

AGILE *Salary* SURVEY

2009

CONDUCTED BY VERSIONONE AND ASPE-SDLC

1ST ANNUAL



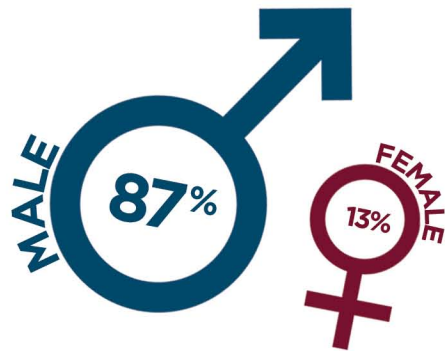
ABOUT THE SURVEY AND THIS REPORT

The first annual Agile Salary survey was conducted and sponsored by VersionOne and ASPE-SDLC. As the first salary survey focusing on the agile community, we were excited to receive 1,466 completed surveys with 2,786 total respondents from 89 countries. Its goal was to report on whether the market values agile skills and if employers are willing to pay more for employees with these skills. We wanted to show the agile community how valuable their skill set is and how the scarcity of agile skills is driving income potential even in a very difficult economy.

The data was collected via a web-based survey tool and respondents were recruited by a variety of websites, newsletters and forms that had ties to the agile community. The data was analyzed and prepared into a summary report by Analysis.Net Research, an independent survey consultancy.

Based on the success of the 2009 Agile Salary survey, ASPE-SDLC and VersionOne will make this a yearly exercise and hope to use data from previous years to show changes over time in agile demographics and salary.

