



Gamedev
**Salary
Pulse**
2025



North America, Western Europe, Nordics,
Central and Eastern Europe

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INTRO

Monika Michalak

FOUNDER & CEO,
8BIT



The game development industry is at a crossroads. Layoffs, studio closures, and shifting market dynamics have created **one of the most turbulent periods we've seen in years**. That's why, in this edition of **8Bit's Gamedev Salary Pulse Report**, we've gone beyond just salary trends - we've also examined job security, morale, and the broader impact of the ongoing crisis on industry professionals.

Built on insights from an extensive online survey of game development talent worldwide, this report combines raw data with our deep expertise in recruitment for game studios of all sizes. Our goal is to provide actionable insights that help both studios and professionals navigate today's challenges with confidence.

A huge thank you to everyone who took the time to contribute!
Your input shaped this report and supported a cause we deeply care

about. Just like last year, **we donated \$1 per response to trusted pet rescue organizations**. This year, part of the funds went directly to Fundacja Bezdomniaczki and ŁAPA Nysa to provide immediate aid following severe floods in Europe. The remaining donations were equally distributed between Koty Spod Bloku and Krzykosiaki.

We hope this report proves valuable - whether you're negotiating a salary, assessing industry stability, or a studio looking to attract and retain talent in a shifting landscape. By sharing key data points and industry trends, we aim to empower informed decision-making for both professionals and employers.

ABOUT 8BIT

8Bit is a recruitment agency dedicated exclusively to the game development industry. **Since 2015, we've partnered with over 100 studios worldwide, helping them connect with top talent.** In 2025, we expanded our services by launching a dedicated games industry job board, further solidifying our role as a talent hub for the industry.

Supporting pet rescues through our survey donations isn't just a tradition, it's a reflection of our values. **We are passionate about games, but we also care deeply about making a positive impact,** both in the industry and beyond.



Report Overview



OBJECTIVE

The purpose of this report is to capture and analyze the **views and working conditions of professionals across a wide range of roles and studio sizes within the games industry**. Given the ongoing crisis affecting the sector, we've also taken a closer look at the key drivers behind recent layoffs, shifts in job stability, and the overall morale of gamedev professionals. By gathering these diverse insights, **we aim to offer valuable guidance for both individuals and employers, helping them navigate the fast-moving and increasingly uncertain landscape of game development**.

DATA COLLECTION

We based this year's report on a broad survey that ran from September through December 2024. We promoted it on LinkedIn and other social media platforms, making it open to anyone in the game development community. In total, we collected 1,127 responses (nearly twice the number we received the previous year) and **we would like to thank everyone who participated and share survey with colleagues**.

In addition to these survey responses, we incorporated insights from our **own recruitment processes conducted throughout 2024 for various game studios worldwide**. We also drew on infor-

mation from other **industry hires** we observed. To ensure our findings reflected real market conditions, we compared our combined data with salary ranges available on multiple job boards - as well as internal data from the studios we've been actively working with in gamedev.

By merging these sources, we developed a thorough overview of 2024 salary trends, offering valuable information for both job seekers and employers.

This year, based on your feedback, we have divided our findings by region: **North America, Western Europe, Nordics, and Central & Eastern Europe (including the Balkans)**. We hope this will make it simpler to compare salaries or to benchmark those offered by your studio.

It is important to note that in some regions, departments, or certain seniority levels, the number of responses was not sufficient to draw accurate conclusions. In these instances, we chose not to publish specific salary details to maintain the reliability of our report. However, **all of these responses still contributed to our overview of work conditions, morale, and demographics**. We made these decisions to ensure that our final data remains as reliable and meaningful as possible.

Participant Profiles

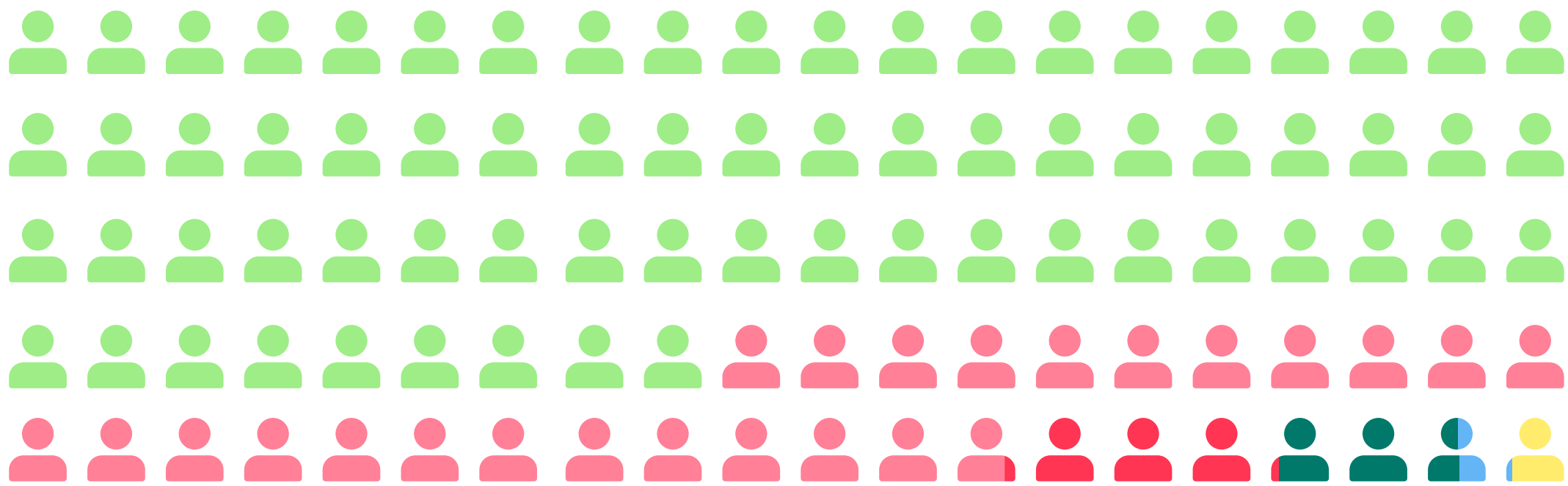
A CLOSER LOOK

This section provides an overview of the survey participants, helping to contextualize the subsequent findings.

1. **GENDER REPRESENTATION**
2. **AGE DISTRIBUTION**
3. **STUDIO LOCATION BREAKDOWN**
4. **ROLES IN GAME DEVELOPMENT**
5. **SENIORITY LEVELS**
6. **INDUSTRY TENURE**

GENDER REPRESENTATION

Our survey shows a **continued gender imbalance** in the games industry: men make up 69% of respondents, while women account for 23.8%, and non-binary or transgender individuals together make up 4.2%. While diversity and inclusion should remain key objectives, 2024 has seen some big tech companies roll back related initiatives. This makes it even more **important for the games industry to stay committed to creating a truly welcoming environment for everyone.**



Man	69%
Woman	23.8%
Non-binary/non-conforming	3.3%
Prefer not to respond	2.4%
Transgender	0.9%
None of these	0.5%

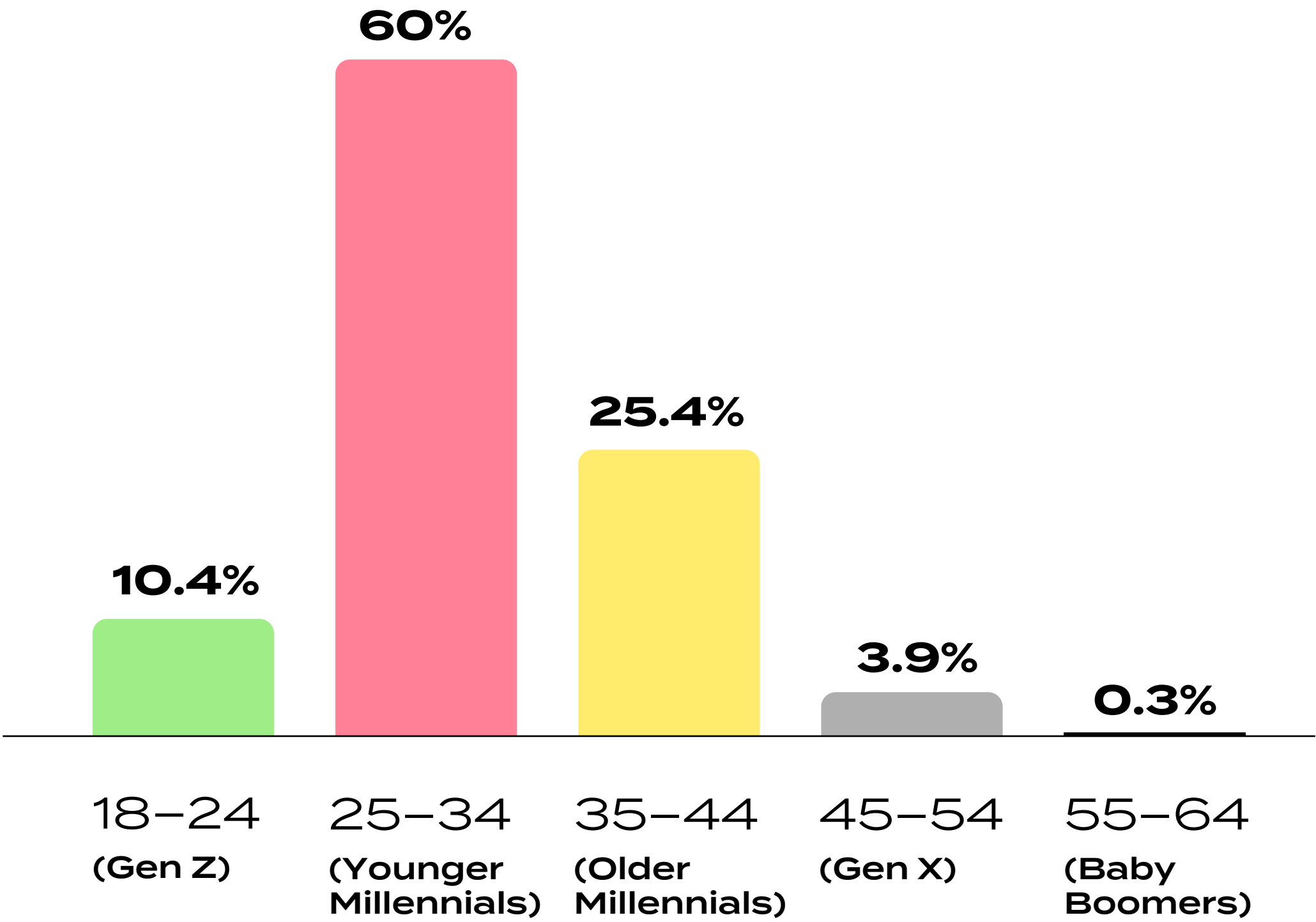
? QUESTION ASKED:
Which of the following best describes your gender?

