

**Games & Interactive**  
**Salary &**  
**Satisfaction**  
**Survey**

**2022**



**Skillsearch<sup>®</sup>**

# FOREWORD



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**+44 (0) 1273 287 007**  
**GF@skillsearch.com**

Welcome to our 8th annual Games & Interactive Salary Satisfaction Survey results!

Firstly, a massive thank you to those who took part in the survey this year. We also received high amounts of positive feedback throughout, so it's noted how valued the survey is in the industry. All of us at Skillsearch appreciate the time and devotion you give to completing the survey year on year. Thanks to you it enables us to gain a deeper insight into the Games & Interactive industry across the globe.

I am also pleased to share that thanks to those of you that have taken part, we managed to raise £580 for Special Effect as well as plant 1000 trees via Ecologi!

The biggest trend we've spotted this year is that remote working has risen and globally is seen as a very important/essential aspect to work. On the back of this, I was very interested see that almost a third of people felt remote working has had a negative effect on team morale.

I was also interested to see that despite any uncertainty following the pandemic, the average mid-level salary for the UK, United States and Canada has increased since 2021, whereas in all parts of Europe the average mid-level salary has decreased. However, seniority aside, globally the overall average salary has increased since last year.

Each year we continue to do this survey to help you – the people in the games & interactive industry – so if you have any questions or would like specific data, please do get in touch with Eleanor our data keeper. Her contact information is on the final page so have a read and tell us what you think on Twitter, using [#SkillsearchSurvey2022](#).

Giles



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### Remote Working

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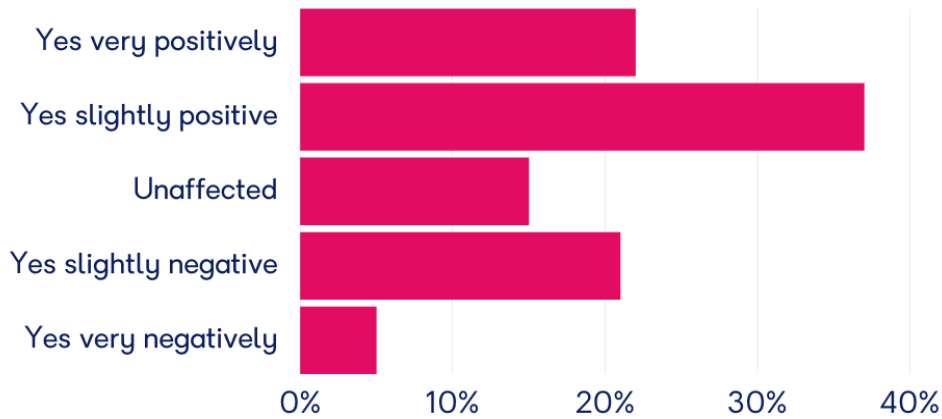
### Artists

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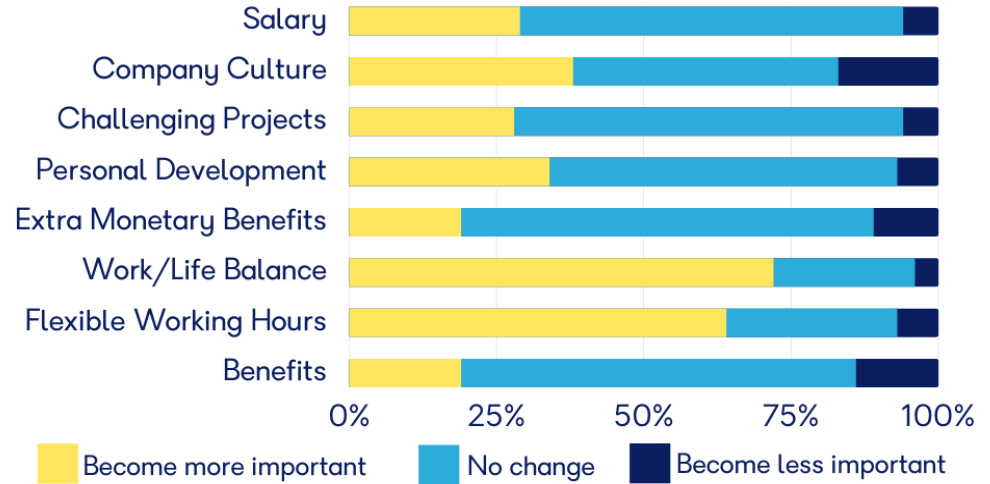
### Demographics

# COVID & THE GAMES INDUSTRY

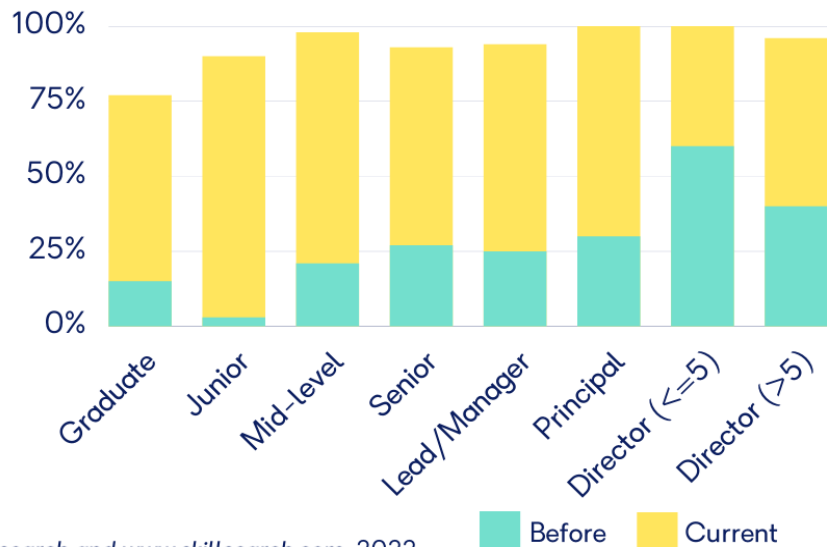
How people feel COVID has affected their business



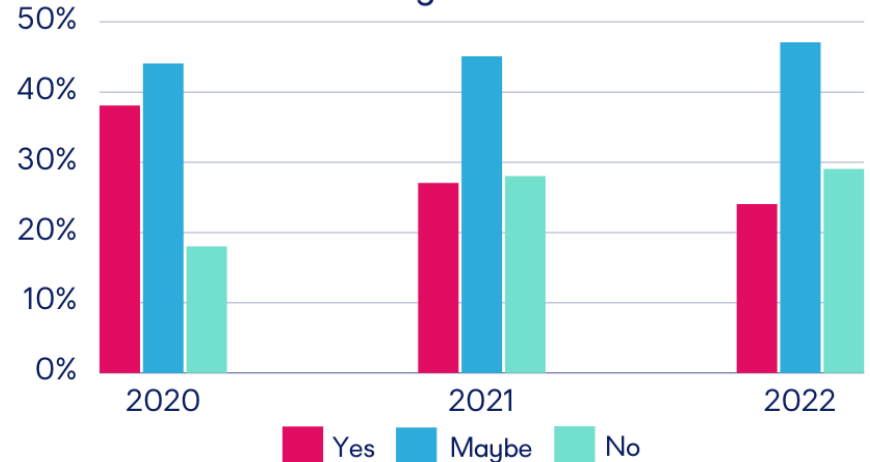
Proportion of People reporting Aspects of work Becoming More or Less Important Since COVID



