

Games & Interactive
**Salary &
Satisfaction**
Survey

2021

FOREWORD



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Welcome to this year's Games and Interactive industry's Salary and Satisfaction survey results!

The main thing I want to say is a big thank you to everyone who got involved and shared their time with us this year. Not only do we have some great data for you, with our new donation scheme we managed to raise £857 for Special Effect as well – so thank you to you all!

In my foreword this year I wanted to point out a couple of bits of information that stood out to me this year that I think you should keep an eye out for in the following pages.

Firstly, in the covid pages I was very pleased to see that 82% of the industry reported that this past year has not impacted their employment in 2020. While 18% of the industry is still a huge number of people to have had to have had the extra stress throughout the last 12 months, as an industry I think that the adaptability and innovation of everyone has shone through to keep so many people in employment when a large proportion of other industries have been impacted.

Another thing I am always interested to see is the comparison between male and female average salaries. While throughout the report we do frequently see male salaries beating those of their female counterparts, the UK's Junior and Mid-Level averages seems to have evened out or exceeded this trend. While the percentage of women in the industry seems to have stayed at about 20%, I do hope that these promising salary figures will only continue to encourage more women into the industry. If you're interested in seeing more of a breakdown into the gender pay differences then please give us a follow on [LinkedIn](#) or [Twitter](#) as this will be the topic for our first 'Games Industry Guide' of 2021. Also, this year included, we haven't yet had enough non-binary responses to include these as a comparison, but I hope that in the near future this will change too.

Lastly I would encourage you to get in touch with Catrin, our data keeper, if you have any questions or would like some more specific data. We do this survey to help you – the people in the games industry – so anything we can do help then please let us know. Her contact information is on the final page so have a read and tell us what you think using [#SkillsearchSurvey2021](#) on social media too!

Giles



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Artists

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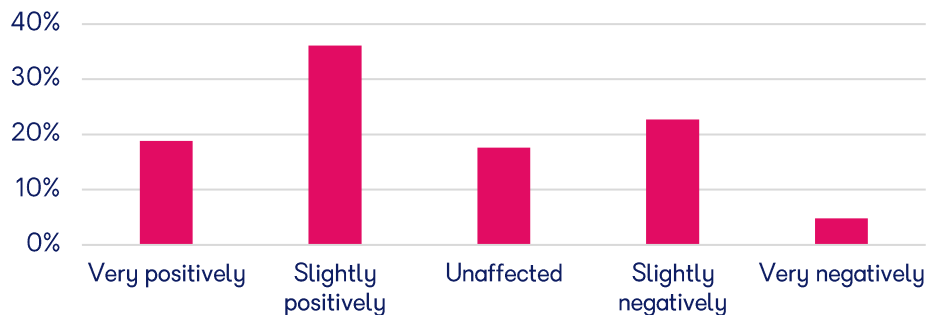
Demographics

COVID AND THE GAMES INDUSTRY

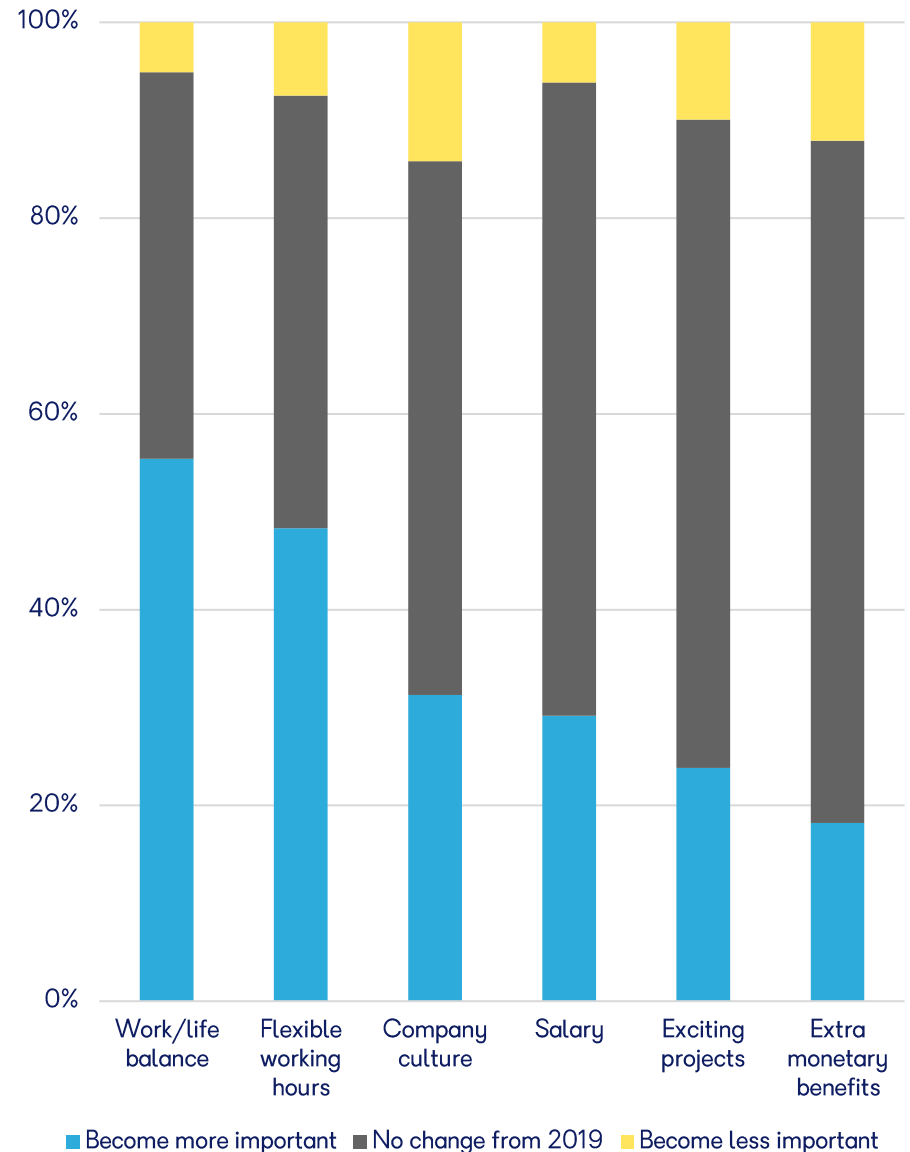
COVID Headlines

- It is expected that people will work an average of 62% remotely after Covid. This is a 27% increase on the 35% of time worked remotely before Covid.
- 55% of people have said that work/life balance has become more important to them in 2020, along with 48% saying flexible working is more important.
- The number of people looking to change jobs in 2021 has dropped significantly compared to the people looking to change in 2020 or 2019.
- 8% of people that were offered a job in 2020, said that they turned down the job due to a COVID related issue.
- 82% of people said that COVID has not impacted their employment in 2020.
- COVID has mostly affected businesses in the games industry positively, although 5% have been very negatively affected

How People Feel COVID Has Affected Their Business

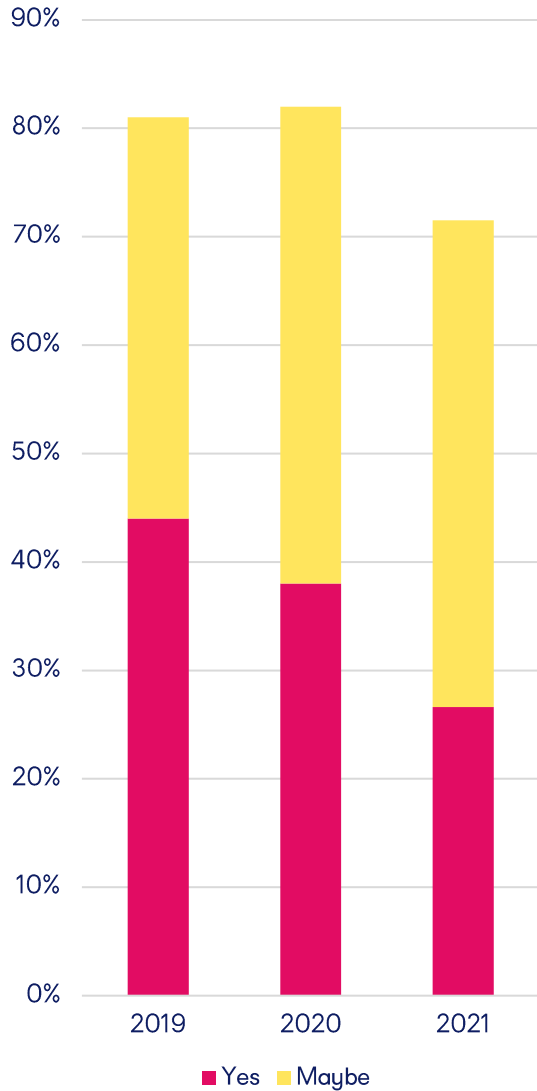


Percentage of People Reporting Which Issues Had Become More Or Less Important in 2020

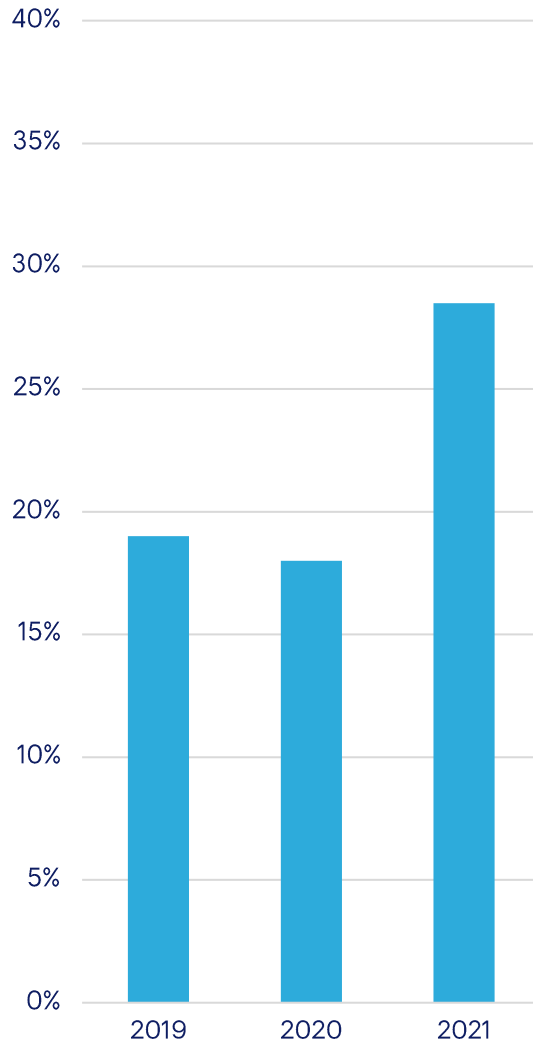


COVID AND THE GAMES INDUSTRY

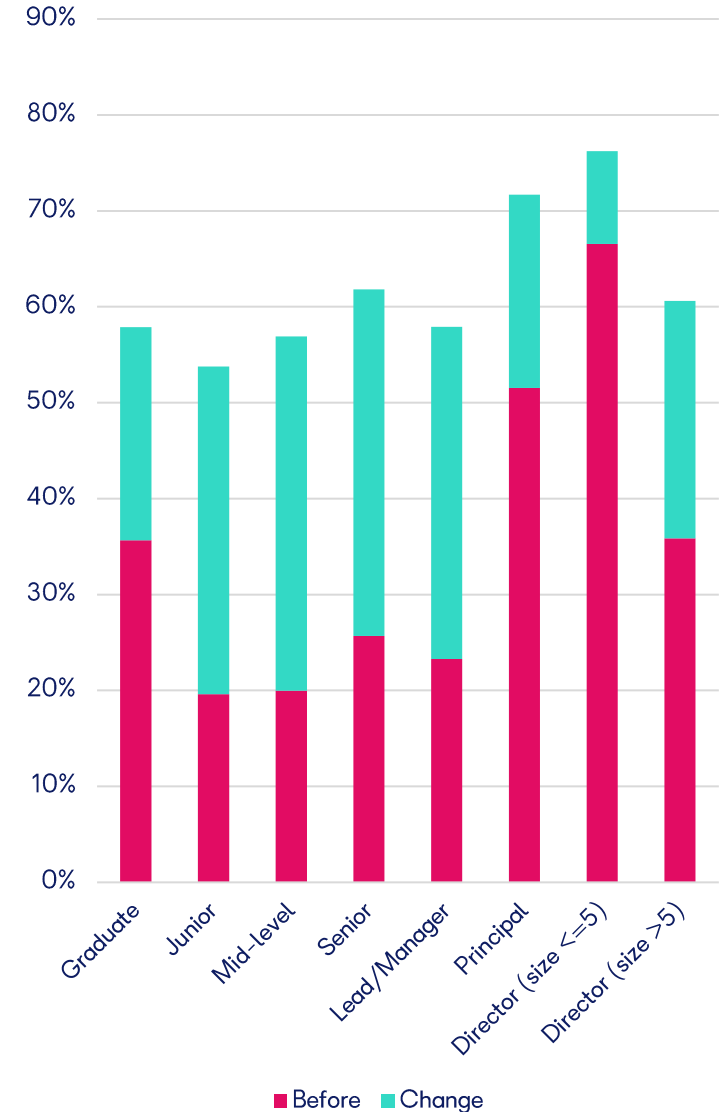
Percentage of People Who Are or Might Be Looking for a Job