AGE DISTRIBUTION

The games industry often blends fresh perspectives with seasoned expertise. Our survey shows that 60% of respondents are between 25 and 34, forming a **strong mid-career core actively growing their skills**. Another 25.4% are 35–44, bringing deeper experience, while 10.4% are 18–24, representing the newest generation of talent. Smaller groups at 45–54 (3.9%) and 55–64 (0.3%) show that veterans continue contributing, though in fewer numbers. From a recruitment standpoint, we see **many skilled candidates labeled as “over-qualified,” sometimes tied to age**, a challenge the industry must address. Meanwhile, **entry-level opportunities are increasingly scarce**, leaving true juniors struggling to get a foot in the door - especially when experienced professionals are willing to accept mid-level positions just to secure a job.

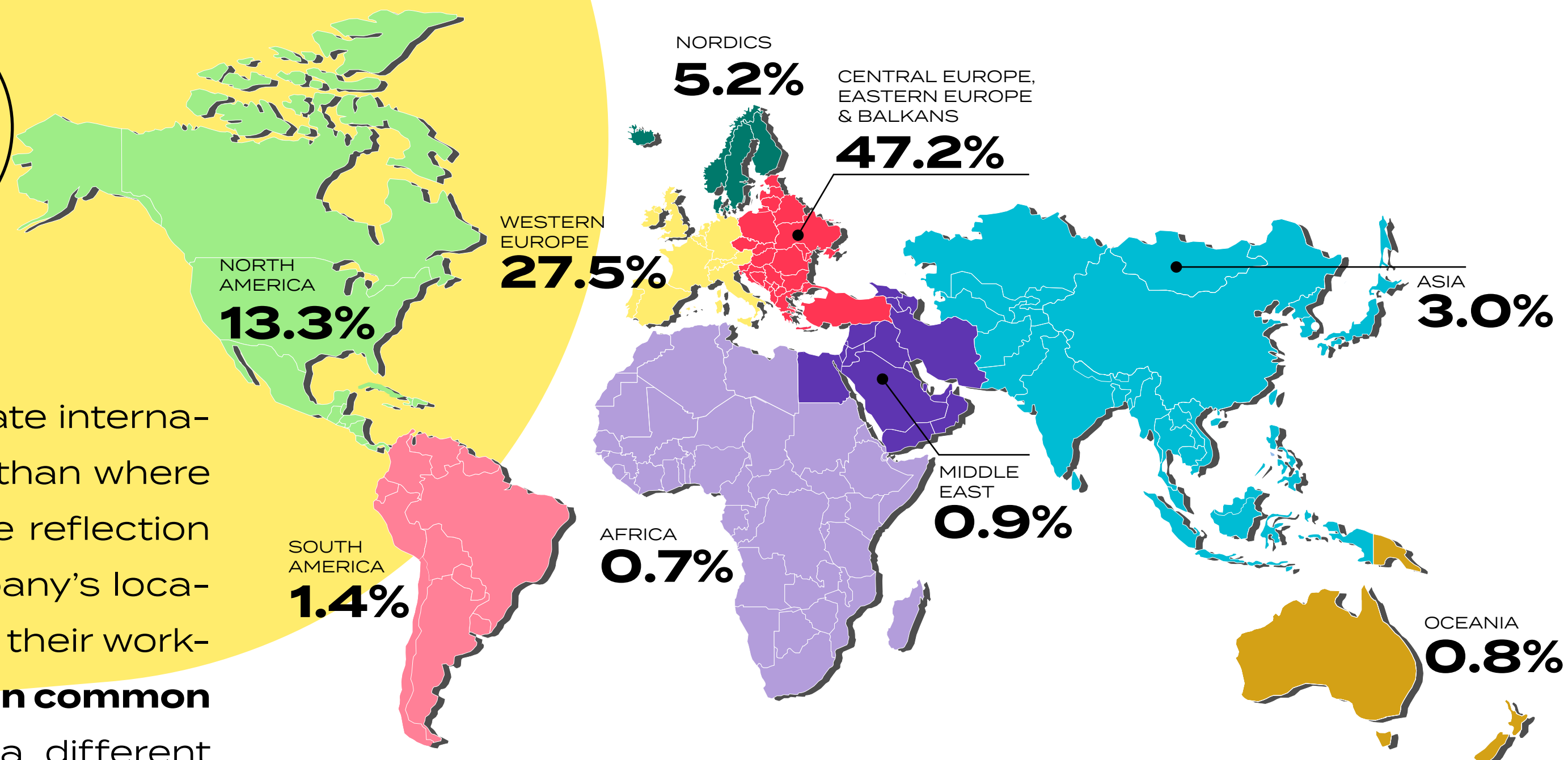


QUESTION ASKED:
What is your age group?



STUDIO LOCATION BREAKDOWN

Because many game developers work remotely or relocate internationally, we focused on where the studio is based rather than where employees live. This approach provides a more accurate reflection of salary benchmarks, which usually align with the company's location. Still, 84.8% of respondents live in the same region as their workplace, showing that **on-site or local arrangements remain common among game professionals**. Meanwhile, 15.2% live in a different country from their studio, highlighting the industry's flexibility and possibly hinting at a trend experts say will only grow: **scaling back operations in high-cost hubs (like California) in favor of regions with equally talented, yet more affordable, specialists**.



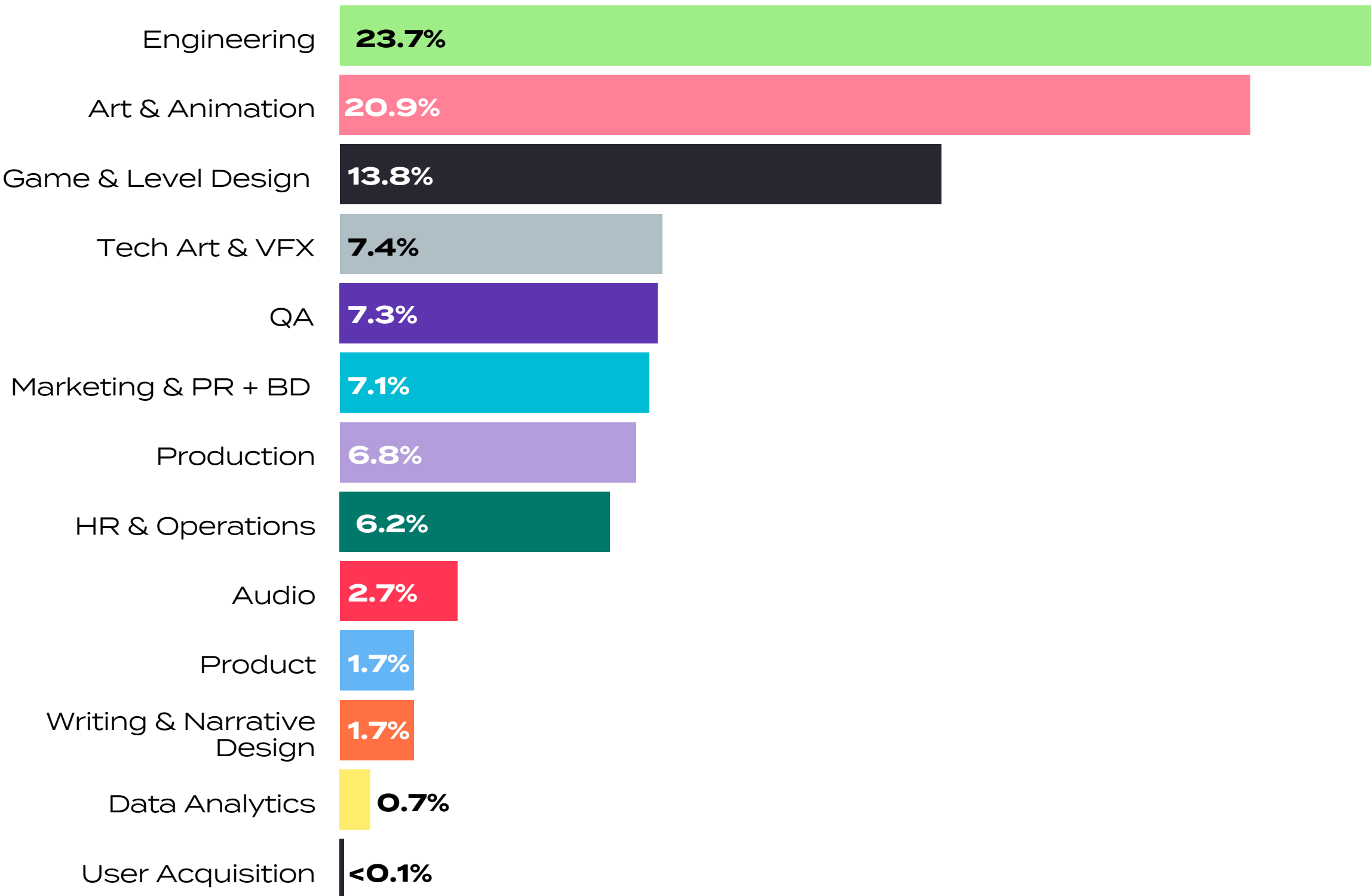
QUESTION ASKED:

