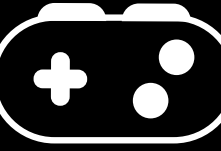




# Gamedev Salary Pulse 2024

Europe & North America



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# INTRO

We are excited to present the **8Bit Gamedev Salary Pulse Report**. This report is the culmination of an online survey conducted within the game development community, enriched with business insights gleaned from our experience in managing recruitment processes for a variety of game studios.

A heartfelt thank you goes out to everyone who contributed their insights to this report. A special acknowledgment is due to those who participated in our online survey. Your responses not only shaped this report but also supported a cause close to our hearts – **for every survey response, we donated 1 USD to our trusted pet rescue organizations.**

We are confident that this report will serve as an invaluable tool. Whether you're aiming to break into the games industry, seeking to

negotiate your salary, or a studio planning to expand your team and wanting to offer competitive remuneration, this **report provides key insights to guide your decisions.**

## About 8Bit

We are a boutique recruitment agency operating in the game development industry, connecting skilled professionals with game studios around the world. Since 2015, we've worked with more than 80 studios globally, efficiently operating as a fully remote team. Our support for pet rescues during our survey is part of our ongoing commitment to animal welfare, a key part of what we stand for as a company.

# Data Collection:

## HOW WE COMPILED OUR INSIGHTS?



The foundation of our **Gamedev Salary Pulse Report** is an extensive **survey conducted in November and December 2023** and promoted through LinkedIn and our other social media channels. Designed to be accessible to everyone within the game development community, this approach allowed us to gather a diverse range of perspectives and experiences. The result was a collection of 673 complete responses, providing a robust data set reflective of current industry trends and sentiments.

In addition to survey data, we enriched the report with our own **business insights**. These were drawn from an array of recruitment processes we completed in 2023, along with other recruitments we were aware of in the industry. This firsthand knowledge from our active involvement in the game development recruitment sector offers a unique vantage point, allowing us to present a well-rounded view of the current state of salaries and hiring trends in the industry.

As a third key component, we compared our findings with **data and salary ranges available on various job boards**. This step ensure our

report's findings were well-grounded and aligned with broader market indicators. By synthesizing this information with our survey results and recruitment insights, we have compiled a comprehensive, up-to-date snapshot of salary trends in the game development industry for 2023, offering valuable insights for both job seekers and employers.

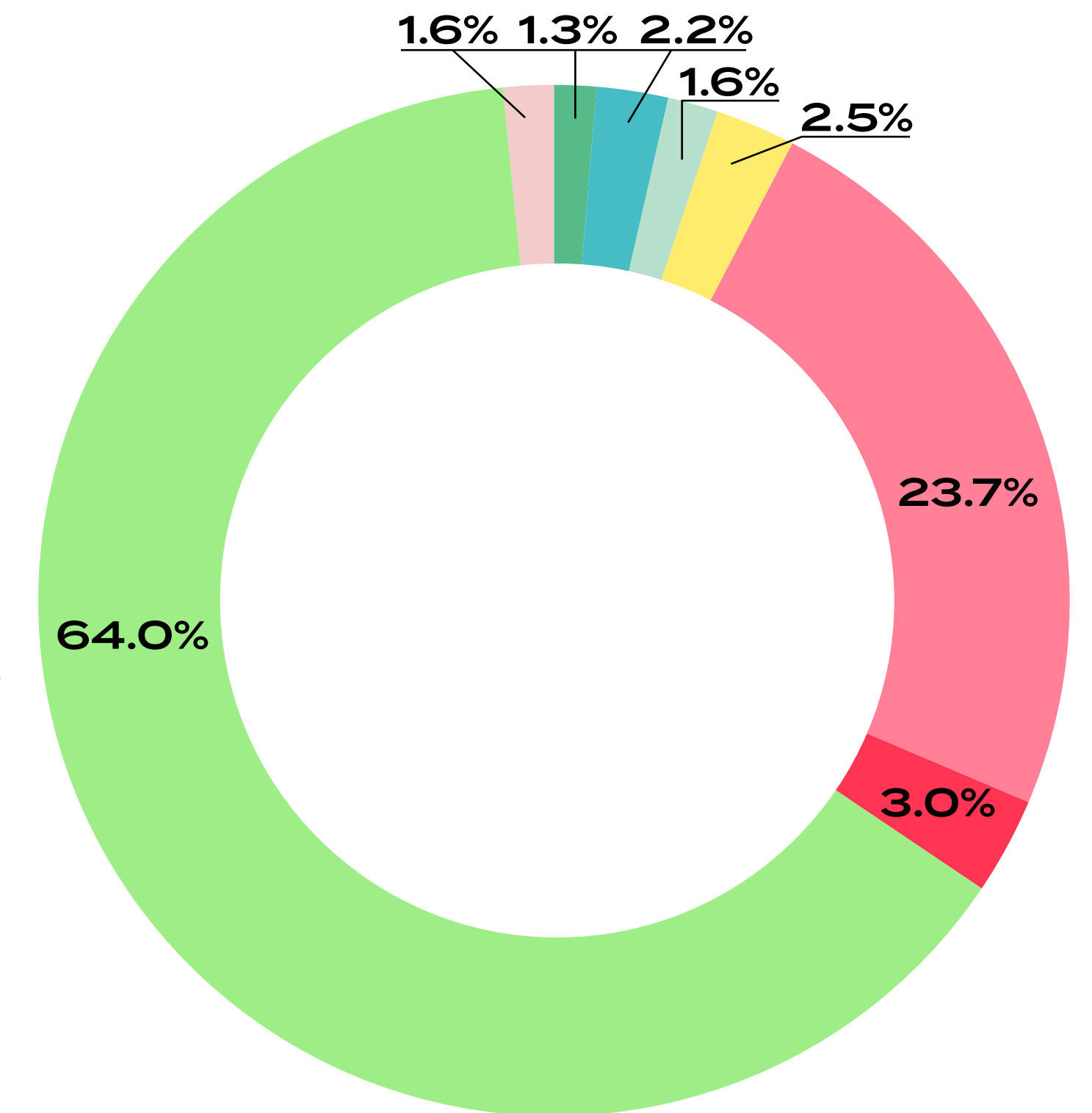
It's important to note that for certain areas, the number of responses was not sufficient to draw accurate and broader conclusions. In these instances, **we opted not to publish specific segments of data to ensure the reliability of our findings**. This was primarily the case for certain levels of position seniority (for example, we might have only published data for mid and senior roles if we lacked sufficient data for junior positions). Additionally, we had to exclude User Acquisition entirely as an area due to insufficient responses. This decision was made to maintain the integrity and accuracy of our report, focusing on providing the most reliable information possible.

# PARTICIPANT PROFILES: A CLOSER LOOK

Our survey sheds light on the diversity within the game development sector. The majority, 64%, of our respondents come from the **Console/PC** segment, reinforcing its foundational role in gamedev. Close to 24% are from **mobile gaming**, underlining its importance, while emerging fields like **Metaverse/Crypto** and **AR/VR/XR**, along with **AI**, represent the industry's innovation and breadth.

What type of studio or company do you work for?

- AI
- AR/VR/XR
- Cloud
- Metaverse/Crypto
- Mobile
- Publisher
- Console/PC
- Web

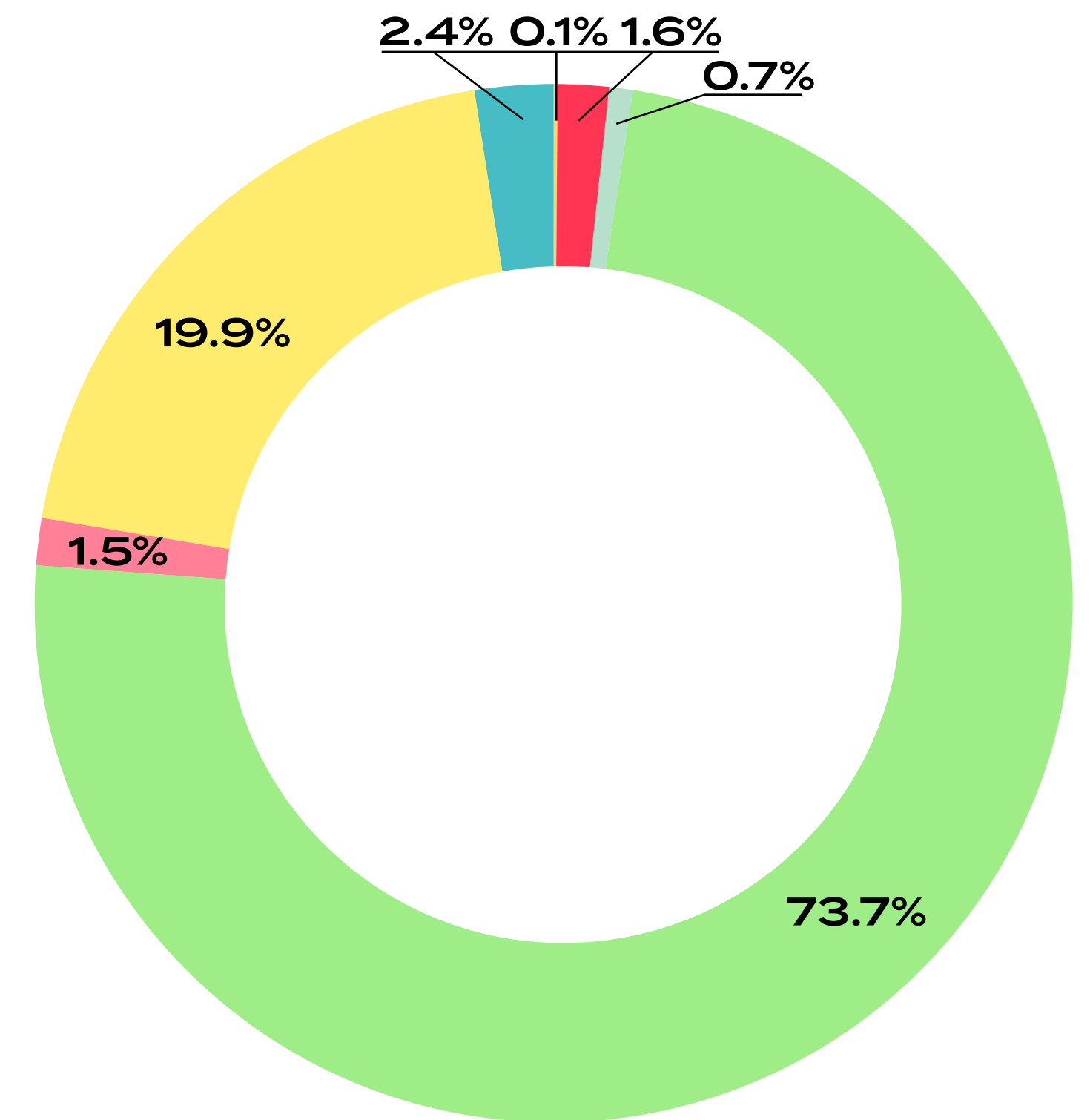


# PARTICIPANT PROFILES: A CLOSER LOOK

The majority of our survey respondents, 74%, are from Europe, with North America making up nearly 20%. This shows our survey primarily reached professionals from these two regions, with less than 3% from other areas. This means the **insights, especially regarding wages, are more reflective of the European context**, giving readers a focused perspective.

What is the continent of your studio?

