



2024

GAMES & INTERACTIVE SALARY AND SATISFACTION SURVEY



FOREWORD



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Director of Games & Interactive

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This year marks our **10th annual Games & Interactive Salary & Satisfaction Survey!**

Every year for the last decade we have conducted a survey aimed at the brilliant and talented people of the games & interactive industries. The survey covers not only salary, but also a range of other points of interest which grow and vary year to year.

This year we covered brand new topics based on current events, noting the changes that have come from industry wide layoffs and redundancies and we take a close look at how they have impacted the priorities of those in industry and as a result we have seen some changes this year that haven't been observed in previous years. For the first time we see "concerned about the future of the company" as a consistent top 3 placer when it comes to reasons to change job, which reflects the current concerns around job security and the shutting down of studios over the past months. Another interesting piece of data is that 24% of respondents are considering leaving the industry as a result of redundancies. This could mark big changes for the industry and the studios still working to stay open. The last insight I'd like to highlight is the drop in the number of people working remotely both full time and hybrid. Notably those expecting to work remotely one day or more a week in Western Europe has dropped from 88% to 75% in the last year. This leads me to consider how studios are encouraging their employees to come onsite, and whether the office/studio spaces needed for this in person work could contribute to the budget constraints and rising costs that many studios are facing.

With 66% of respondents filling out our survey for the first time, we are continuing to collect data from more and more people, even a decade on. We are so happy to continue to produce these reports for the industry we love and provide for, we are determined to do all we can to help you find new roles and provide studios with the best information we can through our reports.

We even had three respondents complete our survey for the tenth time, so whether it's your first or tenth time taking part, thank you.

If you have any questions about the areas that we touch on in this report, then as always, we'd love to hear from you. We will be producing a series of follow up reports covering topics such as the gender pay gap and a deep dive into how the industry has changed over the decade we have been collecting data. If you have any requests of an area or topic, you'd like us to cover in a mini report, please do get in touch!

Alternatively, if you or your studio would like us to look into a specific area or job title then please get in touch and we will look into to attaining this data for you. Once again this year we have an online feedback form to improve our efficiency in answering survey-related queries. If you have any questions, requests or feedback, please visit our feedback form and we'll get back to you as soon as possible.

Finally, thank you again to everyone who completed our 10th annual survey or simply spread the word. We had the highest response rate to date, resulting in a huge £1,049 donated to SpecialEffect (our first time hitting a thousand) and 2000 trees planted through Ecologi.

Please enjoy this year's report!
Giles

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EASTERN EUROPE

NORTH AMERICA

ASIA

GLOBAL

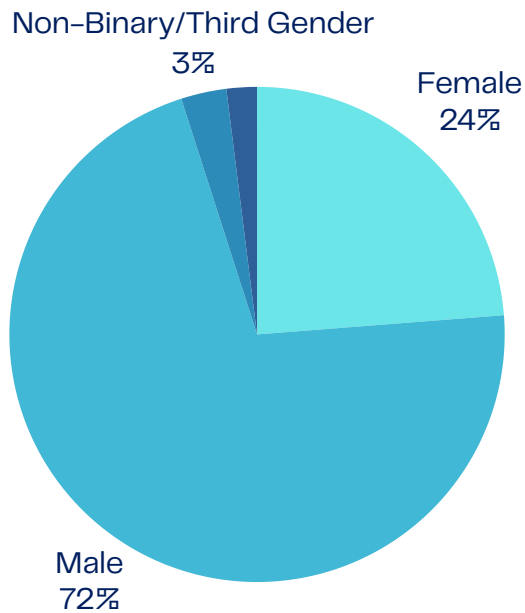
PROGRAMMING

ART

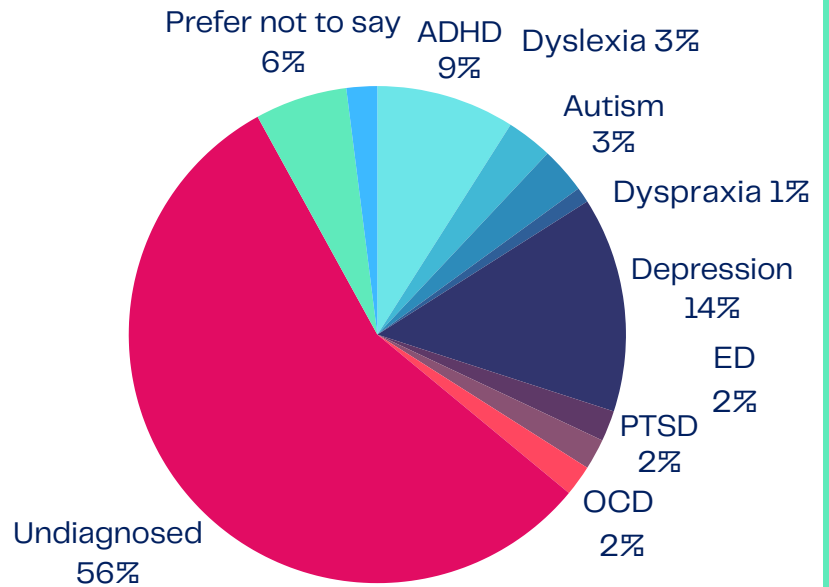


DEMOGRAPHICS

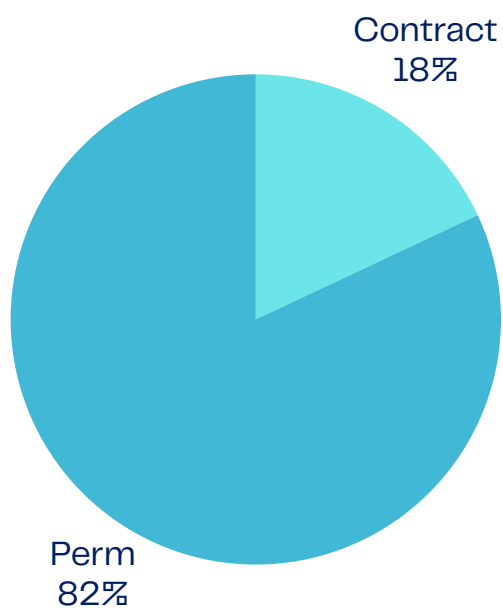
GENDER



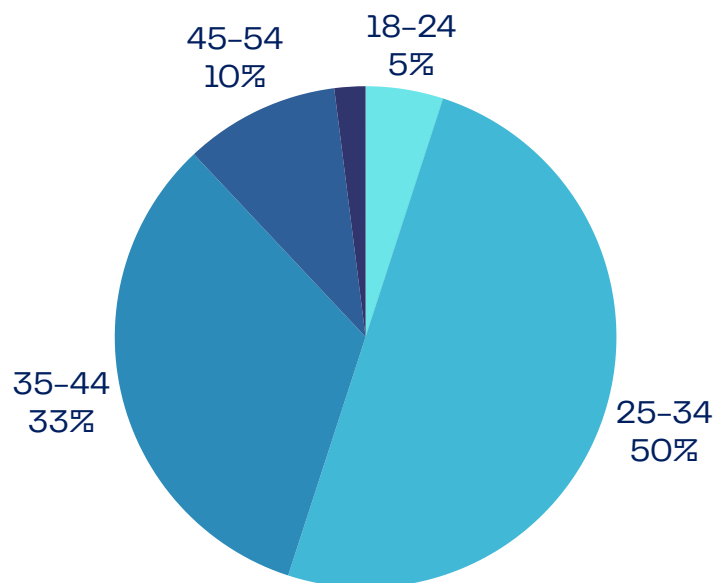
CONDITIONS



CONTRACT VS PERM

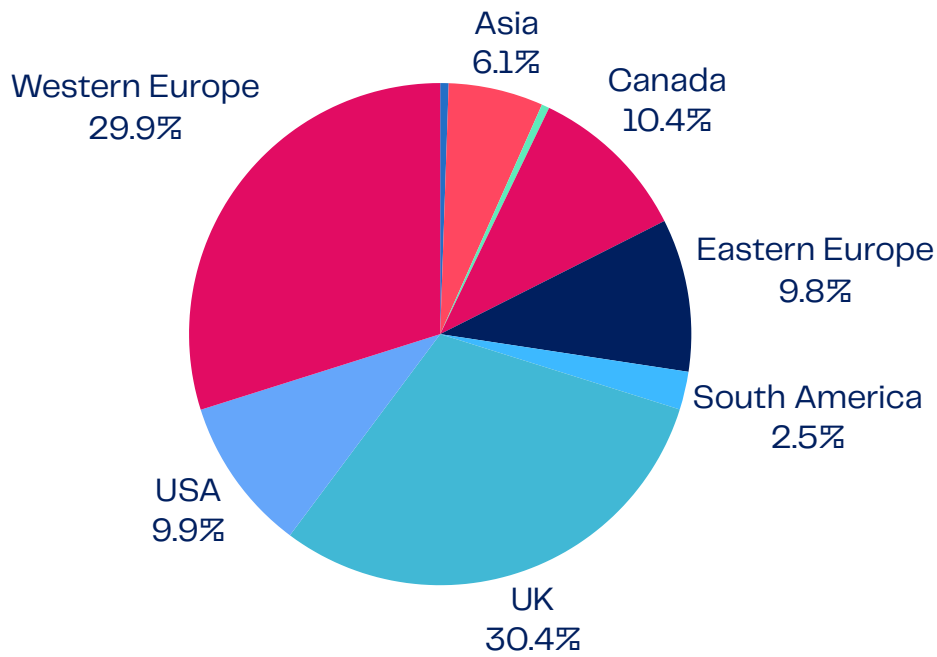


AGE

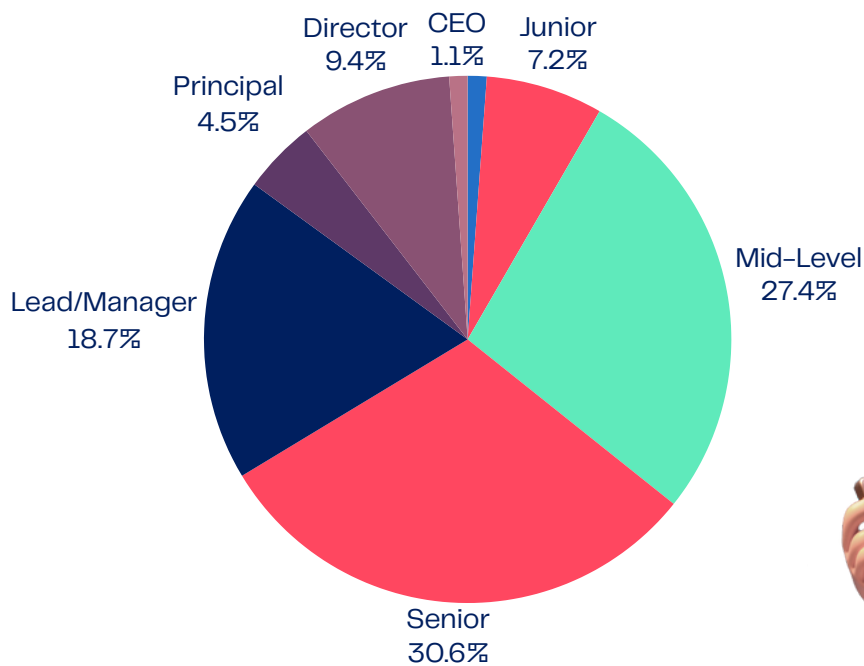


DEMOGRAPHICS

SURVEY RESPONDENTS BY LOCATION

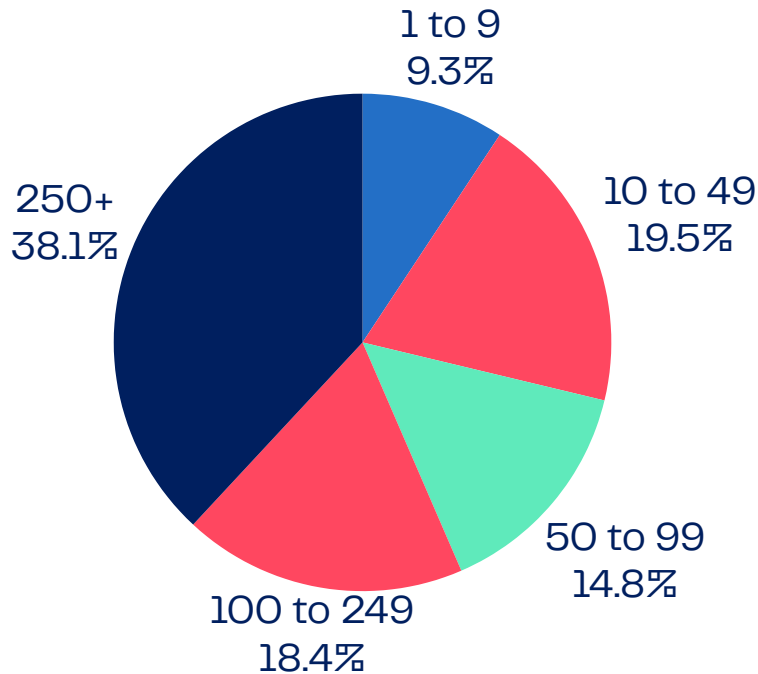


SURVEY RESPONDENTS BY CAREER LEVEL

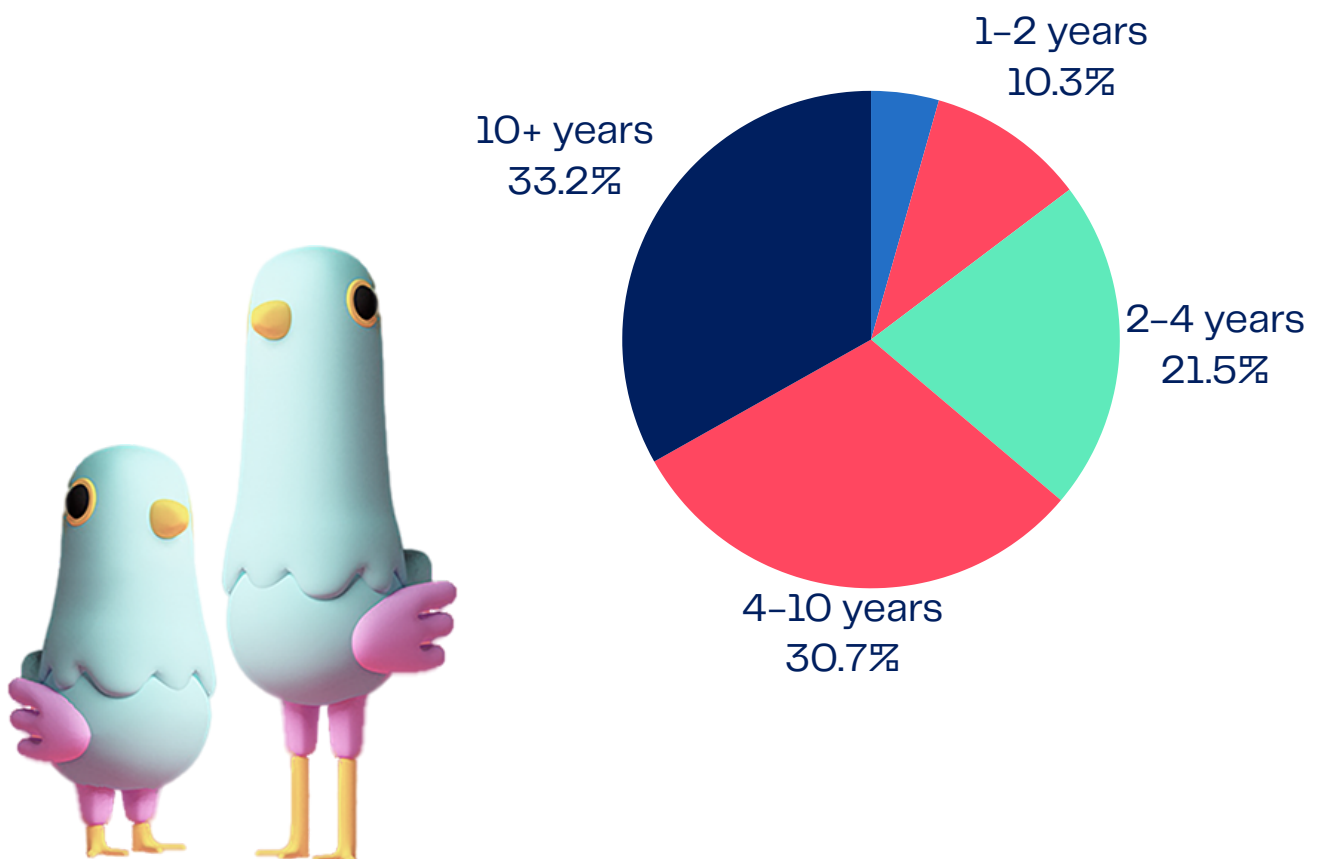


DEMOGRAPHICS

SURVEY RESPONDENTS BY COMPANY SIZE

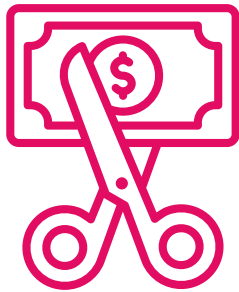


SURVEY RESPONDENTS BY TIME IN THE INDUSTRY



INDUSTRY REDUNDANCIES

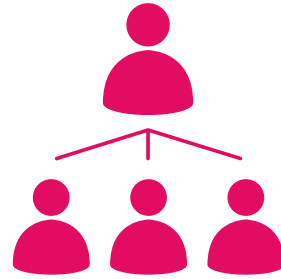
TOP THREE REASONS FOR REDUNDANCIES



BUDGET CUTS



LACK OF PROFITS



RESTRUCTURING



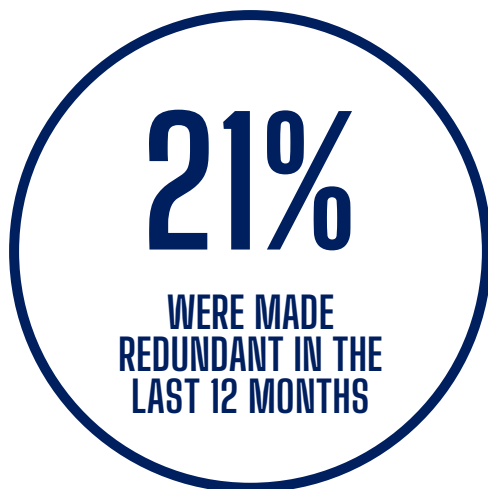
65%

ARE RELUCTANT TO CONSIDER A STUDIO AS A FUTURE PLACE OF EMPLOYMENT DUE TO THEIR RECENT REDUNDANCIES



24%

ARE CONSIDERING LEAVING THE INDUSTRY AS A RESULT OF REDUNDANCIES



21%

WERE MADE REDUNDANT IN THE LAST 12 MONTHS



48%

HAVE FOUND A NEW JOB SINCE BEING MADE REDUNDANT

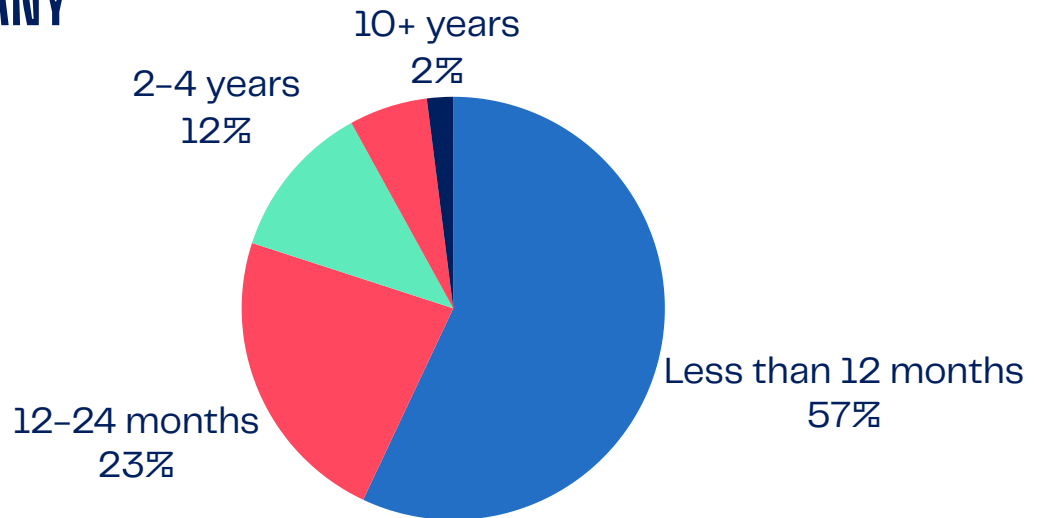


44%

OF THOSE WHO WERE MADE REDUNDANT ARE UNSATISFIED WITH THEIR REDUNDANCY PACKAGE

INDUSTRY REDUNDANCIES

PEOPLE WHO HAVE BEEN MADE REDUNDANT BY TIME AT THEIR COMPANY



6.5/10



AVERAGE CONCERN FOR THE INDUSTRY

OF THOSE WHO HAVE BEEN MADE REDUNDANT, THE MAJORITY WERE:



MALE



MID-SENIOR LEVEL



BASED IN THE UK AND WESTERN EUROPE

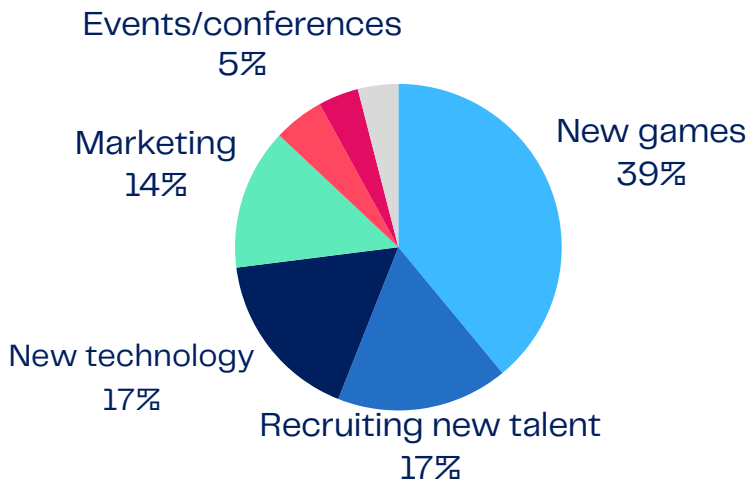


WORKING IN ART, PROGRAMMING AND DESIGN

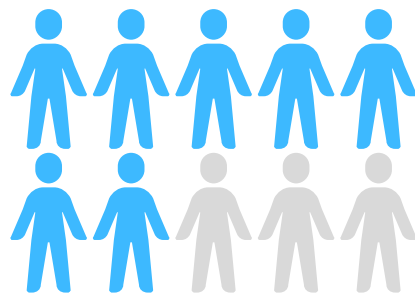
IT IS POSSIBLE THAT THESE STATISTICS ARE SIMPLY A REFLECTION ON THE COHORT OF THIS YEAR'S SURVEY, AND NOT AN ACCURATE DEPICTION OF THE REDUNDANCIES THAT WERE MADE IN THE ENTIRE MARKET.

