



OFFERZEN

# Career Deep Dive: Senior Developers

*2021 State of the Developer Nation Report*



## Our mission

Help developers **grow in their careers**



Empowering  
jobs at great  
companies



Mentoring

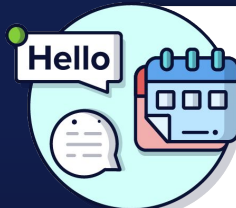


Data to stay  
informed

You are here 🙌



Content for  
devs by devs



Connect and learn  
with other devs

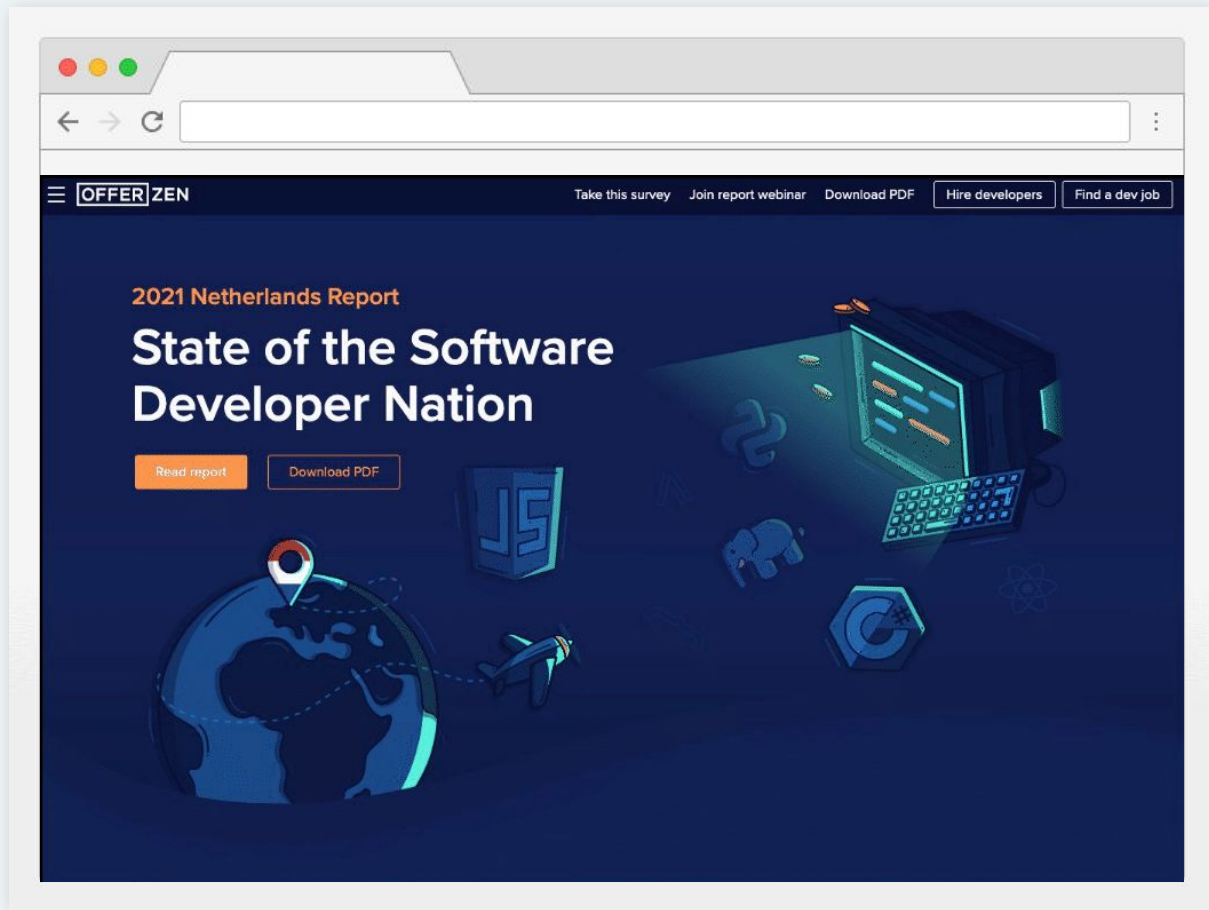


## SWAG competition

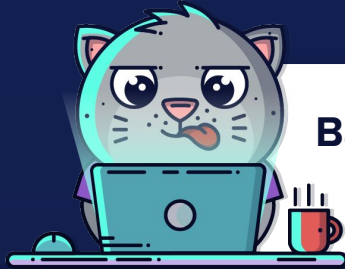
**Win an epic OfferZen swag pack**

**How?** Create some social media FOMO

Tag @offerzen and use #OfferZenswag



# Agenda



**Background and  
Education**

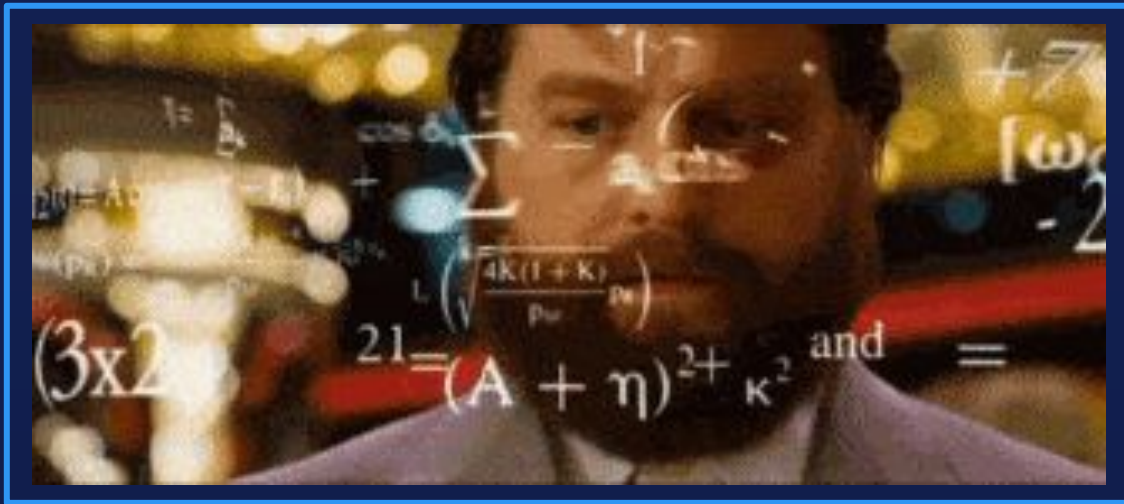


**Skills and  
Learning**

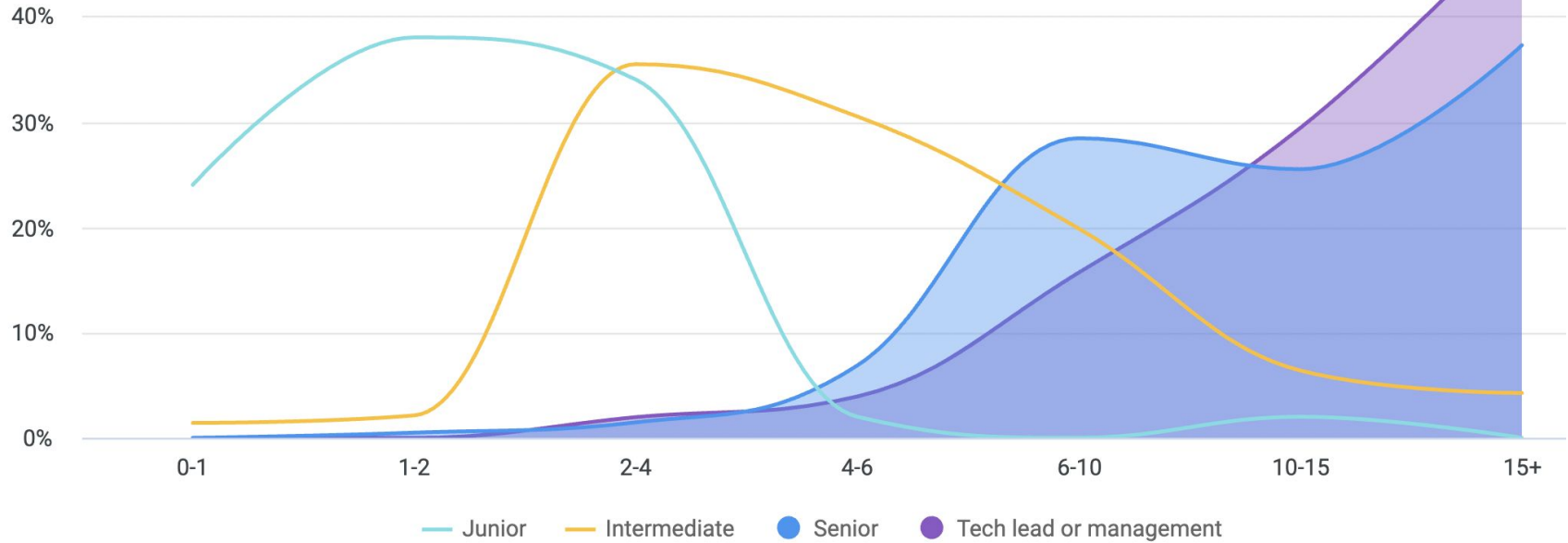


**Careers**

What is this “senior dev” you speak of?