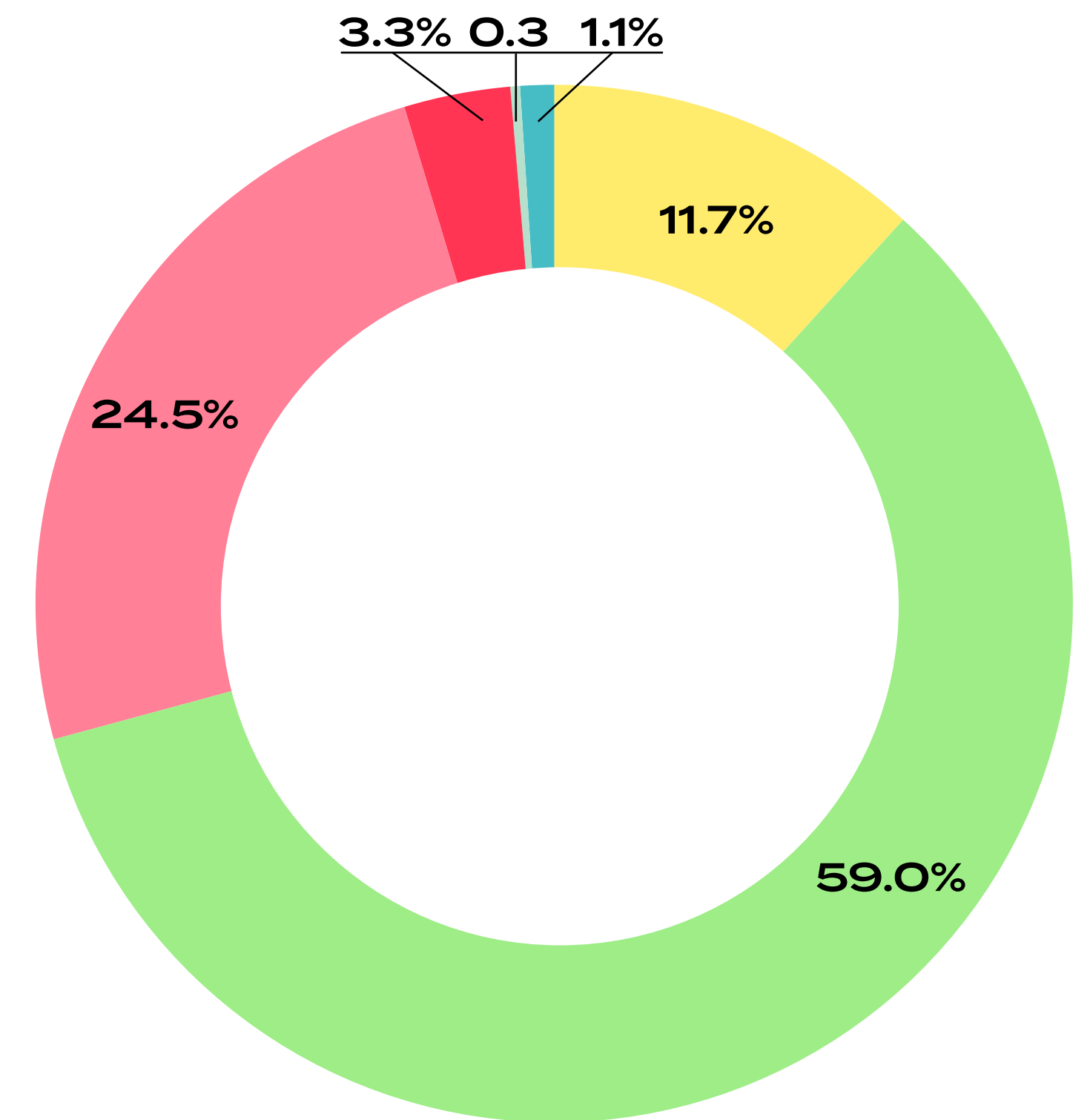
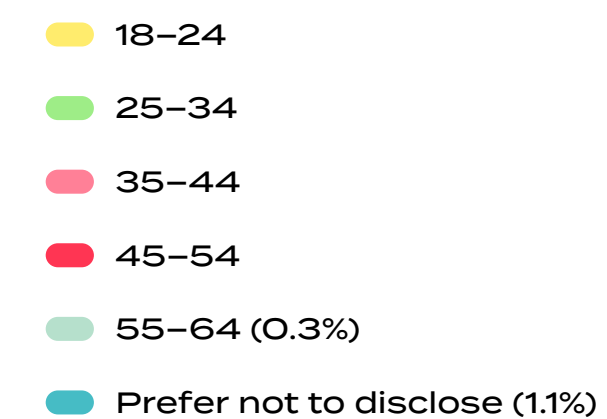
- Africa (>1%)
- Asia (1.59%)
- Australia (>1%)
- Europe
- MENA
- North America
- South America



# PARTICIPANT PROFILES: A CLOSER LOOK

The overwhelming majority of individuals who participated in our survey identify as young professionals, falling under the age of 35. This **significant representation of younger voices within our data set aligns with the broader perception of the gaming industry's structure**, which enjoys immense popularity among young adults. Conversely, individuals aged 55 and over account for only a minimal portion of the responses we gathered.

What is your age group?





# Piotr Gamracy

CEO,  
VIVID GAMES



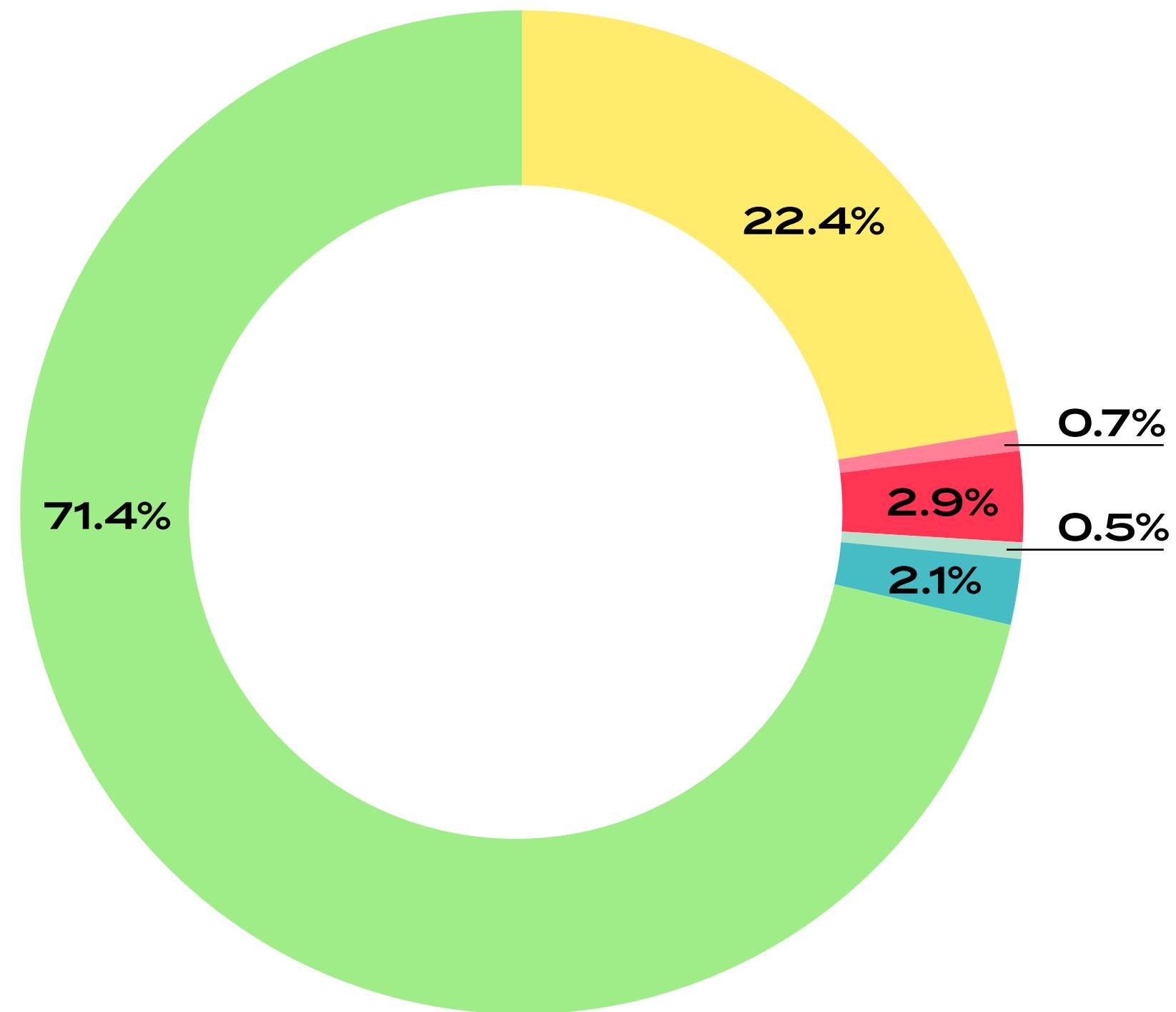
Overall, the data suggests that the game development industry is composed of individuals in their mid-20s to mid-30s, with significant representation from those in their late 30s to early 40s, which is coincident with my observations. However, there are also noticeable contributions from younger entrants and experienced veterans, highlighting a diverse range of age groups contributing to the vibrant landscape of game development. People in their late 20s and early 30s are often in the early to mid-stages of their careers, bringing a blend of youthful energy and some years of experience to the field. They're often adept at adapting to new technologies and trends and may have strong networking skills but sometimes may lack deep industry experience compared to older professionals. They might also face challenges in balancing work-life commitments as they navigate career advancement. From that perspective, it is very impor-

tant to keep the ratio between very energetic young employees and those with impressive portfolios but in different life stages.

Considering the dynamics of a workforce composed of Millennials, Gen Z, Gen X, and older employees, building an effective organizational culture can present unique challenges in many areas including communication styles and preferences, work-life balance expectations, technology adoption and adaptability and leadership and management styles. Addressing these challenges requires proactive efforts from organizational leaders to promote understanding, respect, and collaboration among employees of different generations. By recognizing and leveraging unique strengths and perspectives that each generation brings, organizations can create a more resilient, innovative, and inclusive workplace culture.

Which of the following best describes your gender?

- Man
- Woman
- Transgender (0.7%)
- Non-binary/non-conforming
- None of these (0.5%)
- Prefer not to respond