STUDIO PRIORITIES

STUDIO TOP PRIORITIES FOR 2024



76%
OF HIRING MANAGERS STATED IT IS VERY IMPORTANT FOR A CANDIDATE TO HAVE A PORTFOLIO



69%

OF HIRING MANAGERS STATED IT'S VERY IMPORTANT FOR A CANDIDATE'S PORTFOLIO TO HAVE UP TO DATE WORK, AND FOR A CANDIDATE TO PROVIDE EXTRA EXAMPLES OF WORK DURING THE RECRUITMENT PROCESS

68%



OF HIRING MANAGERS STATED IT'S VERY IMPORTANT FOR A CANDIDATE TO DETAIL THEIR CONTRIBUTION TO EACH PROJECT IN THEIR PORTFOLIO

TOP THREE CURRENT CHALLENGES FOR STUDIOS



BUDGET CONSTRAINTS



FINDING HIGH QUALITY NEW HIRES



RISING COSTS



DEVELOPMENT OF NEW GAMING TECH



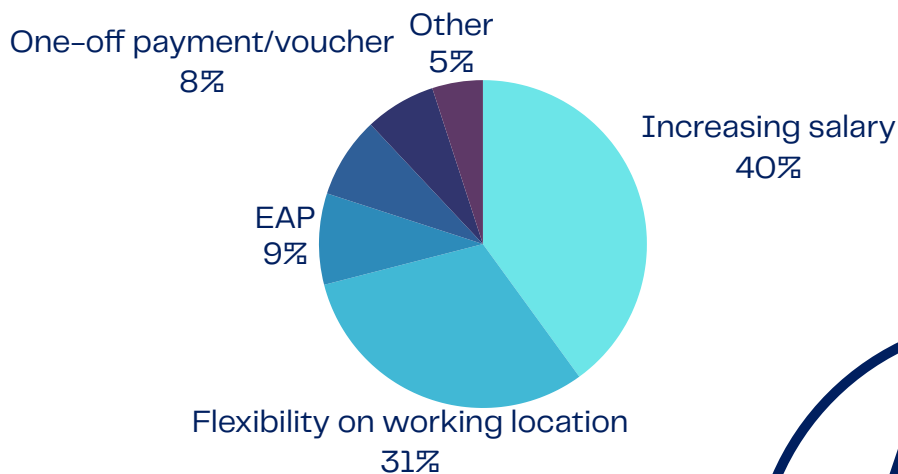
GROWTH OF MOBILE GAMING



RISE OF SUBSCRIPTION GAMING SERVICES

COST OF LIVING CRISIS

EMPLOYER STRATEGIES TO HELP WITH THE COST OF LIVING CRISIS

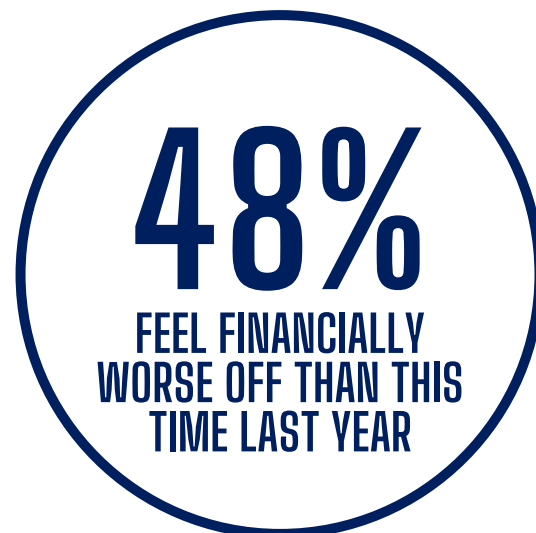


83%

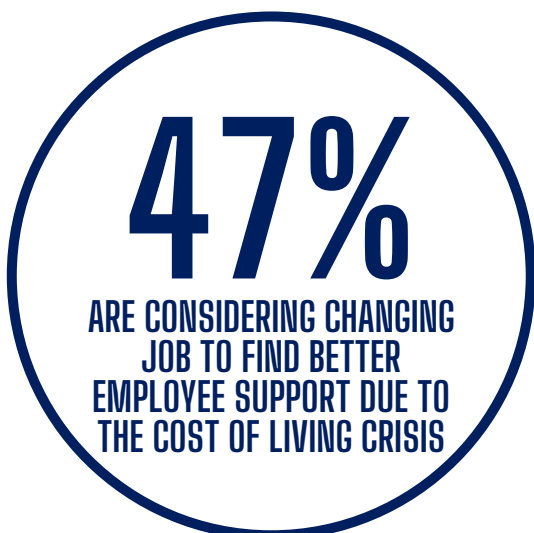
ANTICIPATE FEELING A NEGATIVE IMPACT IN THE FUTURE

78%

ARE CURRENTLY FEELING A NEGATIVE IMPACT DUE TO THE COST OF LIVING CRISIS



TOP THREE CONCERNS ABOUT THE COST OF LIVING CRISIS



UNABLE TO SAVE FOR THE FUTURE



STRESS/MENTAL HEALTH



LACK OF SAVINGS



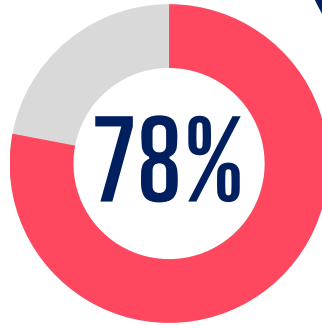
4 DAY WEEK

8%

CURRENTLY WORK AT
A STUDIO OFFERING A
4 DAY WEEK



81% WOULD BE
INTERESTED IN
WORKING A FOUR DAY
WEEK IN THE FUTURE



WOULD ACTIVELY SEEK OUT
A STUDIO OFFERING A FOUR
DAY WEEK IN THE FUTURE



82% HAVE POSITIVE FEELINGS TOWARDS THE FOUR DAY WEEK

TOP THREE BENEFITS OF THE FOUR DAY WEEK



IMPROVED WORK
LIFE BALANCE



IMPROVED
MENTAL HEALTH



INCREASED
PRODUCTIVITY

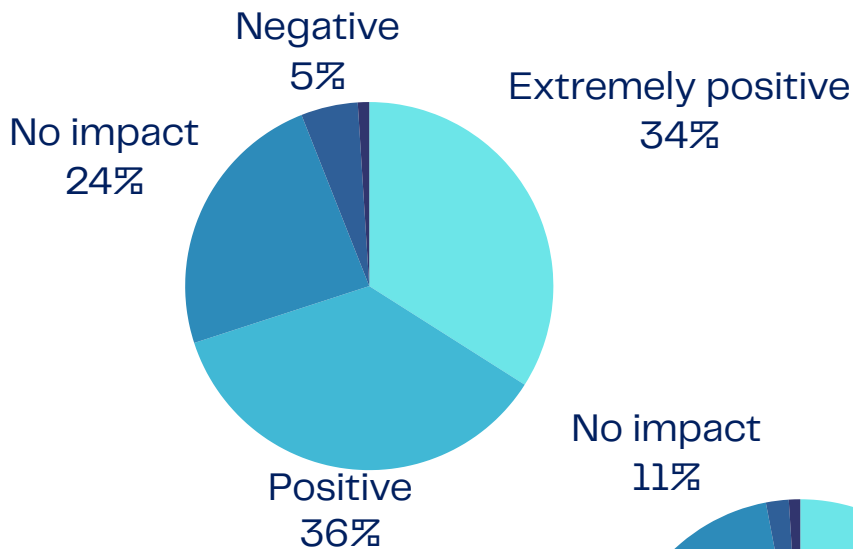
SAME AS
2023!



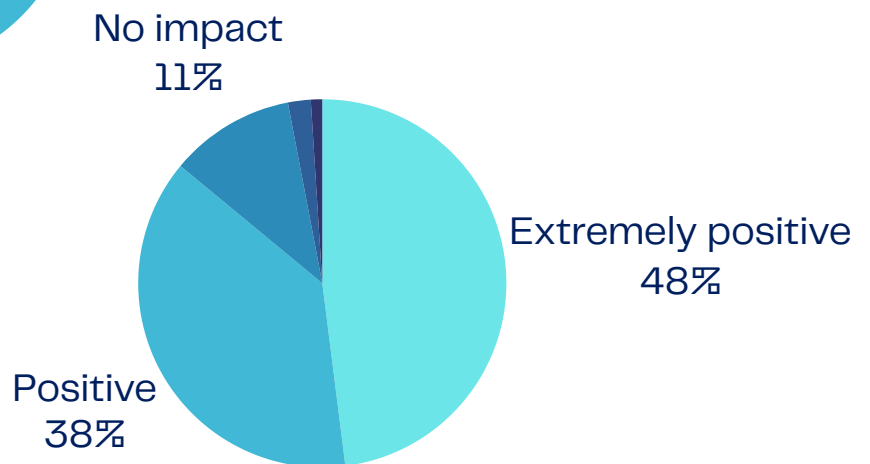
4 DAY WEEK

IMPACT OF FOUR DAY WEEK ON...

PRODUCTIVITY



MORALE



TOP LIMITATIONS OF THE FOUR DAY WEEK



**LONGER HOURS =
MORE STRESS**



**POTENTIAL
NEGATIVE IMPACT
ON BUSINESS**



**COULD FRUSTRATE
CUSTOMERS/CLIENTS**

POINTS OF INTEREST RELOCATION

TOP THINGS THAT NEED TO BE CONSIDERED WHEN CHOOSING TO RELOCATE



INCREASED
SALARY



THE RIGHT
PROJECT



RELOCATION PACKAGE

TOP CONCERNS ABOUT RELOCATION



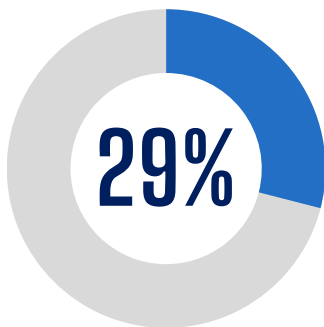
MOVING FAMILY



COST OF LIVING



COST OF RELOCATION



HAVE TURNED DOWN A ROLE DUE TO THE
RELOCATION PACKAGE NOT BEING RIGHT

RECRUITMENT PROCESSES

TOP ISSUES WITH THE RECRUITMENT PROCESS



LACK OF URGENCY/LONG RESPONSE TIMES



LENGTHY INTERVIEW PROCESS



BAD COMMUNICATION

EXPECTED LENGTH OF RECRUITMENT PROCESS

Less than one week

1-2 weeks

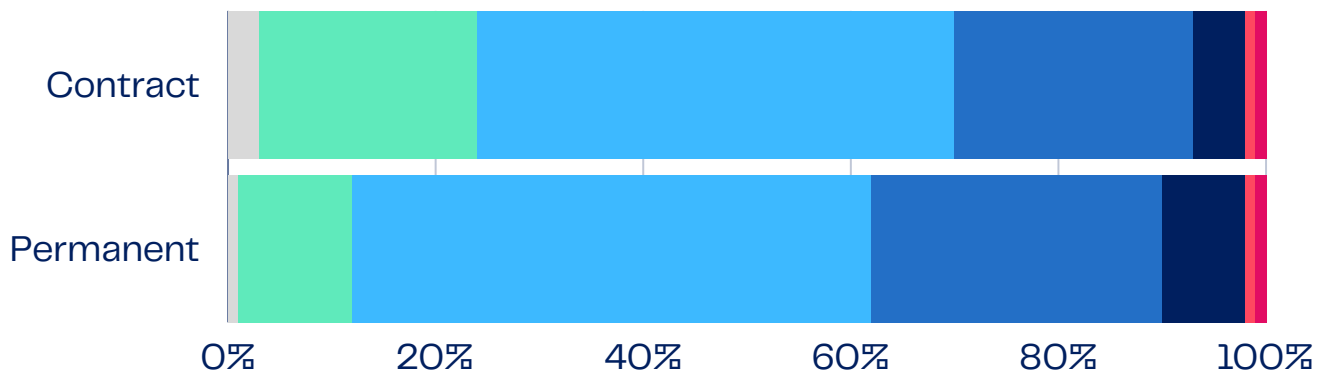
2 weeks to one month

1-2 months

2-4 months

4-6 months

6+ months



MOST IMPORTANT ASPECTS OF A JOB ADVERT



JOB DESCRIPTION (RESPONSIBILITIES)



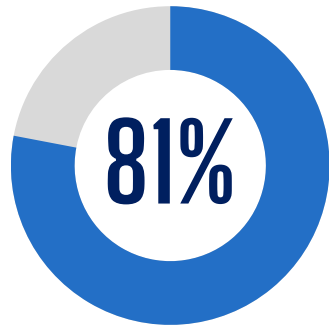
REMOTE WORKING



SALARY

POINTS OF INTEREST

EDUCATION



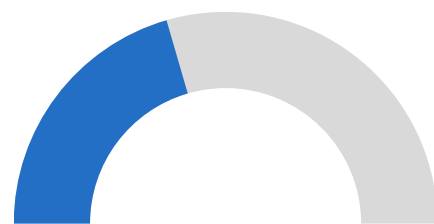
HAVE A UNIVERSITY DEGREE



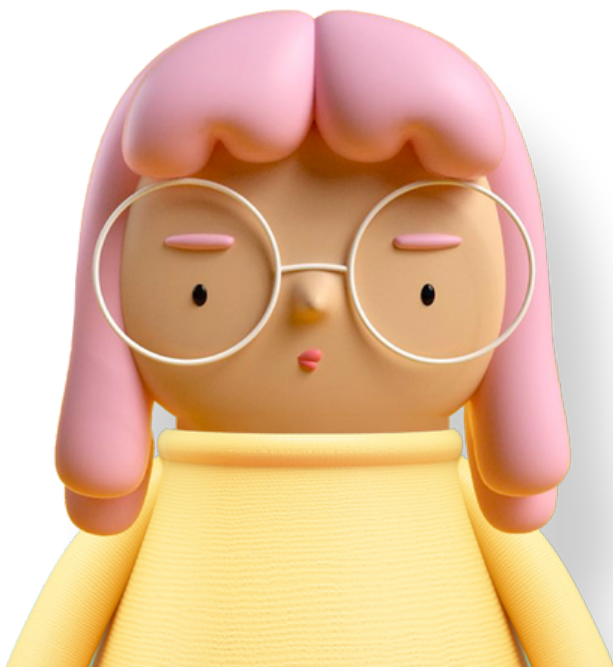
42% OF THOSE WITH A DEGREE HOLD A GAMES RELATED DEGREE



FEEL STUDIOS DON'T DO ENOUGH TO ENCOURAGE GAMES AND INTERACTIVE AS A VIABLE CAREER CHOICE



41% ARE EITHER INVOLVED IN EDUCATIONAL INITIATIVES PERSONALLY OR THROUGH THEIR STUDIO, OR PLAN TO BECOME INVOLVED IN EDUCATIONAL INITIATIVES



