

Games & Interactive

Salary & Satisfaction Survey

2020

FOREWORD



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Welcome to our 6th annual Games and Interactive Salary and Satisfaction Survey results.

Firstly, I want to thank everyone who took part in the survey this year. We've seen the number of respondents grow exponentially year on year and we really value the time and dedication you give to completing the survey each time it comes around; we literally couldn't do it without you!

The biggest trend we've spotted this year is that **work/life balance** has risen to be, almost exclusively, the most important factor for people in their jobs. This is across almost all levels and continents! Knocking both **salary** and **exciting projects** off the top spots from last year.

We've also dug a bit deeper this year, splitting the data out between Eastern and Western Europe, which gives us much more accurate averages across the two regions.

As ever, there is far too much juicy data to get in this report alone so we'll be doing a monthly '*Skillsearch Games Industry Guide To...*' blog which will focus on a particular area or topic. You can sign up to receive these [HERE!](#)

Finally we'd really appreciate your thoughts and feedback so please let us know what you think on Twitter, using **#SkillsearchSurvey2020** to join the conversation.

Giles

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Programmers

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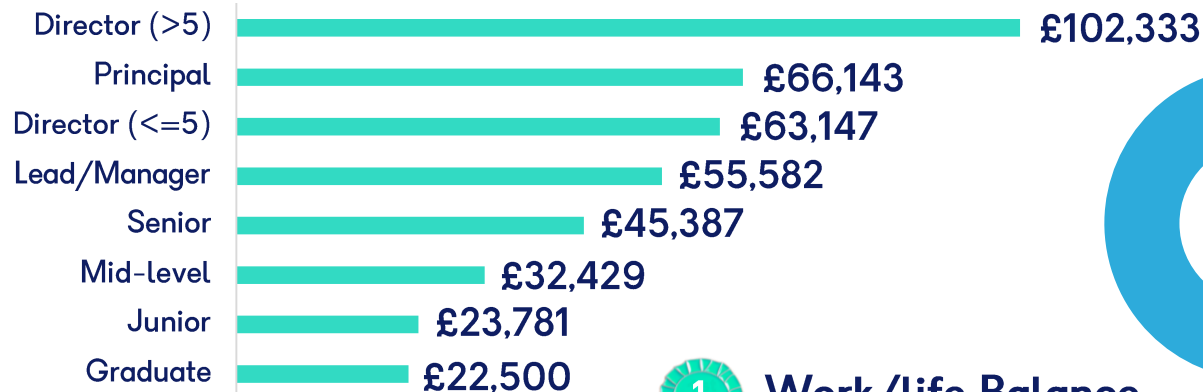
Artists

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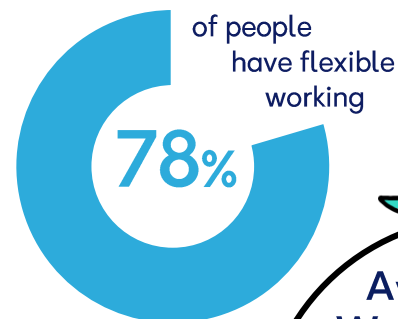
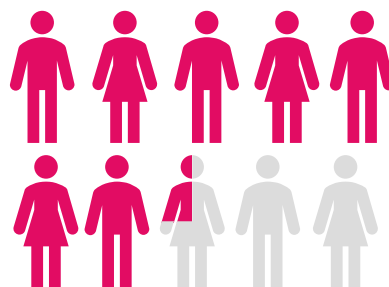
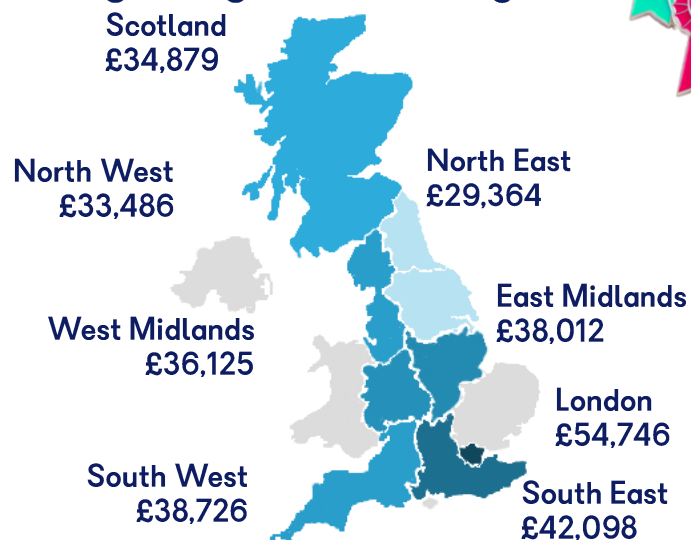
Demographics

UNITED KINGDOM

OVERVIEW AND AVERAGE SALARIES



Average Regional Salary



Average UK Salary

£44k

2020 - £43,564
2019 - £42,602
2018 - £38,535
2017 - £39,390

Average Time Worked Remotely

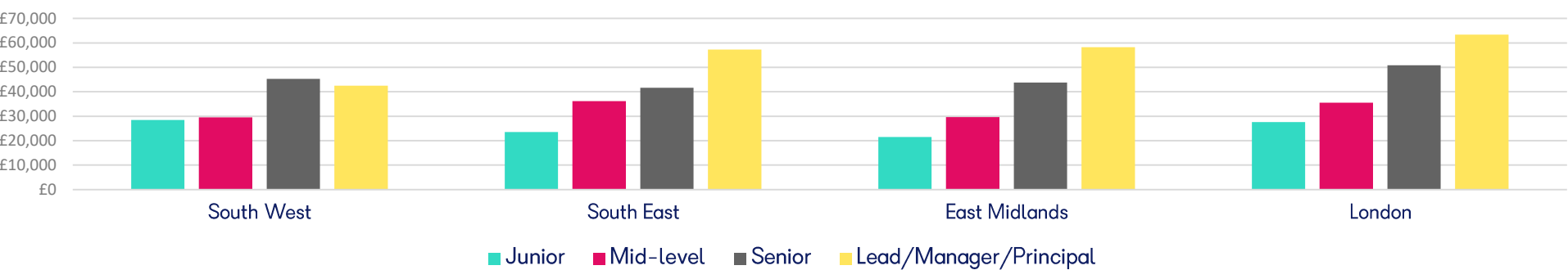
25%

Top Reasons to Change Job

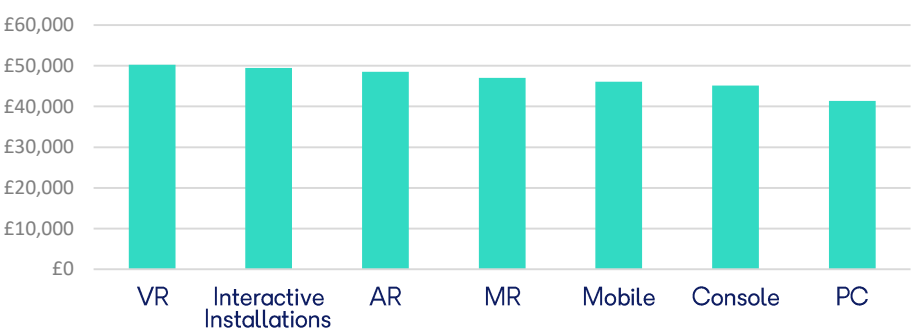
- 1 Financial remuneration
- 2 Limited opportunities
- 3 No longer challenged

READ ON to find out more about the UK
or click to visit ... [EUROPE](#), [GLOBAL](#), [PROGRAMMERS](#), [ARTISTS](#)

