Foxley Talent 2025

Django Developer Salary Report

As the go-to recruiter for the Python and Django community, the question we get asked more than any other is: **"How is the market at the moment?"**

Most of the time this boils down to the true question: **"Am I being paid enough?"**

In this report, we share our thoughts on the current state of the Python/Django Developer Job Market in the United States, UK, and Europe, and the trends we've seen along with the latest average salary levels.

Overview

This has been written from the perspective of a Python/Django Developer looking for work as a remote developer, but the numbers are the same to consider from the viewpoint of any companies considering making a hire this year.

These are the salary levels you will need to be offering to **hire a great person** for your team in 2025.

There's no hiding the fact that the hiring landscape has evolved significantly over the last couple of years. The "big tech" layoffs of late 2022 and early 2023 created ripples across the industry, affecting smaller companies as well. However, as 2024 progressed, the market began to stabilize. By Q4 of 2024, we saw signs of growth in tech hiring across various sectors, and we **remain hopeful** that this momentum continues into 2025.

The profile of companies hiring last year was generally smaller businesses with consistent revenue who made 1-2 hires over the year rather than the previous years where large rounds of investment led to companies sweeping up developers through aggressive hiring drives.

The Current Market in 2025

The tech industry is entering 2025 on more solid footing. Companies that weathered the storm of recent years without relying heavily on external investment are now in a prime position to expand their teams. These companies tend to offer slightly lower salaries but provide greater job security and stability. A factor that has become increasingly important to developers.

Conversely, companies backed by fresh (but smaller) investment rounds are beginning to compete again for talent, especially in high-demand areas like Django development. This competition isn't driving salaries upward as yet. This is because there are still a large number of active job seekers. Some of whom have been looking for work for 12 months or more and many have had multiple layoffs in this period.

As a job seeker in this climate, we are making the suggestion to narrow your search and apply to local roles if you are within a commutable distance of a potential employer. For those only looking for remote work you will be competing against a far bigger talent pool.

Remote, Hybrid and Onsite roles?

In the last year we have seen more companies (typically around big cities and towns) asking their teams to meet onsite in the office on one or more days per week. This obviously restricts the radius of any job search from our perspective as recruiters. However it does have a positive effect for job seekers as the talent pool instantly becomes a lot smaller that you will be competing against.

If you are only able to apply to remote roles, the key here is to make sure you read any adverts thoroughly and don't waste your time applying to jobs that you are not eligible for based on your location. The company isn't going to be short of applicants and won't change their policy just for you. You are more likely to be blacklisted for the future than be considered.

The Data

Before we dive into the salary figures, note that these numbers assume the position is fully remote and that the developer is based within the relevant region (United States, UK, or Europe).

Geographic variations still apply, with locations like Silicon Valley or London often commanding a premium. Even more so in Europe which will be covered on the next page.

The salary ranges are taken as an average from our actual conversations with real Python/Django Developers over the course of the last 12 months using both their current salary and requested/target salary.

Europe

Europe probably has the biggest difference in salaries within the three regions that we are covering in this report. Countries like Germany, The Netherlands, France and those across Scandinavia generally pay salaries a lot higher than those in Eastern Europe, Italy, Spain and Portugal. In this report the salary ranges represent these areas.

The trend we have seen over recent years is that developers from these countries are taking remote roles elsewhere in Europe with higher salaries. Their former employers have started hiring and training more juniors or looking internationally for talent. One example is in Portugal where there are a considerable number of South American engineers employed remotely.

If you are located in Africa in particular, try to target companies in Eastern Europe, Italy, Spain and Portugal for remote work. This may prove easier for you to find remote employment. The timezone works in your favour and the potential employers will be looking for value in their hires. Check if your country has any trade agreements within Europe to make things even easier for you.

Junior Developer
US: $80,000 - $120,000
UK: £35,000 - £50,000
Europe: €35,000 - €55,000

A Junior Developer typically will be classed as their first official tech job, whether coming from a coding bootcamp, a university program, or self-learning. Employers are looking for the hire to demonstrate good value at this level, so being clear about your skills and reasonable about your own salary expectations will be key to landing your first role.

While salaries for Junior Developers have increased slightly, the focus for most should be on gaining experience. A strong foundation of 2 years here will set the stage for substantial salary growth in the future.

If you are looking for your first Developer role try targeting companies with offices local to you. This way you will be able to offer to work onsite a lot easier and this should enhance your chances of securing work. Search on LinkedIn for people with Junior Developer job titles in employment. Reach out to the Engineering Leadership at the company where they work and see what additional Junior Developer opportunities they have.

Mid-Level Developer

US: $110,000 - $170,000
UK: £50,000 - £80,000
Europe: €50,000 - €90,000

Mid-level roles encompass a wide range of experience, generally between 2 and 6 years, though this can vary. Developers at this stage of their career are expected to hit the ground running and bring immediate value to the team.

A mid-level developer should be looking for learning opportunities and the chance to progress within this role. Picking the right company for your 2nd/3rd career move has a huge impact on your career.

In 2025, mid-level developers will be highly sought after, making this bracket one of the most competitive. As companies continue to grow their teams, demand for proven talent who don't require extensive onboarding will remain strong. Having a good degree might help you stand out at this level but not essential.

Tailor your applications and highlight key projects to stand out in this crowded field. Again if you are able to work onsite, look at companies within a reasonable distance from your home.