Question asked: Where is the company/studio you work for located?

***If the studio has multiple locations, please select the one where you primarily work.**

ROLES IN GAME DEVELOPMENT

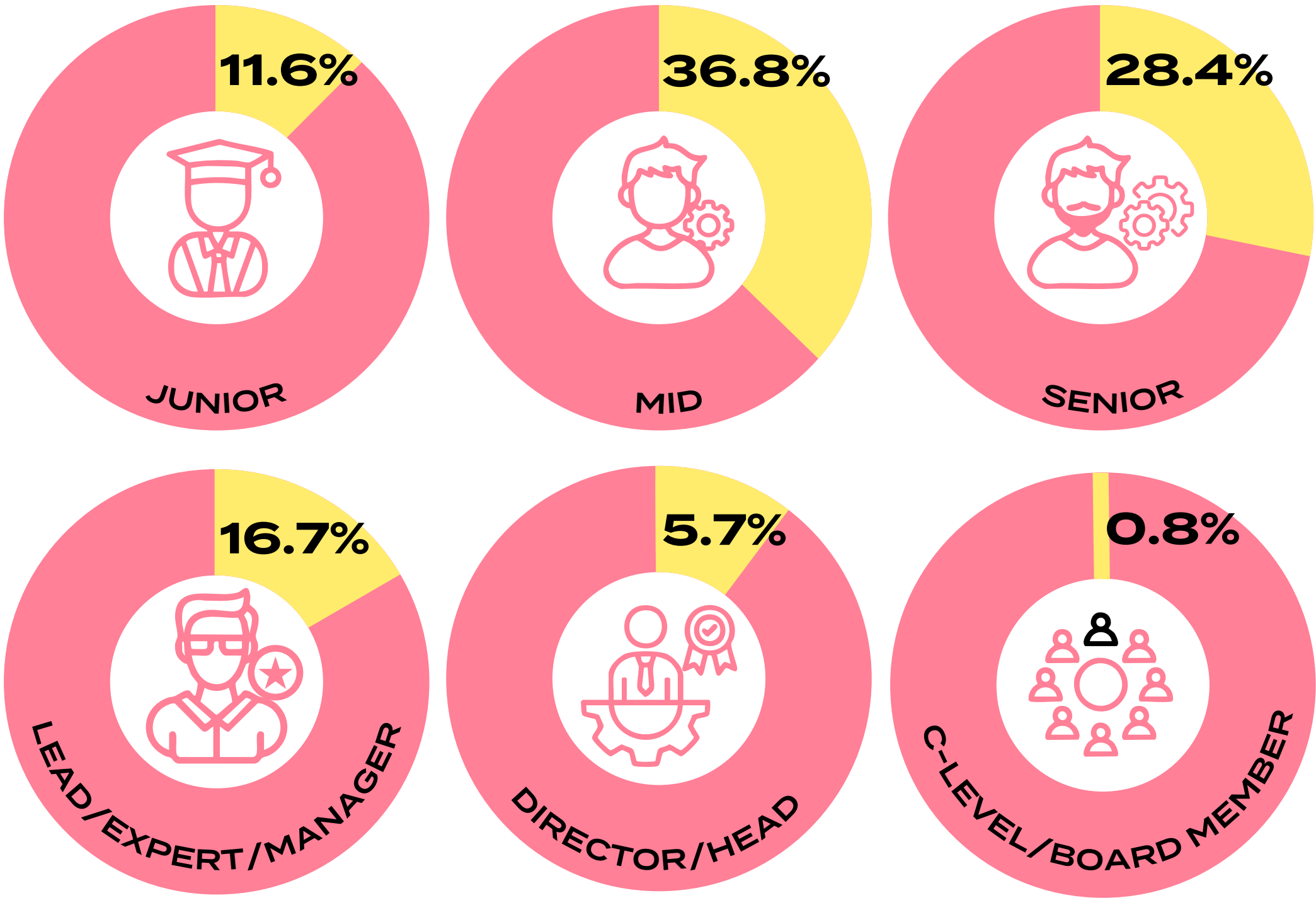
A majority of our respondents are engineers, artists, tech artists, animators, and designers - reflecting the core roles common to most game development projects. Roles such as user acquisition, writing, or data analytics appear less frequently in the data, as they are less common across the broader industry. These functions remain important for the studios that include them, with their presence depending on the scope, business model, and strategic focus of each project. **This distribution highlights which roles are widespread, and which tend to vary based on studio-specific needs.**



? QUESTION ASKED:
In which area of game development do you primarily work?

SENIORITY LEVELS

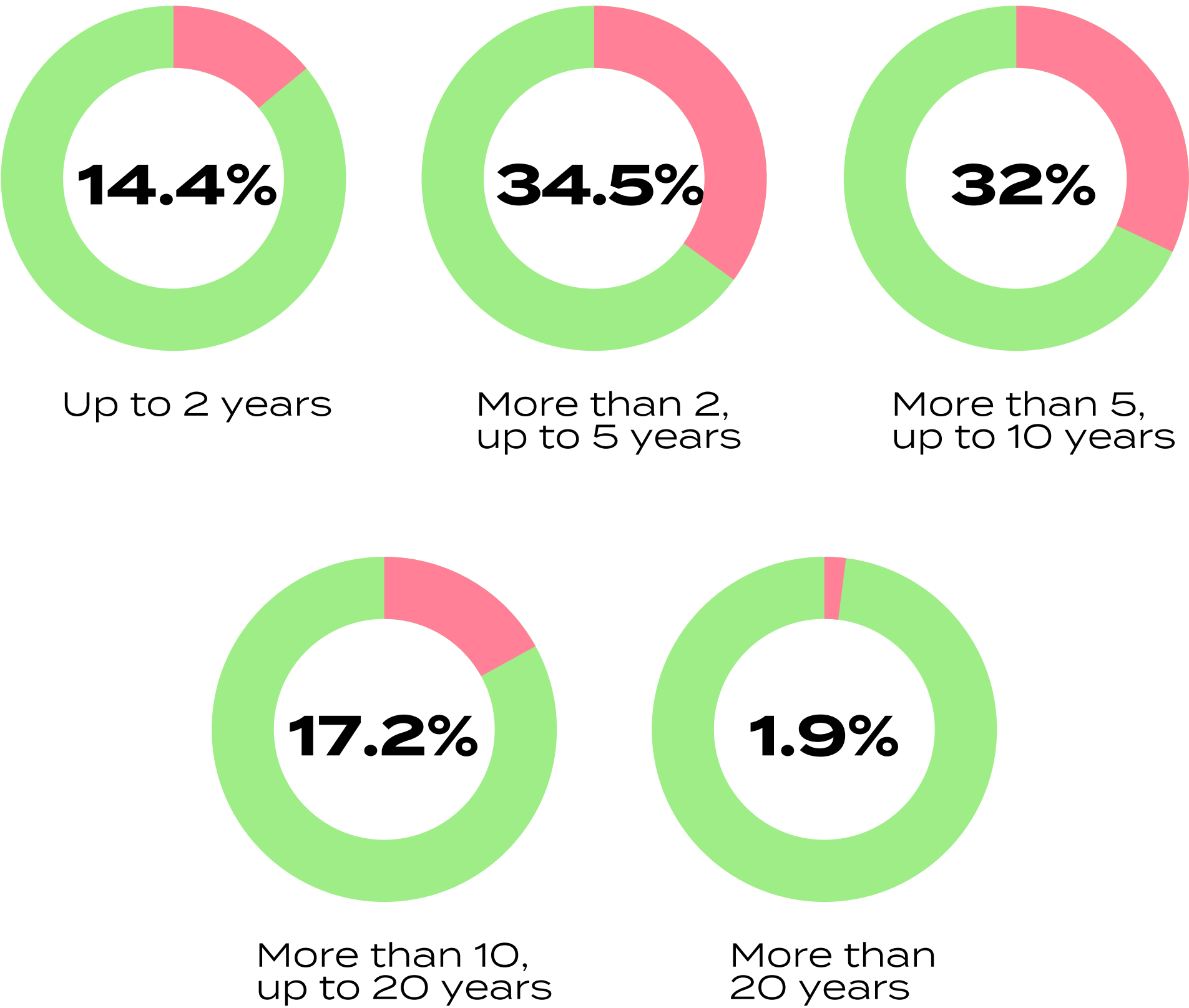
The majority of respondents (almost 37%) identify as mid-level, while 28% consider themselves senior. Leads, experts, and managers make up about 17%, juniors close to 12%, directors or heads around 6%, and less than 1% are at the C-level or board. It's worth noting that these seniorities are self-declared. **In smaller studios with leaner structures, the salaries of directors, heads, or C-level roles can sometimes align more closely with senior or lead positions at large studios** - especially when individuals in smaller teams juggle multiple responsibilities compared to those in more specialized roles.