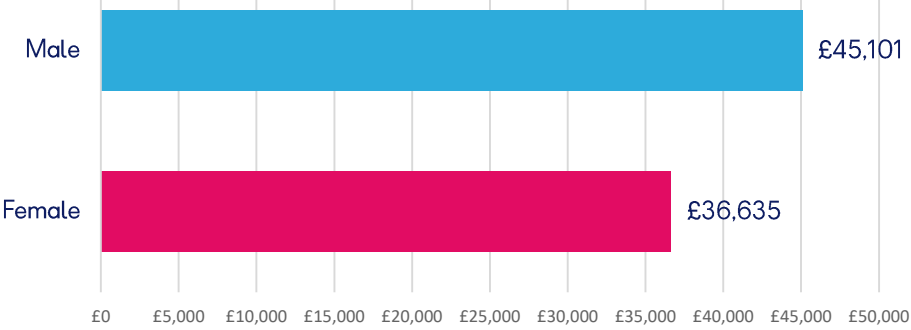
Average Salary by Region and Seniority



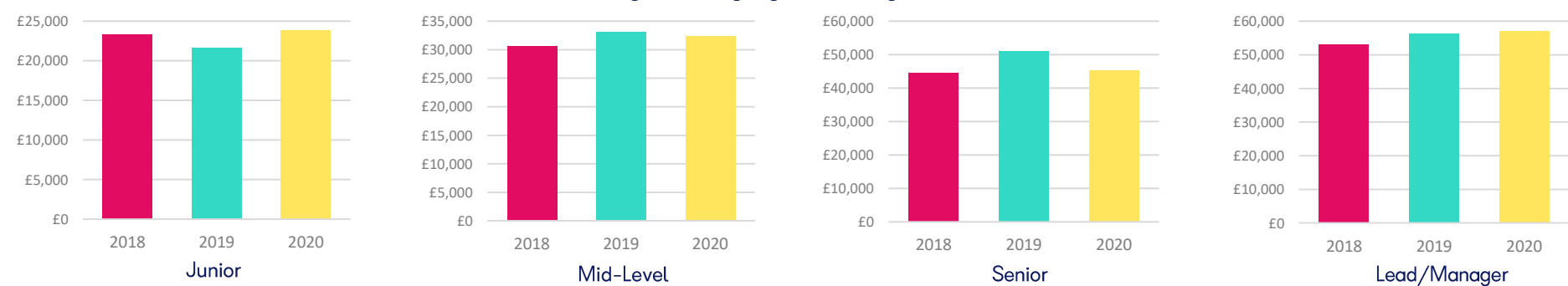
Average Salary by Platform



Average Salary by Gender



Average Salary by Seniority 2018 - 2020

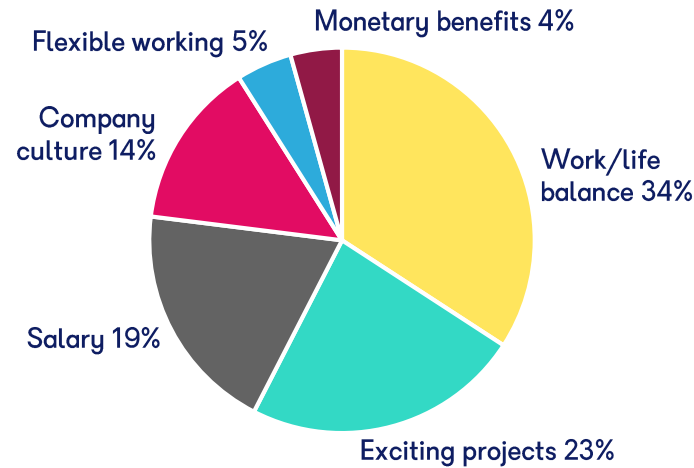


UNITED KINGDOM

Most Wanted Benefits

Pension	79%
Private health care	53%
Training	52%
Bonuses based on performance	44%
Extra holiday	42%
Share options	24%
Private dental care	22%
Company funded certifications	19%
Conference Budgets	15%
Gym membership	13%
Annual Company Events	13%
Office Games	8%
Childcare vouchers	5%
Car allowance	3%
Mobile Phone Allowance	3%
Merchandise - Free/Discounted	2%

Most Important Aspect of Work



Most Important Aspect of Work by Seniority



Work/Life Balance

is the most important aspect of work across almost every level in 2020. A big change from last year which was:

2019

Junior - **Company culture**
 Mid Level - **Work/Life Balance**
 Senior - **Work/Life Balance**
 Lead - **Salary**
 Managerial - **Exciting Projects**

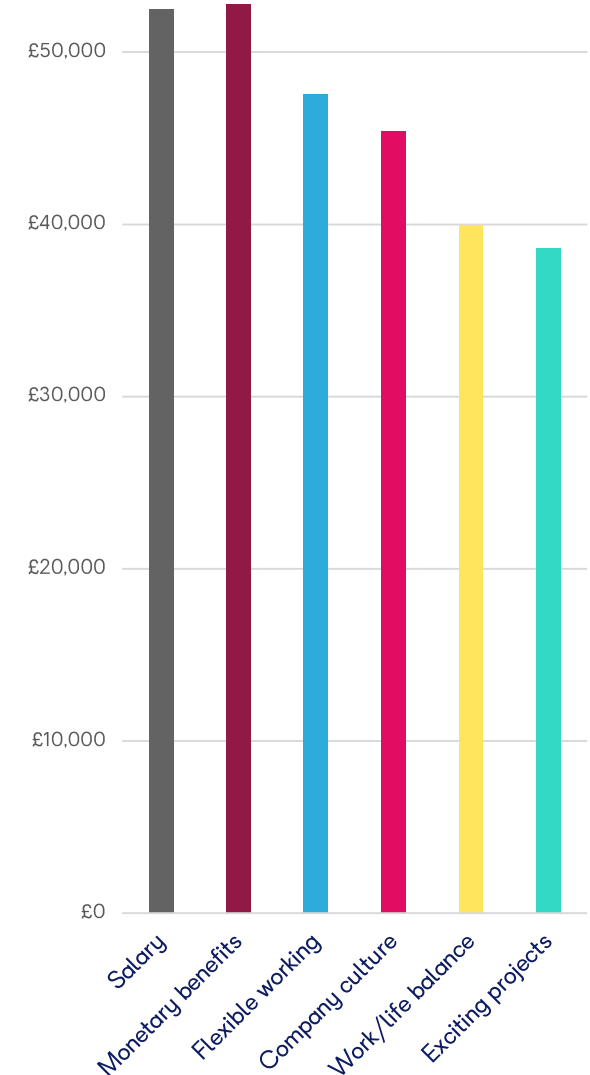


Salary

is the most important aspect to those at Director level. A change from 2019 which was **Exciting Projects**

BENEFITS DATA

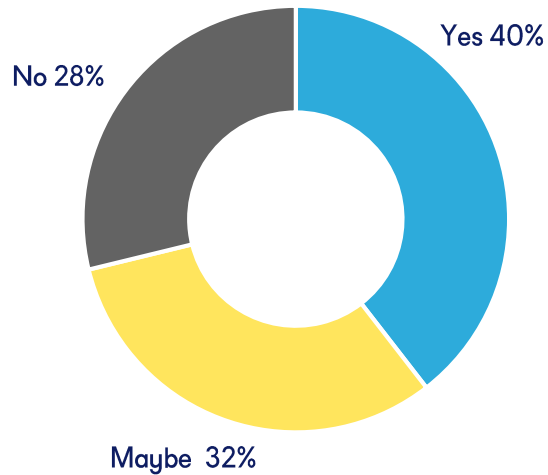
Most Important Aspect of Work by Average Salary