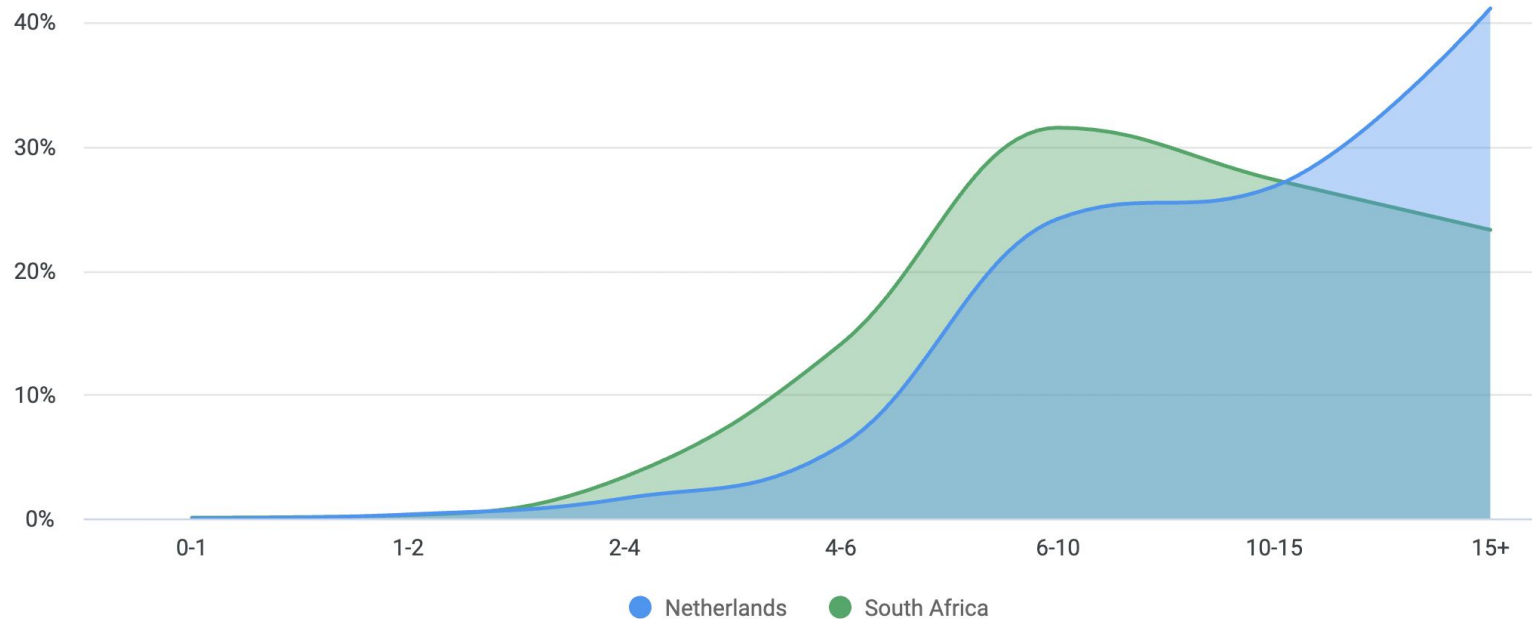


## Self-reported seniority by years Experience

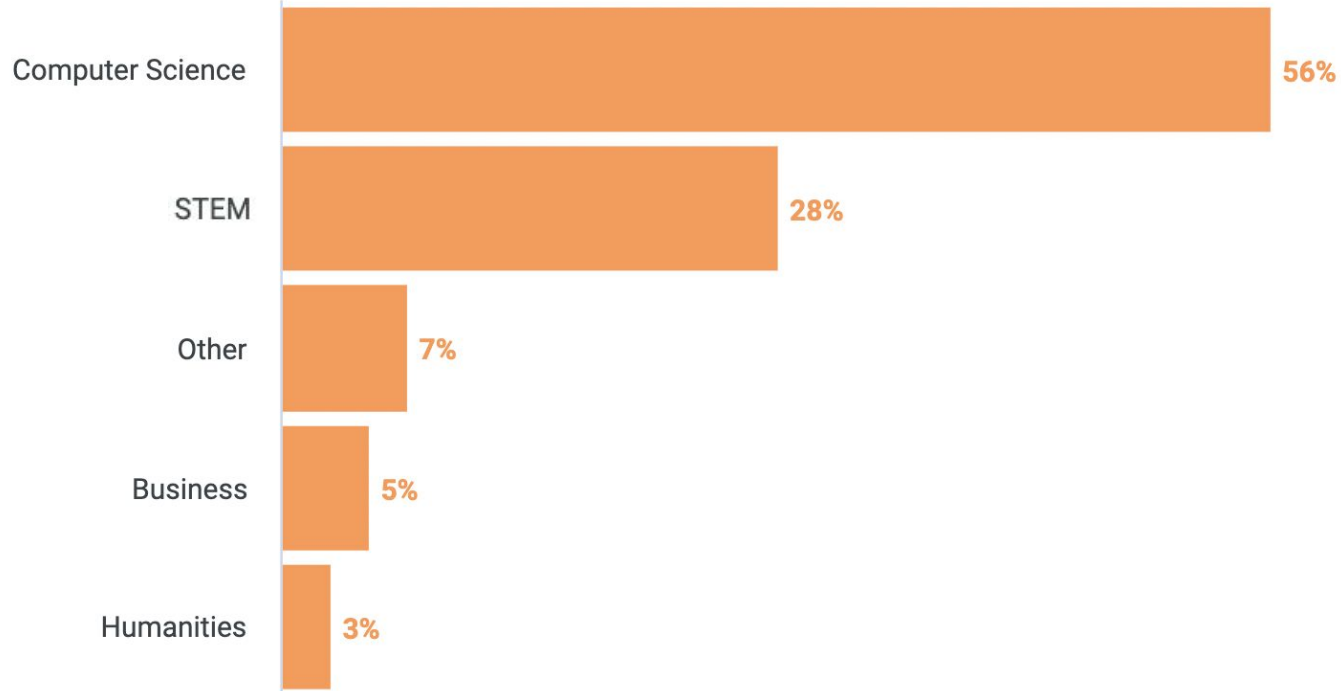




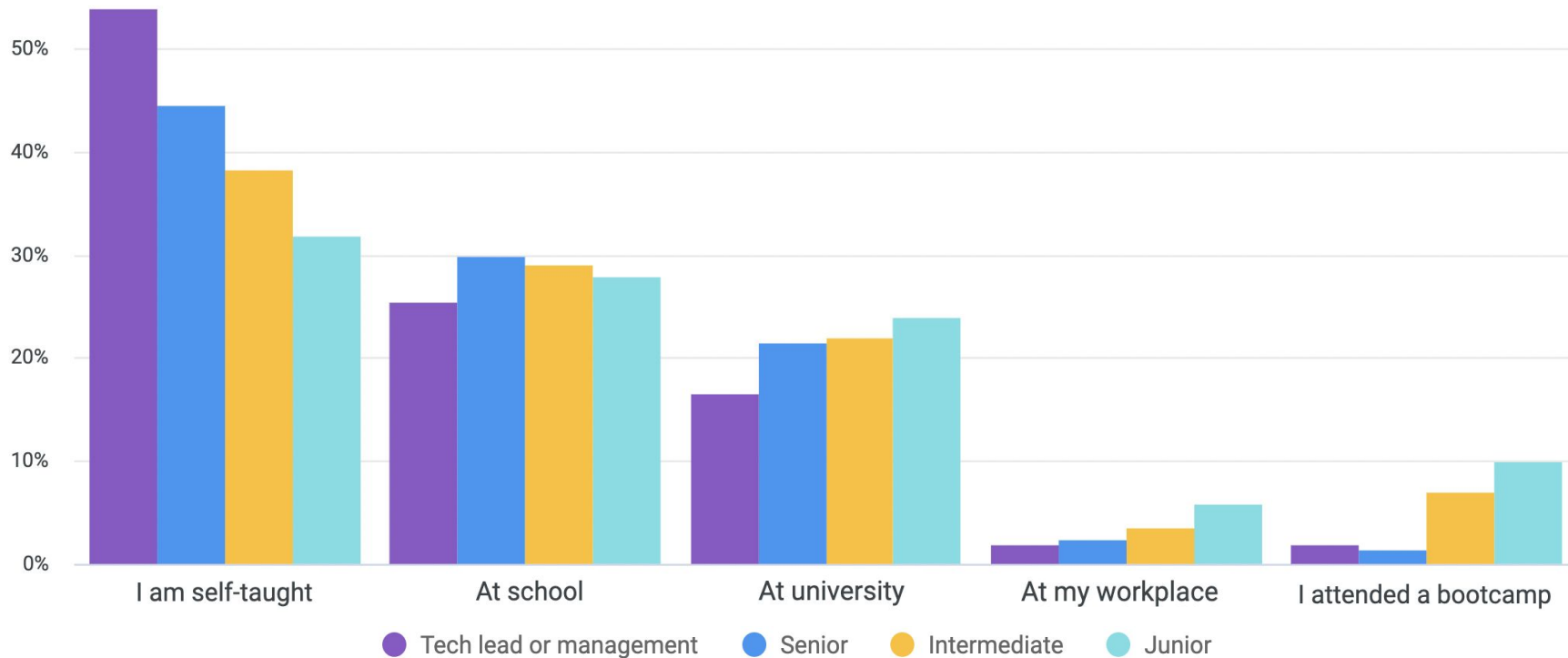
