environments.



37%

Employers rank experience as the most important qualification in an applicant, as per Harvard Business School's 2021 study.

59%

Hiring managers prefer visual resumes like work portfolios over traditional text-based resumes, according to a study by Adobe.

79%

HR professionals say that scores on skills assessments are just as or more important than traditional criteria in hiring decisions, reports SHRM.



Top three factors preventing hiring



Compensation challenges

2023: 78%

2022: 63%



Insufficient technical or regulatory knowledge

2023: 59%

2022: 59%



Poor cultural fit

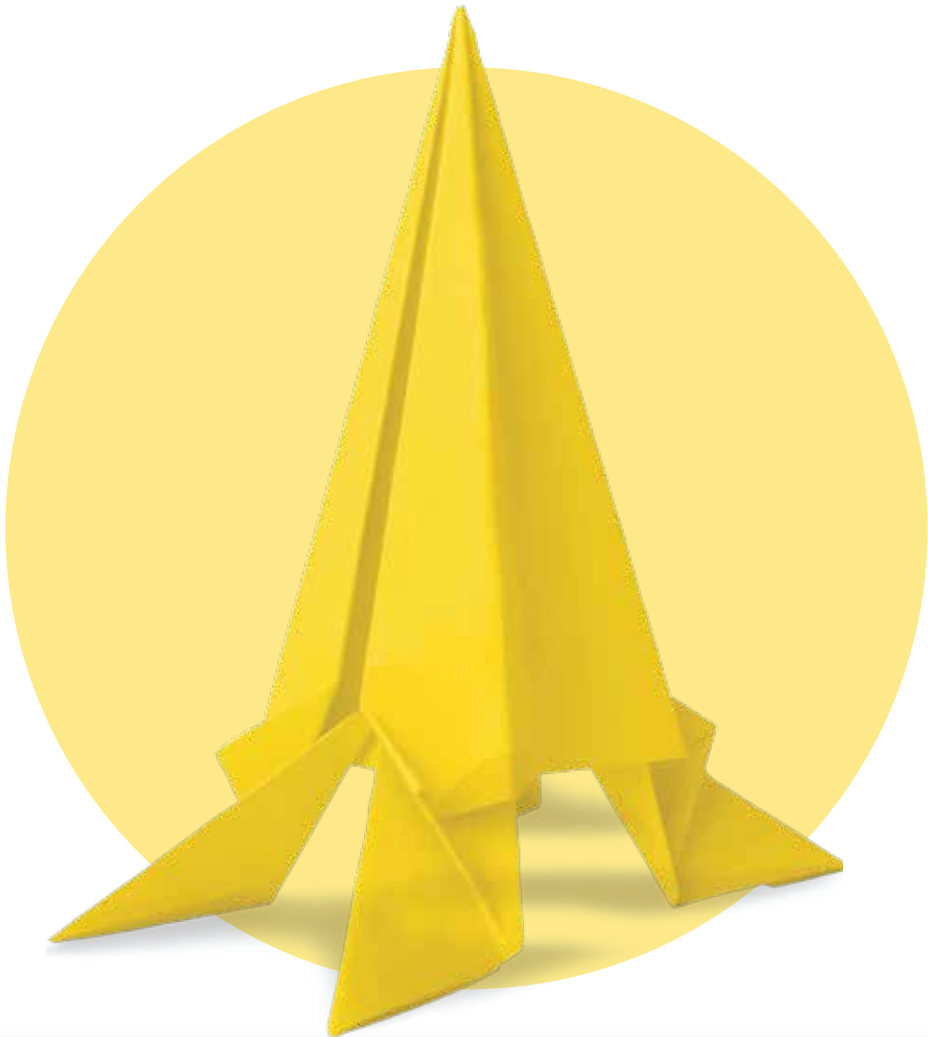
2023: 23%

2022: 21%

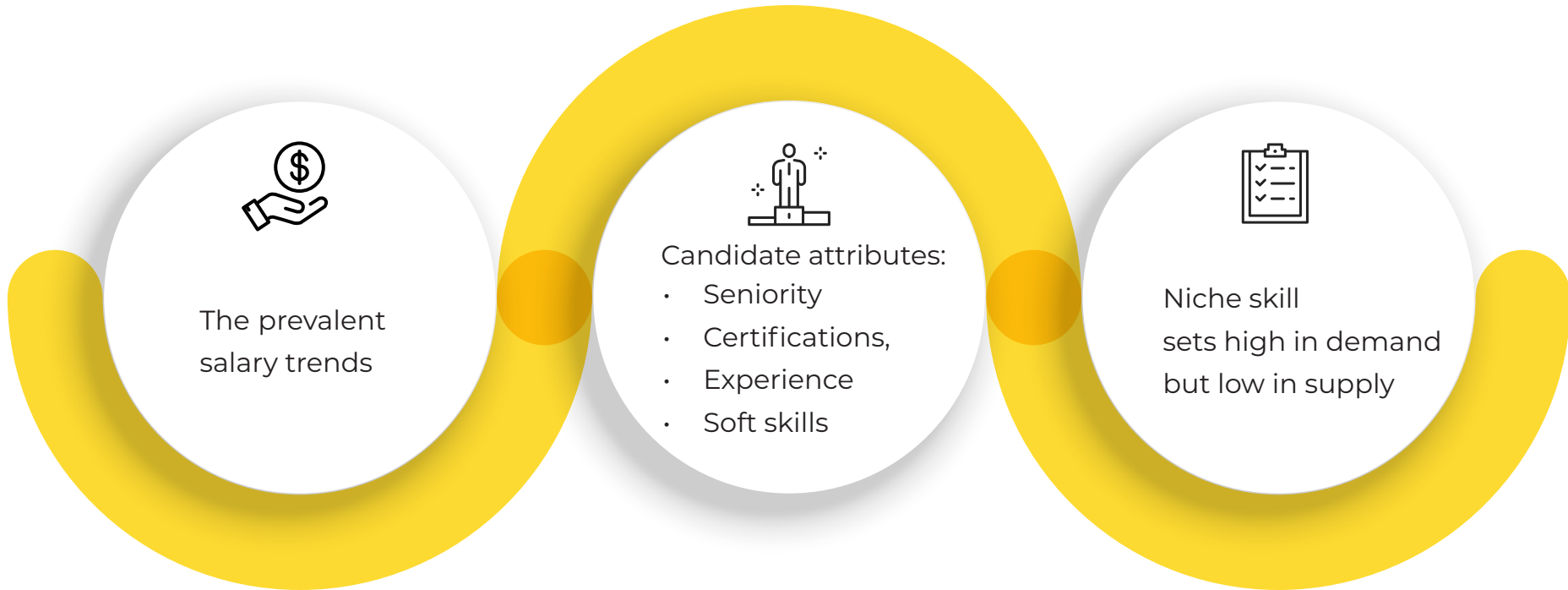
Hiring Factors for 2024 | The Bid for Top Indian Talent

An important aspect of offshore hiring is understanding the salary trends of various countries. This helps in decoding the competitive pay range and forming a hiring budget as per the estimates.