Percentage of People Not Looking for a Job

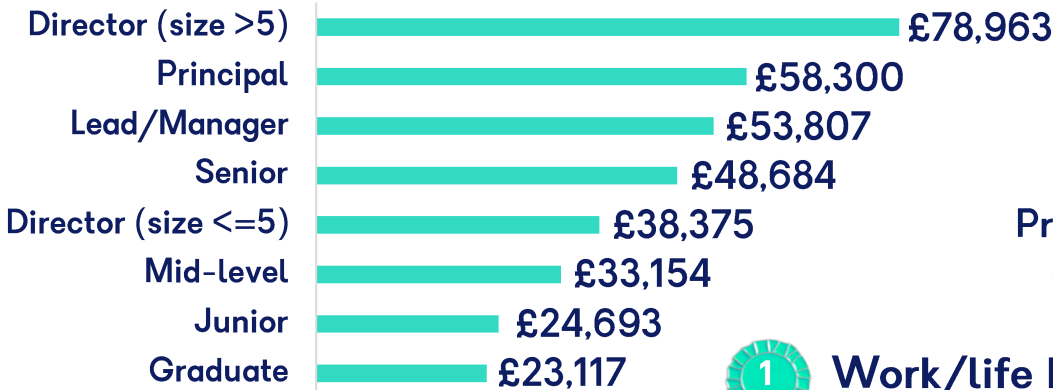


Average Proportion of Time Worked Remotely, Before and After COVID by Seniority



UNITED KINGDOM

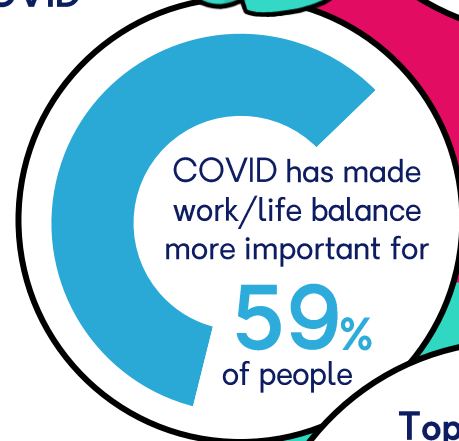
OVERVIEW AND AVERAGE SALARIES



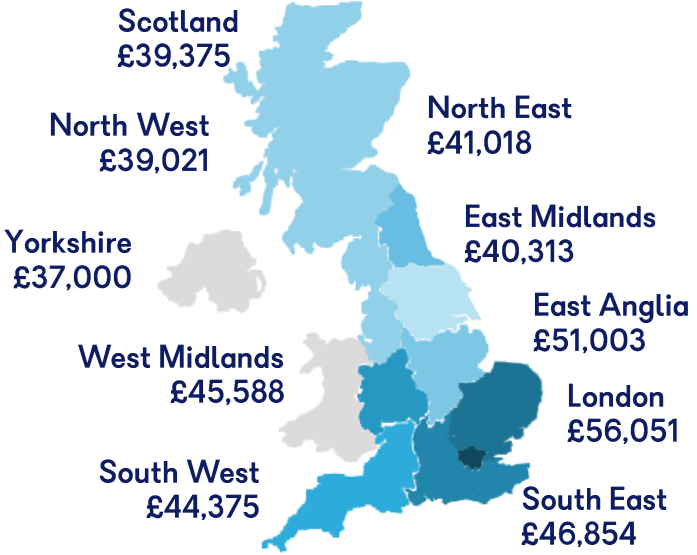
Proportion of remote work expected post COVID

Average UK Salary
£42k

2021 - £41,774
2020 - £43,564
2019 - £42,602
2018 - £38,535



Average Senior Salary



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



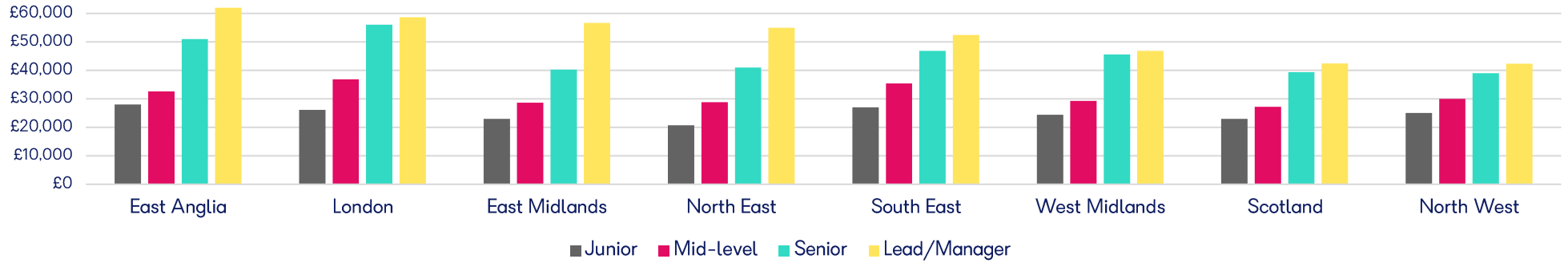
65%
will be, or are considering job hunting in 2021

Top Reasons to Change Job

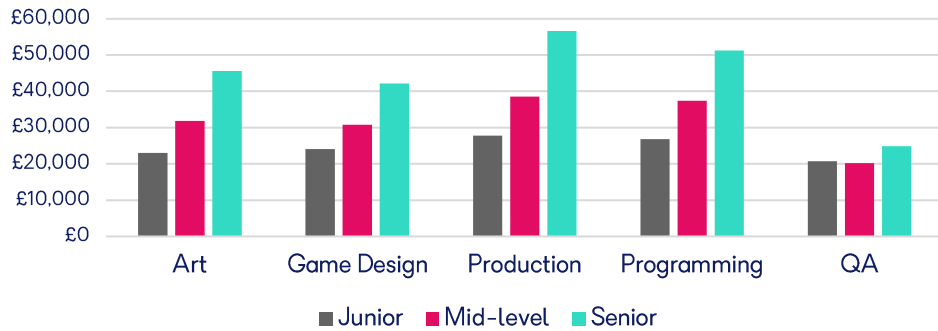
- 1 Financial remuneration
- 2 Limited opportunities
- 3 No longer challenged

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

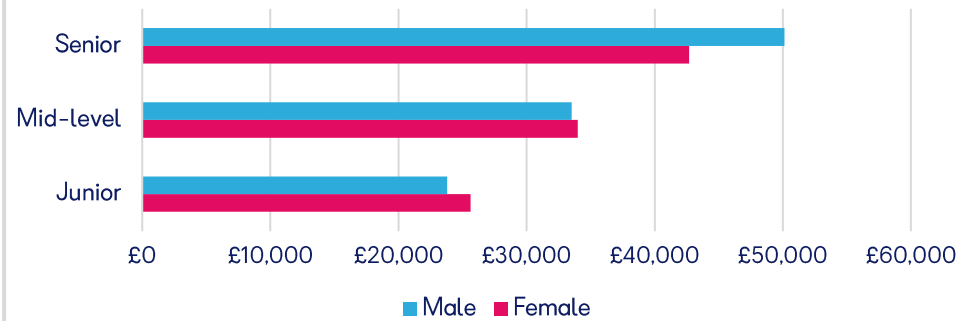
Average Salary by Region and Seniority



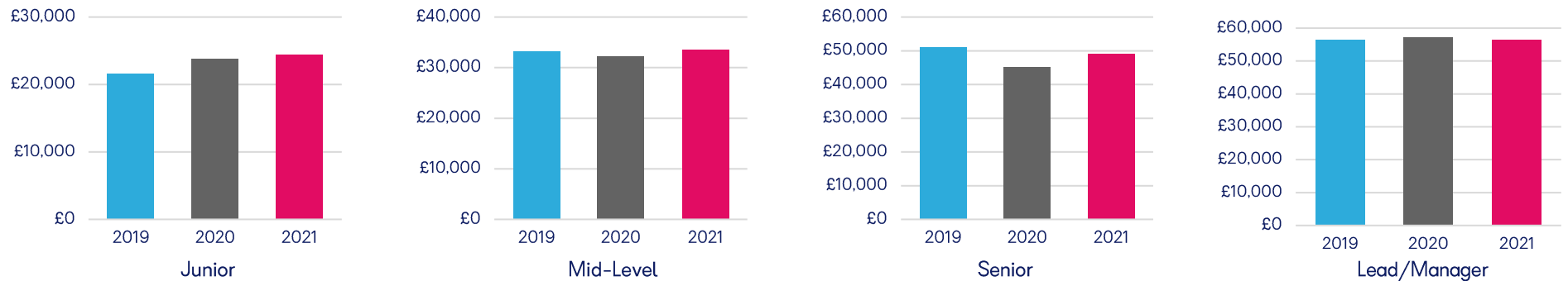
Average Salary by Discipline and Seniority



Average Salary by Gender and Seniority



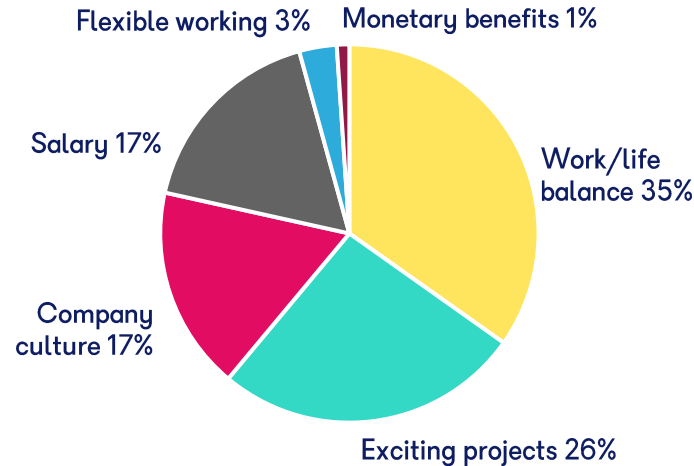
Average Salary by Seniority 2019 - 2021



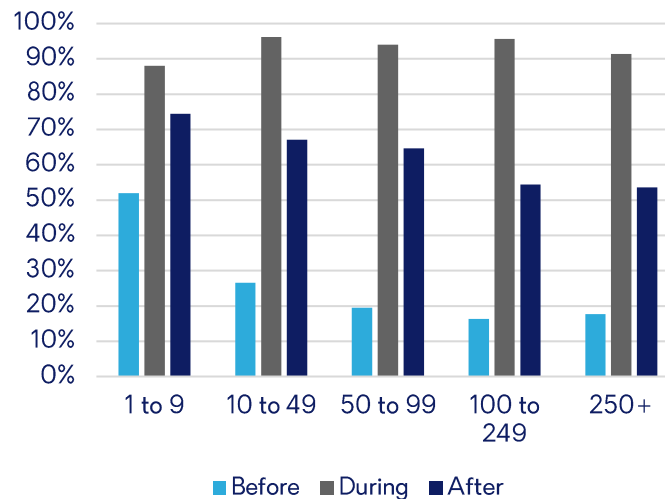
UNITED KINGDOM

Most Wanted Benefits	2021	Change from 2020
Pension	64%	↑2%
Training	42%	↑1%
Bonuses for performance	42%	↑8%
Private health care	38%	↓4%
Extra holiday	30%	↓2%
Share options	19%	↑1%
Private dental care	16%	↓1%
Funded certifications	13%	↓2%
Annual company events	11%	↑1%
Gym membership	11%	↑1%
Conference budgets	7%	↑3%
Discounted merchandise	5%	↑3%
Office games	5%	↓1%
Childcare vouchers	4%	-
Car allowance	2%	-
Mobile phone allowance	0%	↓2%

Most Important Aspect of Work



Proportion of Remote Work Before, During and After (projected) COVID, by Company Size



BENEFITS DATA

Average Ranking of each Aspect of Work

- 1st Work/Life Balance
- 2nd Salary
- 3rd Exciting Projects
- 4th Company Culture

This order above was mirrored with mid-level, senior, lead and manager positions. Other seniorities and their differences are shown below.

Graduate

- | | |
|---------------|---------------|
| 1st Culture | 1st Work/life |
| 2nd Work/life | 2nd Salary |
| 3rd Projects | 3rd Culture |
| 4th Salary | 4th Projects |

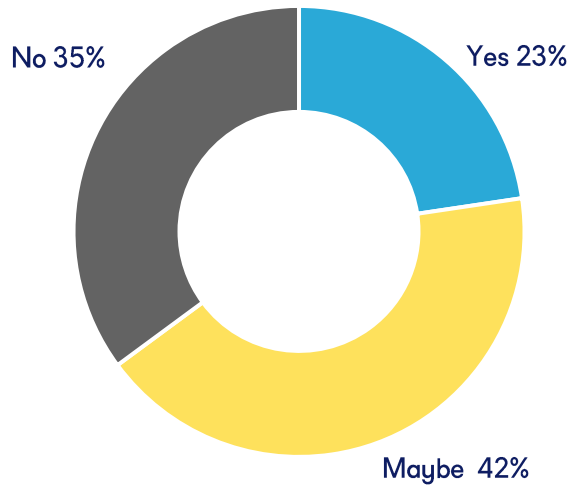
Principal

- | | |
|---------------|---------------|
| 1st Work/life | 1st Projects |
| 2nd Salary | 2nd Culture |
| 3rd Culture | 3rd Work/life |
| 4th Projects | 4th Salary |

