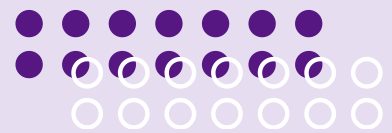


CYPRUS GAME INDUSTRY: SENIOR+ EMPLOYMENT LANDSCAPE 2025



113 specialists • Anonymous survey •

This study is part of the Big Games Industry Employment Survey 2025. As the majority of our Cyprus-based respondents are highly experienced, this report focuses on a like-for-like comparison between Senior+ professionals in Cyprus and their counterparts across Europe.

A collaboration between Values Value and InGame Job, the research explores major trends in job satisfaction, job security, and career development among game industry professionals living and working in Cyprus.

- Values Value is a recruitment expert specializing in hiring top talent in game development.
- InGame Job is an online platform for discovering career opportunities in the gaming industry.

WHO PARTICIPATED IN THE STUDY?

The survey includes 113 professionals working in the gaming industry in Cyprus: programmers, analysts, producers, game designers, artists, HR specialists, QA engineers, and C-level executives.

57% male, 29% female, 14% other

1% Junior, 8% Middle, 29% Senior, 60% Lead/Top

19% have over 10 years of experience in games

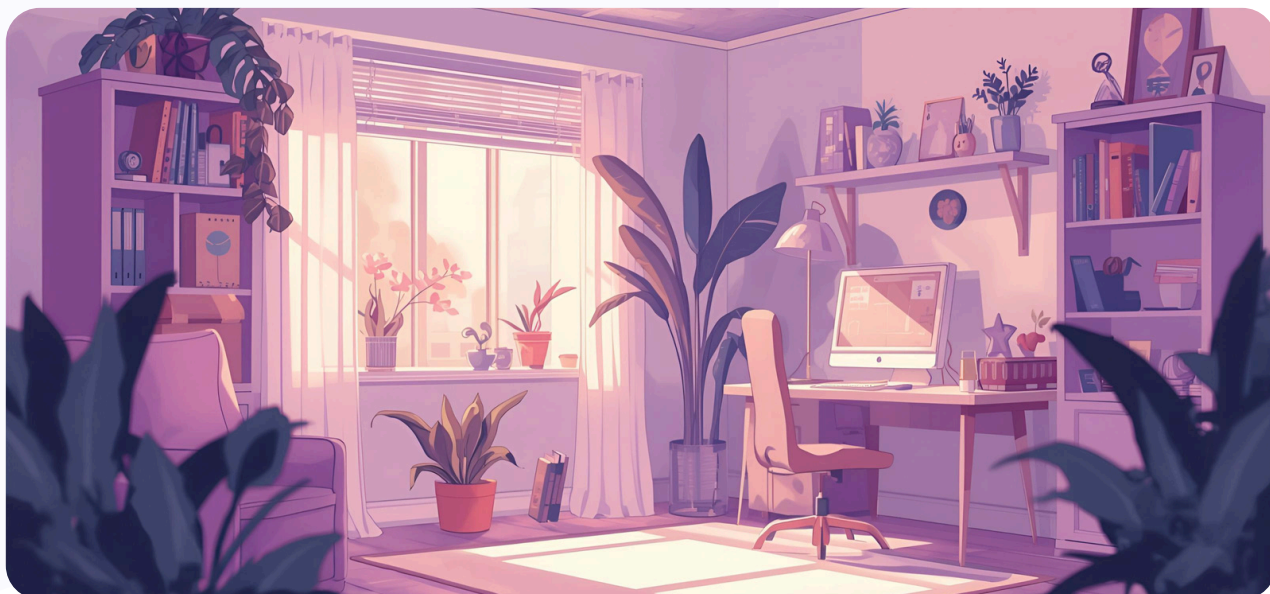
For all comparative charts between Cyprus and Europe, the analysis is based exclusively on Senior+ professionals from the Cyprus sample (Senior, Lead, and Top-level roles), totaling 101 respondents.

Executive Summary

The Cyprus game industry is a stable, low-mobility market for Senior+ professionals. Most specialists do not change jobs frequently, and when they do, it is usually a deliberate move aimed at improving long-term conditions rather than a reaction to instability.

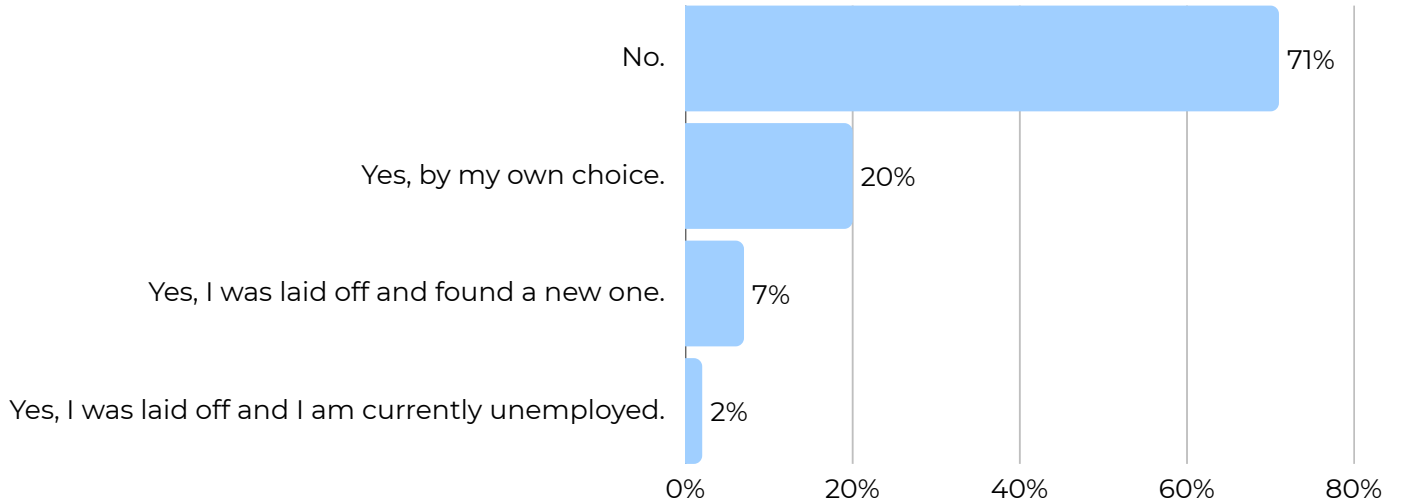
Senior+ professionals on Cyprus prioritize financial reliability, clear roles, and predictable work environments over brand visibility or rapid career acceleration. Lifestyle factors and immigration considerations further reinforce long-term retention and reduce willingness to relocate.

While overall job security feels strong, burnout and limited professional development emerge as the main structural risks. The key challenge for companies is not hiring Senior+ talent, but sustaining engagement, growth, and performance over time.