Average proportion of time worked remotely, before covid and currently

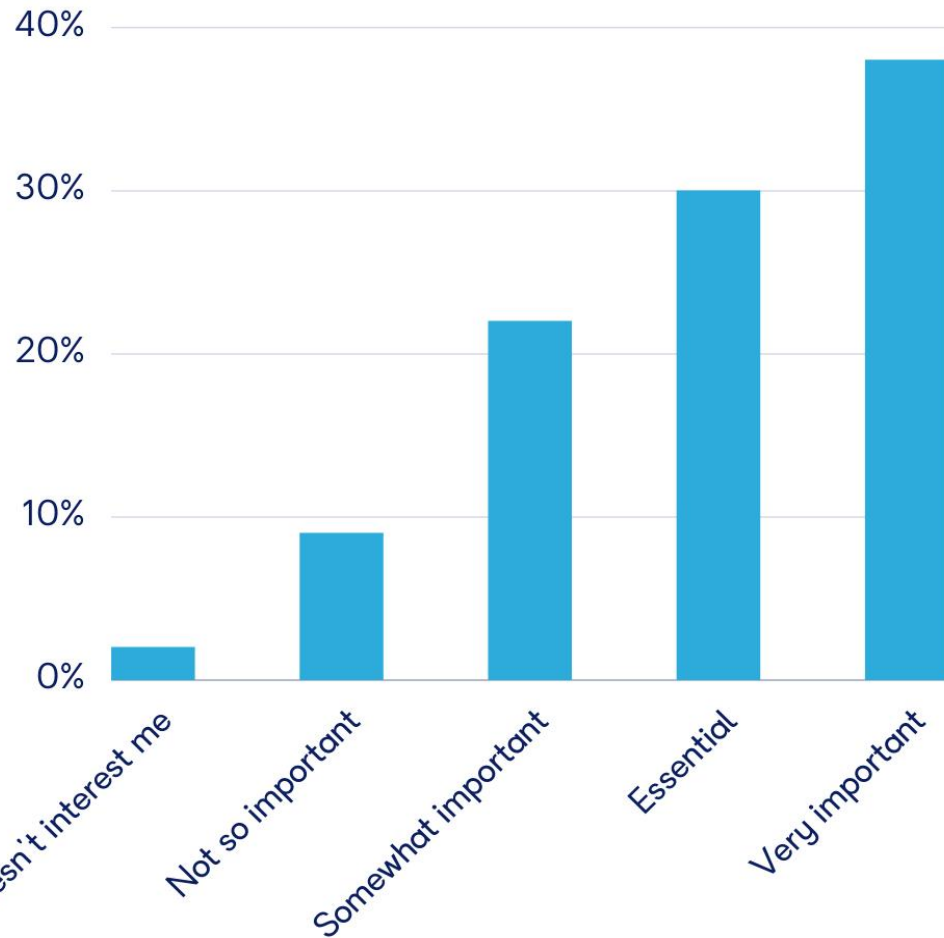


Proportion of People Who Are, Might Be & Won't Be Looking for a Job in 2022

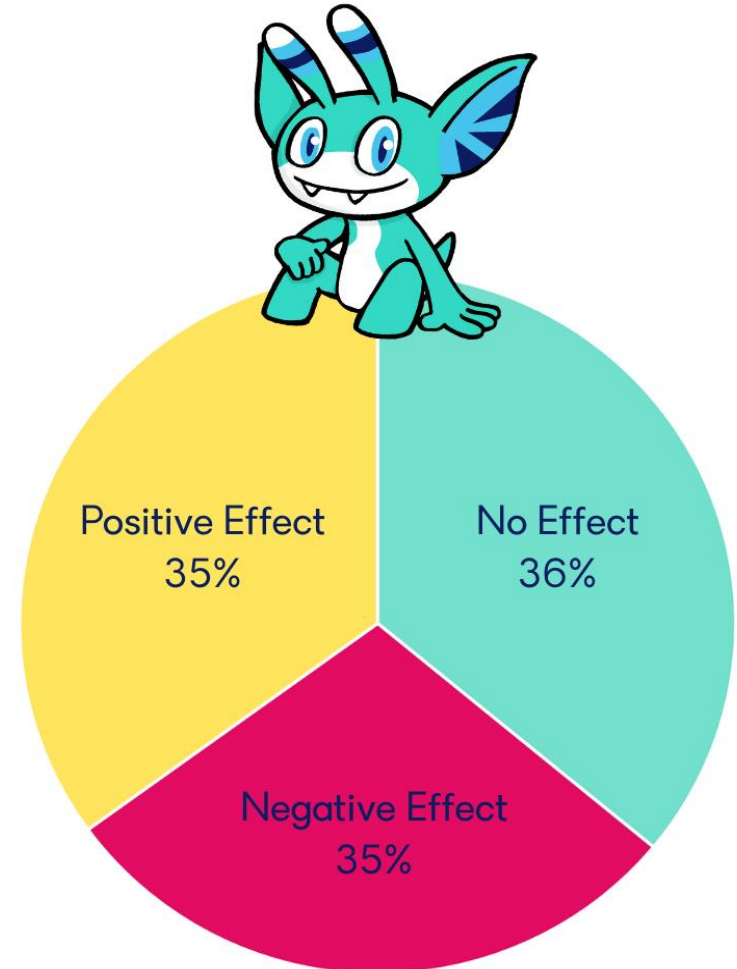


# REMOTE WORKING

## Importance of Remote Working to Global Respondents

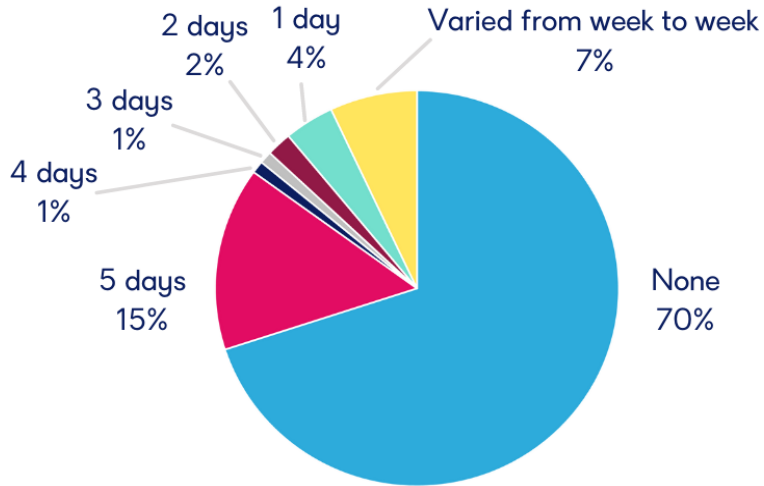


## The Effect of Remote Working on Team Morale

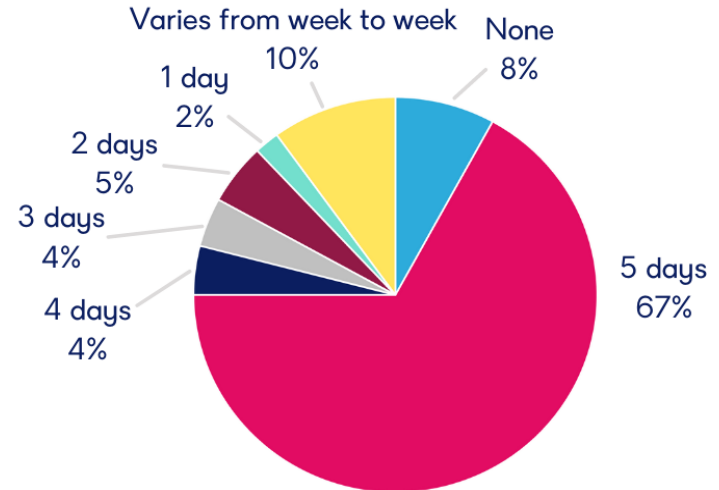


# REMOTE WORKING

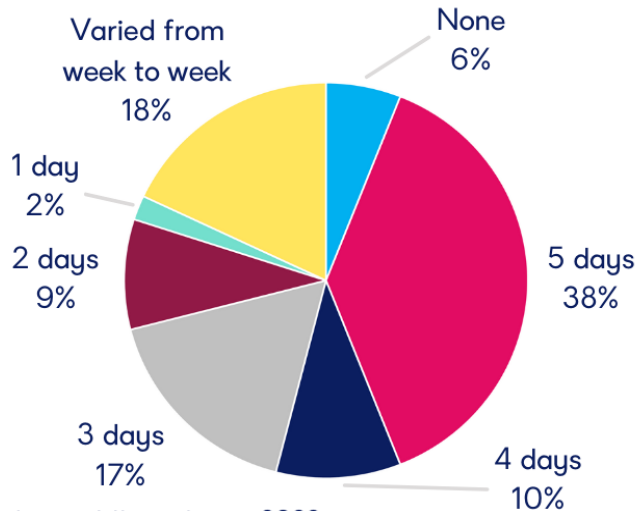
## Time Worked Remotely Before COVID



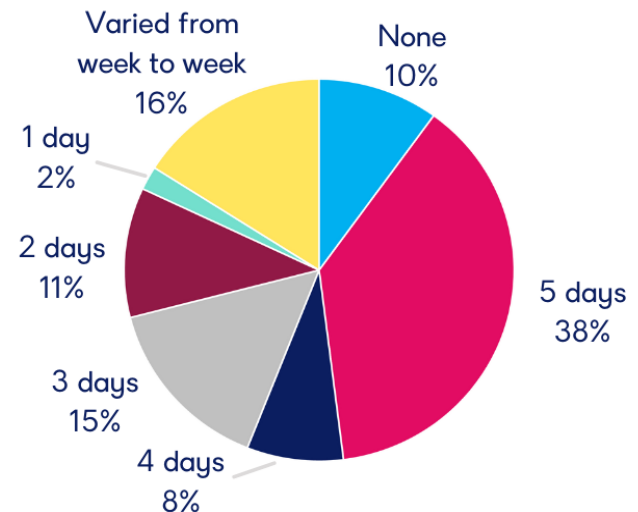
## Time Worked Remotely Currently



## Ideal Proportion of Remote Working

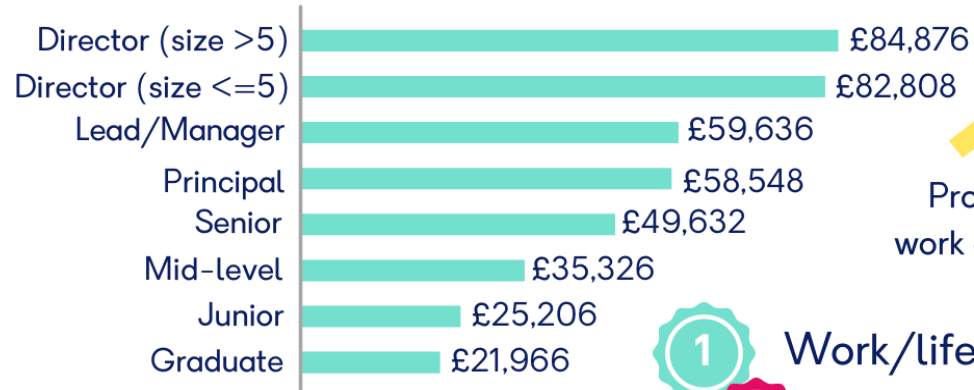


## Proportion of Remote Work Expected by End of 2022

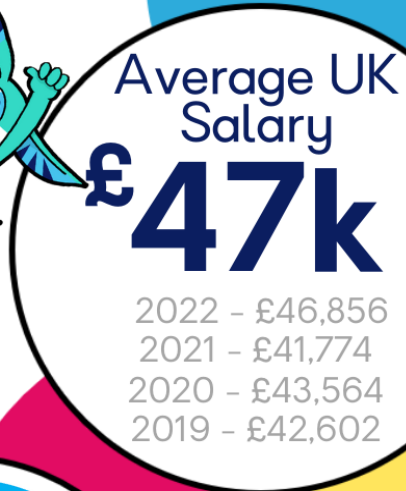


# UNITED KINGDOM

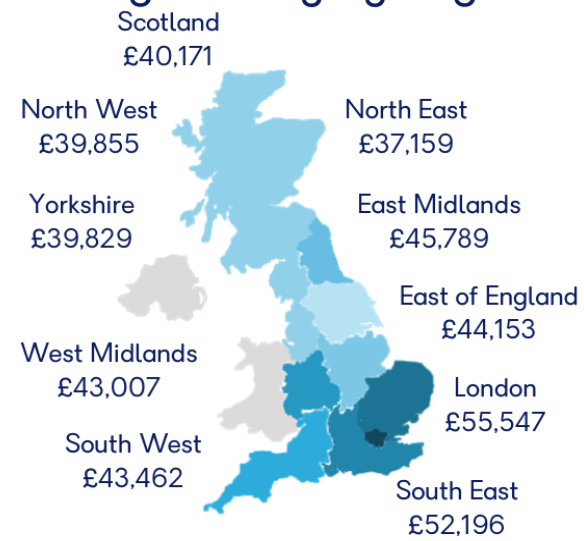
## OVERVIEW AND AVERAGE SALARIES



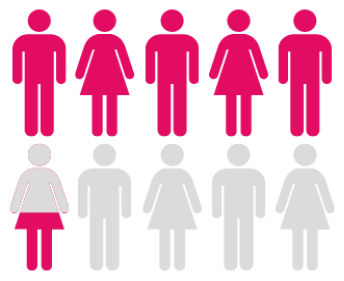
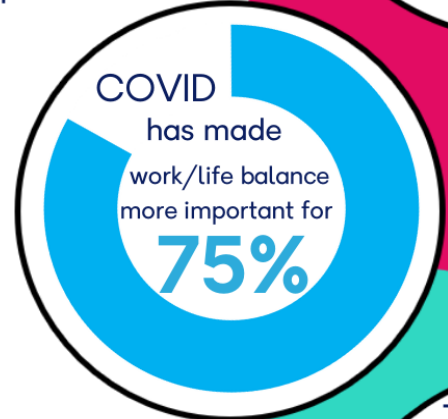
Proportion of people expecting to work at least 1 day remotely per week in 2022



### Average Salary by Region



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



will be or are considering job hunting in 2022

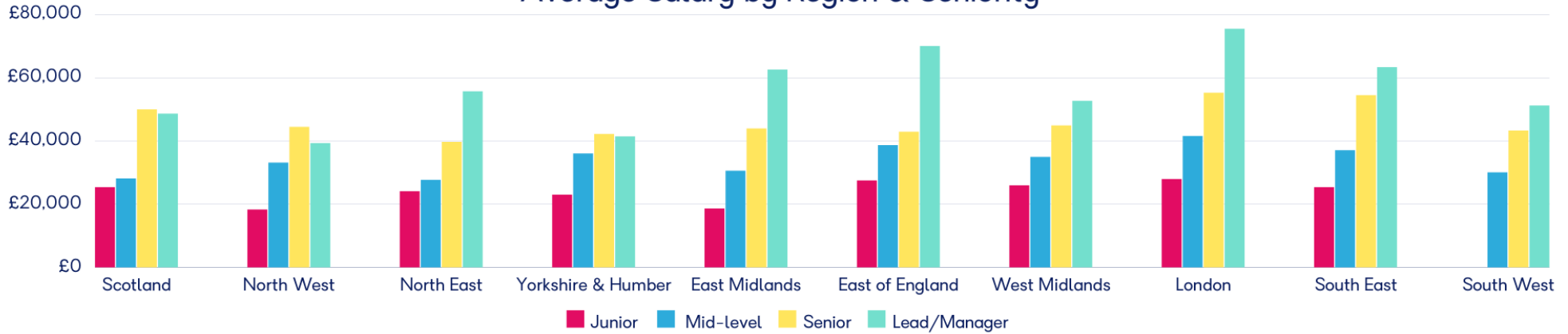
- ### Top Reasons to Change Job
- 1 Financial remuneration
  - 2 Limited opportunities
  - 3 No longer challenged

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

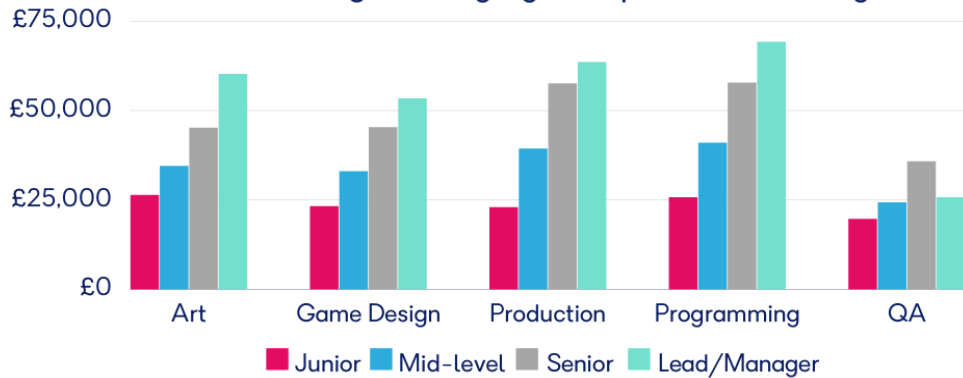
# UNITED KINGDOM

# SALARY DATA

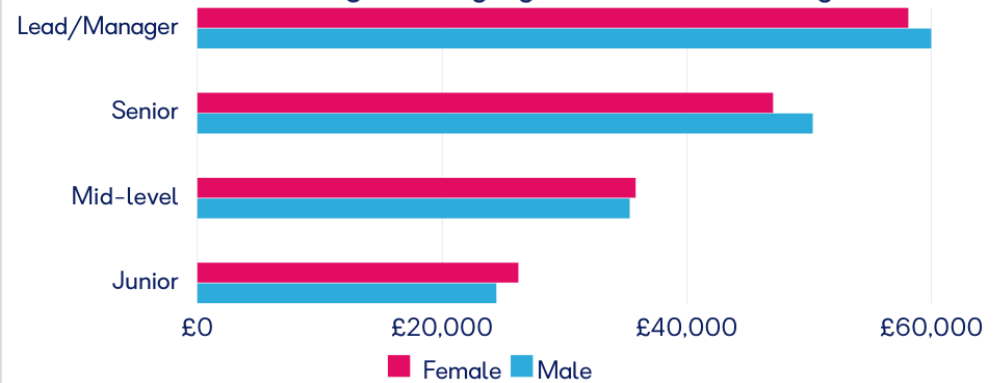
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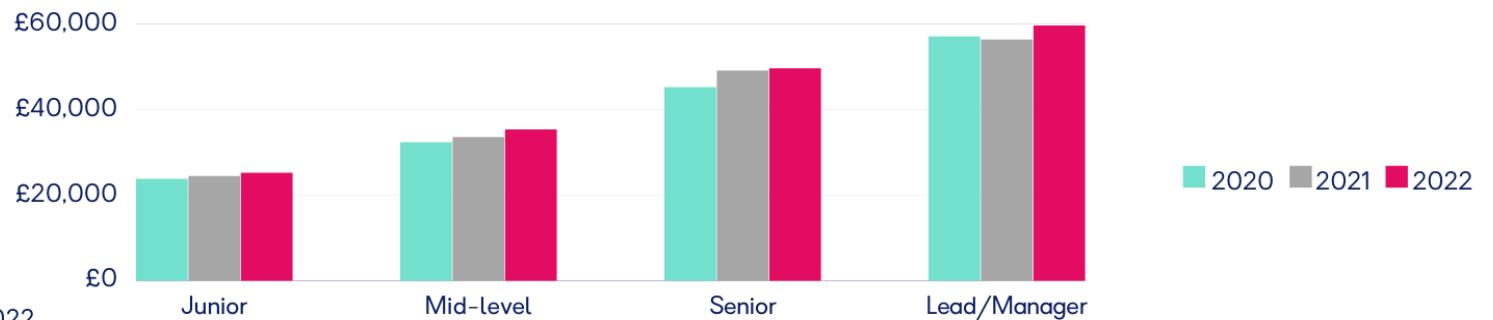
### Average Salary by Discipline & Seniority



### Average Salary by Gender & Seniority



### Average Salary by Seniority 2020-2022





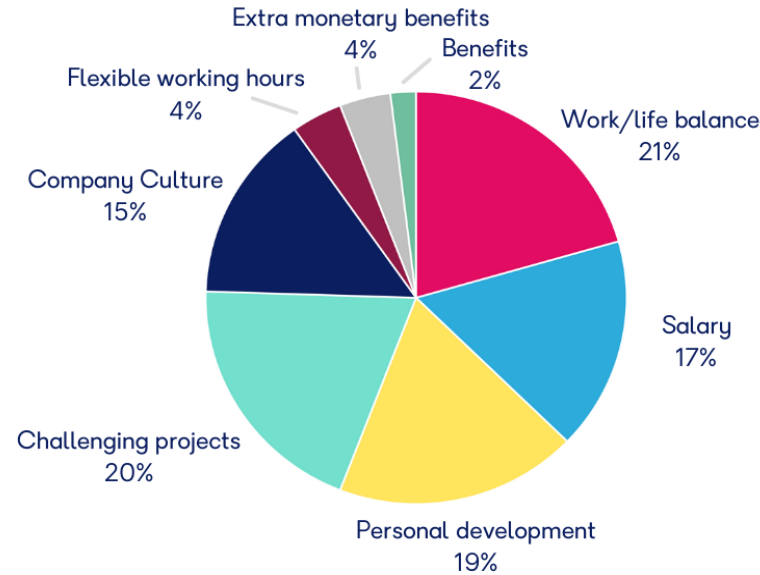
# UNITED KINGDOM

# BENEFITS DATA

## Most Wanted Benefits

|                              |     |
|------------------------------|-----|
| Pension                      | 61% |
| Flexible/remote working      | 61% |
| Private health care          | 37% |
| Training                     | 33% |
| Bonuses based on performance | 28% |
| Extra holiday                | 22% |
| Shares options               | 19% |
| Private dental care          | 16% |
| Funded certificates          | 13% |
| Annual company events        | 9%  |
| Gym membership               | 7%  |
| Conference budgets           | 5%  |
| Childcare vouchers           | 3%  |
| Discounted merchandise       | 3%  |
| Car allowance                | 2%  |
| Office games                 | 2%  |
| Mobile phone allowance       | 1%  |

## Most Important Aspect of Work

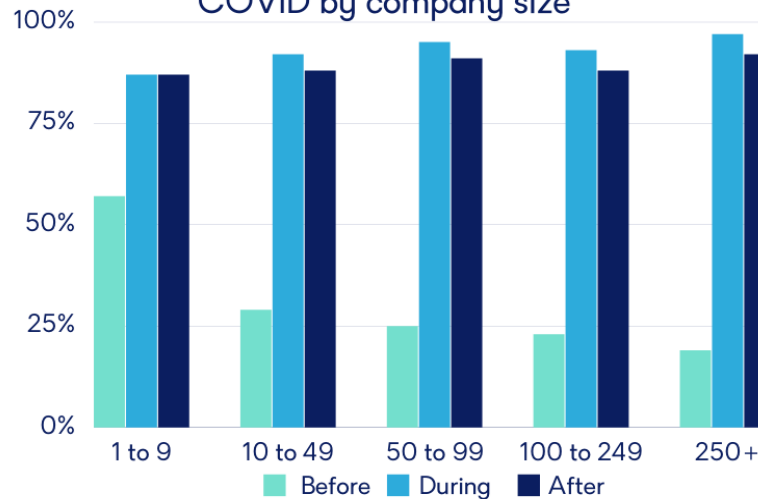


## Average Ranking of Each Aspect of Work



- 1st** Work/life balance
- 2nd** Salary
- 3rd** Personal development
- 4th** Challenging/ exciting projects
- 5th** Company culture
- 6th** Flexible working hours
- 7th** Extra monetary benefits
- 8th** Benefits