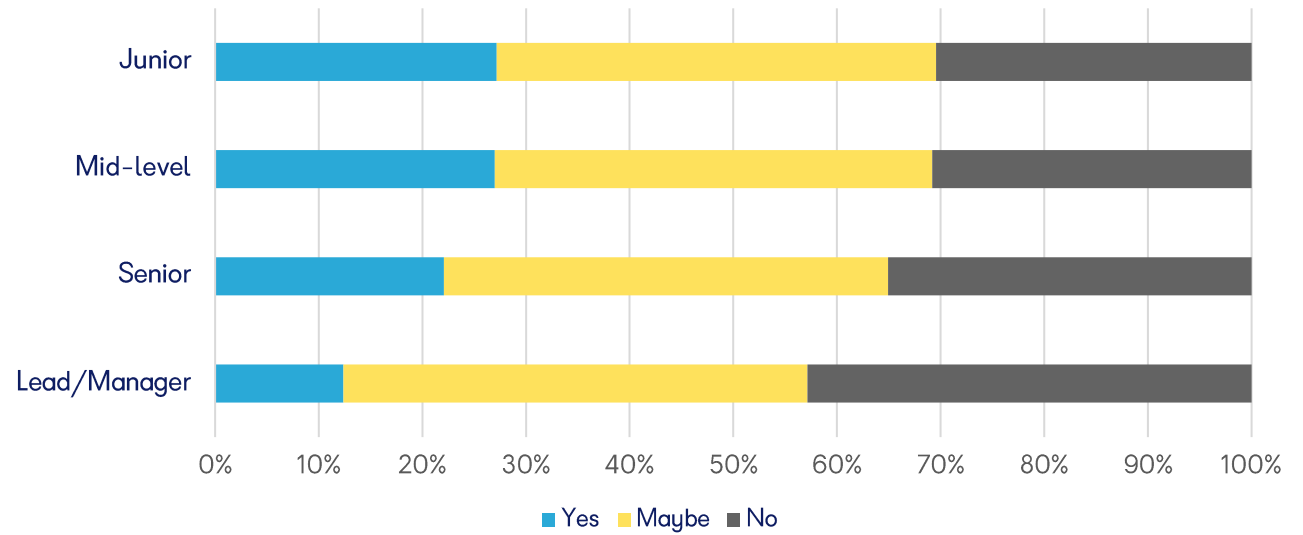
Junior

Director

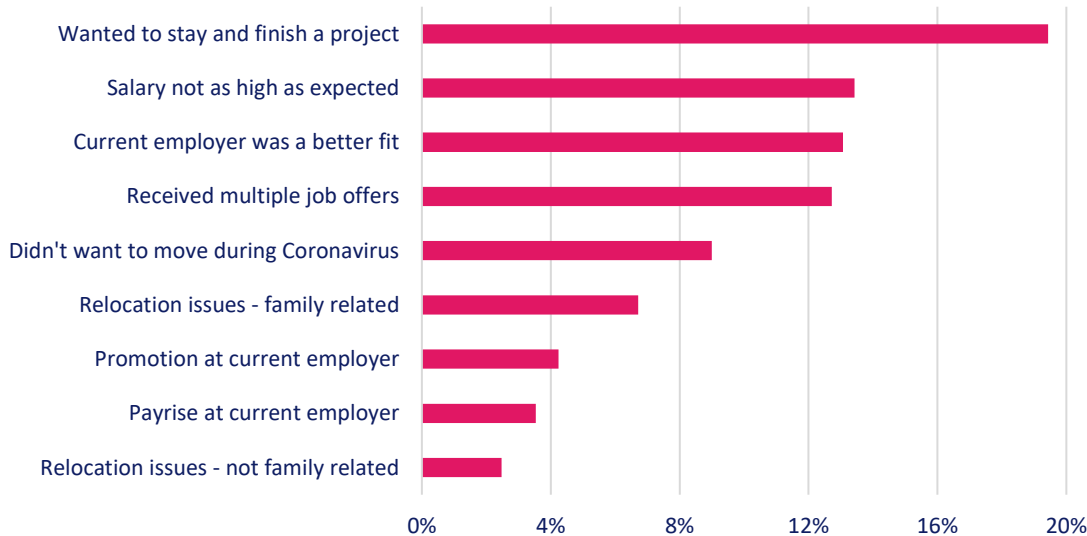
People Job Hunting in 2021



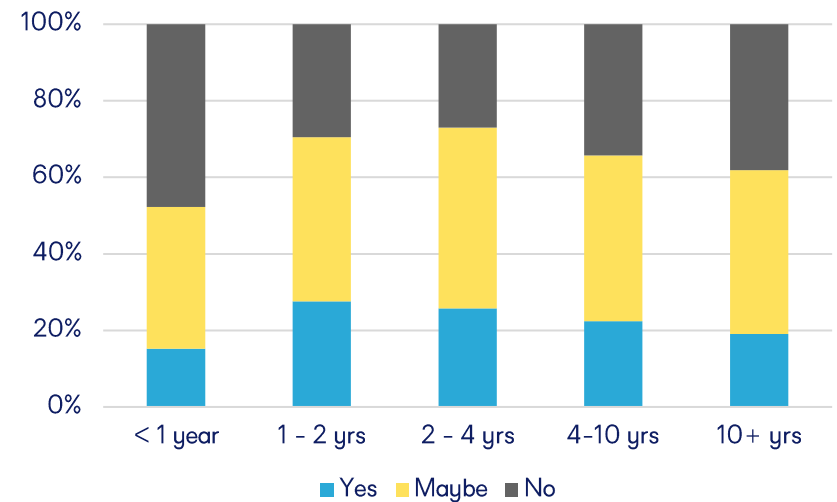
People Job Hunting in 2021 by Seniority



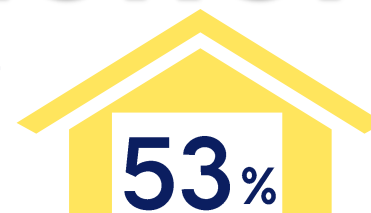
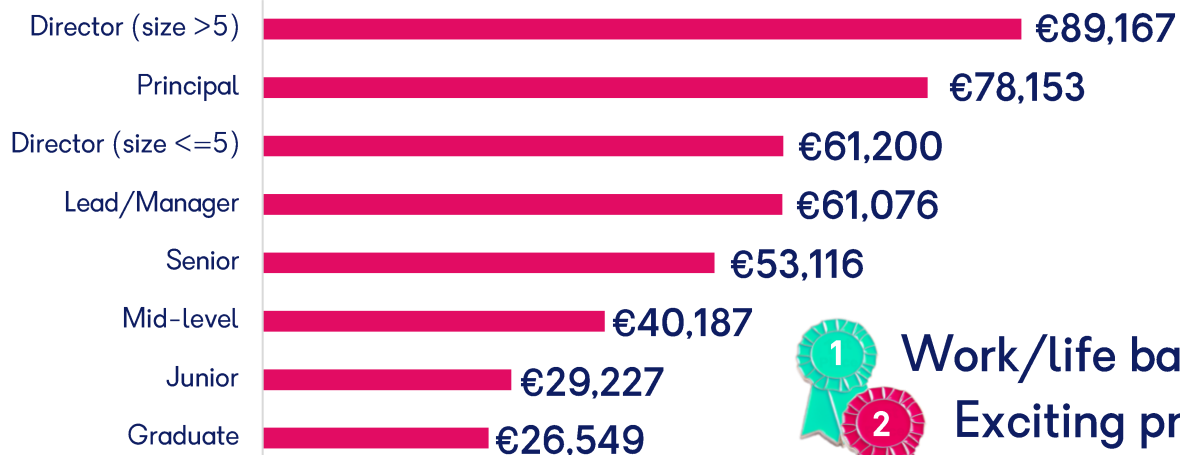
Reasons for Turning Down a Job Offer in 2020



Job Hunting in 2021 by Time at Current Company



NORTH & WEST EUROPE



Proportion of remote work expected post COVID

Average Salary

€49k

Exact figure - €48,916
All currencies converted to Euro via HMRC rate in Jan 2021

COVID has made work/life balance more important for

51% of people

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



71% of people will be, or are considering job hunting in 2021

Average Mid-level Salary



Top Reasons to Change Job

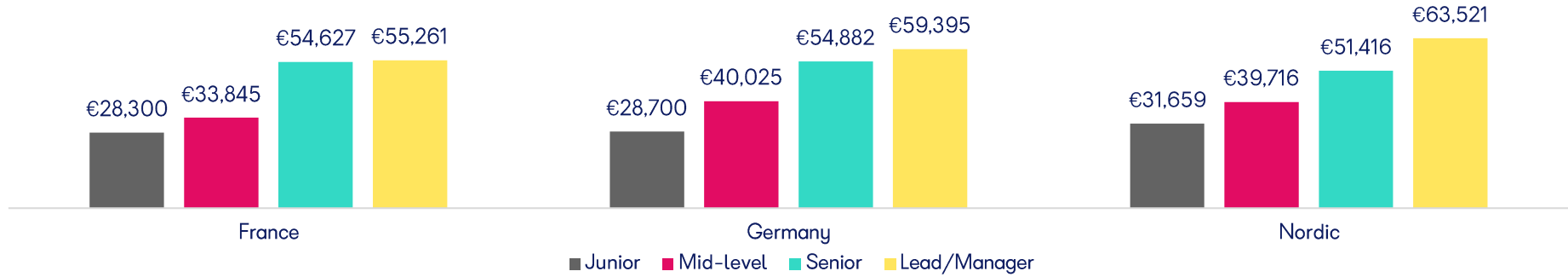
- 1 Financial remuneration
- 2 Limited Opportunities
- 3 Better Culture

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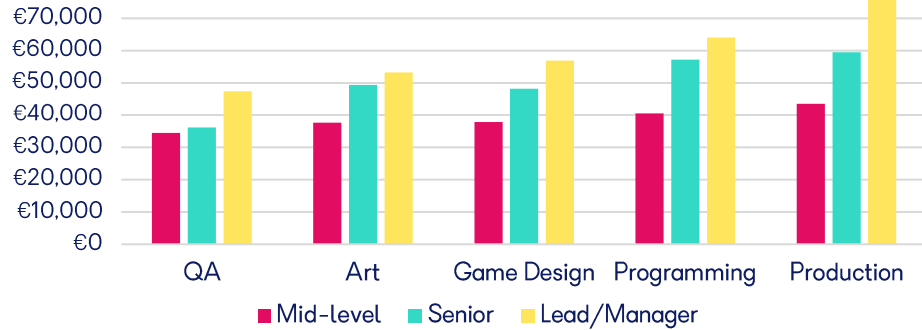
WESTERN & NORTHERN EUROPE

SALARY DATA

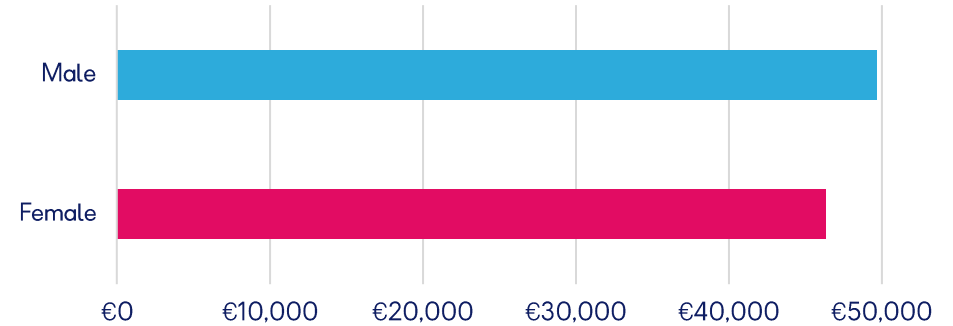
Average Salary by Country and Seniority



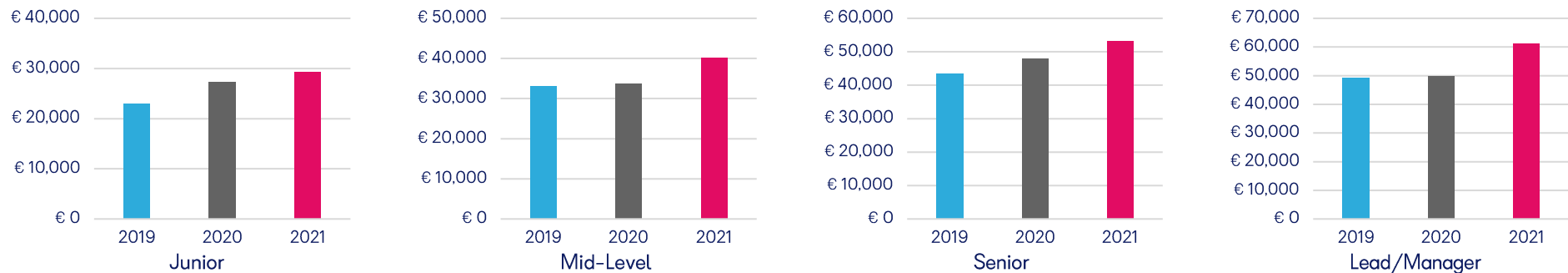
Average Salary by Discipline



Average Salary by Gender



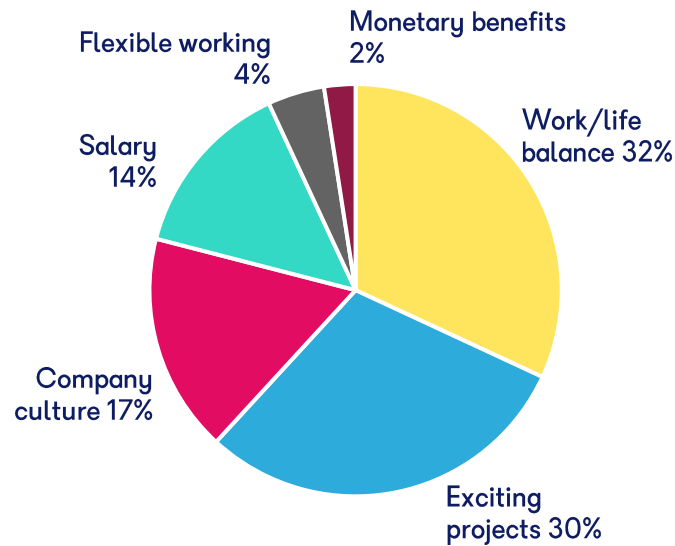
Average Salary by Seniority 2019 - 2021



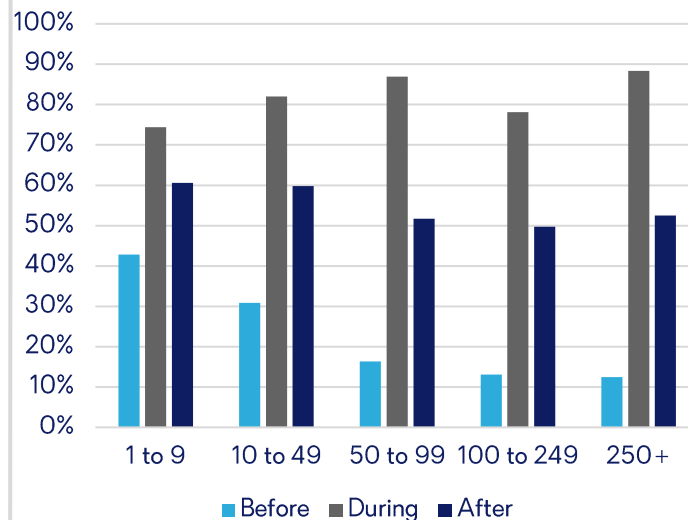
WESTERN & NORTHERN EUROPE

Most Wanted Benefits	2021	Change from 2020
Pension	43%	↑5%
Private health care	40%	-
Training	37%	↓6%
Bonuses for performance	37%	↓2%
Extra holiday	35%	-
Share options	24%	↓4%
Private dental care	17%	↑1%
Funded certifications	16%	↑2%
Conference budgets	13%	↓2%
Gym membership	11%	↓1%
Annual company events	9%	-
Mobile phone allowance	4%	-
Merchandise	4%	↑1%
Office games	4%	↑1%
Childcare vouchers	3%	↓1%
Car allowance	2%	↑1%

Most Important Aspect of Work

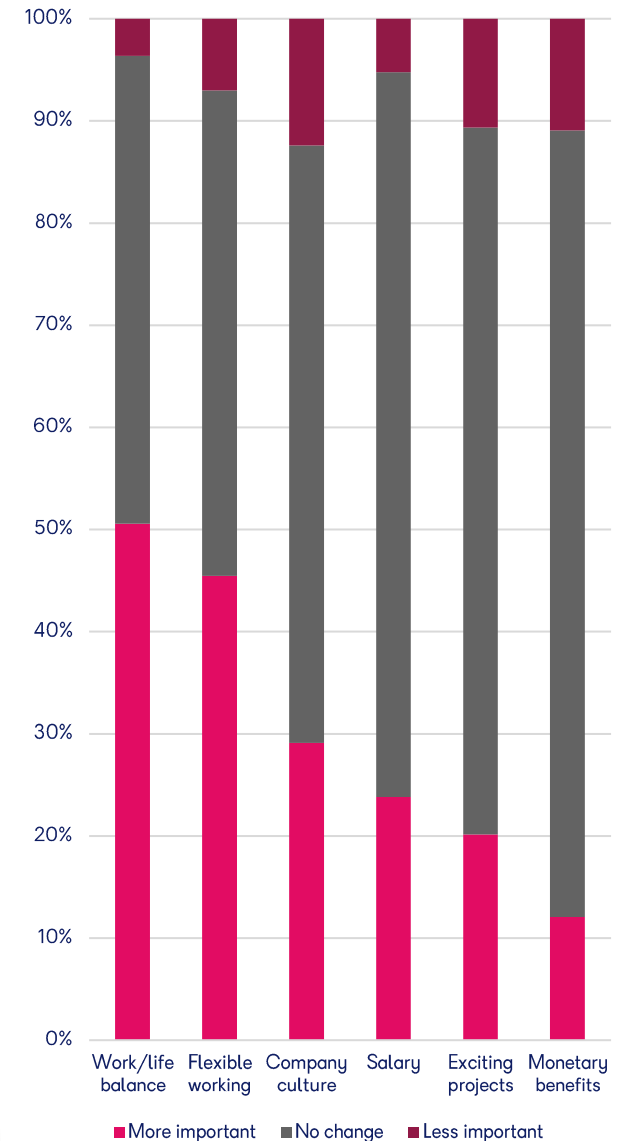


Proportion of Remote Work Before, During and After (projected) COVID, by Company Size