## Seniors' years experience in South Africa and the Netherlands



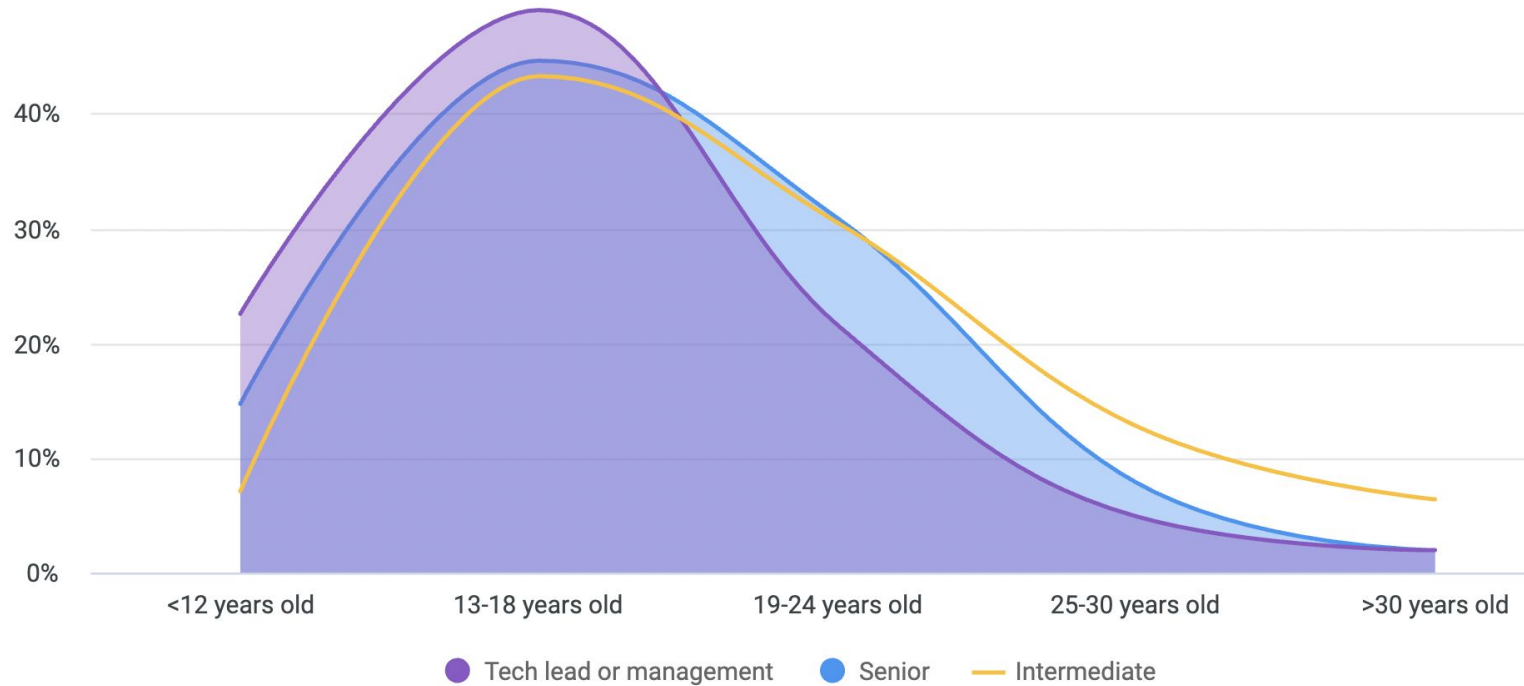
## The **degrees** that senior developers have