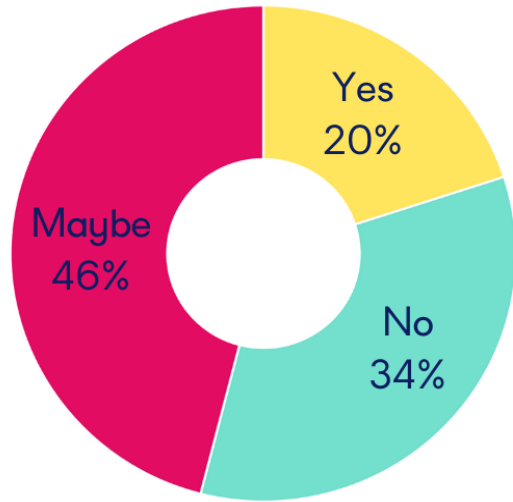
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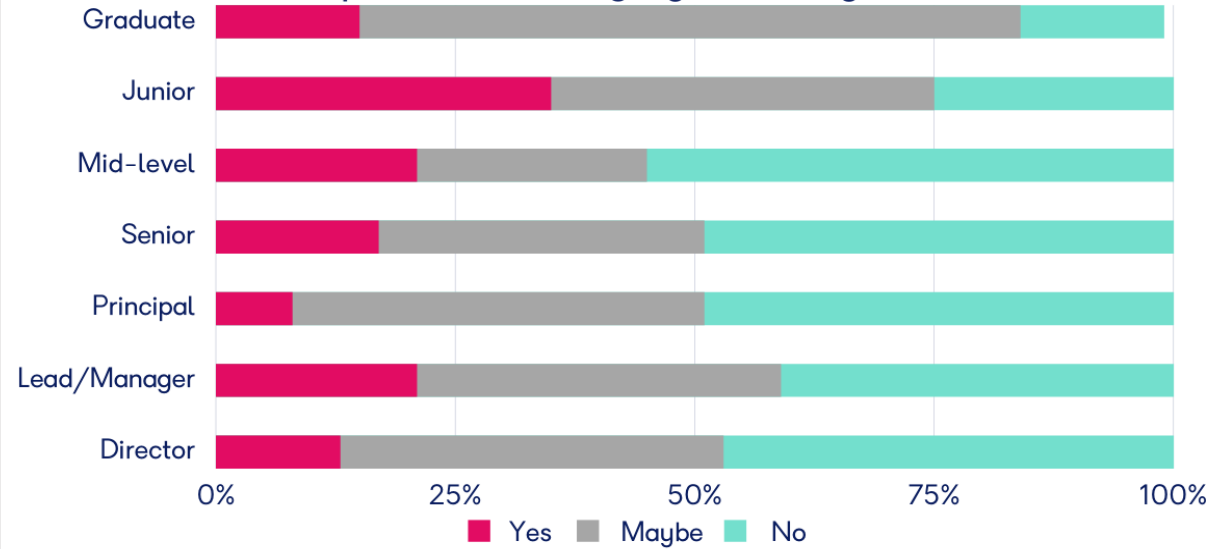
# UNITED KINGDOM

# JOB CHANGE DATA

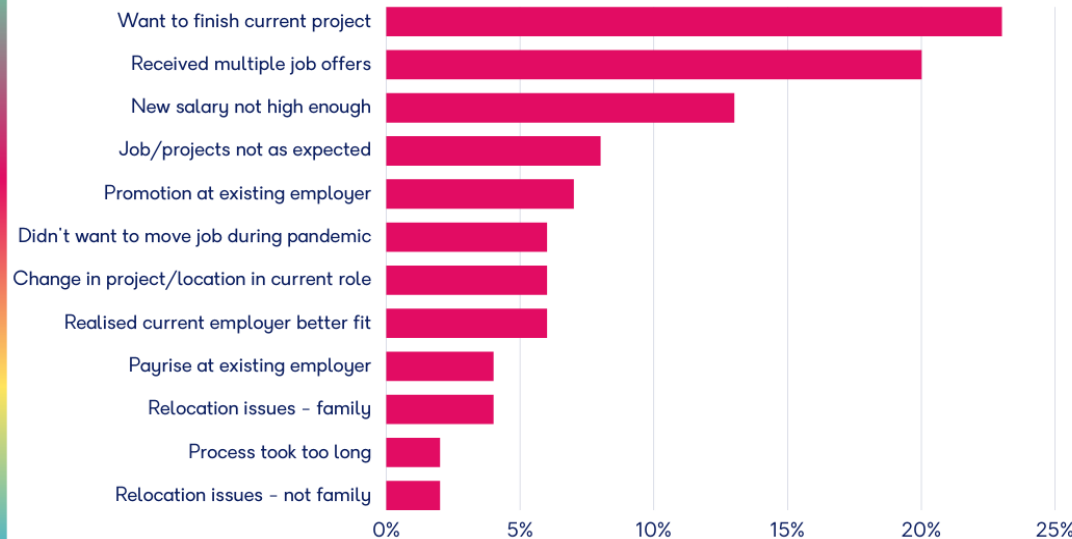
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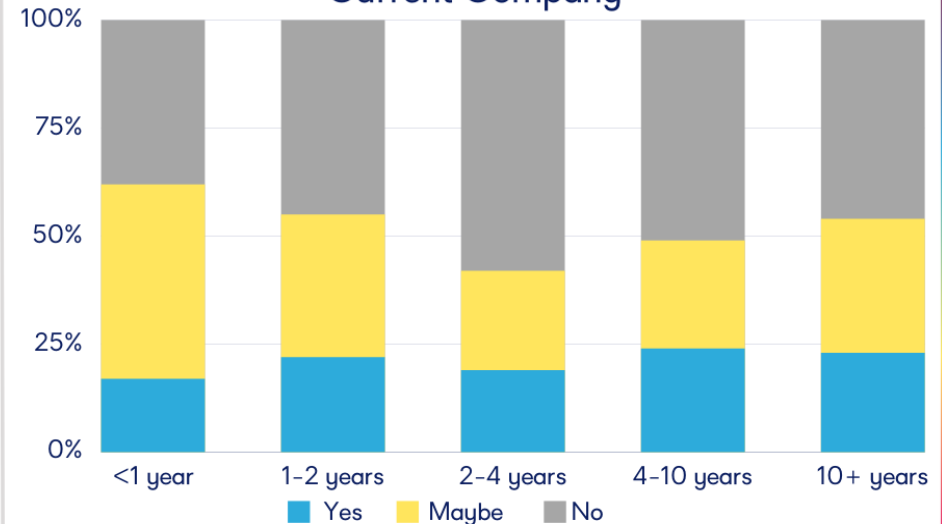
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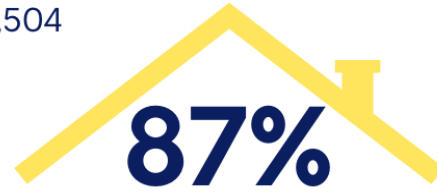
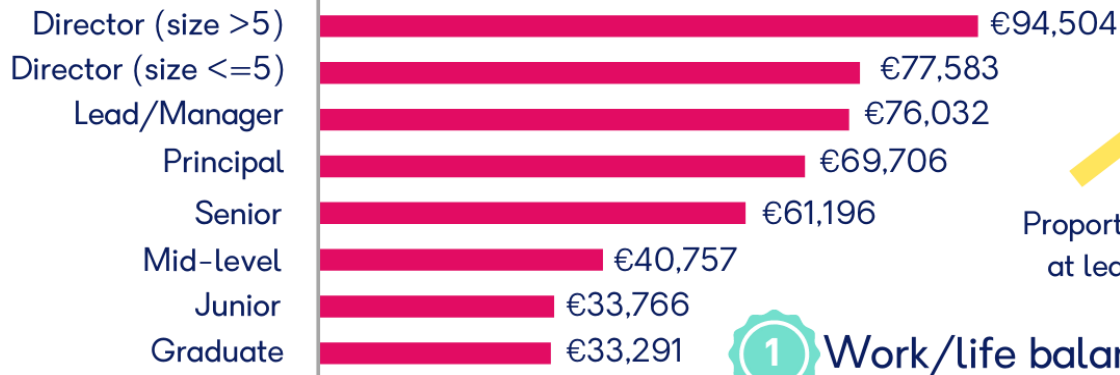
### Reasons for Turning Down a Job Offer in 2021



### People Job Hunting in 2022 by Time at Current Company



# NORTH & WEST EUROPE

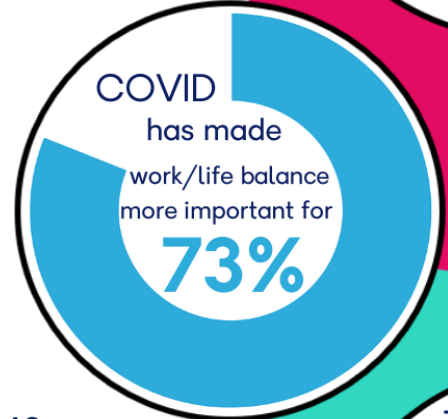


Proportion of people expecting to work at least 1 day remotely per week in 2022



**68%**  
will be or are considering job hunting in 2022

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



## Average Mid-Level Salary



- Top Reasons to Change Job
- 1 Financial remuneration
  - 2 No longer challenged
  - 3 Limited opportunities for promotion

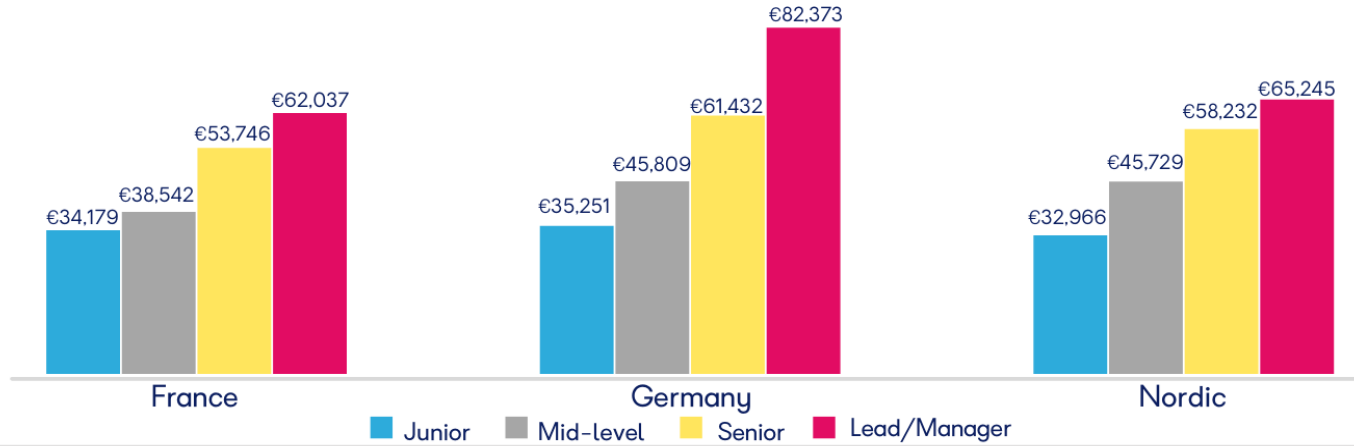


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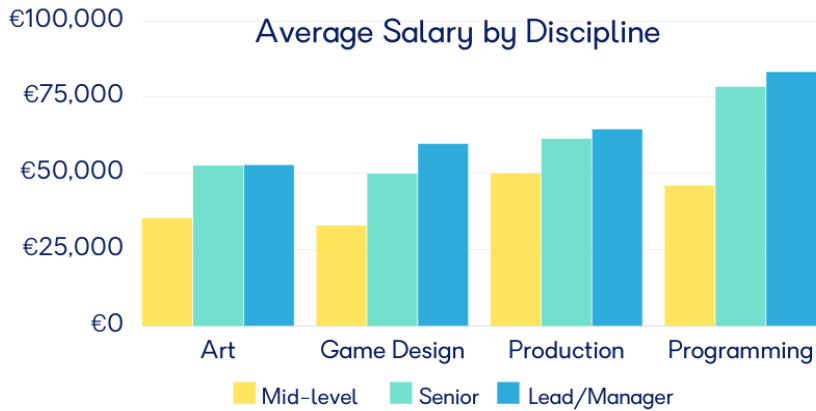
# NORTHERN & WESTERN EUROPE

# SALARY DATA

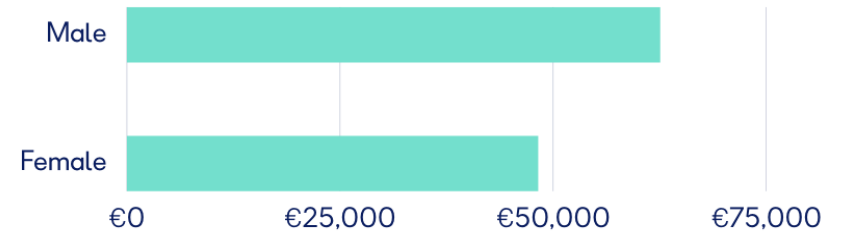
### Average Salary by Country & Seniority



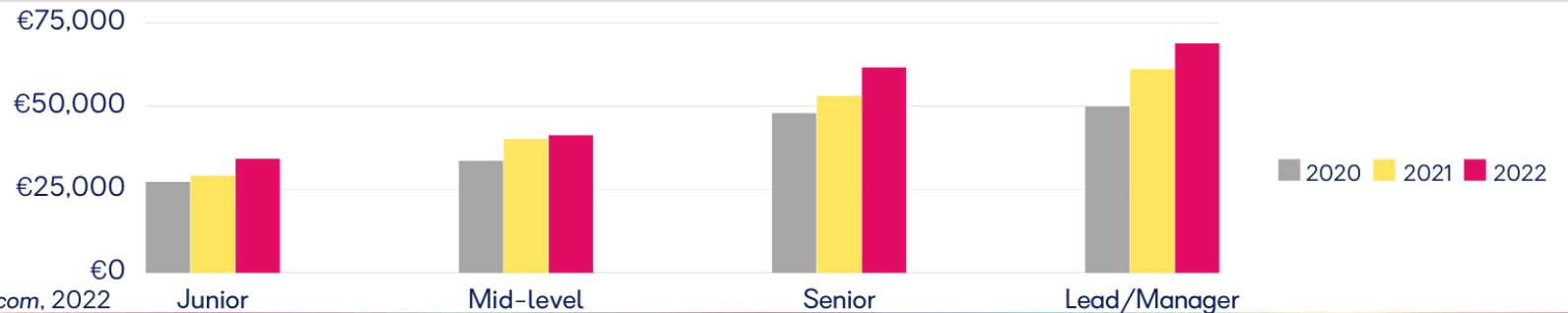
### Average Salary by Discipline



### Average Salary by Gender



### Average Salary by Seniority 2020-2022



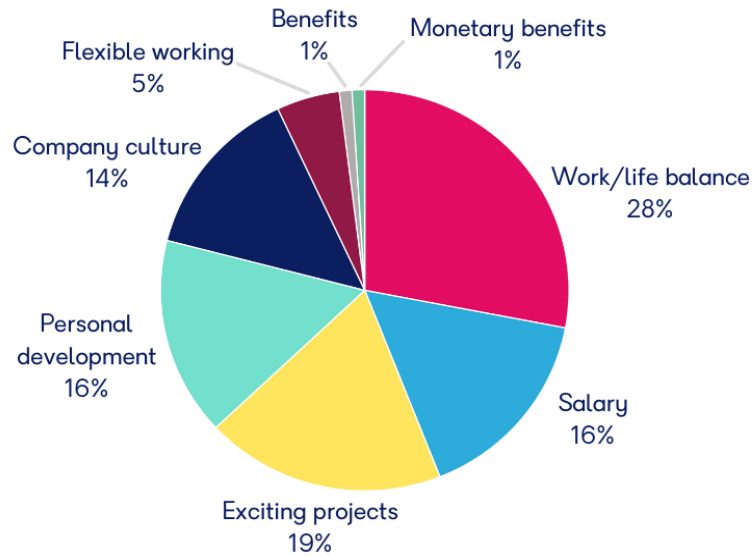
# NORTHERN & WESTERN EUROPE

## Most Wanted Benefits

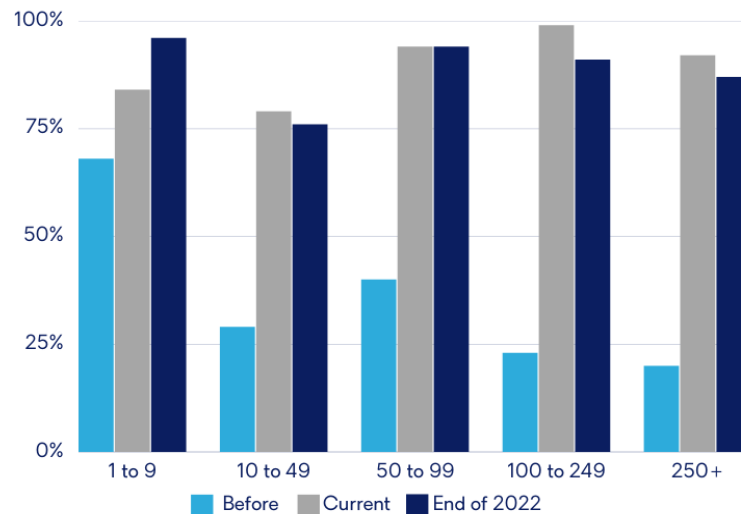


|                              |     |
|------------------------------|-----|
| Flexible/remote working      | 66% |
| Pension                      | 41% |
| Training                     | 32% |
| Private health care          | 30% |
| Extra holiday                | 30% |
| Bonuses based on performance | 27% |
| Share options                | 24% |
| Private dental care          | 12% |
| Annual company events        | 9%  |
| Gym membership               | 9%  |
| Conference budgets           | 9%  |
| Funded certificates          | 9%  |
| Mobile phone allowance       | 4%  |
| Office games                 | 4%  |
| Childcare vouchers           | 3%  |
| Merchandise                  | 3%  |
| Car allowance                | 1%  |

