

Top 5 Java Recruiting Trends in 2023

01

AWS and Kafka are the top skills Java Engineers are looking to work with or learn in 2023.

02

Backend developers with some Operations experience are a strong plus for hiring managers.

03

Full-stack hiring managers are more flexible about candidates jumping between Ang and React in the talent shortage.

04

Springboot is still the #1 most desired framework but Vert.x & Dropwizard frameworks are becoming popular backups.

05

Java 11 is becoming increasingly more popular and widely adopted, as engineers shift away from Java 8.

Java Engineering by the Numbers

\$146K

National Average Salary: Senior Level

\$117K

National Average Salary: Mid Level

74K

Number of Java Job Postings on the Market

2.6%

Salary Growth for Java Engineers Year-Over-Year

42%

Java Roles Offering Remote Work

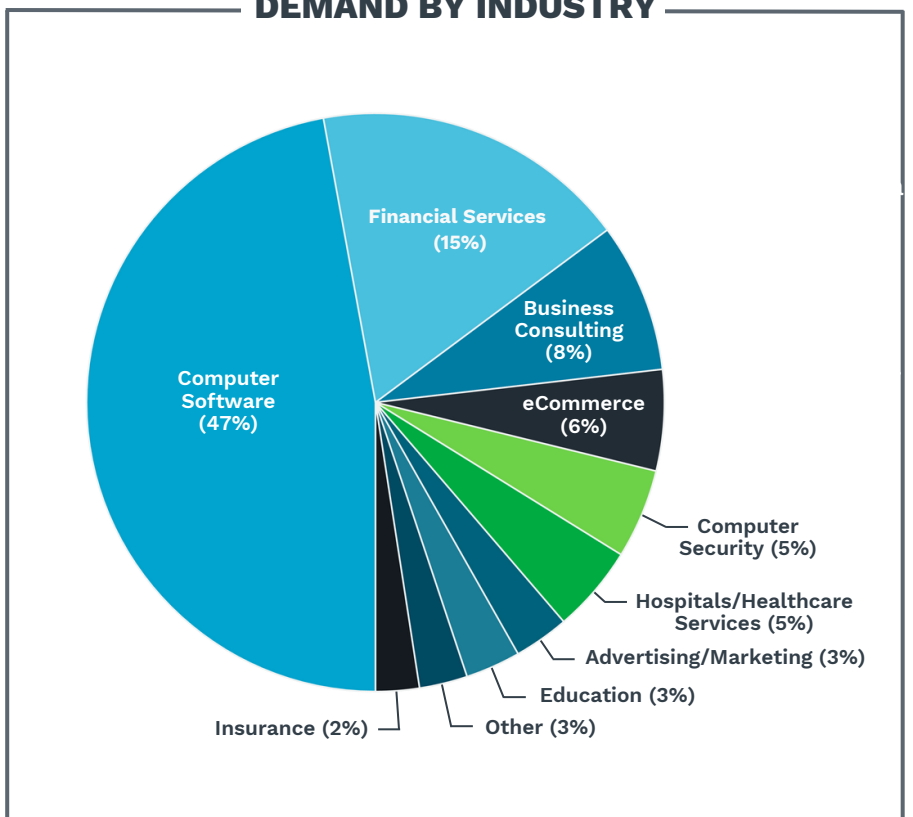
Java Engineering MARKET ADVICE



Offering 100% remote roles, quick interview practices, and above-market salaries, these are the things companies need to do to sell themselves to top Java talent throughout the hiring process. With trends like increasing inflation on the top of candidates' minds, companies need to adjust salary rates to keep up with market demand.

- Jordon Jonas, Practice Manager, Motion Recruitment

DEMAND BY INDUSTRY



This guide is based off proprietary compensation data from Motion Recruitment.

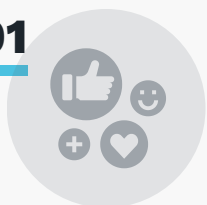
How Do We Attract Java Engineers?



Top Strategies for Recruiting Java Engineers

*By Percentage of Candidates Per Source

01



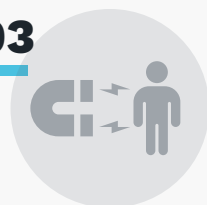
Network/Social Media

02



Job Board Advertising

03



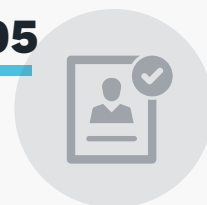
Reengagement Marketing

04



Direct/Referral

05



Resume Search