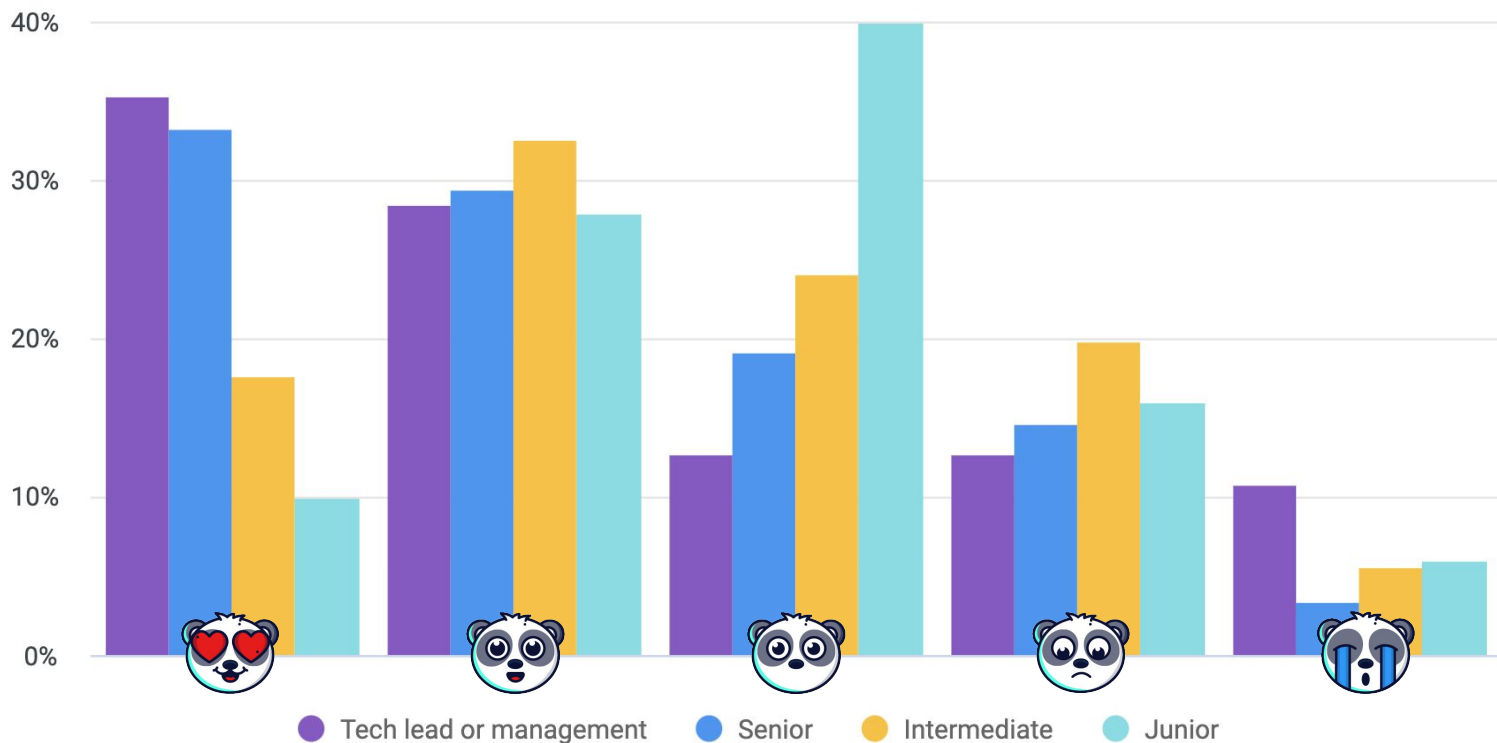
## Where developers **first learned to code**



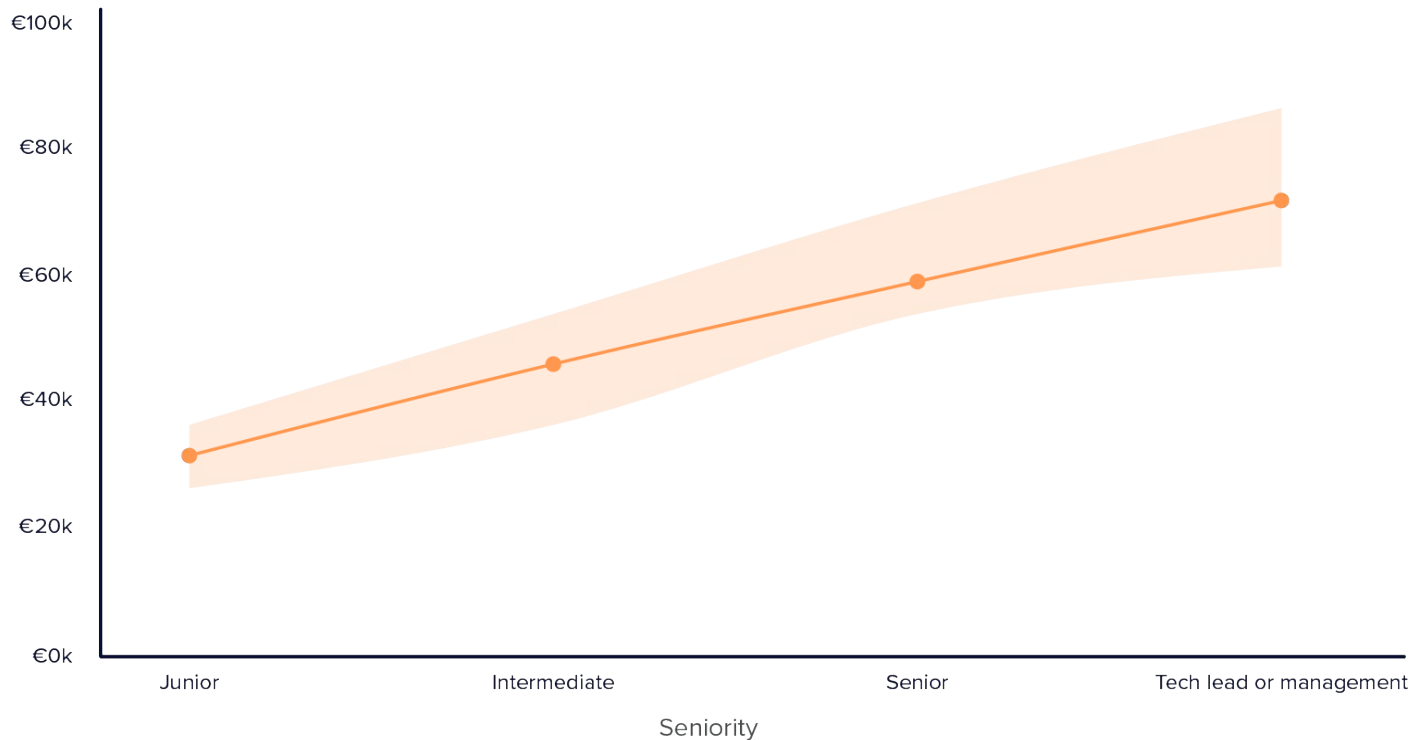
## Ages different seniorities started coding