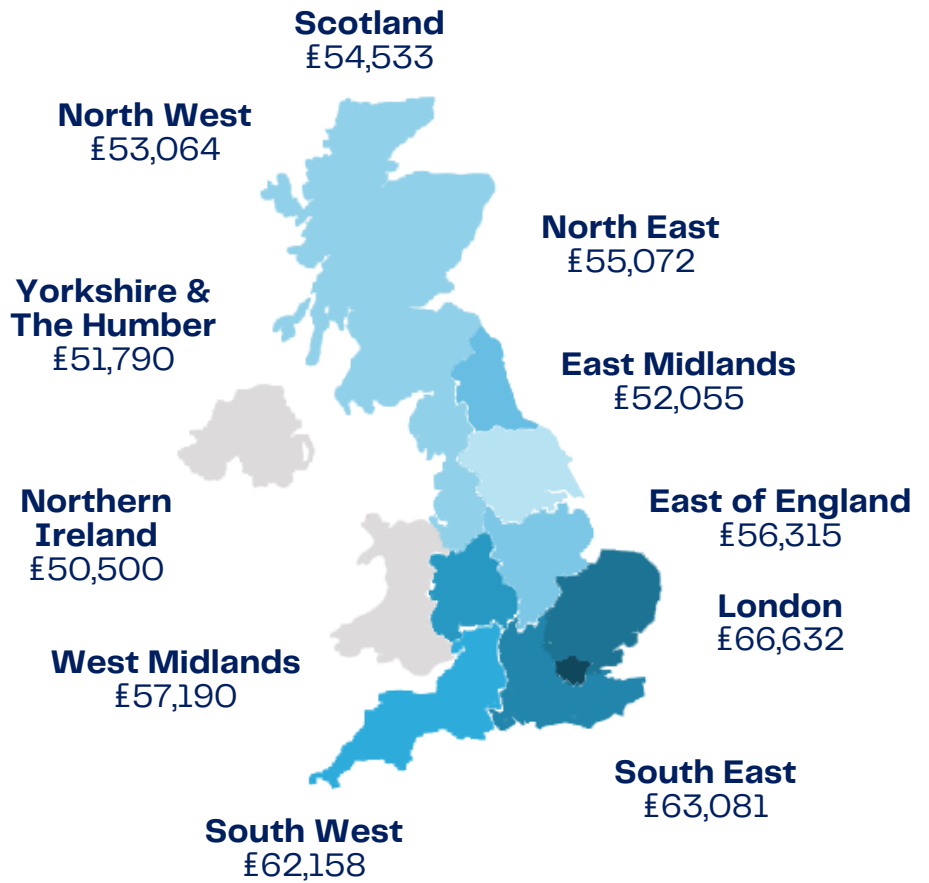
UK

AVERAGE SALARIES

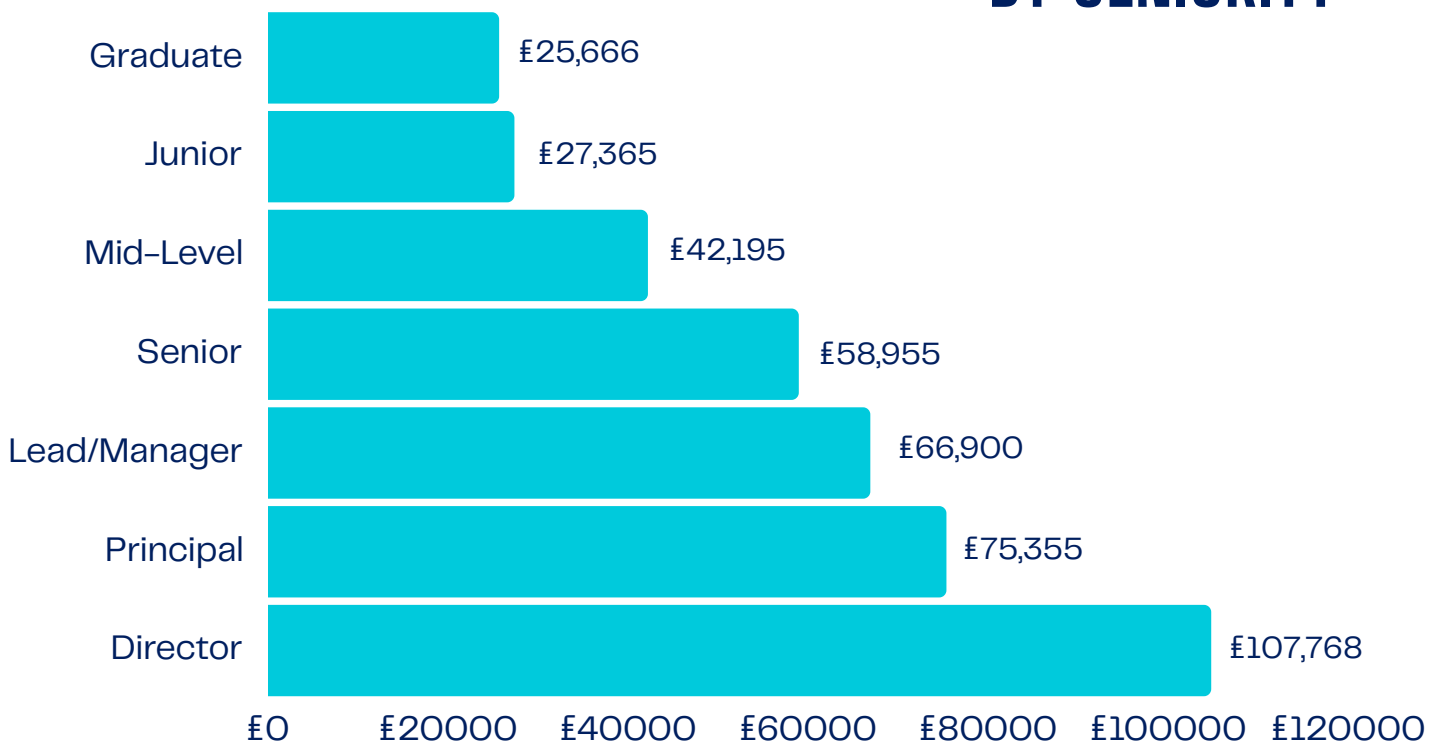
2021-2024



BY REGION

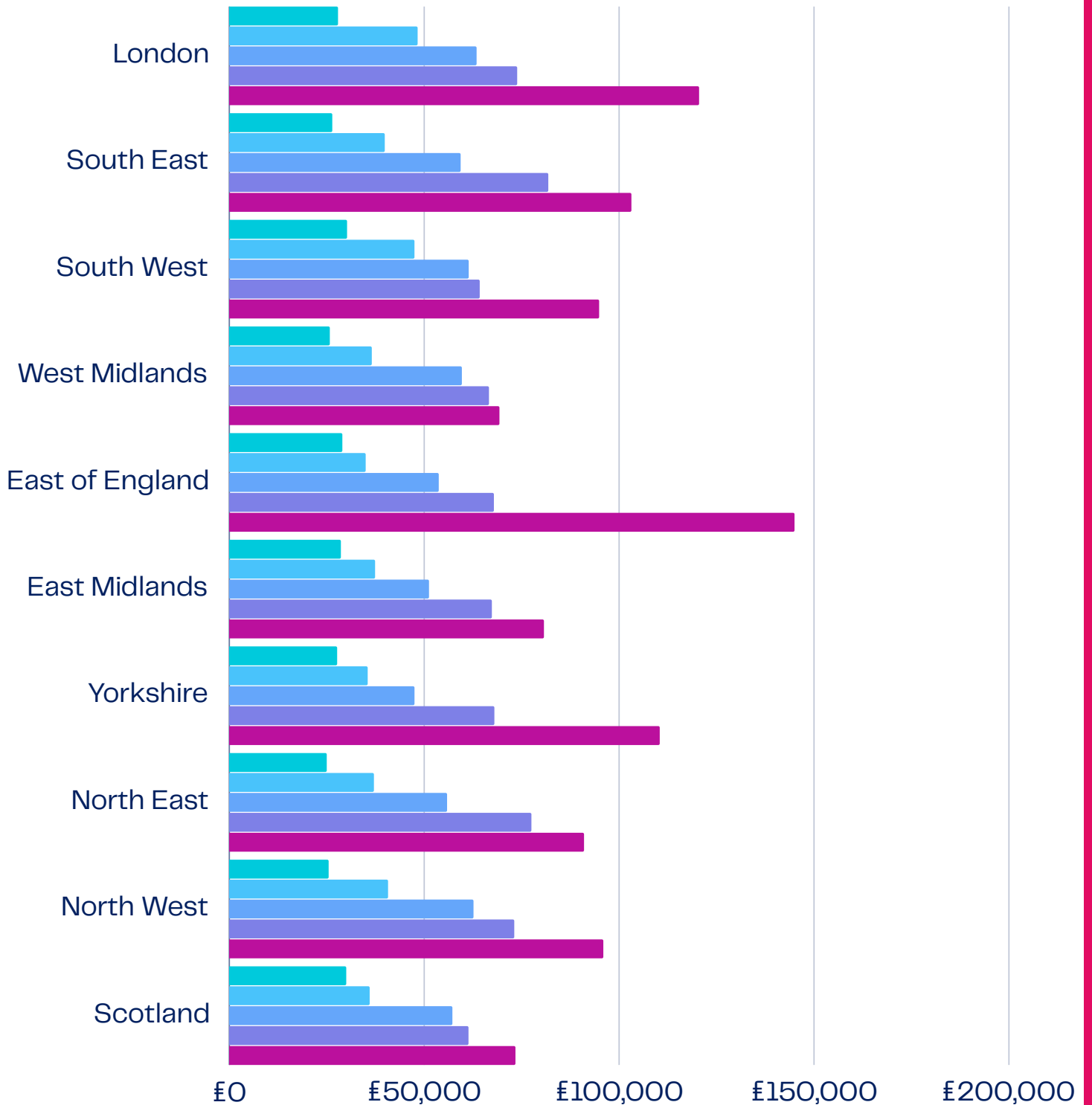


BY SENIORITY



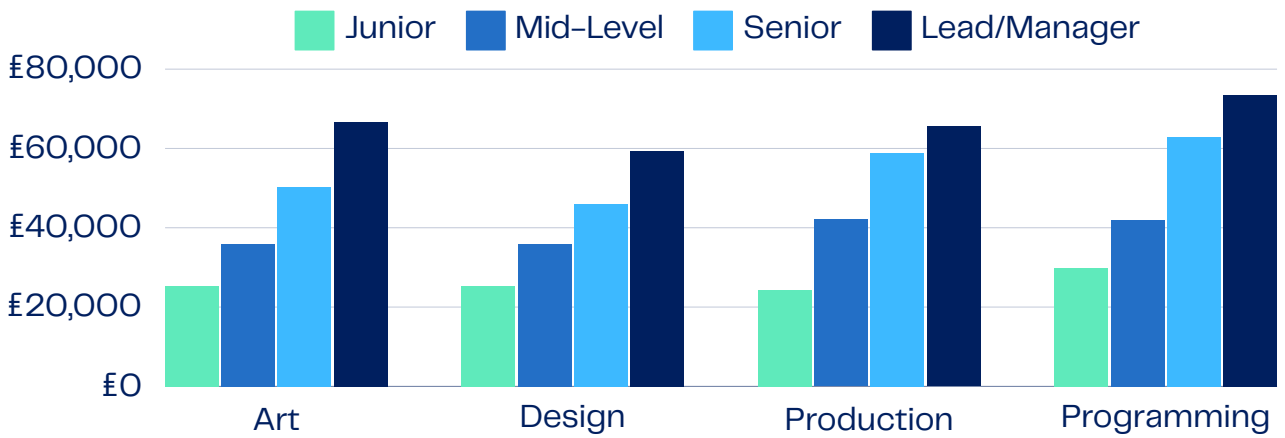
UK

BY REGION & SENIORITY

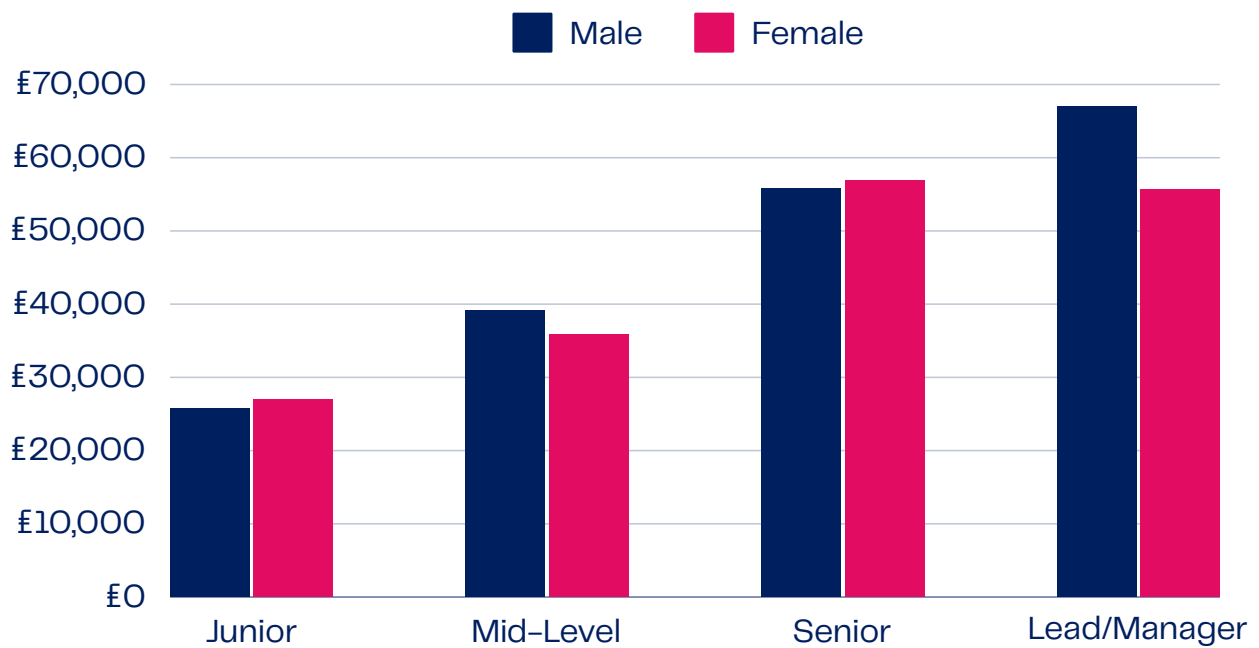


UK

BY DISCIPLINE & SENIORITY

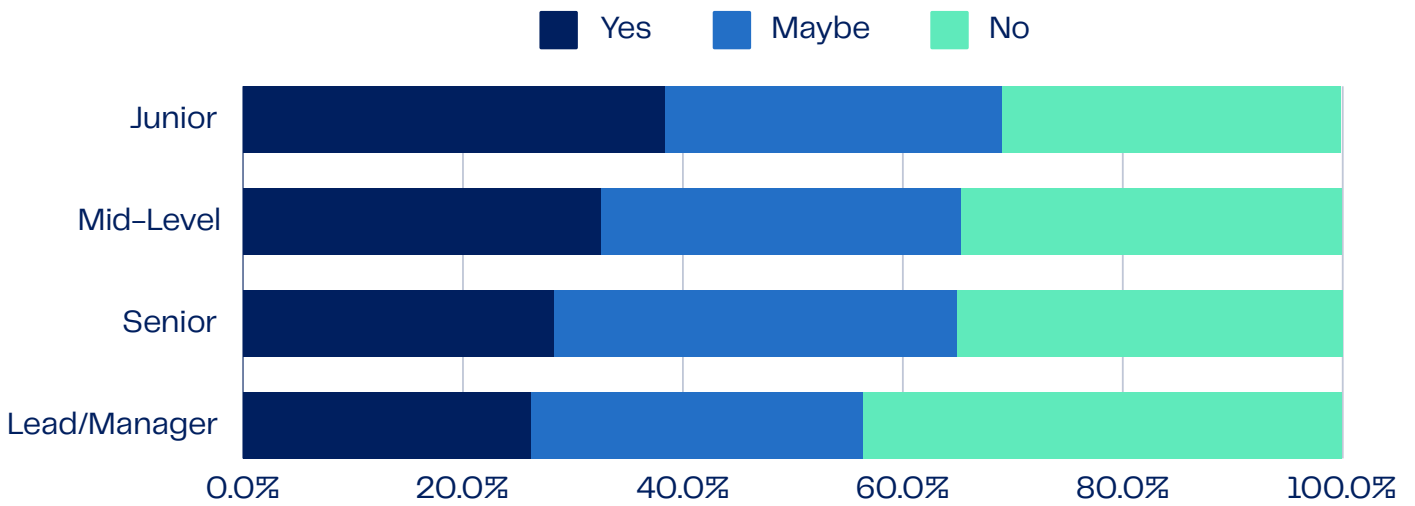


BY GENDER & SENIORITY

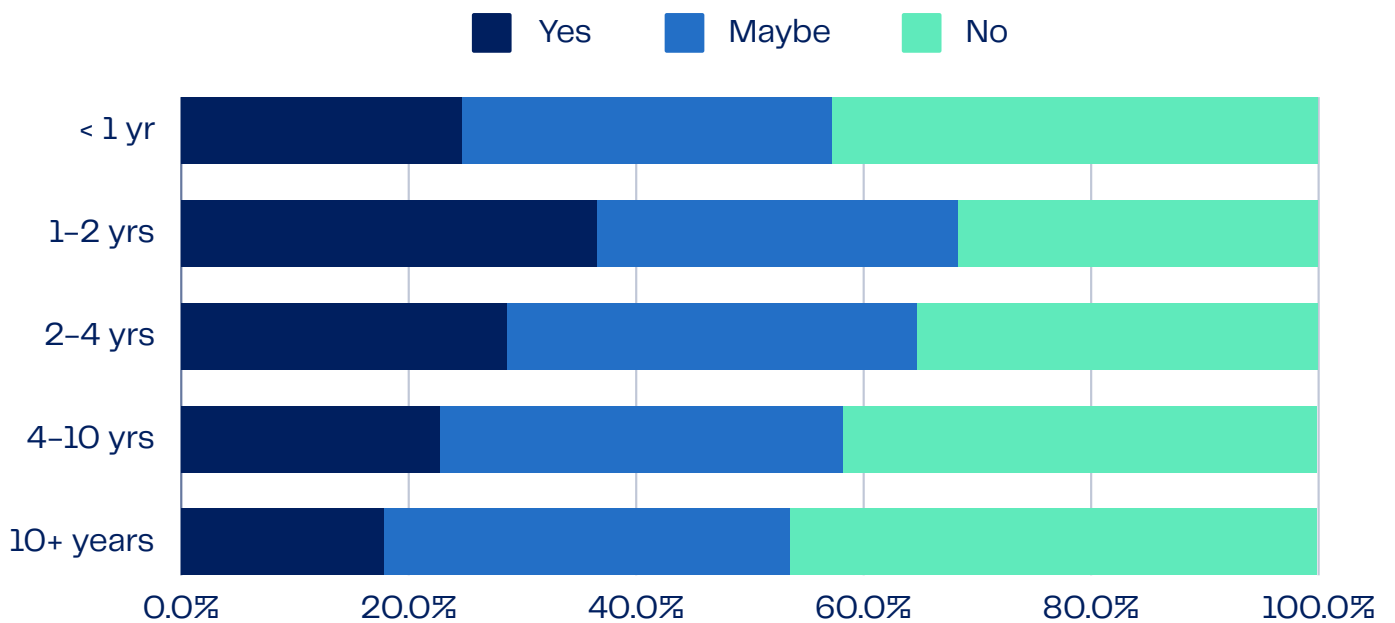


UK

JOB HUNTING IN 2024 BY SENIORITY



JOB HUNTING IN 2024 BY TIME AT CURRENT COMPANY



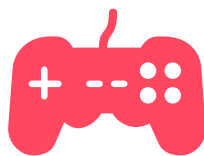
UK

TOP REASONS TO CHANGE JOB

Financial remuneration	22%
Better/more challenging projects	14%
Concerned about future of company	14%
Other	11%
Better company culture/atmosphere	10%
Limited opportunities for promotion at current company	7%
End of freelance/contract position	3%
Want to re-skill/change discipline	3%
More remote or flexible working	3%
Increased responsibility	2%
Chance to move abroad	3%
Better work/life balance	2%
No longer feel challenged	2%
Change of location	1.5%
Location change - same country	0.7%
Decreased responsibility	0.5%
Experience working in another industry	0.5%



FINANCIAL
REMUNERATION



BETTER/MORE
CHALLENGING
PROJECTS

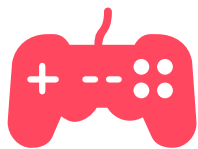


CONCERNED
ABOUT FUTURE OF
COMPANY

UK

REASONS FOR TURNING DOWN A JOB OFFER IN 2023

Wanted to finish current project	17%
New salary not as high as expected	15%
Content at current employer	10%
Multiple job offers recieved	10%
Other	9%
Realised current employer is a better fit	8%
Not enough remote working	6%
Existing employer offered a promotion	6%
The job/projects weren't as expected	5%
Existing employer offered a payrise	4%
Relocation issues - not family related	3%
Change in project/location at current employer	2%
Relocation issues - family related	2%
The process took too long	1%
The process felt rushed	0.8%



WANTED TO FINISH
CURRENT PROJECT



NEW SALARY NOT
HIGH ENOUGH



CONTENT AT
CURRENT EMPLOYER

UK

MOST WANTED BENEFITS

Pension	19%
Flexible/remote working	18%
Private healthcare	14%
Performance bonuses	8%
4 day work week	8%
Private dental care	7%
Training	6%
Shares options	6%
Extra holiday	4%
Gym membership	2%
Conference budgets	2%
Annual company events	2%
Company funded certifications	2%
Merchandise	0.7%
Employee Assistance Programme	0.7%
Other	0.7%
Childcare vouchers	0.5%
Car allowance	0.4%
Mobile phone allowance	0.3%
Office games	0.2%
Cycle to work scheme	0.2%
None	0.1%



PENSION



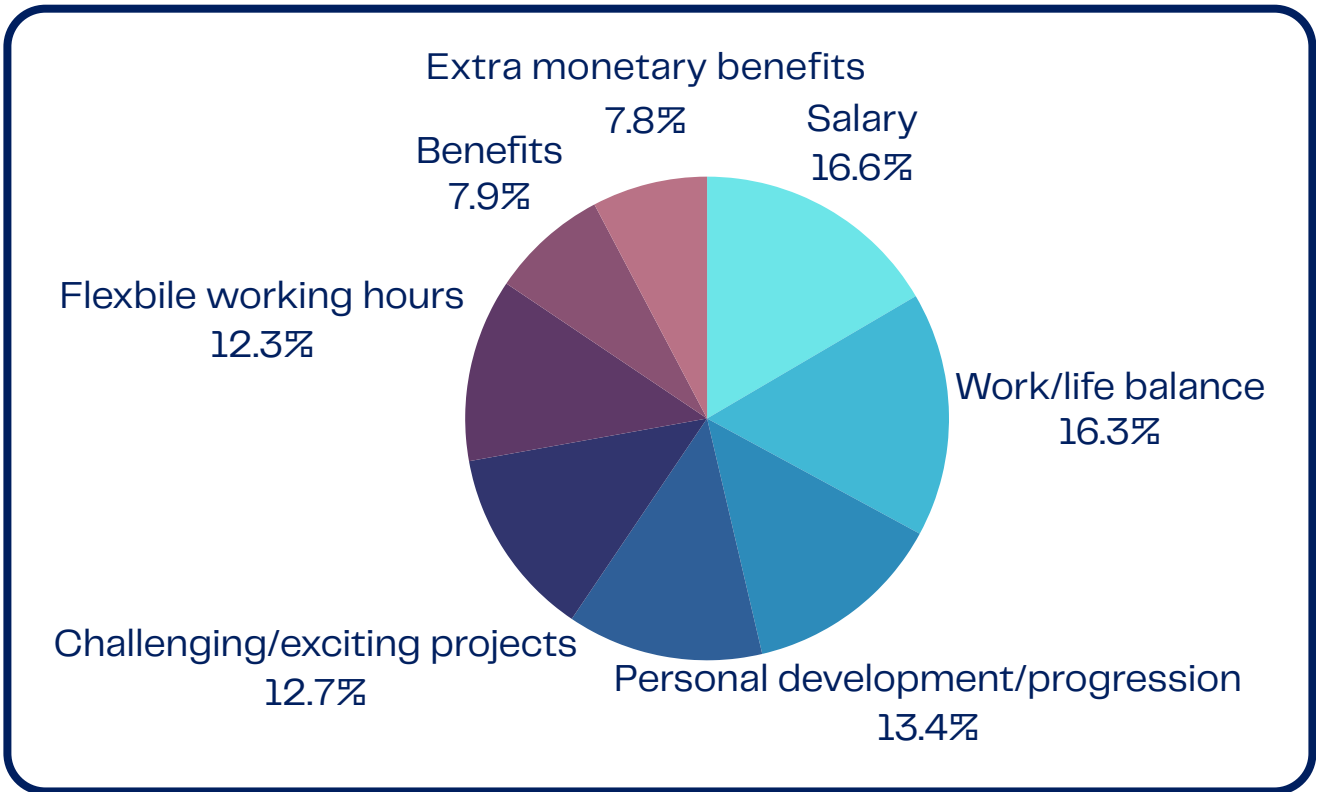
FLEXIBLE WORKING



PRIVATE HEALTHCARE

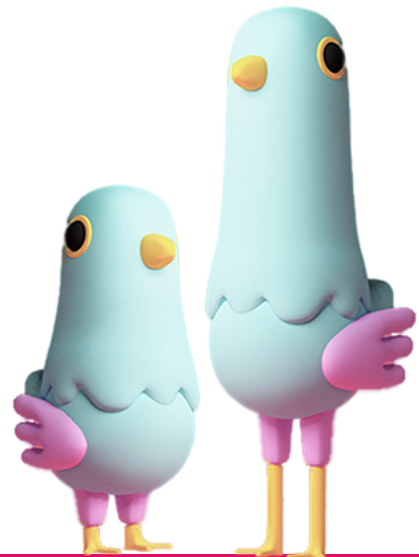
UK

MOST IMPORTANT ASPECT OF WORK



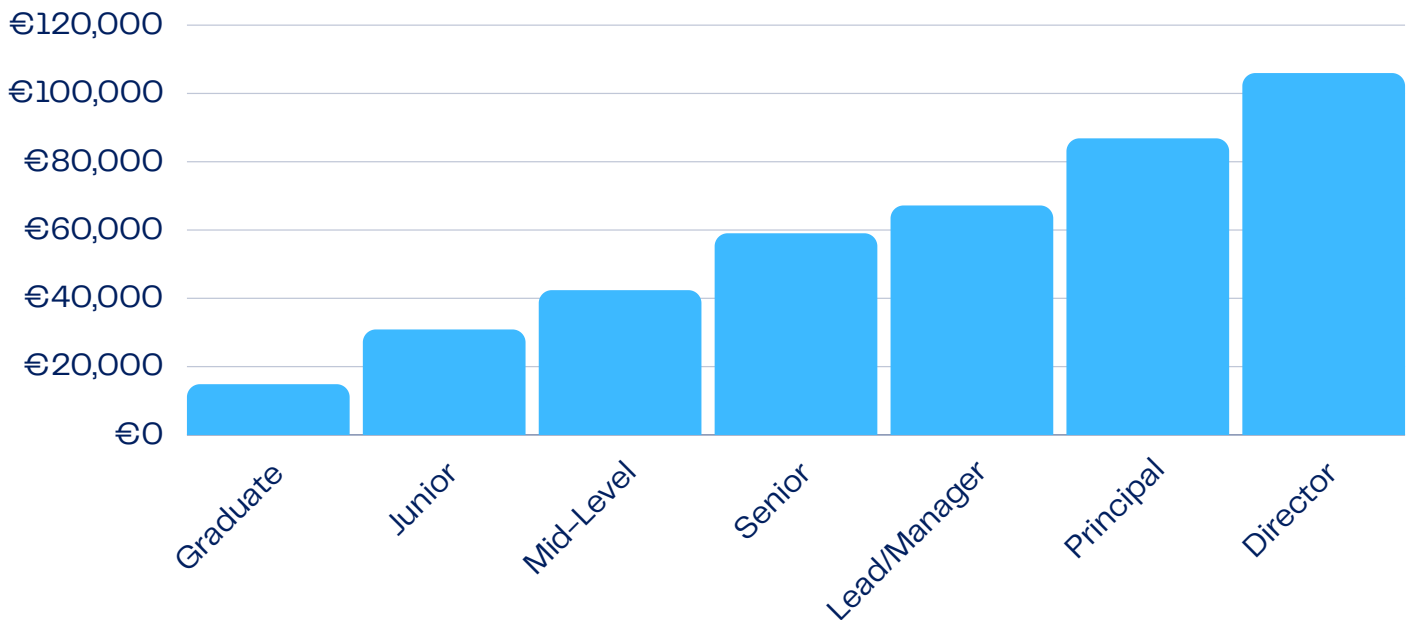
94%
Are expecting to work one or more days remotely per week in 2024