? QUESTION ASKED:
What is the seniority level of your role?

INDUSTRY TENURE

14% of respondents have been in the industry for up to 2 years - a real accomplishment given the recent turbulence. Meanwhile, 2% have more than two decades under their belt. The rest fall between these extremes, reflecting a mix of mid-level experience across 2–5, 5–10, and 10–20 years.



? QUESTION ASKED:
What is your total tenure in the games industry, in years?

Employment Landscape

A CLOSER LOOK

Here we explore the current employment situation of the respondents, providing insights into the structure of the game development industry.

1. **CURRENT EMPLOYMENT STATUS**
2. **B2B WORK STRUCTURE**
3. **WORKPLACE ARRANGEMENT**
4. **STUDIO TYPE OVERVIEW**
5. **STUDIO SIZE BREAKDOWN**

CURRENT EMPLOYMENT STATUS

Over **half of respondents (50.8%)** work under a **standard employment contract**, while nearly a **quarter (24.6%)** rely on **B2B agreements**. However, a **troubling 8.2%** have **lost their jobs** in gamedev and remain hopeful about staying in the industry, while another 3.5% are now open to roles outside of game development - revealing the uncertain nature of today's market.

? QUESTION ASKED:
What does your employment situation look like at the moment of filling out this survey?

50.8%

Employed under an employment contract.

24.6%

Employed under a B2B contract.

9.5%

Employed based on another type of contract.

8.2%

I lost my job and am actively looking for work in the games industry.

3.5%

I lost my job and am actively looking for work in various industries.

2.1%

I have resigned from my employer on my own initiative and am actively looking for work.

0.8%

I lost my job and am not looking for new work.

0.6%

I have resigned from my employer on my own initiative and am not looking for new work.

CURRENT EMPLOYMENT STATUS

Interestingly, **Central & Eastern Europe shows a nearly even split between B2B and standard employment contracts**, a reflection of local tax regulations and significantly higher employer costs associated with full-time contracts. As a result, many companies lean toward B2B arrangements, even for long-term roles that operate similarly to traditional employment. It’s also not uncommon for employees to prefer this setup, as it can result in higher net income compared to standard contracts.

In contrast, **Western Europe, the Nordics, and North America lean heavily toward traditional employment contracts, which generally offer more robust worker protections and benefits.** The low per-

centage of “other” contract types outside CEE also indicates that, in most regions, standardized hiring practices remain the norm. For studios and professionals, understanding these regional nuances is vital for effective talent acquisition and meeting candidate expectations around stability and legal frameworks.

	Central & Eastern Europe	Western Europe	Nordics	North America
Employed under an employment contract.	41.9%	77.2%	82.3%	76.9%
Employed under a B2B contract.	41%	17%	17.7%	17.5%
Employed based on another type of contract.	17.2%	5.8%	0%	5.6%



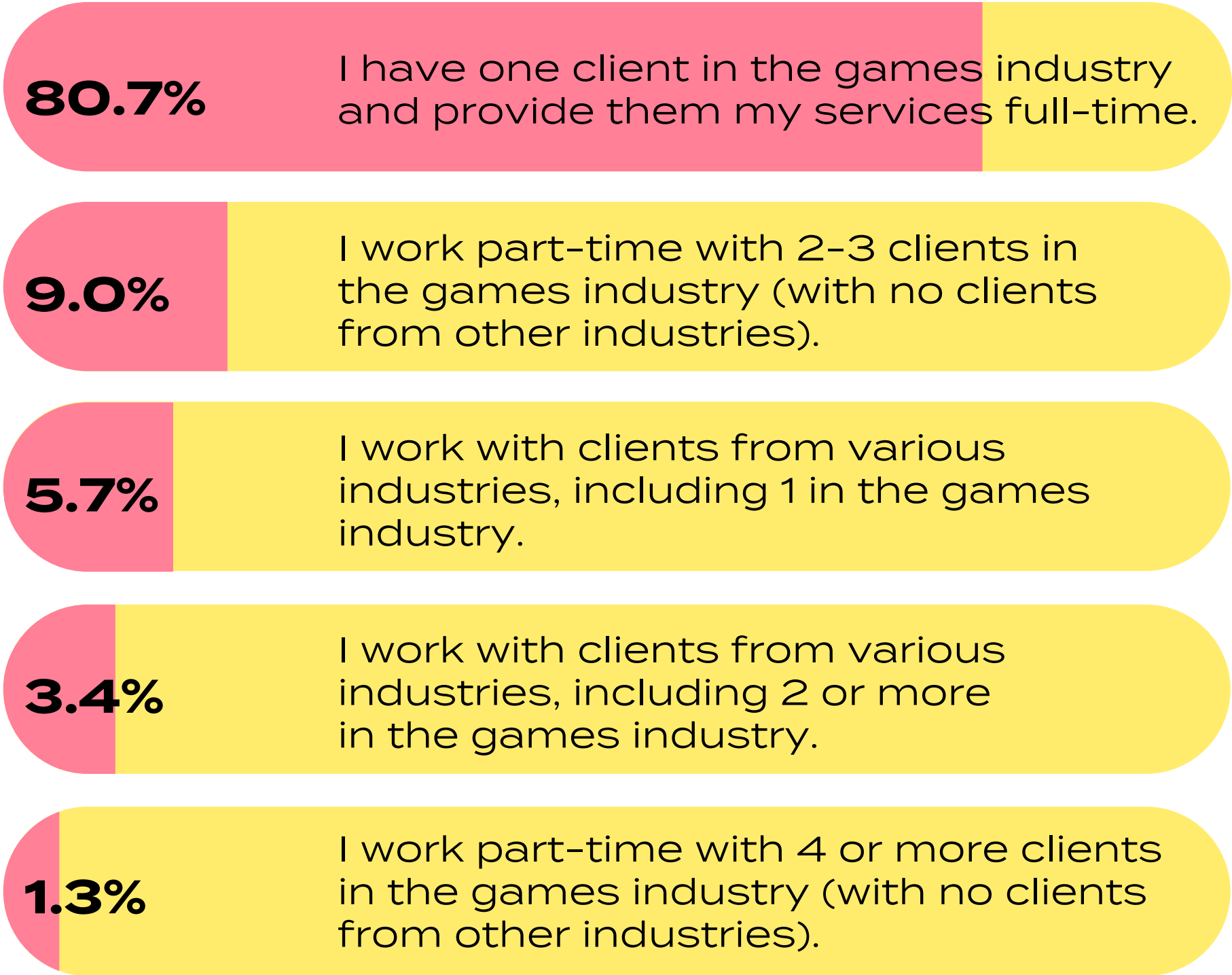
QUESTION ASKED:

What does your employment situation look like at the moment of filling out this survey?

B2B WORK STRUCTURE

Among those on B2B contracts, the majority (80.7%) serve a single client in a full-time capacity, indicating that many B2B setups function much like traditional, long-term employment.

? QUESTION ASKED:
Do you collaborate with a single client in the games industry, multiple entities, or clients from different industries?