## Agreement that they **code for fun** outside of work



## Average salary by seniority



## And their favourite OfferZen T-shirt?

1

this is a joke

2

git stash



3



4

STAY AGILE



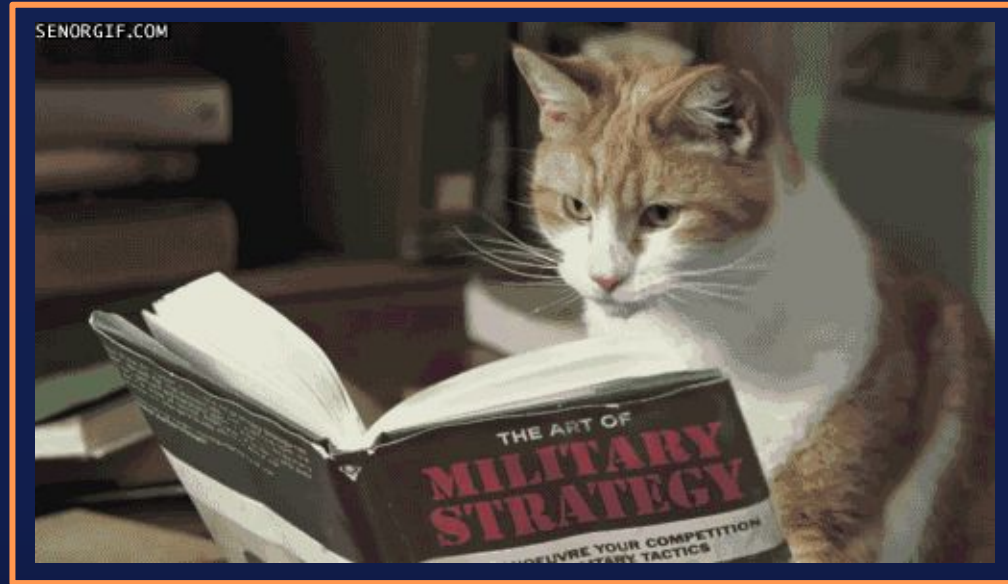
5



See the rest of our t-shirt designs at: [offerzen.com/swag](https://offerzen.com/swag)

