



**OFFER** ZEN

**MERGE**

**State of South Africa's  
Software Developer Nation**



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**SOFTWARE IS EATING THE WORLD**



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**PEOPLE ARE THE FOUNDATION OF SOFTWARE**



2019

# State of South Africa's Software Developer Nation



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**SHOULD I BE A SOFTWARE  
DEVELOPER IN SOUTH AFRICA?**

# FACTORS WHEN CHOOSING A NEW JOB

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## SA

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- 1 Company culture
- 2 Professional Growth Opportunities
- 3 Flexi-hours
- 4 Tech stack
- 5 Diversity

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## SA

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- 1 Company culture
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## GLOBAL

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- 1 Professional growth & learning
- 2 Work-life balance
- 3 Interesting problems to solve
- 4 Flexibility
- 5 Company culture



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**FEEL RESPECTED & VALUED AT  
THEIR WORKPLACE**





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**FEEL THEY HAVE GROWTH POTENTIAL  
AT THEIR CURRENT WORKPLACE**



# COMPENSATION

# SOME OF THE TOP EARNING PROFESSIONS IN SA

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- Actuaries
- Medical Specialists
- Lawyers
- Engineers
- Pilots
- Software developers

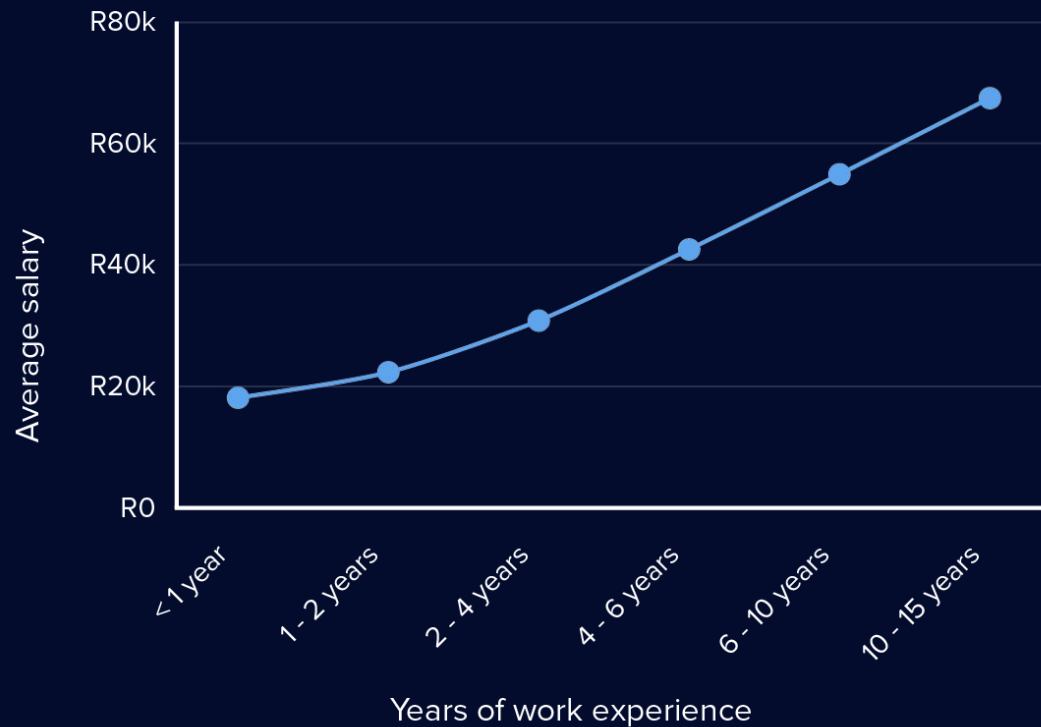
# SOME OF THE TOP EARNING PROFESSIONS IN SA