59%
of UK respondents will be or are considering job hunting in 2024

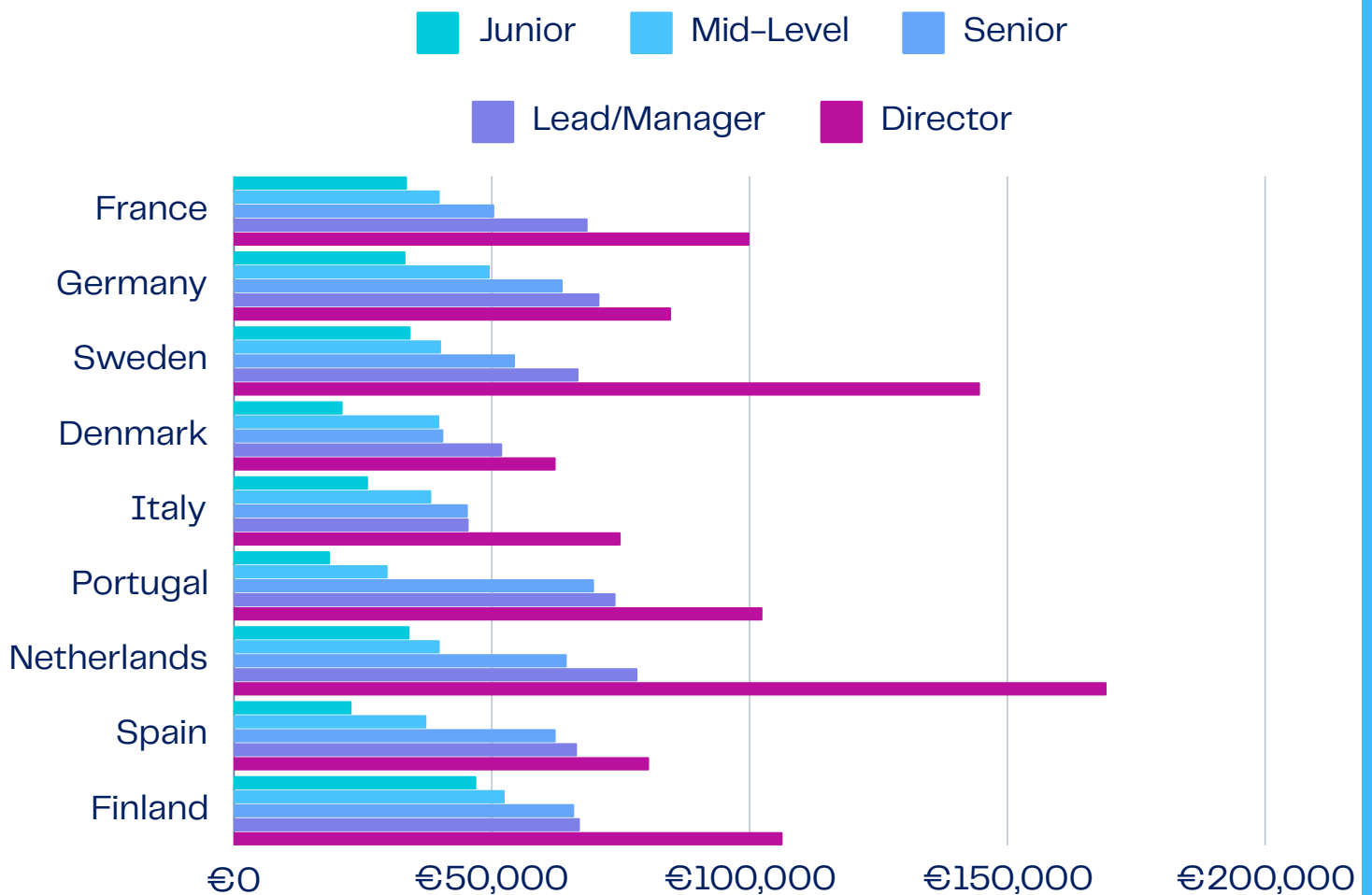


WESTERN EUROPE

BY SENIORITY

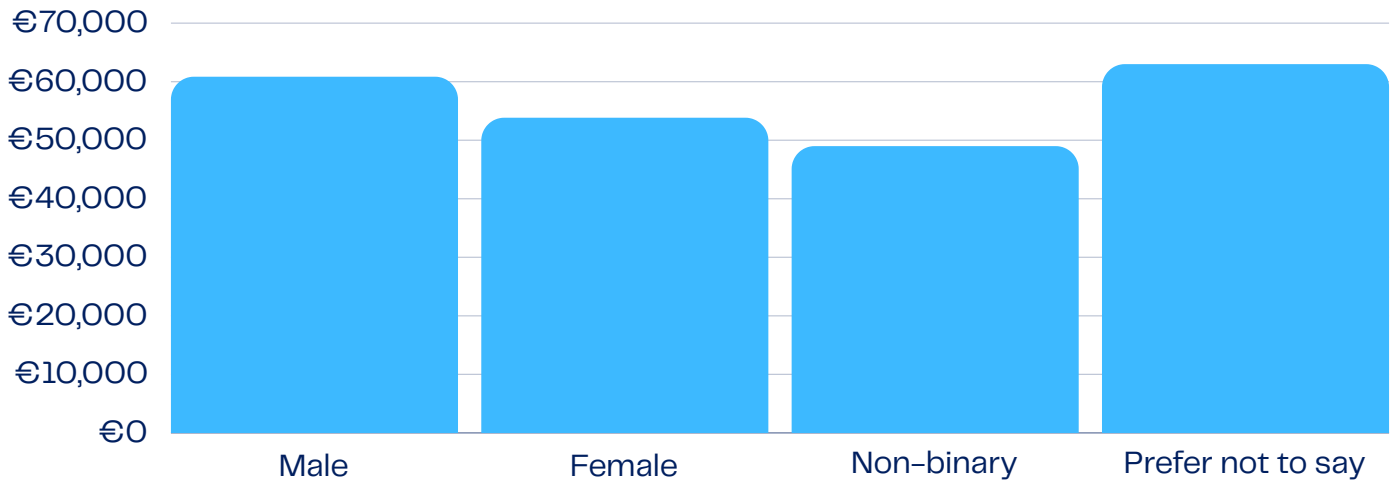


COUNTRY AND SENIORITY

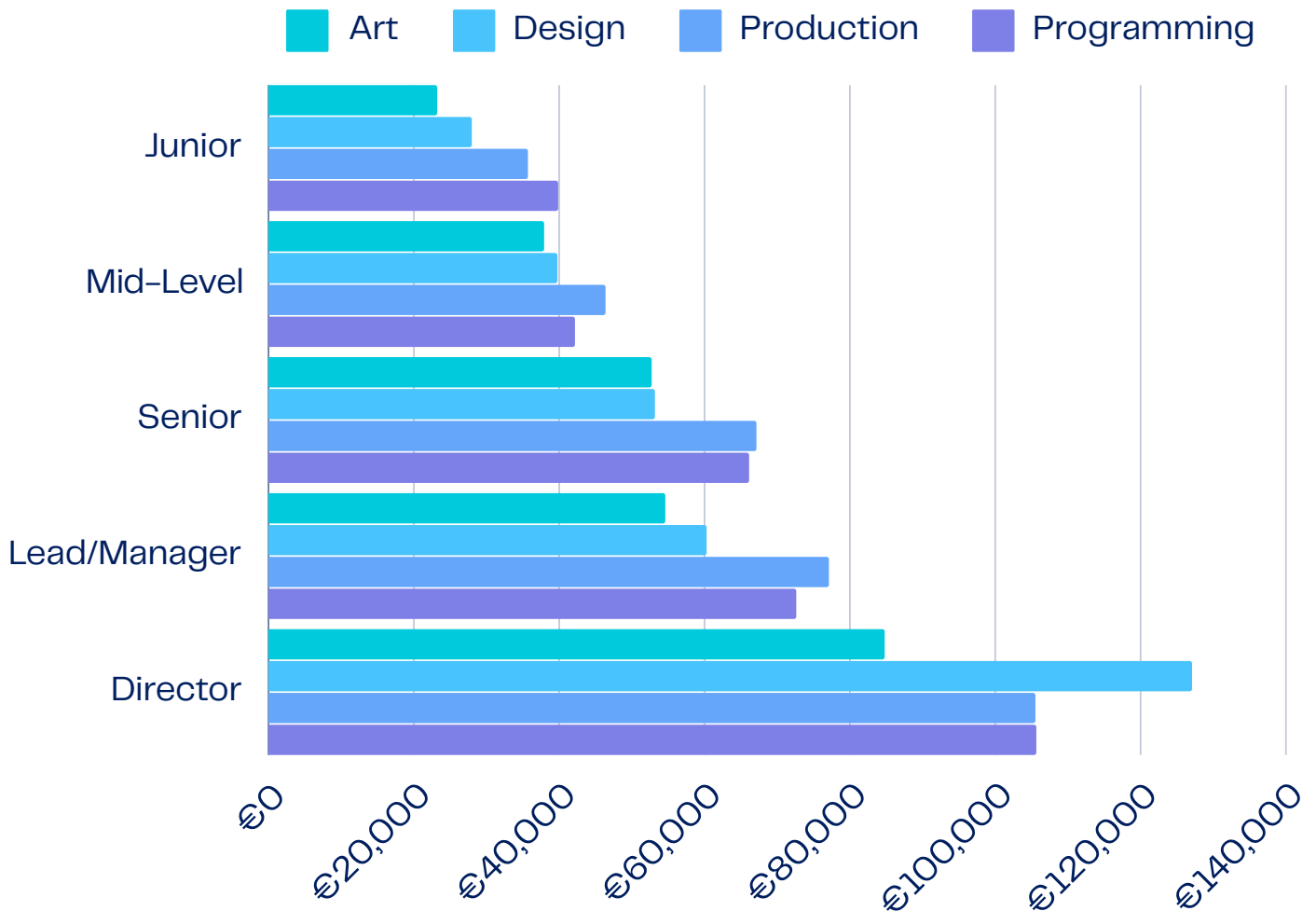


WESTERN EUROPE

BY GENDER

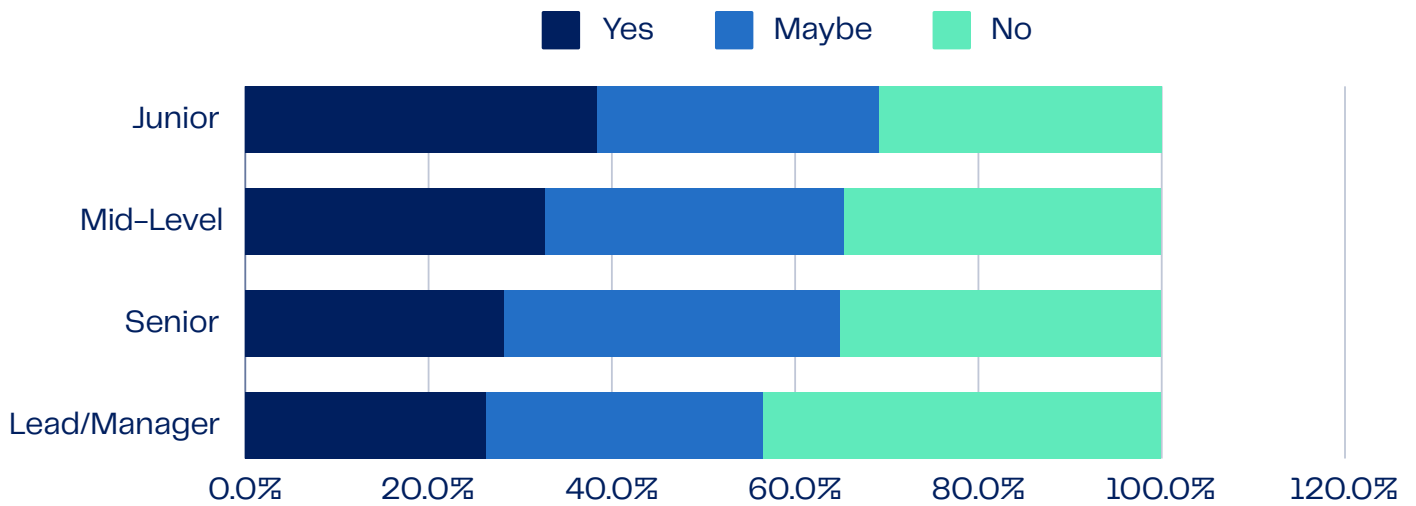


BY DISCIPLINE

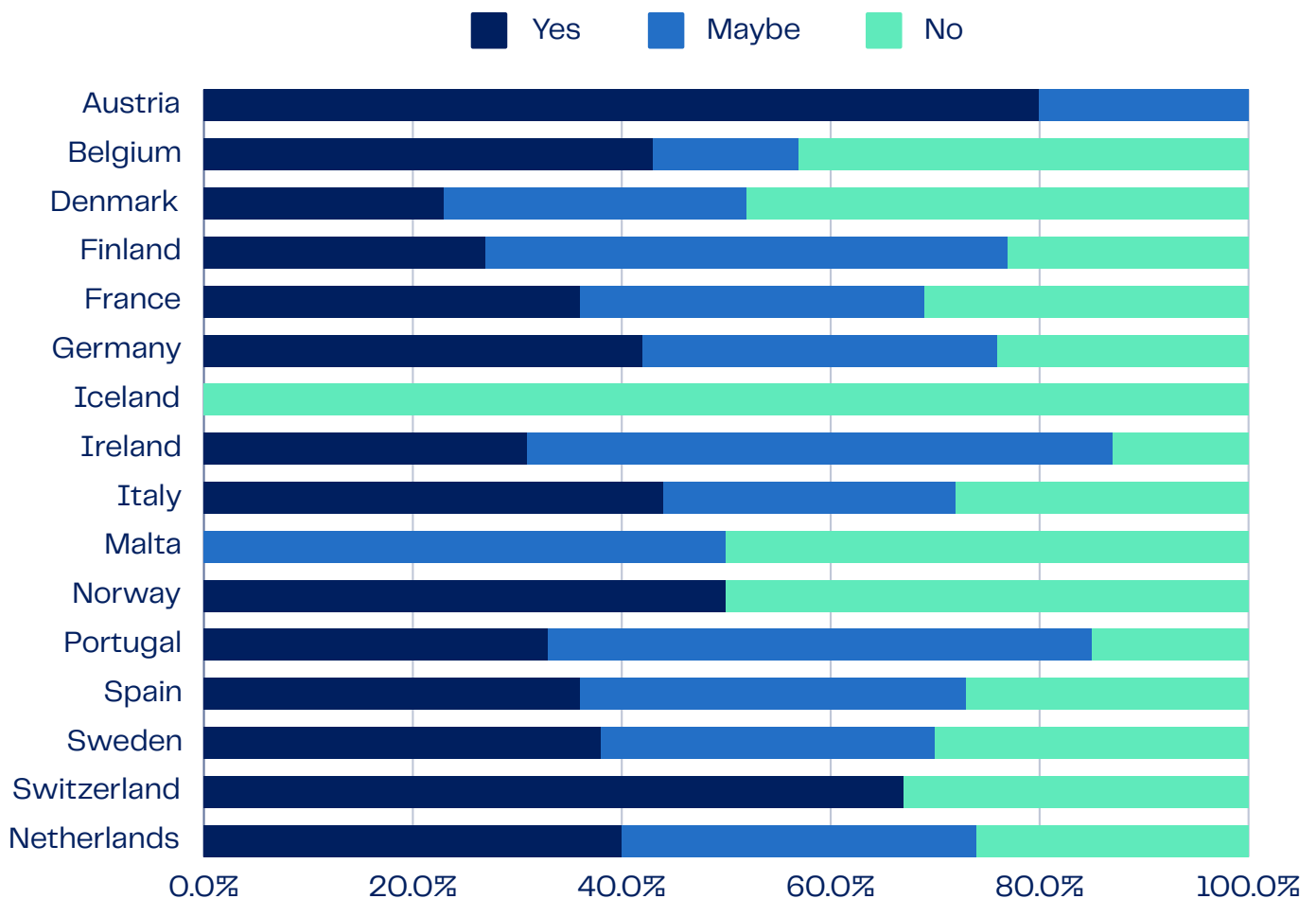


WESTERN EUROPE

JOB HUNTING IN 2024 BY SENIORITY



JOB HUNTING IN 2024 BY COUNTRY



WESTERN EUROPE

TOP REASONS TO CHANGE JOB

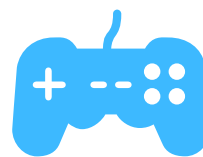
Financial remuneration	23%
Concerned about future of company	14%
Better/more challenging projects	11%
Better company culture/atmosphere	8%
Other	8%
End of freelance/contract position	7%
Limited opportunities for promotion at current company	7%
Better work/life balance	5%
No longer feel challenged	3%
Want to re-skill/change discipline	3%
More remote or flexible working	3%
Chance to move abroad	3%
Increased responsibility	2%
Change of location	1%
Location change - same country	1%
Experience working in another industry	1%
Decreased responsibility	0%



FINANCIAL
REMUNERATION



CONCERNED
ABOUT FUTURE OF
COMPANY

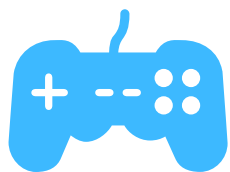


BETTER/MORE
CHALLENGING
PROJECTS

WESTERN EUROPE

REASONS FOR TURNING DOWN A JOB OFFER IN 2023

Wanted to finish current project	23%
New salary not as high as expected	14%
Multiple job offers recieved	10%
Content at current employer	8%
Other	8%
Not enough remote working	8%
Realised current employer is a better fit	7%
The job/projects weren't as expected	5%
Relocation issues - family related	5%
Relocation issues - not family related	3%
Existing employer offered a promotion	2%
The process took too long	2%
Existing employer offered a payrise	1%
Change in project/location at current employer	1%
The process felt rushed	1%



WANTED TO FINISH
CURRENT PROJECT



NEW SALARY NOT
HIGH ENOUGH



MULTIPLE JOB
OFFERS RECEIVED

WESTERN EUROPE

MOST WANTED BENEFITS

Flexible/remote working	20%
Pension	11%
Private healthcare	11%
4 day work week	11%
Training	9%
Performance bonuses	8%
Extra holiday	6%
Shares options	6%
Private dental care	3%
Conference budgets	3%
Annual company events	3%
Gym membership	3%
Company funded certifications	3%
Employee Assistance Programme	1%
Office games	0.6%
Merchandise	0.6%
Other	0.6%
Mobile phone allowance	0.5%
Cycle to work scheme	0.5%
Childcare vouchers	0.5%
Car allowance	0.3%
None	0.1%



FLEXIBLE WORKING



PENSION

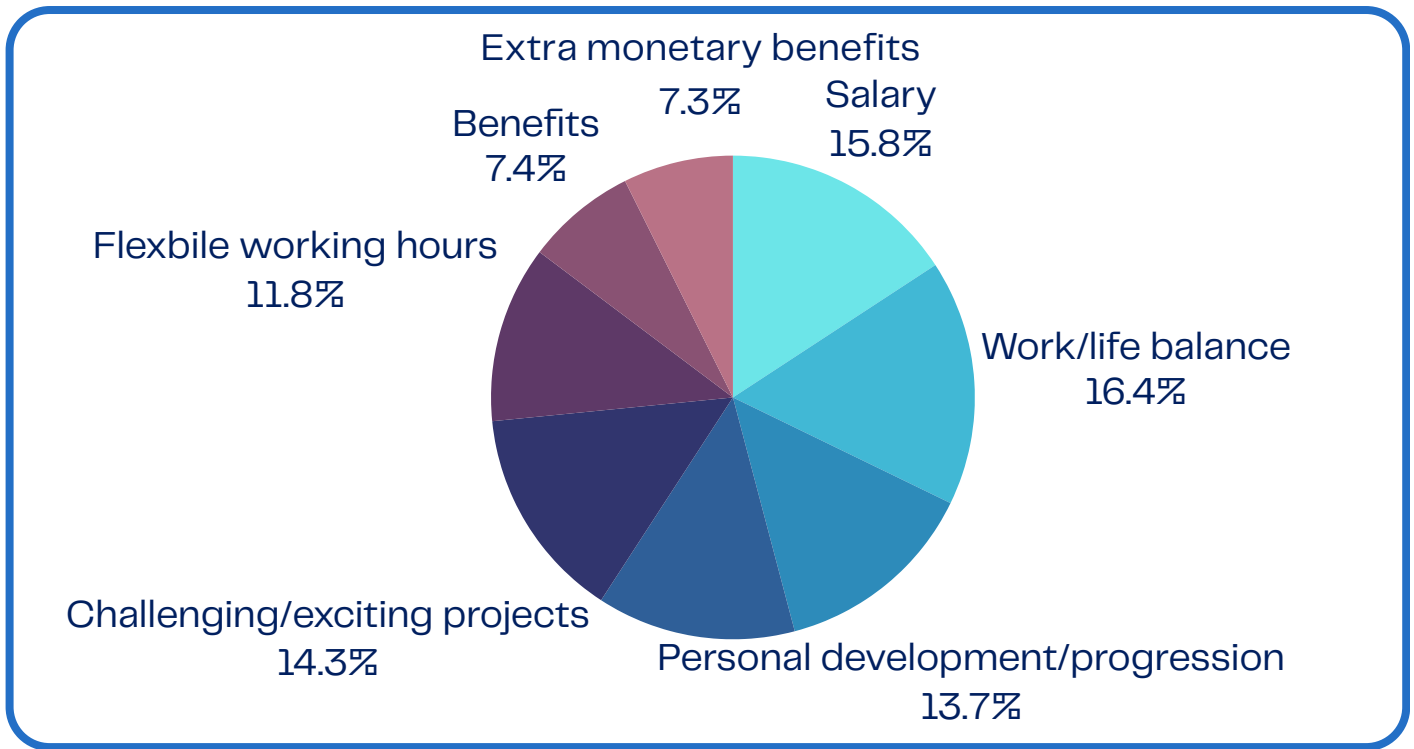


PRIVATE HEALTHCARE

WESTERN EUROPE

DATA

MOST IMPORTANT ASPECT OF WORK



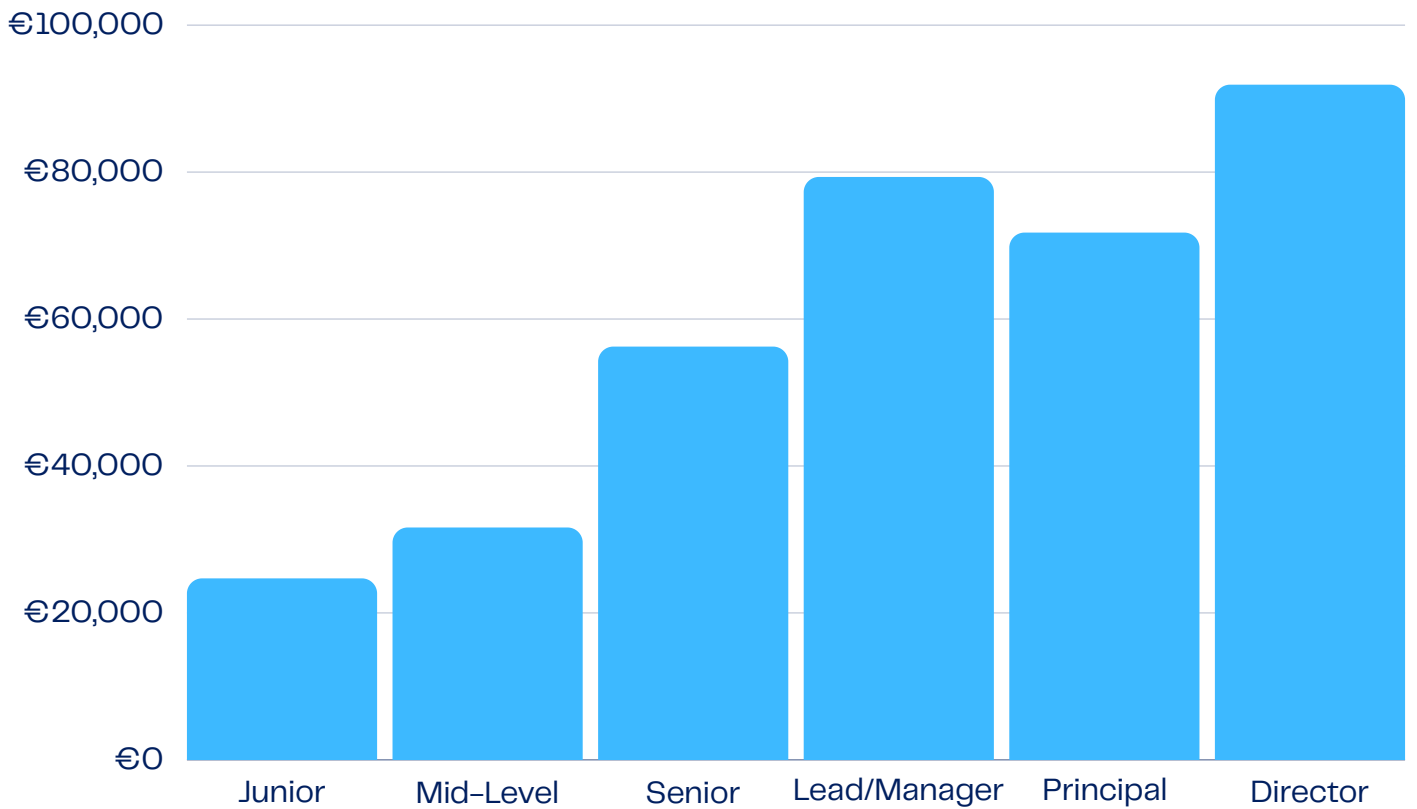
75%
Are expecting to work one or more days remotely per week in 2024

72%
of Western Europe respondents will be or are considering job hunting in 2024

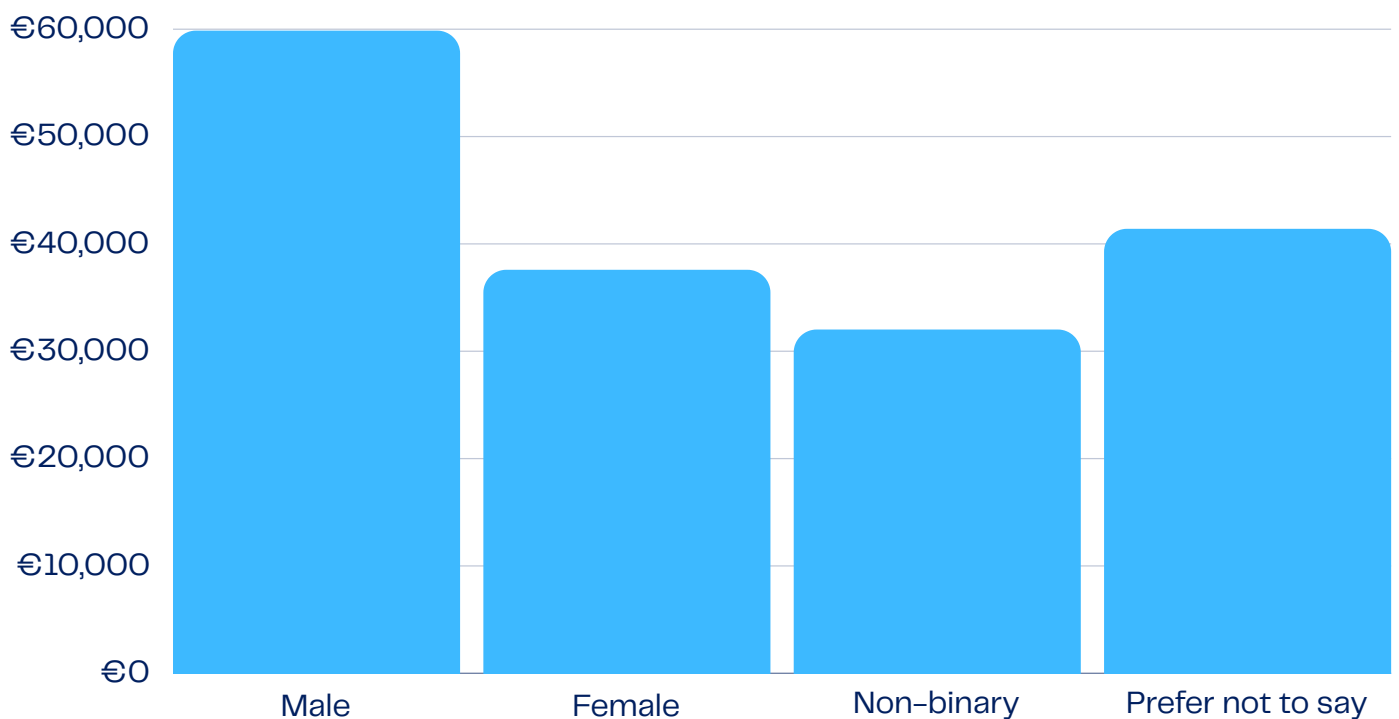


EASTERN EUROPE

BY SENIORITY

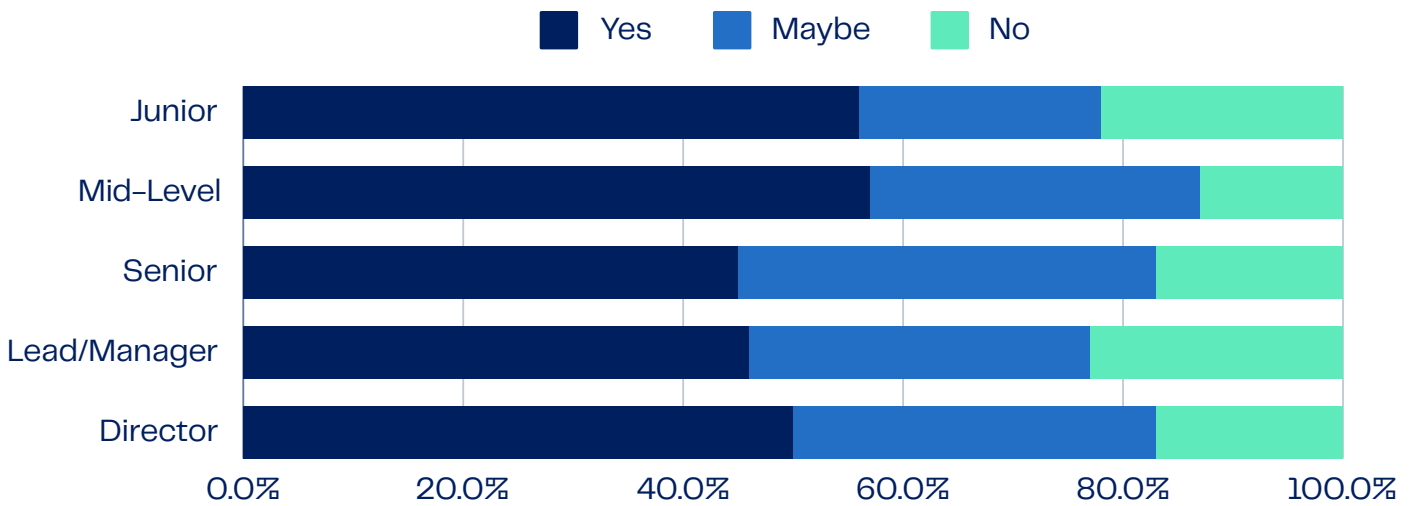


BY GENDER

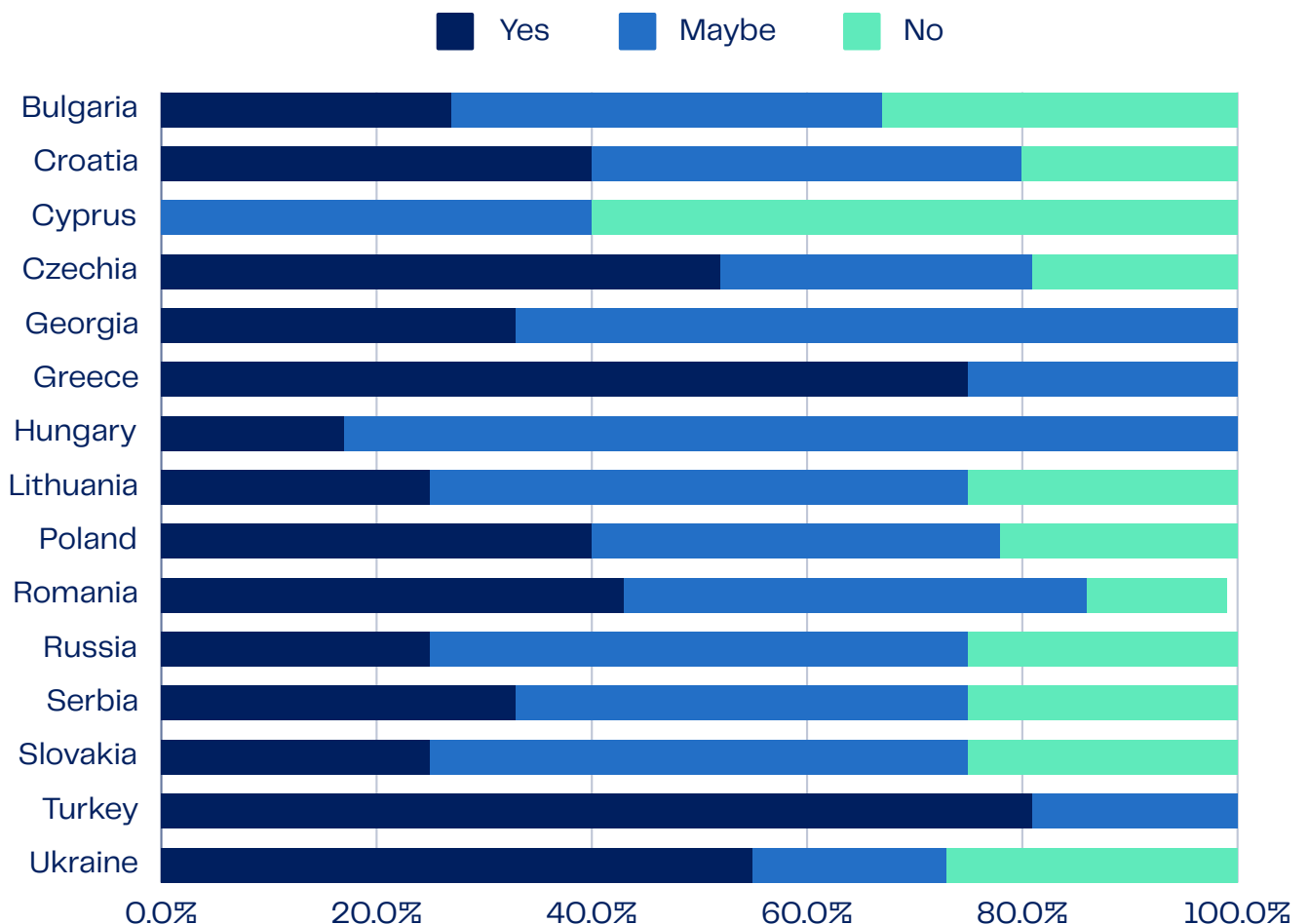


EASTERN EUROPE

JOB HUNTING IN 2024 BY SENIORITY



JOB HUNTING IN 2024 BY COUNTRY



EASTERN EUROPE

TOP REASONS TO CHANGE JOB

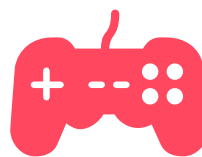
Financial remuneration	23%
Concerned about future of company	20%
Better/more challenging projects	11%
Better company culture/atmosphere	7%
End of freelance/contract position	7%
Limited opportunities for promotion at current company	6%
Chance to move abroad	6%
Other	4%
Change of location	3%
No longer feel challenged	3%
Better work/life balance	2%
Want to re-skill/change discipline	2%
More remote or flexible working	2%
Increased responsibility	1%
Decreased responsibility	1%
Experience working in another industry	1%
Location change - same country	0%