## Most Important Aspect of Work

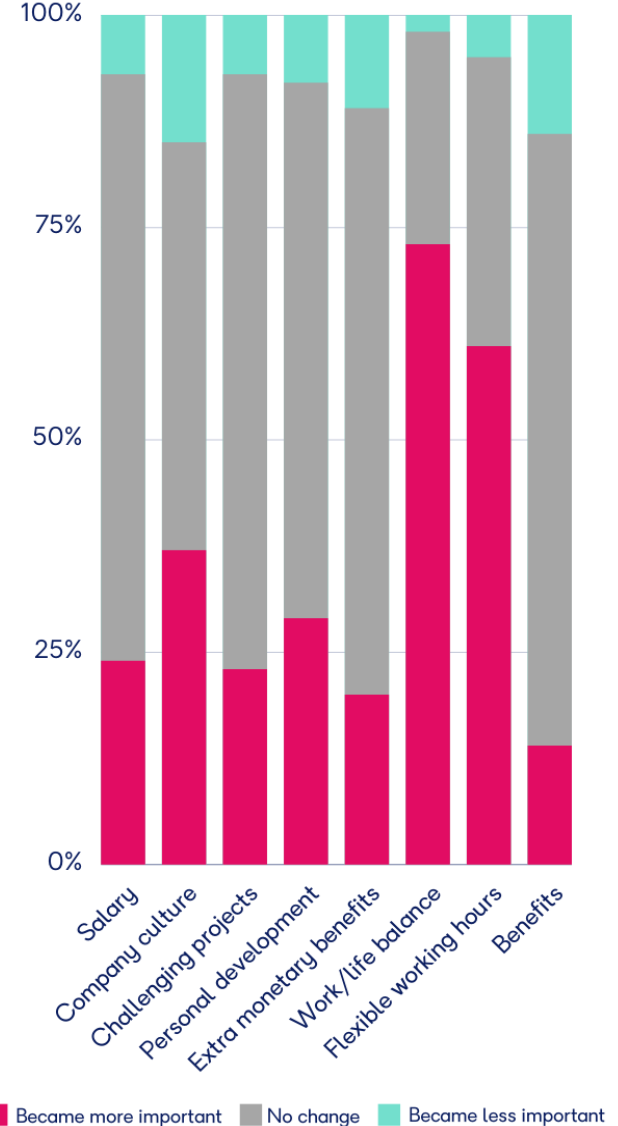


## Proportion of Remote Work Before COVID, Currently & Expected End of 2022 by Company Size



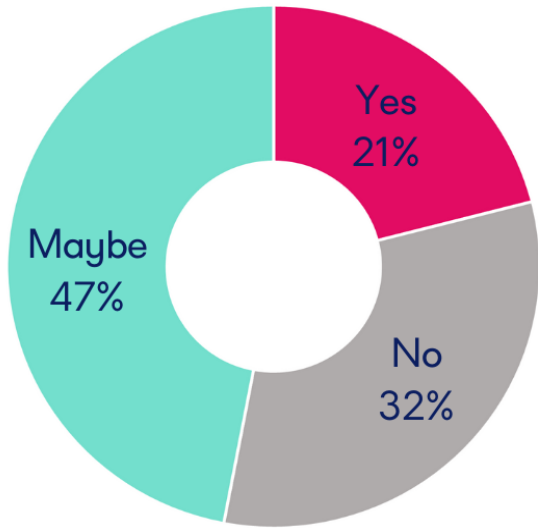
# BENEFITS DATA

## Change in Importance of Aspects of Work Over the Pandemic

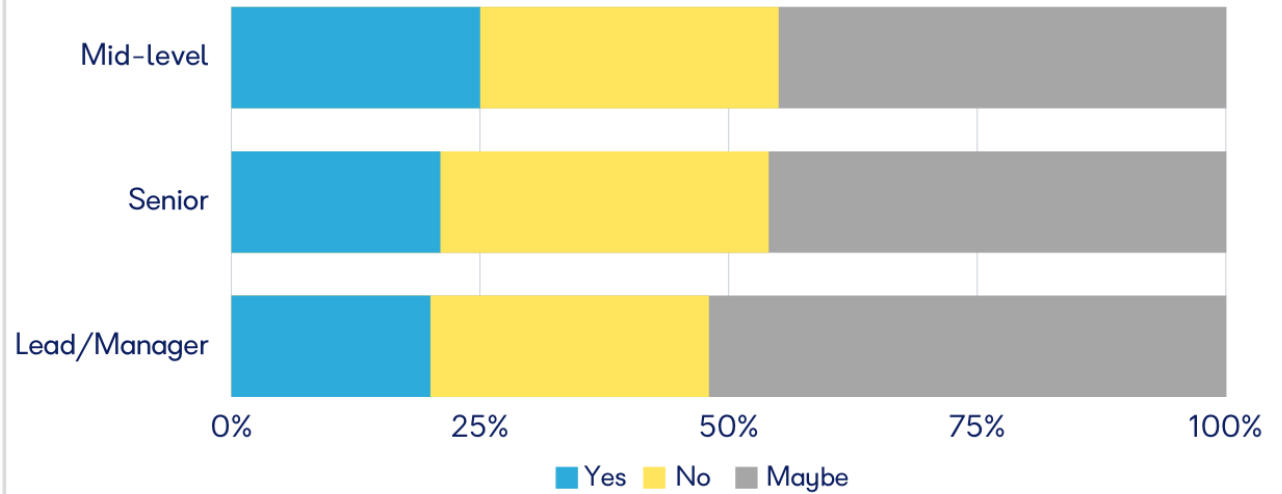


# NORTHERN & WESTERN EUROPE JOB CHANGE DATA

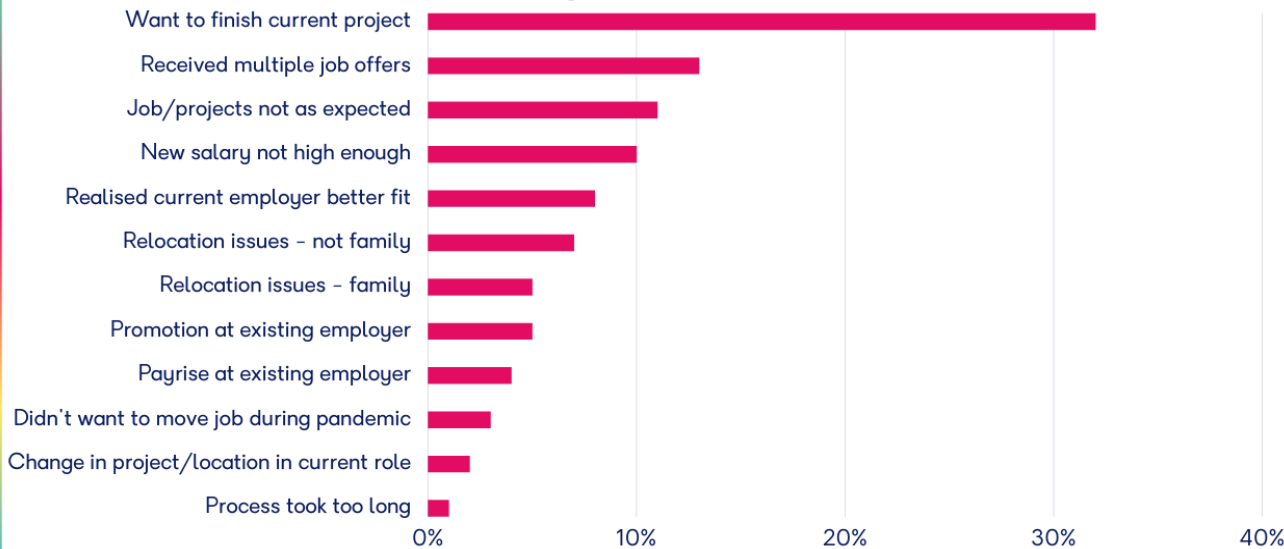
## People Job Hunting in 2022



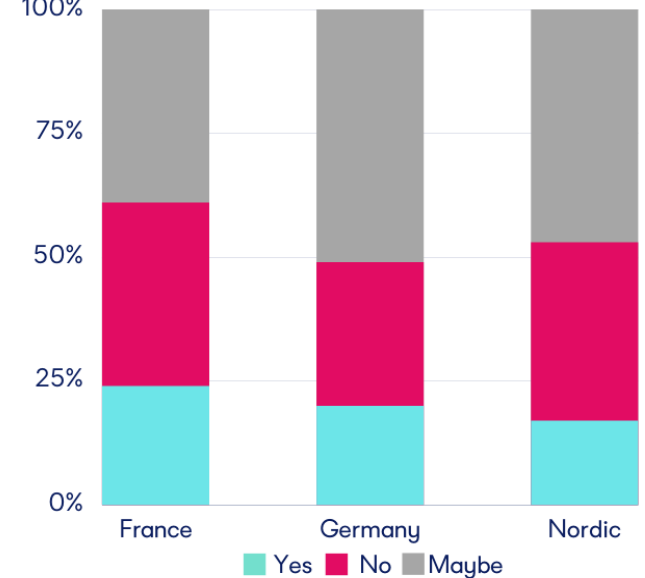
## People Job Hunting in 2022 by Seniority



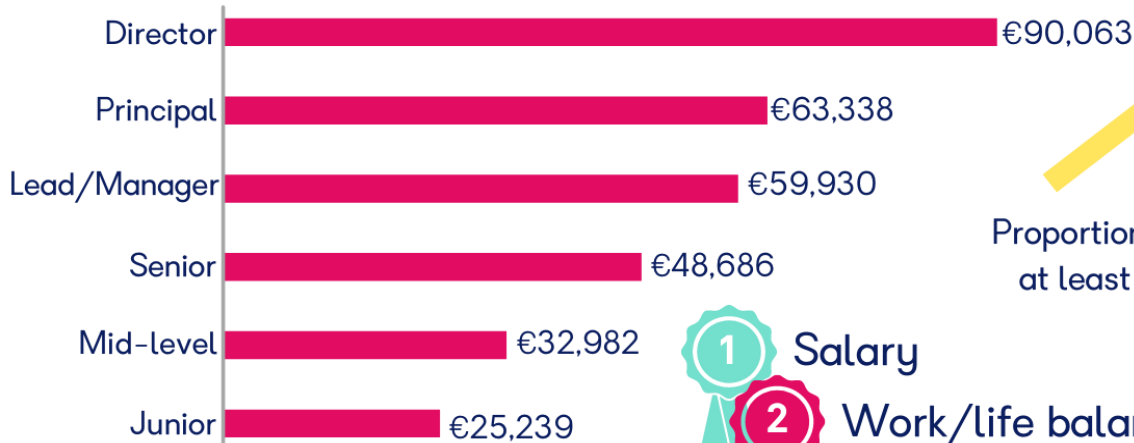
## Reasons for Turning Down a Job Offer in 2021



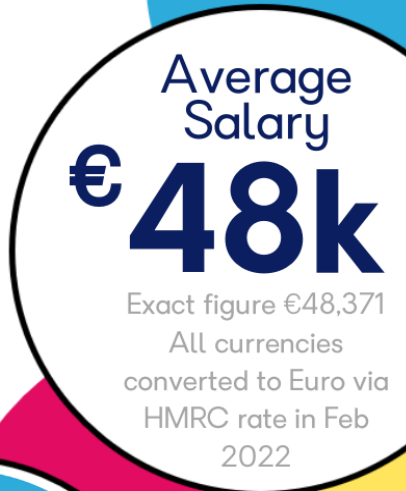
## Job Hunting in 2022 by Location



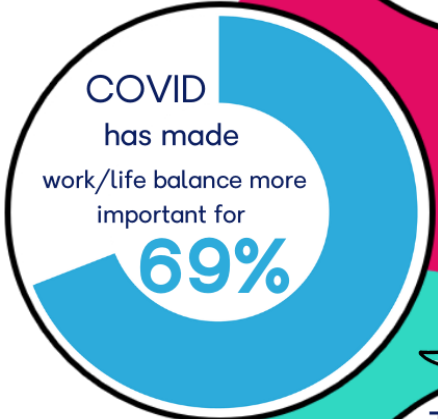
# SOUTH & EAST EUROPE



Proportion of people expecting to work at least 1 day remotely per week in 2022



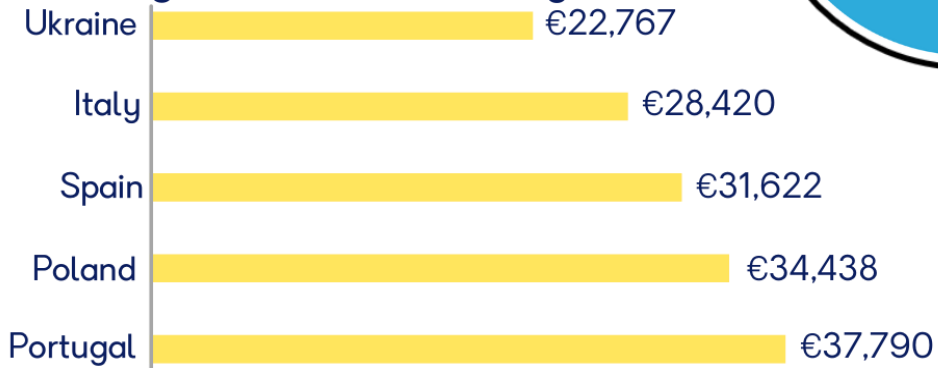
- 1 Salary
  - 2 Work/life balance
  - 3 Personal development
- are the 3 most important aspects of a job