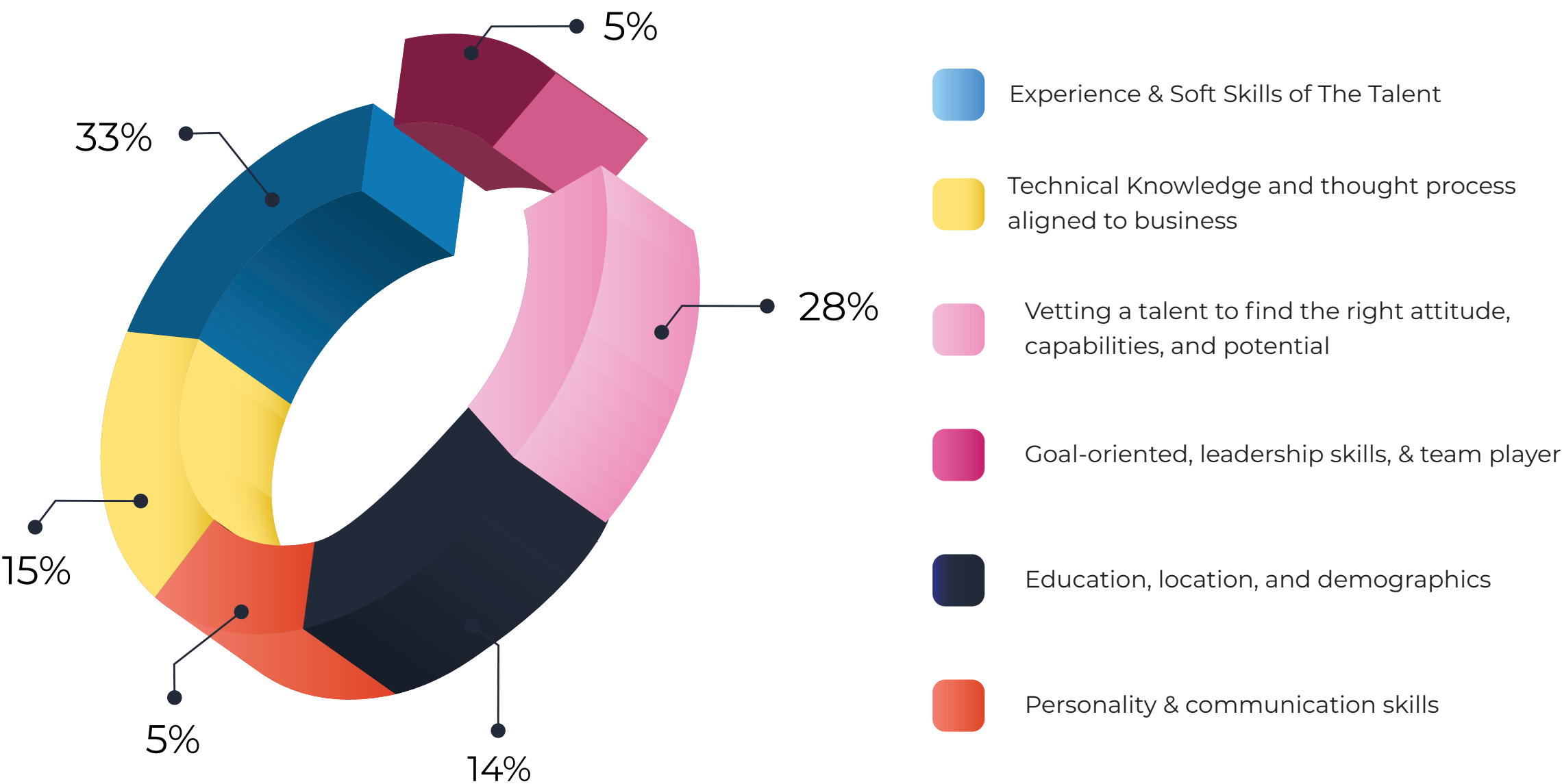
In the past four years, India has been the primary choice for offshoring remote roles. Employers seek to determine the appropriate compensation for talent that aligns with industry standards, considering the country's unique economics and talent expectations.



Factors That Influence Salaries When Hiring Remotely from India



Parameters of Top Talents



In-Demand Job Positions | Must-Have Skills in 2024

The biggest concern for global companies is finding a pre-vetted, remote-ready, and globally-experienced talent with the relevant technical skills.

Software Engineer, Data Scientist, and UX/UI Designer are the most in-demand professionals in 2024, while it is extremely difficult to locate skilled talents for Cloud Architect and Cybersecurity Analyst.

Most in-demand Soft Skills

- Communication
- Problem-solving
- Teamwork
- Adaptability
- Creativity
- Time management
- Attention to detail
- Customer service
- Leadership
- Business acumen

Most in-demand Hard Skills

- Software development
- SQL
- Finance
- Python
- Java
- Data analysis
- JavaScript
- Cloud computing
- Operations
- Customer relationship management

SALARY GUIDE 2024

The salary range is in USD, for Top Indian Talents ready to be employed in global companies.