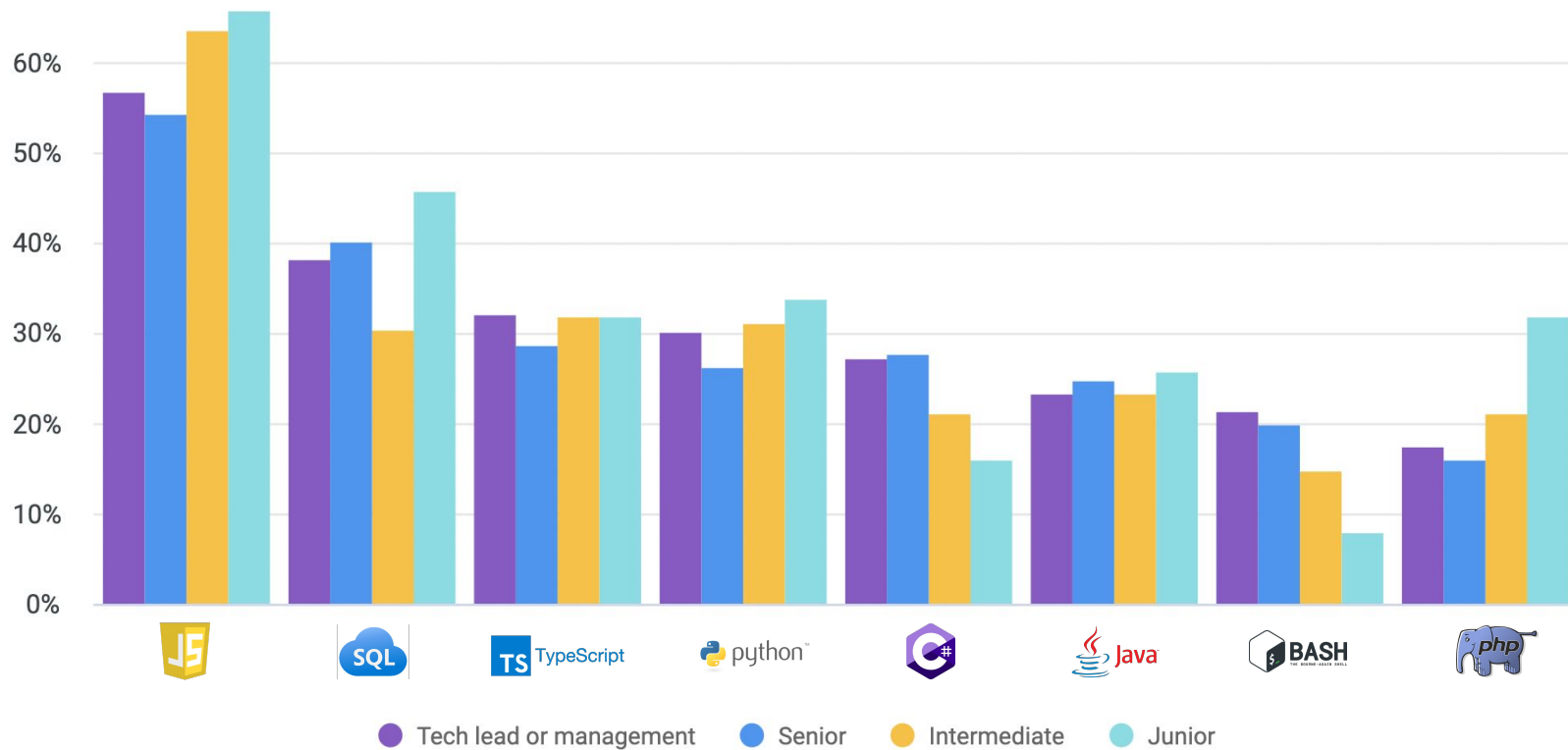
\* Out of 29 designs

# Meow tell me about their **skills** and **learning**

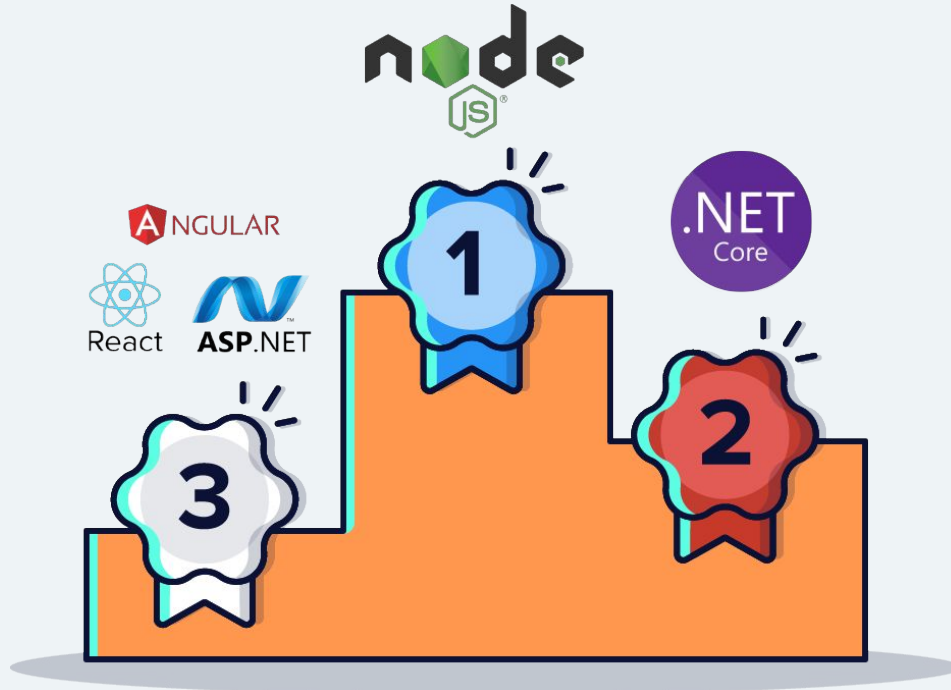




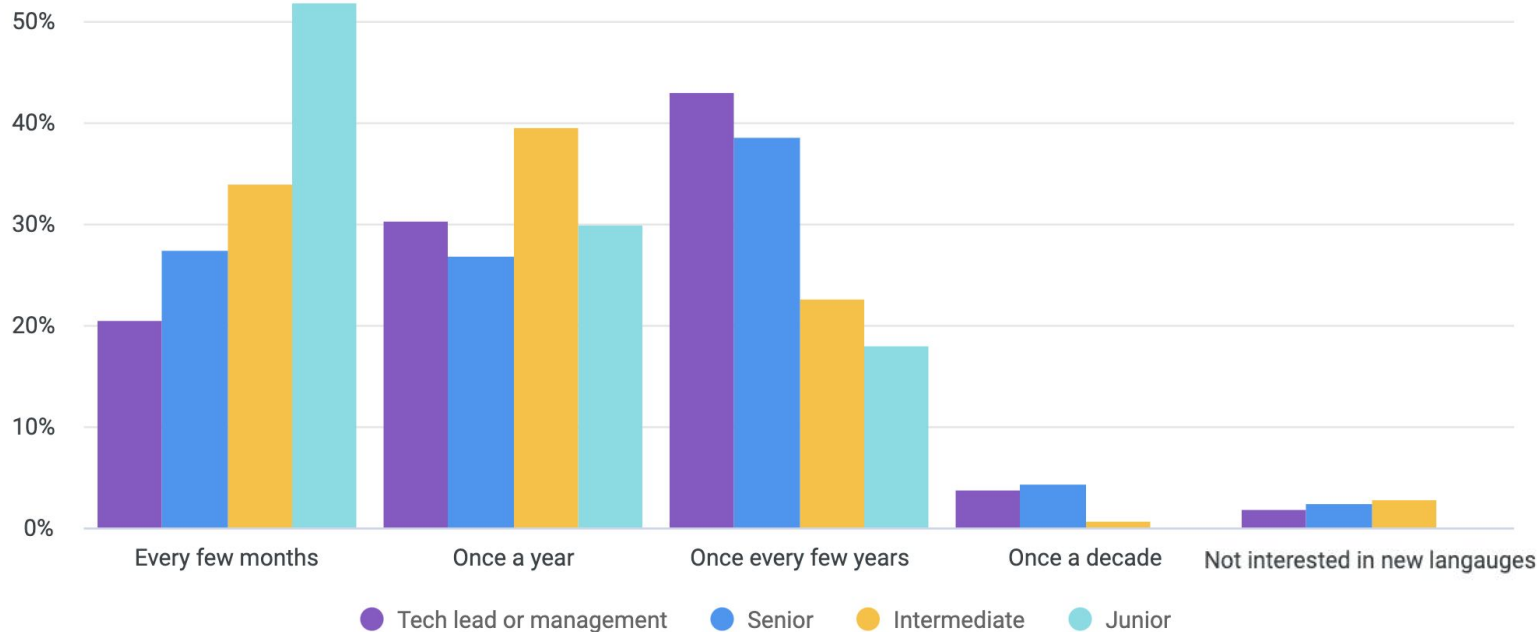
## Most used languages



## Most used frameworks from seniors devs



## Looking to learn languages **less frequently than counterparts**, but still at least every year



## The **top languages** devs are looking to learn



## Senior Devs are about giving back - **community anecdotes** 😎



**Coaching at Make Days**

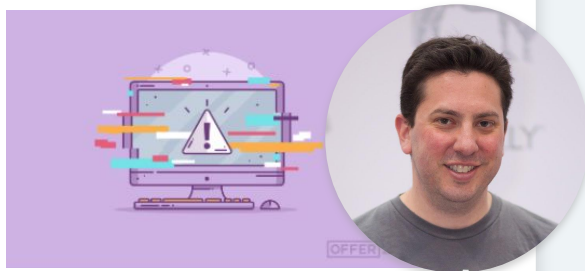


**Mentoring Devs**

TOPIC: AUDIO

### Jeremy Edberg, MinOps: Lessons in Automating Netflix's Alert System

During his time at Netflix, Jeremy Edberg set up an automated alert system to notify engineers of site outages. He discusses its features and its impacts.