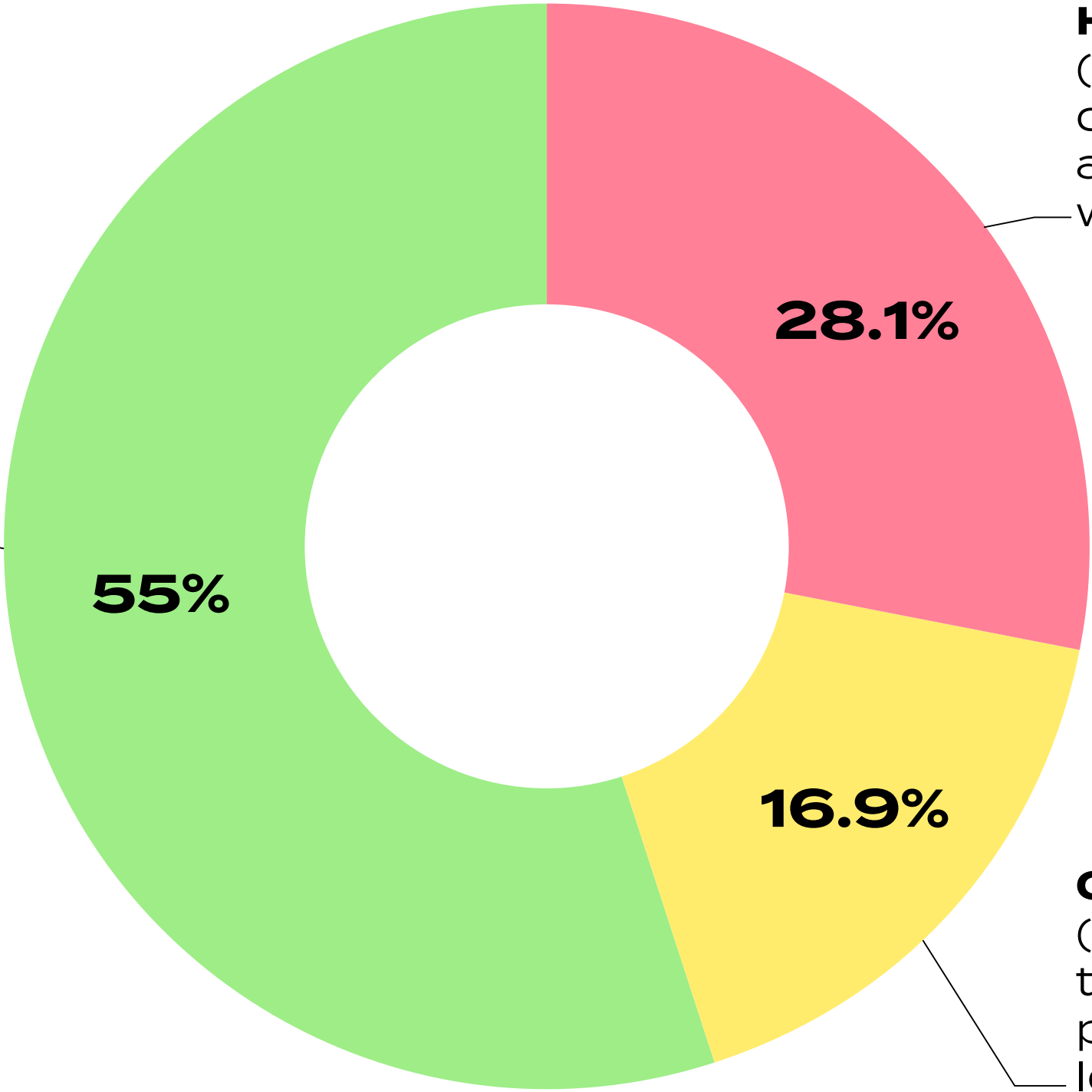
WORKPLACE ARRANGEMENT

Remote setups now top the list at 55% (up from 52.1% in 2023), while hybrid has dipped to 28.1% (down from 32.2%) and on-site has slightly increased to 16.9% (from 15.7%). We specifically compared this data year over year, building on our previous edition of the report. It's particularly interesting that **hybrid - the arrangement many experts once called the “best of both worlds” - is showing a decline**. This shift could signal changing preferences toward fully remote setups or a need for more definitive work structures, even though hybrid was previously viewed as the “holy grail” for balancing flexibility and collaboration.

REMOTE
(working from a location outside the company's physical office)

HYBRID
(a combination of on-site and remote work)

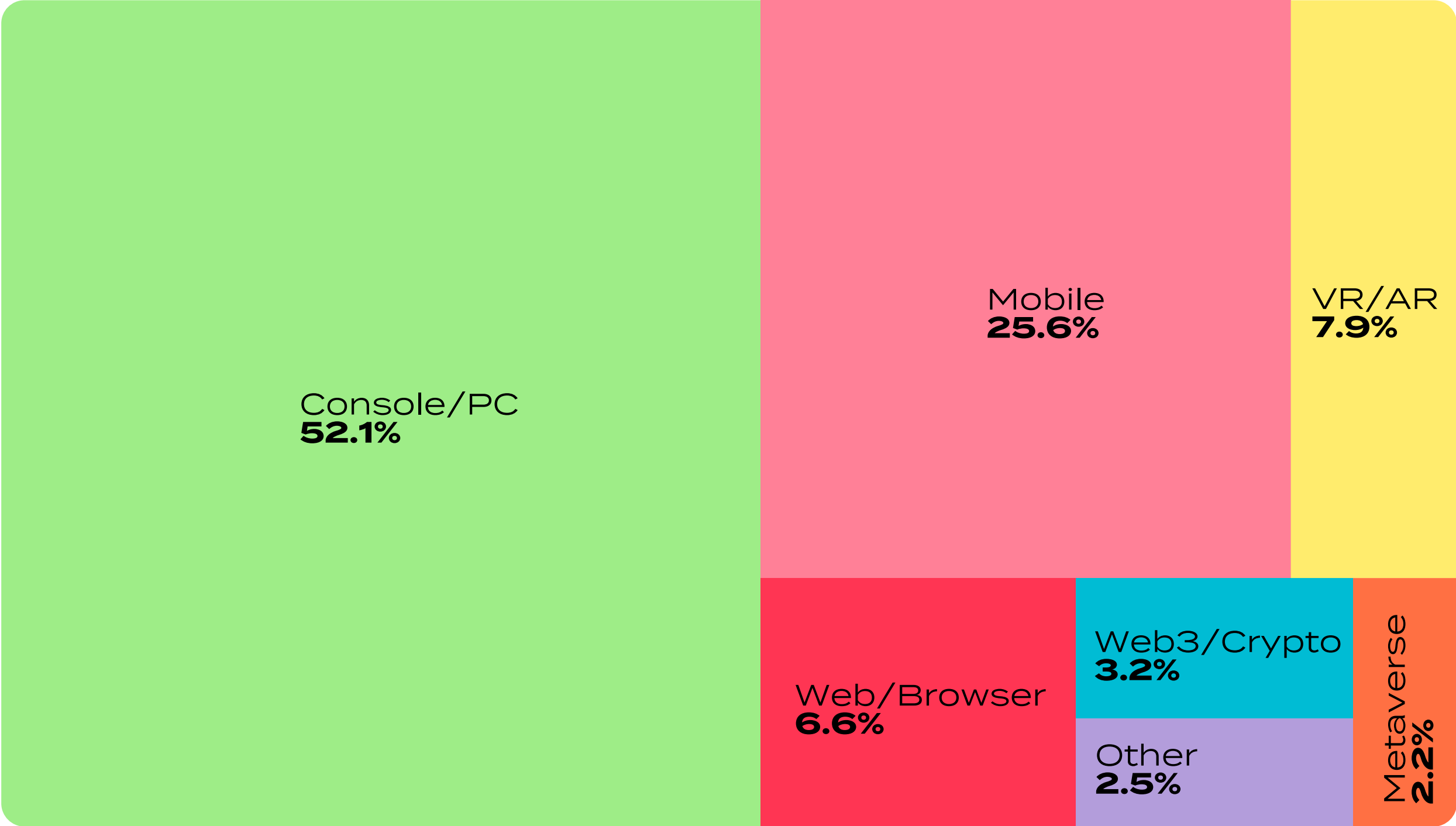
ON-SITE
(working at the company's physical location)



QUESTION ASKED:
How would you describe your current work arrangement?

STUDIO TYPE OVERVIEW

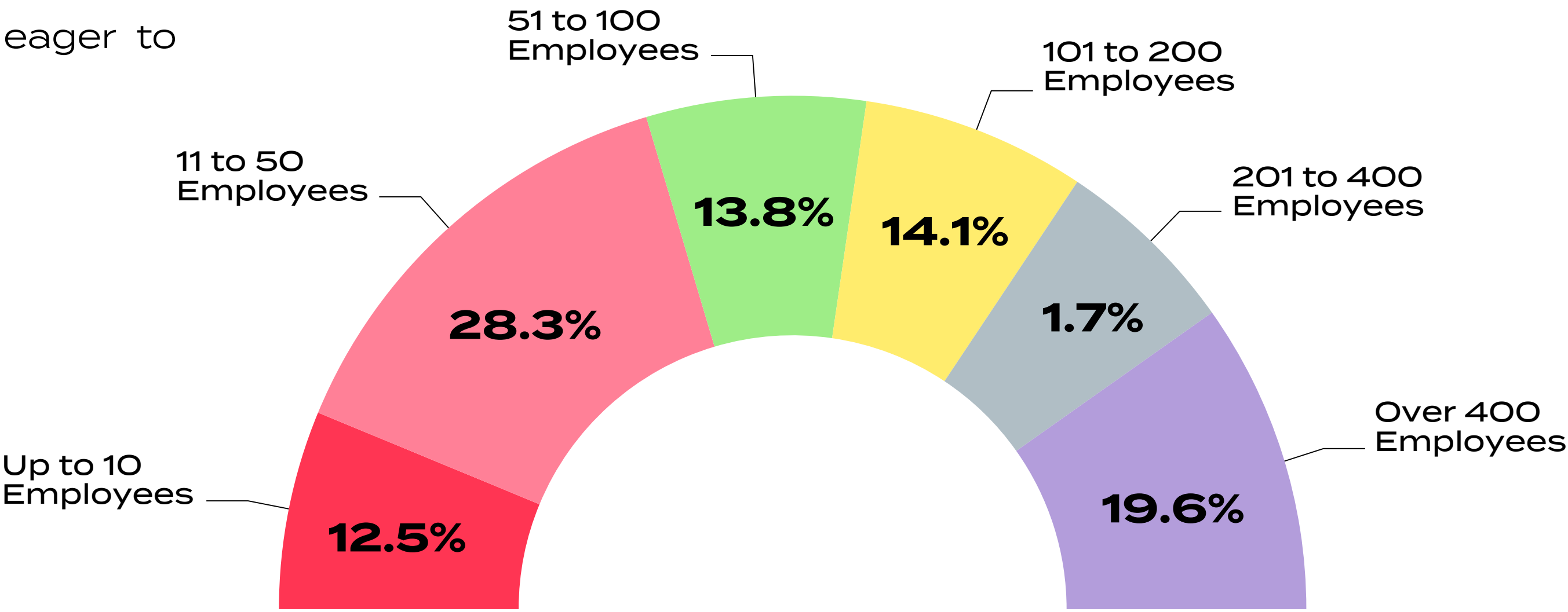
A majority of respondents come from console/PC (52.1%) and mobile (25.6%) studios, still the dominant segments in game development while VR/AR, web, and web3/crypto/metaverse remain smaller slices



? QUESTION ASKED:
What type of studio or company do you work for?