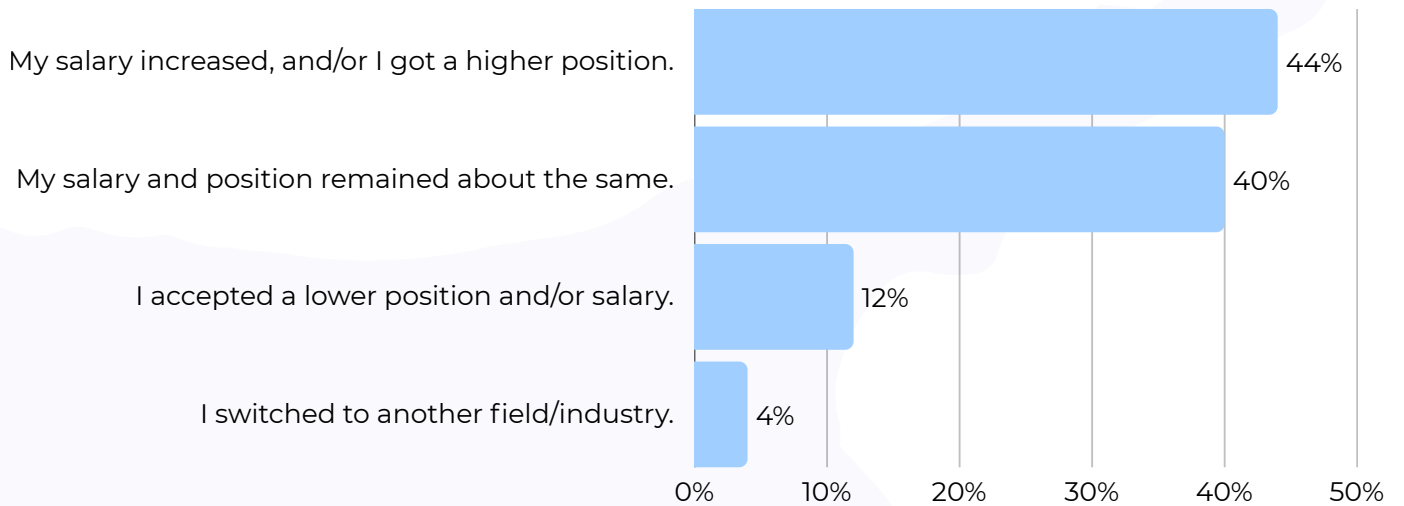


JOB CHANGE

2025 CYPRUS, HAVE YOU CHANGED JOBS IN THE PAST YEAR?, %

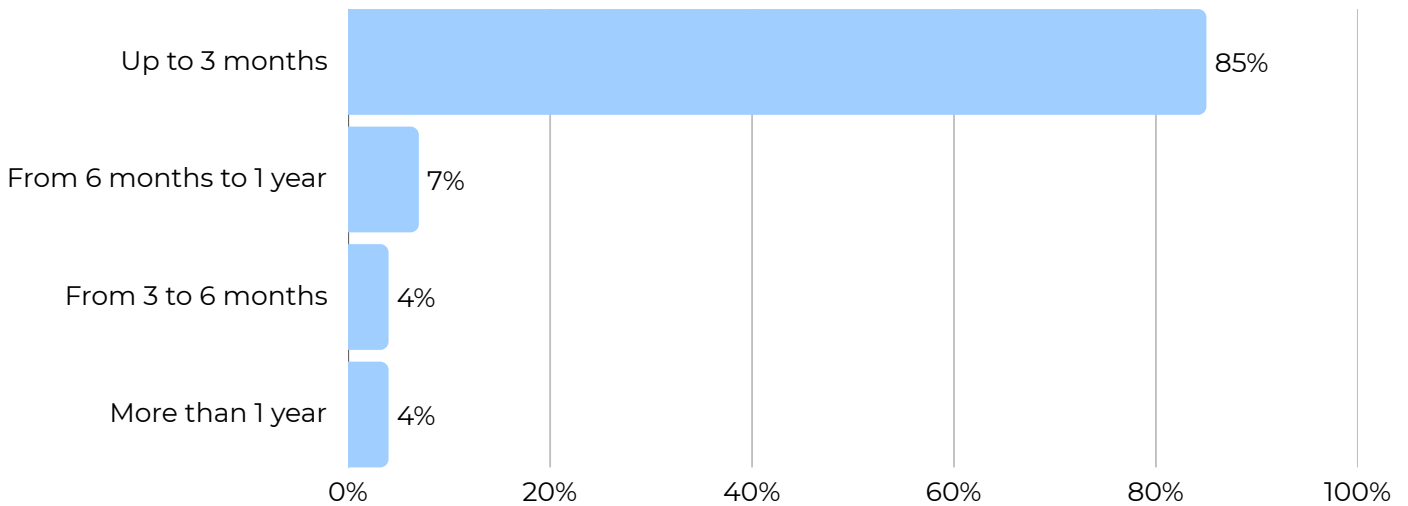


2025 CYPRUS, IF YOU CHANGED JOBS IN THE GAMING INDUSTRY IN THE LAST YEAR, HOW HAVE YOUR CONDITIONS CHANGED?, %

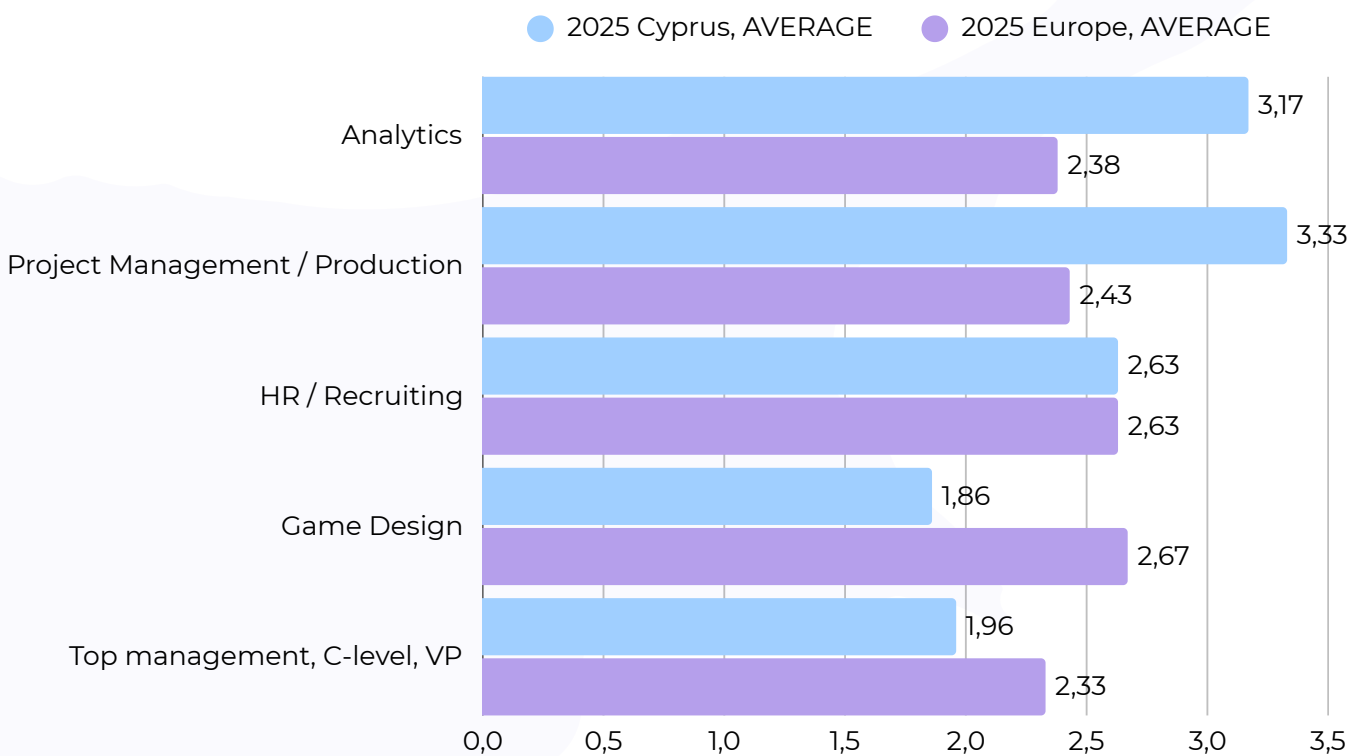


JOB CHANGE

2025 CYPRUS, IF YOU CHANGED JOBS IN THE LAST YEAR, HOW LONG DID IT TAKE YOU TO FIND A NEW JOB?, %



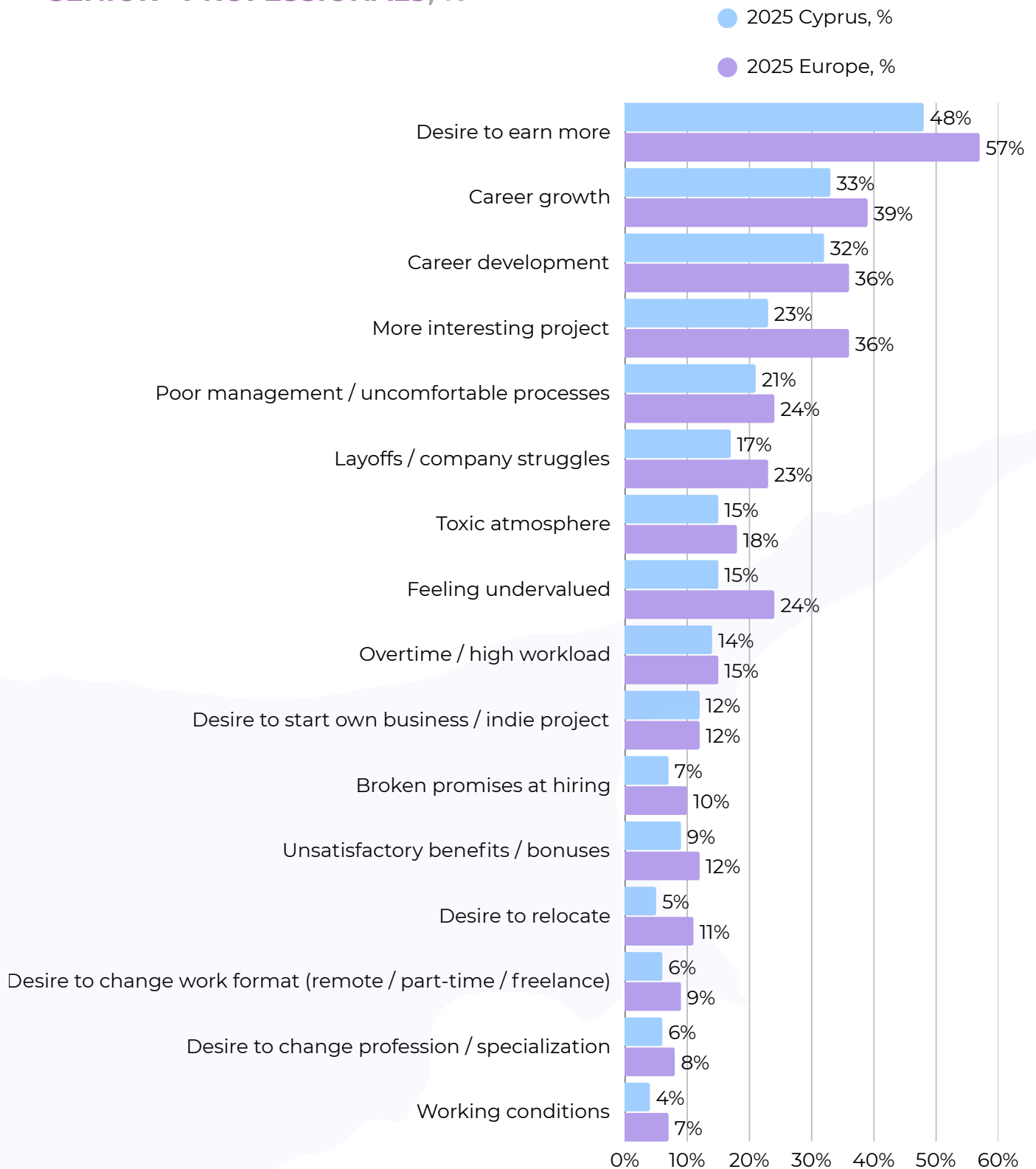
2025 CYPRUS VS EUROPE, LIKELIHOOD OF CHANGING JOBS IN THE NEXT 6 MONTHS (5-POINT SCALE), SENIOR+ PROFESSIONALS, AVERAGE BY PROFESSION



*Points represent the likelihood of changing jobs, where 0 means "no intention to change" and 5 means "already in the process of changing."

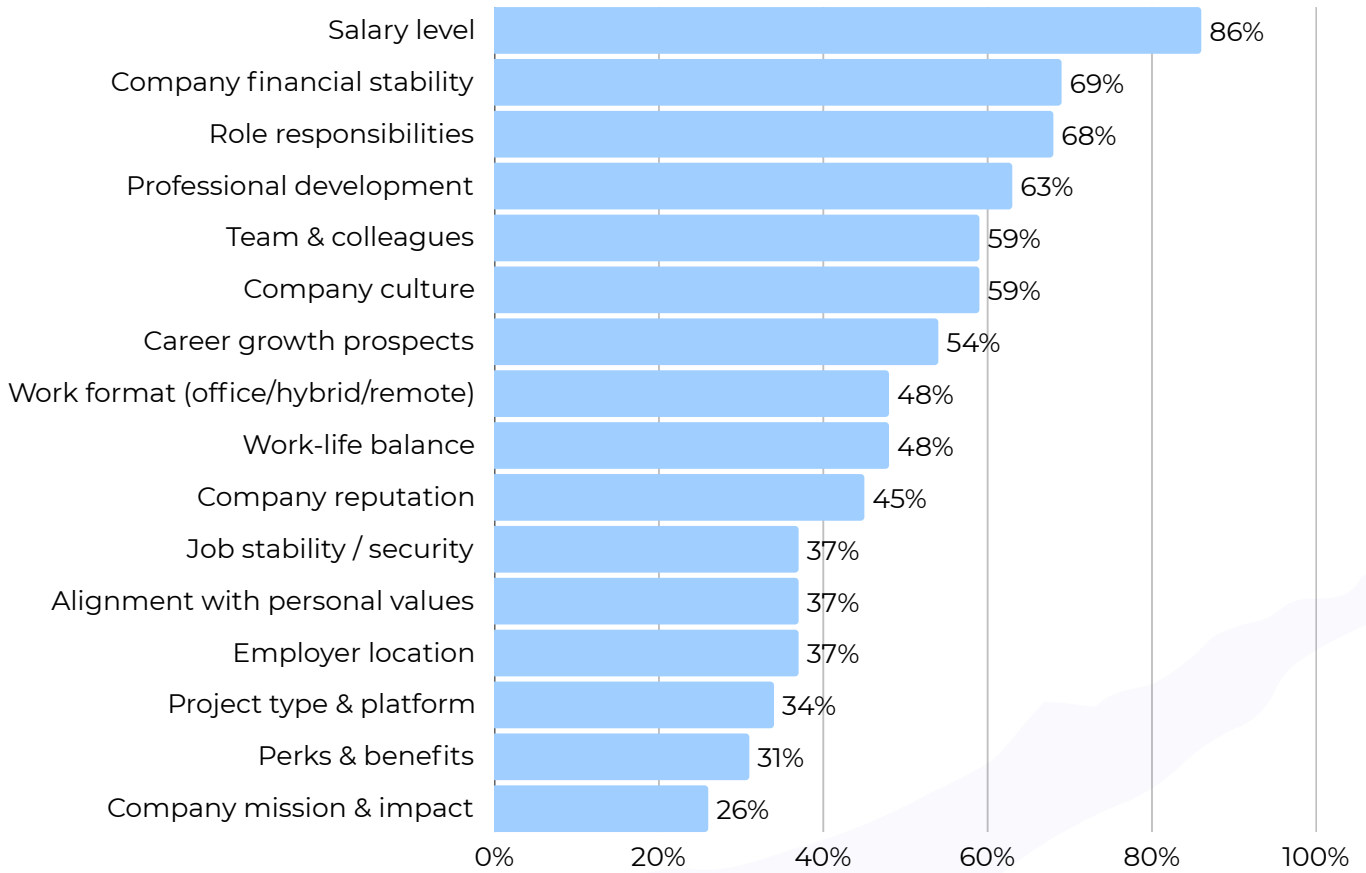
JOB CHANGE

2025 CYPRUS VS EUROPE, IF YOU ARE CURRENTLY CONSIDERING A JOB CHANGE, WHAT IS YOUR REASON?, SENIOR+ PROFESSIONALS, %