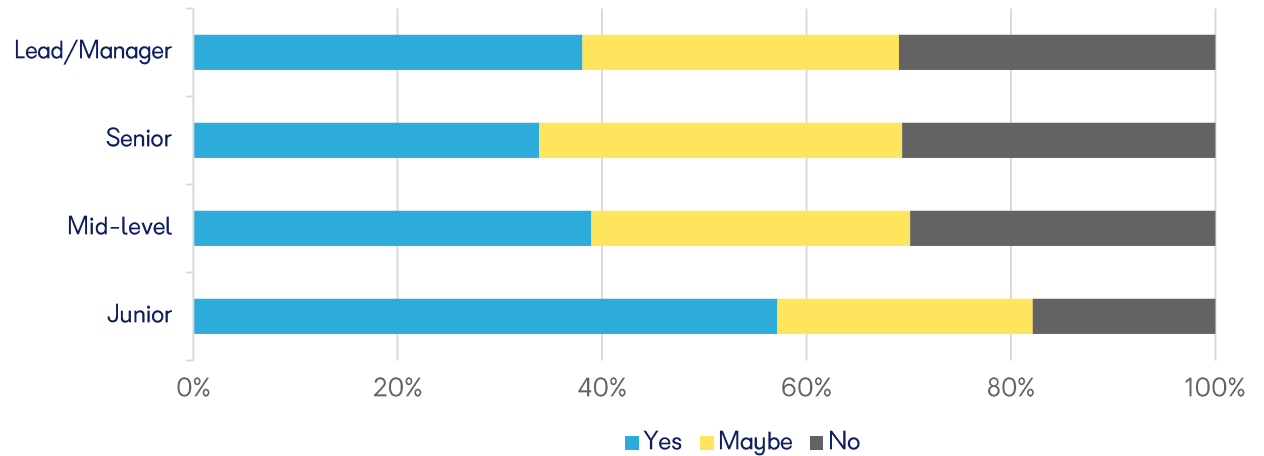
UNITED KINGDOM

JOB CHANGE DATA

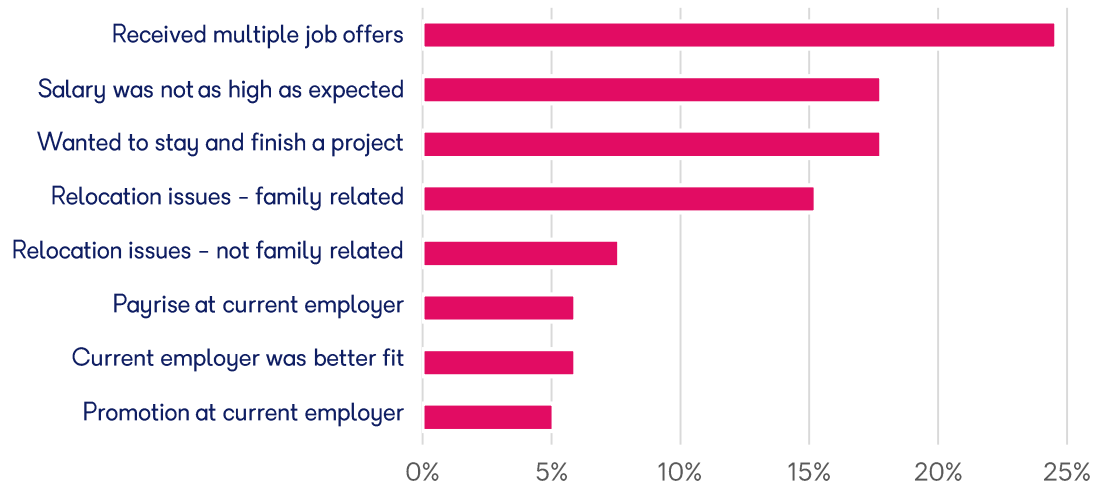
People Job Hunting in 2020



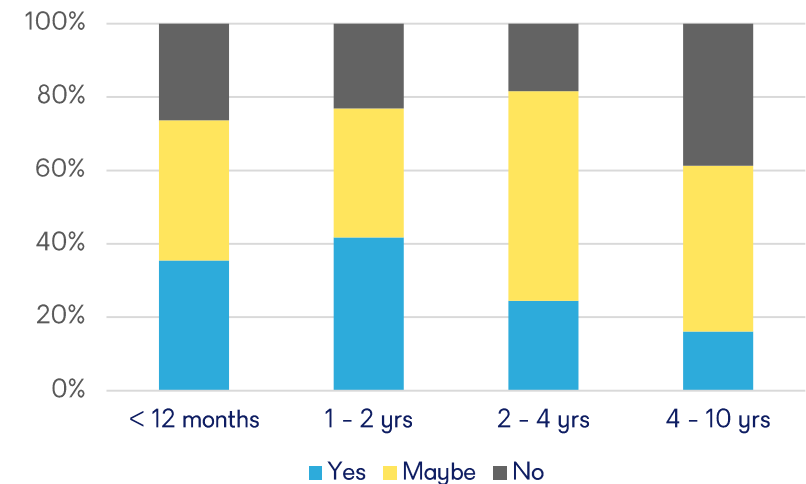
People Job Hunting in 2020 by Seniority



Reasons for Turning Down a Job Offer in 2019

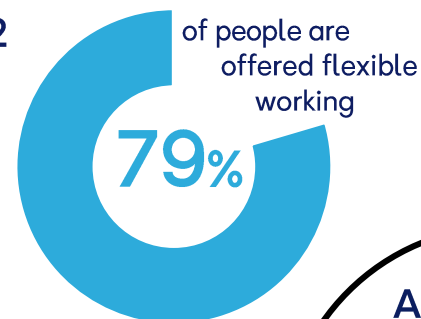
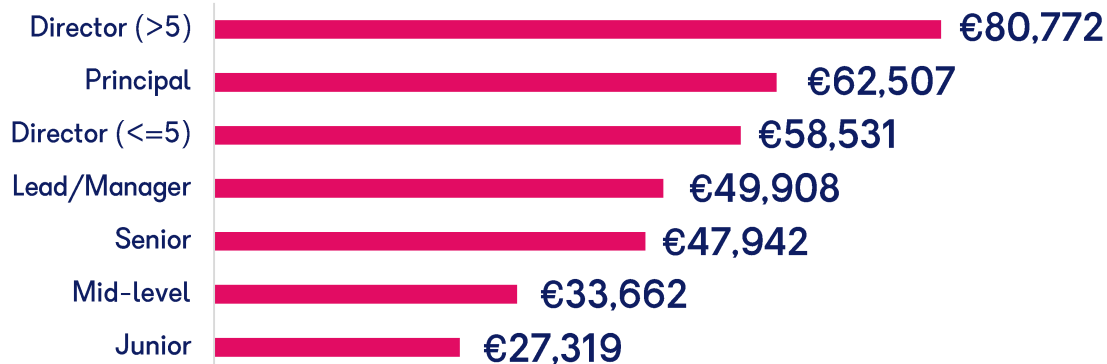


Job Hunting in 2020 by Time at Current Company



W. EUROPE OVERVIEW

AND AVERAGE SALARIES

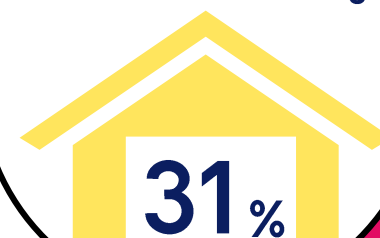


Average Salary

€44k

Exact figure - €43,763
All currencies converted to Euro via HMRC rate in Jan 2020

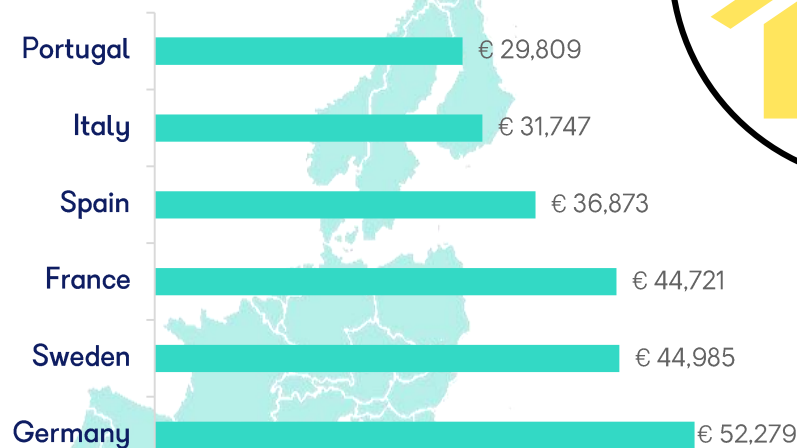
Average Time Worked Remotely



Top Reasons to Change Job

- 1 Financial remuneration
- 2 Chance to relocate
- 3 No longer challenged

Average Senior Salary



82%

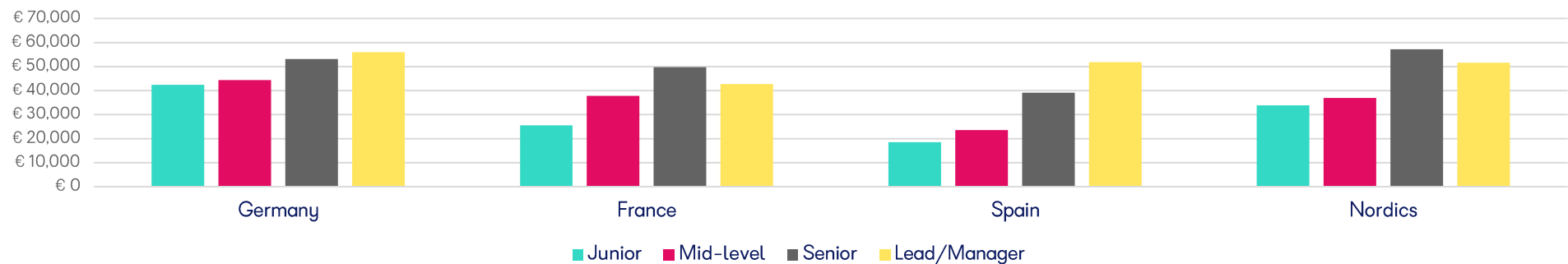
will be, or are considering job hunting in 2020



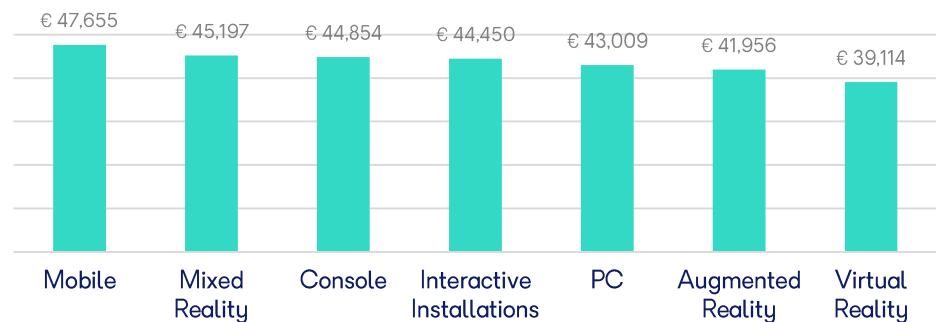
- 1 Work/life balance
 - 2 Exciting projects
 - 3 Company culture
- are the 3 most important aspects of a job

READ ON to find out more about the EU or click to visit ... [GLOBAL](#), [PROGRAMMERS](#), [ARTISTS](#), [UK](#)