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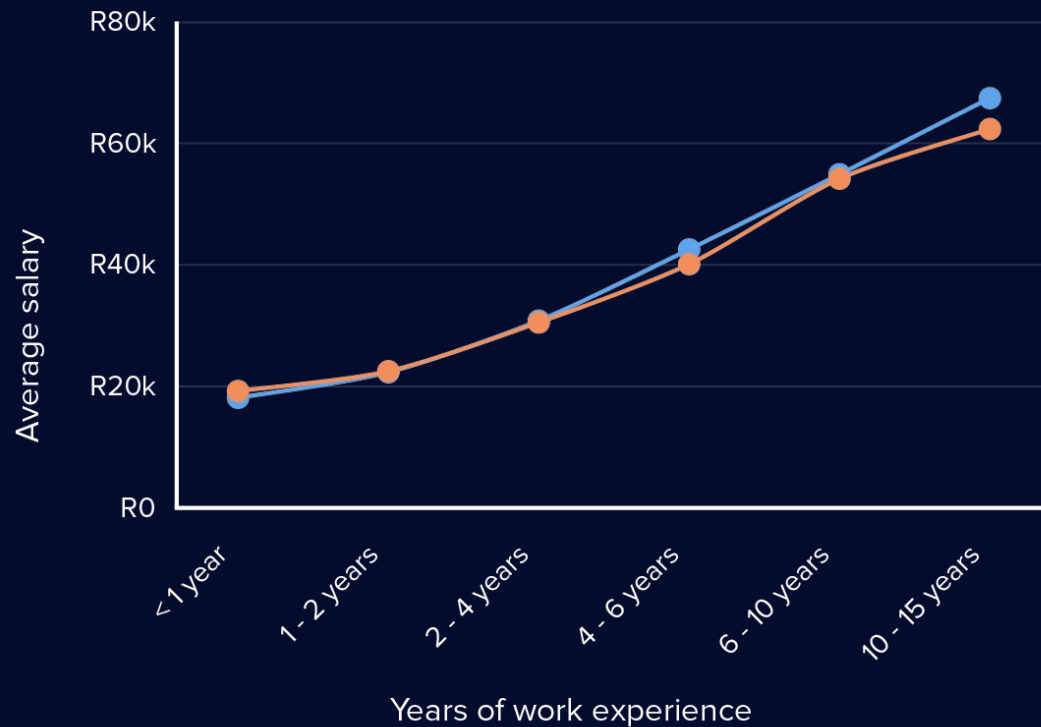
- Actuaries - Degree
- Medical Specialists - Degree
- Lawyers - Degree
- Engineers - Degree
- Pilots - Licence
- **Software developers - no degree!**



# DEVELOPER SALARIES WITH DEGREE



# DEVELOPER SALARIES WITH **DEGREE** vs **NO DEGREE**





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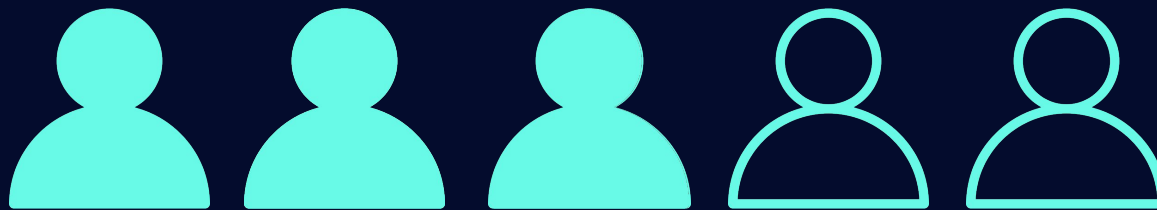
# LOOKING ABROAD



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**ACTIVELY LOOKING TO MOVE  
ABROAD**