JOB CHANGE

2025 CYPRUS, WHAT FACTORS ARE MOST IMPORTANT TO YOU WHEN SELECTING A NEW EMPLOYER?, %



TOP 10 MOST DESIRABLE LOCAL EMPLOYERS

Nº	Company Name
1	Playrix
2	Wargaming
3	Owlcat Games
4	Strikerz
5	Scorewarrior

Respondents also mentioned the following companies:

Vizor Games, SayGames, Nexters, MY.GAMES, Belka Games, Easybrain, Glera Games, Azur Games, GDEV, TapClap, and Eschatology Entertainment.



TOP 10 MOST DESIRABLE GLOBAL EMPLOYERS

Nº	Company Name
1	Valve
2	Playrix
3	Supercell
4	Riot Games
5	Electronic Arts

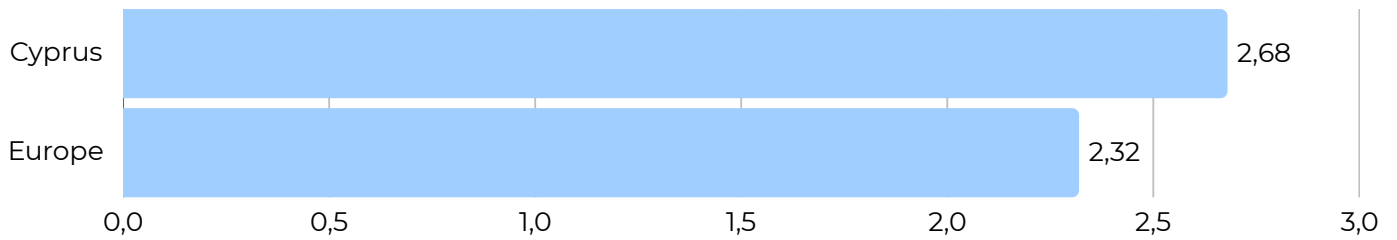
Respondents also mentioned the following companies:

King, Wargaming, CD Projekt Red, Larian Studios, Activision Blizzard, Ubisoft, Rockstar Games, Epic Games, Naughty Dog, PlayStation Studios, Devolver Digital, Netflix, Dream Games, Bethesda Softworks, and Arkane Studios.