FINANCIAL
REMUNERATION



CONCERNED
ABOUT FUTURE OF
COMPANY

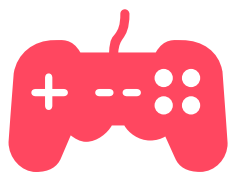


BETTER/MORE
CHALLENGING
PROJECTS

EASTERN EUROPE

REASONS FOR TURNING DOWN A JOB OFFER IN 2023

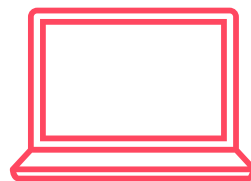
Wanted to finish current project	21%
New salary not as high as expected	17%
The job/projects weren't as expected	10%
Other	8%
Realised current employer is a better fit	8%
Multiple job offers recieved	7%
Content at current employer	6%
Relocation issues - family related	5%
Existing employer offered a promotion	3%
Not enough remote working	2%
Relocation issues - not family related	2%
Change in project/location at current employer	2%
Existing employer offered a payrise	2%
The process took too long	2%
The process felt rushed	1%



WANTED TO FINISH
CURRENT PROJECT



NEW SALARY NOT
HIGH ENOUGH



THE JOBS/PROJECTS
WEREN'T AS EXPECTED

EASTERN EUROPE

MOST WANTED BENEFITS

Flexible/remote working	19%
Private healthcare	14%
4 day work week	11%
Performance bonuses	9%
Training	7%
Pension	7%
Shares options	6%
Private dental care	6%
Extra holiday	5%
Gym membership	3%
Company funded certifications	3%
Childcare vouchers	2%
Conference budgets	2%
Car allowance	1%
Annual company events	1%
Employee Assistance Programme	1%
Office games	1%
Merchandise	1%
Other	1%
Mobile phone allowance	1%
Cycle to work scheme	1%
None	0%



FLEXIBLE WORKING



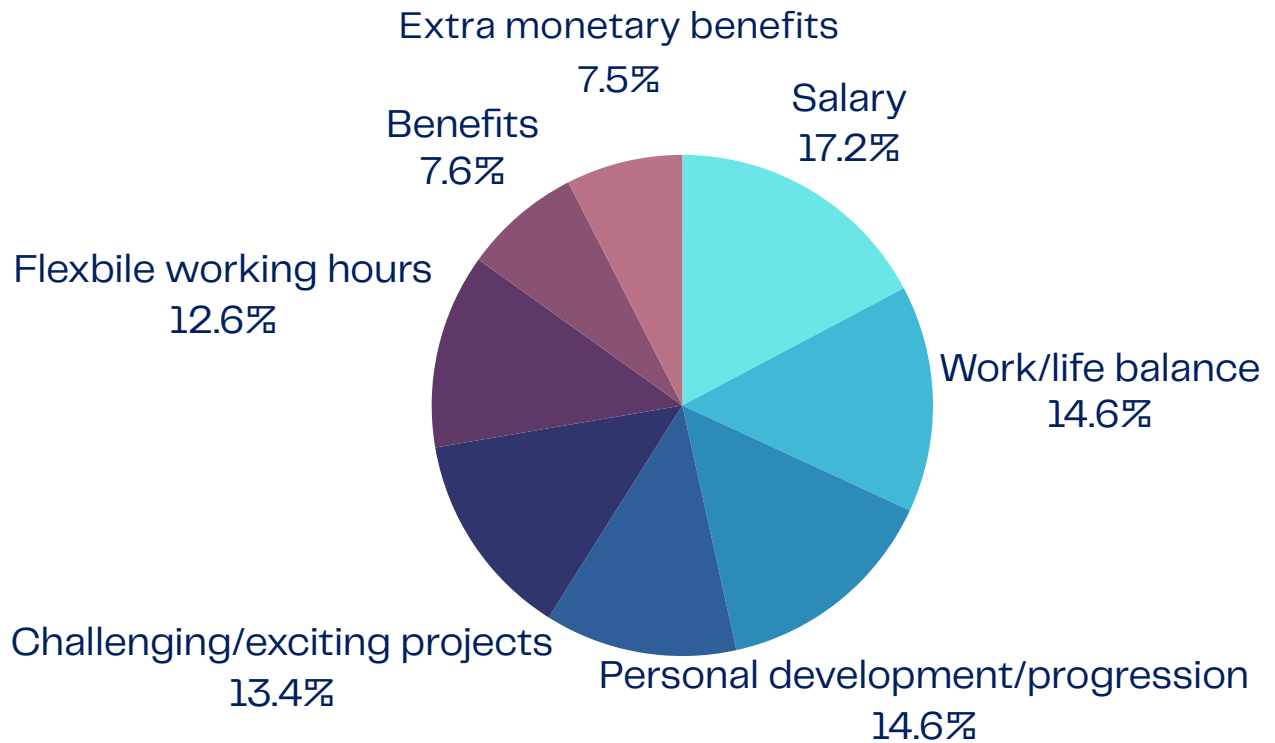
PRIVATE HEALTHCARE



4 DAY WORK WEEK

EASTERN EUROPE

MOST IMPORTANT ASPECT OF WORK



81%

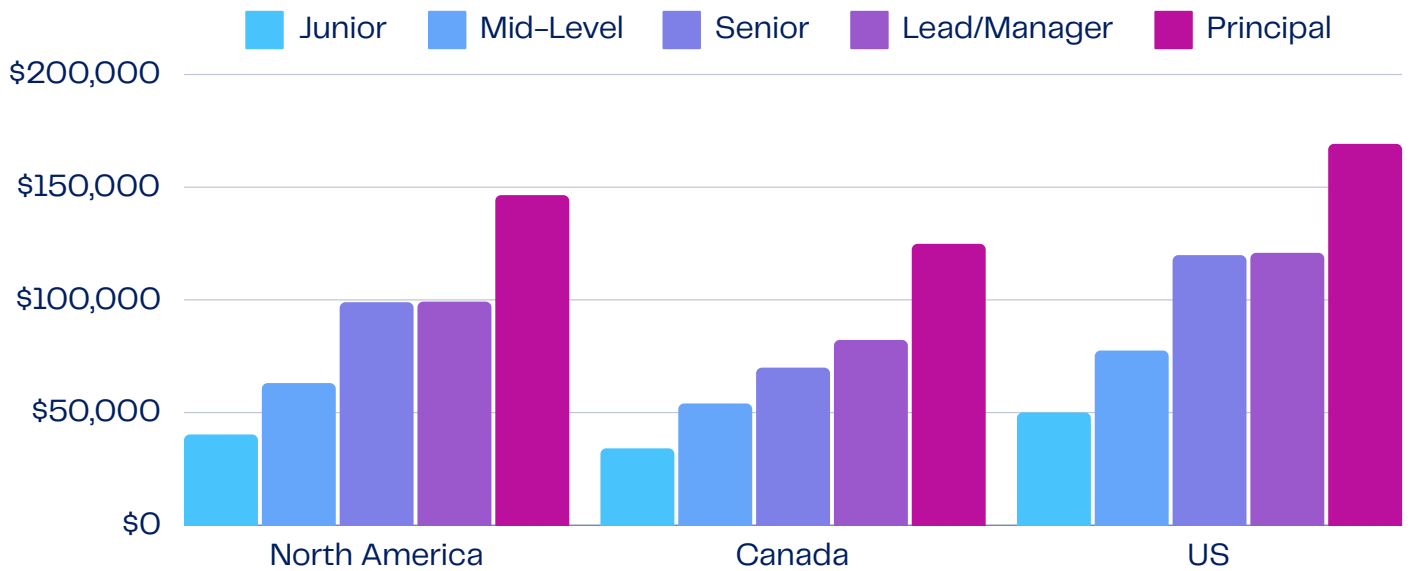
of Eastern Europe respondents will be or are considering job hunting in 2024



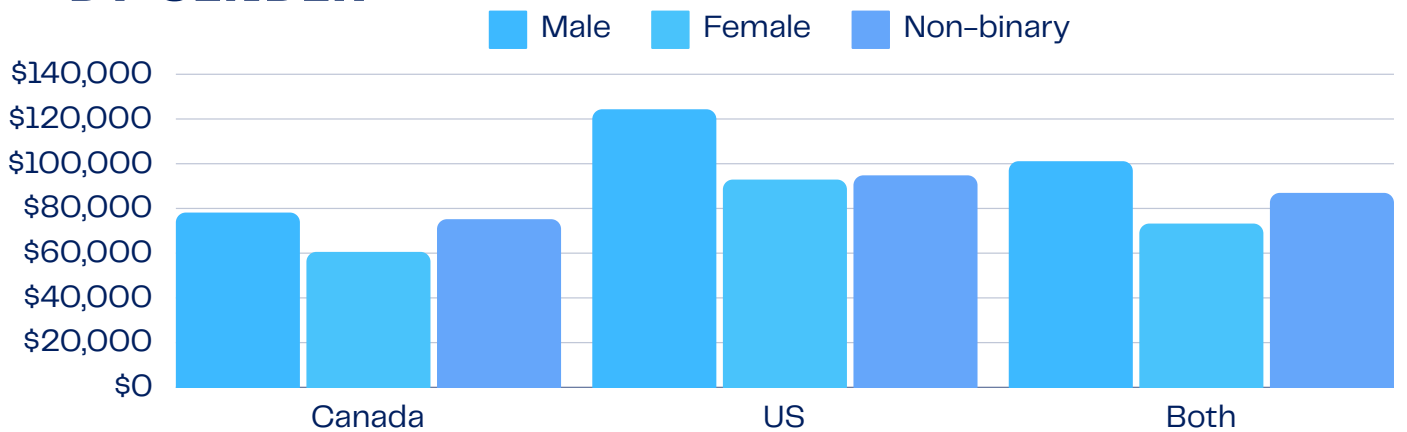
90%

Are expecting to work one or more days remotely per week in 2024

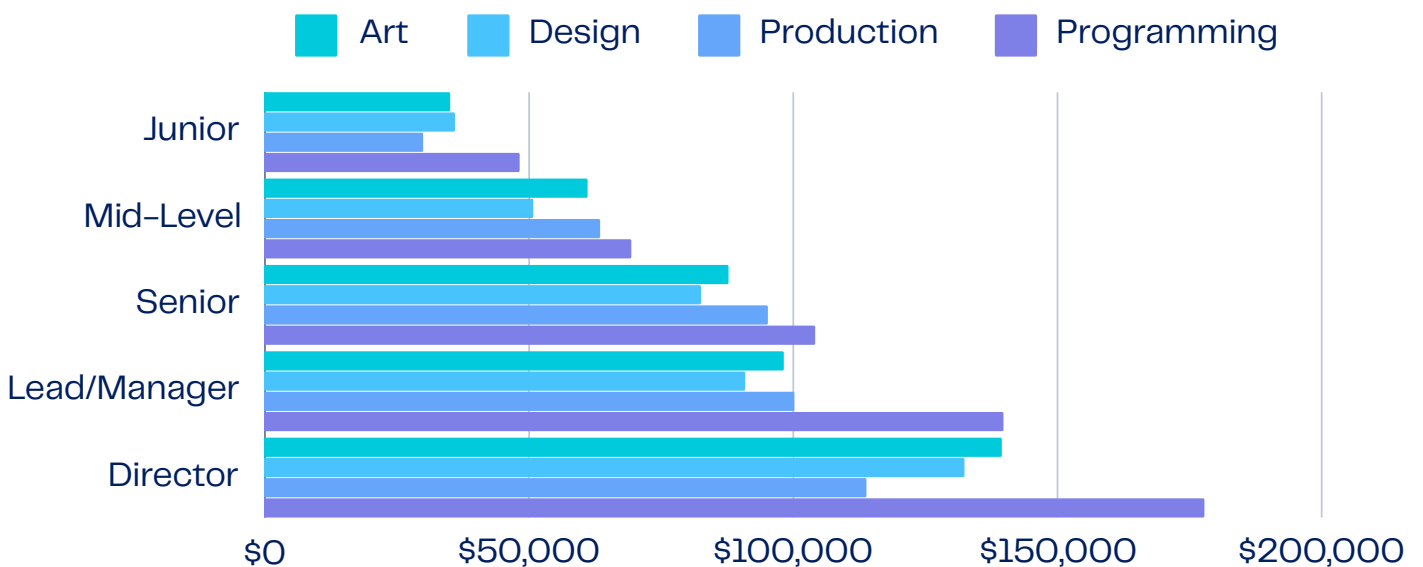
NORTH AMERICA BY SENIORITY



BY GENDER

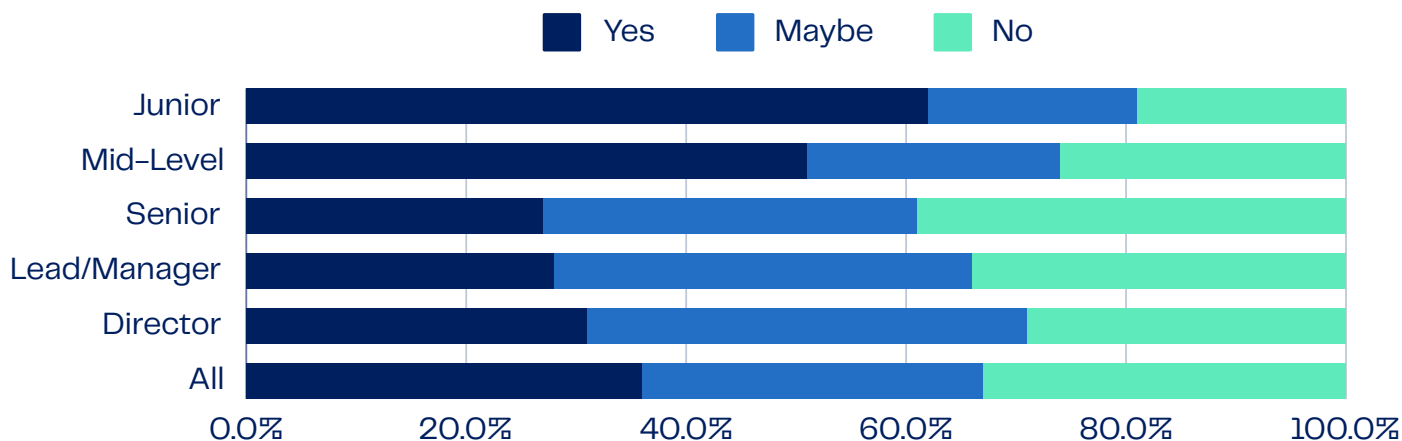


BY DISCIPLINE



NORTH AMERICA

JOB HUNTING IN 2024 BY SENIORITY



TOP REASONS TO CHANGE JOB

Financial remuneration	21%
Other	16%
Concerned about future of company	15%
Better/more challenging projects	10%
Better company culture/atmosphere	7%
Limited opportunities for promotion at current company	6%
End of freelance/contract position	5%
No longer feel challenged	5%
Better work/life balance	3%
Want to re-skill/change discipline	2.5%
Experience working in another industry	2.5%
More remote or flexible working	1.7%
Chance to move abroad	1.7%
Increased responsibility	1.7%
Location change - same country	0.7%
Decreased responsibility	0.7%
Change of location	0.3%

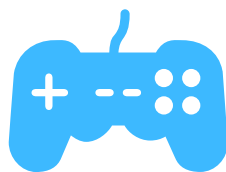
NORTH AMERICA

REASONS FOR TURNING DOWN A JOB OFFER IN 2023

New salary not as high as expected	20%
Wanted to finish current project	18%
Multiple job offers received	12%
Content at current employer	9%
Other	8%
Not enough remote working	8%
Realised current employer is a better fit	8%
The job/projects weren't as expected	5%
Existing employer offered a payrise	4%
Relocation issues - family related	2.5%
Existing employer offered a promotion	2.5%
Relocation issues - not family related	1.5%
The process took too long	1.5%
Change in project/location at current employer	1%
The process felt rushed	0.5%



NEW SALARY NOT
HIGH ENOUGH



WANTED TO FINISH
CURRENT PROJECT



MULTIPLE JOB
OFFERS RECEIVED

NORTH AMERICA

MOST WANTED BENEFITS

Private healthcare	21%
Flexible/remote working	18%
Private dental care	12%
Pension	10%
Performance bonuses	9%
4 day work week	8%
Shares options	6%
Training	4%
Extra holiday	4%
Gym membership	1.5%
Company funded certifications	1.5%
Conference budgets	1%
Annual company events	1%
Childcare vouchers	1%
Employee Assistance Programme	1%
Other	0.6%
Mobile phone allowance	0.5%
Merchandise	0.4%
Car allowance	0.3%
Office games	0.2%
None	0.1%
Cycle to work scheme	0%