**80%**

will be or are considering job hunting in 2022

## Average Mid-Level Salary



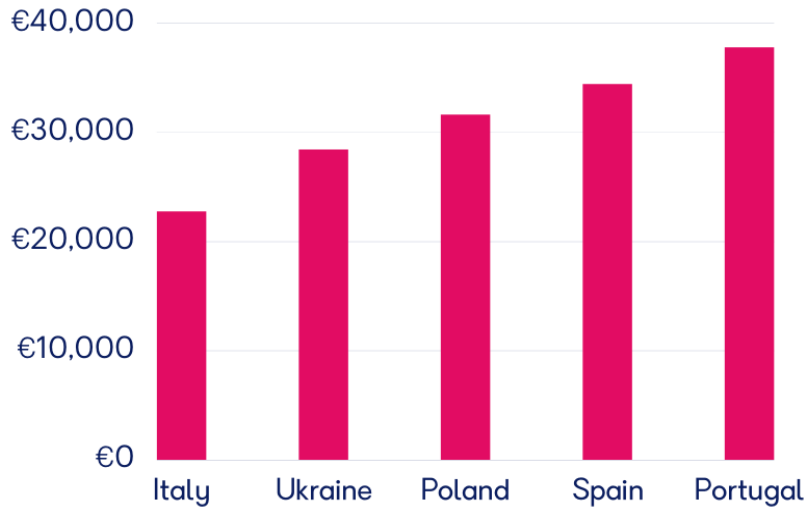
- Top Reasons to Change Job**
- 1 Financial remuneration
  - 2 Chance to move abroad
  - 3 No longer feel challenged

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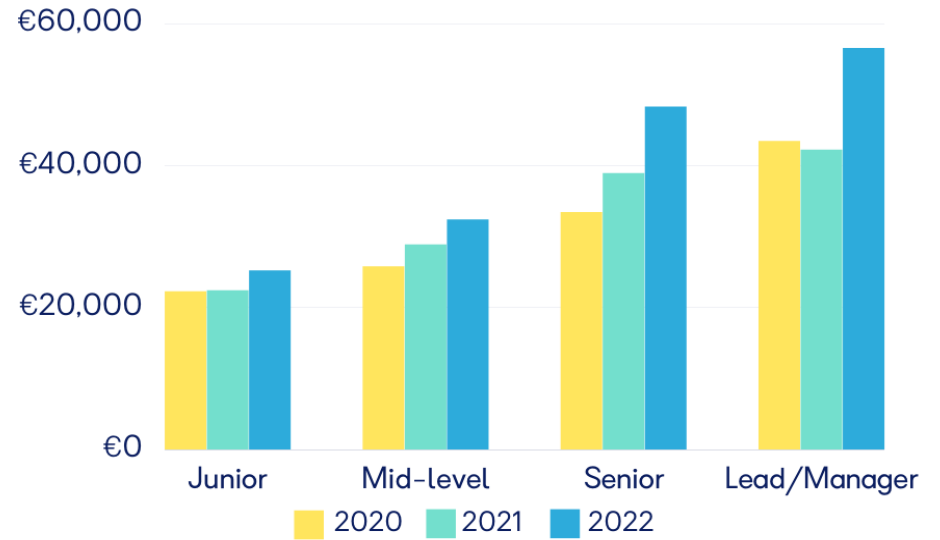
# SOUTHERN & EASTERN EUROPE

# SALARY DATA

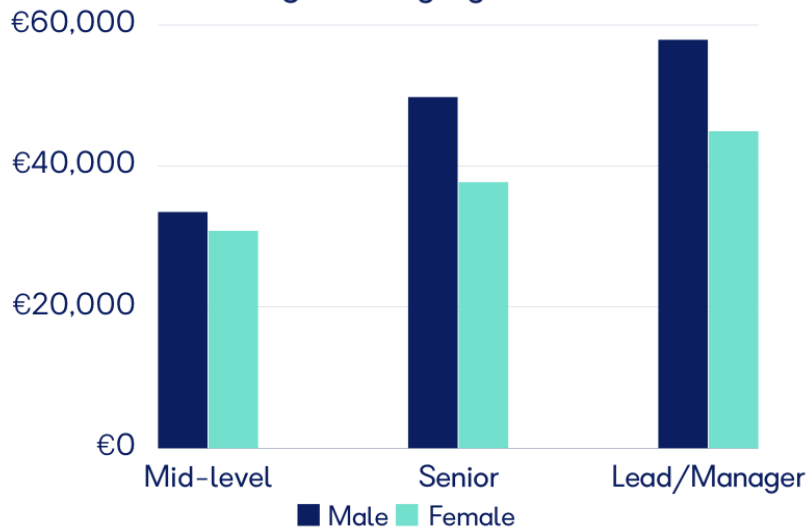
### Average Senior Salary by Country



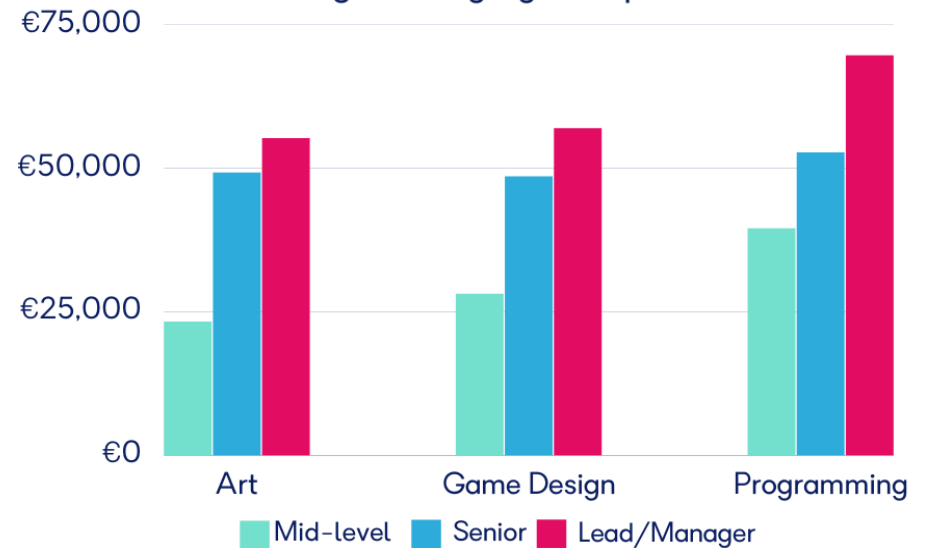
### Average Salary by Seniority 2020-2022



### Average Salary by Gender



### Average Salary by Discipline



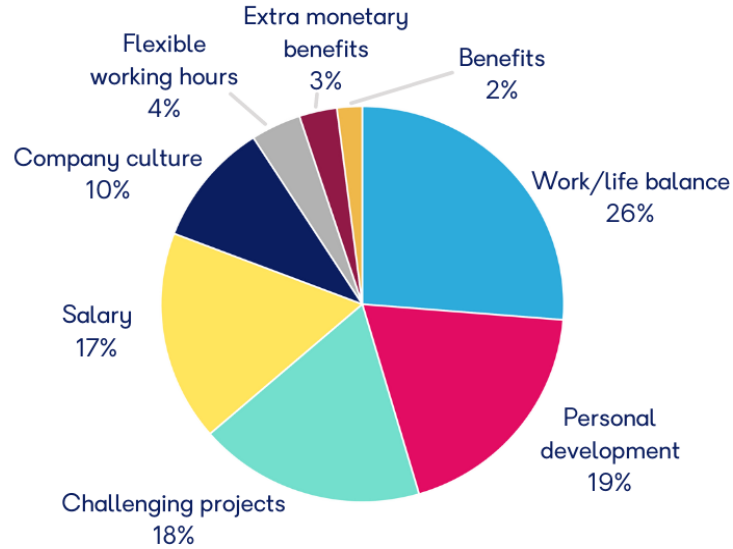


# SOUTHERN & EASTERN EUROPE

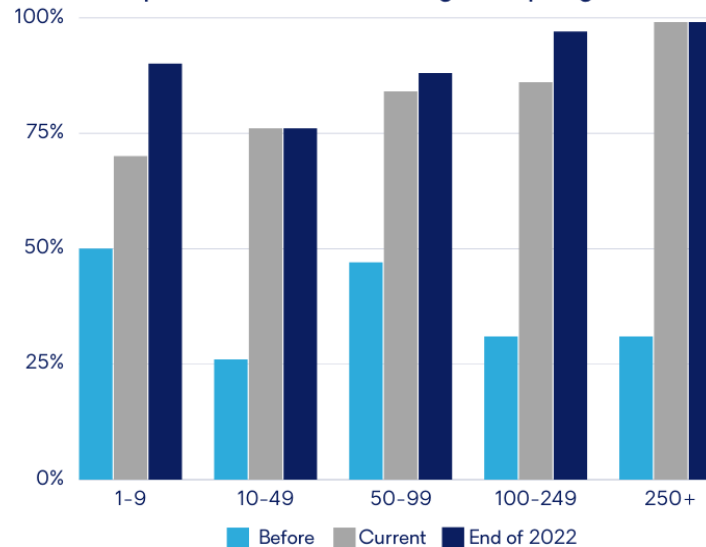
## Most Wanted Benefits

|                              |     |
|------------------------------|-----|
| Flexible/remote working      | 62% |
| Private health care          | 55% |
| Bonuses based on performance | 33% |
| Extra holiday                | 31% |
| Training                     | 30% |
| Pension                      | 26% |
| Share options                | 25% |
| Private dental care          | 16% |
| Funded certificates          | 11% |
| Gym membership               | 9%  |
| Annual company events        | 9%  |
| Conference budgets           | 5%  |
| Mobile phone allowance       | 5%  |
| Childcare vouchers           | 4%  |
| Car allowance                | 4%  |
| Office games                 | 3%  |
| Merchandise                  | 2%  |

## Most Important Aspect of Work

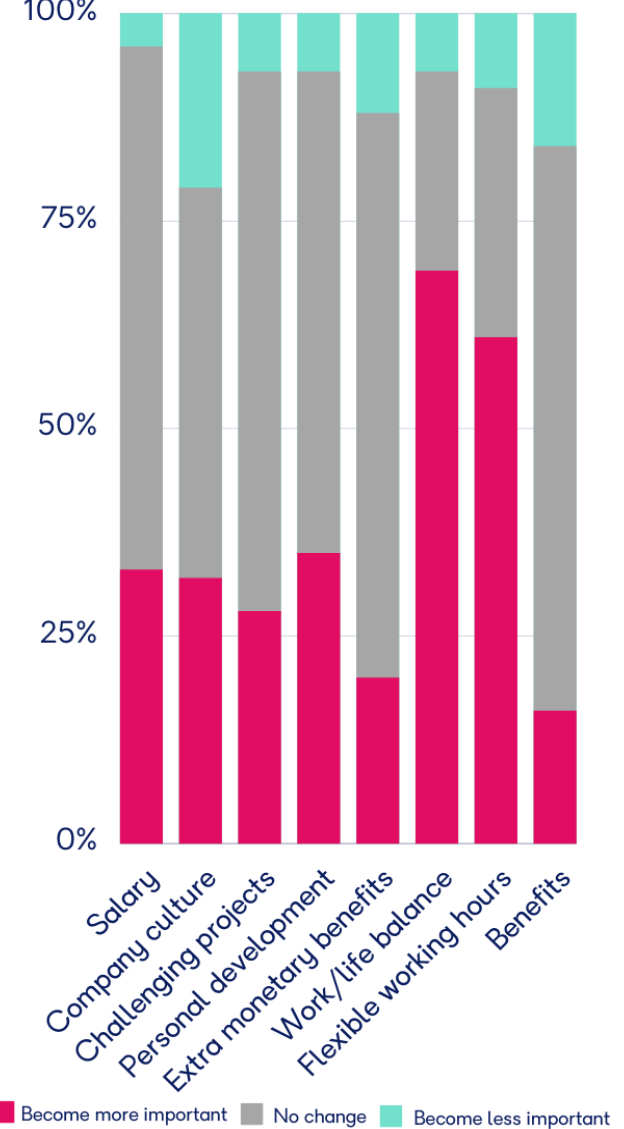


## Proportion of Remote Work Before COVID, Currently & Expected End of 2022 by Company Size



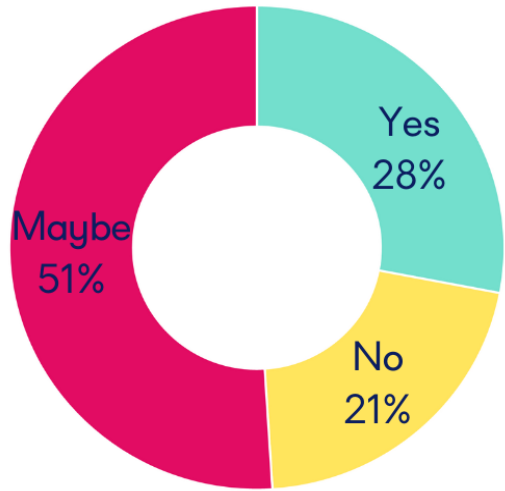
# BENEFITS DATA

## Change in Importance of Aspects of Work Over the Pandemic

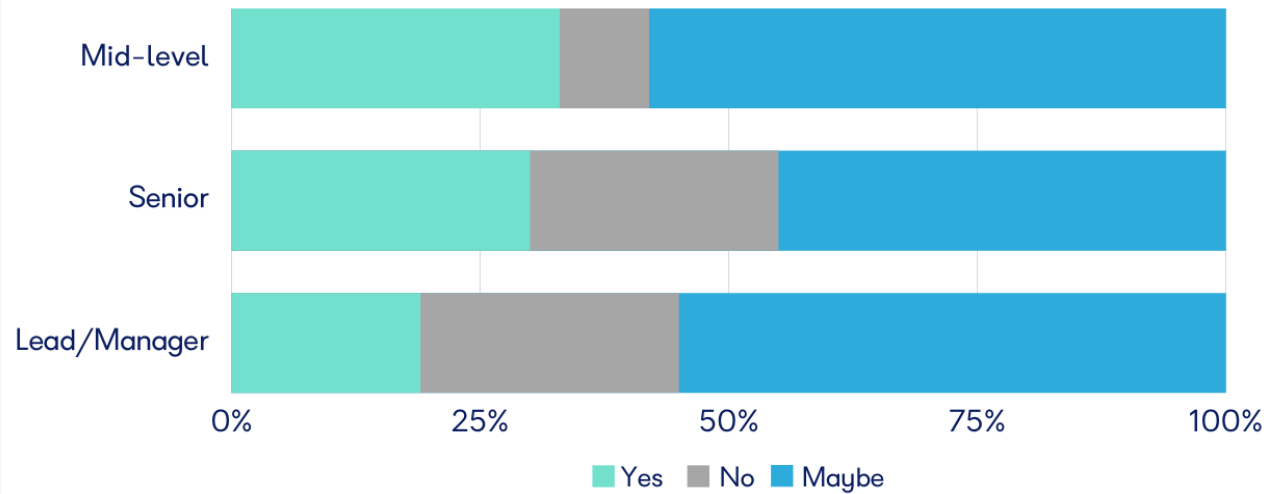


# SOUTHERN & EASTERN EUROPE JOB CHANGE DATA

## People Job Hunting in 2022



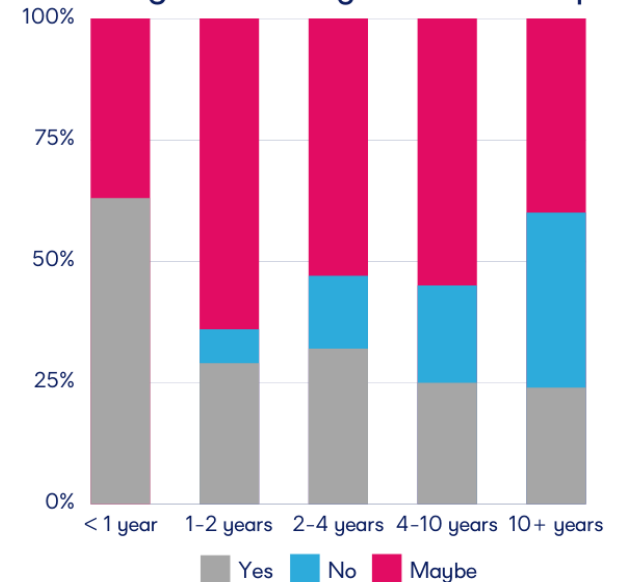
## People Job Hunting in 2022 by Seniority