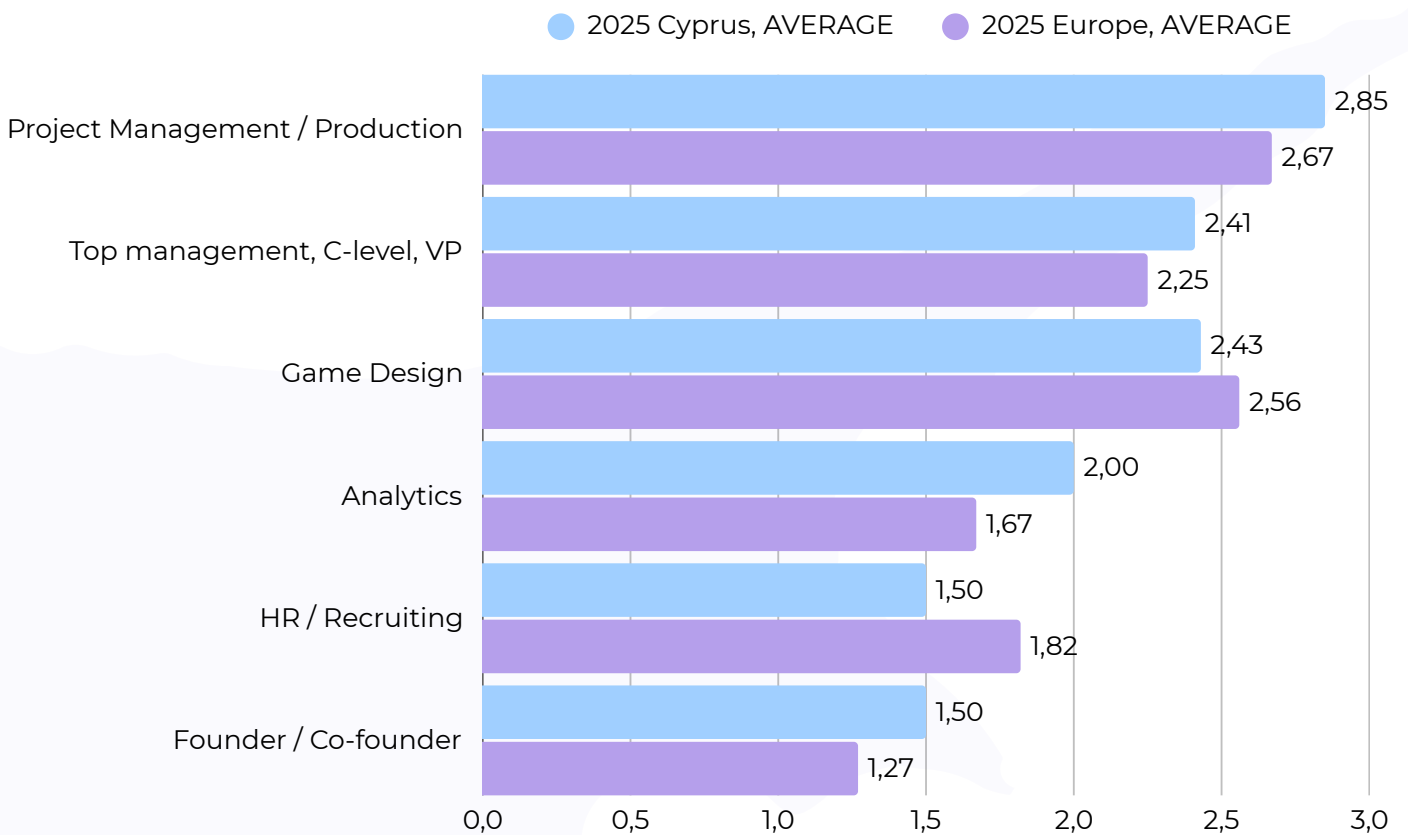
JOB SECURITY

2025 EUROPE VS CYPRUS, HOW SAFE EMPLOYEES FEEL IN THE GAMING INDUSTRY (5-POINT SCALE), SENIOR+ PROFESSIONALS, AVERAGE



*Points represent the level of perceived safety, where 1 means "not safe at all" and 5 means "completely safe."

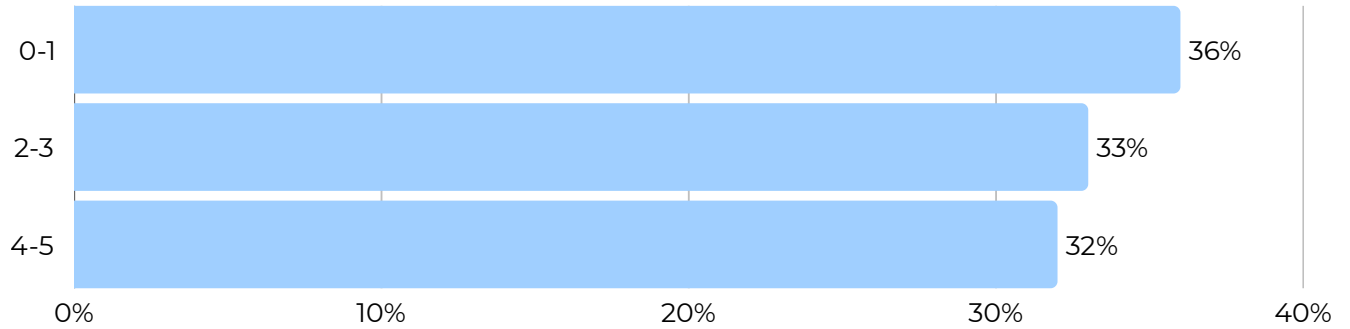
2025 EUROPE VS CYPRUS, EXPECTED RISK OF JOB LOSS IN THE NEXT YEAR (5-POINT SCALE), SENIOR+ PROFESSIONALS, AVERAGE BY PROFESSION



Points represent the expected risk of job loss in 2026, where 1 means "no risk at all" and 5 means "extremely high risk."