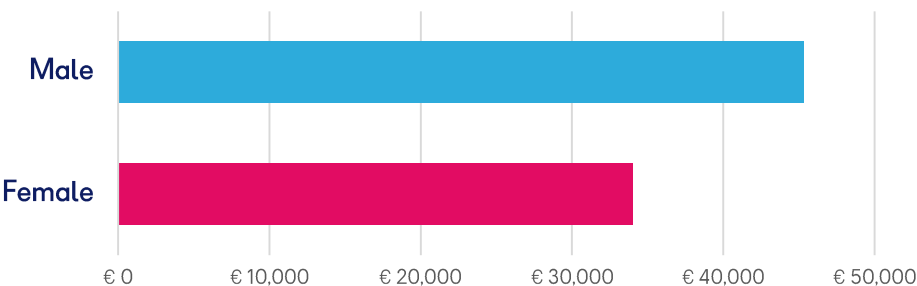
Average Salary by Country and Seniority



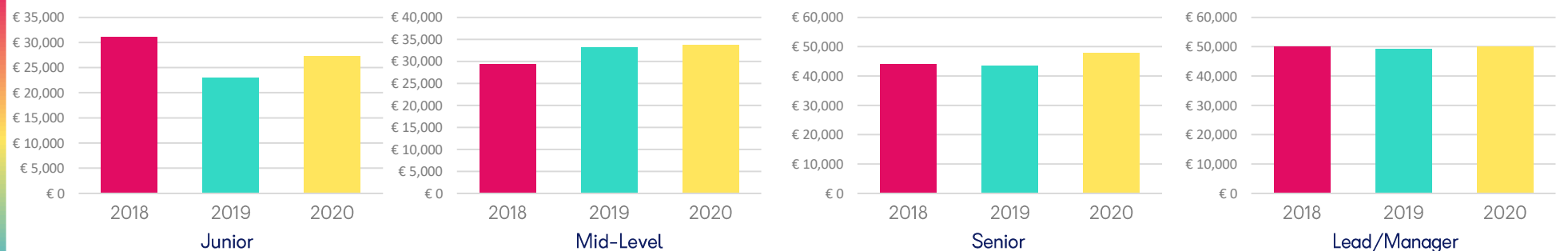
Average Salary by Platform



Average Salary by Gender



Average Salary by Seniority 2018 - 2020

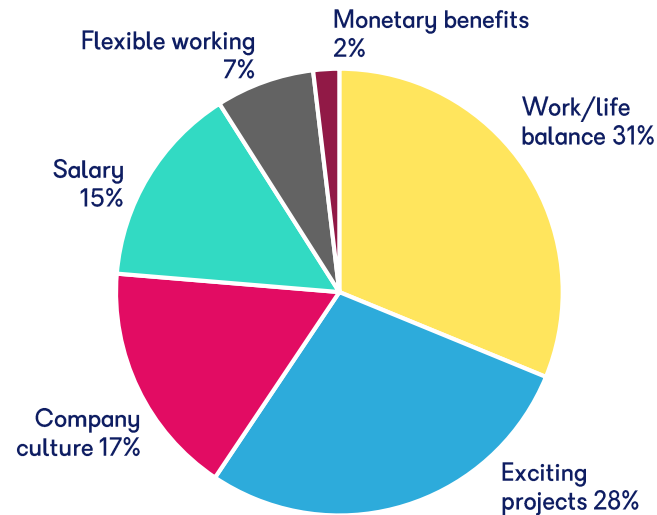


WESTERN EUROPE

Most Wanted Benefits

Training	36%
Private health care	33%
Bonuses	33%
Pension	32%
Extra holiday	30%
Share options	21%
Private dental care	12%
Conference Budgets	12%
Company funded certifications	12%
Gym membership	10%
Annual Company Events	8%
Childcare vouchers	3%
Mobile Phone Allowance	3%
Free/Discounted Merchandise	3%
Office Games	3%
Car allowance	1%

Most Important Aspect of Work



Two most important aspects of work by country



are the top two most important aspects of work across Europe to those working in Games and Interactive industries.

Germany
1. Work/Life Balance
2. Exciting Projects

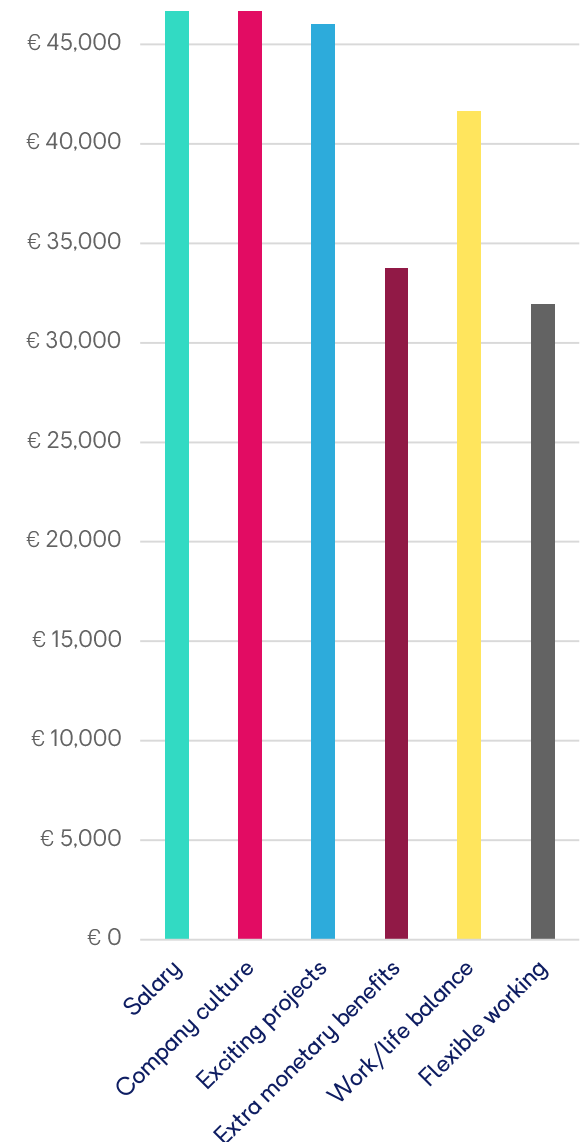
France
1. Exciting Projects
2. Work/Life Balance

Spain
1. Exciting Projects
2. Work/Life Balance

Nordics
1. Work/Life Balance
2. Exciting Projects

BENEFITS DATA

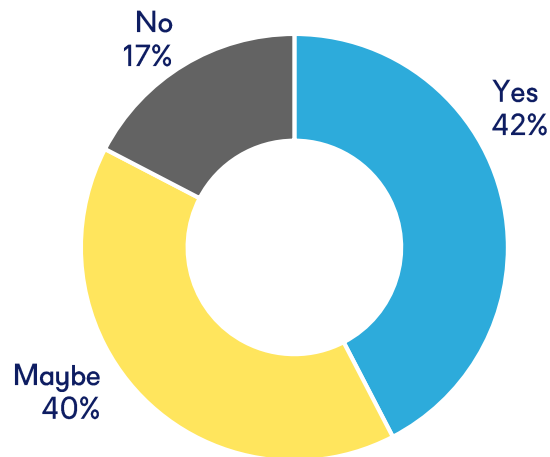
Most Important Aspect of Work by Average Salary