BENEFITS DATA

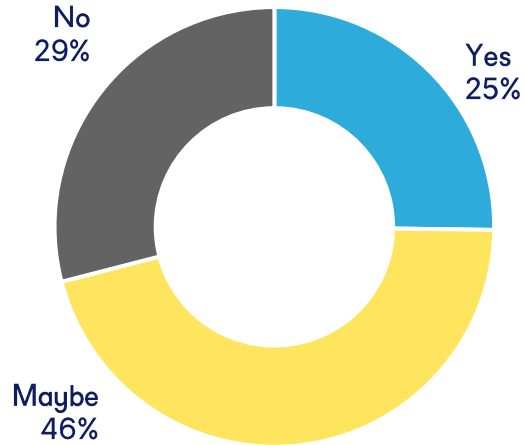
Change in Importance of Aspects of Work Over the Pandemic



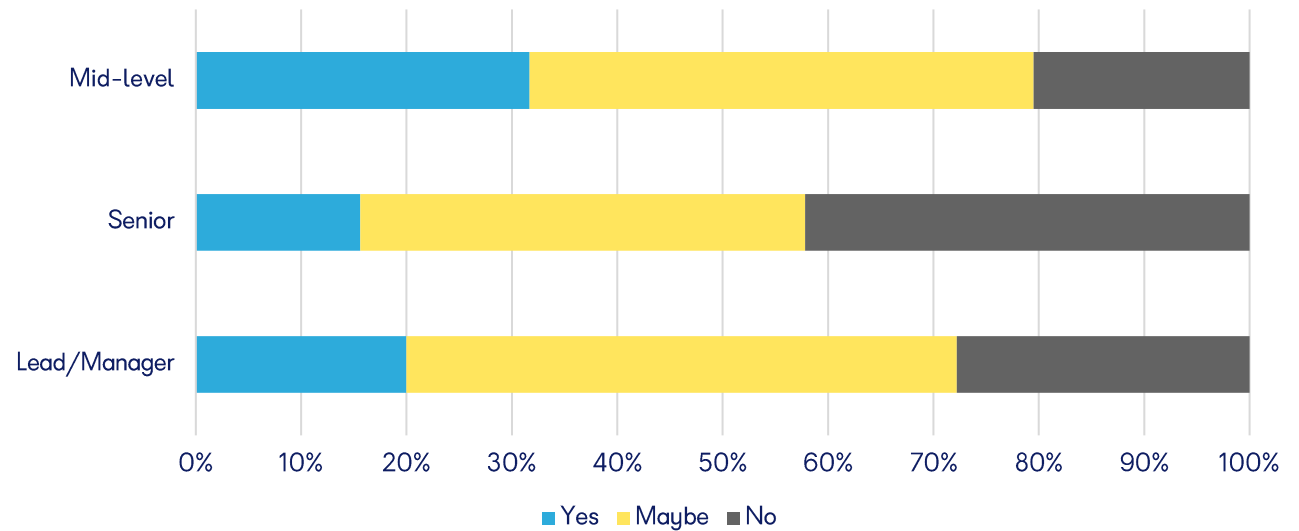
WESTERN & NORTHERN EUROPE

JOB CHANGE DATA

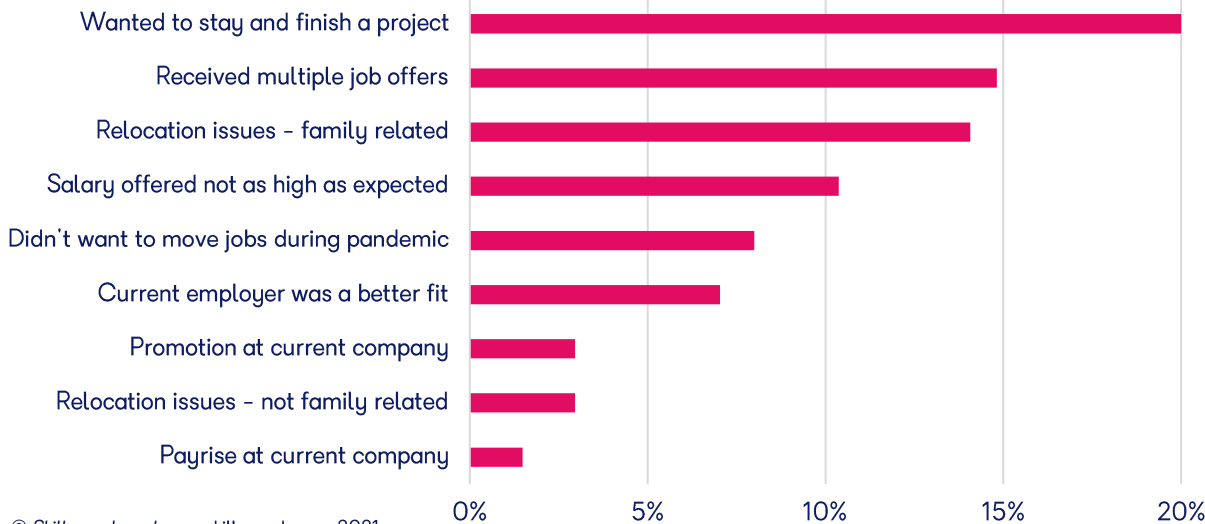
People Job Hunting in 2021



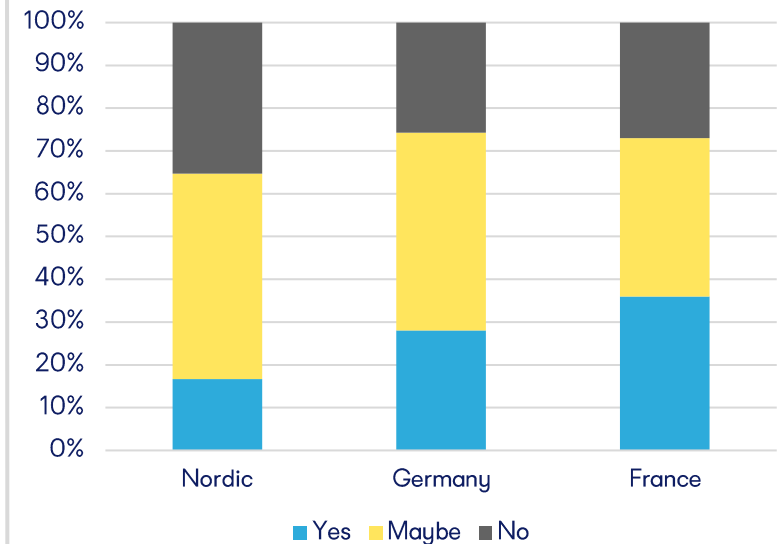
People Job Hunting in 2021 by Seniority



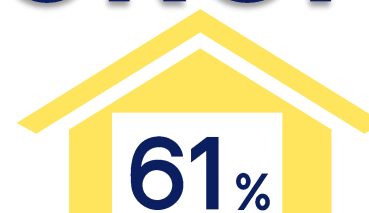
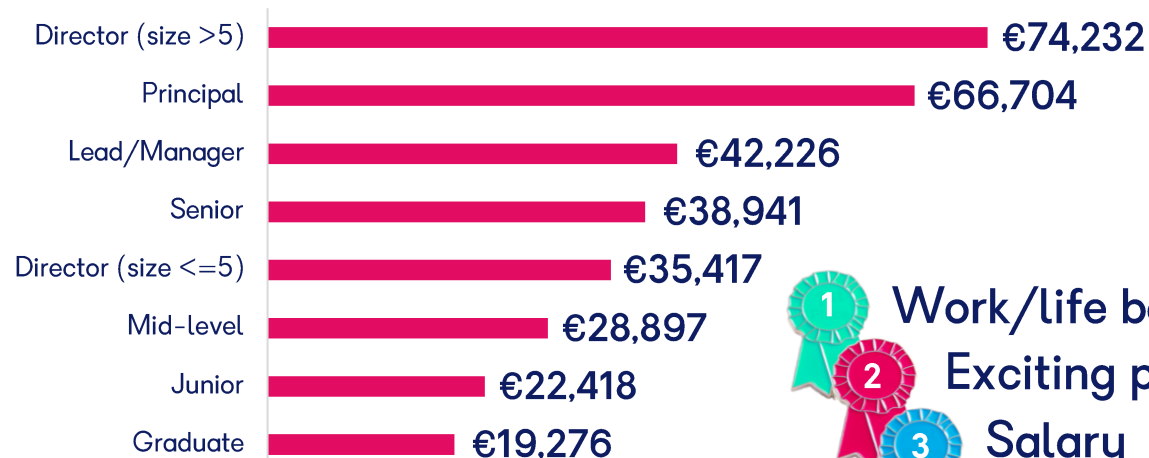
Reasons for Turning Down a Job Offer in 2020



Job Hunting in 2021 by Location



SOUTH & EAST EUROPE



Proportion of remote work expected post COVID

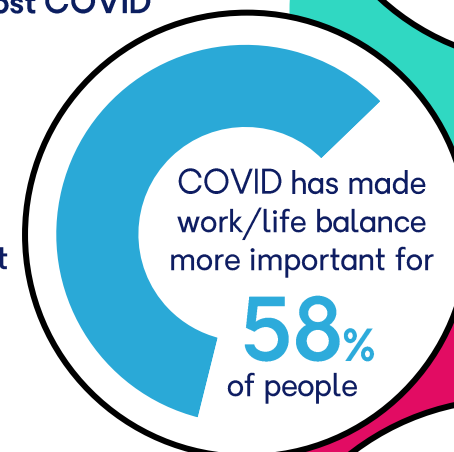
Average Salary

€36k

Exact figure - €35,928
All currencies converted to Euro via HMRC rate in Jan 2021

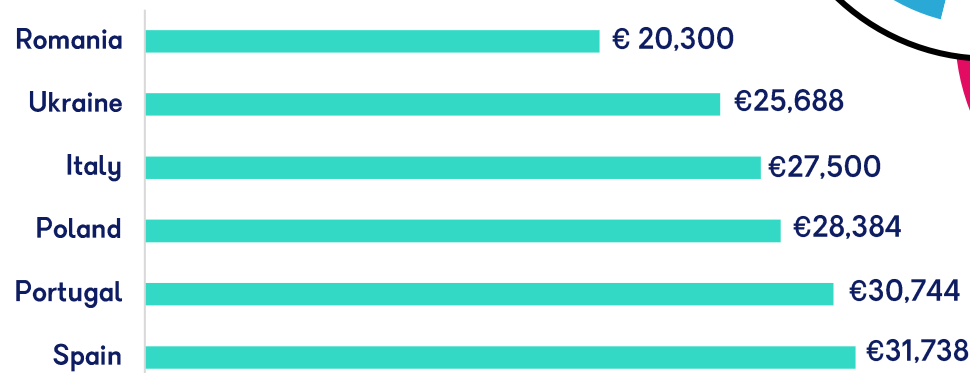


are the 3 most important aspects of a job



82% of people will be, or are considering job hunting in 2021

Average Mid-level Salary



Top Reasons to Change Job

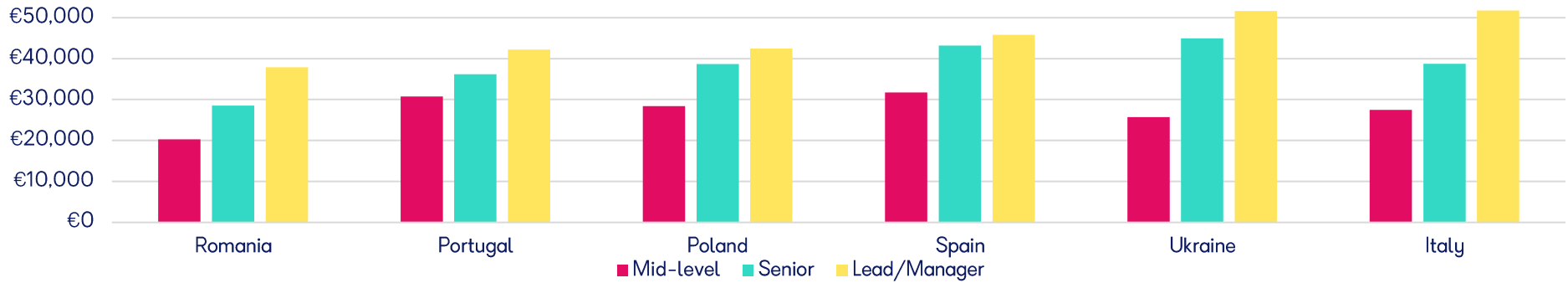
- 1 Financial remuneration
- 2 Limited Opportunities
- 3 Better Culture

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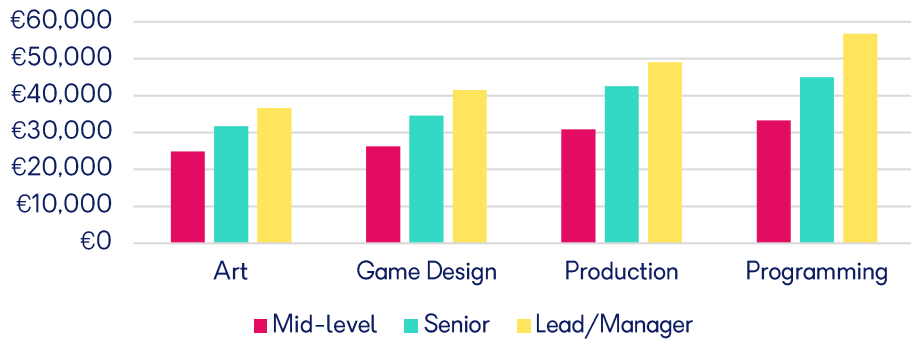
SOUTHERN & EASTERN EUROPE