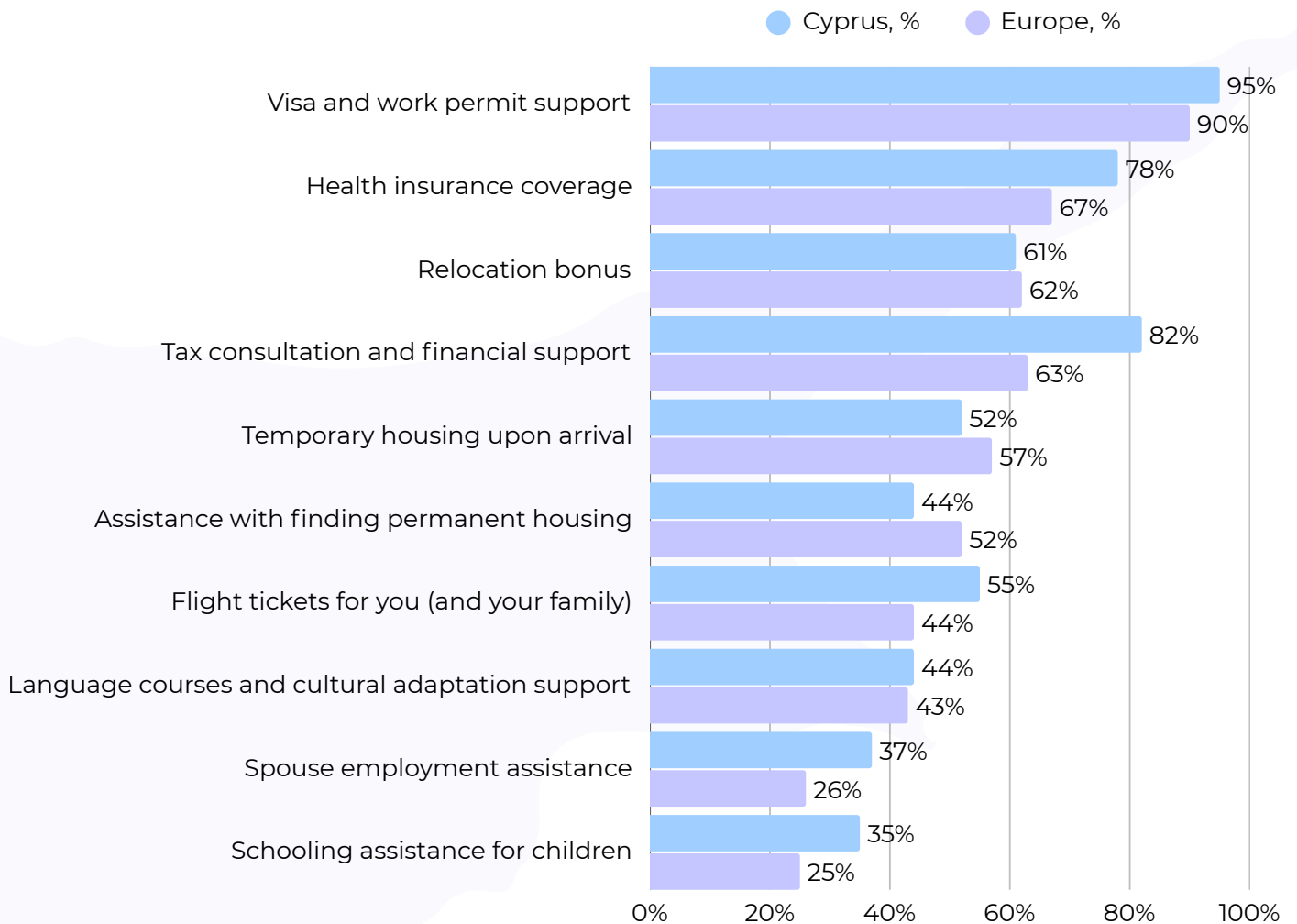
RELOCATION

2025 CYPRUS, HOW OPEN ARE YOU TO RELOCATION WHEN CHANGING JOBS?, %



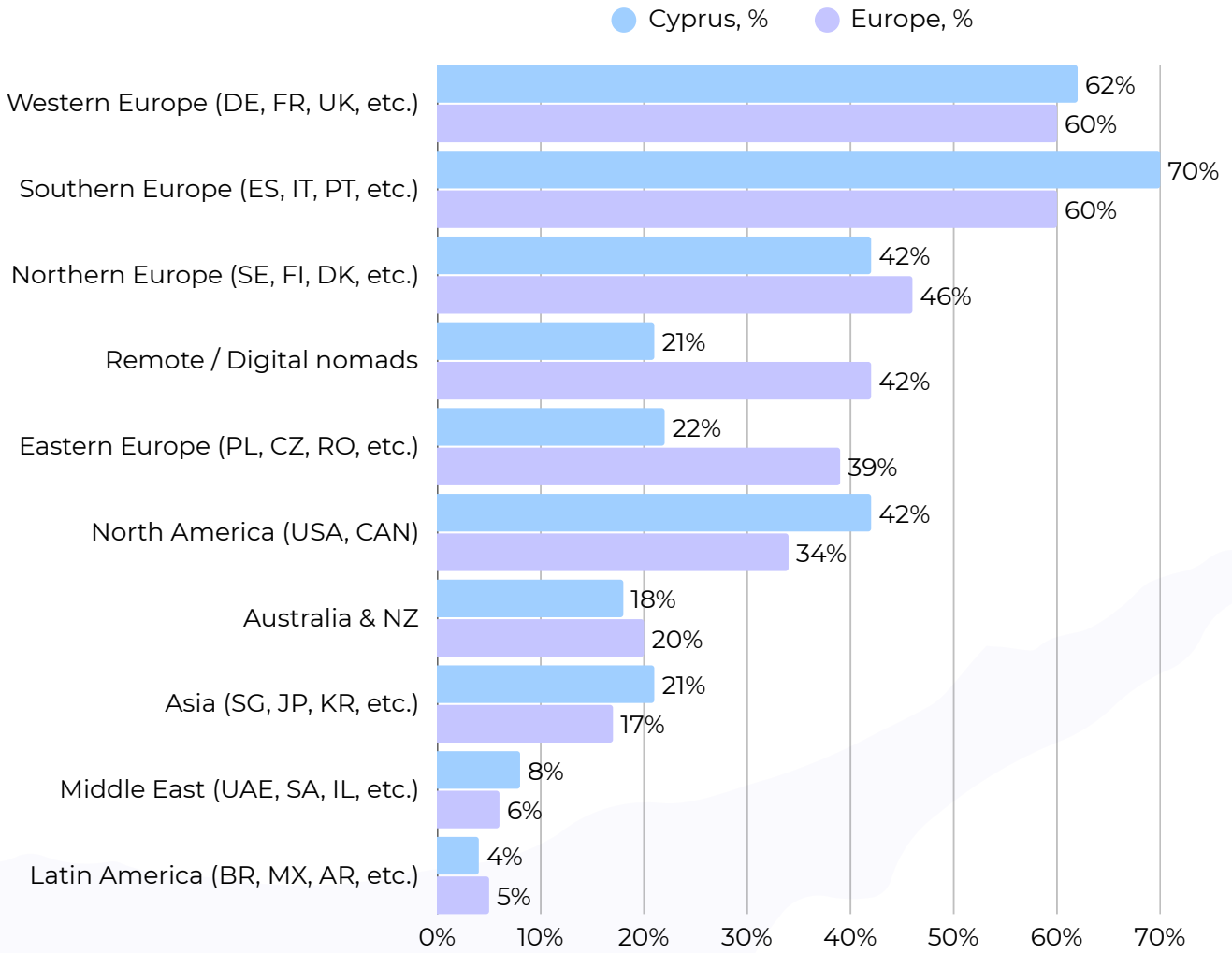
*Points represent respondents' openness to relocating for a new job, where 0-1 means "not open," 2-3 means "somewhat open," and 4-5 means "very open or already planning to relocate."

2025 EUROPE VS CYPRUS: MOST IMPORTANT RELOCATION BENEFITS, SENIOR+ PROFESSIONALS, %



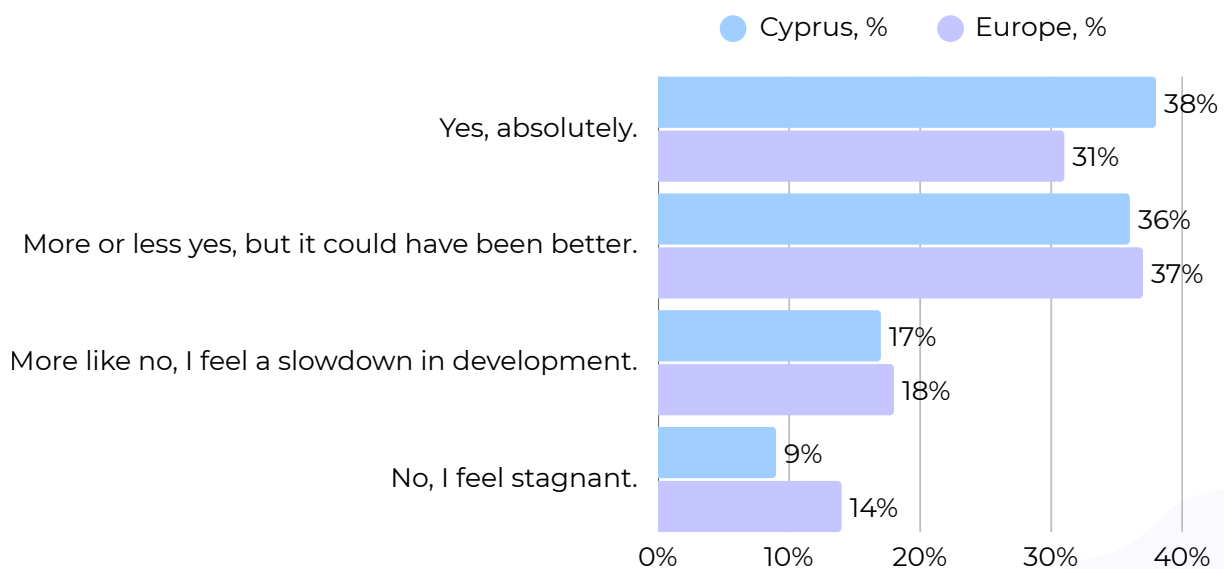
RELOCATION

2025 EUROPE VS CYPRUS, WHICH GEOGRAPHIC REGIONS WOULD BE SUITABLE FOR YOU, IF YOU CHANGING JOBS, SENIOR+ PROFESSIONALS, %