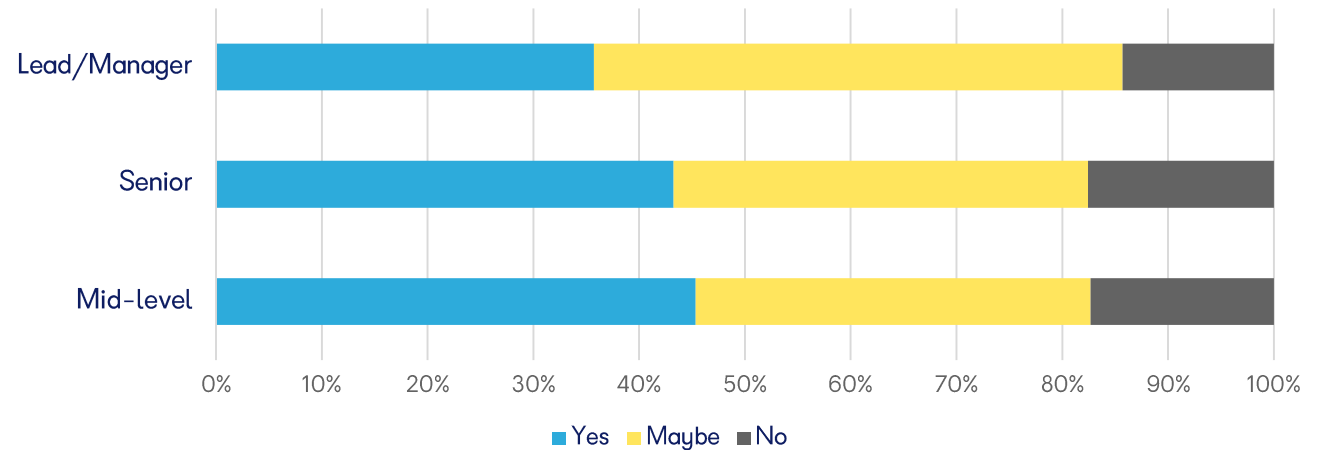
WESTERN EUROPE

JOB CHANGE DATA

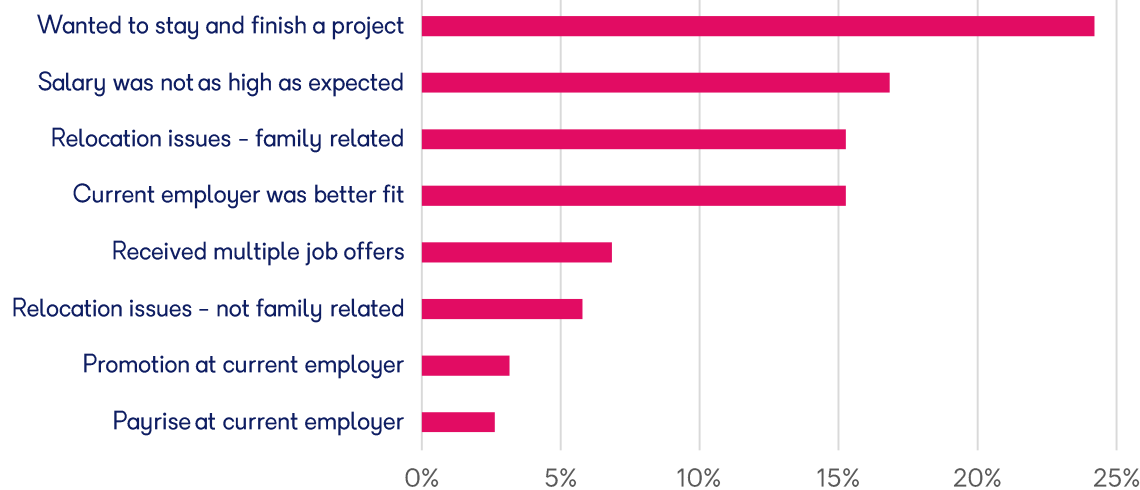
People Job Hunting in 2020



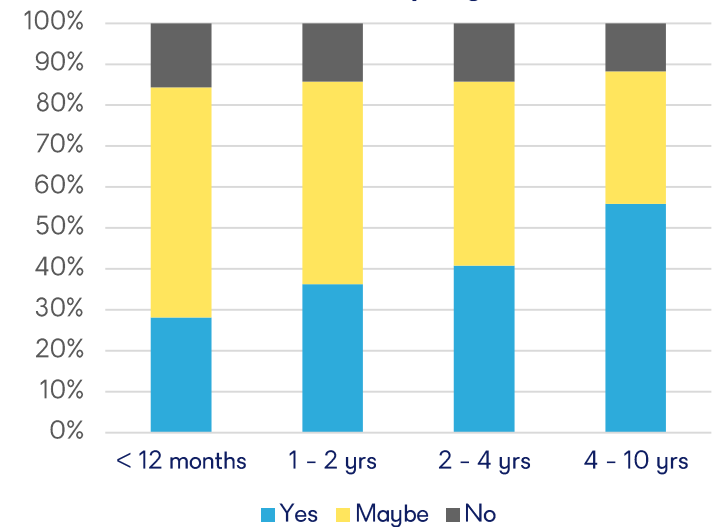
People Job Hunting in 2020 by Seniority



Reasons for Turning Down a Job Offer in 2019

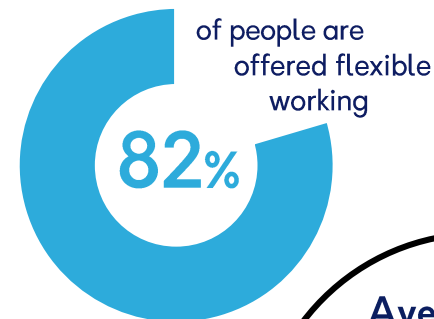


Job Hunting in 2020 by Time at Current Company



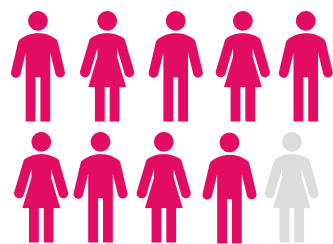
E. EUROPE OVERVIEW

AND AVERAGE SALARIES



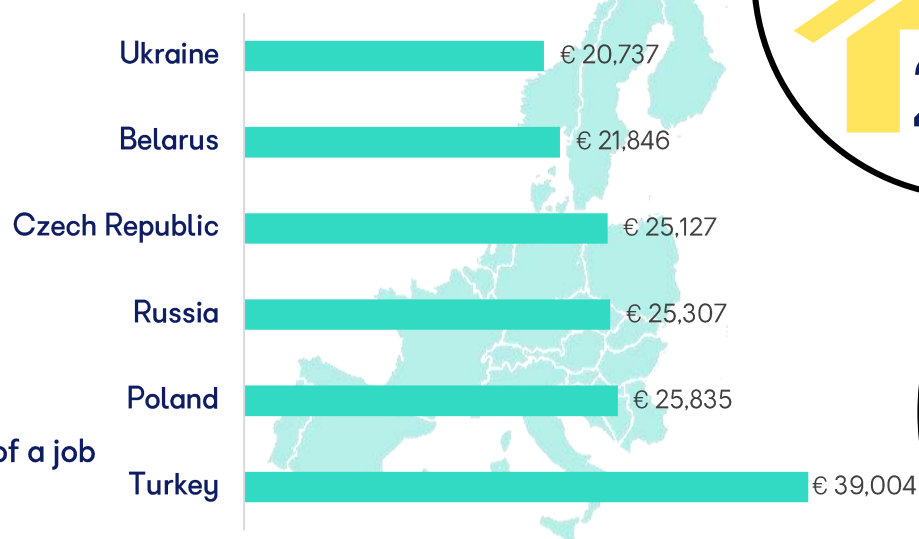
Average Salary
€30k

Exact figure - €29,763
All currencies converted to Euro via HMRC rate in Jan 2020

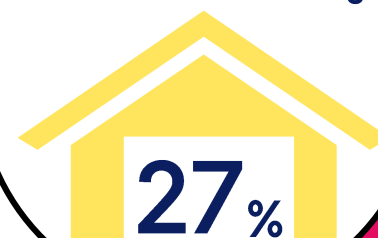


90%
will be, or are considering job hunting in 2020

Average Senior Salary



Average Time Worked Remotely



Top Reasons to Change Job

- 1 Financial Remuneration
- 2 Not feeling Challenged
- 3 Company Security



1 Exciting Projects

2 Work/Life Balance

3 Salary

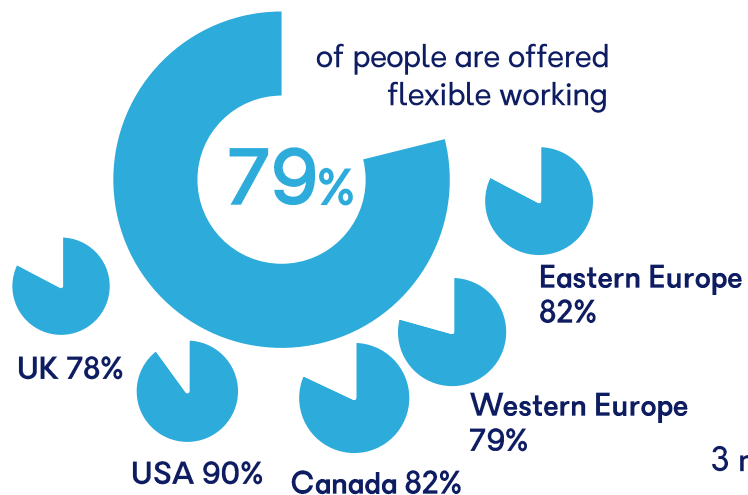
3 most important aspects of a job

READ ON

or click to visit ... [GLOBAL](#), [PROGRAMMERS](#), [ARTISTS](#), [UK](#)