## Cléo Hayes-McCoy

**CHIEF TECHNOLOGY OFFICER,  
TOYA**

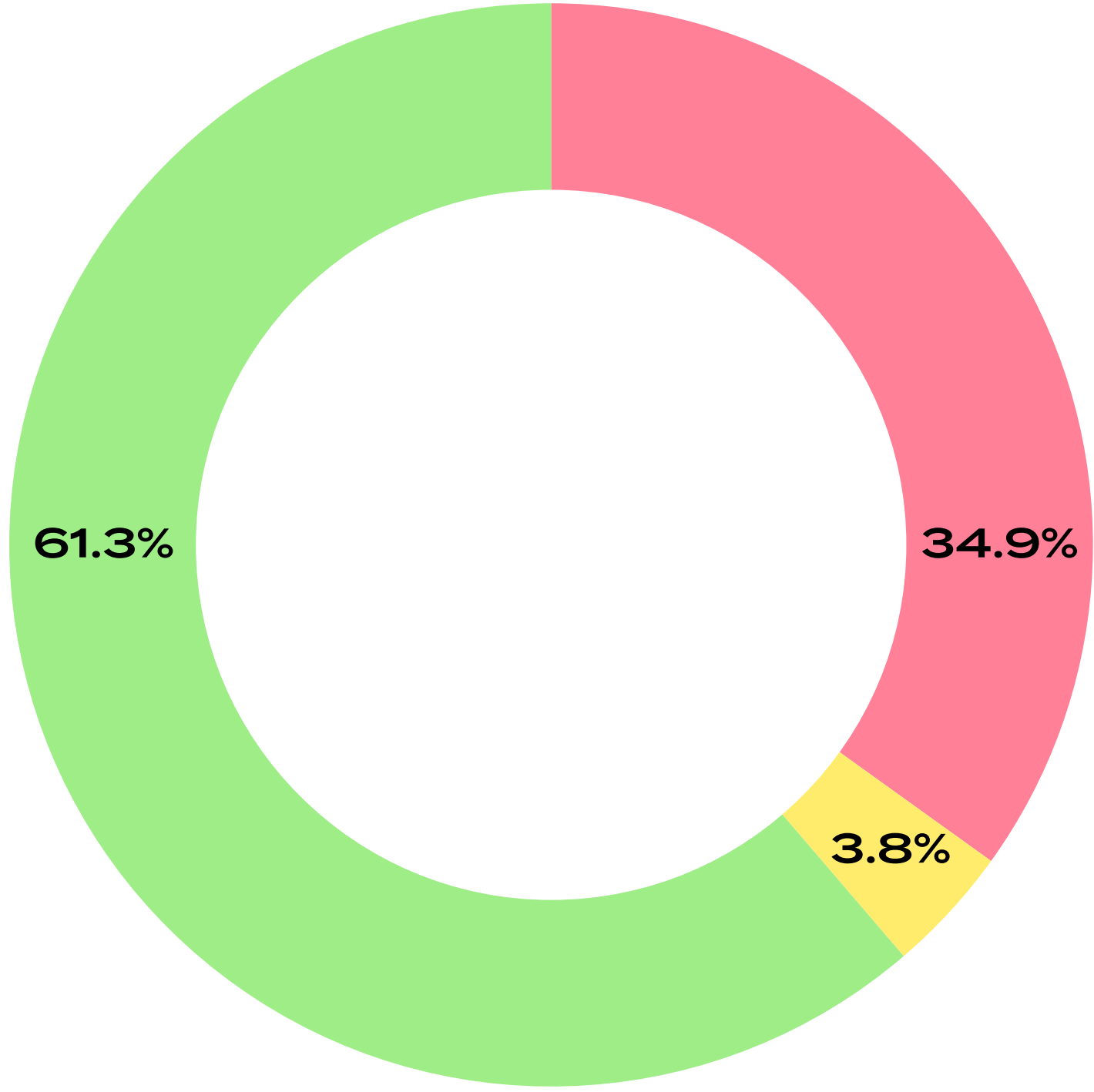


“

The largest change I've seen in the industry over the past 20 years, in terms of gender, has been the growth in the number of trans and non-binary working at studios and on development teams. As a transgender CTO myself, this is encouraging. The large majority of one gender in the results of the survey, however, is not surprising – especially for engineering roles. This trend is slowly changing, but clearly we still have a long way to go as an industry – so we still have lots of opportunities to increase the diversity of our teams, and in this way build better, more inclusive games to serve more diverse audiences of players.

# COMPENSATION CONTEXT: FACTORS INFLUENCING SALARY TRENDS

Before diving into the detailed salary trends by area, it's important to highlight two factors: **employment contract trends and the presence of additional compensation** among our respondents. These elements can significantly shape how you interpret the data in relation to your own situation.

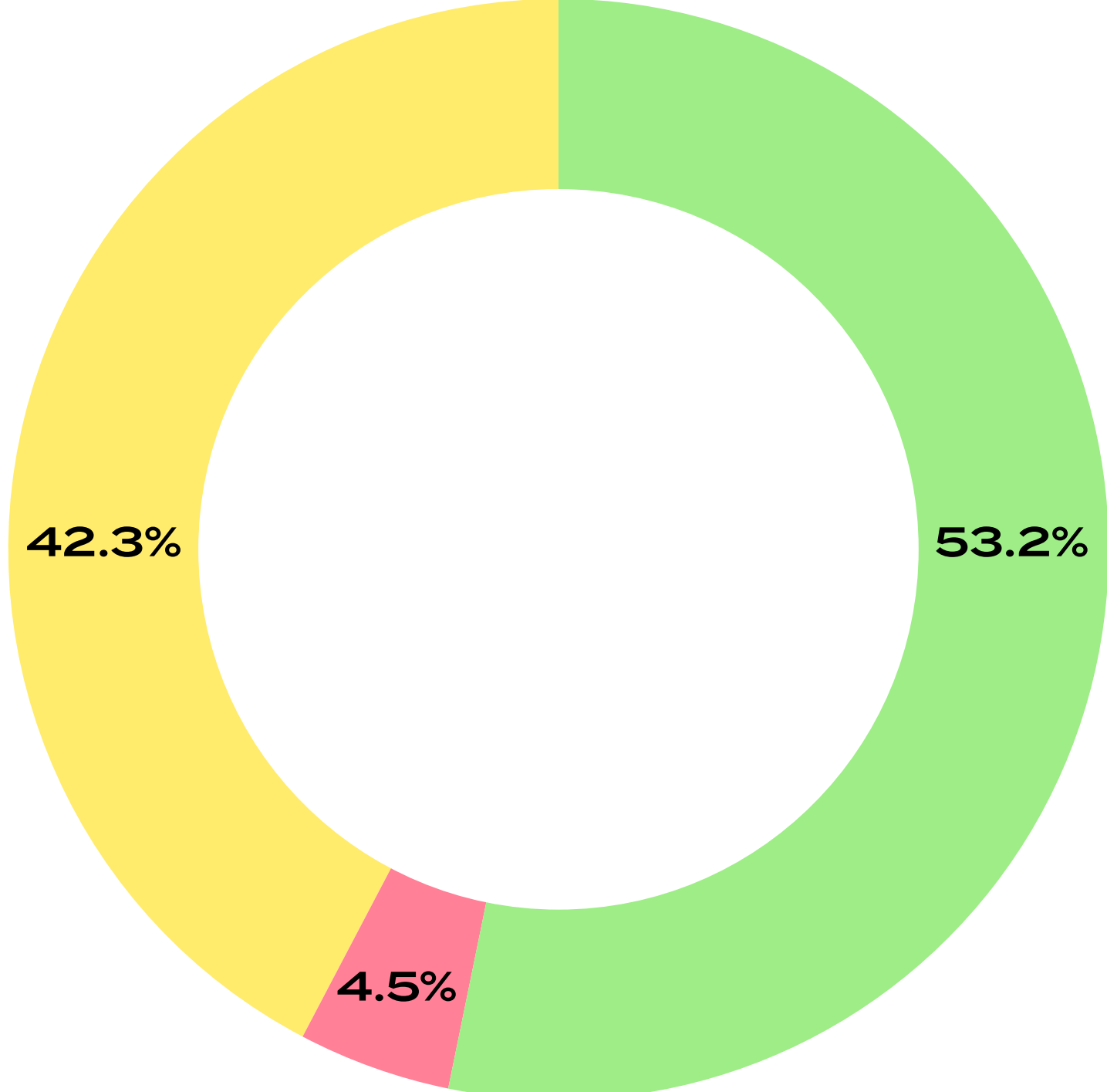


What is the form of your primary contract?

- B2B contract/freelance
- Others
- Contract of employment

# COMPENSATION CONTEXT: FACTORS INFLUENCING SALARY TRENDS

Please note, the salary figures we present are based on **gross monthly salaries, excluding any form of additional compensation such as bonuses or profit sharing**, as per our respondents' feedback. Considering that 42.3% of the respondents receive some form of extra compensation, it's important to take this into account, for example, when using Salary Reports as a tool during salary negotiations.



# Putting a Price on Passion:

## SALARIES BY AREAS



We provide salary data for each seniority level across different areas, including the **25<sup>th</sup>, 50<sup>th</sup> (median), and 75<sup>th</sup> percentiles**.

- The 25<sup>th</sup> percentile indicates where 25% of reported salaries are lower, and 75% are higher.
- The 50<sup>th</sup> percentile (median) is the midpoint, with 50% higher and 50% lower salaries.
- The 75<sup>th</sup> percentile shows where 75% of reported salaries are lower, and 25% are higher.

We also include average salaries, calculated by summing all values and dividing by the count, **though the median is often considered more accurate due to outliers**. Outliers are data points that significantly differ from the rest of the dataset. In the context of salary data, outliers could represent unusually high or low salaries that are not typical of the majority of salaries in that position. When calculating average salaries, outliers can influence the result, pulling it towards their extreme values. For example, if there is one exceptionally high salary in a dataset, it can inflate the average salary, making it

higher than what most people in that position actually earn. Similarly, an outlier with an extremely low salary can pull down the average.

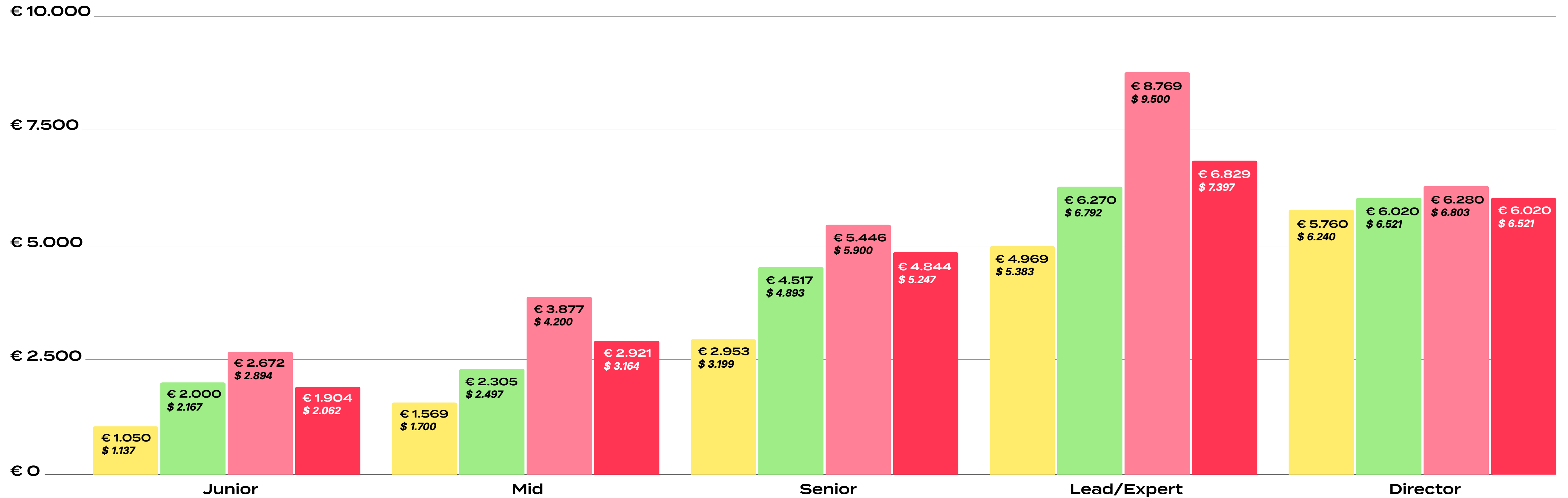
In contrast, the median is less affected by outliers because it represents the middle value of the dataset, regardless of extreme values. Therefore, the median is often considered a more reliable measure of central tendency in datasets with outliers.

Your **salary position may vary based on experience and location**. Early-career or new industry entrants tend to align with the 25<sup>th</sup> percentile, while more experienced individuals are closer to the median or 75<sup>th</sup> percentile.

Location impacts salary; higher cost of living areas tend towards higher percentiles. Salaries also vary between independent studios and larger entities.

# ART & ANIMATION

- 25%
- Median
- 75%
- Average



# Martha Weiss

**SENIOR CHARACTER CONCEPT ARTIST,  
IO INTERACTIVE**



Based on salary data, it seems that experience and expertise play a more significant role in determining salaries in the video game industry than hierarchical positions alone.

The relatively minor difference between junior and specialist average salaries may suggest that entry-level skills in the art industry are relatively high, as juniors are valued similarly to moderately specialized knowledge employees. This also reflects the high competitiveness of the game art job market, which has been mirrored in the collective layoffs at many major game development companies. However, the significant jump in pay from specialist to senior positions indicates

the importance of seniority and advanced skills in commanding higher compensation.

Furthermore, the notable increase in wages for expert and lead roles underscores the value placed on leadership, strategic thinking, and specialized knowledge within the industry. This suggests that companies are willing to invest more in individuals who can drive innovation, manage complex projects, and make crucial decisions.