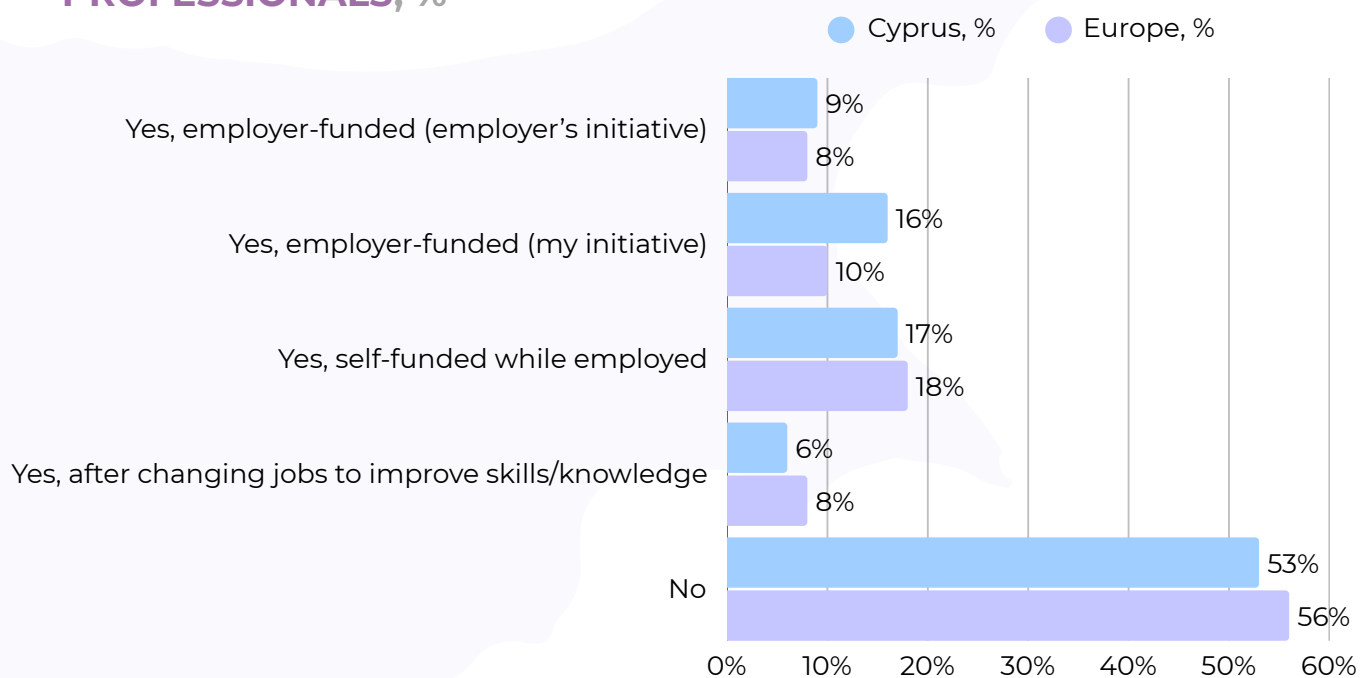


JOB SATISFACTION AND PROFESSIONAL DEVELOPMENT

2025 CYPRUS VS EUROPE, DO YOU FEEL LIKE YOU'RE DEVELOPING AS A PROFESSIONAL IN YOUR CURRENT POSITION?, SENIOR+ PROFESSIONALS, %