SALARY DATA

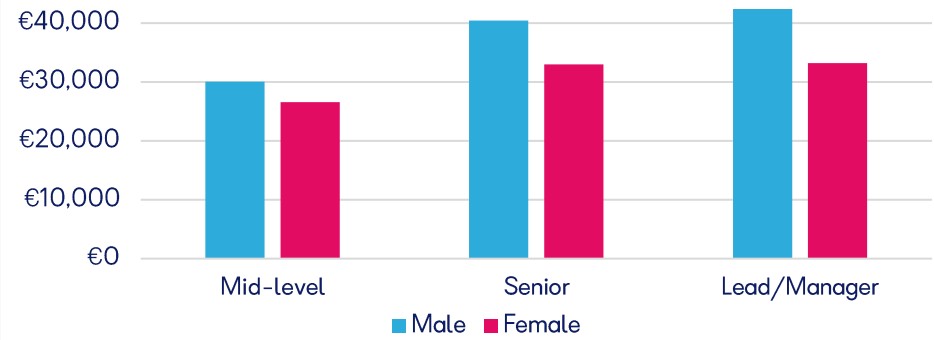
Average Salary by Country and Seniority



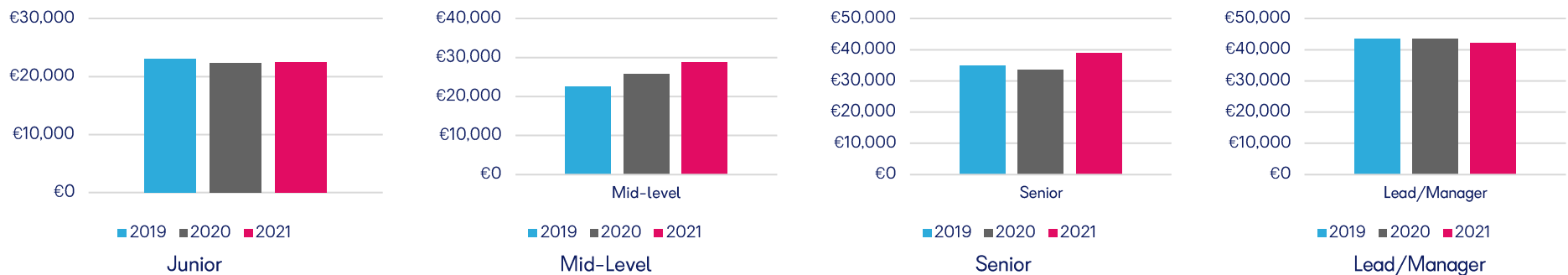
Average Salary by Discipline



Average Salary by Gender



Average Salary by Seniority 2019 - 2021

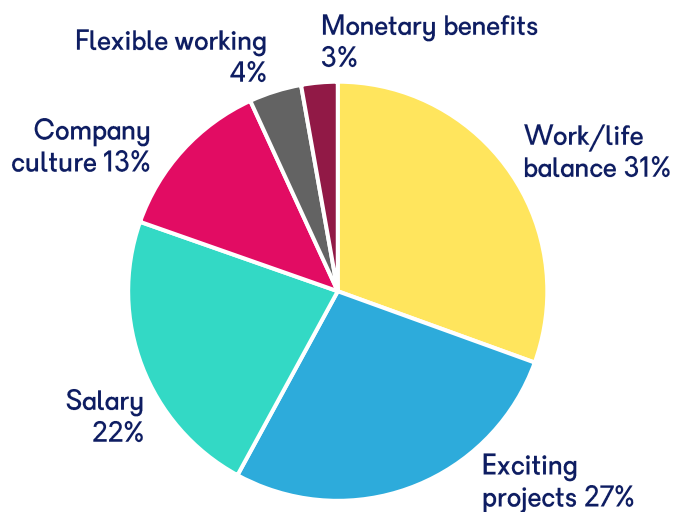


SOUTHERN & EASTERN EUROPE

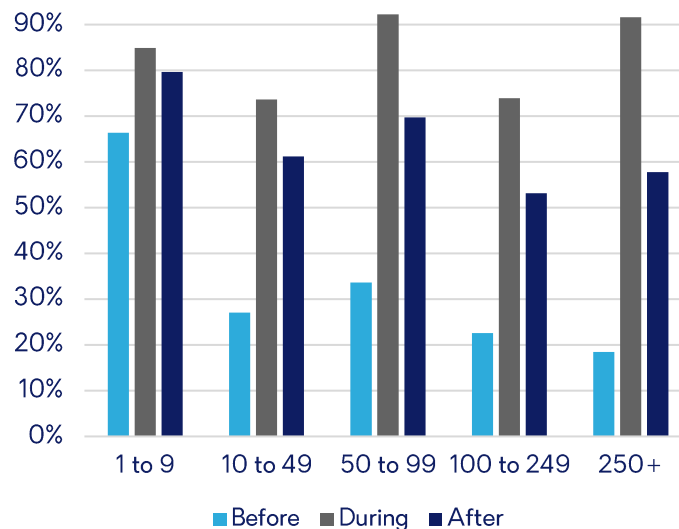
Most Wanted Benefits

Private health care	54%
Bonuses for performance	44%
Training	42%
Extra holiday	34%
Pension	25%
Share options	20%
Private dental care	19%
Funded certifications	13%
Conference budgets	11%
Gym membership	10%
Annual company events	9%
Childcare vouchers	4%
Office games	4%
Car allowance	4%
Merchandise	4%
Mobile phone allowance	2%

Most Important Aspect of Work

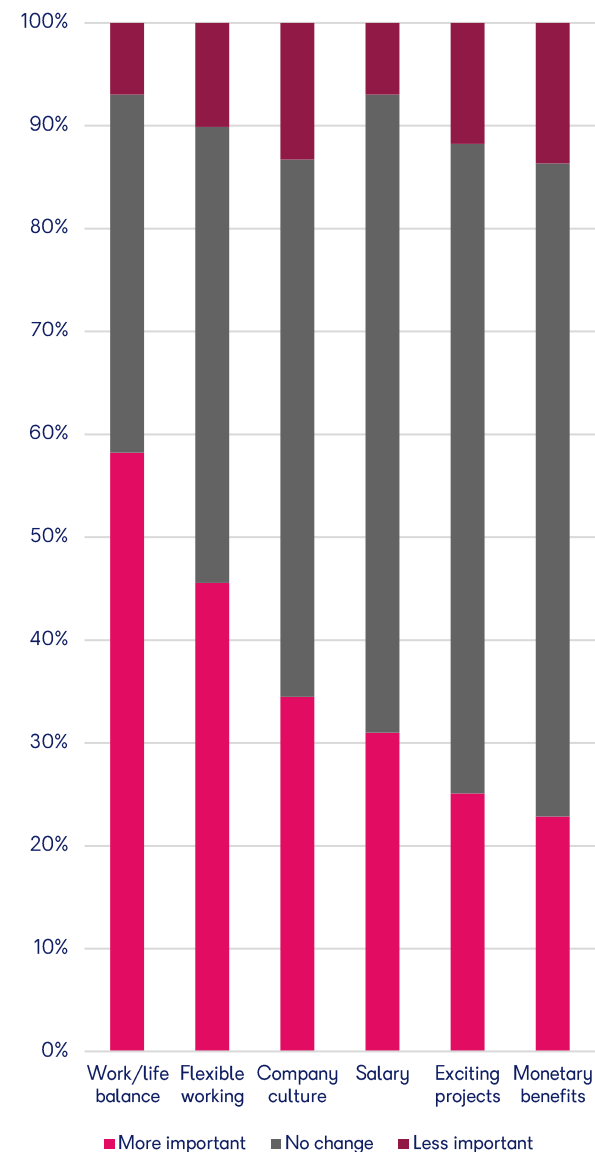


Proportion of Remote Work Before, During and After (projected) COVID, by Company Size



BENEFITS DATA

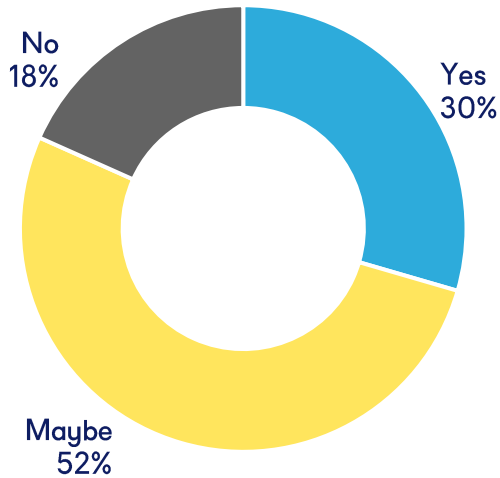
Change in Importance of Aspects of Work Over the Pandemic