The surprising discrepancy between average directorial compensation and that of expert positions may stem from a variety of factors,





reflecting nuanced dynamics within the industry. This observation suggests a potential imbalance in market demand favoring individuals with specialized expertise over those in leadership roles. It could signify a greater emphasis on technical proficiency and domain-specific knowledge in driving project success, thereby influencing compensation trends.

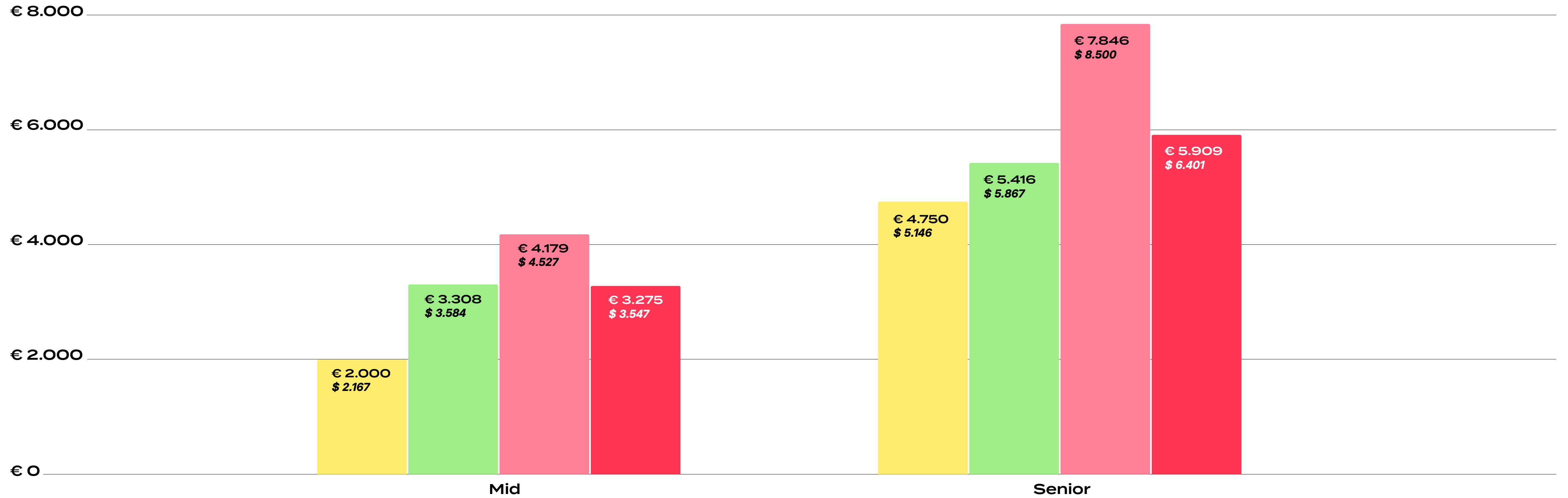
Nonetheless, it highlights the nuanced nature of salary dynamics within the video game sector, where compensation isn't solely determined by job titles but by a combination of factors including skill level, experience, and the specific demands of the role.

Based on my observations, it appears that the current market is undergoing a phase of saturation, as I now receive significantly fewer recruitment proposals compared to before. This trend can be attributed to the influx of a considerable number of young, highly skilled individuals aiming to pursue careers in the game industry.

Additionally, the ongoing improvement in graphics and technology in games is promoting a merger between the film industry and the computer gaming sector, further contributing to the prevailing market dynamics.

# AUDIO

- 25%
- Median
- 75%
- Average



# Alexandru Oprisan

**SOUND DESIGNER,  
DREAM PRIMER**



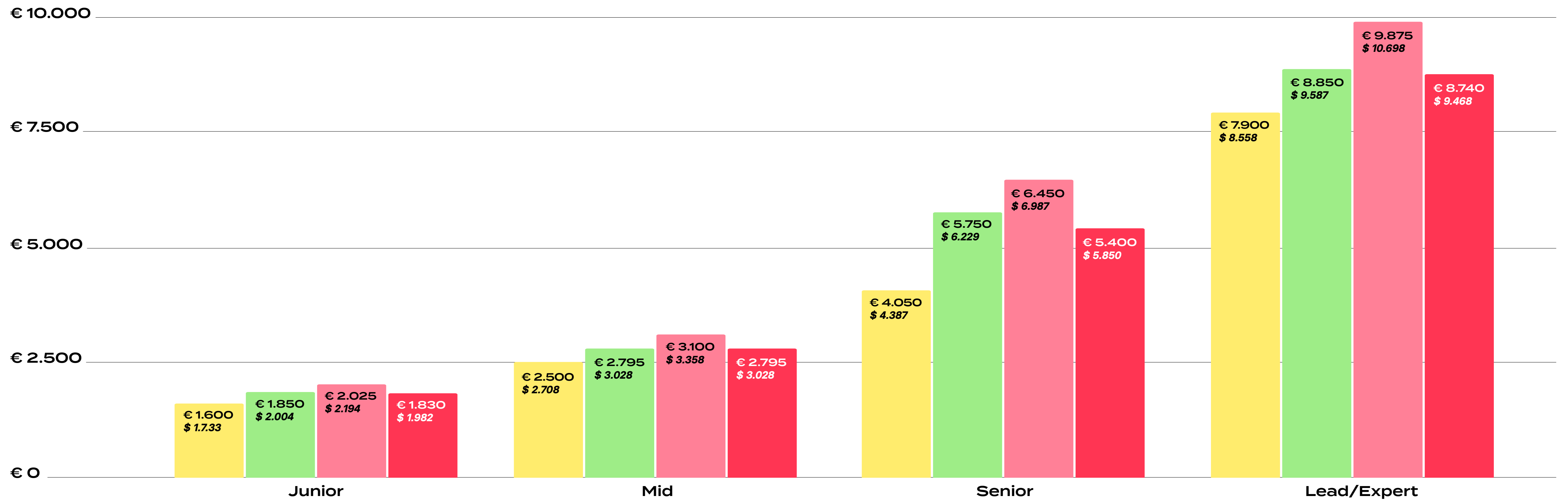
Getting into game development as a sound designer is tough. Finding internships or entry-level gigs is a struggle, with most companies hunting for mid to senior-level roles, often needing experience in shipped games, especially in triple-A. To cope, your only options are to refine your sound design skills and dabble in basic programming and in engine sound integration for an edge. Creating your own small games where you focus on sound is a good way to learn. The indie game scene values these extra skills as you will probably be a generalist that has to handle asset creation, system design, integration and the final mix for the game. Unfortunately, even with these skills,

getting that first job is a waiting game. Applying to big companies might not cut it, I didn't get any response from open applications from 20 companies. Networking and local opportunities are key, at least that's what worked for me to have my break.

# BUSINESS DEVELOPMENT

- 25%
- Median
- 75%
- Average

Note: The data here covers only Europe and won't match North American wage levels.



# Pavol Buday

**BUSINESS DEVELOPMENT MANAGER,  
PIXELANT GAMES (SUMO GROUP)**

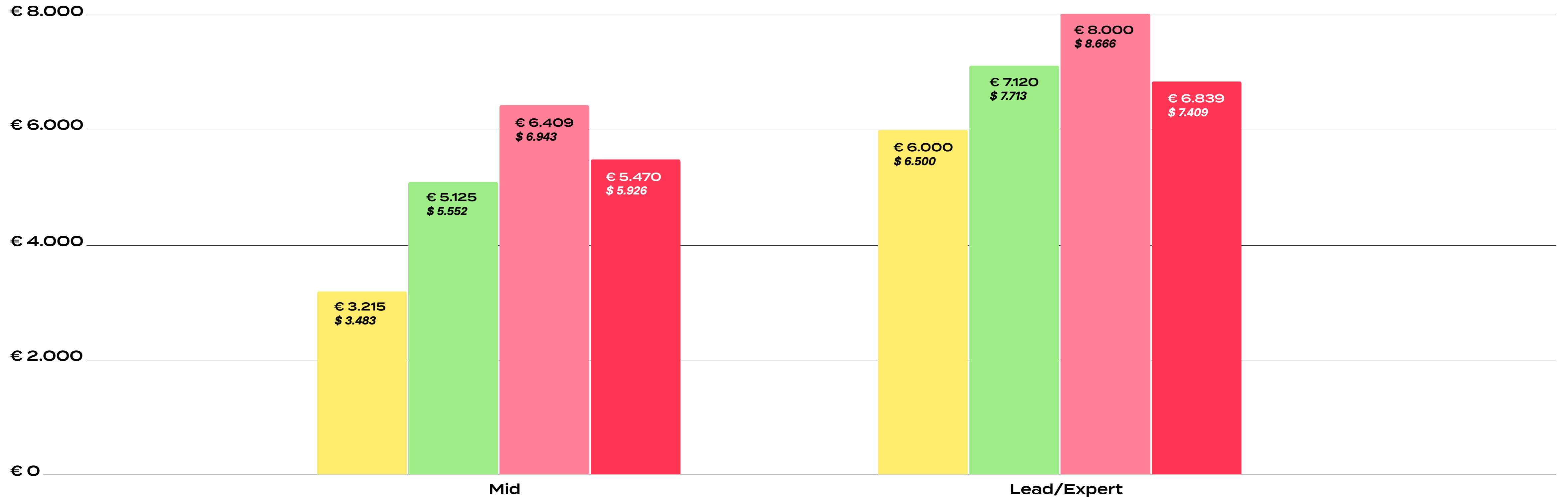


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Regarding the current situation in gamedev – we are all in this together, in this perfect storm. It affects everyone, our friends, partners, sometimes even our neighbours. It is felt across all disciplines, all studios no matter the size, and it challenges team morale, creative output and job security. Some are saying you must survive till this or that year, but you are just delaying the inevitable. There is no single recipe for getting out of the storm unharmed, unfortunately. It is hard for everyone, finding new jobs, clients and work; but I do see the lighthouse in strengthening our relationships as we face this challenge with strong partners, friends and peers by uplifting and supporting each other.

# DATA ANALYTICS

- 25%
- Median
- 75%
- Average



# Michał Korek

**HEAD OF DATA,  
BOOMBIT**



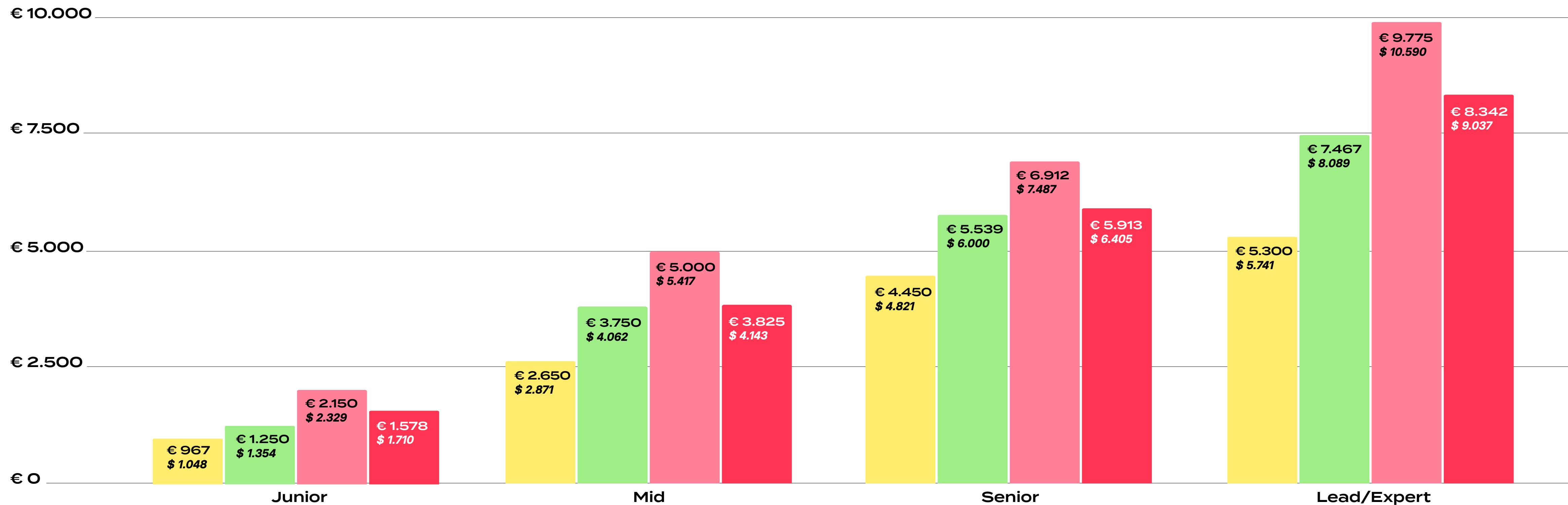
In 2023, the gaming industry witnessed a notable growth in the analytics domain. Mid-level positions emerged as a focal point, with their 25<sup>th</sup> percentile hovering around half of the average, indicating a broad talent pool. Furthermore, the substantial variance between percentiles may be linked to the relatively limited number of junior roles available within the industry, along with companies sometimes treating mid-level as an entry point in this particular area. Meanwhile, senior-level roles displayed a closer alignment between their 25<sup>th</sup> percentile and the average, indicating a more consolidated senior-level talent base. The higher median than average in senior roles compared to mid-level positions hints at the presence of more outli-

ers in senior positions, likely comprising experts in certain specializations like AI, managers, or higher-ranking executives.