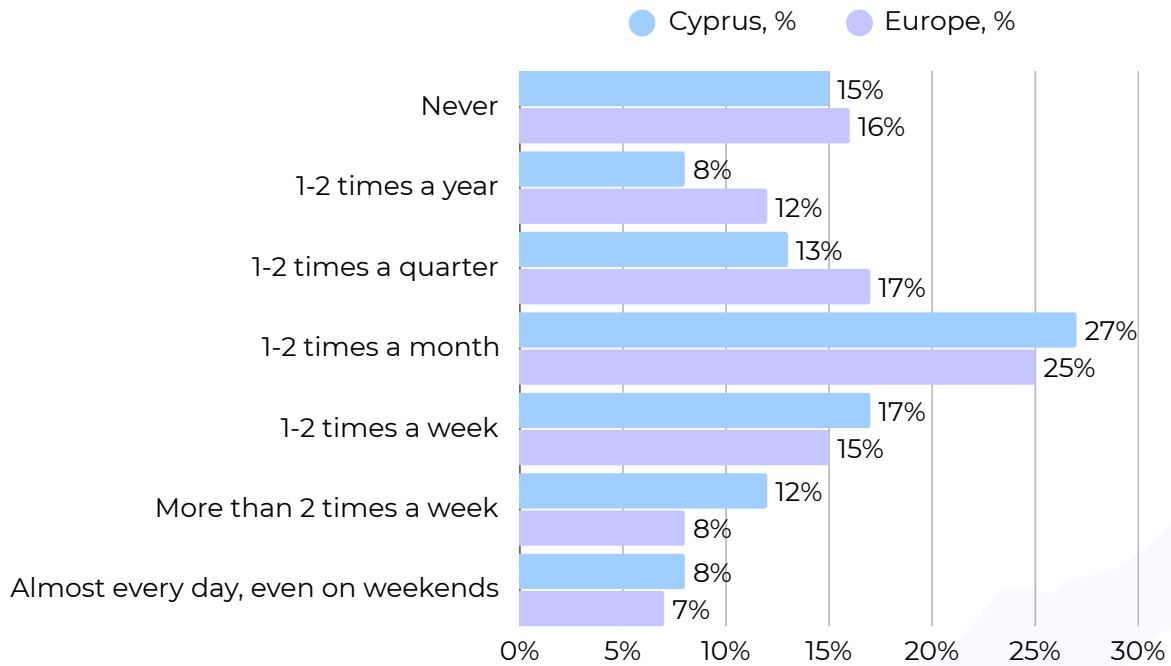


2025 CYPRUS VS EUROPE, HAVE YOU UNDERGONE PROFESSIONAL TRAINING IN THE PAST YEAR?, SENIOR+ PROFESSIONALS, %

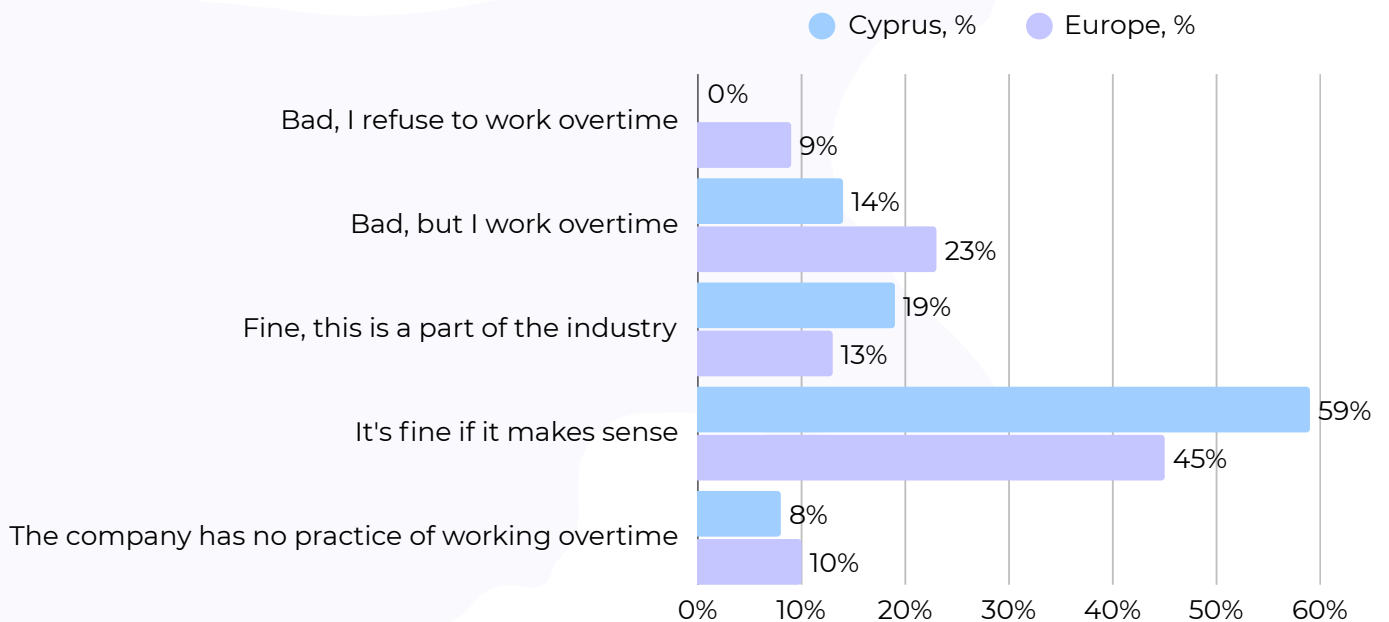


JOB SATISFACTION AND PROFESSIONAL DEVELOPMENT

2025 EUROPE VS CYPRUS, HOW OFTEN DO YOU WORK OVERTIME?, SENIOR+ PROFESSIONALS, %

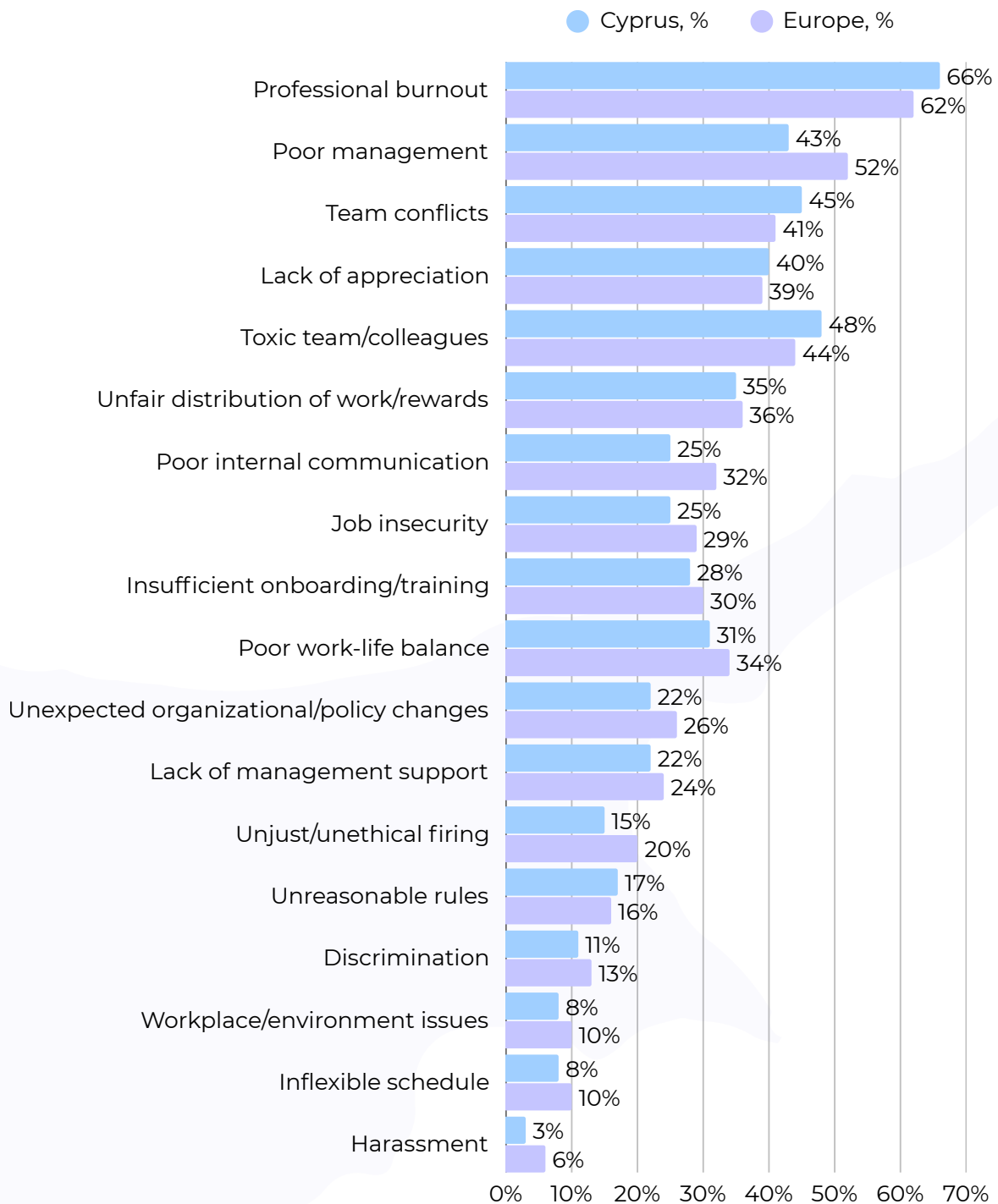


2025 EUROPE VS CYPRUS, HOW DO YOU FEEL ABOUT OVERTIME?, SENIOR+ PROFESSIONALS, %



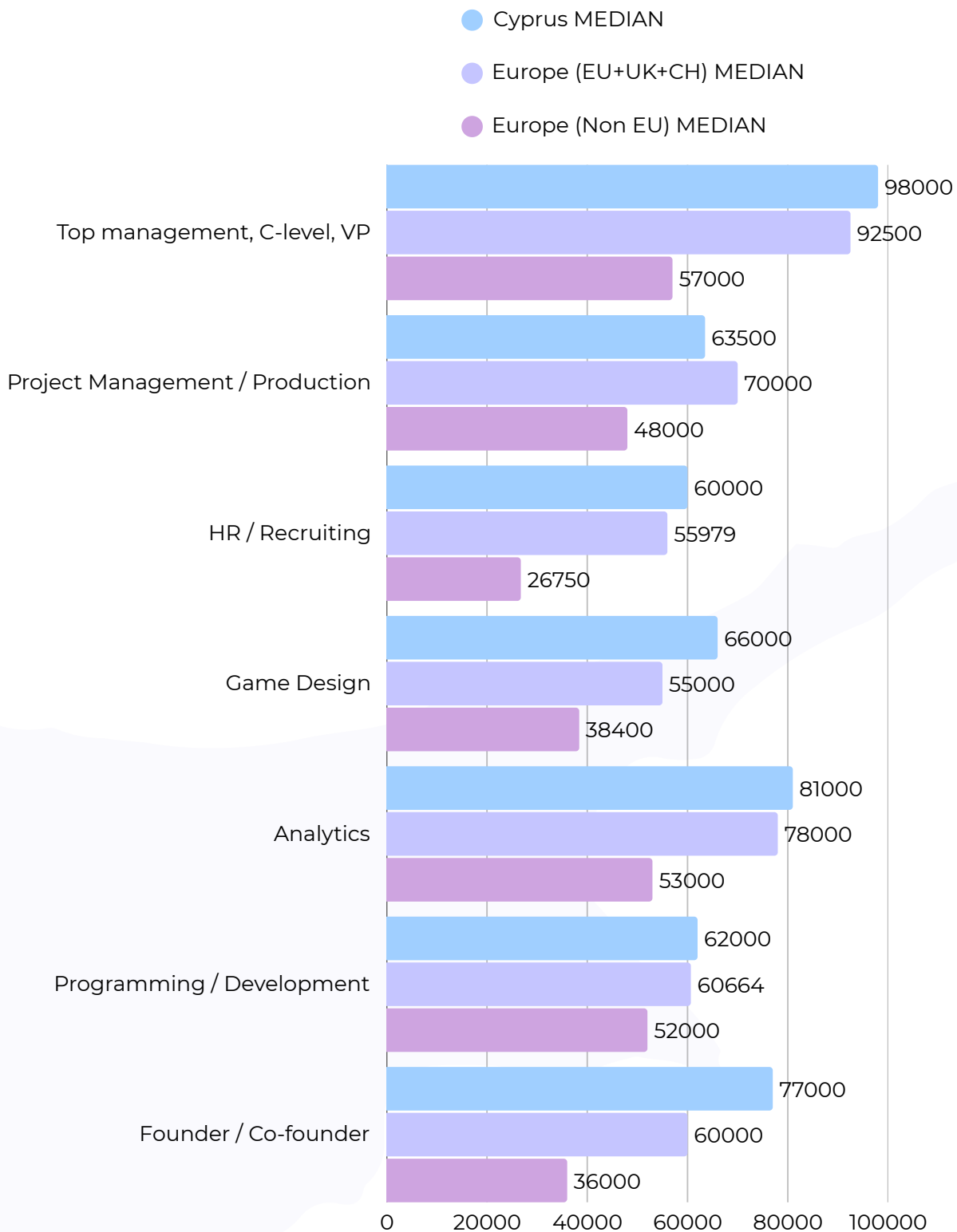
JOB SATISFACTION AND PROFESSIONAL DEVELOPMENT

2025 CYPRUS VS EUROPE, HAVE YOU EXPERIENCED ANYTHING FROM THE LIST AT YOUR CURRENT WORKPLACE? **SENIOR+ PROFESSIONALS, %**