## Reasons for Turning Down a Job Offer in 2021

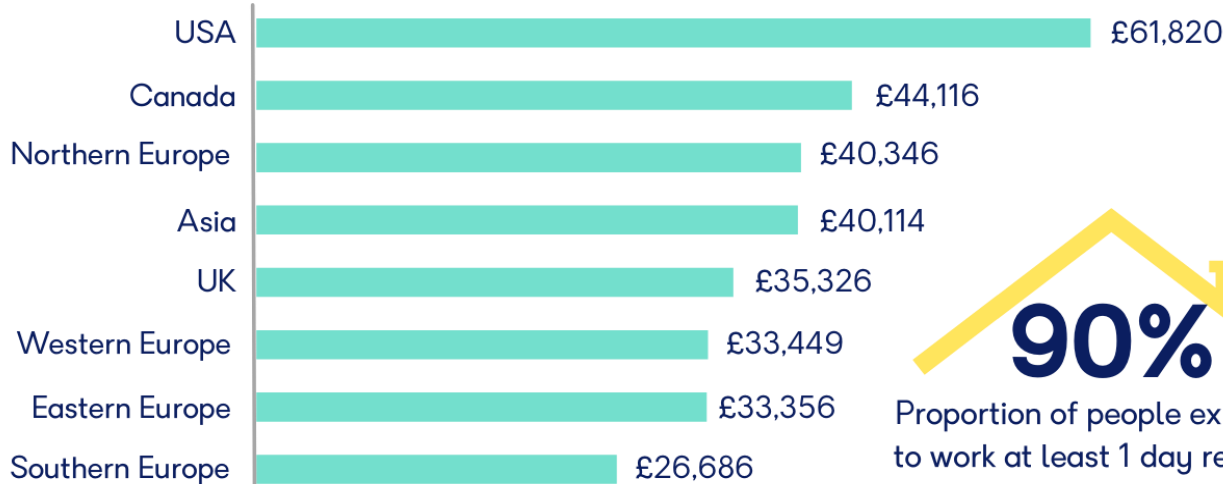


## Job Hunting in 2022 by Time at Company



# GLOBAL OVERVIEW

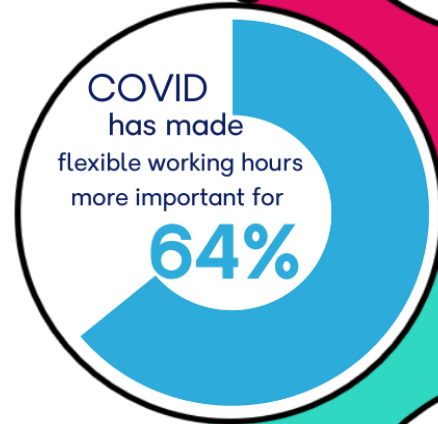
## Average Mid-level Salary



Average Salary  
**£53k**

Exact figure £53,292  
All currencies converted to GBP via HMRC rate in Feb 2022

**90%**  
Proportion of people expecting to work at least 1 day remotely per week in 2022



## Global Most Wanted Benefits

1st



Flexible/remote working

2nd



Training

3rd



Pension



**71%** will be or are considering job hunting in 2022

3 Most Important Aspects of a Job

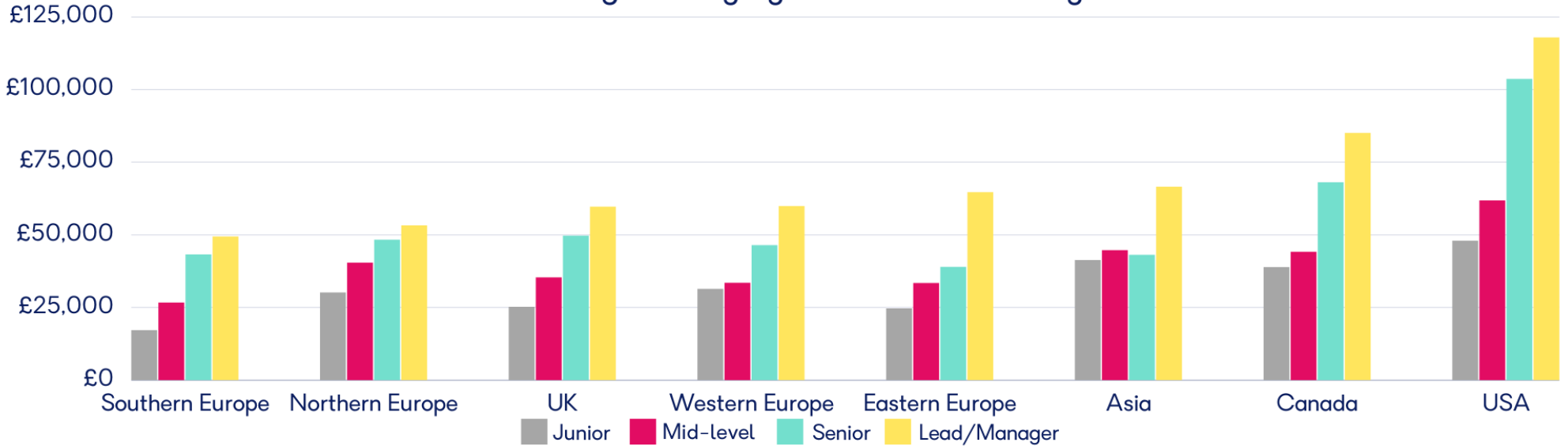
- 1 Work/life balance
- 2 Salary
- 3 Personal development

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# GLOBAL

# SALARY DATA

## Average Salary by Location & Seniority



## Average Salary by Job Title & Location

### Artists

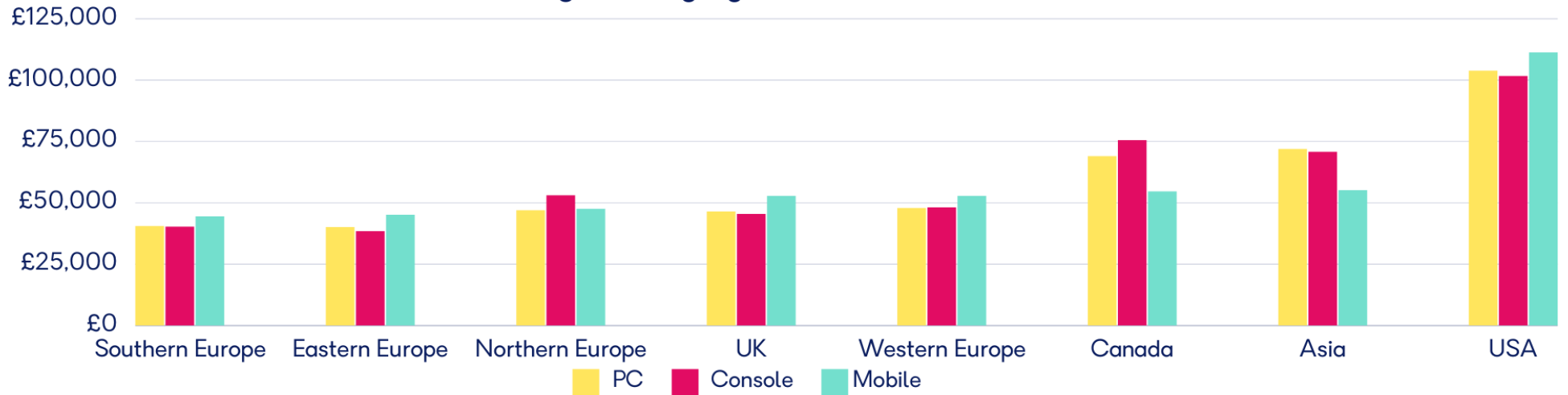
### Programmers



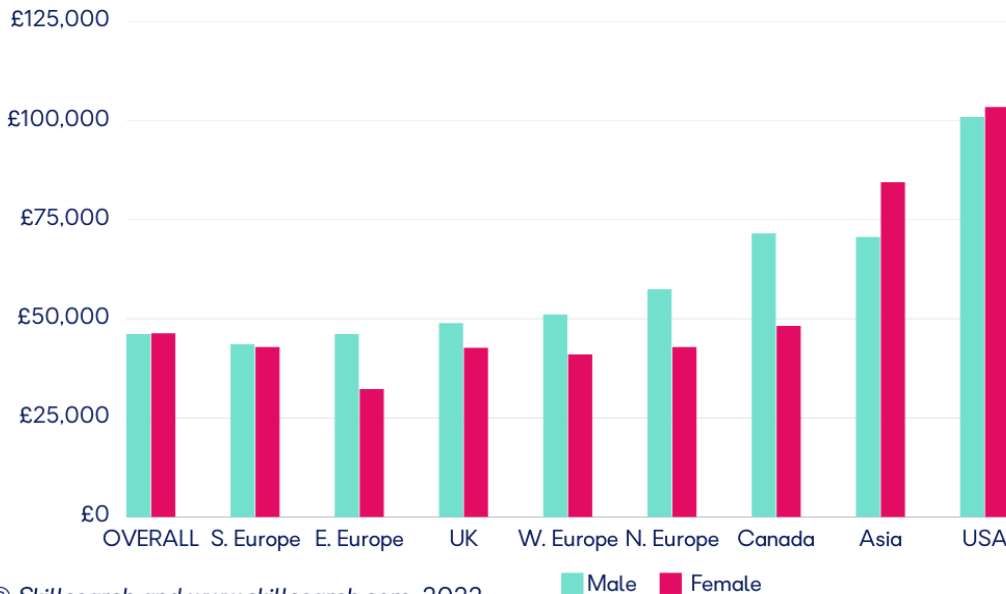
# GLOBAL

# SALARY DATA

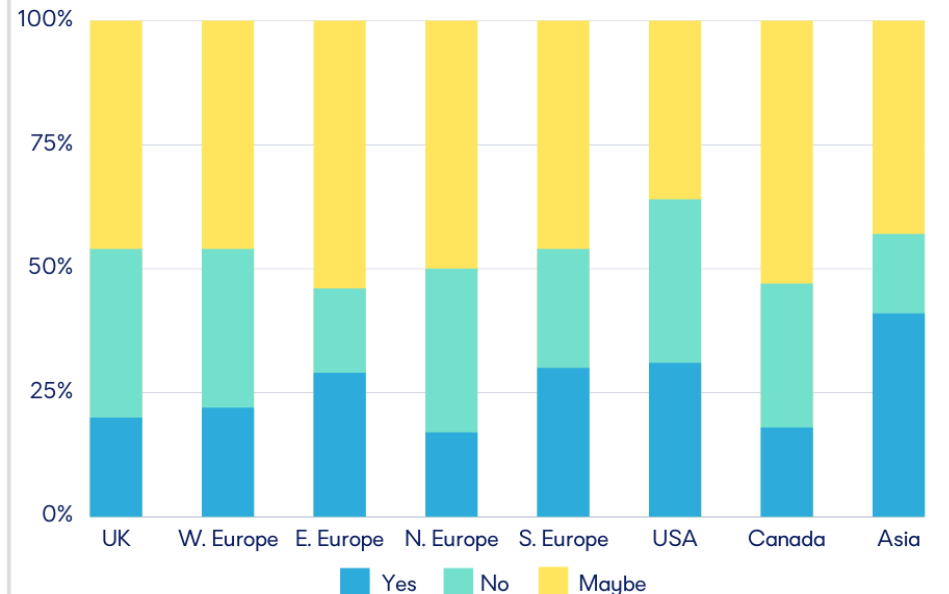
### Average Salary by Location & Platform



### Average Salary by Location & Gender

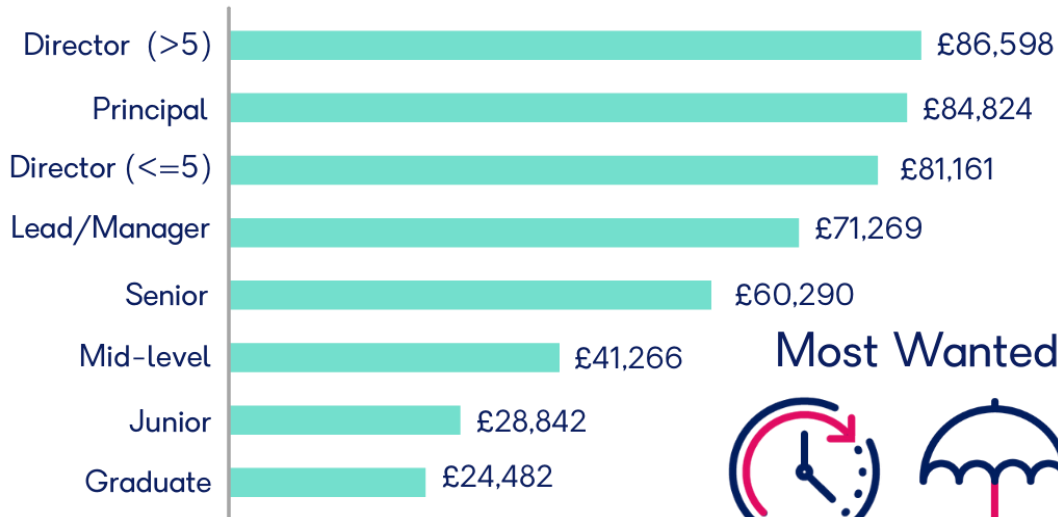


### People job hunting in 2022 by Location



# PROGRAMMER OVERVIEW

## Average Programmer Salary Globally



Proportion of people expecting to work at least 1 day remotely per week in 2022

Average Salary  
**£57k**

Exact figure £56,570  
All currencies converted to GBP via HMRC rate in Feb 2022

## Most Wanted Benefits



Flexible/remote working



Pension



Private healthcare

## Average Salary Per Engine



£76,042  
In House

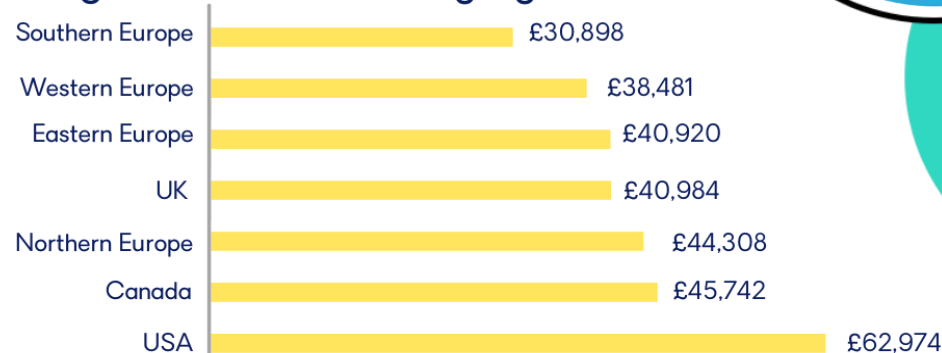


£55,652  
Unity



£58,870  
Unreal

## Average Mid-Level Salary by Continent



COVID has made work/life balance more important for  
**69%**



**65%**



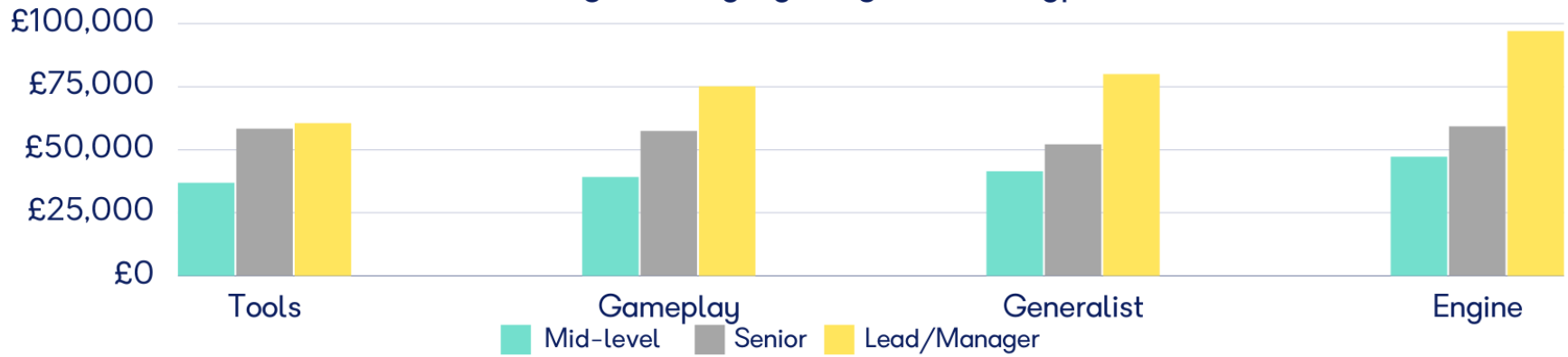
will be or are considering job hunting in 2022