Looking ahead, the outlook remains promising, with a sustained demand for analytics expertise. However, there is ongoing consolidation at the senior level, driven by the evolving landscape of gaming analytics. As the mobile game industry shifts towards core games due to escalating production and user acquisition costs, companies are increasingly prioritizing investments in analytics. This strategic shift underscores the importance of maximizing games' profitability through effective product analytics methodologies.

# ENGINEERING

- 25%
- Median
- 75%
- Average





# Michał Buras

**SENIOR NETWORK ENGINEER,  
HIGHWIRE GAMES**

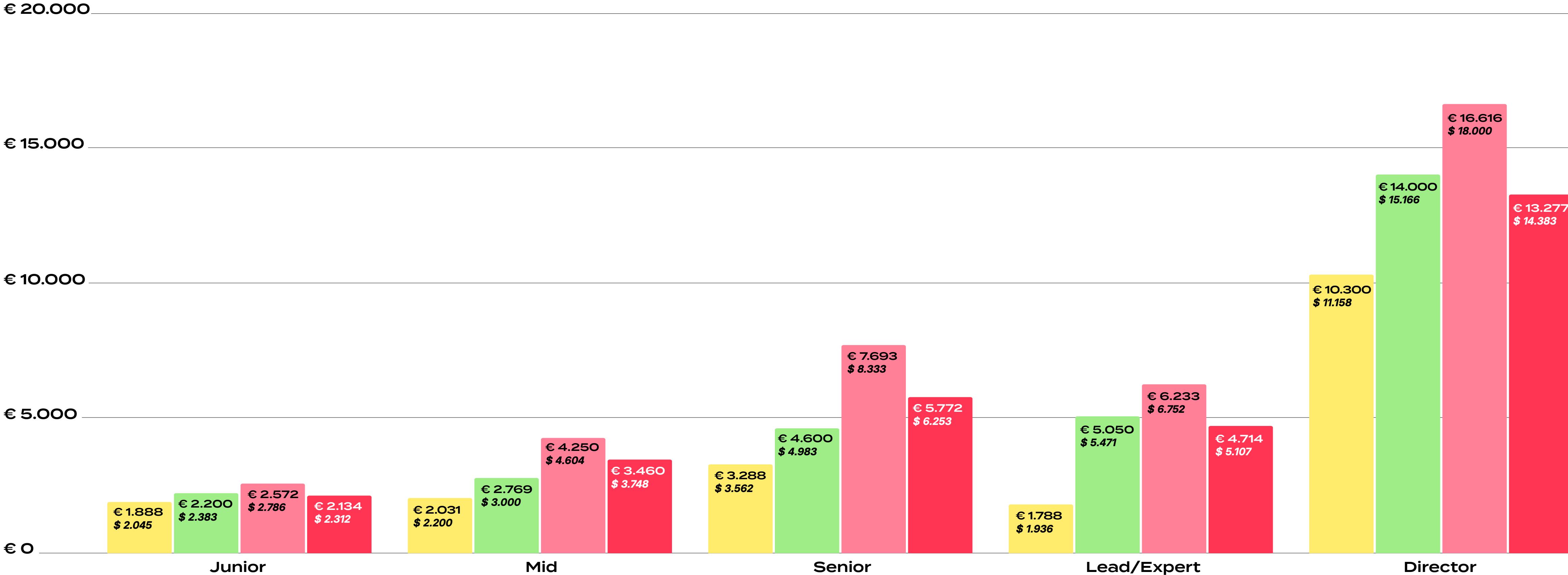


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As a Senior Network Engineer in the game development industry, specializing in PC and console games, I've noticed an intriguing trend despite the prevailing market crisis. Recruiters are continuously reaching out to me, which leads me to believe that highly specialized engineering roles remain in high demand and command competitive salaries. This perception is particularly reinforced by the fact that many studios are still operating fully remotely, affording them the privilege to select from a broader spectrum of candidates due to their flexibility. This shift towards remote work has not only expanded the talent pool but has also emphasized the value of specialized skills in the industry. It's clear that in these changing times, the ability to adapt and the possession of niche technical expertise are more prized than ever, making roles like mine both sought after and well compensated.

# GAME & LEVEL DESIGN

- 25%
- Median
- 75%
- Average



# Richard Matey

**SENIOR GAME DESIGNER,  
BLIZZARD ENTERTAINMENT**

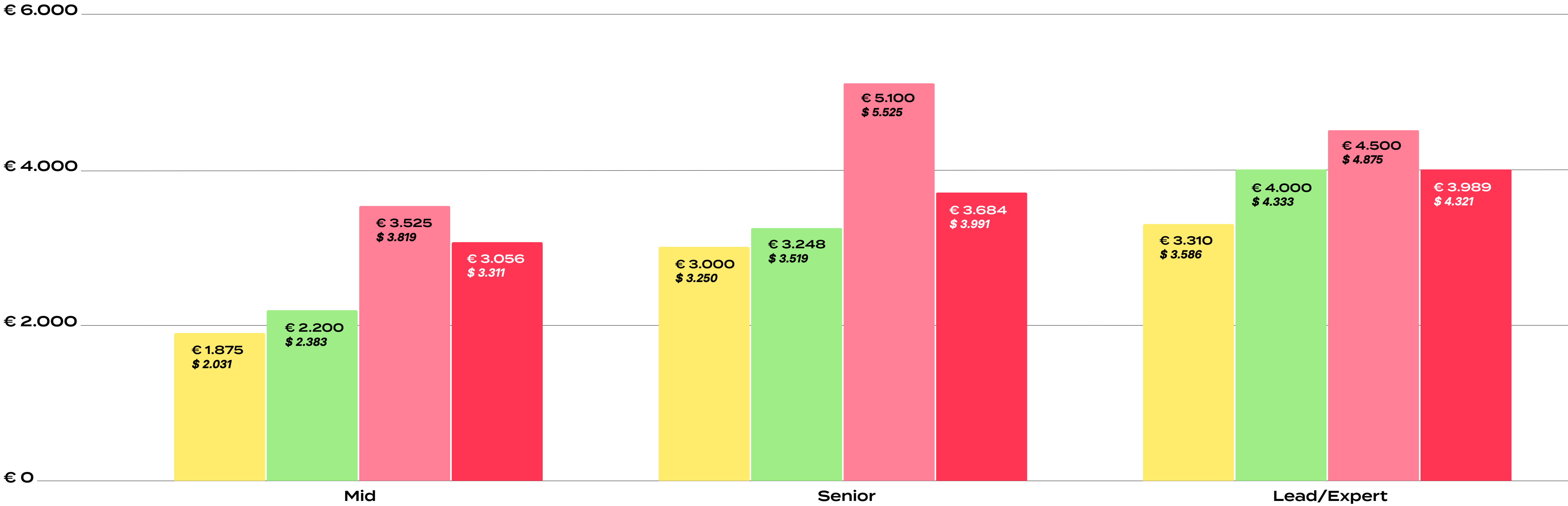


Game Design is an interesting field that can entail many different elements depending on the project and team. One designer could be heavily into crafting puzzles while another is dialling in moment to moment action combat. At the core of game design I would say we make content for players to connect with. Unlike art or programming there is no optimal right way to design games or direct skills that are universal from project to project. Our work is more subjective to the players we are connecting with and our true voice gets more confident over time with each project. You can see this value increase over time on the salary graph. Entry level is pretty low because it is an unproven position, there is a lot of learning in this state and figur-

ing out where the designers skills will eventually branch into. At the high end of the scale you can find directors who are directly responsible for the content of the game. They need to be the most confident and well rounded with how the game will come together. I would suggest for any up and coming designers to be open minded with the tool sets they are willing to use; also playtest as many designs you can come up with. Working on game jams, paper prototypes, or even small independent projects, can help build that confidence to connect with an audience and ultimately help you raise your game design career.

# HR & OPERATIONS

- 25%
- Median
- 75%
- Average



# Agnieszka Fido

**SENIOR HR BUSINESS PARTNER,  
FLYING WILD HOG**

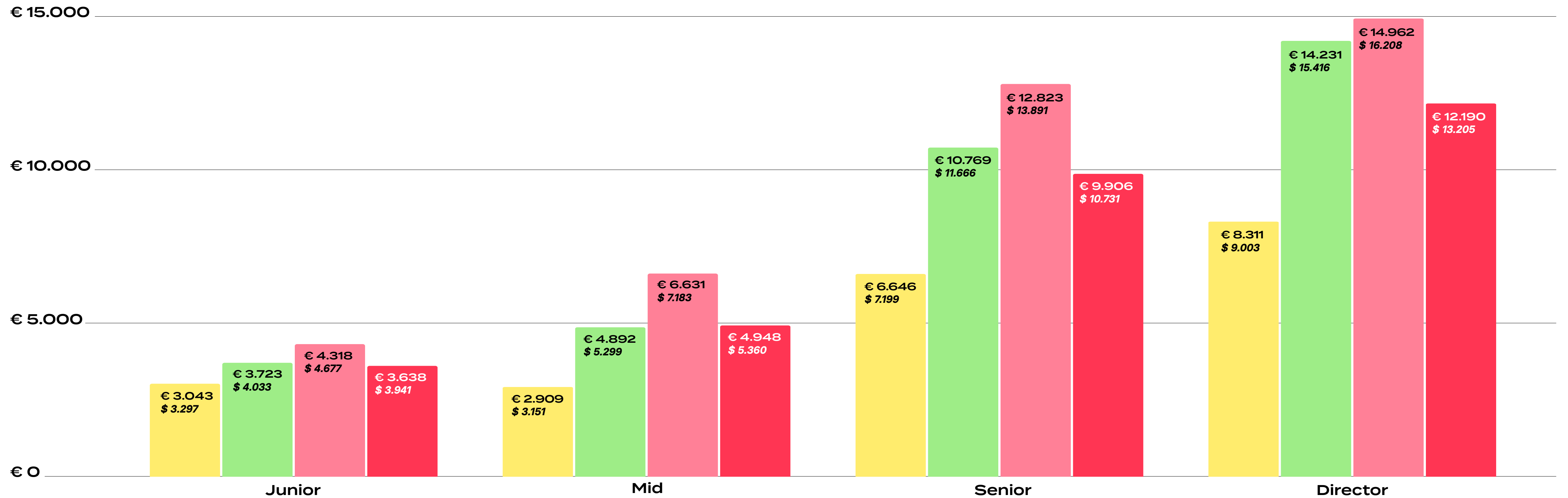


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The gaming industry is a unique place that seamlessly combines technology with artistic creation. This combination is extremely attractive to professionals from other sectors. Especially HR specialists can find a place full of challenges and a dynamic environment for development here. Even though the entry threshold is high and candidates are expected to have a lot of experience, this year, we see an exceptionally high interest in this sector and positions in game development. Along with the interest in the sector and an open job market, we also see an increase in salaries within various specialisations.