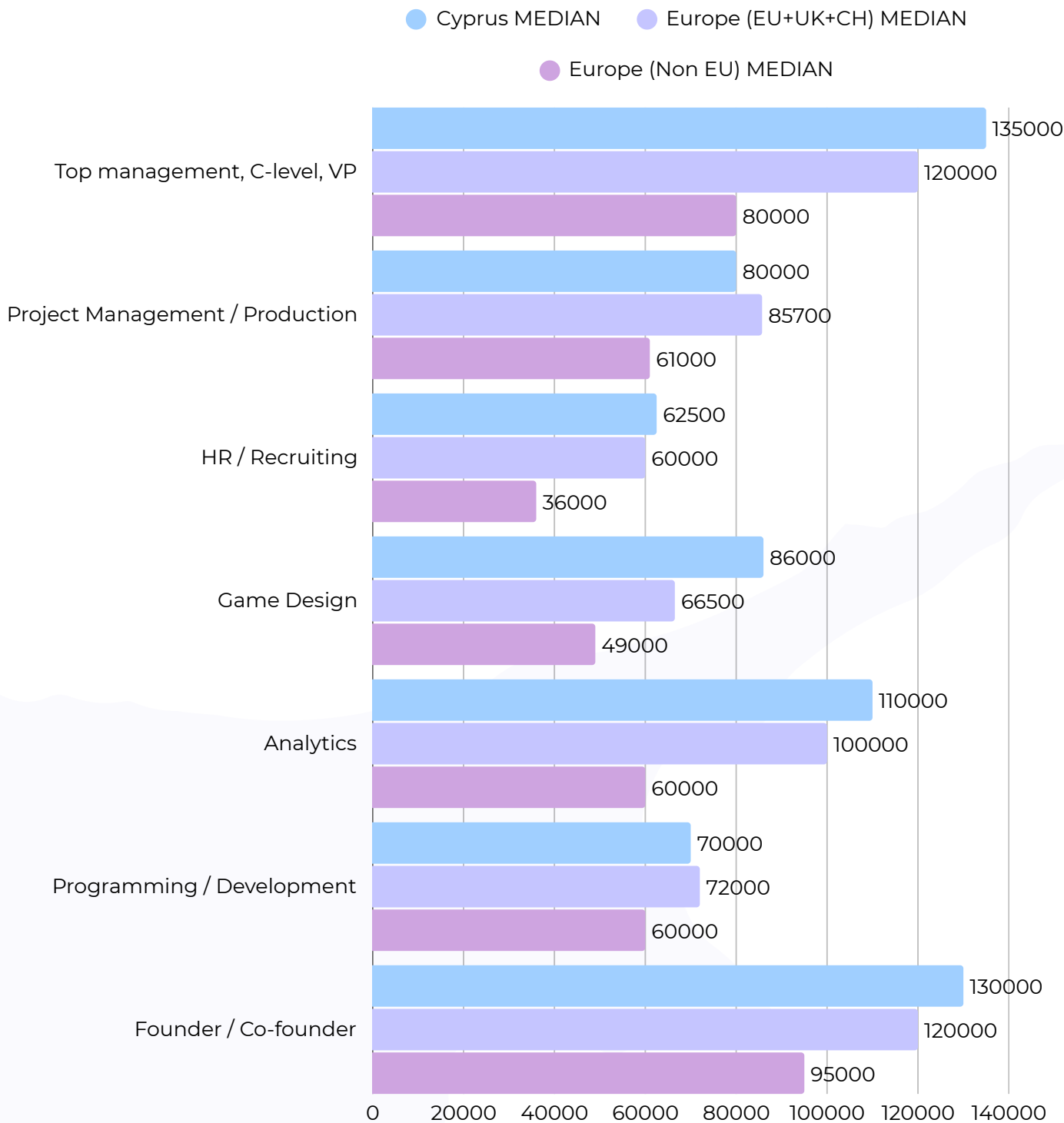
SALARY TRENDS AND INCOME SATISFACTION

2025 CYPRUS VS EUROPE, MEDIAN BY ROLES, SENIOR+ PROFESSIONALS, EUR/YEAR



SALARY TRENDS AND INCOME SATISFACTION

2025 CYPRUS VS EUROPE: MEDIAN DESIRED SALARY BY ROLE, **SENIOR+ PROFESSIONALS**, (EUR/YEAR)



OVERALL CONCLUSION

The Cyprus game industry shows **low job mobility and a strong preference for stability among Senior+ professionals**. Most respondents did not change jobs in the past year, and when a move does happen, it is usually a deliberate and well-timed decision. For Senior+ specialists, changing jobs is rarely a reaction to market pressure. Instead, it is a strategic step aimed at improving compensation, scope of responsibility, or long-term prospects. This is reflected in the high share of transitions that result in better conditions and the very small number of forced or downward moves.

The relatively low willingness to change jobs compared to Europe is largely driven by career maturity rather than a lack of opportunities. Many Senior+ professionals on Cyprus are at a stage where **stability, predictability, family considerations, immigration status, and long product cycles matter more than rapid progression**. Lifestyle factors such as climate, taxation, and overall quality of life also play a meaningful role and become part of the unspoken value proposition of the market.

Compensation remains important, but for Senior+ professionals it functions more as a baseline requirement than a primary motivator. Once a comfortable level of income is reached, **predictability and long-term security become more important than pushing for the highest possible salary**. This is clearly reflected in employer selection criteria, where financial stability, clear responsibilities, and reliable processes outweigh brand visibility, mission statements, or public reputation.

A notable characteristic of the Cyprus market is the way Senior+ professionals perceive risk. While they tend to rate the likelihood of job loss higher than their European peers, they still report a stronger overall sense of security. This apparent contradiction can be explained by experience. **Senior+ professionals are more aware of market risks, but they also trust their employability, professional networks, and the relatively fast re-employment cycle**. For this audience, transparency about risks is often more valuable than attempts to present an image of absolute stability.

Geographic mobility among Senior+ professionals in Cyprus is lower than in Europe overall. Relocation is not viewed as a simple career move, but as a complex decision involving family, legal status, taxation, and long-term quality of life. **Support with visas, healthcare, partner employment, and education for children plays a decisive role**, making well-designed relocation packages a strong competitive advantage for employers.

One of the most vulnerable areas of the market is professional development. **Formal training remains limited, and employer-funded learning opportunities are relatively rare**. As a result, growth often happens through job changes rather than within companies. Over time, this increases the risk of skill stagnation and contributes to emotional fatigue, especially for those who stay in the same role or project for extended periods.

OVERALL CONCLUSION

Overtime is relatively common, but among Senior+ professionals it is often seen as part of leadership responsibility rather than an explicit problem. However, this normalization of constant availability and high workload creates long-term pressure. **The high level of reported burnout among Senior+ professionals is one of the most concerning signals in the market.** Burnout does not always lead to immediate resignations, but it gradually reduces engagement, decision quality, and leadership effectiveness.

Overall, Cyprus represents a mature Senior+ talent market, where the main challenges are no longer related to hiring speed or volume. **The focus shifts toward retention, sustainable performance, and long-term development of key people.** For businesses and HR teams, this means moving beyond short-term compensation tactics and investing in clarity of direction, realistic workloads, career longevity, and trust-based leadership.

KEY TAKEAWAY:

Cyprus is a market where Senior+ professionals stay not because they lack alternatives, but because they value stability. The biggest risk for companies is not sudden turnover, but slow burnout and stagnation hidden behind long tenure and outward loyalty.

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Website: valuesvalue.com

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