PRIVATE HEALTHCARE



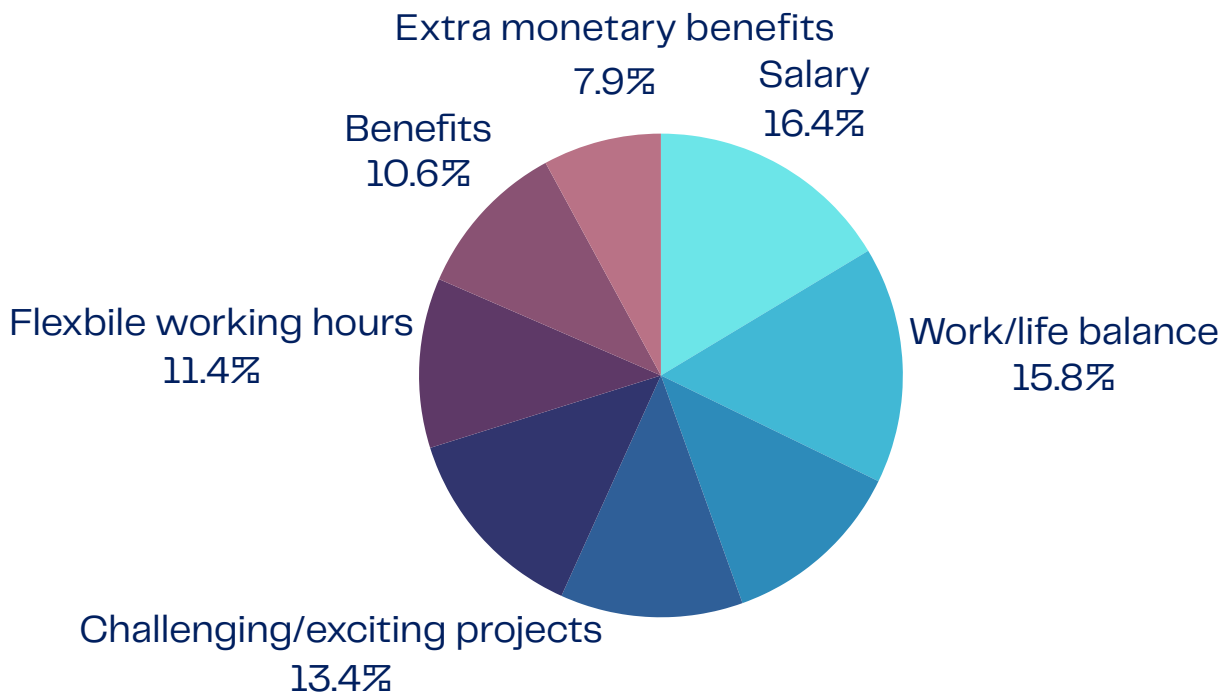
FLEXIBLE WORKING



PRIVATE DENTAL CARE

NORTH AMERICA DATA

MOST IMPORTANT ASPECT OF WORK



96%

Are expecting to work one or more days remotely per week in 2024

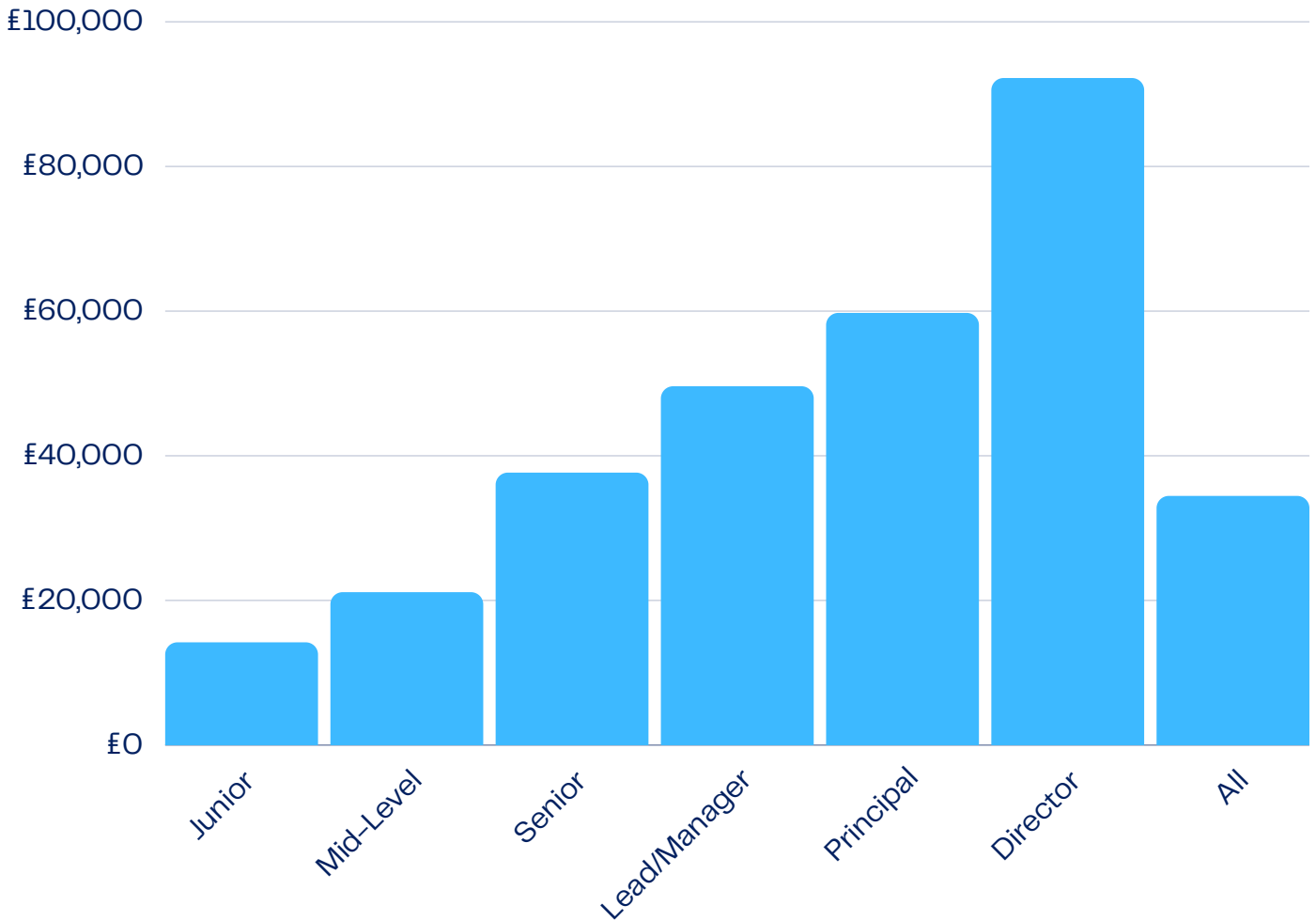
67%

of North America respondents will be or are considering job hunting in 2024



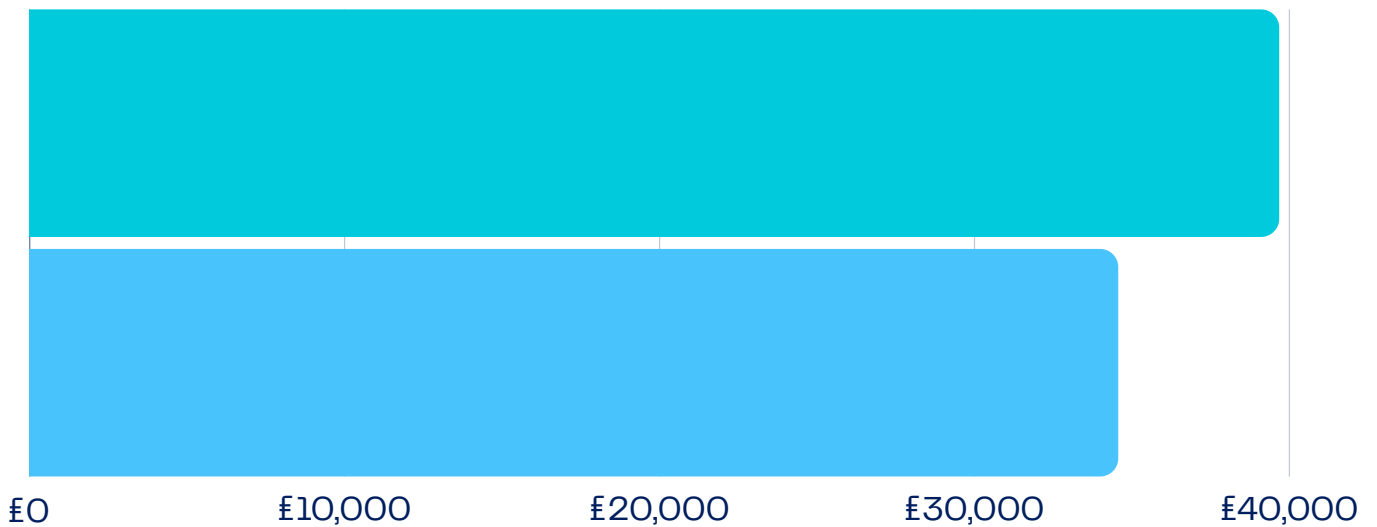
ASIA

BY SENIORITY



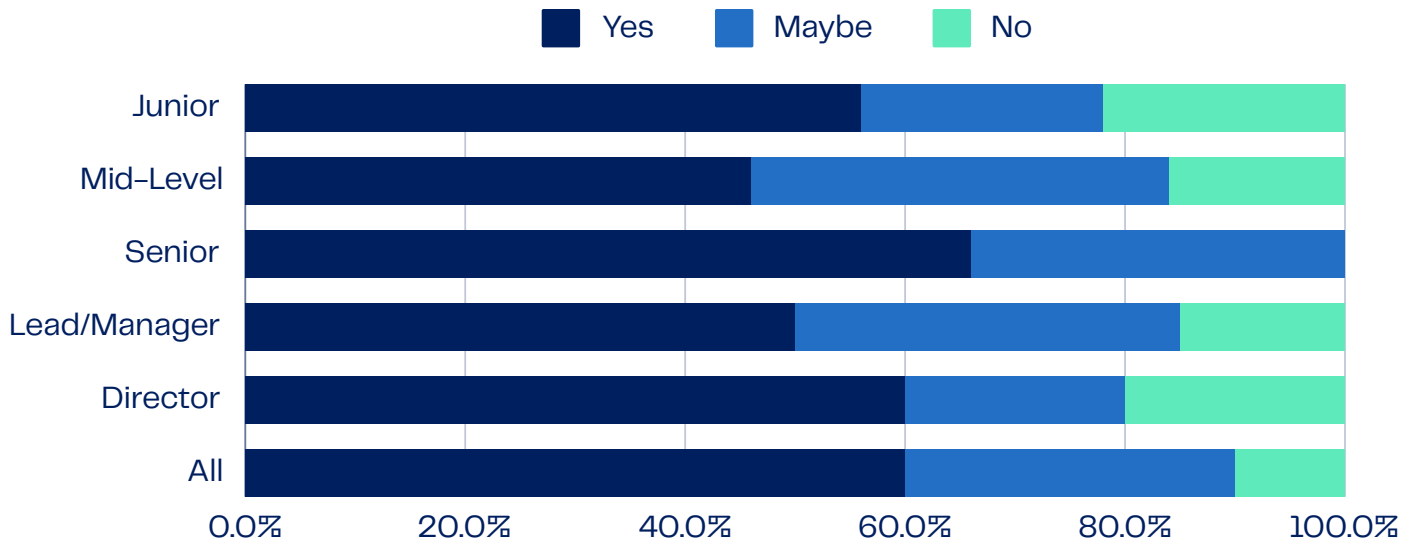
BY GENDER

Male Female

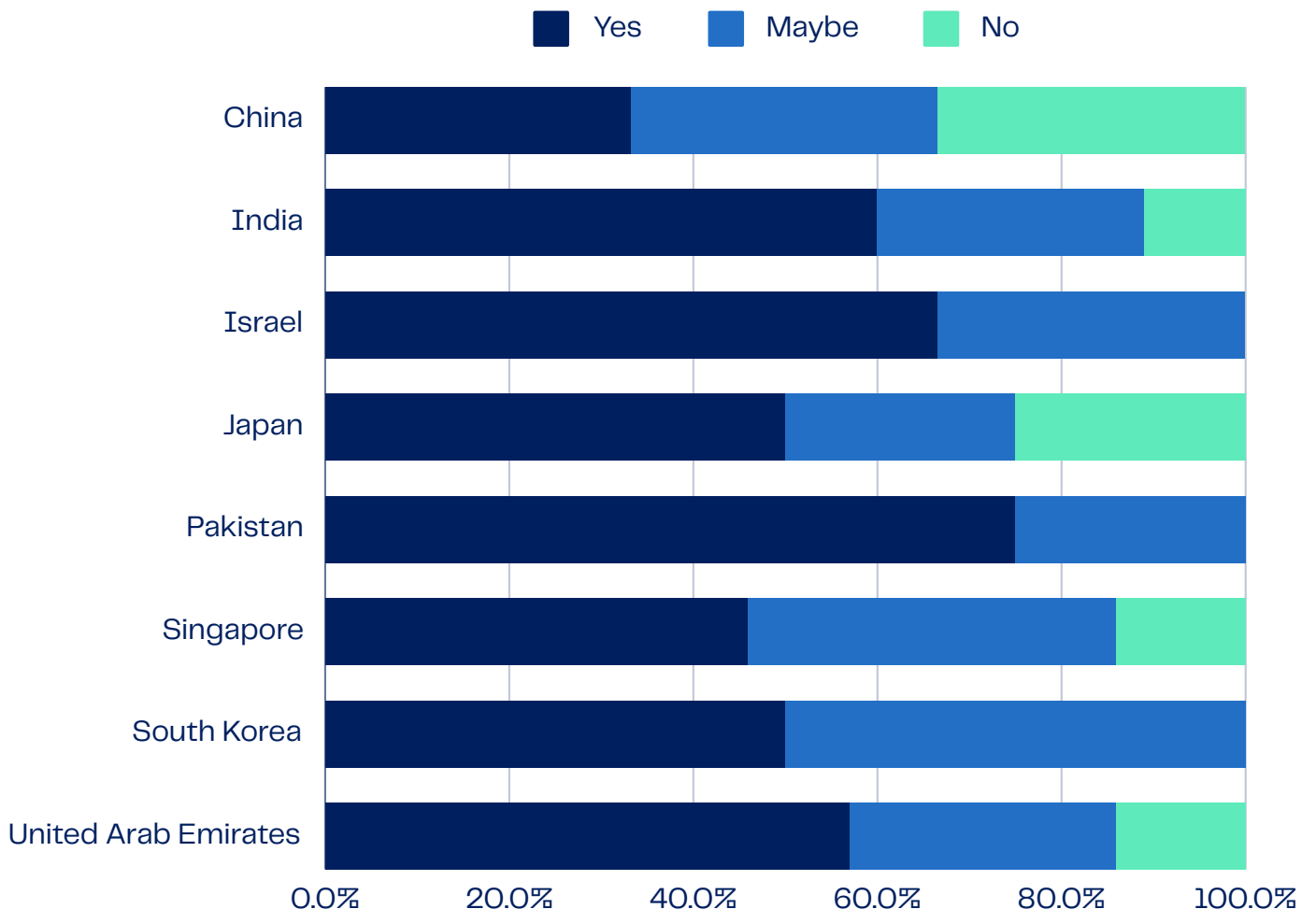


ASIA

JOB HUNTING IN 2024 BY SENIORITY



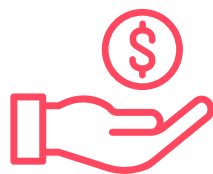
JOB HUNTING IN 2024 BY COUNTRY



ASIA

TOP REASONS TO CHANGE JOB

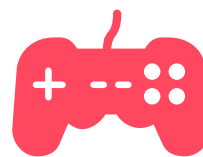
Financial remuneration	29%
Chance to move abroad	16%
Better/more challenging projects	12%
Concerned about future of company	11%
Better company culture/atmosphere	7%
Limited opportunities for promotion at current company	6%
Experience working in another industry	5%
Better work/life balance	3%
Change of location	3%
Other	2%
No longer feel challenged	2%
Want to re-skill/change discipline	2%
More remote or flexible working	2%
End of freelance/contract position	1%
Location change - same country	1%
Decreased responsibility	1%
Increased responsibility	0%



FINANCIAL
REMUNERATION



CHANCE TO MOVE
ABROAD



BETTER/MORE
CHALLENGING
PROJECTS

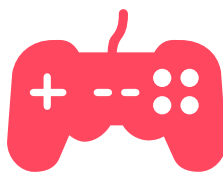
ASIA

REASONS FOR TURNING DOWN A JOB OFFER IN 2023

New salary not as high as expected	22%
Wanted to finish current project	20%
Other	12%
The job/projects weren't as expected	9%
Existing employer offered a payrise	8%
Multiple job offers recieved	5%
Not enough remote working	4%
Existing employer offered a promotion	4%
Content at current employer	3%
Relocation issues - family related	3%
Change in project/location at current employer	3%
The process took too long	2%
Realised current employer is a better fit	1%
Relocation issues - not family related	1%
The process felt rushed	0%



NEW SALARY NOT
HIGH ENOUGH



WANTED TO FINISH
CURRENT PROJECT



OTHER

ASIA

MOST WANTED BENEFITS

Private healthcare	17%
Performance bonuses	14%
Flexible/remote working	12%
Pension	10%
Training	7%
4 day work week	7%
Shares options	6%
Extra holiday	6%
Private dental care	4%
Company funded certifications	4%
Annual company events	3%
Employee Assistance Programme	2%
Conference budgets	1.6%
Car allowance	1.6%
Office games	1.4%
Mobile phone allowance	1.2%
Gym membership	1%
Childcare vouchers	1%
Other	0.7%
Cycle to work scheme	0.5%
Merchandise	0.2%
None	0.2%