GLOBAL OVERVIEW

AND AVERAGE SALARIES



Most Wanted Benefits



Private Health Care



Training



Pension

3 most important aspects of a job are



Exciting Projects

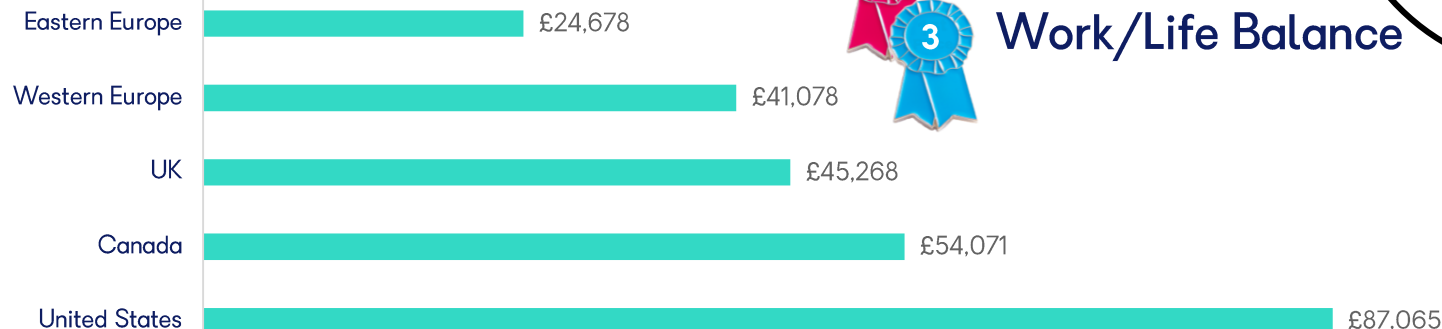


Salary



Work/Life Balance

Average Senior Salary



Average Salary

£ **42k**

Exact figure - £42,293
All currencies converted to £ via HMRC rate in Jan 2020



82%

will be, or are considering job hunting in 2020



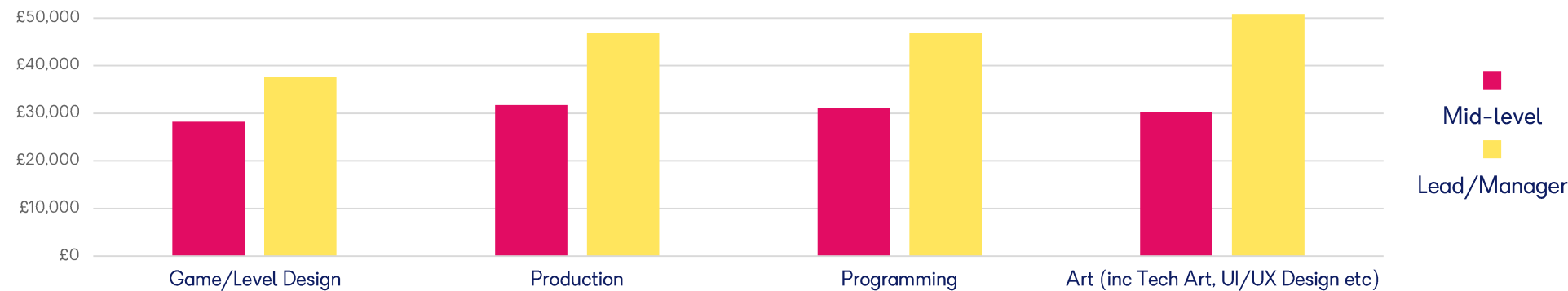
Average Time Worked Remotely

28%

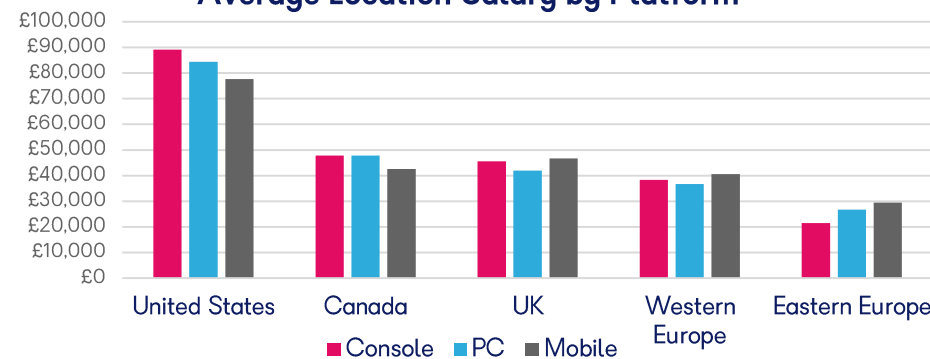


READ ON to find out more about Global salary data
or click to visit ... [PROGRAMMERS](#), [ARTISTS](#), [UK](#), [EUROPE](#)

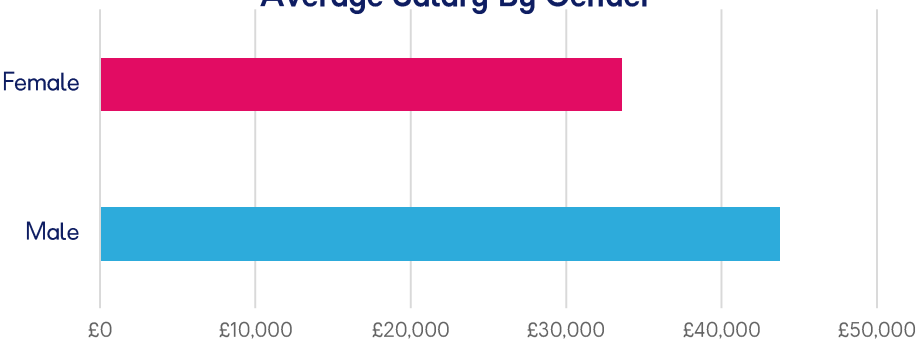
Average Salary by Job Title



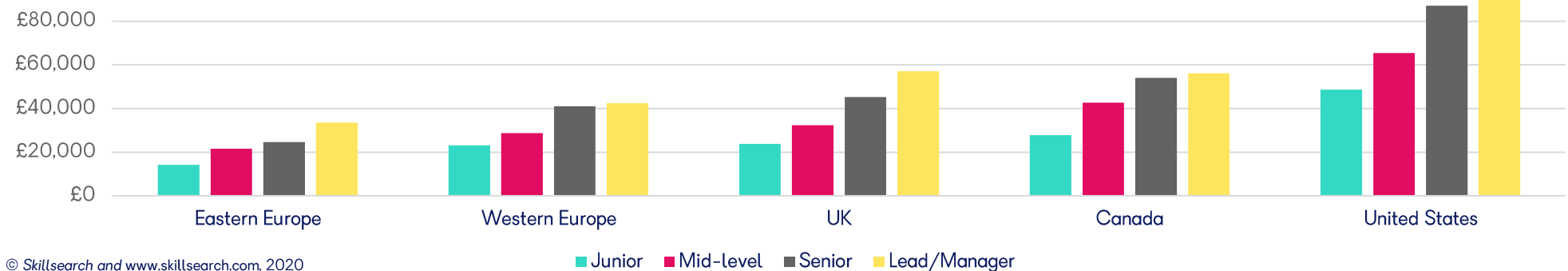
Average Location Salary by Platform



Average Salary By Gender

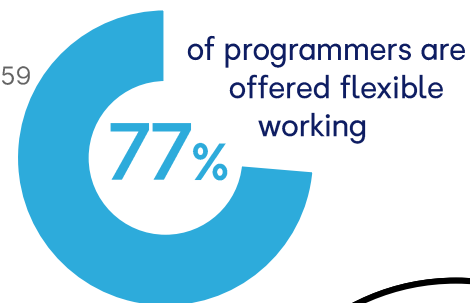
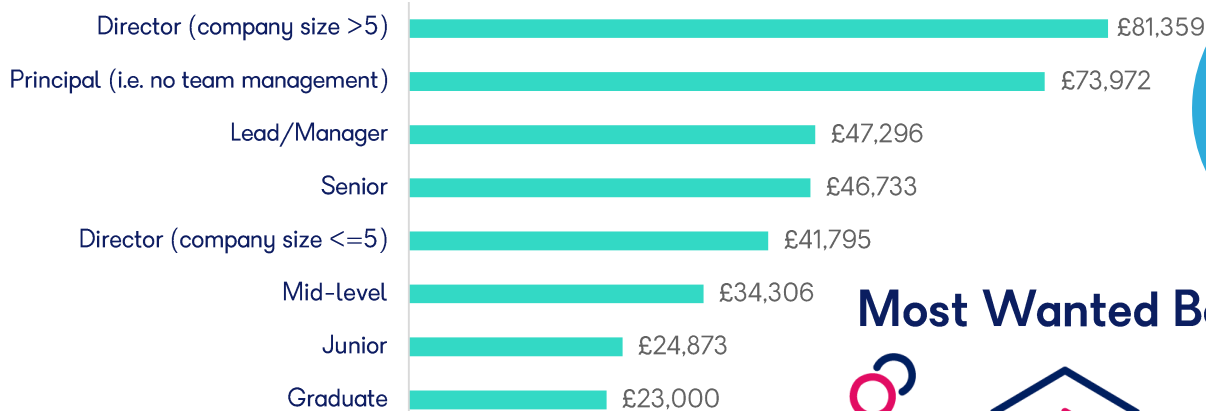


Average Salary by Country and Seniority



PROGRAMMER OVERVIEW

AND AVERAGE SALARIES, GLOBALLY



Average Salary
£43k

Exact figure - £43,110
All currencies converted to £ via HMRC rate in Jan 2020

Most Wanted Benefits



Bonuses



Training



Pensions & Extra Holiday

Average Time Worked Remotely



Average Salary Per Engine



£47,011
In House

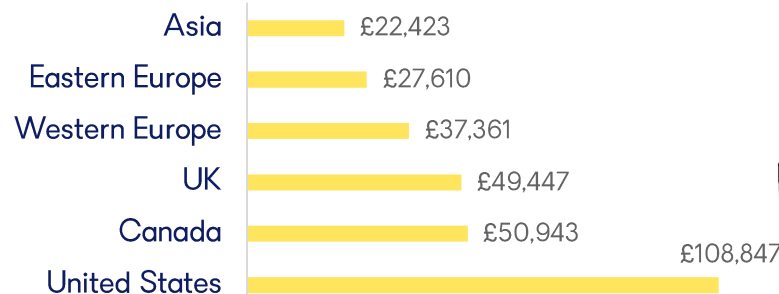


£41,022
Unreal



£40,576
Unity

Average Salary by Continent



79%



of programmers will be, or are considering job hunting in 2020

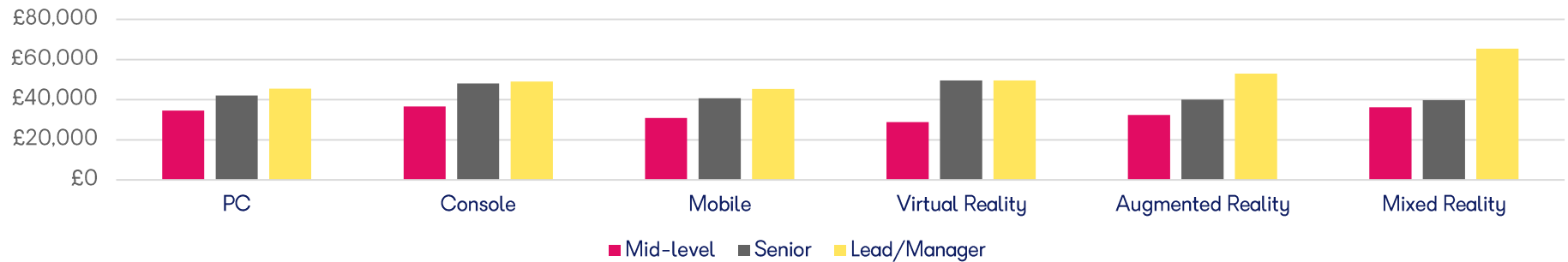
READ ON to find out more about Programmers
or click to visit ... [ARTISTS](#), [UK](#), [EUROPE](#), [GLOBAL](#)