STUDIO SIZE BREAKDOWN

Studio sizes vary widely, from teams of fewer than 10 employees to organizations with over 400. It's worth noting that smaller teams often can't match the salaries of larger firms, yet they provide a unique chance to “wear multiple hats,” take on a broader range of responsibilities, and frequently welcome entry-level talent eager to learn on the job.



? QUESTION ASKED:
How large is the company/studio you work for?

Industry Morale and Job Security

A CLOSER LOOK

This section focuses on the current state of the industry, job stability, and professionals' outlook on their careers.

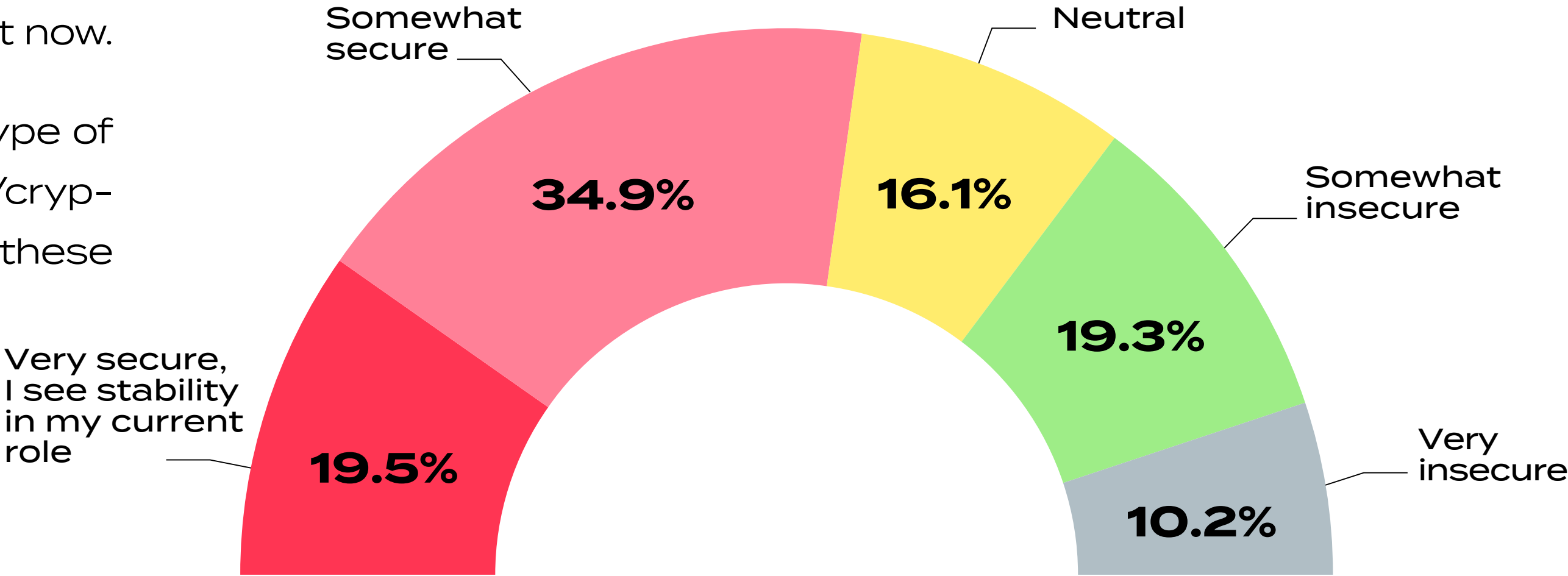
1. **EMPLOYED RESPONDENTS: JOB SECURITY**
2. **EMPLOYED RESPONDENTS: JOB MARKET INTEREST**
3. **AI AS A CAREER THREAT**

EMPLOYED RESPONDENTS: JOB SECURITY

Only 19.5% of employed respondents feel “very secure” in their current role, while another 34.9% feel “somewhat secure.” Notably, 16.1% remain neutral, and nearly 30% (combining 19.3% “somewhat insecure” and 10.2% “very insecure”) express doubts about their job stability. Art & Animation (44.9%) and QA (41.8%) have the highest combined rates of insecurity, indicating these roles may feel especially vulnerable right now.

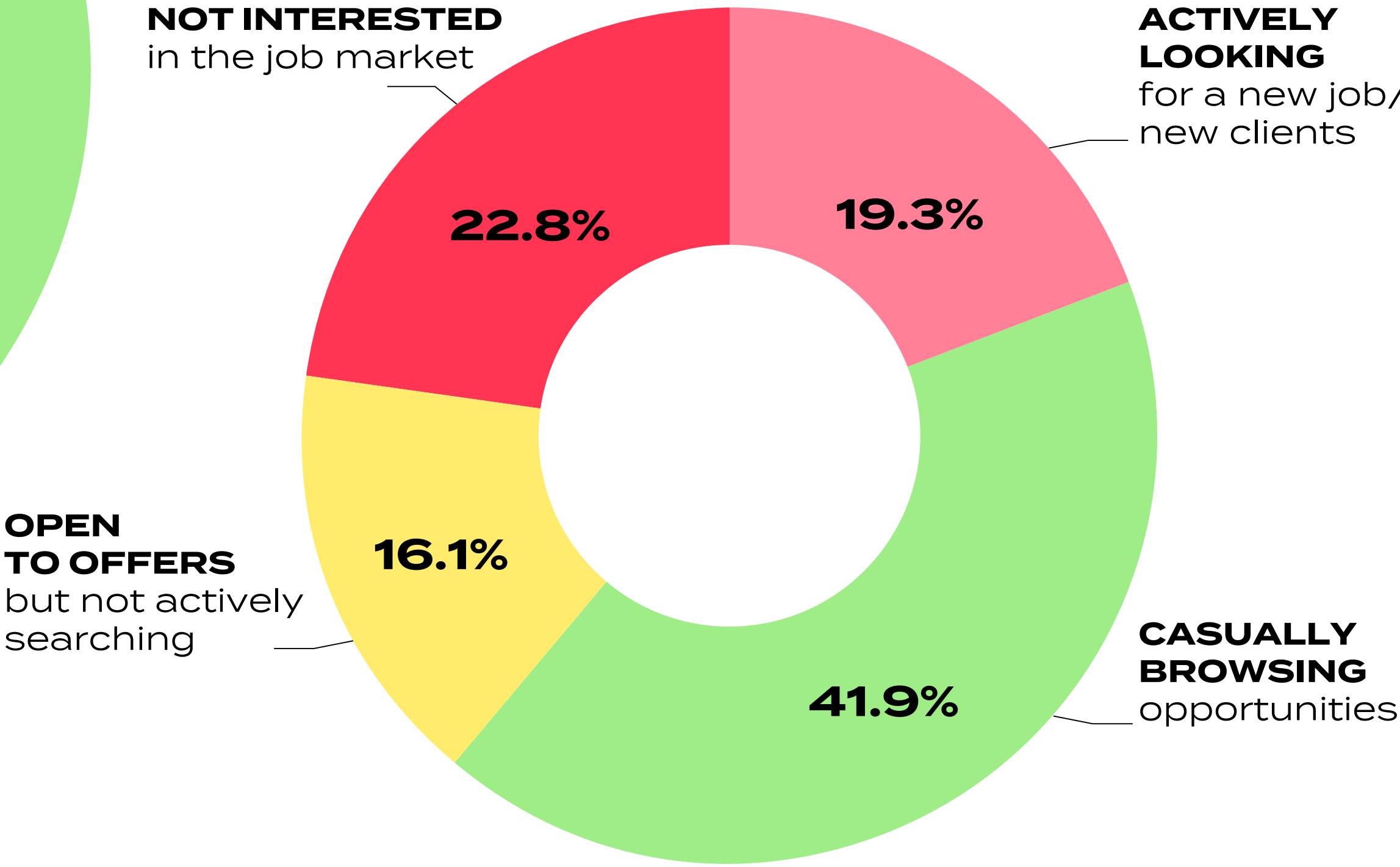
Interestingly, our data shows no direct correlation between the type of studio or company (console/PC, mobile, VR/AR, web, or web3/crypto/metaverse) and the overall sense of job security, suggesting these concerns cut across different segments of the industry.

QUESTION ASKED:
Considering the current job market and industry trends, how do you feel about the security of your current position?