PRIVATE HEALTHCARE



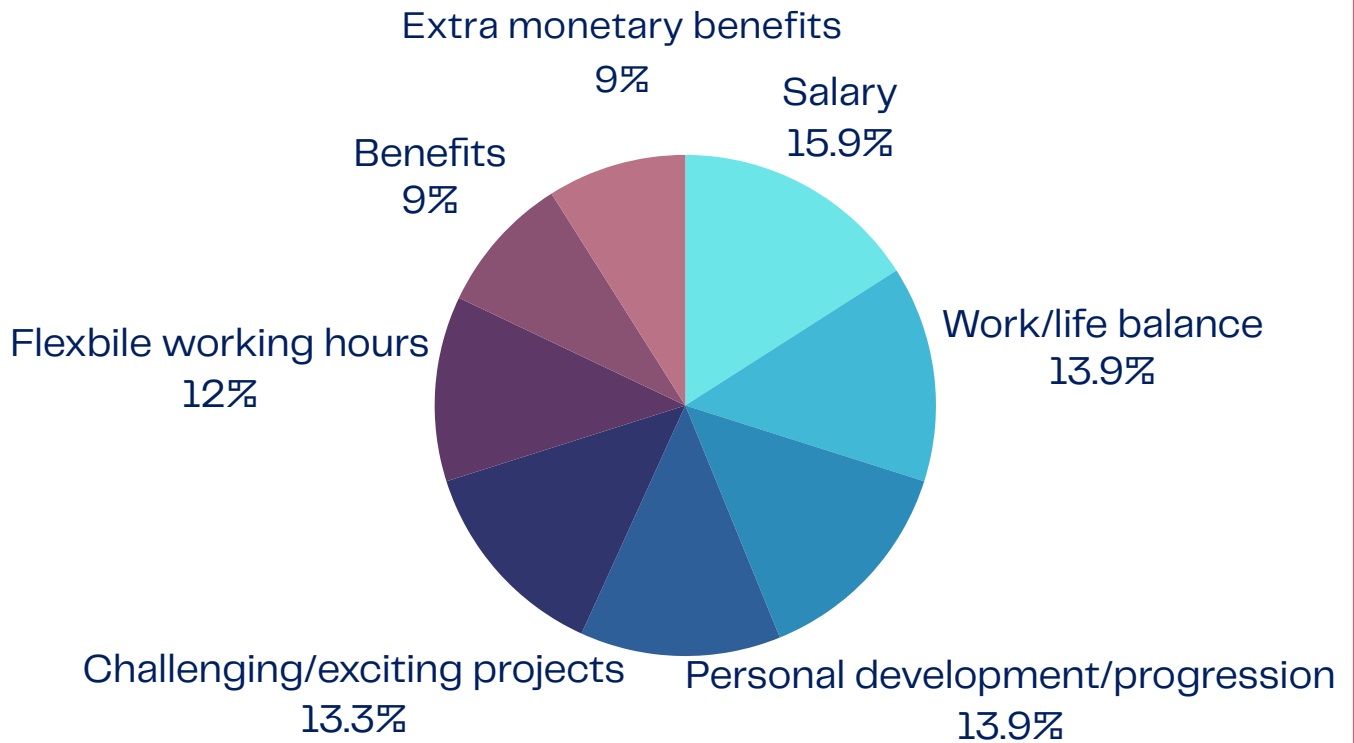
PERFORMANCE BONUS



FLEXIBLE WORKING

ASIA

MOST IMPORTANT ASPECT OF WORK



89%

of Asia respondents will be or are considering job hunting in 2024



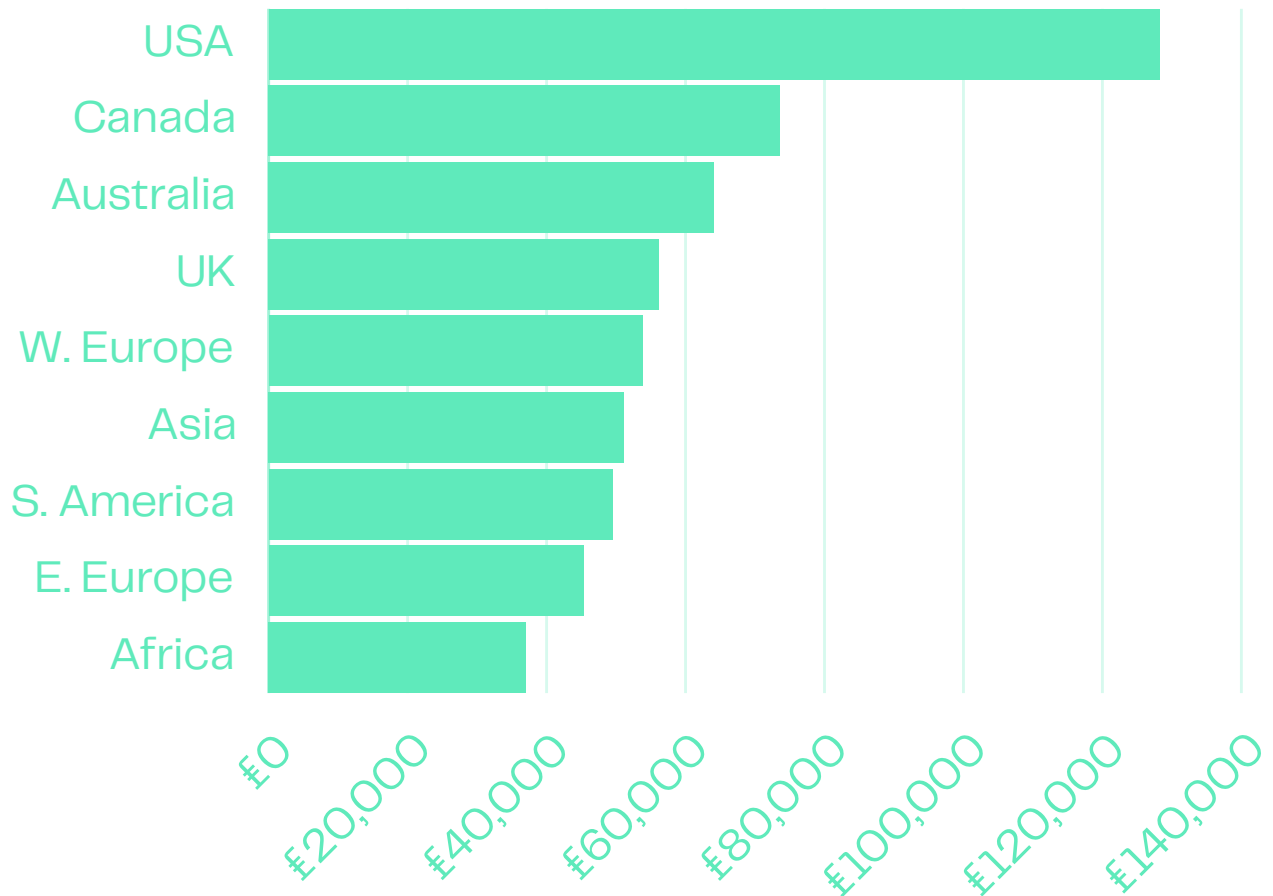
96%

Are expecting to work one or more days remotely per week in 2024

GLOBAL

GLOBAL OVERVIEW

AVERAGE SALARY



GLOBAL MOST WANTED BENEFITS



FLEXIBLE
WORKING



PRIVATE
HEALTHCARE



PENSION

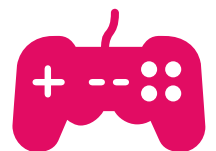
GLOBAL MOST IMPORTANT ASPECT OF WORK



WORK/LIFE
BALANCE



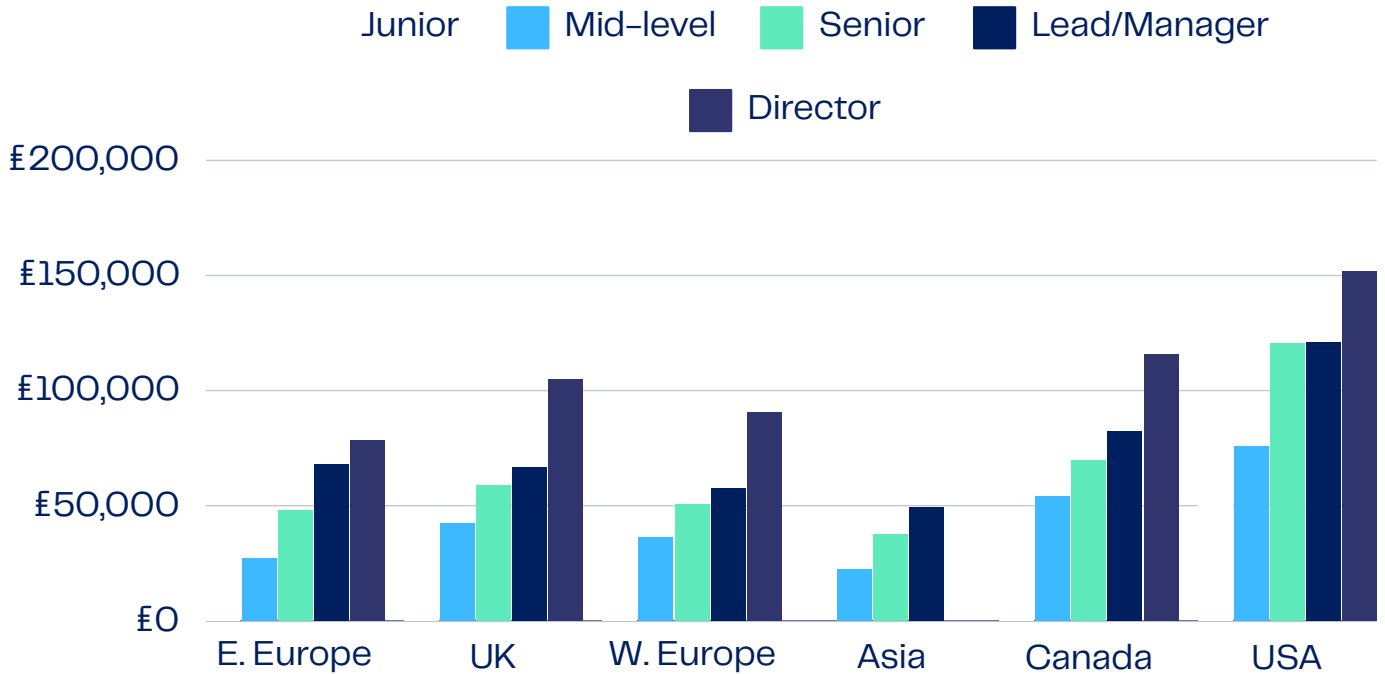
SALARY



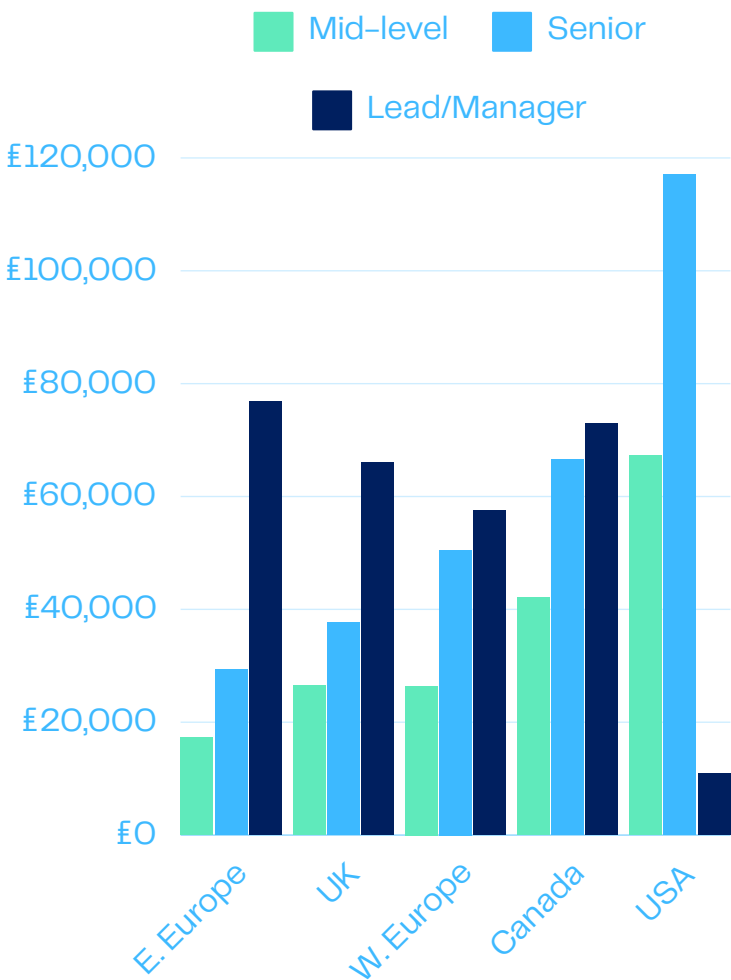
EXCITING/
CHALLENGING
PROJECTS

GLOBAL

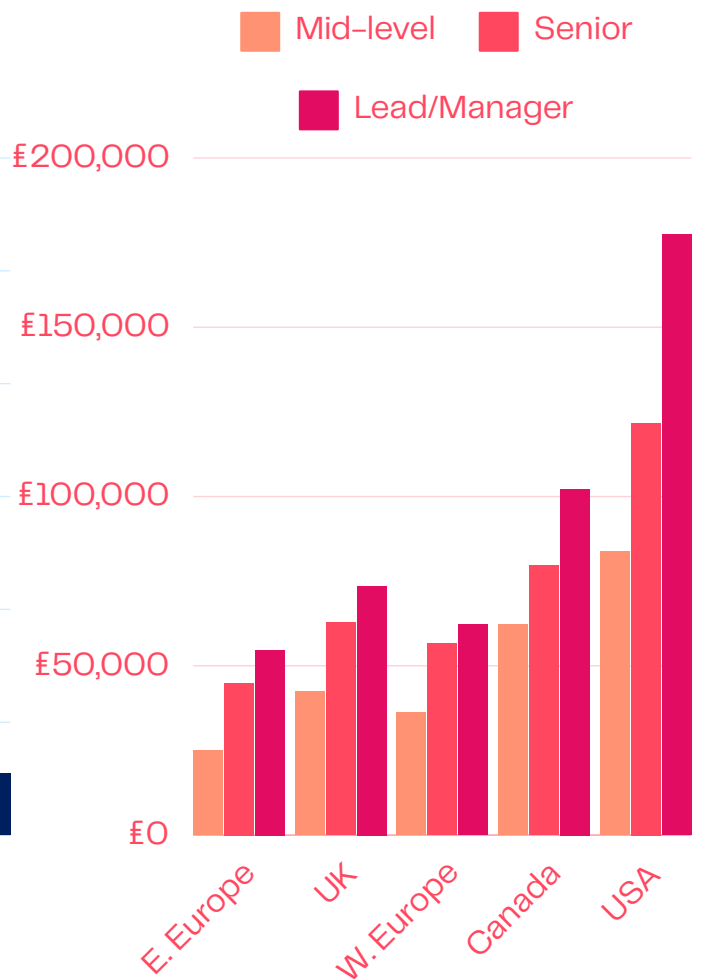
BY LOCATION & SENIORITY



ARTISTS

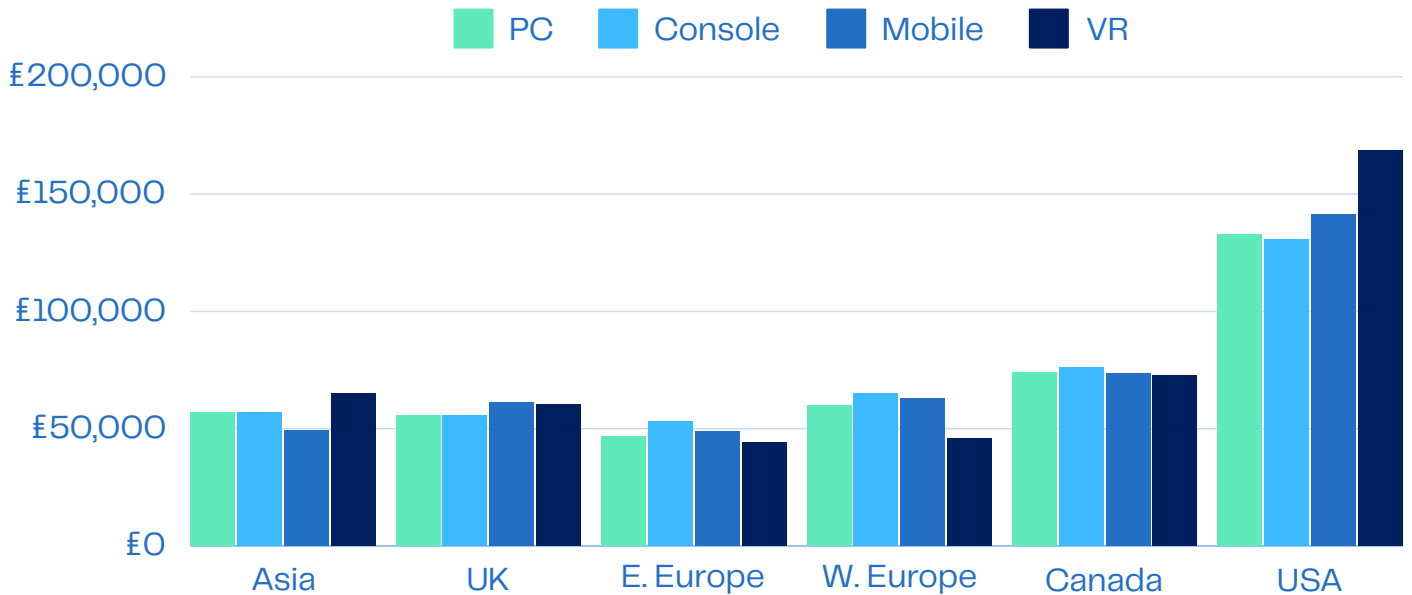


PROGRAMMERS

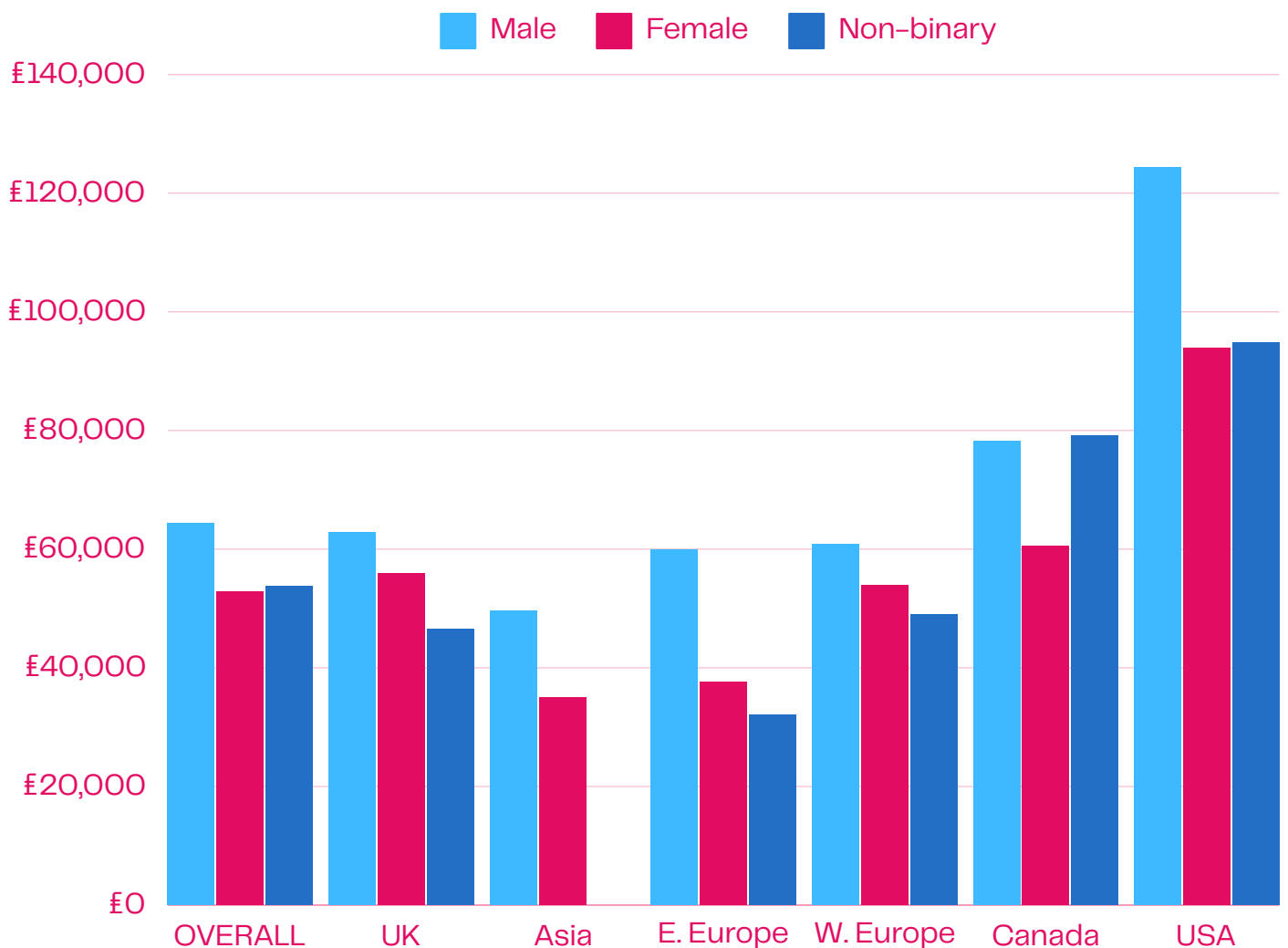


GLOBAL

BY LOCATION & PLATFORM

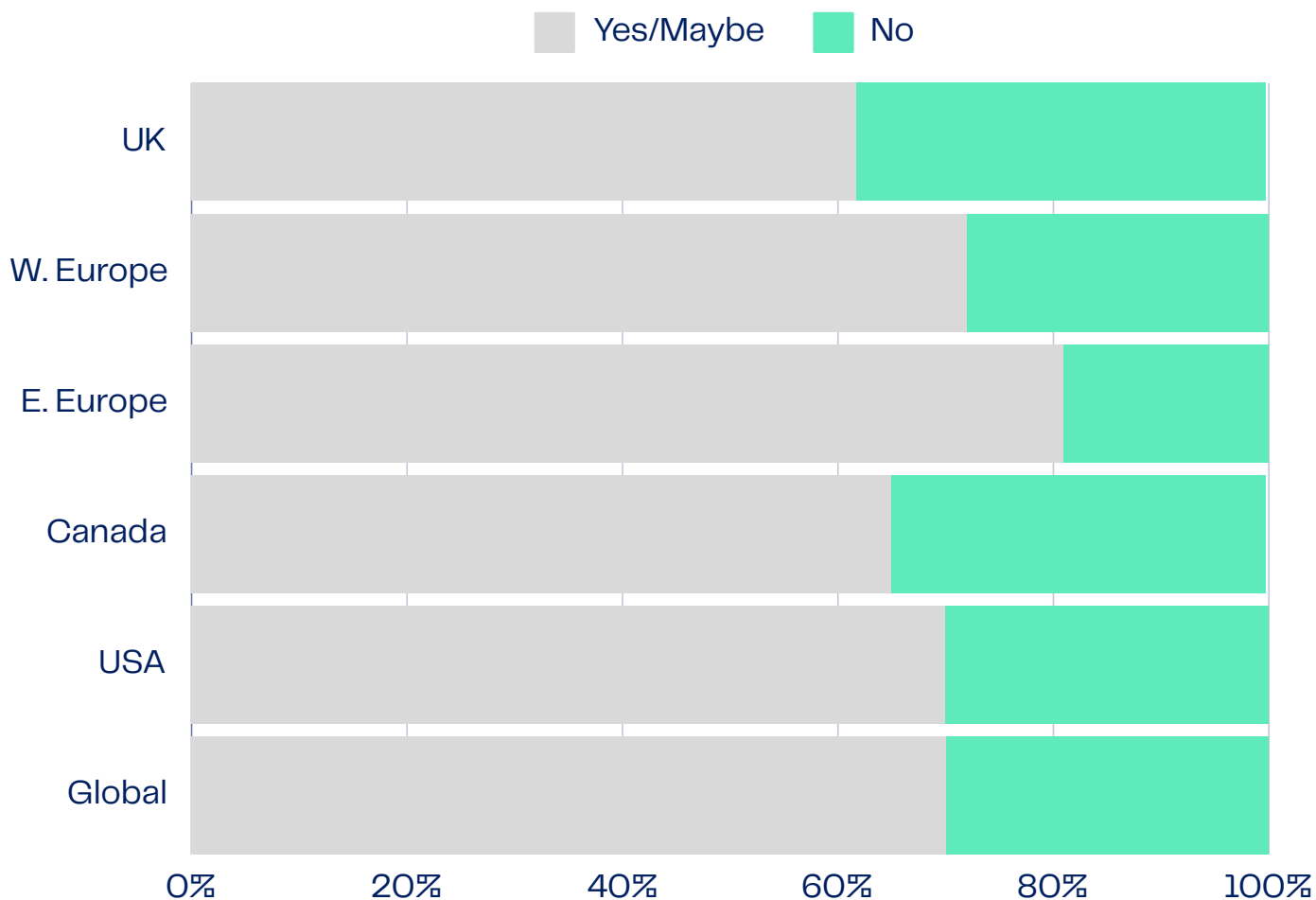


BY LOCATION & GENDER



GLOBAL

PEOPLE JOB HUNTING IN 2024 BY LOCATION

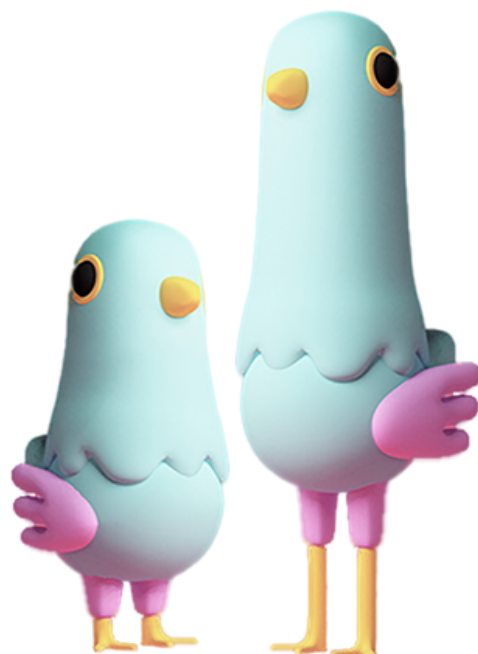


93%

of global respondents are expecting to work one or more days remotely per week in 2024