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

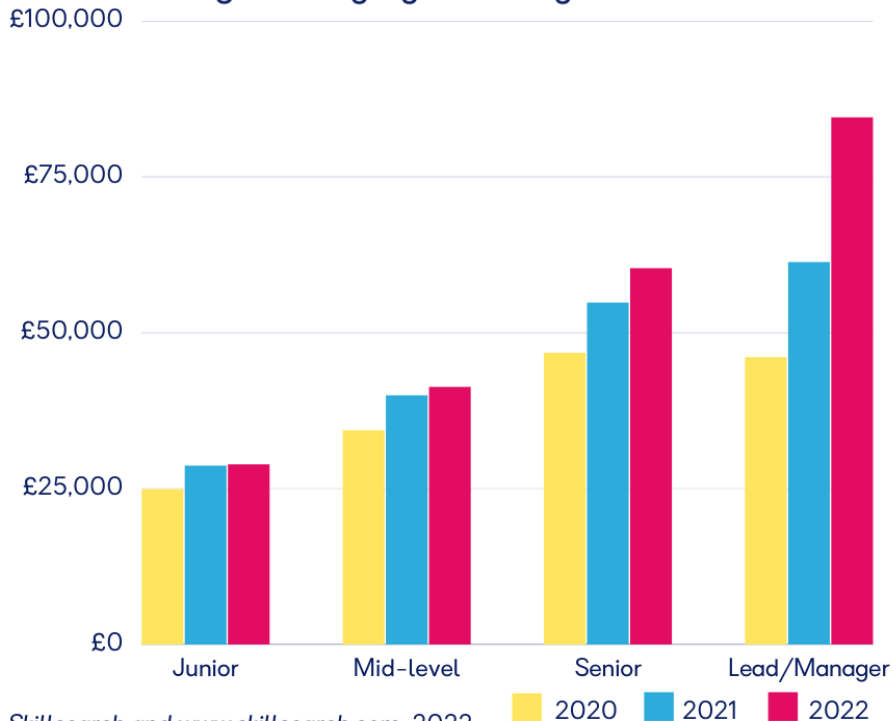
# PROGRAMMER

# SALARY/ENGINE DATA

### Average Salary by Programmer Type



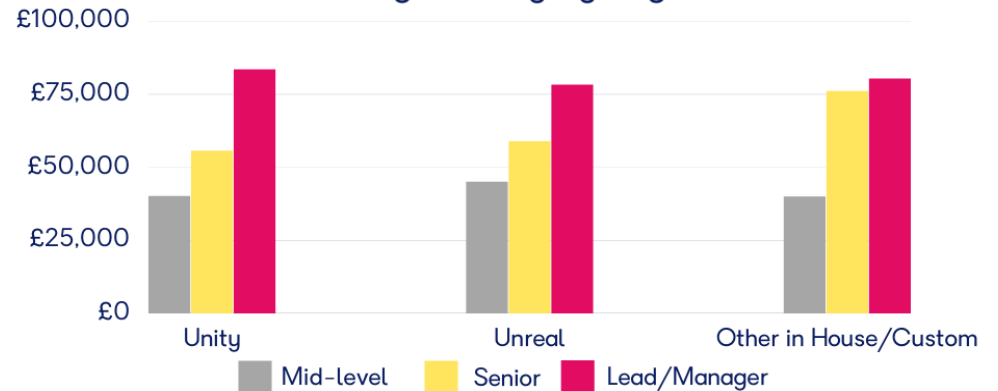
### Average Salary by Seniority 2020-2022



### % Programmers Interested in Trying New Engine



### Average Salary by Engine



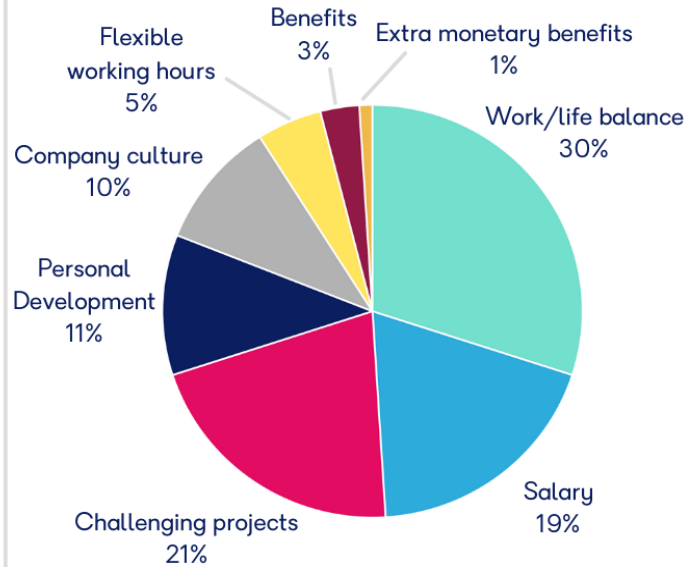
# PROGRAMMER

# BENEFITS & SATISFACTION DATA

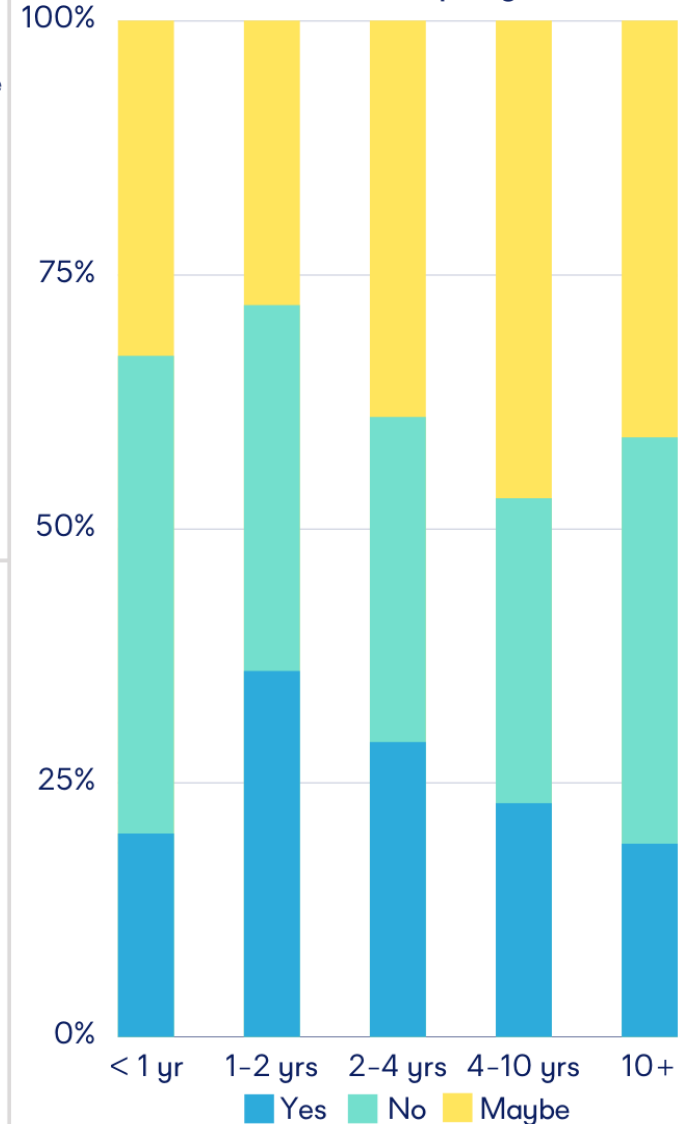
## Most Wanted Benefits

|                               |     |
|-------------------------------|-----|
| Flexible/remote working       | 67% |
| Pension                       | 42% |
| Private health care           | 36% |
| Extra holiday                 | 30% |
| Bonuses based on performance  | 28% |
| Training                      | 26% |
| Share options                 | 22% |
| Private dental care           | 14% |
| Annual company events         | 9%  |
| Conference budgets            | 6%  |
| Gym membership                | 6%  |
| Company funded certifications | 4%  |
| Office games                  | 3%  |
| Merchandise                   | 2%  |
| Childcare vouchers            | 2%  |
| Mobile phone allowance        | 2%  |
| Car allowance                 | 2%  |

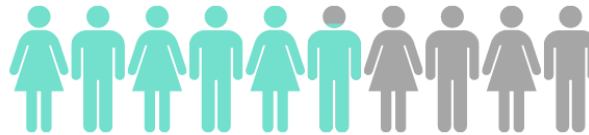
## Most Important Aspect of Work



## People Job Hunting in 2022 by Time at Current Company



## Moving Disciplines



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

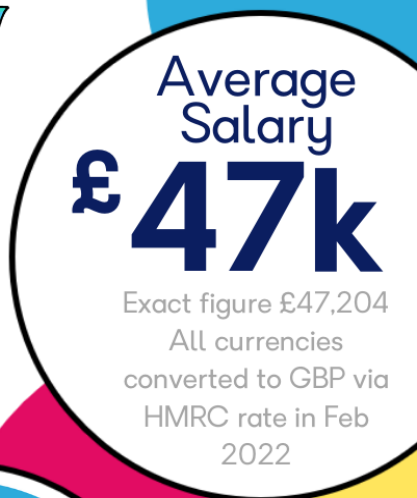
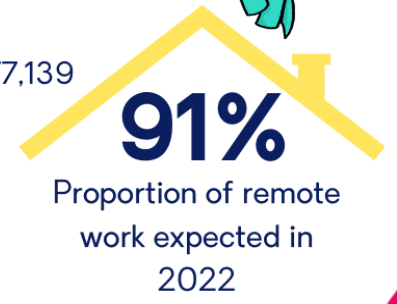
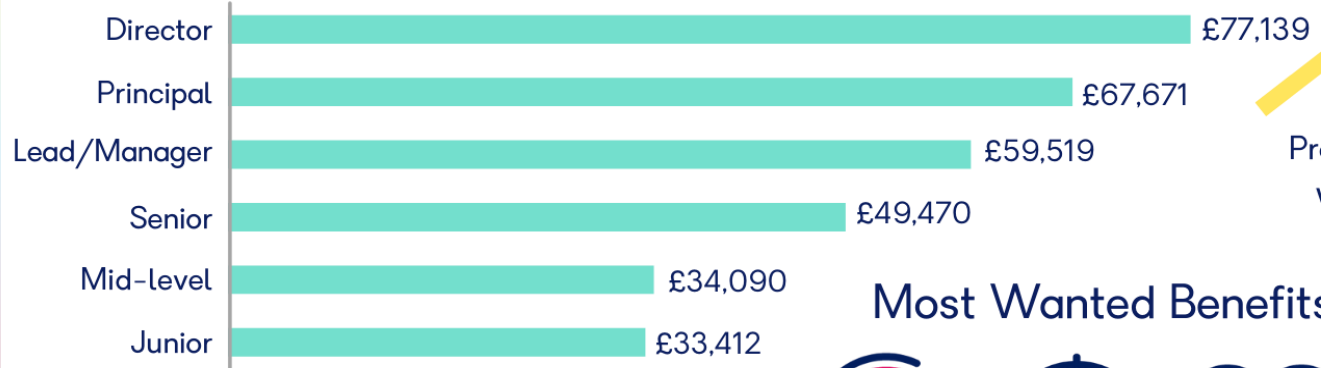
- 1 - **Gameplay Programming**
- 2 - **Engine Programming**
- 3 - **Project Management**



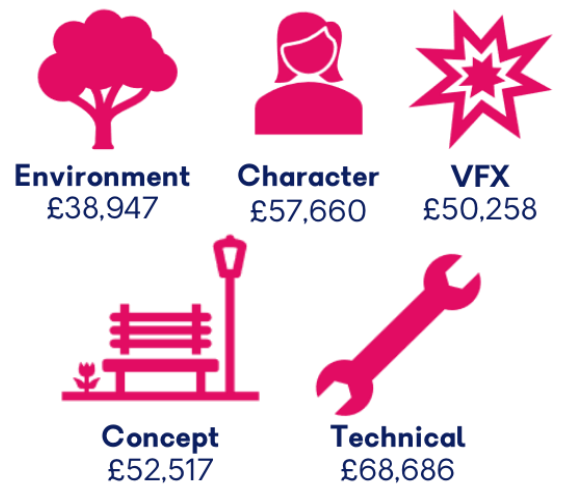
# ARTIST OVERVIEW



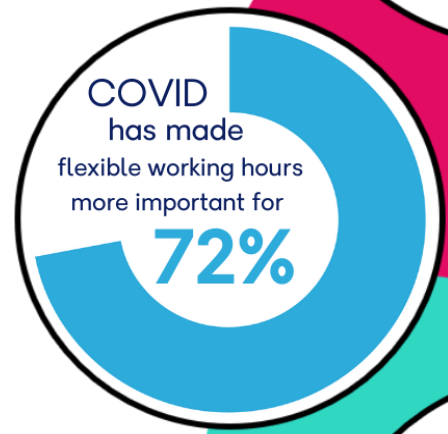
## Average Artist salary globally



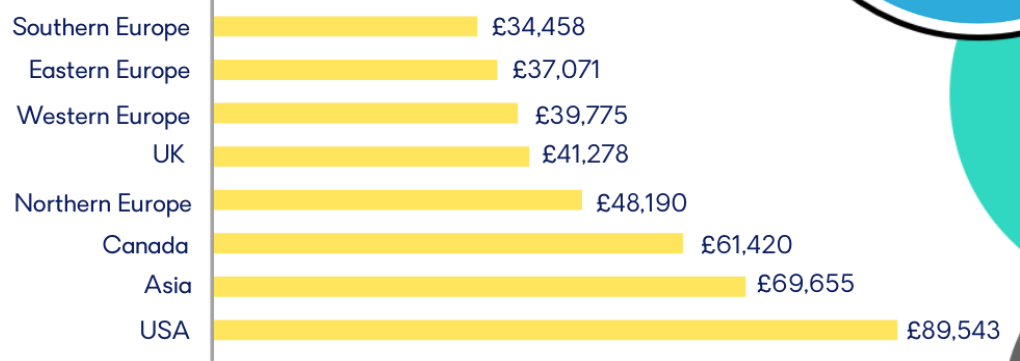
## Average Senior Salary by Art Type



## Most Wanted Benefits



## Average Salary by Continent



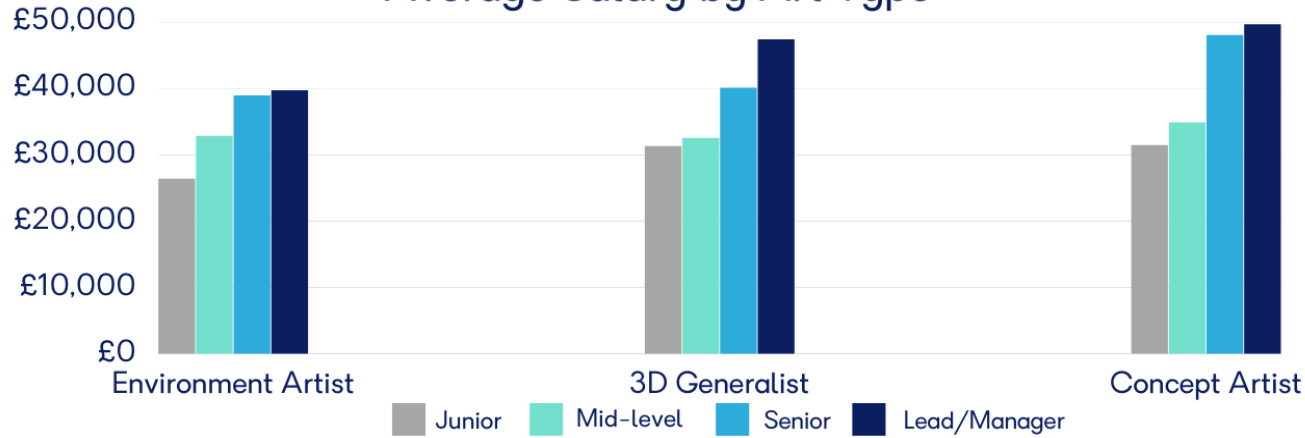
**READ ON** to find out more about Artists or click to visit [UK](#), [EUROPE](#), [GLOBAL](#), [PROGRAMMERS](#)