DIGITAL ROLES

SEARCH & SOCIAL ROLES		
Role	Experience 3 - 6 Years	Experience 7 - 11 Years
SEO Specialist	\$1500 - \$3500	\$3500 - \$5000
Search / Performance Analyst	\$1500 - \$3500	\$3500 - \$4500
Organic Social Media Specialist	\$1500 - \$3500	\$3500 - \$5000

PAID ROLES		
Role	Experience 3 - 6 Years	Experience 7 - 11 Years
Performance Marketing	\$1500 - \$4000	\$3500 - \$5000
PPC Specialist	\$1500 - \$3000	\$3000 - \$4500
Paid Search Analyst	\$1500 - \$3000	\$2500 - \$4000
Paid Social Analyst	\$1500 - \$3500	\$3500 - \$4000
Programmatic	\$1500 - \$3800	\$3500 - \$4500

DESIGN ROLES		
Role	Experience 3 - 6 Years	Experience 7 - 11 Years
UI/UX	\$1500 - \$4500	\$4500 - \$5500
Graphic Designer	\$1500 - \$3000	\$3000 - \$4500
UI Designer	\$1500 - \$4500	\$4500 - \$5500

OTHERS		
Role	Experience 3 - 6 Years	Experience 7 - 11 Years
Digital Admin Support	\$1500 - \$3000	\$3000 - \$4500

TECH ROLES

FULL STACK

Role	Experience	Experience
	3 - 6 Years	7 - 11 Years
WordPress Full Stack Developer	\$2500 - \$3500	\$3500 - \$4500
Full Stack Developer	\$3500 - \$5500	\$5500 - \$7500
Full Stack Developer (Node / Laravel)	\$2500 - \$4000	\$3500 - \$6500
Java Full Stack Developer	\$2300 - \$3500	\$3500 - \$4300

BACKEND

Role	Experience	Experience
	3 - 6 Years	7 - 11 Years
Back End	\$2000 - \$3500	\$3500 - \$5500
DevOps Engineer	\$2000 - \$3000	\$3000 - \$4500
NodeJS Developer	\$3300 - \$4500	\$4000 - \$5000
Elasticsearch Developer	\$3300 - \$4500	\$5500 - \$6500
Salesforce Developer	\$3500 - \$4500	\$4500 - \$5500
Python Developer	\$2000 - \$3500	\$3500 - \$5000
Ruby on Rails	\$3500 - \$4500	\$4500 - \$6500
PHP Developer	\$3000 - \$4000	\$4000 - \$6500
Java	\$2000 - \$4000	\$4500 - \$5500

MOBILE APP DEVELOPERS

Role	Experience	Experience
	3 - 6 Years	7 - 11 Years
Mobile App Developer	\$3000 - \$4000	\$4000 - \$5000
Android Developer	\$2500 - \$4000	\$3500 - \$5500
iOS Developer	\$2000 - \$4000	\$4500 - \$6500

TECH ROLES

FRONTEND

Role	Experience	Experience
	3 - 6 Years	7 - 11 Years
Front End	\$2000 - \$3500	\$3500 - \$5500
Shopify Developer	\$2500 - \$3500	\$3500 - \$5500
Appian Developer	\$2500 - \$3500	\$3500 - \$5000
ReactJs Developer	\$2500 - \$3500	\$3500 - \$5500
AngularJs Developer	\$2500 - \$3500	\$3500 - \$5500
.NET	\$2000 - \$4000	\$4500 - \$6500
Unity Developer	\$2500 - \$4500	\$4500 - \$6500
Power BI	\$2500 - \$3500	\$3500 - \$5000

DATA

Role	Experience	Experience
	3 - 6 Years	7 - 11 Years
Data Engineer	\$3000 - \$4500	\$4500 - \$5500
Data Science	\$6500 - \$8000	\$8000 - \$10000
Data Analyst	\$3500 - \$5000	\$5000 - \$7500

CLOUD

Role	Experience	Experience
	3 - 6 Years	7 - 11 Years
Salesforce Marketing Cloud Developer	\$2500 - \$4000	\$4500 - \$6500
Cloud Engineer	\$2500 - \$3500	\$3500 - \$4500
MuleSoft Developer	\$3500 - \$5000	\$4500 - \$6500