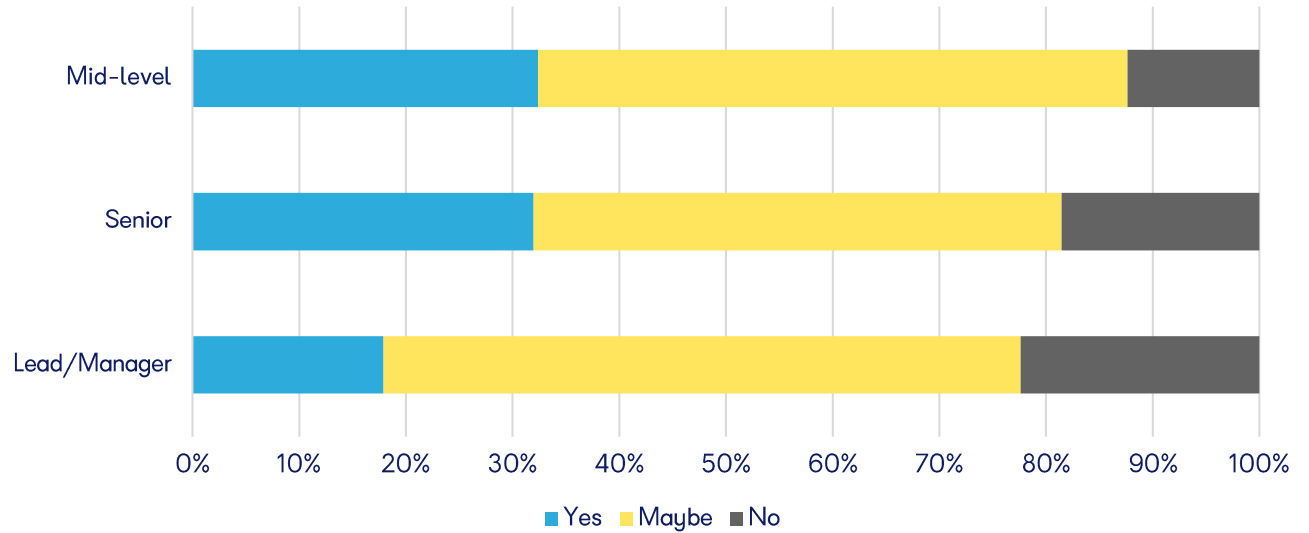
SOUTHERN & EASTERN EUROPE

JOB CHANGE DATA

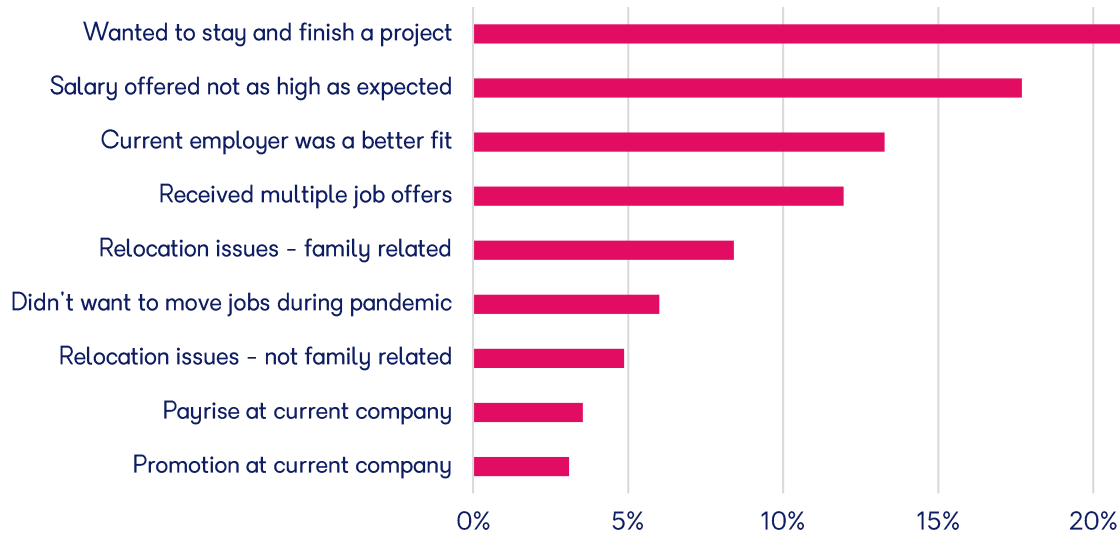
People Job Hunting in 2021



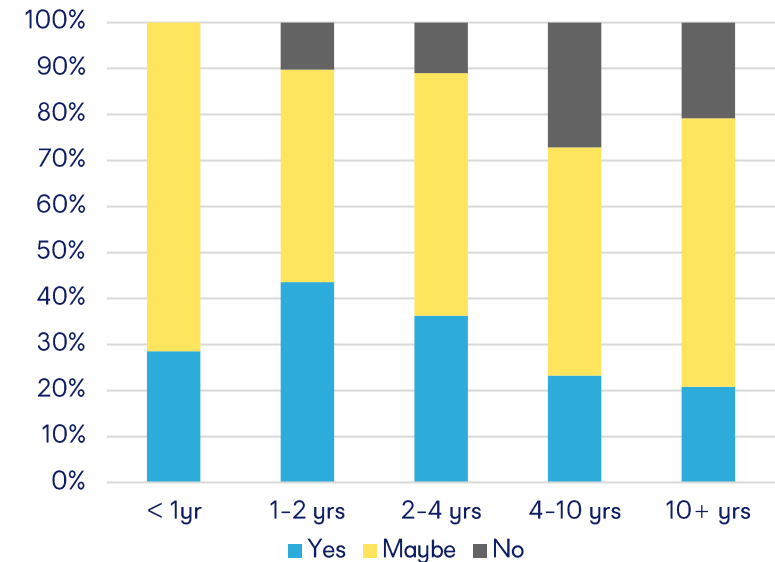
People Job Hunting in 2021 by Seniority



Reasons for Turning Down a Job Offer in 2020

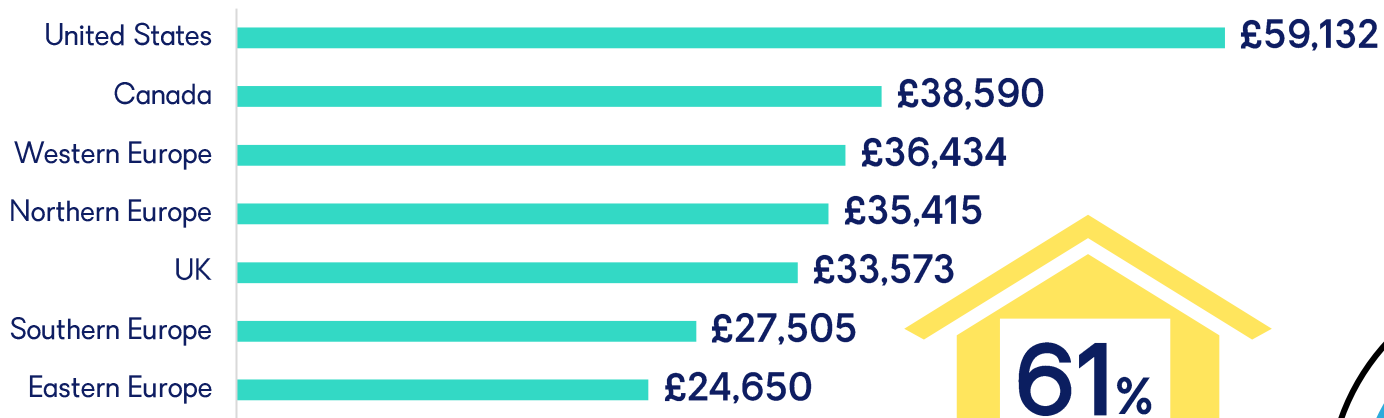


Job Hunting in 2021 by Time at Company



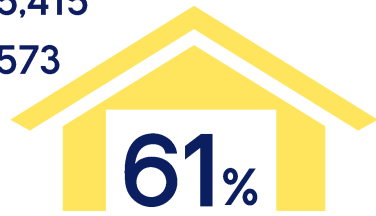
GLOBAL OVERVIEW

Average Mid-level Salary



Average Salary
£ **45k**

Exact figure - £44,575
All currencies converted to £ via HMRC rate in Jan 2021



Proportion of remote work expected post COVID



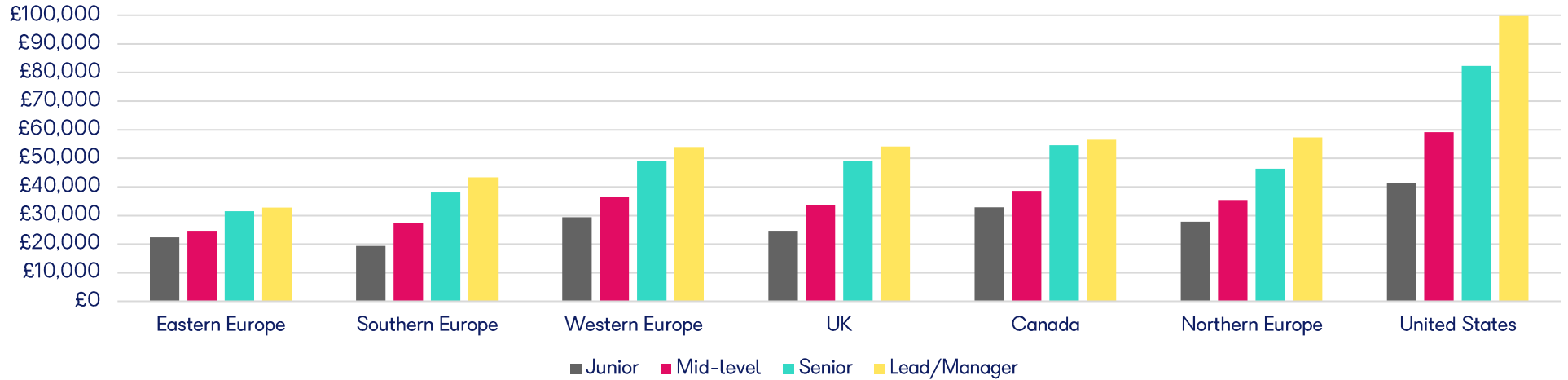
72% will be, or are considering job hunting in 2021

Most Wanted Benefits



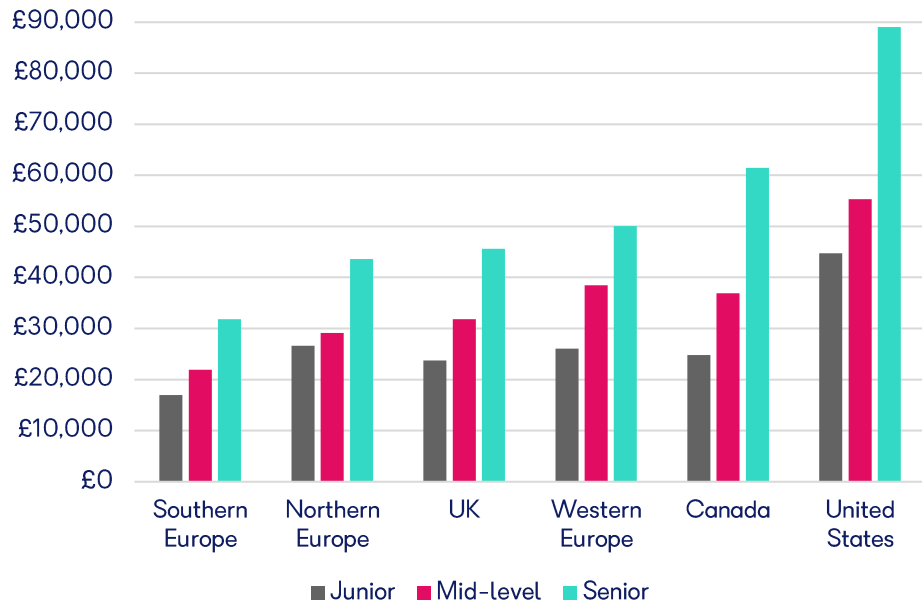
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Average Salary by Location and Seniority

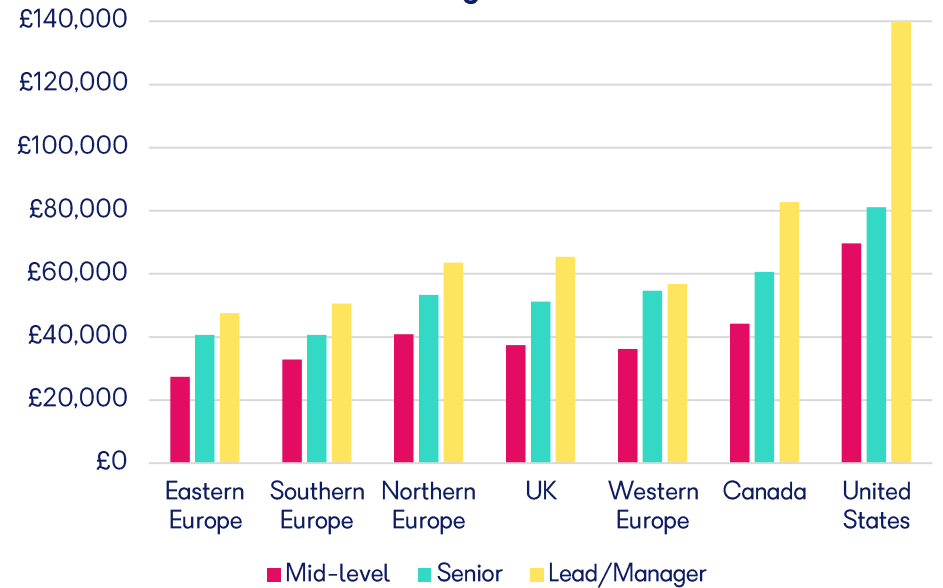


Average Salary by Job Title and Location

Artists



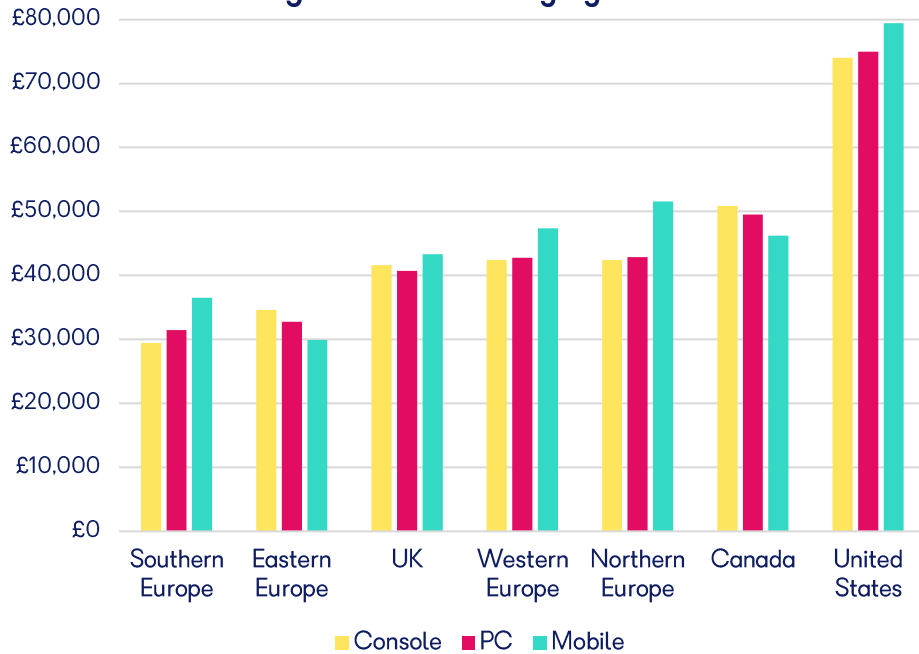
Programmers



GLOBAL

SALARY DATA

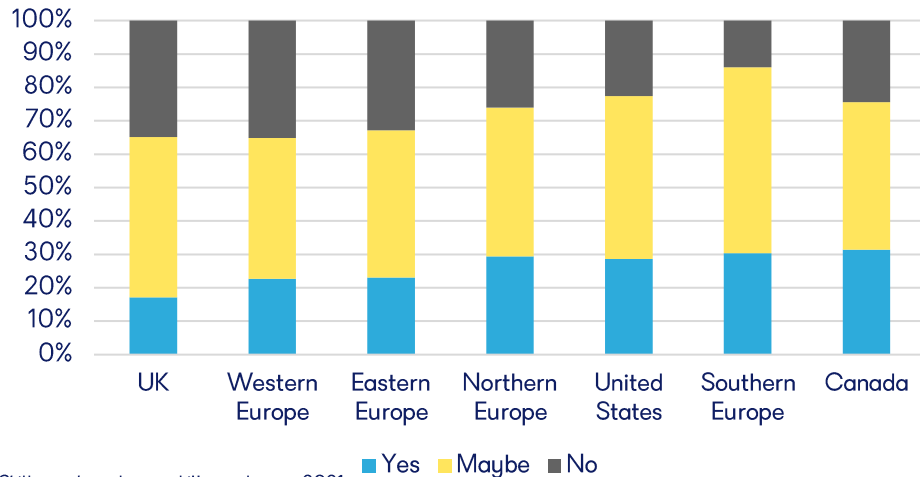
Average Location Salary by Platform



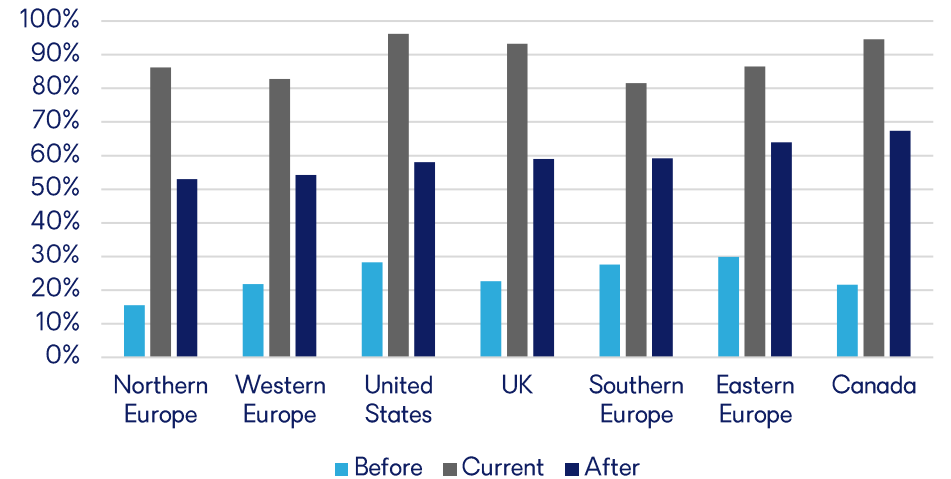
Average Salary By Gender



People Job Hunting in 2021 Location

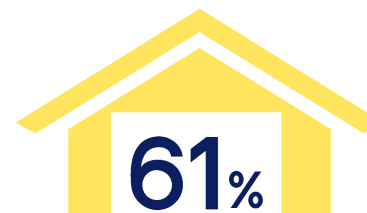
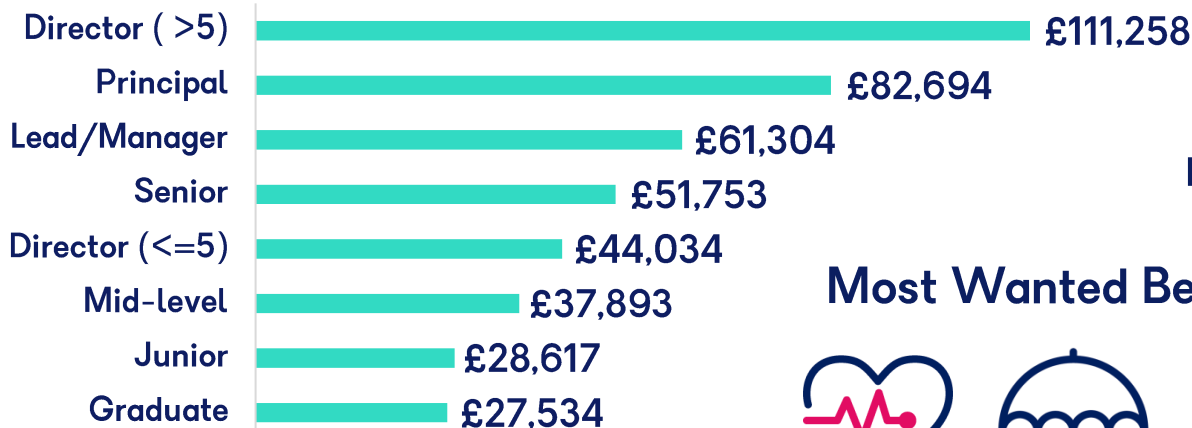


Proportion of Remote Work Before, During and After COVID



PROGRAMMER OVERVIEW

AND AVERAGE SALARIES, GLOBALLY



Proportion of remote work expected post COVID

Average Salary
£ 47k

Exact figure - £47,661
All currencies converted to £ via HMRC rate in Jan 2021

Most Wanted Benefits



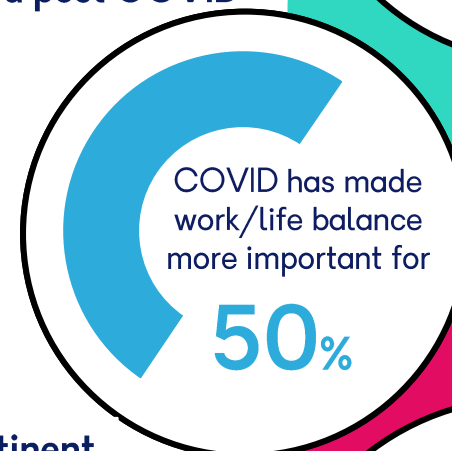
Private healthcare



Pensions



Bonuses



Average Senior Salary Per Engine



£55,141
In House

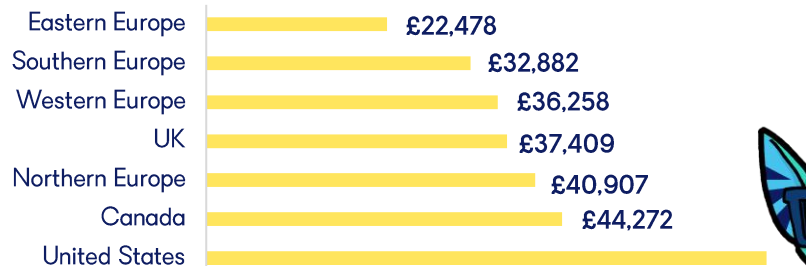


£49,685
Unreal



£48,248
Unity

Average Mid-Level Salary by Continent



65%



of programmers will be, or are considering job hunting in 2021

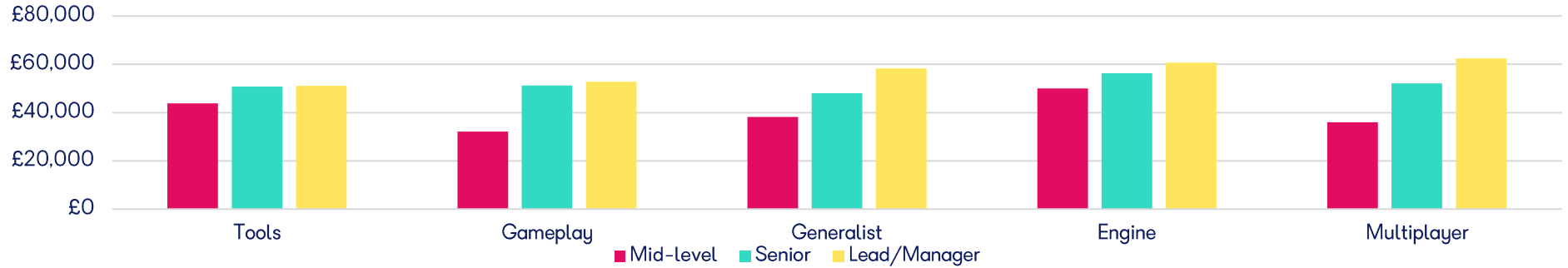


READ ON to find out more about Programmers
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PROGRAMMER