EMPLOYED RESPONDENTS: JOB MARKET INTEREST

Although 22.8% of employed respondents aren't actively looking for a new role, 19.3% are searching, and 41.9% casually browse. Another 16.1% are open to offers. This means that **people who are unemployed aren't just competing with fellow jobseekers but also with professionals who already have roles yet remain open to new opportunities.**

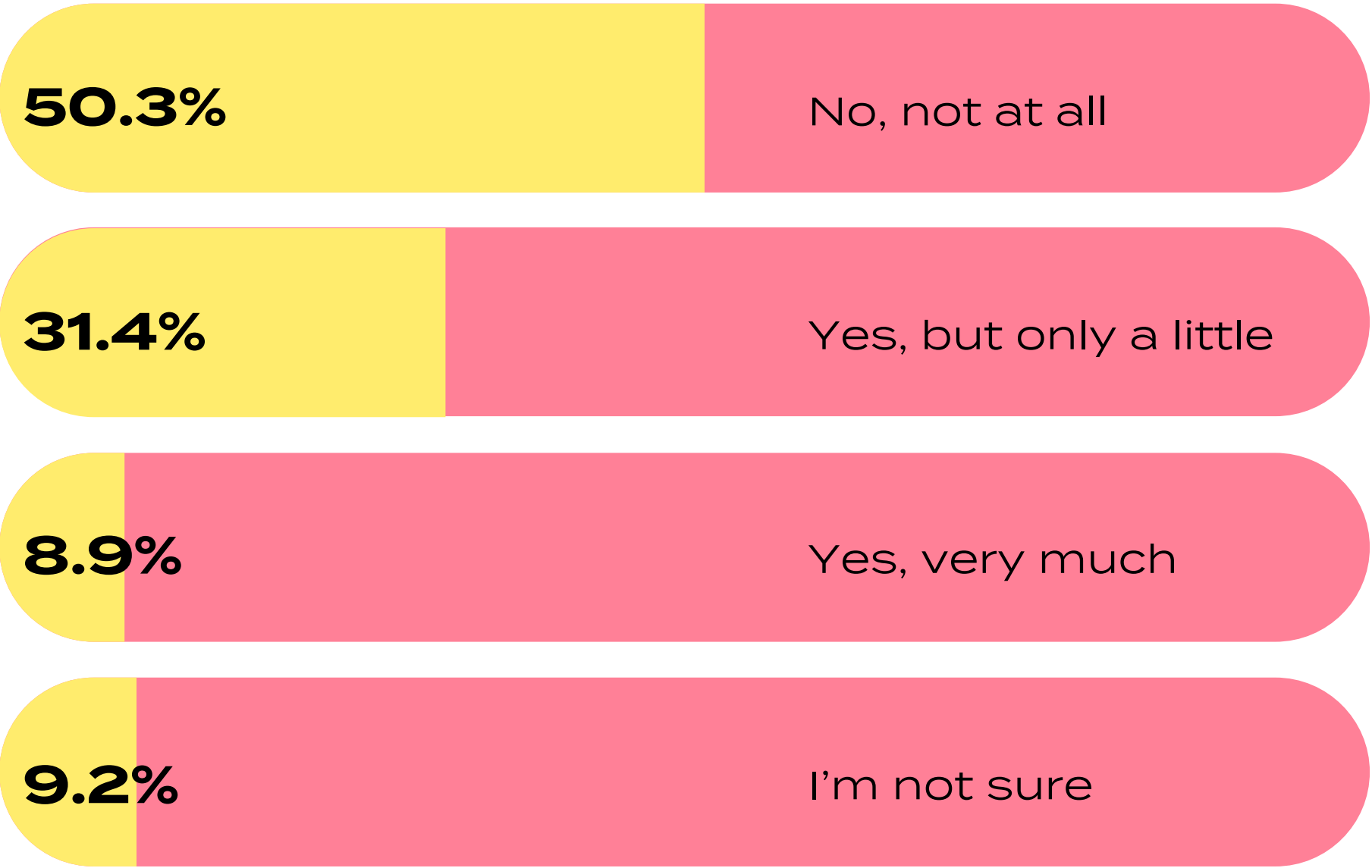


? QUESTION ASKED:
Are you currently not interested in the job market, or are you actively looking for a new role?

AI AS A CAREER THREAT

Over half of all respondents (50.4%), regardless of their current employment status, report **no concern about AI affecting their profession**, while 31.4% perceive only a minor threat. However, **8.9% feel seriously at risk**, and 9.3% remain uncertain. These results suggest that although the majority is relatively unconcerned, a notable share of professionals feels either uneasy or significantly worried about AI’s potential impact on their careers.

Among specific job roles, Artists & Animators stand out with a combined 62.5% indicating some level of concern (“Yes, very much” or “Yes, but only a little”), followed by QA professionals at 48.8% and Marketing & Business Development at 46.8%. In contrast, only 27.3% of Engineers express that same concern, highlighting a distinct variation in outlook across different disciplines.



? QUESTION ASKED:
Do you feel threatened by the development of AI in your profession?

Job Search and Unemployment:

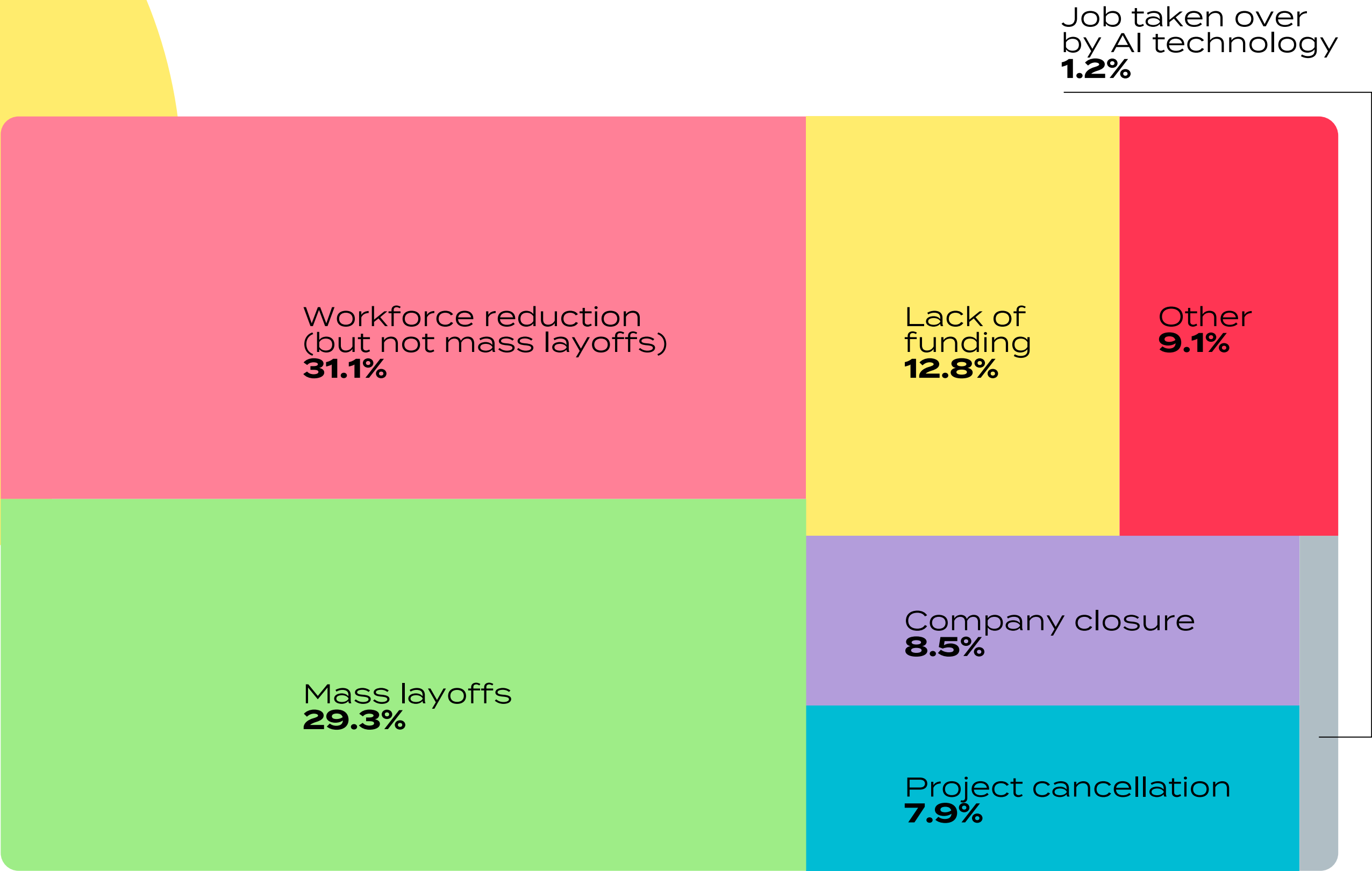
A CLOSER LOOK

This section provides insights into the experiences of those currently seeking employment in the industry.

1. **JOB LOSS CIRCUMSTANCES**
2. **JOB SEARCH DURATION**
3. **JOB SEARCH MORALE**

JOB LOSS CIRCUMSTANCES

The high number of workforce reductions and mass layoffs confirms what many in the industry have been experiencing for a while: **job stability in game development remains extremely fragile**. Funding struggles, company closures, and project cancellations continue to claim jobs, highlighting the financial uncertainty many studios face. While only 1.2% of respondents declare they lost their jobs due to AI, it's a trend worth watching as automation and AI-driven tools evolve, potentially reshaping certain roles over time.