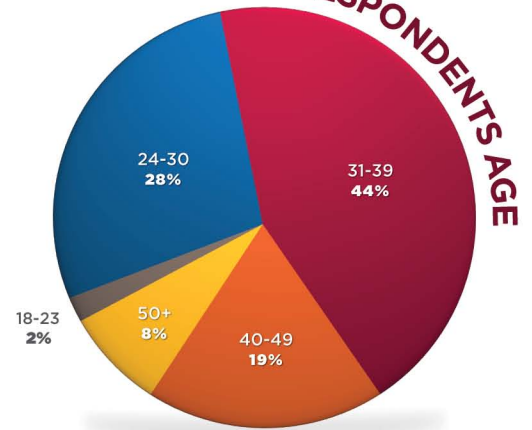
THE RESPONDENTS



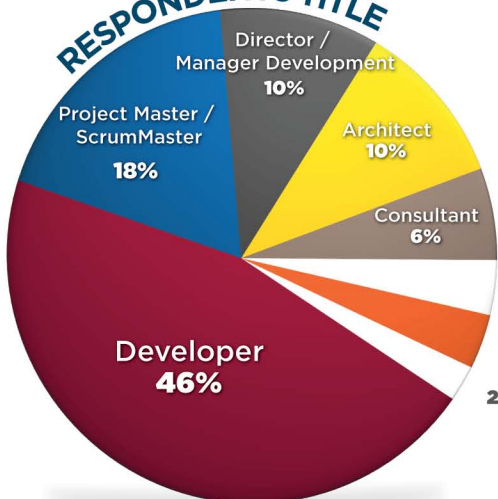
RESPONDENTS LOCATION



RESPONDENTS AGE



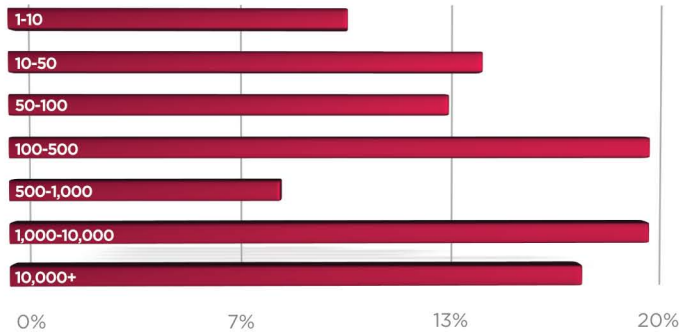
RESPONDENTS TITLE



THE ORGANIZATIONS



COMPANY SIZE

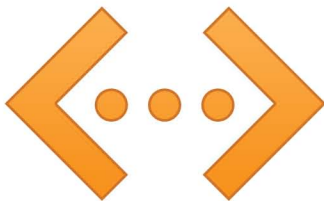
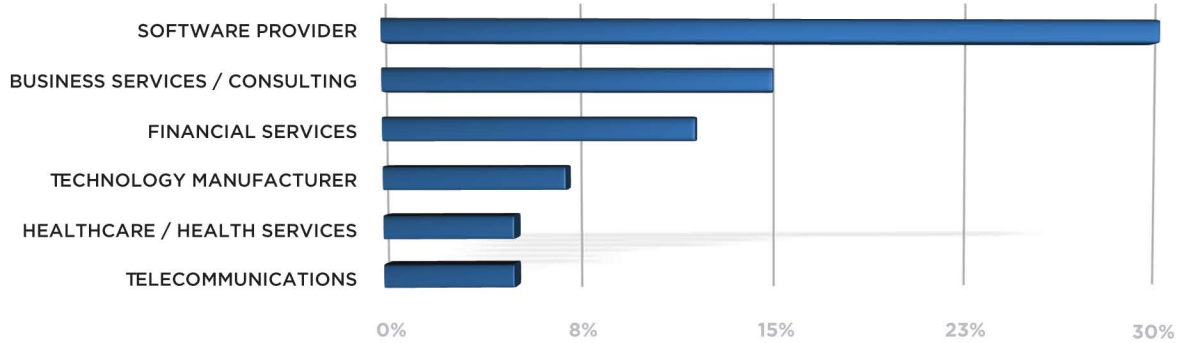


 **52%**

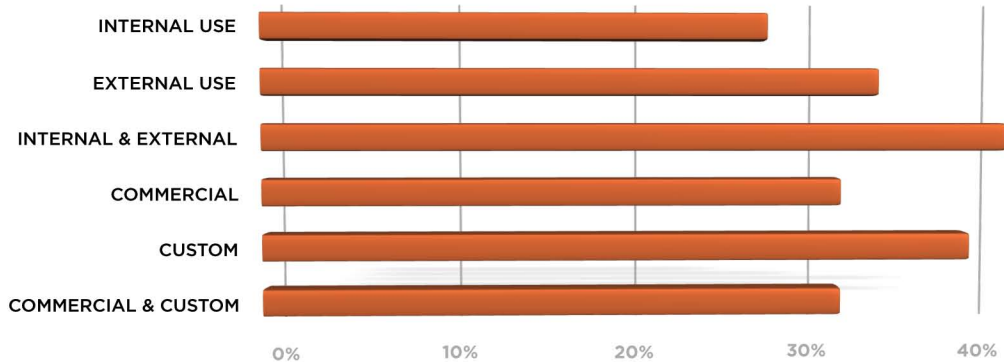
are using agile tools for software development



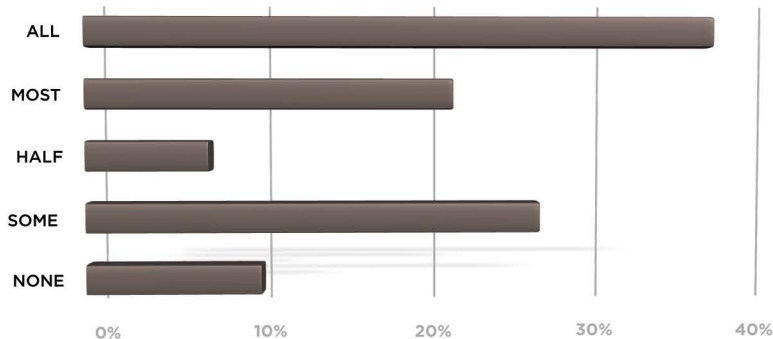
TOP INDUSTRIES



SOFTWARE DEVELOPED FOR

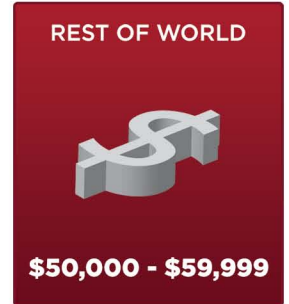


PROJECTS USING AGILE



SALARY STATISTICS

MEAN SALARIES BY REGION:



DID YOU GET A BONUS?