SALARY/ENGINE DATA

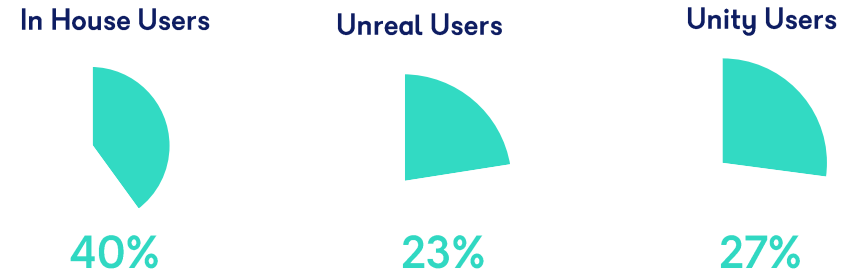
Average Salary by Programmer Type



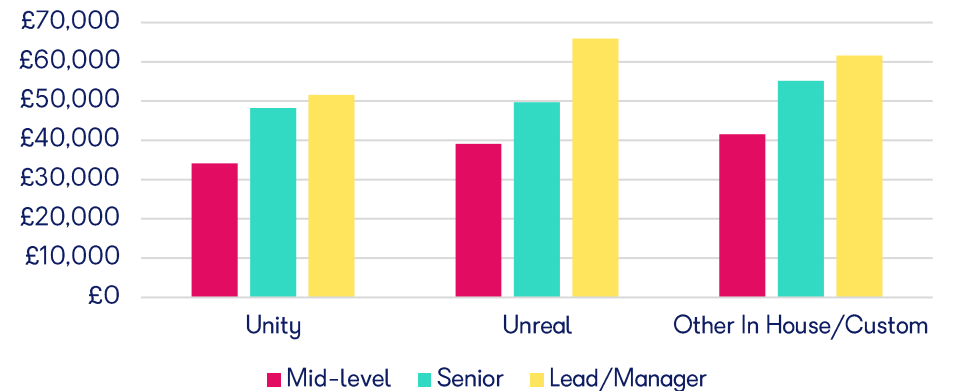
Average salary by seniority 2019 - 2021



% Programmers Interested in Trying New Engine



Average Salary by Engine

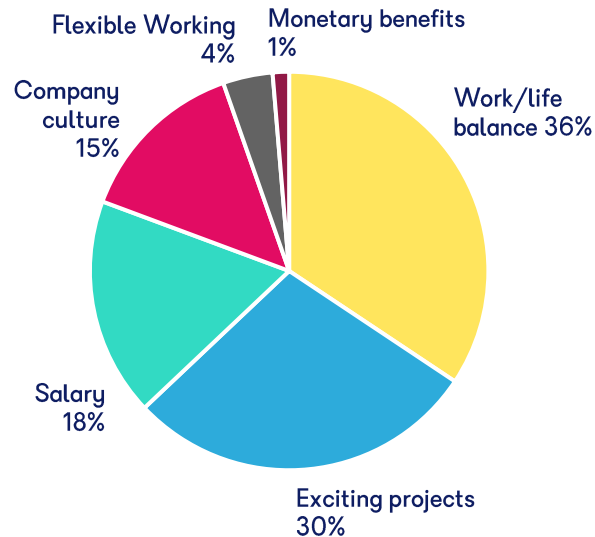


PROGRAMMER

BENEFITS & SATISFACTION DATA

Most Wanted Benefits	2021	Change from 2020
Private health care	49%	↑5%
Pension	42%	↑5%
Bonuses	39%	↑1%
Extra holiday	38%	↑1%
Training	33%	↓4%
Private dental care	21%	↑8%
Share options	18%	↓8%
Funded Certifications	11%	↓1%
Conference Budgets	11%	↓5%
Annual Company Events	10%	↓1%
Gym membership	7%	↓3%
Office Games	6%	↑1%
Merchandise	4%	↑1%
Childcare vouchers	4%	-
Mobile Phone Allowance	2%	↓1%
Car allowance	1%	↓2%

Most Important Aspect of Work



Moving Disciplines



58% of programmers would not consider moving into a different areas. For those that would, the choices were:

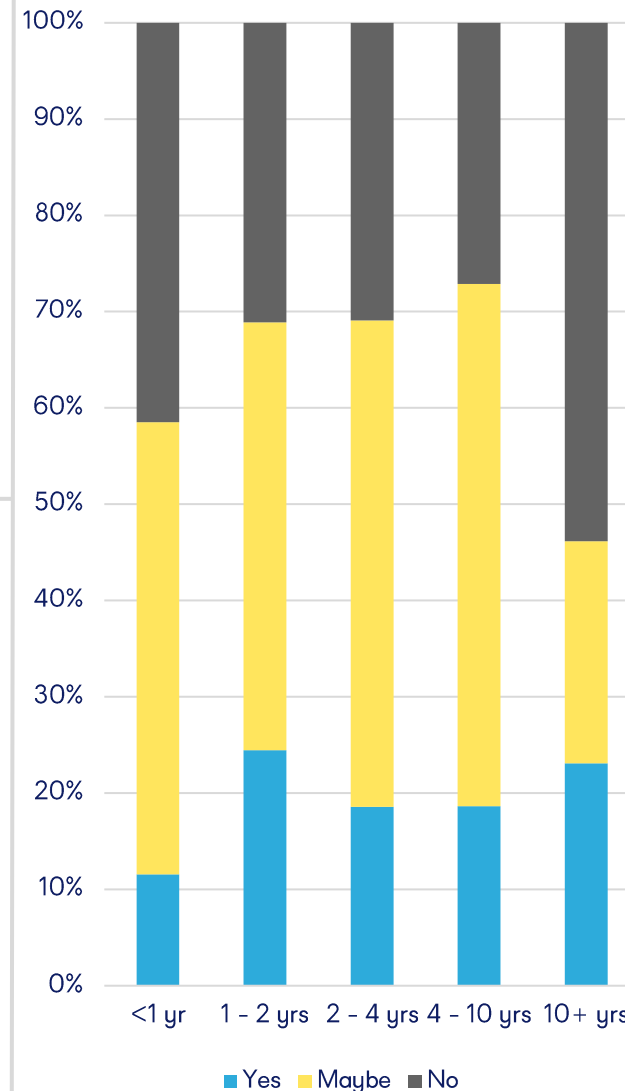
Gameplay Programming

for a move within programming

Project Management

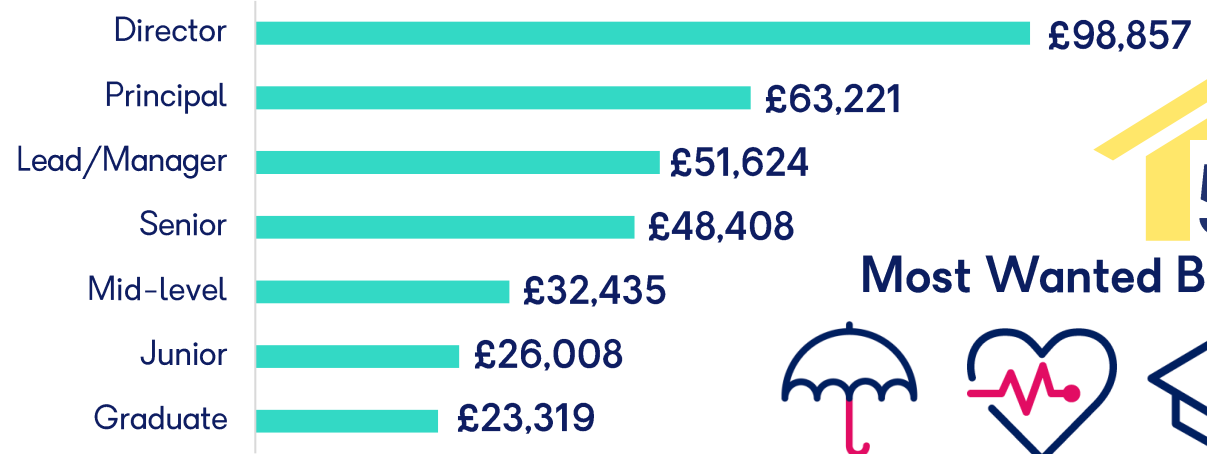
for those who would want to move out of programming to a new role within the games industry in 2021

People Considering Job Hunting in 2021 by Time at Current Company

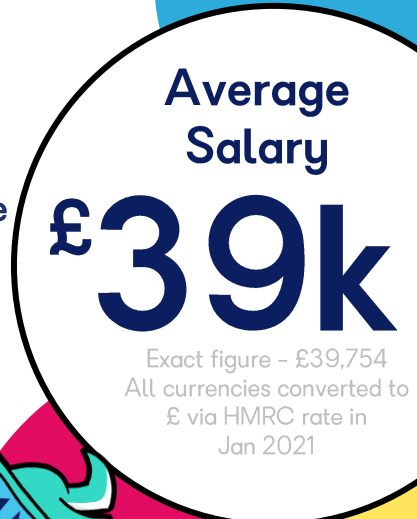
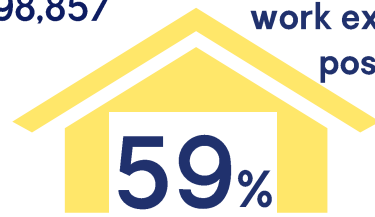


ARTIST OVERVIEW

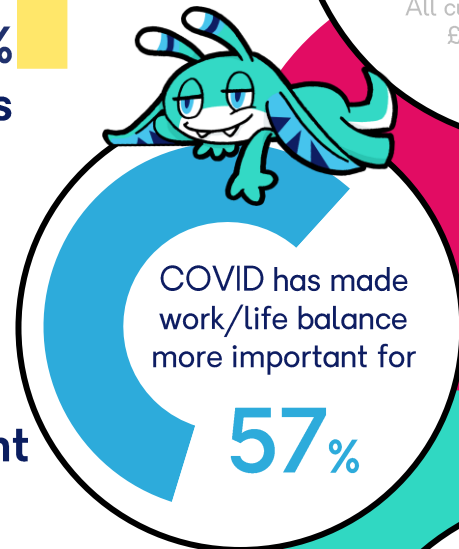
AND AVERAGE SALARIES, GLOBALLY



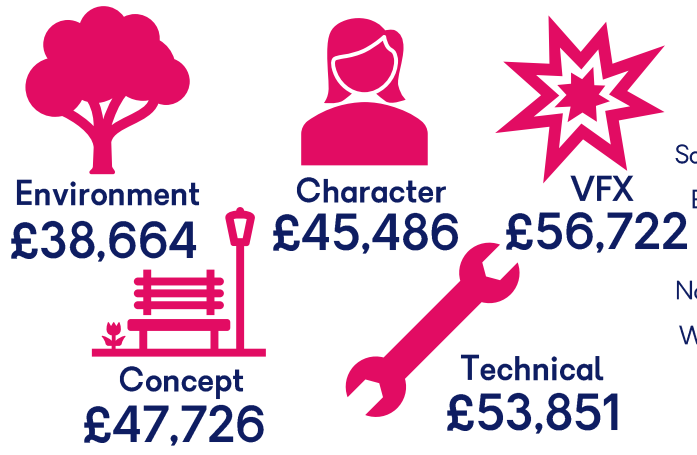
Proportion of remote work expected post COVID



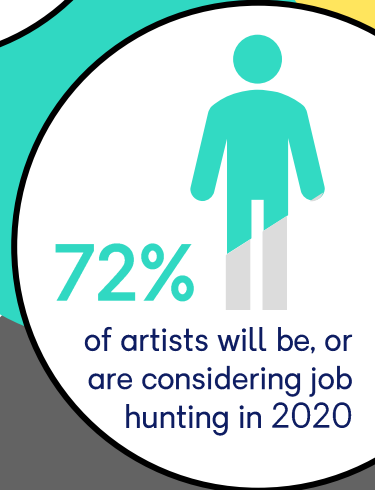
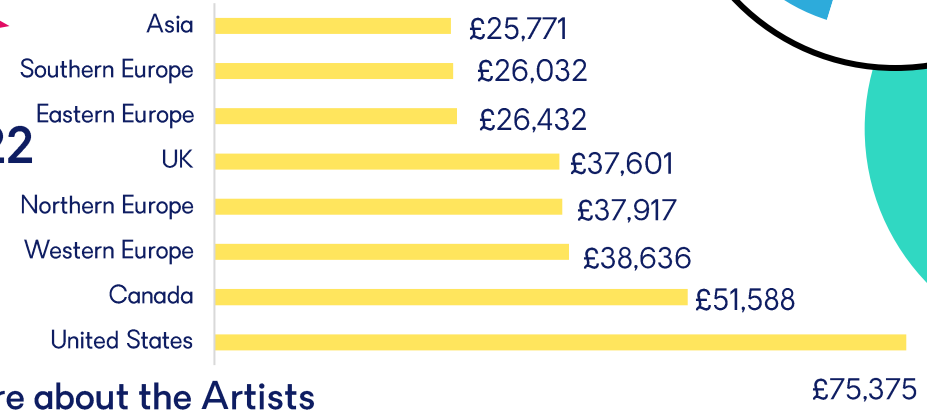
Most Wanted Benefits