TECH ROLES

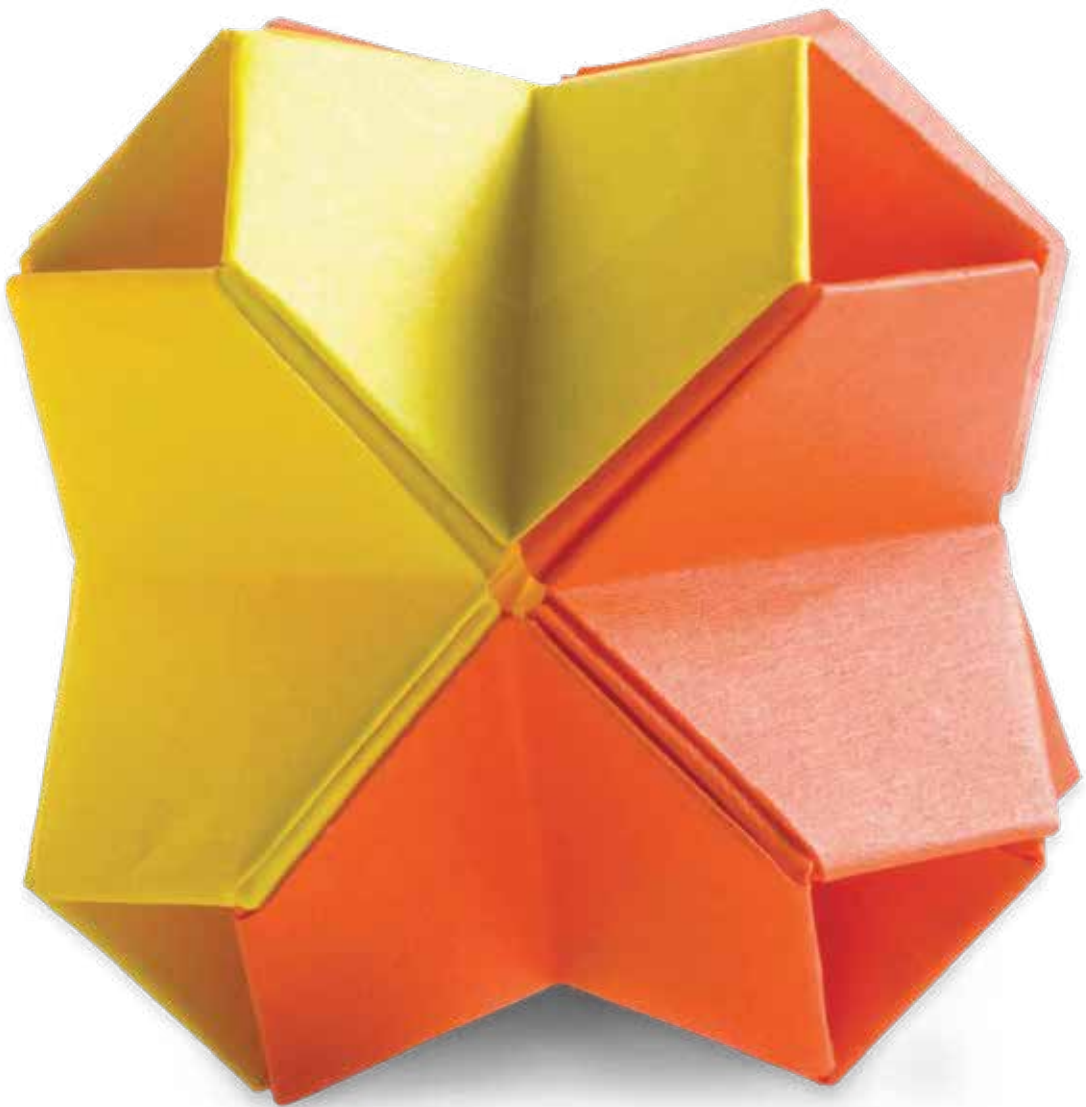
OTHER

Role	Experience 3 - 6 Years	Experience 7 - 11 Years
Software Lead	\$2000 - \$3500	\$3500 - \$4500
Webmaster / Developer	\$2200 - \$2800	\$2500 - \$3800
Web Analytics	\$3000 - \$4500	\$4500 - \$6500
Flutter Developer	\$3000 - \$4500	\$4500 - \$6500
Agile Product Owner	\$2000 - \$3500	\$3500 - \$5500
Digital Admin Support	\$3000 - \$4500	\$4500 - \$5500
Datorama Expert	\$3000 - \$4500	\$4500 - \$6500
Salesforce Admin	\$2500 - \$3500	\$3500 - \$5000
BlockChain Developer	\$2500 - \$3500	\$3500 - \$4500