# MARKETING & PR

- 25%
- Median
- 75%
- Average



# Michał Azarewicz

**PR & MARKETING MANAGER /  
PUBLISHING MANAGER,  
MASS CREATION / WE DIG GAMES**

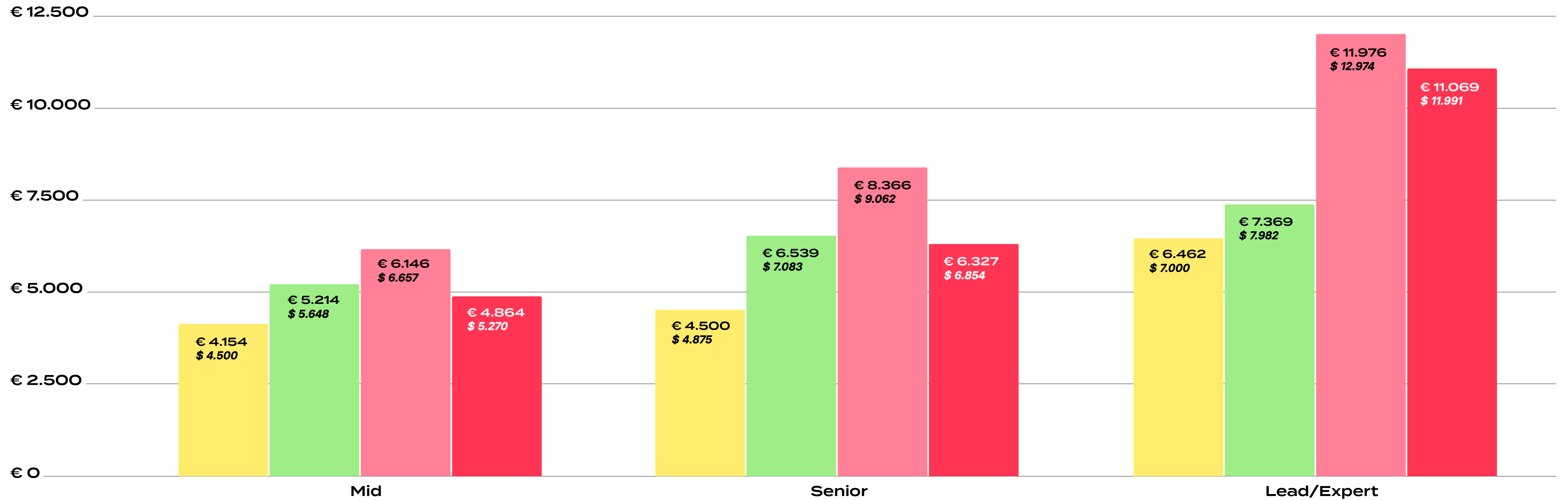


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Marketing and PR is a funny thing. There is quite a variety when it comes to the position approach and requirements. In big studios, you are mostly part of a specific team, in indie studios you are often a one-man army responsible for many things like comms, influencers, sales support, events, etc. The big advantage of this position is that people can work remotely in most cases, which makes the entry-level a bit lower. Still, on the other side, small studios mostly require someone with at least basic experience in the marketing/PR field as there is no one to mentor or train the candidate – in many cases, they need someone to step in and start doing their job from Day 1. The 2023 and 2024 layoffs made many candidates available from various Marketing/PR teams so studios that can afford such persons are in a good position to acquire experienced people to join their team, but this makes the juniors less wanted at the moment.

# PRODUCT

- 25%
- Median
- 75%
- Average





# Guy Zaidenband

**PRODUCT LEAD,  
OKAMI GAMES**



Product management positions are very versatile, in responsibilities and in salaries within the same experience level groups.

So a budget scope of a product manager is not only related to experience level but also to responsibilities and the product size itself. In early testing and Alpha stages of games product managers are mostly steering development decisions and in some cases are also actually responsible for day to day production. And in later stages they are the core decision makers and communicators to the product stakeholders.

So there are factors like actual team management involvement here as much as research and defining product roadmaps.

I believe that companies set their budget for a product role based on:

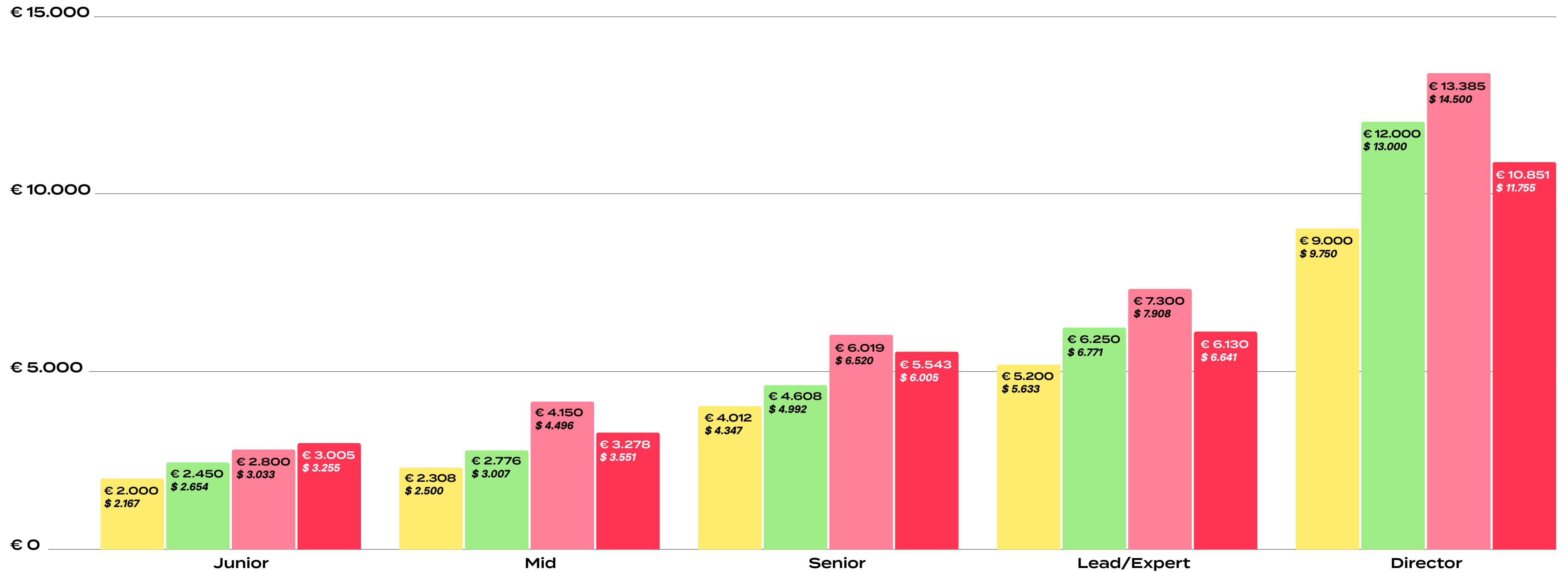
1. stage of the product,
2. direct management of the production team,
3. development or marketing budget of the product,
4. communication and responsibilities with the stakeholders,
5. scope of research and roadmap planning involved.

The product position is essential today for B2C products and even if the company doesn't have a product manager onboard, someone in the studio is taking those responsibilities upon themselves.

So scope and responsibilities of the product manager takes a big part in choosing the right budget for the position, this is why we can see big changes in salaries within the same experience group of the desired product manager.

# PRODUCTION

- 25%
- Median
- 75%
- Average



# Alberto Zorzetto

**PRODUCER,  
BOHEMIA INTERACTIVE**

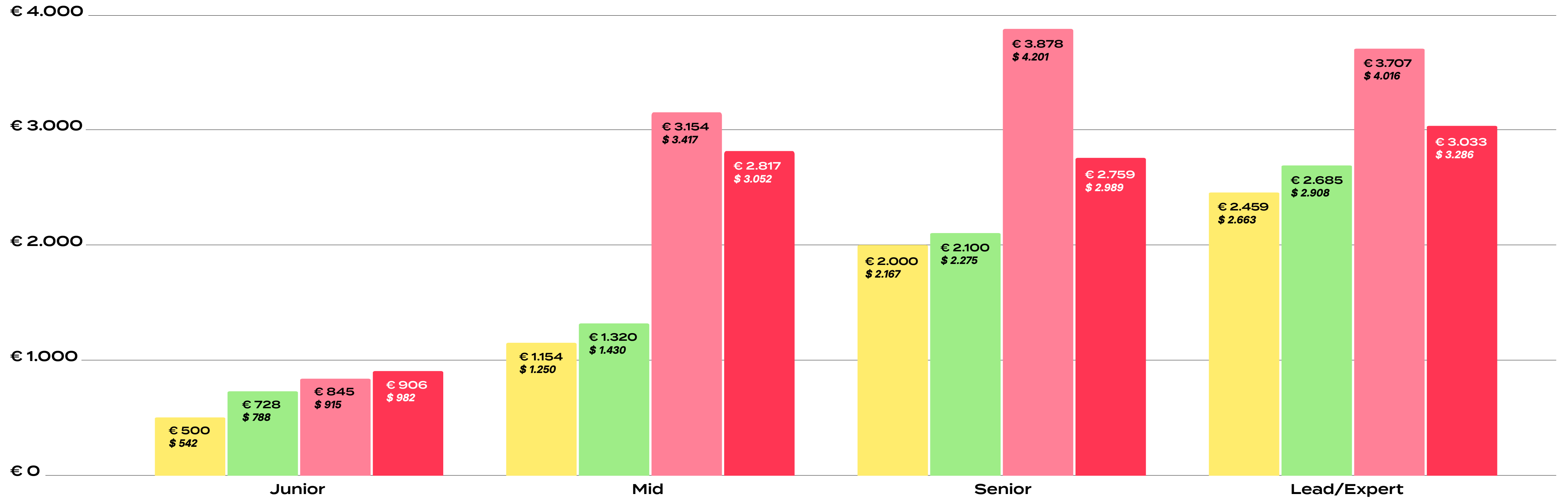


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The market is not very in demand for Producers right now as everyone might expect, and so both breaking in and changing jobs are very difficult due to more competition. I also see a lot of confusion of what a Producer should do on both the employee and employers' side. This, at least for me, makes it very difficult to understand the needs of a team and a project before getting the job, and leaves the question of “how do I bring value to the team aside from the more menial management tasks?” largely unanswered in the interview process.

# QA

- 25%
- Median
- 75%
- Average



# David Izzo

**DELIVERY DIRECTOR,  
10 CHAMBERS**



“

In terms of how easy / not easy it is to get a job in QA, I would say it's definitely easier the lower the responsibility level is, for Juniors just having a passion for games and a drive to know more about development is enough, however, when you hit Mid / Senior / Lead levels then it comes down more to actual experience and what you can offer to teams in terms of knowledge sharing / supporting the more junior members.

For Trends, overall Games QA has shifted much closer to Software QA over the last 10/15 years, long gone are the days of getting a build, playing through and reporting any bugs you find, it's a lot more structured and focused on working closely with devs themselves (“Shift left testing”) The goal being to Prevent bugs before they even reach the builds. (A testers role is not (just) to find bugs but to verify and validate quality – bugs prevent that from happening).