Average Senior Salary



Average Salary by Continent

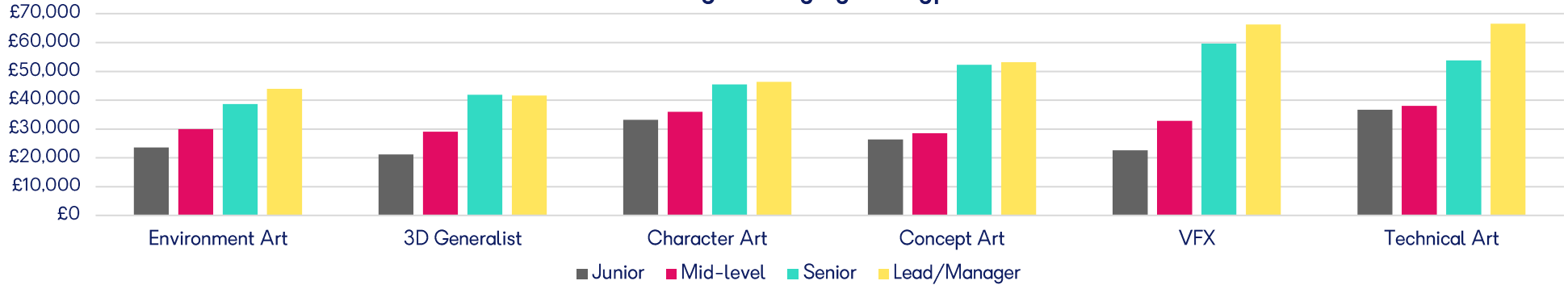


READ ON to find out more about the Artists or click to visit [UK](#), [EUROPE](#), [GLOBAL](#), [PROGRAMMERS](#)

ARTISTS

SALARY/SOFTWARE DATA

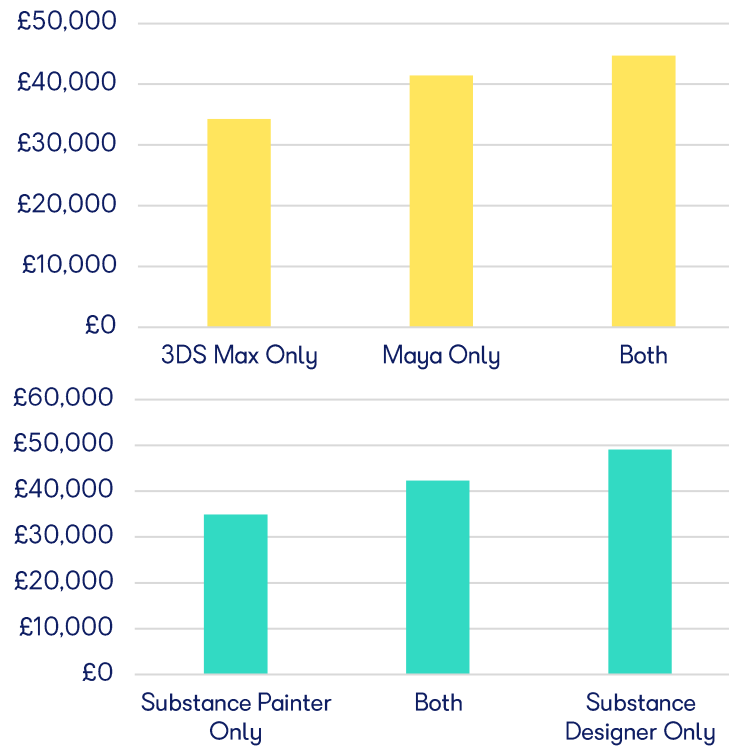
Average Salary by Art Type



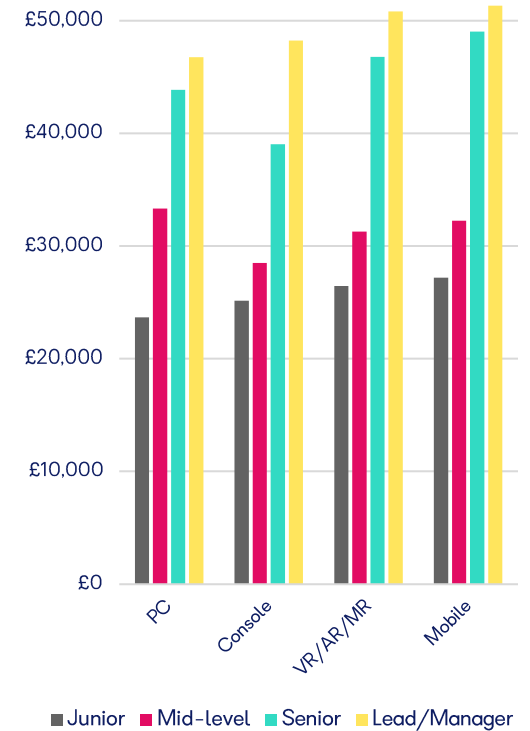
Average Salary by Seniority 2019 – 2021



Average Salary by Software Experience



Average Salary by Platform

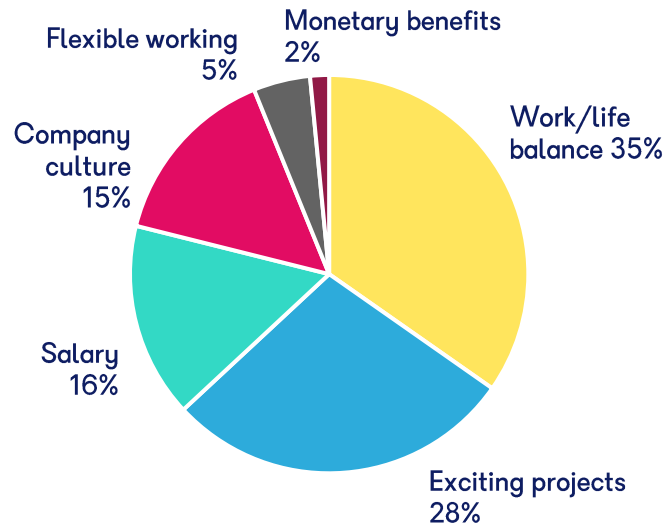


ARTISTS

BENEFITS & SATISFACTION DATA

Most Wanted Benefits	2021	Change from 2020
Pension	48%	↑5%
Private health care	45%	↓2%
Training	43%	↑4%
Bonuses	36%	↓3%
Extra holiday	33%	↑3%
Private dental care	24%	↑2%
Share options	17%	-
Annual Company Events	11%	↑1%
Gym membership	11%	↓2%
Funded certifications	10%	↓1%
Conference Budgets	8%	↓5%
Childcare vouchers	4%	↓1%
Office Games	3%	↓2%
Merchandise	3%	-
Car allowance	2%	-
Mobile Phone Allowance	1%	↓1%

Most Important Aspect of Work



Interested in Moving Disciplines

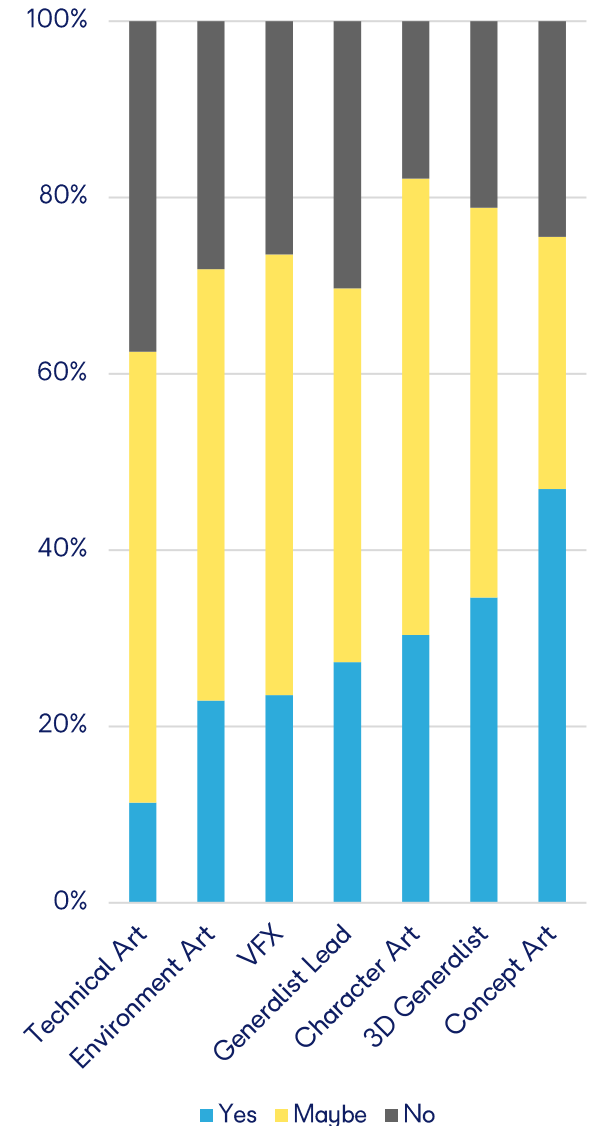


55% of Artists would consider trying moving into a new area of art

Out of the other areas of art the majority would choose to move to

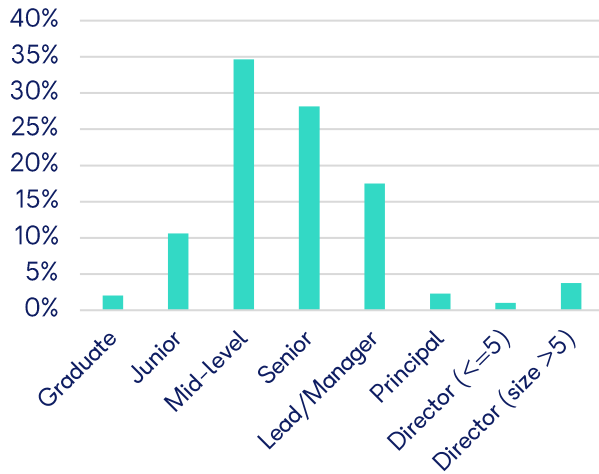
Concept Art

People Considering Job Hunting in 2021 by Art Type

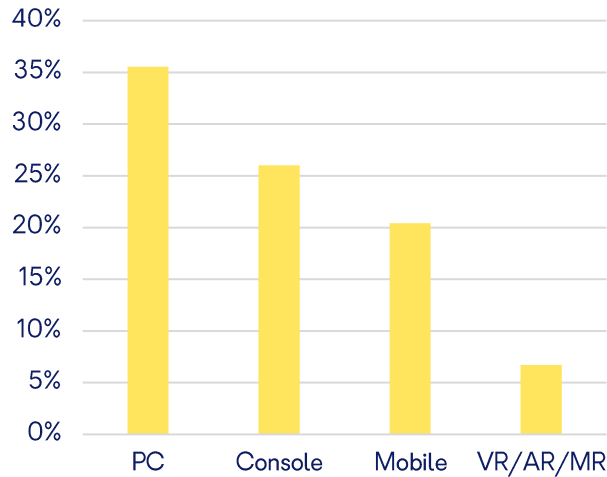


DEMOGRAPHICS

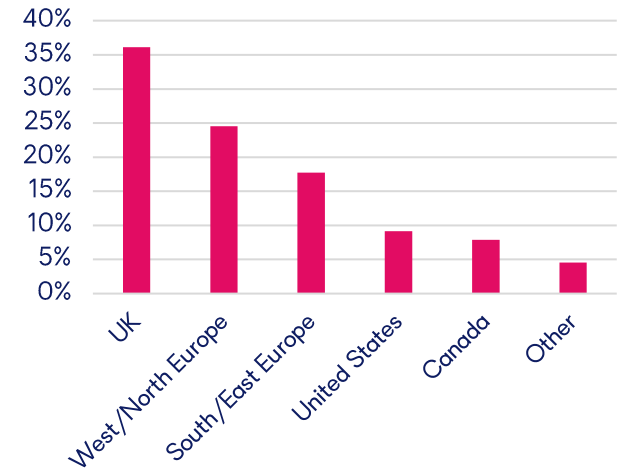
Career Level



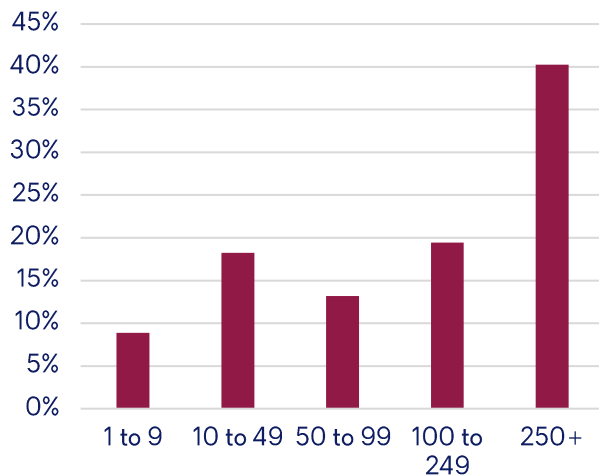
Platform Experience



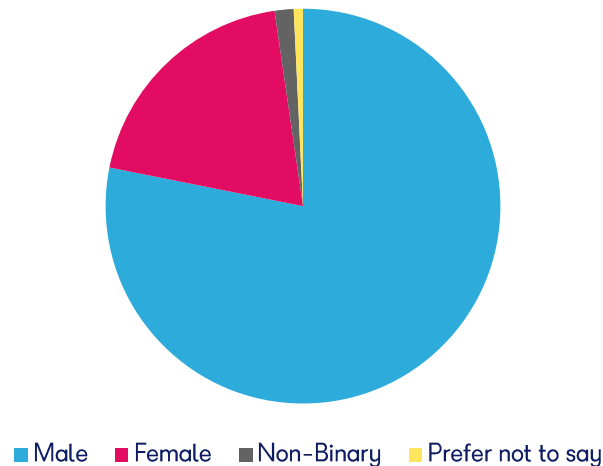
Location



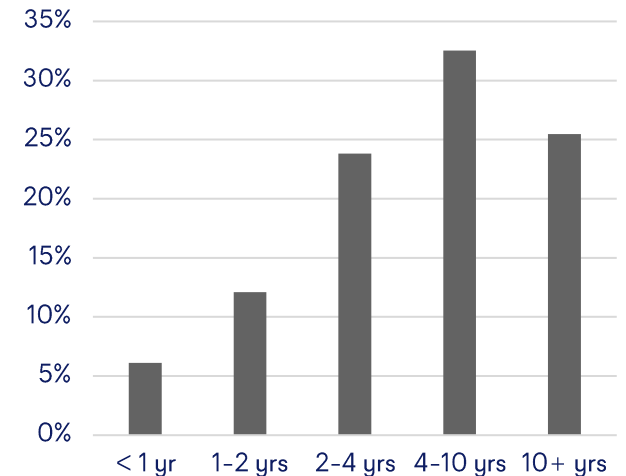
Company Size



Gender



Time in the industry



ANY QUESTIONS?

As much as we would love to, we can't quite squeeze every 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.

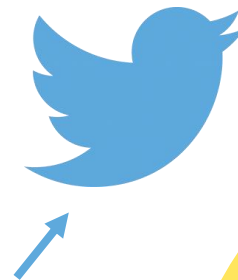
Catrin Jones | Operations Manager
cj@skillsearch.com

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

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