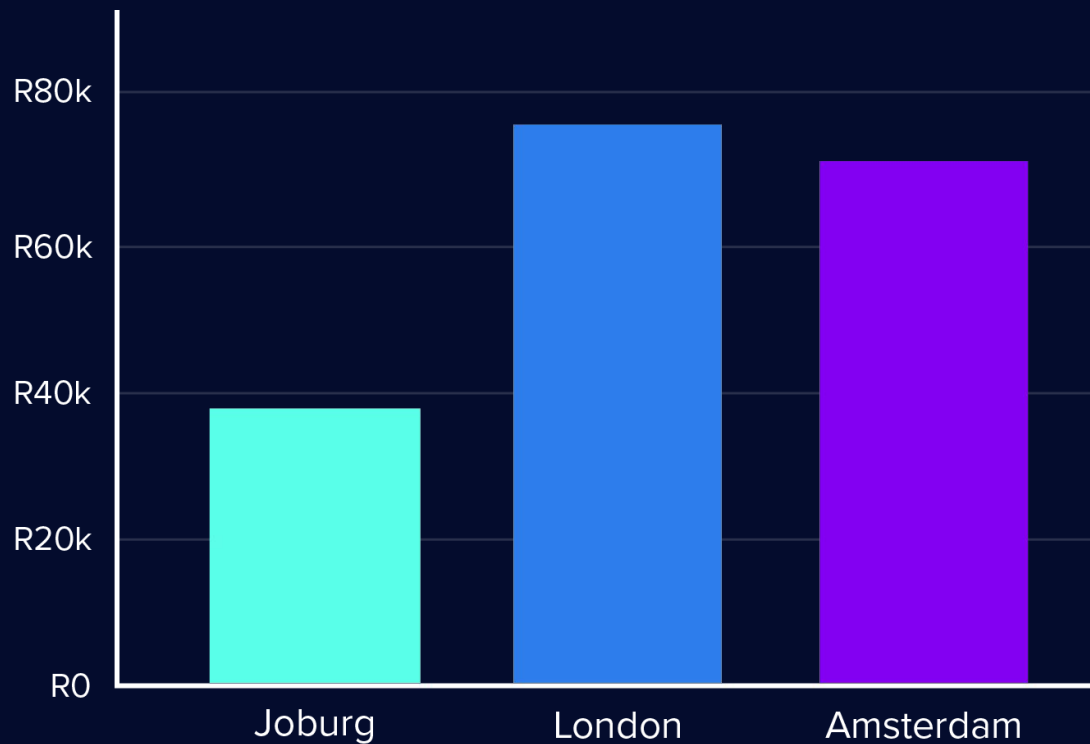




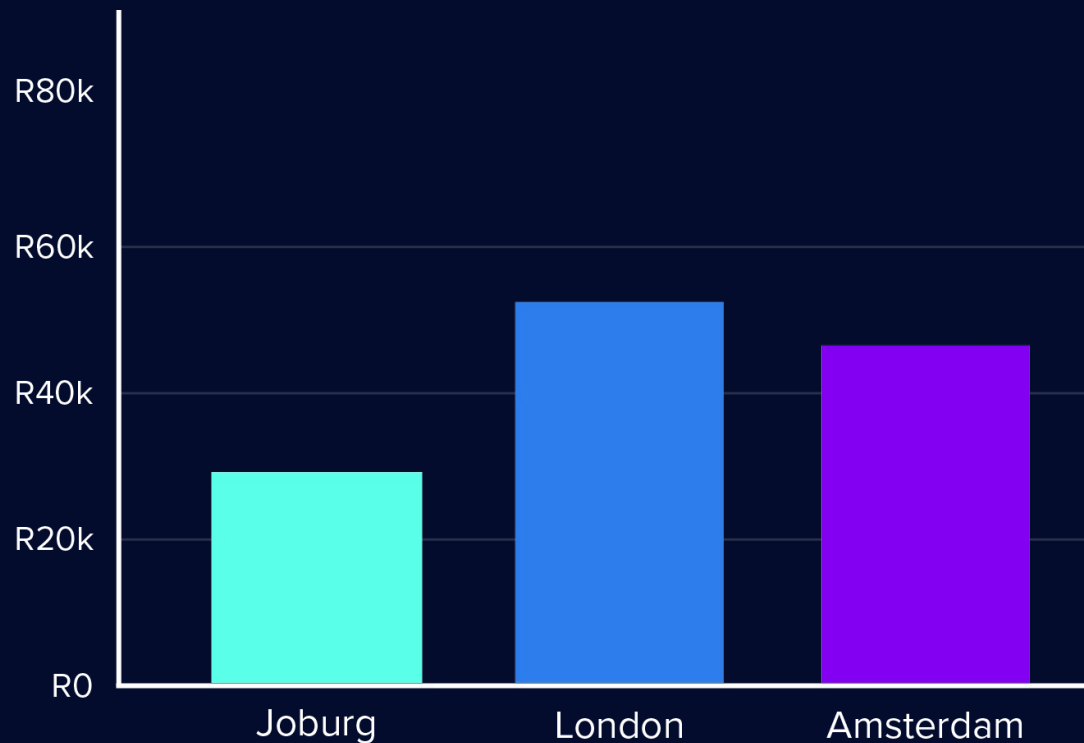
## OPEN TO INTERNATIONAL OPPORTUNITIES

- ① Earning potential

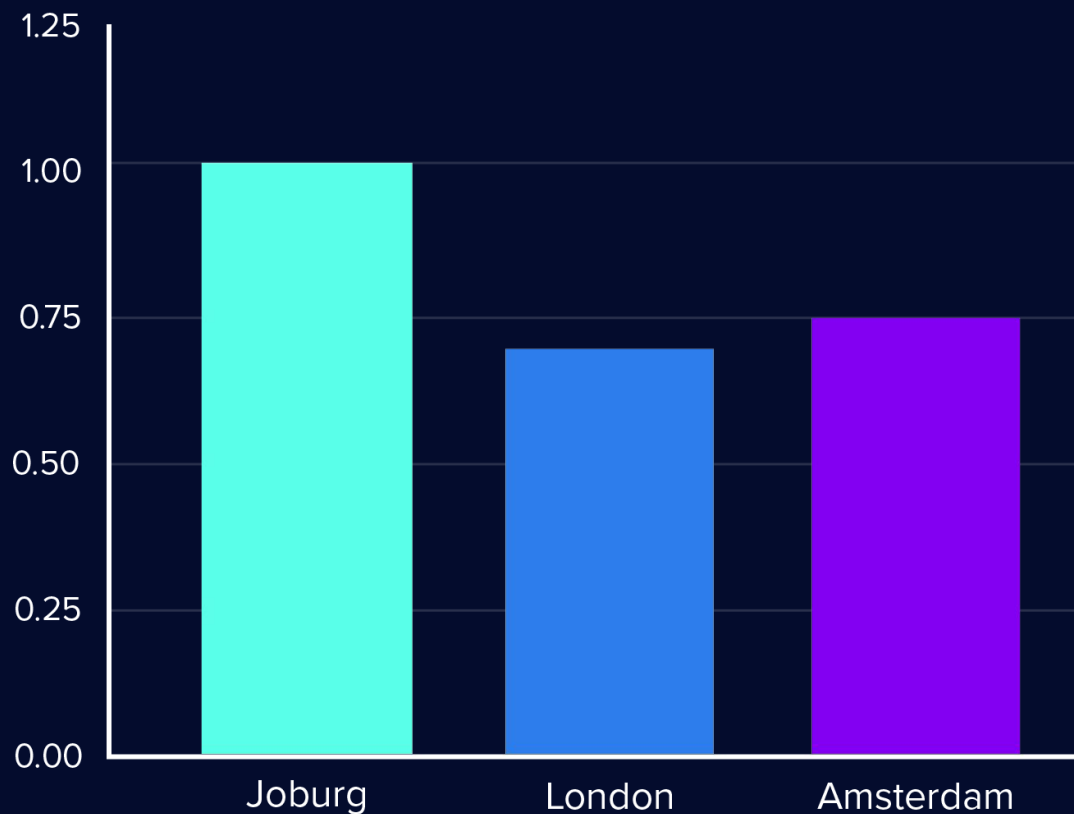
# AVERAGE DEVELOPER SALARY



# AVERAGE DEVELOPER SALARY AFTER TAX








# SPENDING POWER AT AVERAGE SALARY



From Numbeo

# SPENDING POWER ACROSS THE WORLD

	Country	How many Big Macs can you buy?
	Ukraine	21,825
	South Africa	19,215
	United States	18,712
	Australia	17,802
	Russia	17,571

From Stack Overflow



# MY STORY













**WICs Women in Computer Science UCT @Wics\_UCT · Feb 4**  
1st day of recruiting people went well today 🥰🥰🥰 see you again Tomorrow t.shirts for @OfferZen #WomenInTech



**Rebecca Franks** @riggaroo · Aug 30, 2018  
It's official, I own a whole wardrobe of @OfferZen clothing 🥰 What an awesome prize. Finally got a mergup shirt as well! 🙌 Thanks for making my day, awesome humans!