PROGRAMMER

SALARY/ENGINE DATA

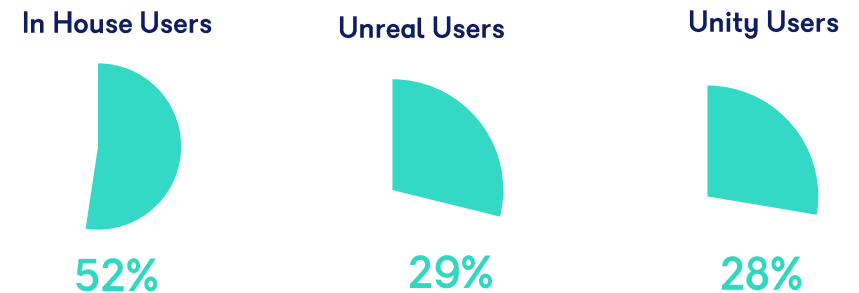
Average Salary by Platform



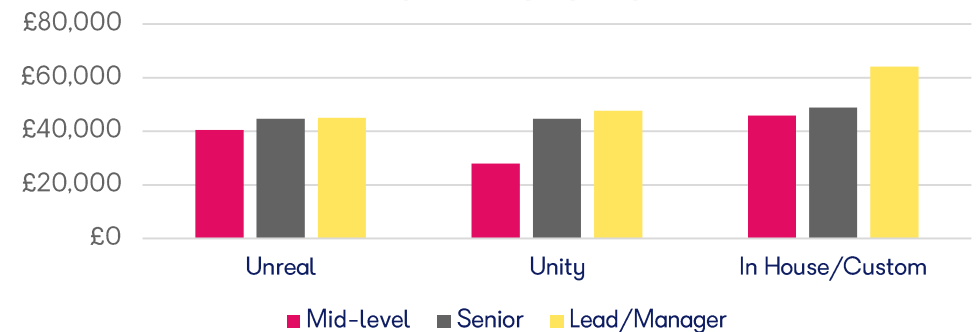
Average salary by seniority 2018 - 2020



% Programmers Interested in Trying New Engine



Average Salary by Engine



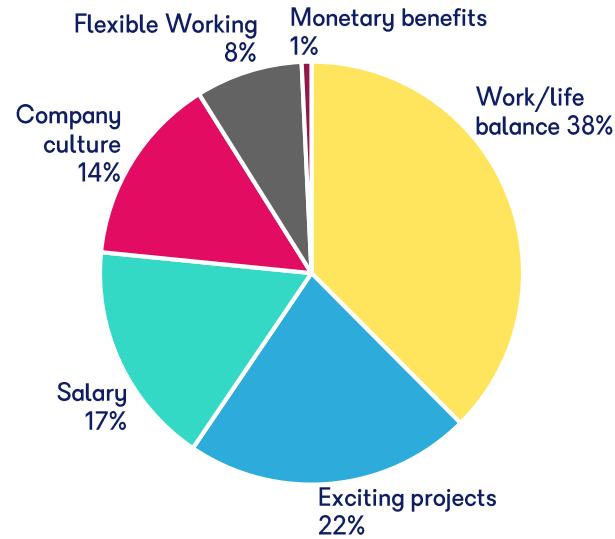
PROGRAMMER

BENEFITS & SATISFACTION DATA

Most Wanted Benefits

Private health care	40%
Bonuses based on performance	35%
Training	34%
Pension	34%
Extra holiday	34%
Share options	24%
Conference Budgets	15%
Private dental care	12%
Company funded qualifications	11%
Annual Company Events	10%
Gym membership	9%
Office Games	5%
Childcare vouchers	4%
Car allowance	3%
Mobile Phone Allowance	3%
Merchandise - Free/Discounted	2%

Most Important Aspect of Work



Interested in Moving Disciplines



80% of programmers would not consider moving into a different area of the games industry but

Project Management And Production

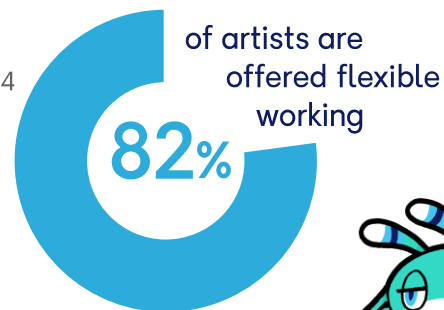
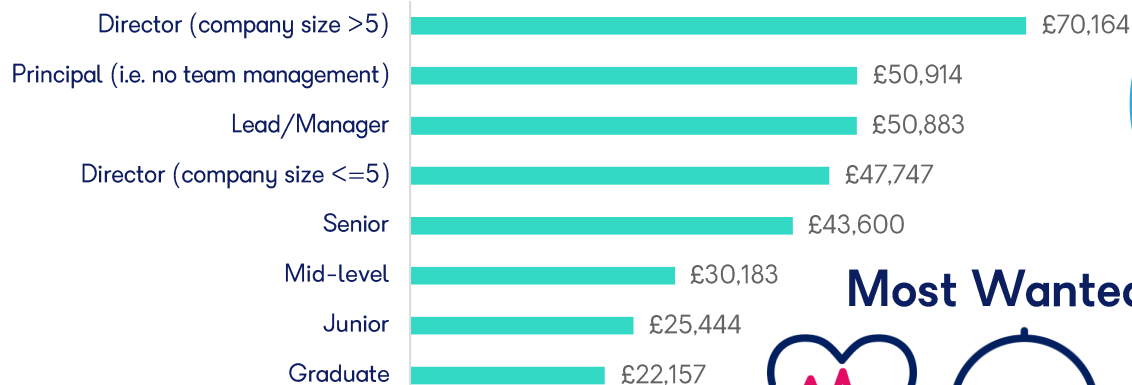
were the top choices for those who would consider a career change within the games industry

Most Important Aspect of Work by Average Salary



ARTISTS OVERVIEW

AND AVERAGE SALARIES, GLOBALLY



Average Salary

£39k

Exact figure - £39,326
All currencies converted to £ via HMRC rate in Jan 2020

Most Wanted Benefits



Private healthcare



Pension



Bonus

Average Time Worked Remotely

28%

Average Senior Salary



Environment
£40,810



Character
£45,181

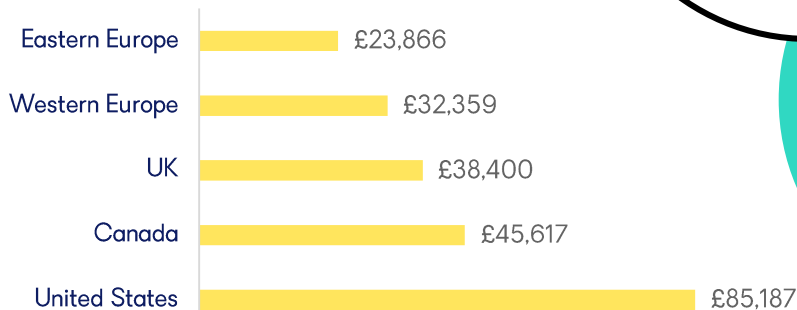


Concept
£48,375



Technical
£49,560

Average Salary by Continent



84%

of artists will be, or are consider job hunting in 2020

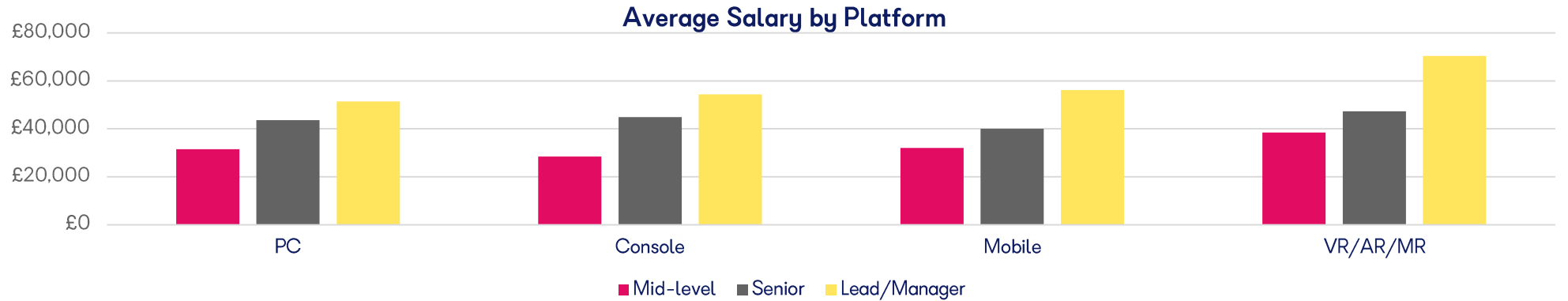
READ ON

to find out more about the Artists

or click to visit ... [UK](#), [EUROPE](#), [GLOBAL](#), [PROGRAMMERS](#)