OTHER

Role	Experience 3 - 6 Years	Experience 7 - 11 Years
ML Engineer	\$3000 - \$4500	\$4500 - \$6500
QA (Automation)	\$2500 - \$3500	\$3500 - \$5500

If the skill you are looking for is not mentioned in the Salary range of the Roles provided, please don't hesitate to contact us via email at the following address: bookdiscoverymeeting@uplers.in



About Uplers

Uplers is a global hiring platform that connects companies across the world with India's exceptional pool of tech and digital professionals. With the convenience of remote work or the option to relocate, Uplers simplifies the process of hiring full-time professionals. Uplers' deep vetting parameters include technical, English language assessment, behavioral, cross-cultural effectiveness, and global readiness.

ADVANCED INTEGRATED HIRING APPROACH

Sourcing

We attract on an average 30K+ candidates monthly and have a social media followership of 1 Million

Vetting

We assess each candidate through a 5-step deep vetting process. Standardized industry-acknowledged assessment is included in the vetting, Behavioral & global readiness assessment

Matchmaking

We ensure perfect matchmaking by matching candidates with hiring requests from global companies. We facilitate interview scheduling, and selected candidates are offered long-term contracts.

Screening

Efficiently screen profiles, assessing qualifications, experience, skills, and cultural fit to identify the most suitable candidates for the job.

Post-deployment

We handle agreements, payroll, and HR compliance, to facilitate smooth onboarding. Monthly feedback sessions with Talent success coaches and engagement activities foster a conducive long-term working environment for global teams.



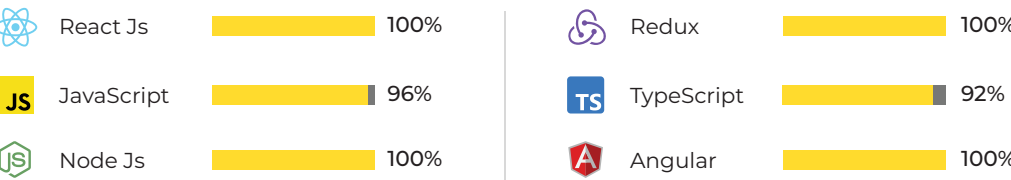
Tania Bhalla
Full Stack Developer | Experience: 8 Years

Skilled Technical Lead successful at marrying technology and business needs in order to meet changing demands and solve diverse problems. Excellent team player with coordination and interpersonal skills. Quick Learner with the ability to rapidly achieve organizational integration, assimilate job requirements.Prepared to leverage 7+ years of technical experience to take on a new role with long-term potential and room for professional growth.

Skills

- JavaScript - 6 years
- React Js - 7 years
- Git / SVN - 4 years
- FullStack - 6 years
- HTML / CSS - 8 years
- MySQL
- TypeScript
- GitLab
- Mongo DB
- Node Js

Vetted Skills



Professional Summary

Sep 2021 - Present 1 yr 10 months	Sep 2019 - Sep 2021 2 yr	Dec 2018 - Sep 2019 10 months	July 2015 - Nov 2018 3 yr 4 months
Technical Lead Mobile Programming India PVT. LTD, Mohali	Sr.Full Stack Developer Beesolver Technology PVT. LTD, Mohali	React JS Developer Spineor Web Services PVT. LTD, Mohali	Software Developer Mobile Programming India PVT. LTD, Mohali

Applications & Tools Known

- Git
- JavaScript
- React
- Node.js
- AWS (Amazon Web Services)

[View Full Profile](#)

To view more such sample vetted profiles, [click here](#)

UPLERS CAN HELP YOU HIRE & MANAGE



200,000+
Network



100+
Tech & Digital
Skill Sets



Top 3.5%
Talents



5-day
Fast Hiring
Process



5+ Time
Zone
Alignment



1 out of 3
Guaranteed
Selection



2 weeks
no-risk trial



Lifetime
30-day
Replacement



Easy
Cancellations



Book a discovery call today



Hire Top Indian Talent, Ready For Global Teams



www.uplers.com