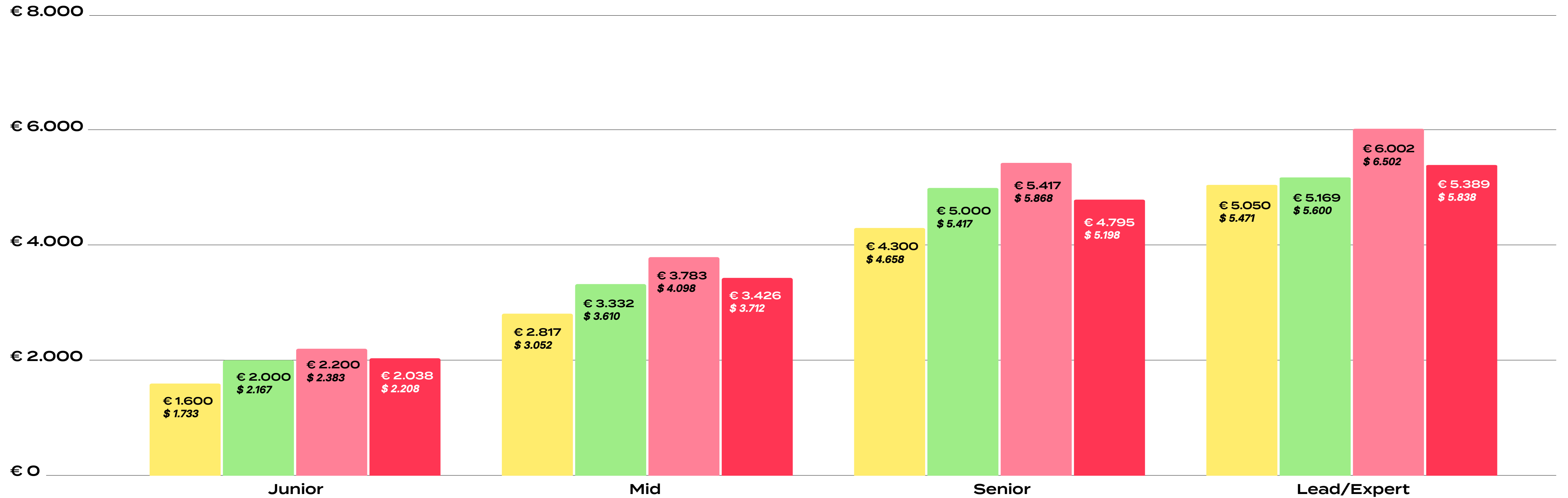
QA is NOT testing. And Quality is NOT just a tester's responsibility, it is everyone's responsibility and, in many cases, it's up to the testers to drive that within the development teams.

Going forwards, AI and Machine Learning are tools that are being used more and more in games development and are / can be very useful within QA / Devops. Whether it's “Test Bots” who can play the game for you, “build bots” that can refine and make CI / CD pipelines fully automated and more efficient or Machine learning tools that can predict build failures, write test plans / test cases based on code / content changes – it will be critical for Testers to understand how to utilise these tools to support their work, I see QA Testers shifting more to be Test Designers – understanding how to use AI to get the results they are looking for.

There are a lot of schools offering Game QA courses alongside certifications such as ISTQB etc, those go a long way to increasing chances of finding a role for people who may lack hands-on work experience who want to break into QA / Game Development.

# TECH ART & VFX

- 25%
- Median
- 75%
- Average



# Rufino Acosta

**TECHNICAL ART DIRECTOR,  
FLYING WILD HOG**



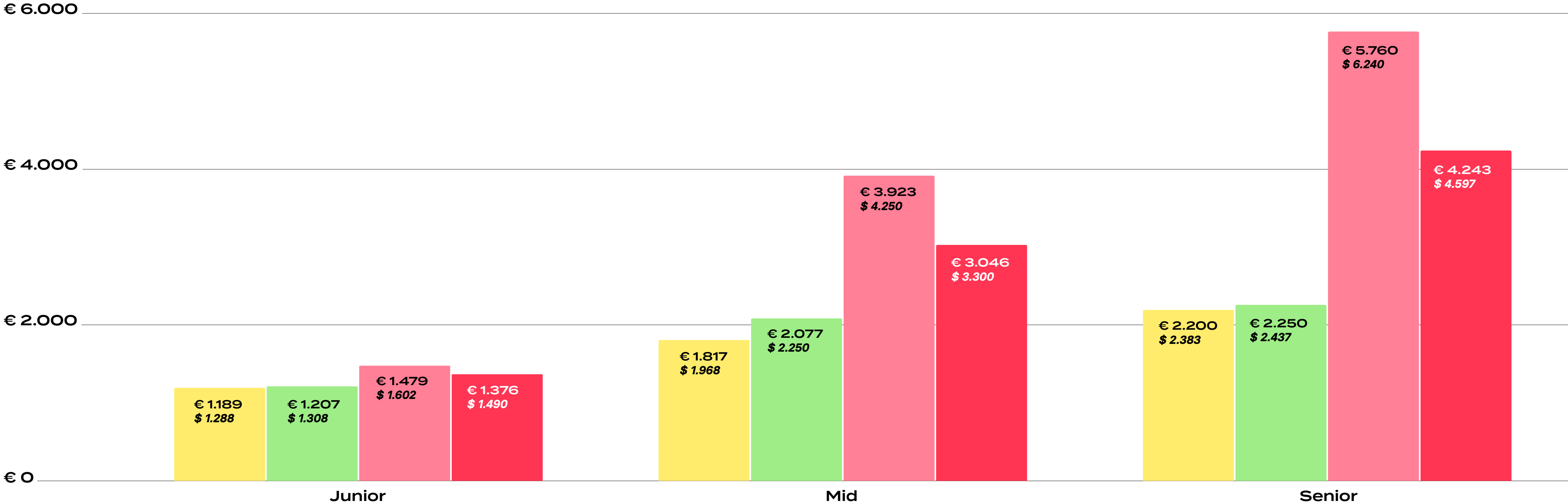
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One thing that can be immediately observed is a significant salary jump from mid to senior levels, which highlights the industry's reliance on the expertise of senior professionals. Surprisingly, the gap to leadership roles is narrower than expected, hinting at a possible industry trend of valuing individual contribution over managerial skills. Not ideal, from my point of view, and an old-fashioned habit that is actually causing headaches all across the industry in my opinion for the lack of trained, well-prepared leaders. Considering in perspective recent technological advancements, like the introduction of Unreal Engine 5, may be driving the demand for seasoned technical professionals, which may be related to the upper salary ranges we observe.

As a hypothesis, could the adoption of new technologies and the acceleration of related sectors become a tendency soon? Innovations, such as NeRF potentially replacing Photogrammetry, and other rapidly changing environments, may necessitate skilled Technical Artists which may actually increase the need for technical roles overall, even in the current state of things. In conclusion, I cannot stop thinking about how the 2000s crisis affected my own work, with all my colleagues having to migrate to other countries or industries to find a job. But will this new situation significantly affect Technical Roles that seem to be growing in demand? I guess time will tell.

# WRITING & NARRATIVE DESIGN

- 25%
- Median
- 75%
- Average





# Maria Borys-Piątkowska

SENIOR WRITER / NARRATIVE DESIGNER,  
FLYING WILD HOG



“

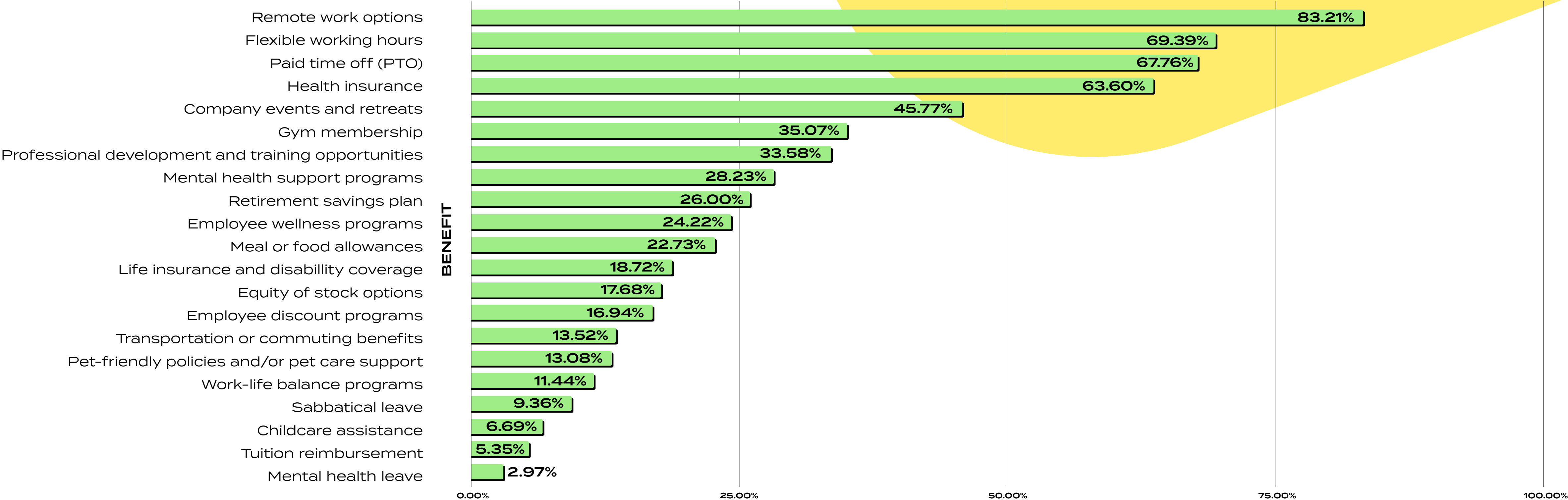
Entering the industry has never been easy for aspiring writers-to-be, whether the market is witnessing an industry crisis or not. Internship programs are usually open to people with more “technical” skills than strictly writing ones. Fortunately, more and more schools and private universities offer courses aimed at teaching “game writing”, thanks to which candidates can be equipped with specialized knowledge at the beginning of their career path, which will certainly give them an advantage in the recruitment process.

# Beyond the Paycheck



# PERKS AND BENEFITS: THE GAMEDEV LANDSCAPE

“What benefits does your employer offer?” We asked game development professionals to share the range of perks and benefits they receive, providing a window into how companies are investing in their teams. The variety of these benefits is an indicator of the industry's approach to employee well-being and satisfaction, making it a captivating aspect to explore.



# Anna Hawrył

**HR BUSINESS PARTNER,  
EX GOG, 11 BIT STUDIOS  
& HUUUGE GAMES**



## **Tailoring Benefits to Employee Needs**

High employee engagement drives business success. A crucial factor in nurturing this engagement is ensuring optimal working conditions, which can be supported through a variety of benefits. The key lies in offering employees the flexibility to choose benefits that align with their diverse needs and preferences. While one person might prioritize access to a gym membership, another might prefer a voucher to the cinema. Imposing chosen benefits, such as a sports membership or healthcare cards, could cause some employees to feel as though they're not receiving a fair share if they don't utilize these benefits. One potential solution to this challenge of di-

verse preferences is giving employees access to a benefits platform, where the employer assigns funds for employees to allocate toward their preferred benefits. This method allows individuals to select the benefits that truly resonate with them, fostering a perception of fairness in the workplace. Moreover, this approach can notably reduce the time spent by the HR team on benefits administration.