59%
YES €
USA & CANADA

50%
YES €
EUROPE & ASIA

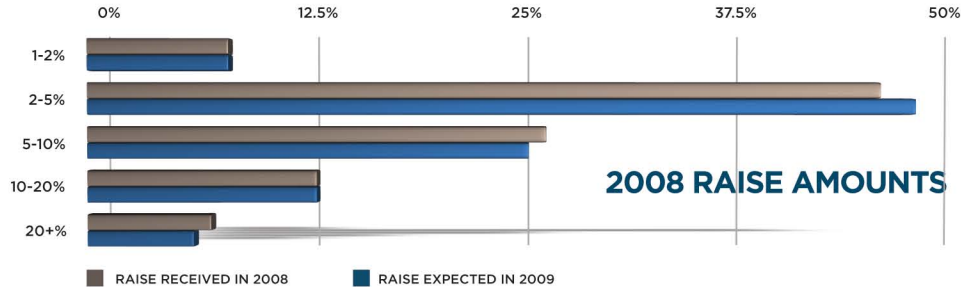
61%
NO ₹
REST OF WORLD

BONUS STRUCTURE

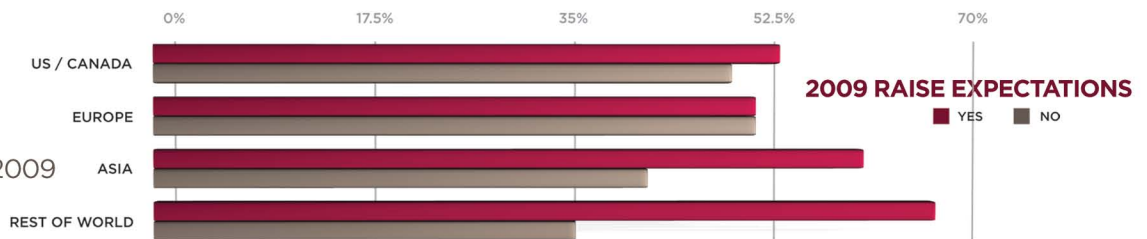
ALL CASH **75%**
 ALL OPTIONS **3%**
 OPTIONS & CASH **21%**

DID YOU GET A RAISE?

63%
OF RESPONDENTS
GOT A RAISE IN 2008



53%
OF RESPONDENTS
EXPECT A RAISE IN 2009



BIGGEST SALARY CONCERNS:

SALARY FREEZE : 30%
 POSSIBLE LAYOFF : 23%
 HIRING FREEZE : 15%
REDUCED DEMAND FOR SKILL SET : 10%
 SALARY DECREASE : 8%
 OUTSOURCING OF POSITION : 7%

SALARY ANALYSIS

LISTED BELOW ARE SOME OF THE TOP OUTCOMES FROM THE ANALYSIS.



Years of experience had the single **most powerful impact on salary** as seen in the data. Every year of software experience adds \$4,700 more in salary.



Using agile every day will pay you more money. Those respondents reporting that they use agile most or all of the time make \$2,511 more than those who use agile only half of the time.



Agile experience will pay you even more money. Every month of agile experience increases salary by \$227.



Working for the **same employer** over a lengthy period of time **hurts your income.** For every year of service, a respondent lost \$830 of salary holding everything else equal when they stay with the same company.



Working in **commercial software development** in the US and Canada does pay off. Holding everything else equal you earn about 10% more

SUMMARY

Contrary to popular opinion, agile is not just for small companies. Large companies are now looking at agile especially in the US and Canada. While the agile community may be a young community of professionals (the majority are 39 years old or younger), it's a very experienced group with the vast majority (70%) having at least 5 years or more of experience. Agile is making significant inroads into the internal software development shops of companies in North America but still is dominant in the Software Development and Business Services industries in Europe, Asia and other regions of the world. **Finally and most importantly, the compensation trend looks very positive even in the face of our current difficult economic environment.**