**Johannesburg MS Developer User Group** @jhms... · Oct 10, 2018  
We would like to thank the generous sponsors of #dotnetconf2018 @jhbmsdg Without this event would not have been possible! Thank you! @netDigital @OfferZen @Microsoft @dotnetdn @XamarinEvents



**PyConZA** @pyconza · Aug 28, 2018  
OfferZen is having an incredible impact on the tech community in SA. Sponsoring conferences, developing impactful learning experiences with Make and ofc getting developers the finest jobs. We are extremely proud to have you as our sponsor yet again. Thank you @OfferZen #PyConZA



**DisruptHRCpt** @DisruptHRCpt · Jan 31  
Check out the awesome talks at #DisruptHRCPT on 7 March 2019, 6pm, @RedAndYellowEd!  
Lineup: [@ckt.io/54Zim7](#) [@mervynonline](#) @TalkDrawer @franksy\_franks @anja\_vanbeek @OfferZen @2Uinc @Empanda\_Network @MygrowGO @CultureCareSA @lizebarclay @dianekingwill @garywillmott



**Chantal LaVaux** @ChantalLaVaux · Nov 25, 2018  
It's the highlight of my year! Thank you @WShop1CT for the @OfferZen swag and to the kind sponsors @lunomoney @OfferZen @seurper @gumsticker @disrupt @dotnetdn @UCT18



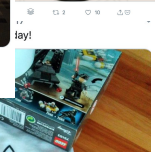
**Jay-Allen** @JayAllenM · Aug 22, 2017  
Nyan whale and pandast @OfferZen stand @AgileAfricaConf



**Griffiths Sibeko** @maggriffiths · Oct 25, 2017  
Great turn out at @Workshop1CT for our #devCapeTown meetup. Thanks to @OfferZen for swag and @mlab for the venue.



OfferZen and mLab



**BabesGotBytes** @BabesGot · Jun 29  
The first speaker @SewagodimoJ talking about how she got into the tech industry. @project\_codeX @typo3 @offerzen #BabesGotBytes #CareerChats #womenInTech



**RailsBridge CPT** @RailsBridgeCPT · Oct 14, 2017  
Thank you @OfferZen for the tees! #unicorn #love



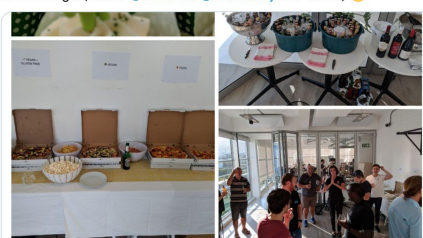
**Grant Ongers** @gront · Sep 14, 2018  
Popular t-shirt in @OfferZen the year @OfferZen book who I found wearing: @Wiscancel Who else!



**Project codeX** @project\_codeX · Jun 18, 2018  
Great excitement this morning when the @OfferZen swag arrived for our June end of term #hackathon. Thanks a lot for the support Offerzen.



**Alex Koller** @AlexKollerDev · Feb 27  
Another awesome @GDGCapeTown event is kicking off at @over. Look at all the swags! (thanks @OfferZen @lunomoney and others) 🥰



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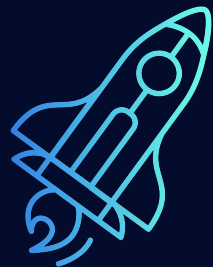
The data is telling us that it's a pretty great place to be:

- **Culture** - 4 out of 5 devs feel respected and valued in the workplace
- **Earning potential** - SA devs have the 2nd highest spending power in the world
- **Impact** - ?



**Check out full report on [OfferZen.com](https://OfferZen.com) and  
come chat to me afterwards!**





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# Questions?