# ARTIST

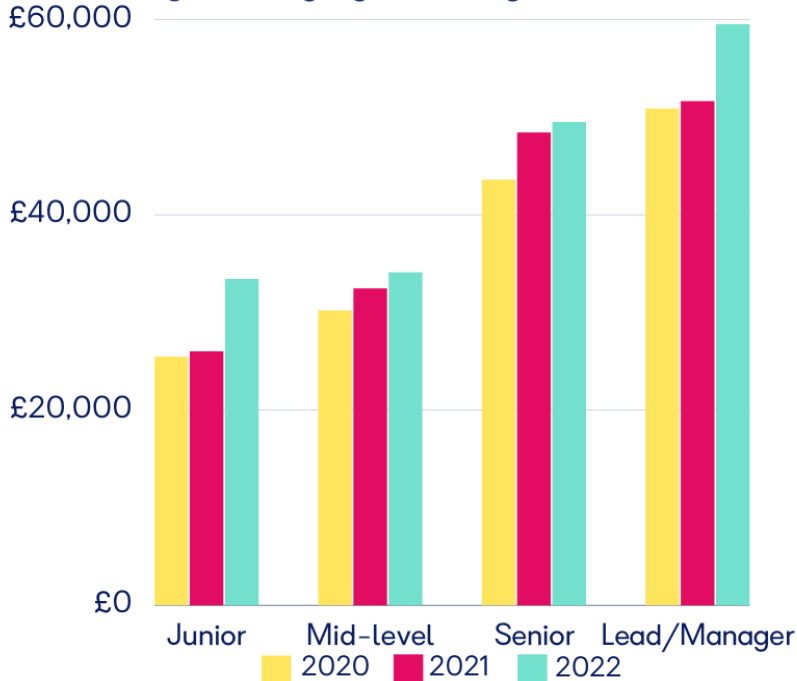


# SALARY/SOFTWARE DATA

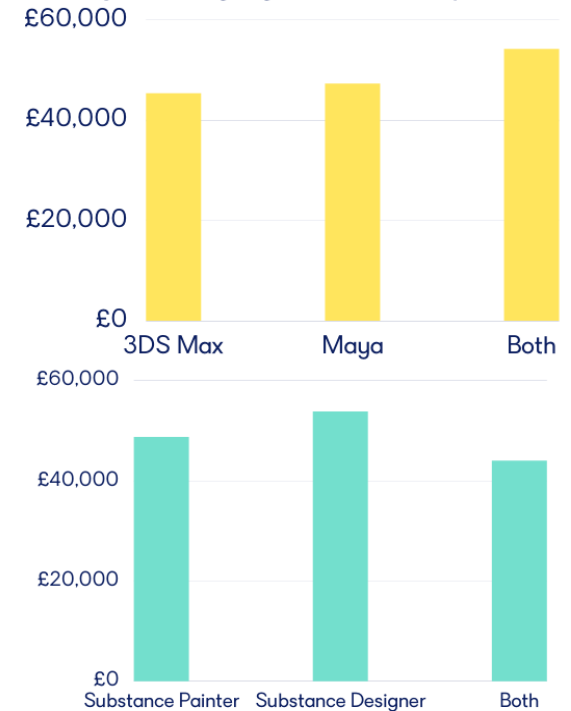
## Average Salary by Art Type



## Average Salary by Seniority 2020-2022



## Average Salary by Software Experience



## Average Salary by Platform



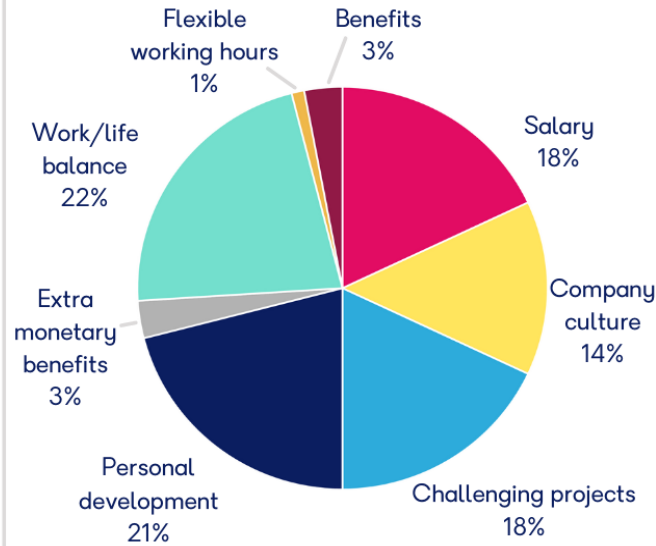
# ARTIST

# BENEFITS & SATISFACTION DATA

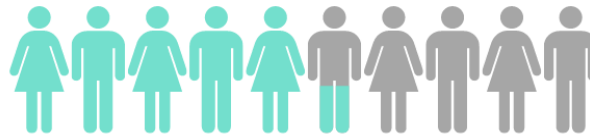
## Most Wanted Benefits

|                               |     |
|-------------------------------|-----|
| Flexible/remote working       | 67% |
| Pension                       | 45% |
| Private health care           | 42% |
| Training                      | 39% |
| Bonuses based on performance  | 37% |
| Extra holiday                 | 27% |
| Private dental care           | 21% |
| Share options                 | 16% |
| Annual company events         | 9%  |
| Company funded certifications | 9%  |
| Gym membership                | 8%  |
| Conference budgets            | 5%  |
| Merchandise                   | 4%  |
| Mobile phone allowance        | 3%  |
| Childcare vouchers            | 3%  |
| Car allowance                 | 3%  |
| Office games                  | 1%  |

## Most Important Aspect of Work



## Moving Disciplines

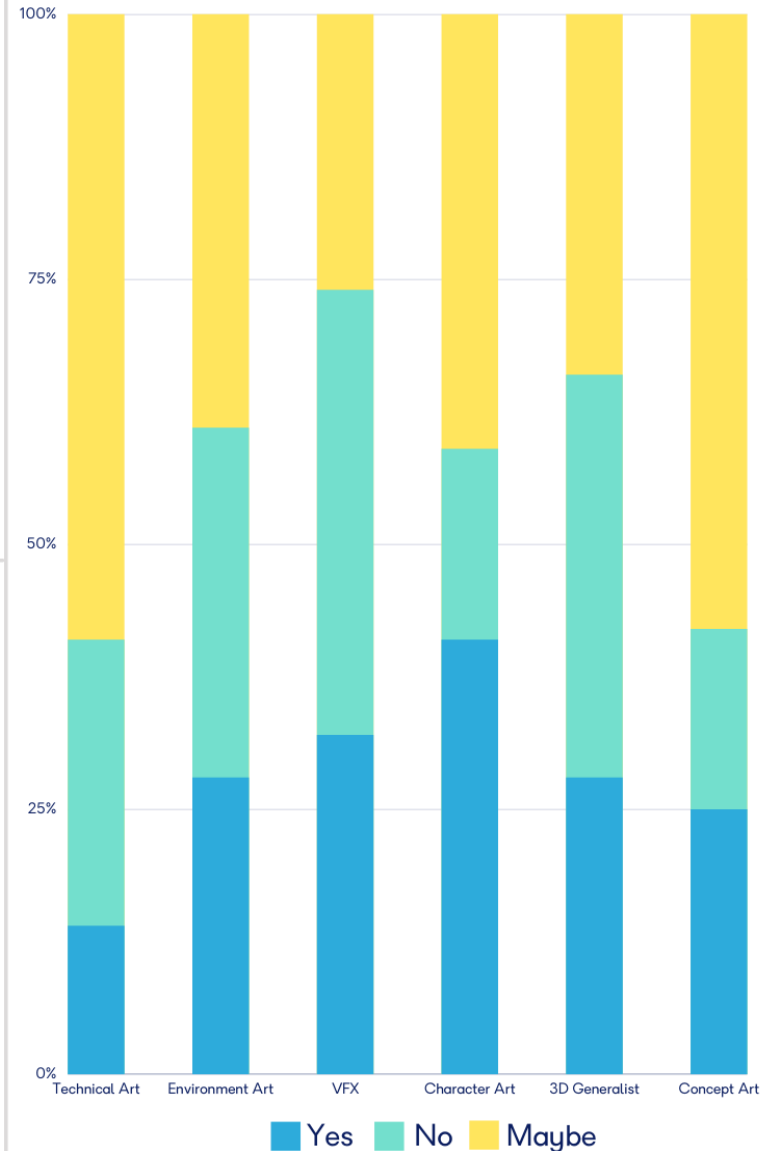


54% of artists would consider moving into a different area of art

Of other areas of art, the top choices to move to are

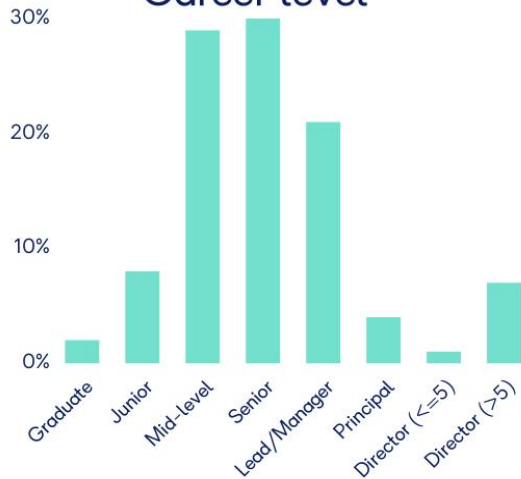
- 1 - 3D Generalism
- 2 - Character Art
- 3 - Concept Art

## People Job Hunting in 2022 by Art Type

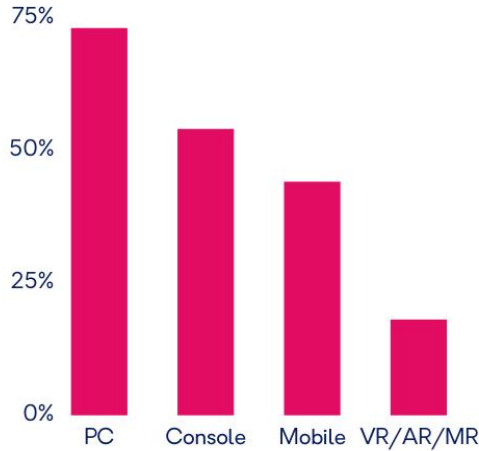


# DEMOGRAPHICS

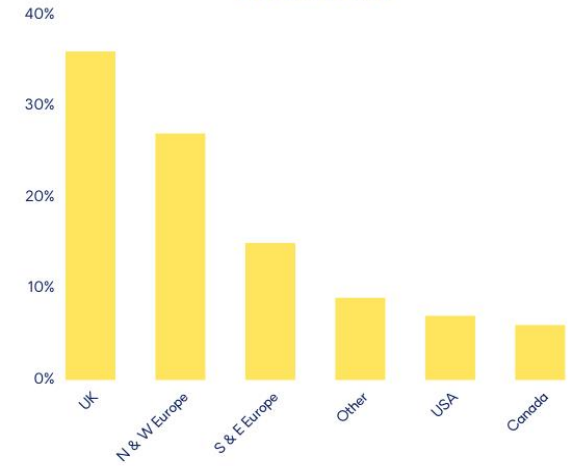
## Career level



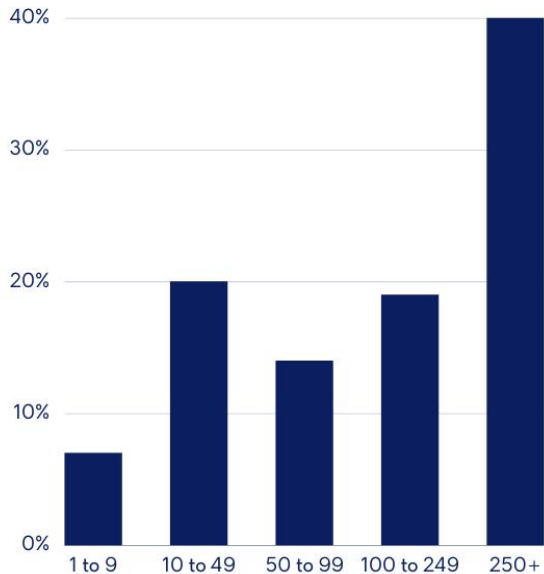
## Platform experience



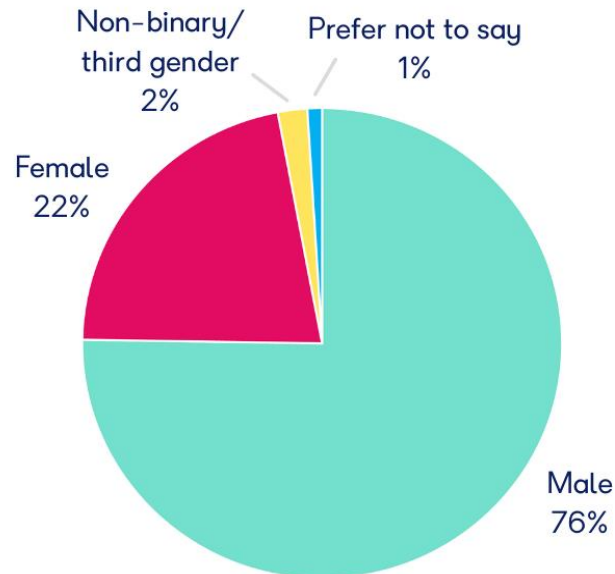
## Location



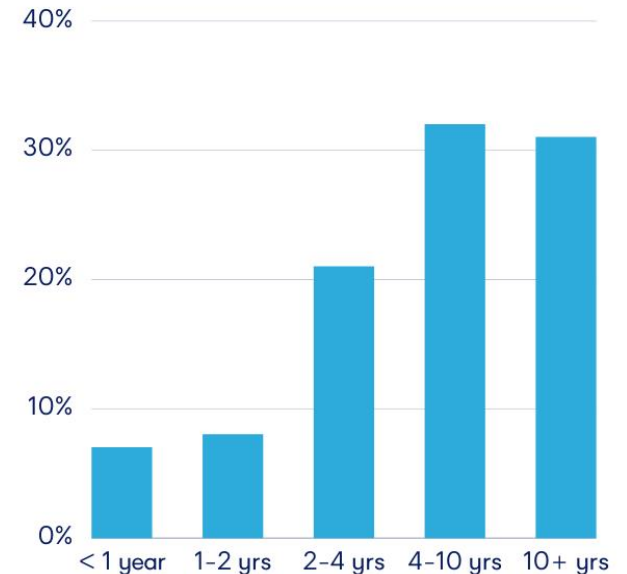
## Company size



## 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 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 get in touch.

**Eleanor Dean | Operations Manager**  
ed@skillsearch.com

Also look out for our 'Games Industry Guide To...' - a blog series focusing on answering specific questions by delving deeper into the survey data

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