**Writing and speaking**

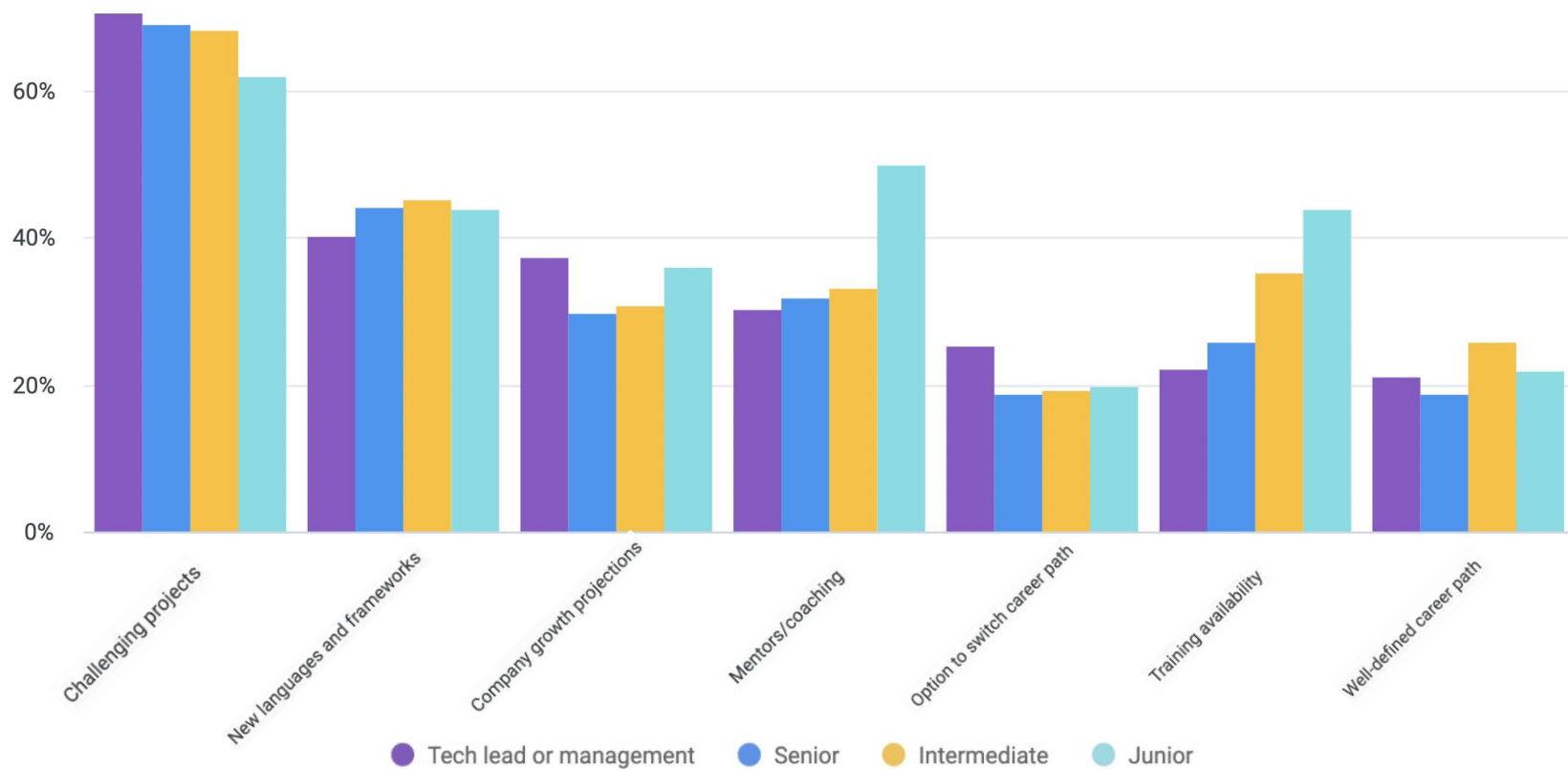
# Careers



## Top Companies they want to work at

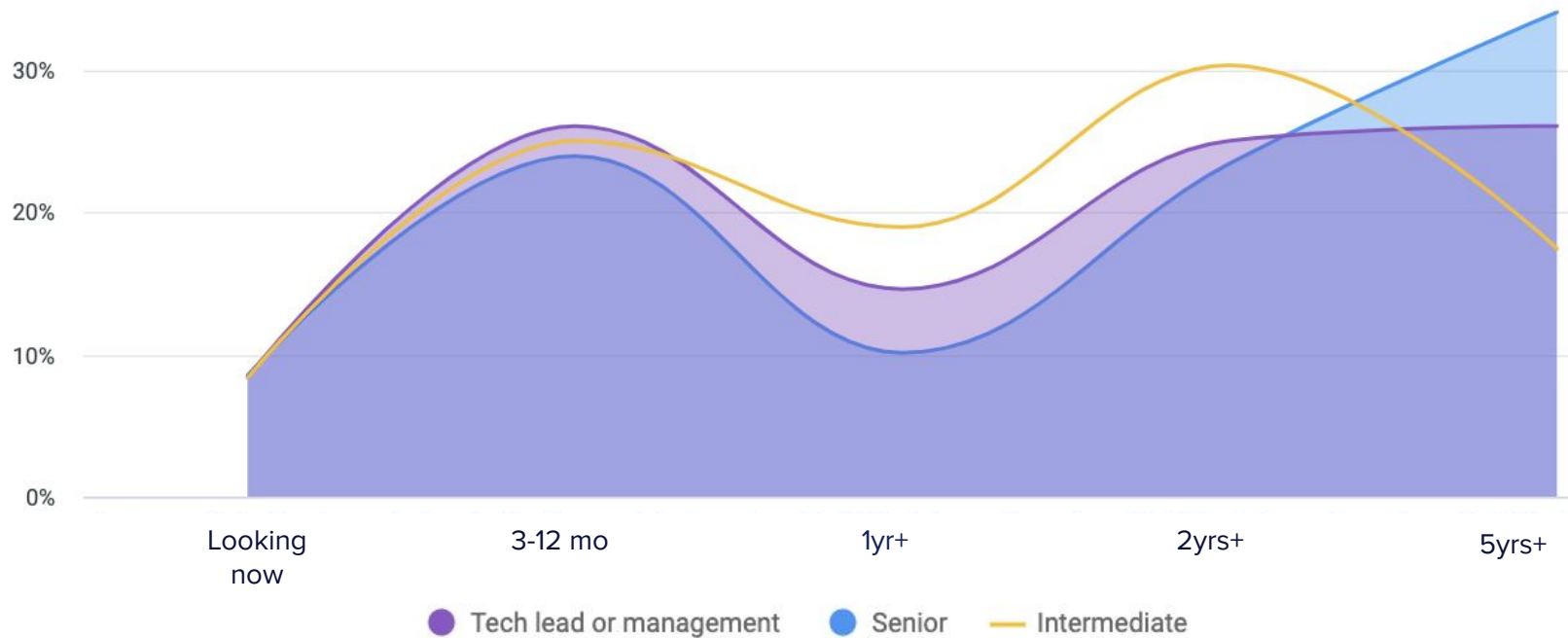
- |   |   |    |   |
|---|---|----|---|
| 1 |  | 6  |  |
| 2 |  | 7  |  |
| 3 |  | 8  |  |
| 4 |  | 9  |  |
| 5 |  | 10 |  |

## What do devs value when thinking about their careers?





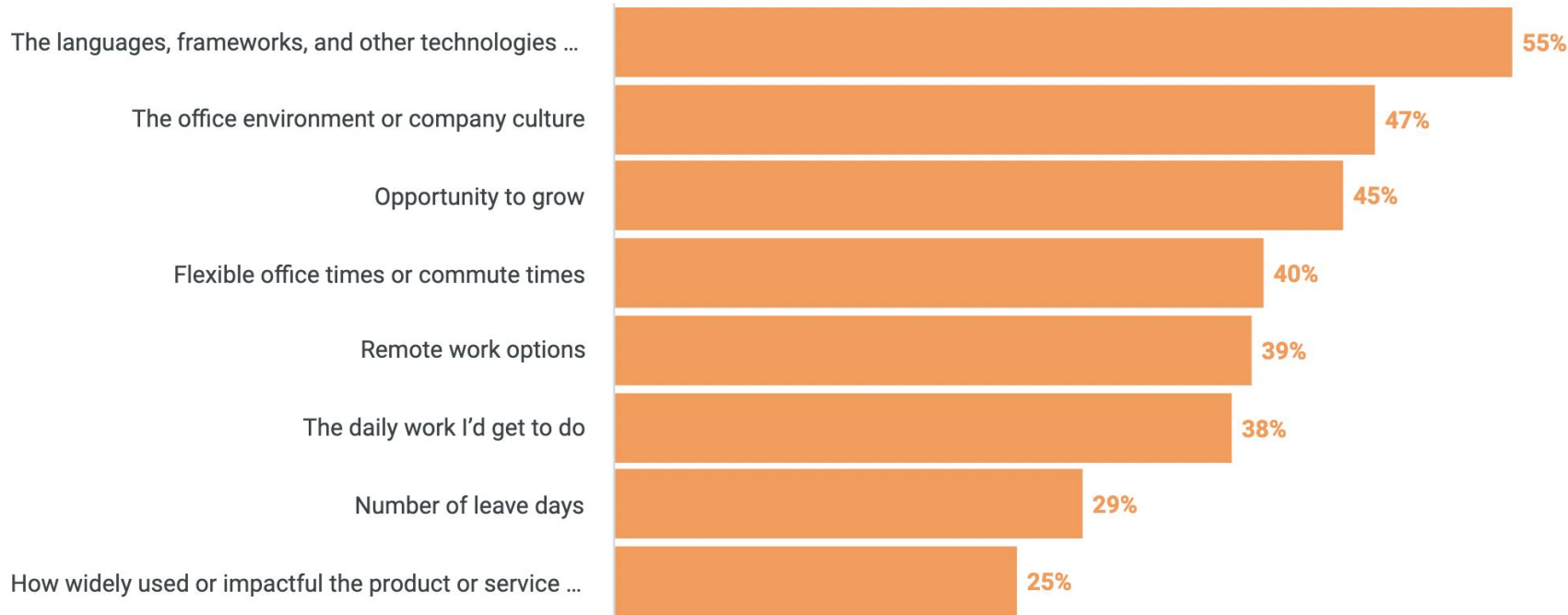
## When are devs looking for their next gig?