ARTISTS

SALARY/SOFTWARE DATA



Average Salary by Seniority 2017 - 2019



Average Salary by Software Experience



Average Salary by Type of Artist

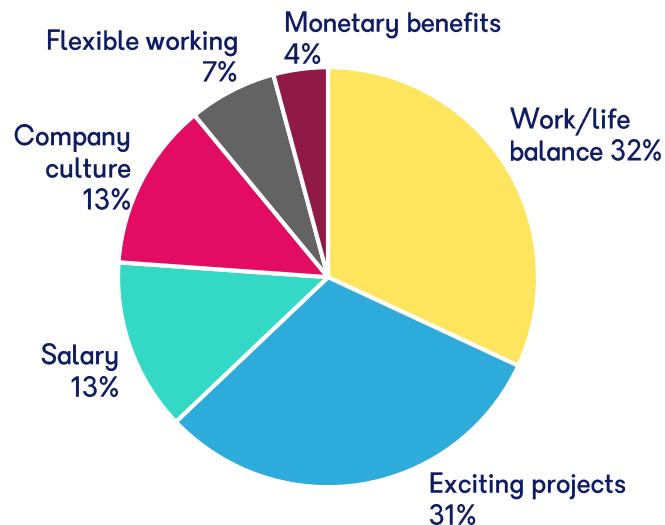


ARTISTS

Most Wanted Benefits

Private health care	44%
Pension	41%
Training	37%
Bonuses	37%
Extra holiday	29%
Private dental care	21%
Share options	16%
Conference budgets	12%
Gym membership	12%
Certifications	10%
Annual company events	10%
Office Games	5%
Childcare vouchers	5%
Free/discounted merchandise	3%
Car allowance	2%
Mobile phone allowance	2%

Most Important Aspect of Work



Interested in Moving Disciplines



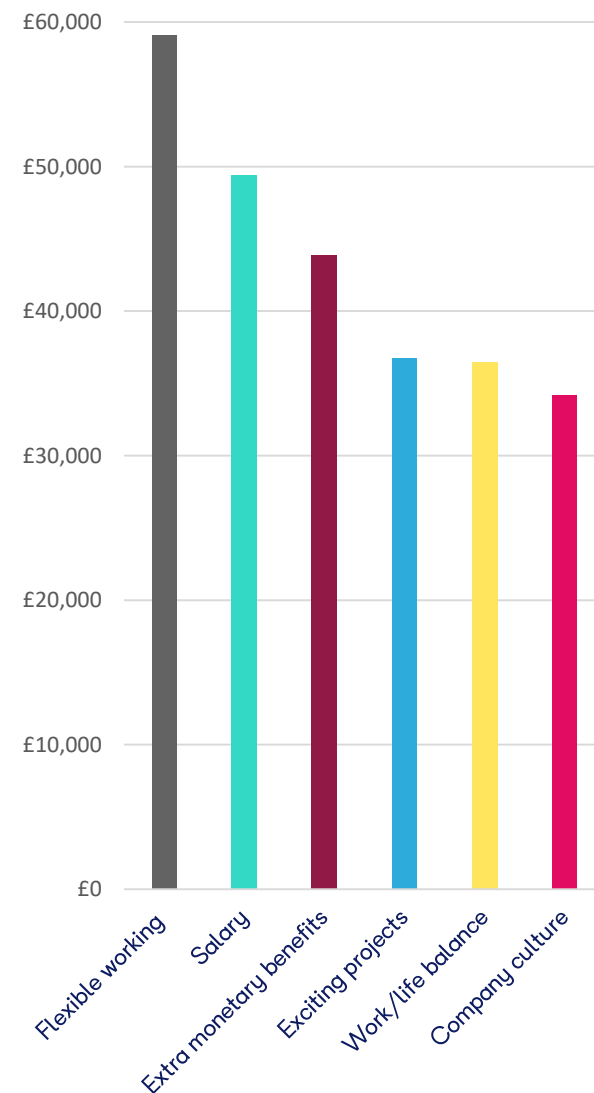
If they were offered a chance to move into another area of Art, 55% of artists would consider trying something new.

Out of the areas they could move to, most chose

Character Art

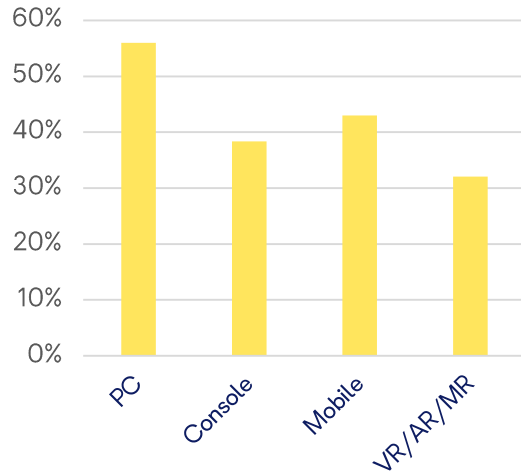
BENEFITS & SATISFACTION DATA

Most Important Aspect of Work by Average Salary

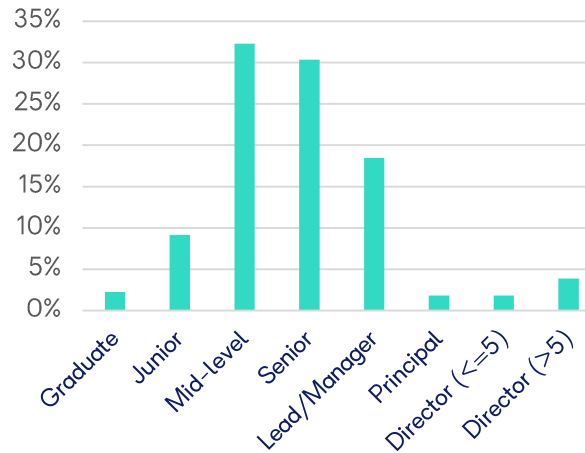


DEMOGRAPHICS

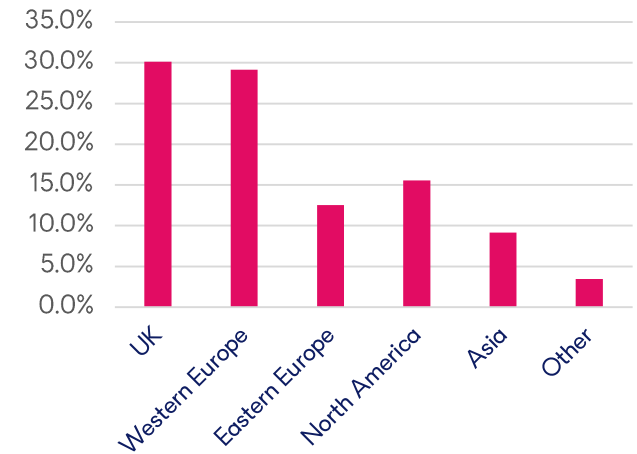
Platform Experience



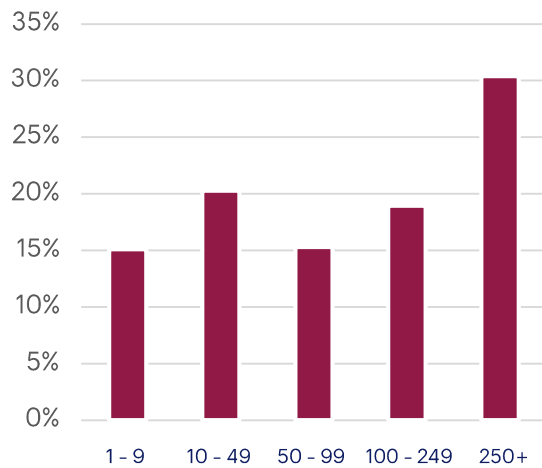
Career Level



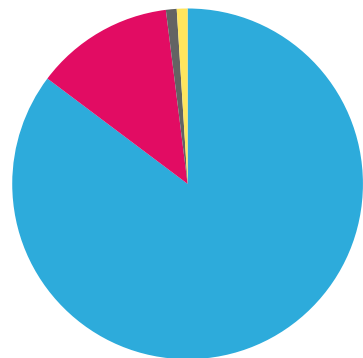
Location



Company Size

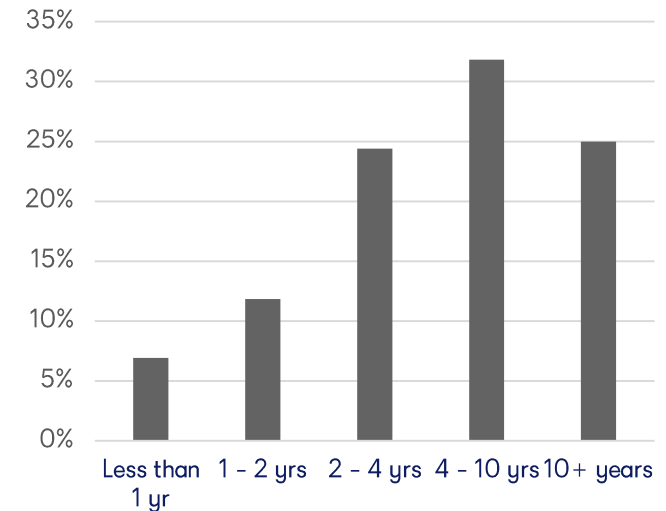


Gender



■ Male
■ Female
■ Non-Binary/Third Gender
■ Prefer not to say

Time in the industry



ANY QUESTIONS?

As much as we'd have loved to, we can't quite squeeze every tiny piece of data collected into the survey, so if you have any burning questions or would like to know more about a specific area, piece of data, or sample size please get in touch...

Alice Zahra | Marketing Manager
AZ@Skillsearch.com

Also look out for our *Skillsearch Games Industry Guide To...*
A *monthly* blog which will focus on answering specific questions by delving deeper into the survey data.

[You can sign up for these here](#)



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