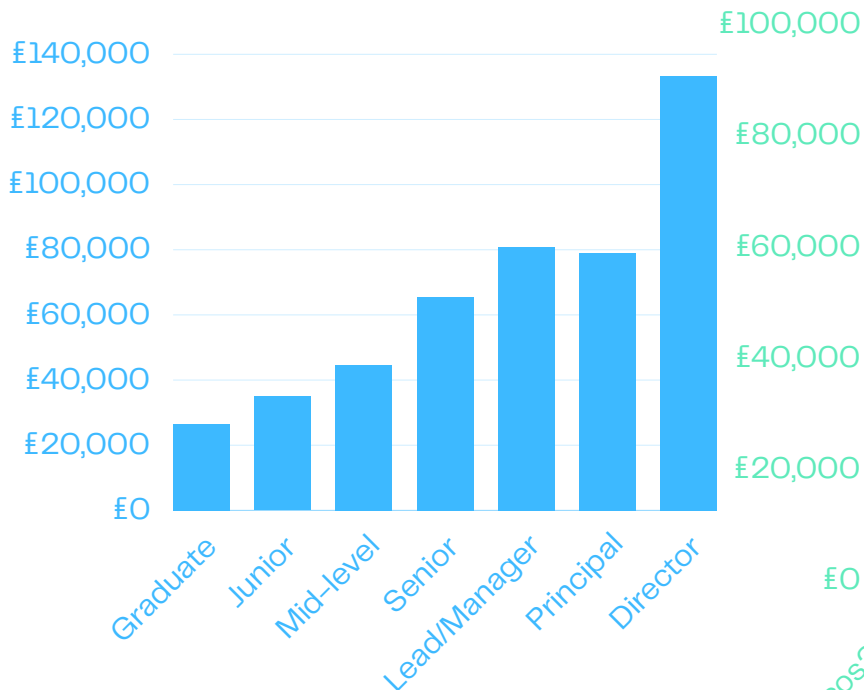
70%

of global respondents will be or are considering job hunting in 2024

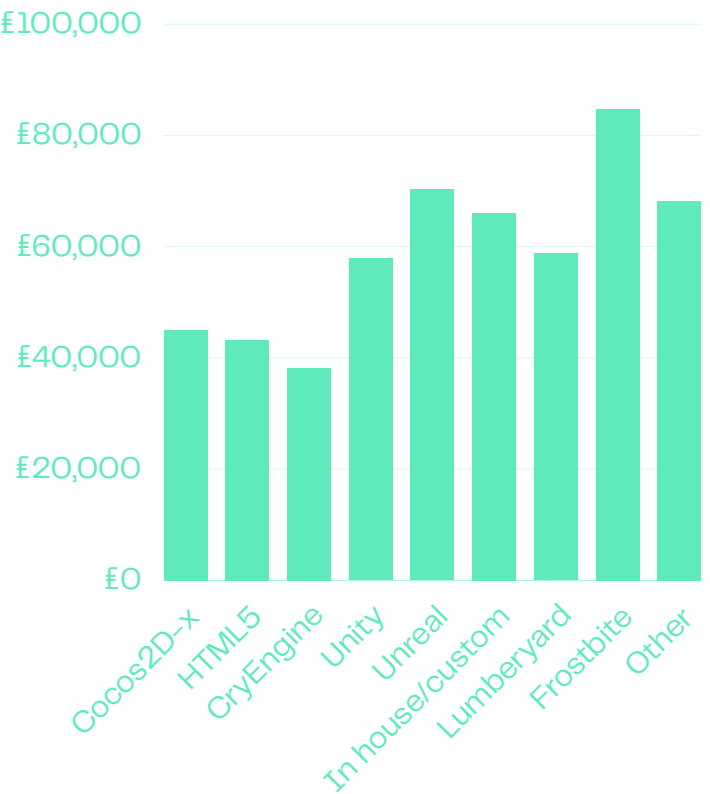


PROGRAMMING

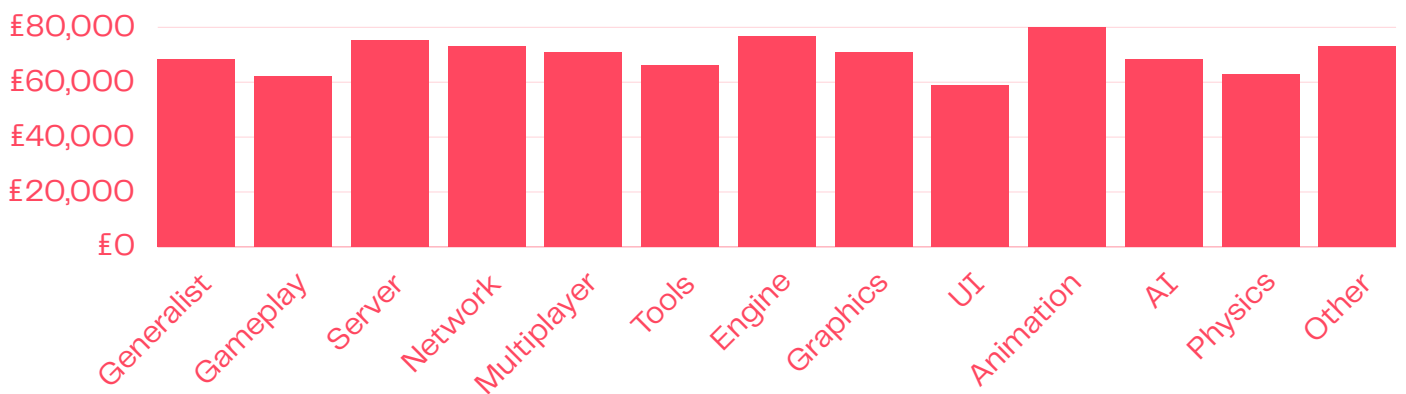
GLOBALLY BY SENIORITY



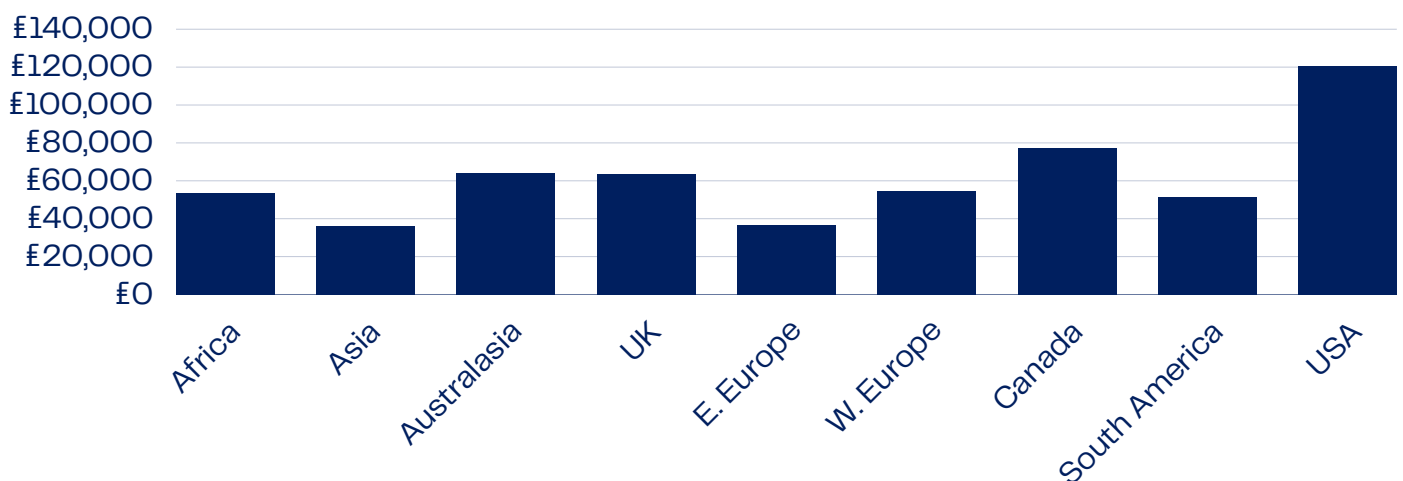
BY ENGINE



BY PROGRAMMER TYPE



BY CONTINENT



PROGRAMMING

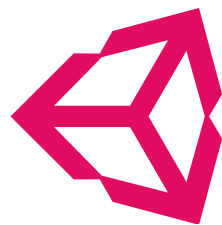
OVER THE LAST THREE YEARS



39%

Of Programmers are interested in trying a new engine

PER ENGINE



UNITY
£57,885

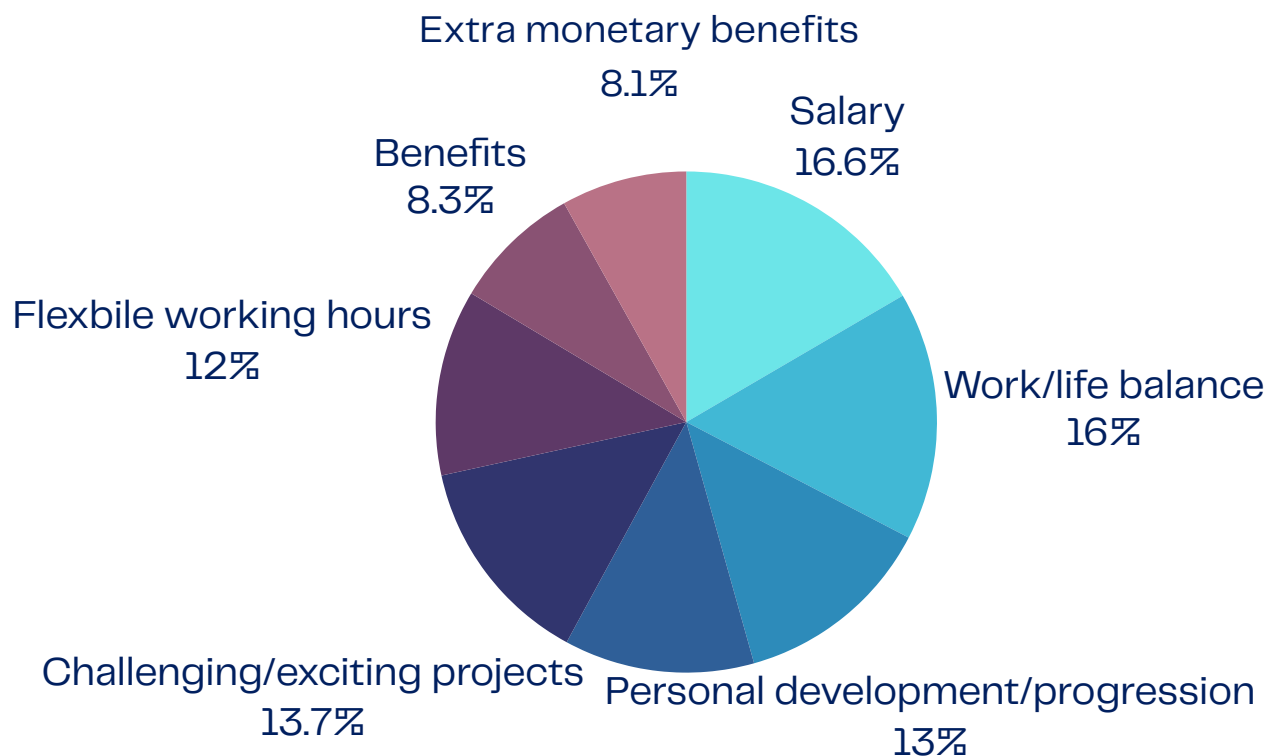


UNREAL
£70,271



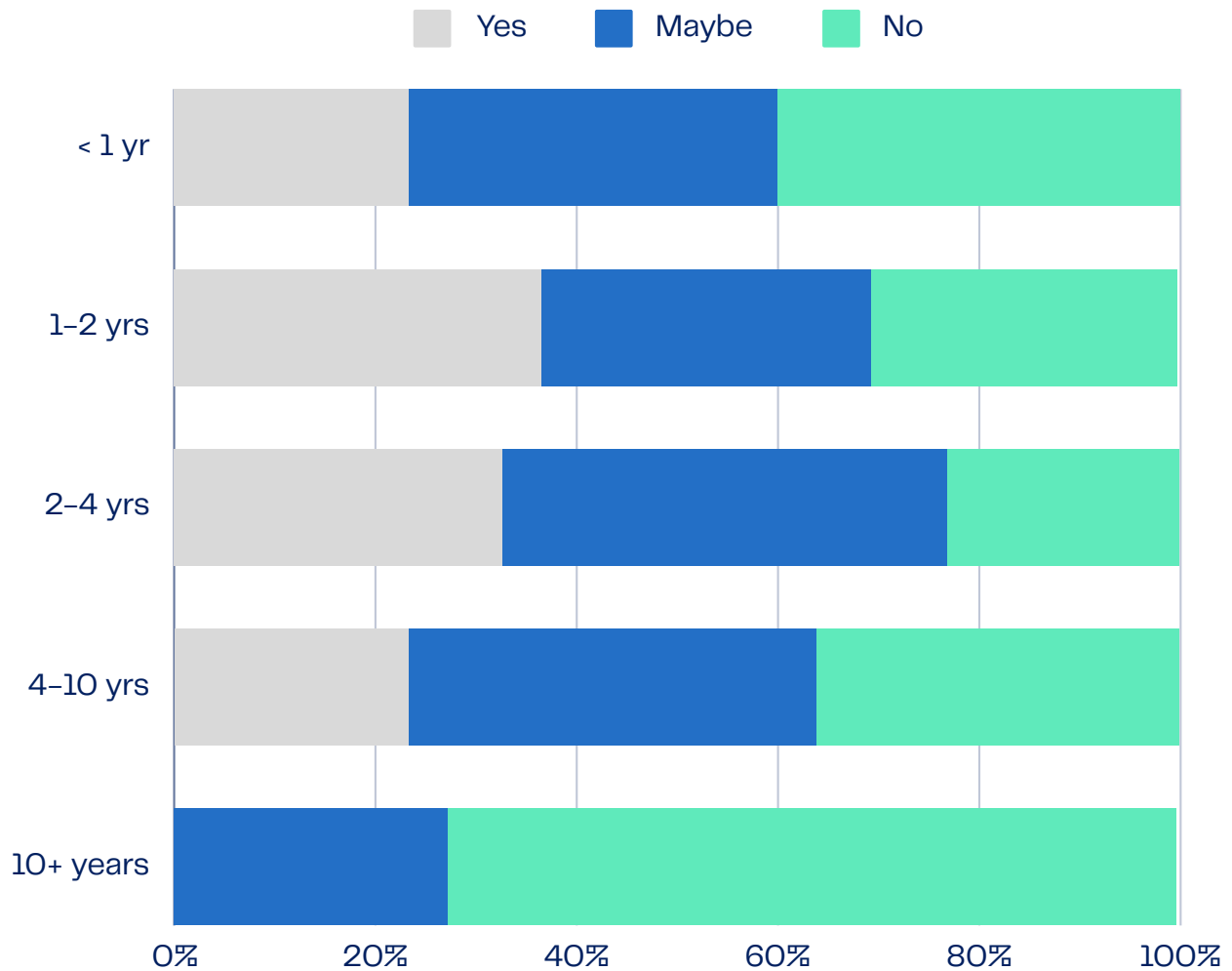
IN HOUSE
£66,120

MOST IMPORTANT ASPECT OF WORK



PROGRAMMING

BY TIME AT CURRENT COMPANY



66%

Of Programmers will be or are considering job hunting in 2024

93%

Of Programmers are expecting to work one or more days remotely per week in 2024

74%

Of Programmers would not consider moving into a different discipline

PROGRAMMING

MOST WANTED BENEFITS

Flexible/remote working	19%
Private health care	14%
4 day week	11%
Pension	11%
Performance bonuses	8%
Private dental	7%
Shares options	6%
Training	6%
Extra holiday	5%
Conference budgets	3%
Company events	2%
Gym membership	2%
Company funded certifications	1%
Office games	0.8%
EAP	0.8%
Childcare vouchers	0.7%
Phone allowance	0.6%
Cycle to work	0.5%
Merchandise	0.4%
Car allowance	0.3%



**FLEXIBLE
WORKING**



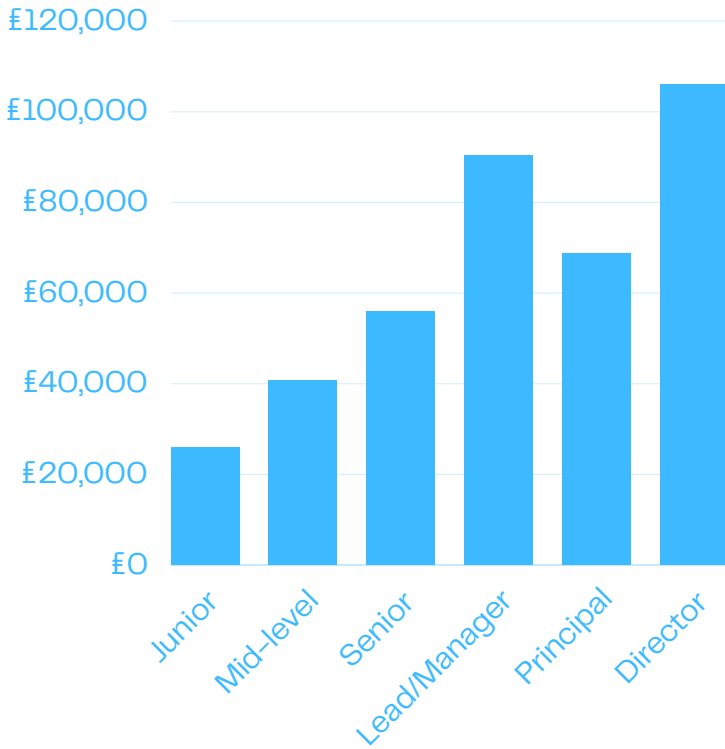
**PRIVATE
HEALTHCARE**



4 DAY WEEK

ART

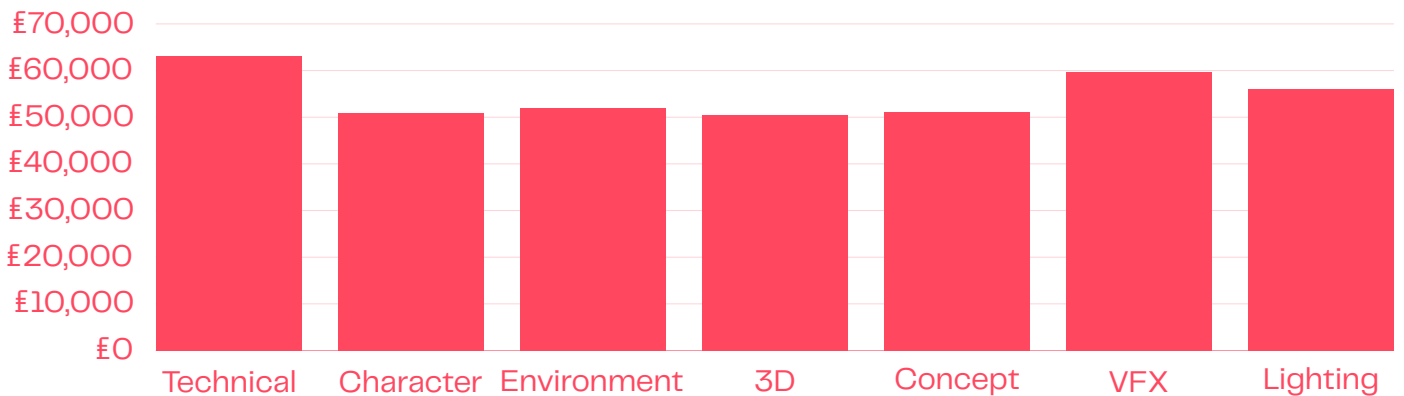
GLOBALLY BY SENIORITY



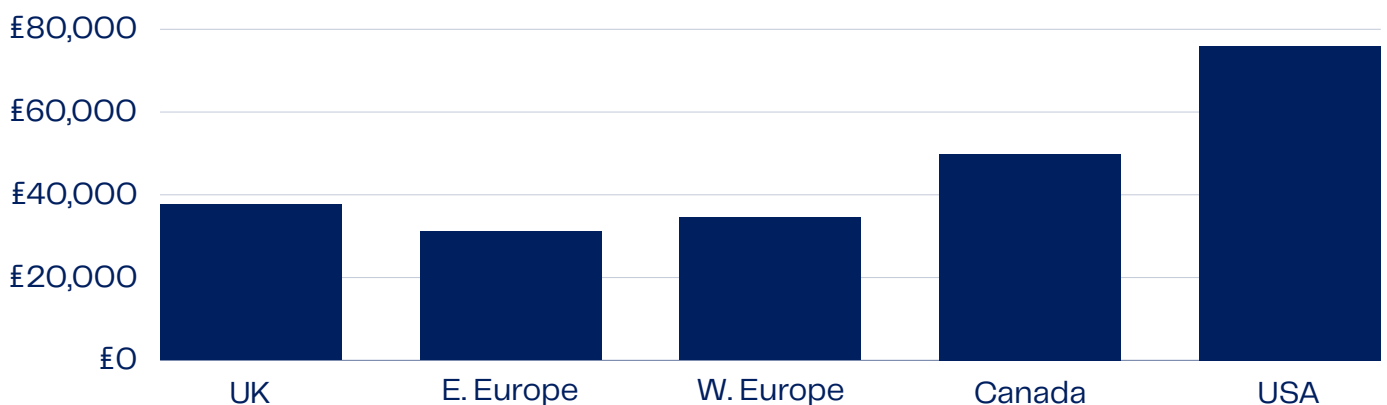
BY PLATFORM



BY ART TYPE

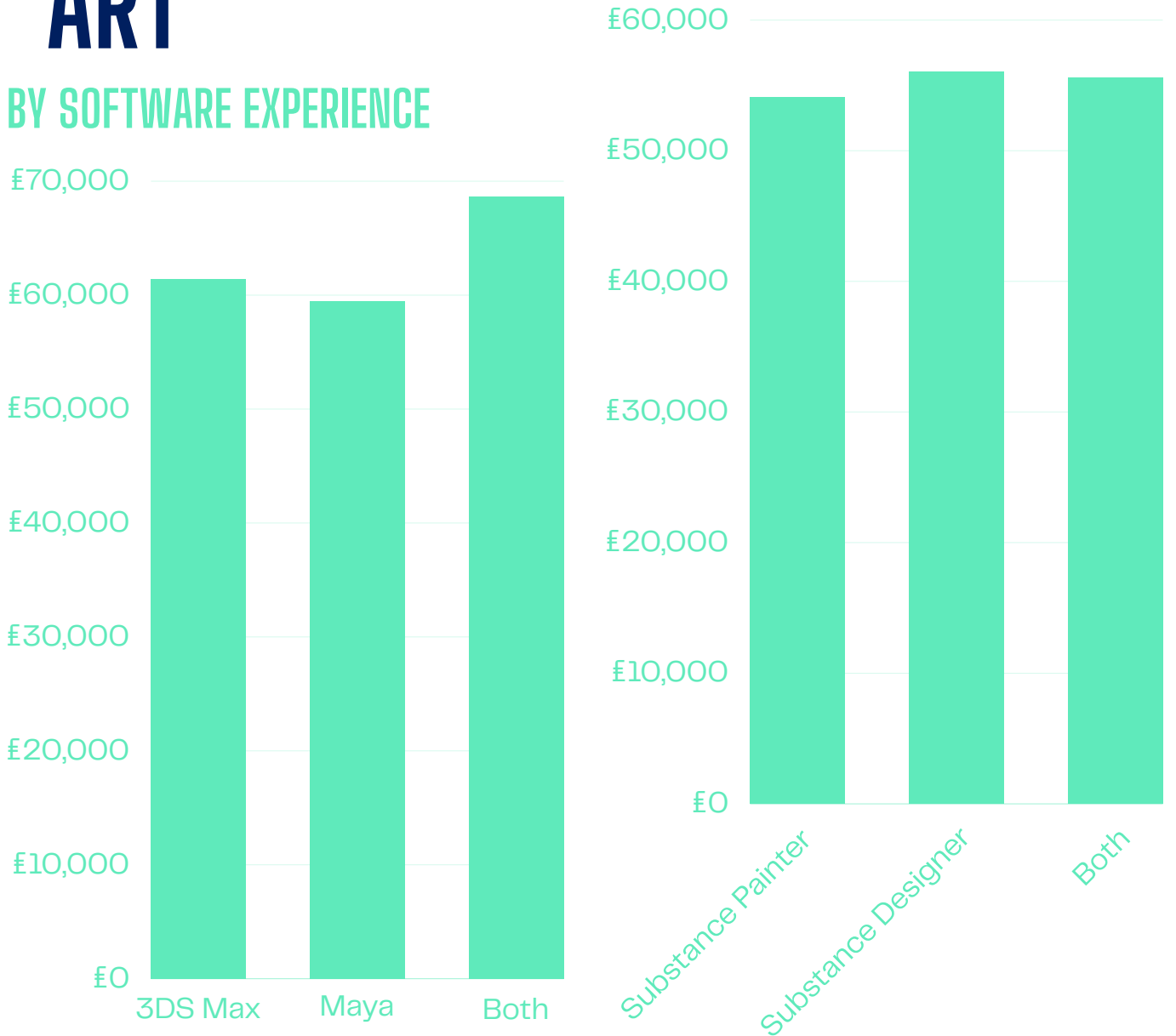


BY CONTINENT AT MID LEVEL

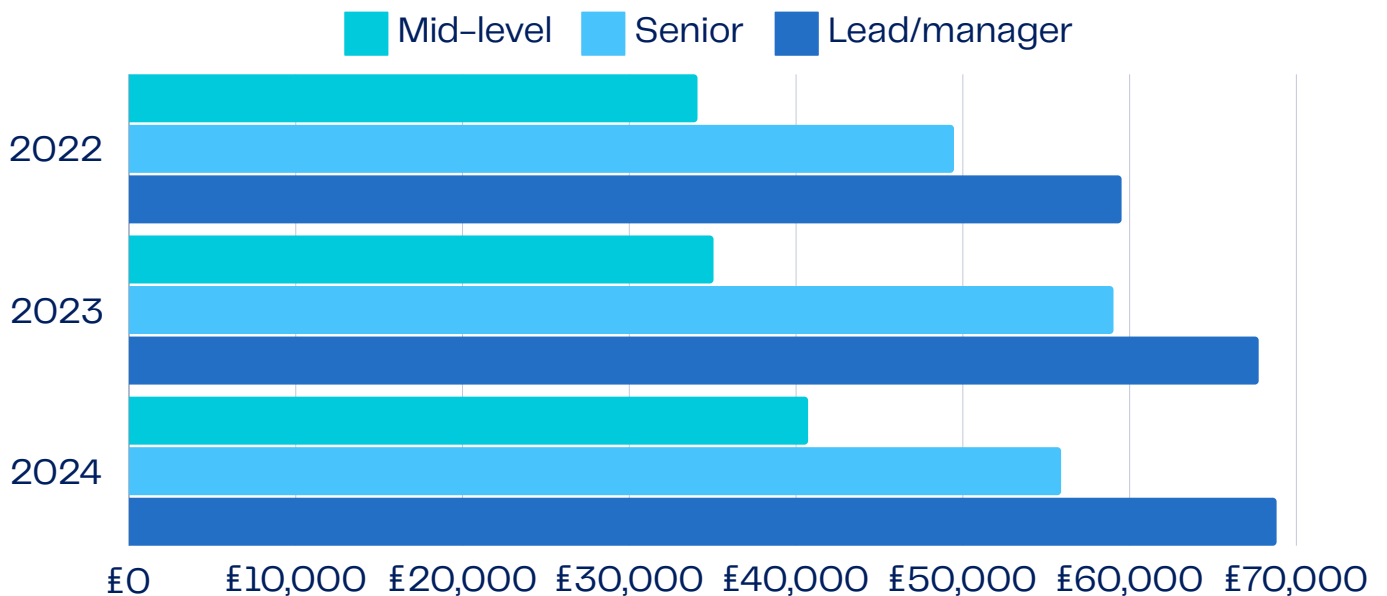


ART

BY SOFTWARE EXPERIENCE

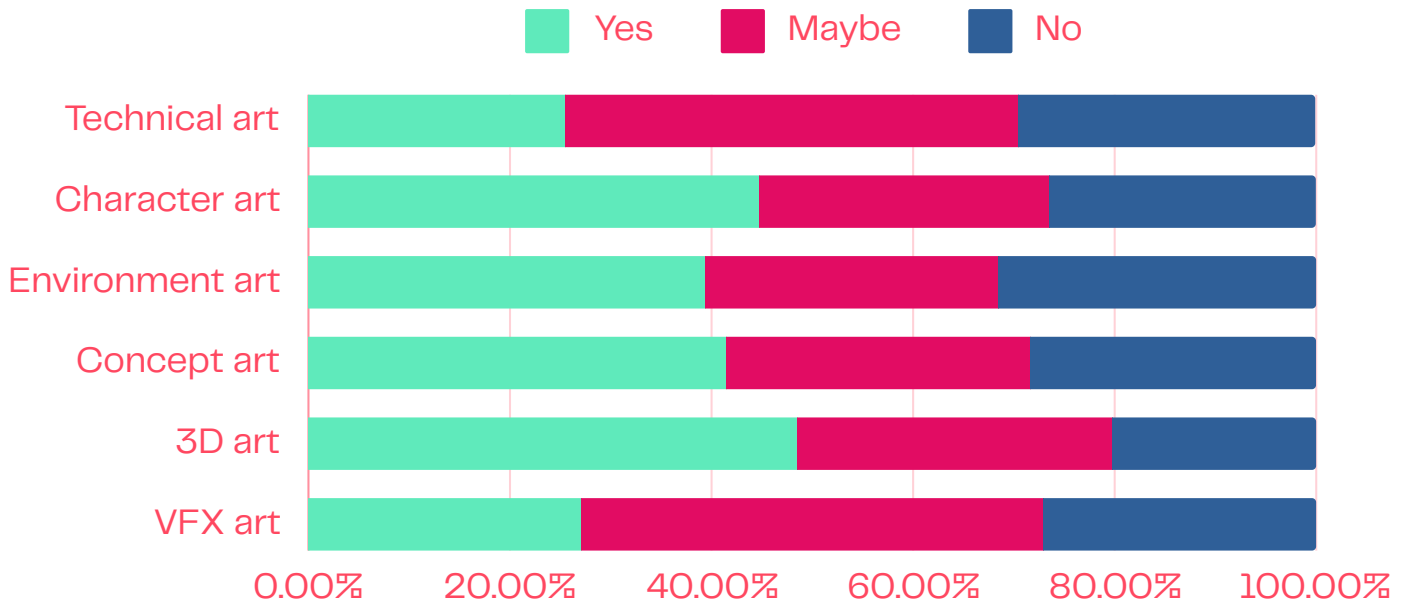


AVERAGE ARTIST SALARY 2022-2024

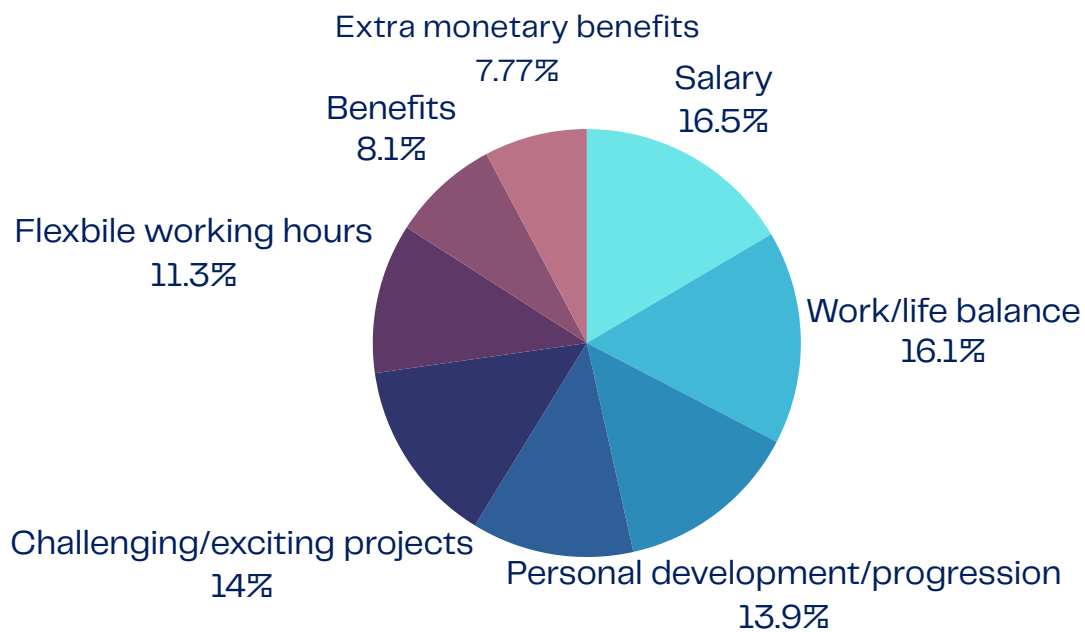


ART

ARTISTS JOB HUNTING IN 2024 BY ART TYPE



MOST IMPORTANT ASPECT OF WORK



82%

Of Artists are expecting to work one or more days remotely per week in 2024

30%

Of Artists would consider moving into a different area of art

72%

Of Artists will be or are considering job hunting in 2024

ART

MOST WANTED BENEFITS

Flexible/remote working	18%
Pension	15%
Private health care	14%
4 day week	10%
Performance bonuses	9%
Training	8%
Private dental	7%
Extra holiday	4%
Shares options	4%
Gym membership	3%
Company funded certifications	2%
Conference budgets	2%
Company events	2%
Employee Assistance Programme	1%
Childcare vouchers	0.7%
Merchandise	0.6%
Office games	0.5%
Car allowance	0%
Cycle to work	0%
Phone allowance	0%
Other	0%



**FLEXIBLE/REMOTE
WORKING**



PENSION



PRIVATE HEALTHCARE

THANK YOU!

This year we once again supported our charity partners SpecialEffect and Ecologi by donating to them for each survey response we collected:

Each response = 50p to SpecialEffect

Every 500 responses = 500 trees planted through Ecologi

This led to a total of...

£1,049

TO  SpecialEffect™
&

2000

TREES PLANTED WITH

 Ecologi

A massive thank you to all who took part in this year's survey and allowed us to make these donations. We couldn't do it without you!

QUESTIONS & FEEDBACK

As much as we'd love to, we can't squeeze every piece of data we collect into our survey report. So, if you have any burning questions or would like to know more about a specific area, piece of data or sample size please do get in touch through our survey feedback form and we will get back to you as soon as possible.

[SURVEY FEEDBACK FORM](#)

Don't forget to follow us on social media to be the first to hear survey news and updates!