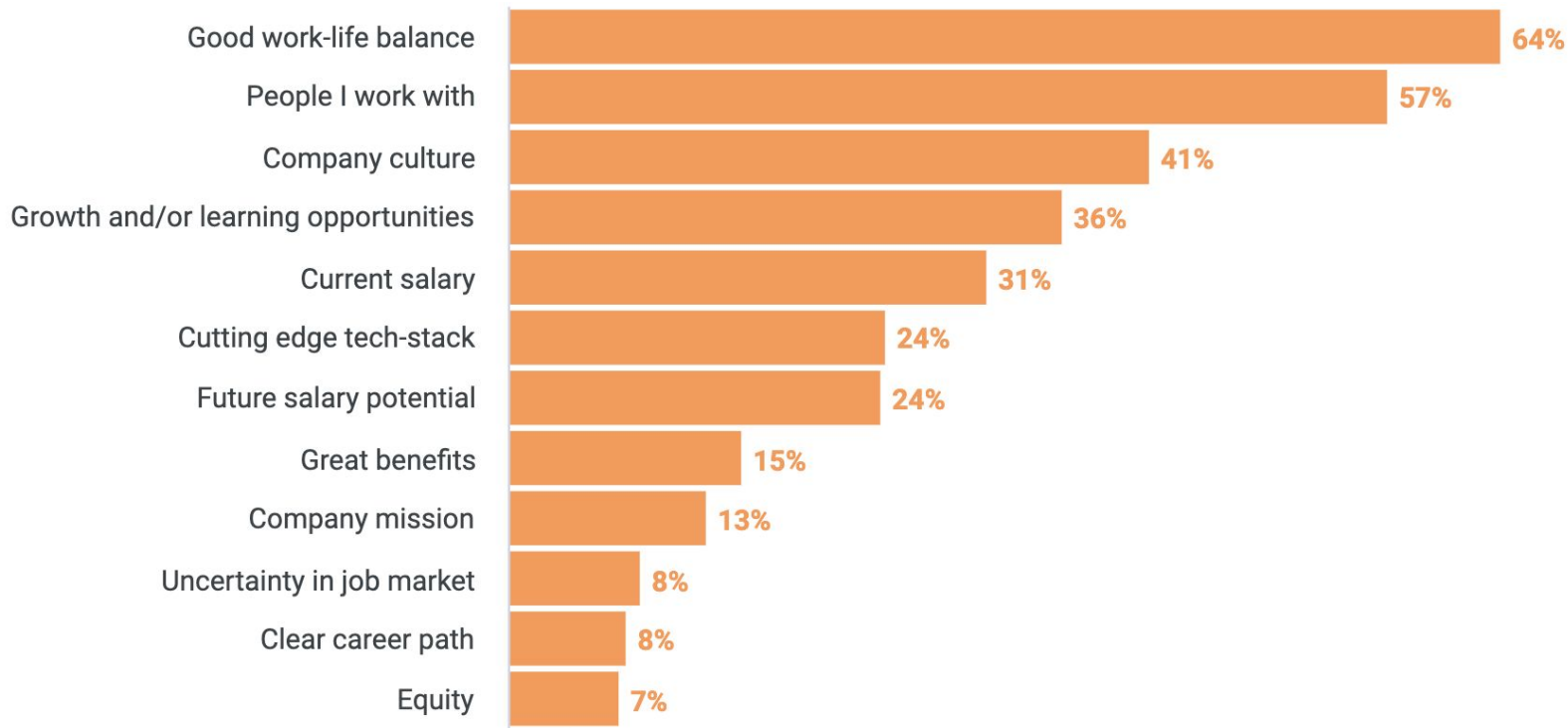
## The reasons they'd leave a job?



## The non-monetary **things they'd consider** when assessing a new opportunity



## And for those not moving, these are the reasons they're staying





# Recap

# What next?

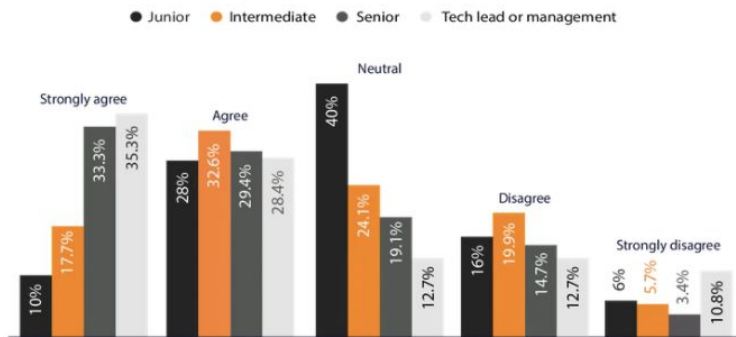


Check out the **Reports**



# Download the open data and create more value

More than half of developers code as a hobby  
"I spend significant amounts of time coding as a hobby or on side-projects"



OFFERZEN | techleop.nl

2021 State of the Netherlands' Software Developer Nation Report

Variable Name	Question in survey
Survey ID	A unique, system generated identifier, constant across all csv files
Age	How old are you?
Age Started Coding	At what age did you start coding?
Career Level	Which of the following best describes your career level?
Country	Where do you currently live?
Degree Focus Area	What is the focus area of your degree?
Employment Status	Which of the following best describes your current employment status?
Favourite Comments	What's the most interesting comment you've received or written?
Gender	What is your gender?
Highest Education Level	What is the highest education level you've attained?
Ide Used Most	Which IDE do you use most often?
Industry	Which industry do you work in?
Interest in Working Abroad	Are you interested in working abroad?
Job Search Method	How did you find your current job?
Learn New Language Frequency	How often do you learn a new programming language or framework?
Leave Days	How many days do you take for vacation/holidays? do you get?
Most Inaccurate Time Estimation	What is the most inaccurate time estimation you've ever given?
Negative Recruitment Process Affect	Has the recruitment process ever made you decline an interview?
Number of Oz Projects	How many OpenZoo projects do you own?
Organisation Size	Approximately, how many people are employed by the company or organisation you work for?
Oz Community Opinion	What is your experience of the following statement: "I consider myself a member of the Oz community?"
Perspective Career Development	What is your experience of the following statement: "I feel like I can develop my career at my current company?"
Preferred OS	What operating system do you prefer working with?
Professional Classification	Which of the following best describes you?
Role	Which of the following do you identify as?

Download the anonymised open data of this report

Want to answer your own questions?  
Download the open dataset of this report to get going!





# Questions afterwards...



@OfferZen #OfferZen