Senior Developer

US: $140,000 - $220,000
UK: £60,000 - £120,000
Europe: €70,000 - €130,000

Senior roles often require at least 4-6 years of experience, including time spent in diverse teams and on complex projects. This is where you will be asked a lot deeper technical questions in your interviews. Conversely this is the point where you will be judged more on your work experience rather than the degree you hold (if you have one). Employers expect senior developers to contribute both as individual contributors and as mentors to less experienced team members.

The salary range for senior developers has broadened in 2025, with some well-funded companies offering packages north of $200,000 in the US. This is similar in the other regions too. However, these higher salaries often come with expectations for leadership, technical strategy, and wider team involvement as well.

Joining a startup or smaller business may see you offered roles at the lower part of the range but each business is different, judge them on the fit for you as a company rather than the salary on offer.

A Senior Developer is an important hire for companies so expect a tougher interview and be prepared to showcase some of your past work. Having a GitHub account with work examples, personal projects and any open source contributions goes a long way.

Principal/Staff/Lead Developer

US: $170,000 - $220,000+

UK: £100,000 - £150,000+

Europe: €90,000 - €160,000+

Principal, Staff, and Lead roles require extensive experience, typically 8-10 years or more. Developers in these positions are often tasked with leading projects, defining architecture, mentoring teams, and communicating technical strategies to stakeholders.

Salaries for these roles reflect the level of expertise and leadership required. In addition to competitive base salaries, equity and other benefits often form a substantial part of the total compensation package at this level.

You may at this stage of your career think about taking a **"Founding Engineer"** position. If you do consider this you should expect to be trading as much as 50% of your salary for shares. This might pay off for you in the long run if the startup is successful. Be prepared to "fail fast" rather than investing too much of your time into the wrong business.

Engineering Manager+

These positions demand both technical acumen and leadership skills, often involving hiring, team development, and cross-functional collaboration. You'll spend a lot less time in the code and more of your time focussing on people and strategy.

In this report, we are holding back from committing to a figure for Engineering Manager salaries as there is less information for us to go off. We have fewer conversations at this level. That said, the salary range here is comparable to that of senior individual contributors, but managers typically enjoy enhanced benefits, including higher 401(k) matches in the US, improved pension contributions (UK/Europe), healthcare options that include family members, and substantial equity stakes.

In 2025 as companies expand their engineering teams we expect more of the Managerial level hires to be made from internal promotion or from within founders' personal networks.

We are not saying that jobs won't be advertised externally, far from it. Just from the conversations we've had, there is a lot less movement of Managerial level talent expected and at the top of the team structure there are also less positions and data to give specific figures.

Django Developer Salaries 2025
USA

Junior Developer	$80,000-$120,000
Mid Level Developer	$110,000-$170,000
Senior Developer	$140,000-$220,000
Principal/Staff/Lead Developer	$170,000-$220,000+

Django Developer Salaries 2025
UK

Junior Developer	£35,000-£50,000
Mid Level Developer	£50,000-£80,000
Senior Developer	£60,000-£120,000
Principal/Staff/Lead Developer	£100,000-£150,000+

Django Developer Salaries 2025
EUROPE

Junior Developer	€35,000-€55,000
Mid Level Developer	€50,000-€90,000
Senior Developer	€70,000-€130,000
Principal/Staff/Lead Developer	€90,000-€160,000+

Foxley's "Job Market" Predictions for 2025

1. Increased Demand for Django Developers.

With the widespread adoption of Python and Django in web development, data science, and AI applications, the demand for Django developers will continue to grow. Companies across industries are looking for developers who can deliver scalable, secure solutions efficiently.

2. Remote Work May NOT Be Here to Stay.

While the remote work trend remains dominant. More and more companies are encouraging hybrid models, sometimes offering better salaries and career opportunities. Look close to home to find your next role.

3. Job Adverts Will Become Less Prominent.

Despite competition for roles intensifying, expect to see fewer job adverts for developers. Companies and Recruiters will utilise their networks and developer communities rather than having to filter through hundreds/thousands of applications.

Final Thoughts

The Django job market in 2025 is more competitive than it has been in years. While salary levels are trending upward, it's essential to focus on finding a role that aligns with your skills and career aspirations. Always consider the total compensation package, including stability, growth opportunities, and benefits, when evaluating offers. DON'T take the first role you are offered, make a sensible decision and hopefully you won't be looking again for some time!

Build relationships with companies and engineers by attending your local Python or Django meetup groups. If you don't have one, consider starting one yourself - a django.social event is easy to run and typically free to host. Make the effort to attend any of the DjangoCon events this year. Not only a brilliant experience but a great learning opportunity and a chance to build your own network.

A theme in this year's report has been to consider looking for hybrid or onsite positions. Immediately you will be competing against a far smaller talent pool. For example in 2024 we received over 1400 applications for a single Django Developer position in the US. On the other hand an onsite position (3 days per week) in London received under 20.

Consider making a hire into your Python team in 2025 with Foxley Talent.
We have an unrivalled knowledge in this space and even placed a former Django Fellow (IYKYK) into their latest role in 2024. Get in touch to see how we can help you achieve your hiring goals for this year.

If you're thinking about **looking for a new role this year**, reach out to one of our team members for a FREE consultation. We'll help you refine your resume, optimize your LinkedIn profile, and share tailored strategies to help you land your dream job. Having a recruiter in your corner during your jobsearch will give you that extra boost to secure your next role.

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