## **Pay Transparency as a Benefit of the Future**

Using benefits to shape working conditions is essential, yet their effectiveness greatly depends on employees feeling adequately rewarded. Many employees lack reliable information regarding salary ranges for their positions which can foster potential feelings of under-

payment and demotivation. Employees who feel underpaid are more likely to seek new job opportunities. This underscores the importance of organizations being transparent about salaries. Thankfully, changes in legislation are on the horizon. On April 24, 2023, the EU Council adopted new rules on pay transparency, seeking to address pay discrimination and narrow the gender pay gap. EU nations are now required to incorporate the directive into their national legislation by June 2026. This implies among others that job applicants will have the right to receive details about the salary range for the role they are applying for. In addition, employers will be obliged to provide insight into how salary is determined, progresses, and is managed in the company. An employee will also have the right to request information regarding the earnings of colleagues of the opposite sex in the same role. This is a big change and companies need to prepare for it accordingly. In the evolving landscape of the future workplace,

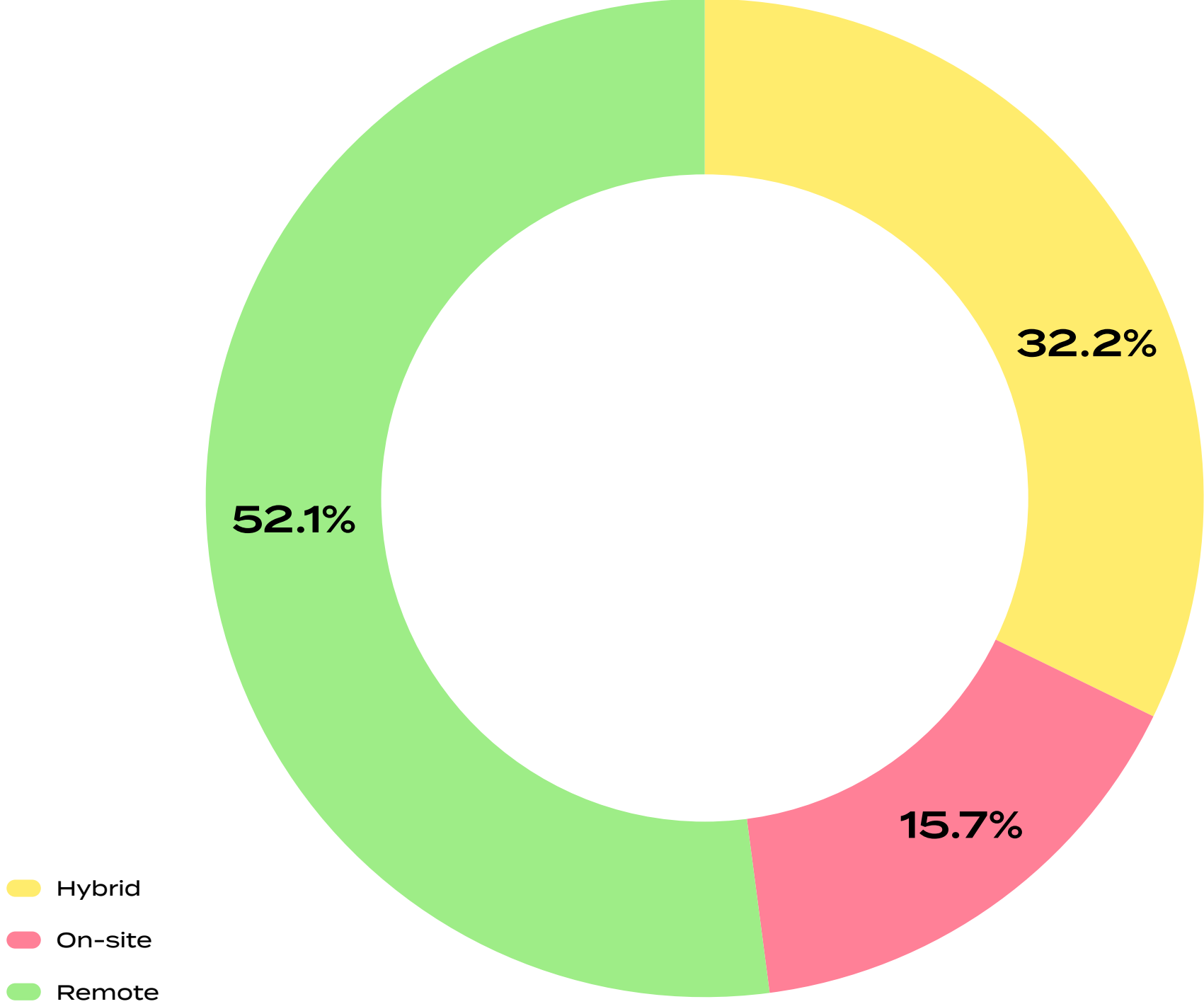
a transparent salary policy stands as the most significant benefit, fostering trust, fairness, and a sense of shared value in the workplace.

### **Reimagining the Workweek**

The work-life balance approach is more crucial today than ever. Therefore, many companies are offering various benefits to improve the quality of their employees' lives. One of the latest trends is shortening the work week to reduce stress and allow employees to spend more time with their families and hobbies. This practice is relatively new in the market and can benefit both employees and employers. Companies that have adopted the shorter work week have observed an increase in employee engagement, improved well-being, and maintained or even increased productivity. If more companies adopt this approach, it could significantly impact our personal lives and the broader societal landscape.

# REMOTE, HYBRID, ON-SITE: CHOICES AND TRENDS

**“How would you describe your current work arrangement?”** Choose from: Remote (working from a location outside the company's physical office), Hybrid (a combination of on-site and remote work), or On-site (working at the company's physical location).” By asking this question, we're tapping into a hot topic within the game development community, especially in light of situations where studios mandating return-to-office policies often face backlash and negative perception in the industry.



# Zuzanna Borek

**HR OPERATIONS SPECIALIST,  
FUNTICO**



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Having spent over four years deeply involved in the game development sector, I've witnessed notable shifts in our industry's work culture. When the pandemic hit, there was this sudden rush towards remote work, and it felt like a breath of fresh air. We could hire talent from anywhere, and it felt like the possibilities were endless.

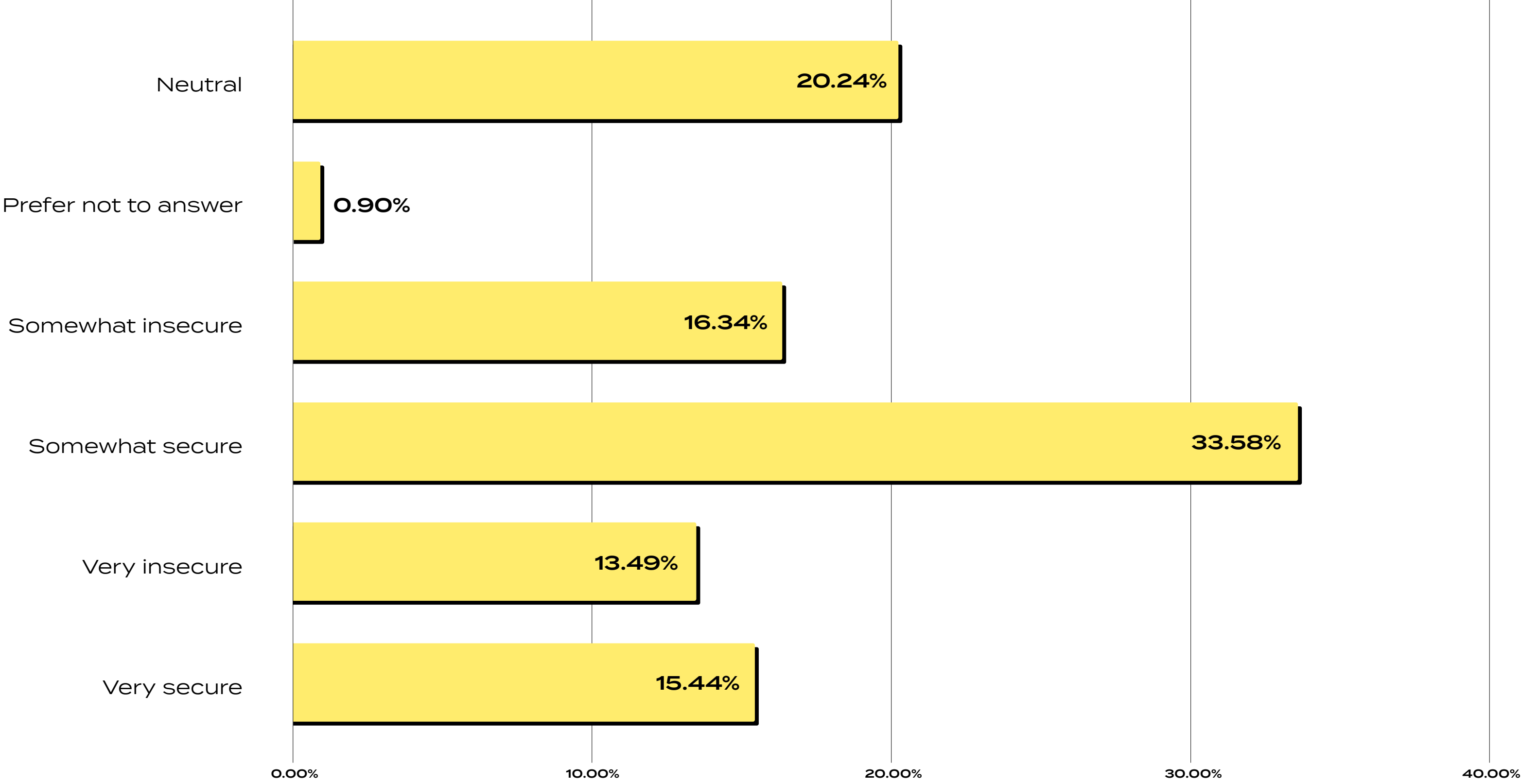
However, lately, I've noticed a shift towards a hybrid approach, with larger companies encouraging a return to the office, at least part-time. This change isn't merely driven by personal preferences. With many skilled professionals available due to recent layoffs, companies now hold more leverage in shaping work arrangements.

They're the ones calling the shots now, and they seem to be leaning towards more office or hybrid setups. It seems they've recognized the value of in-person collaboration, particularly for certain teams.

It's certainly a shift in dynamics, but in the ever-evolving landscape of game development, adaptability is par for the course, isn't it?

# FEELING SECURE?

## A PULSE CHECK





# Ondin-Maria Etfinoiu

**LEAD RECRUITER,  
8BIT**



When it comes to analysing job stability in the game development industry, it is important to take into account that the data shown have been collected between September and December 2023. Subsequent to this period, the industry grappled with a significant downturn in January and February 2024, marked by widespread layoffs affecting both major corporations and smaller entities alike. Insights derived from this dataset reveal only a moderate job security feeling among professionals, a sentiment that predates but anticipates the repercussions of the recent layoffs. This is based on a rather tough year for the gaming industry, with multiple companies stopping their activity, closing their projects or shutting down entire divisions. A particular trend that I have noticed is a sense of vulnerability among employees working at smaller studios or those operating under the aegis of a bigger publisher. They feel a pronounced con-

cern over the precariousness of their employment, not having a certainty whether their project or studio will be closed any time soon. The notion of job security is a cornerstone of a nurturing work environment that prioritizes the welfare of its workforce. An atmosphere of instability fosters a climate where employees are compelled to explore new opportunities that might offer them the security they seek. The current landscape, shaped by successive layoffs, has catalyzed a shift in the job market dynamics. There is a noticeable increase in professionals open to discussing potential new roles. The dialogue in recruitment settings has evolved, with candidates increasingly inquiring about the financial stability of prospective employers. Today candidates exhibit a more conservative stance, requiring explicit reassurances regarding their potential future and stability within a company.

# CLOSING REMARKS

Monika Michalak

**FOUNDER & CEO,  
8BIT**

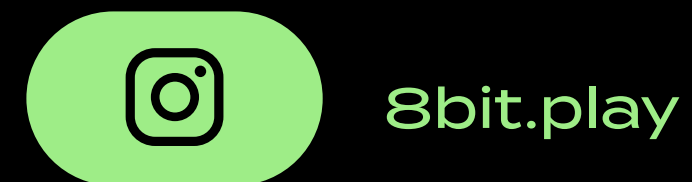


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2023 and the beginning of 2024 have been a rollercoaster for the game development world, marked by its fair share of ups and downs amidst industry-wide challenges. Despite the bumps in the road, our report's got some good news too. It shows us not just where we've been hit hardest, but also where we're growing strong and finding new paths forward. We're in this together, and this report is all about arming us with the insights we need to keep pushing forward. Here's to hoping that the tough times we're facing now are just the prelude to some great leaps ahead for all of us. Let's keep our spirits up and heads in the game – better times are surely on the horizon.

# Thank you!

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