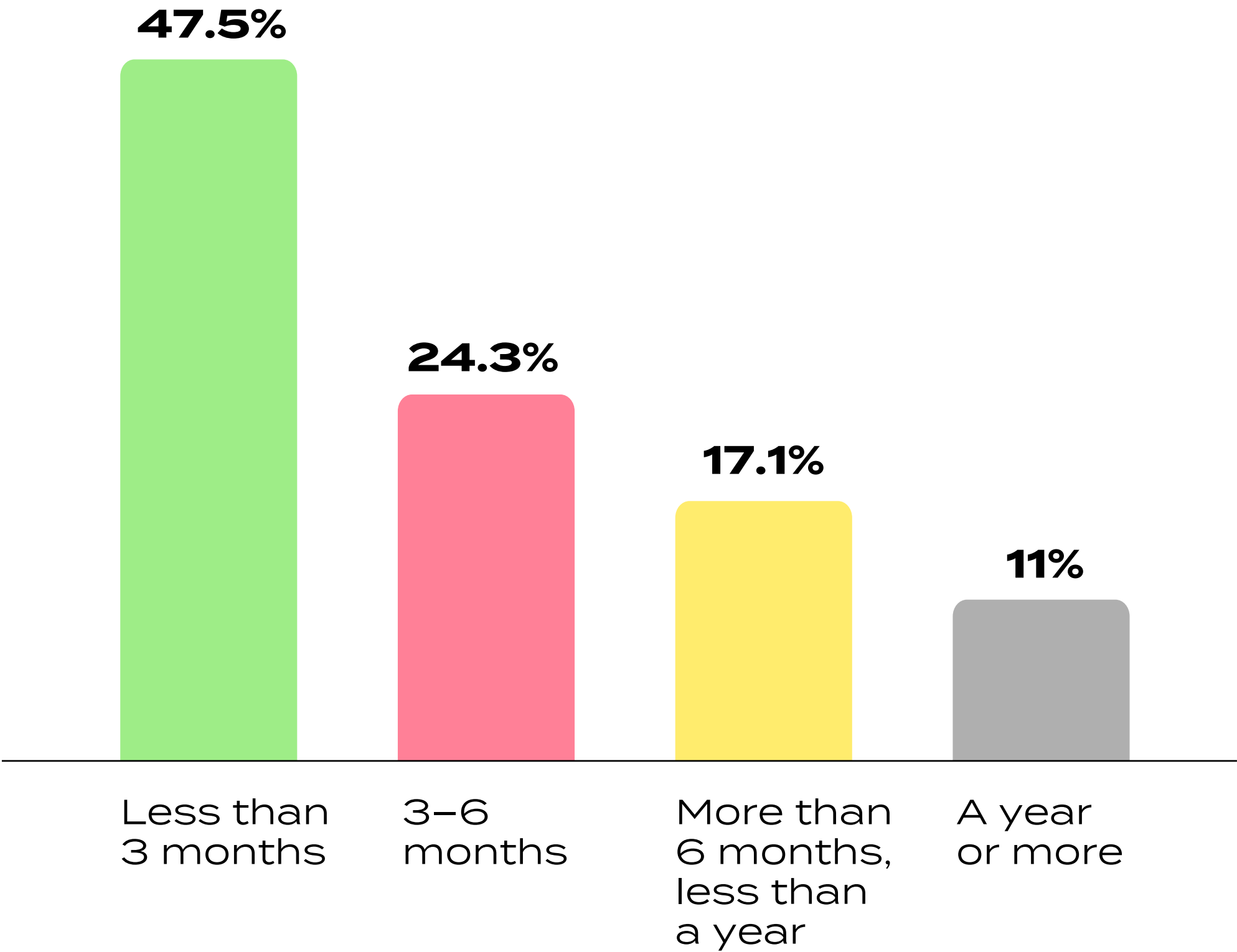
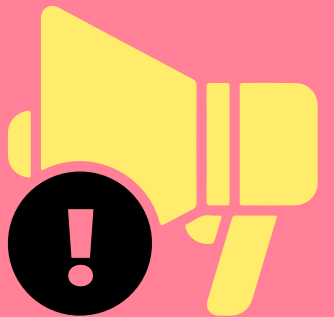


? QUESTION ASKED:
In what circumstances did you lose your job?

JOB SEARCH DURATION

With nearly 30% of job seekers searching for more than six months, it's clear that **landing a new role is far from easy**. The market remains saturated with experienced professionals, and extended job hunts are becoming a reality for many. For studios, this means access to a deeper talent pool - but for job seekers, competition is tougher than ever.

Enhance your job search with 8Bit's **free Email Job Alerts**



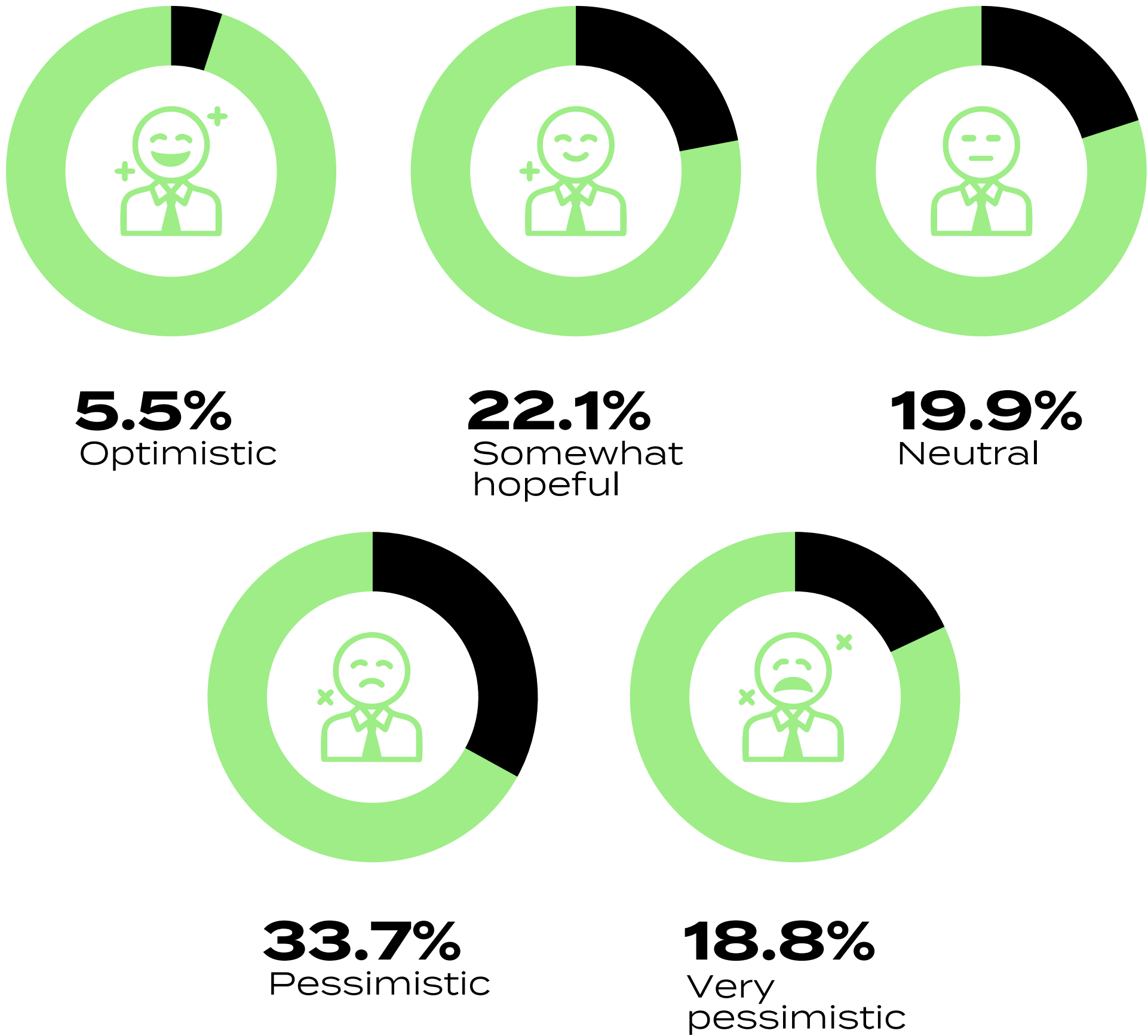
? QUESTION ASKED:
How long have you been on the job search now?

JOB SEARCH MORALE

The industry's uncertainty is reflected in low morale among job seekers, with more than half feeling pessimistic about their chances. Senior and lead-level professionals report the lowest levels of concern, with 41% describing themselves as pessimistic or very pessimistic. However, for mid-level, junior, director/head, and C-level professionals, the proportion of pessimistic or very pessimistic responses exceeds 60%, highlighting a difficult job market across multiple experience levels.

While mid and junior professionals struggle to secure roles in an increasingly competitive market, directors, heads, and C-level job seekers may be facing the “overqualification” trap, where their experience and salary expectations limit available opportunities. With a saturated talent pool and companies being more cautious with hiring, job security remains a challenge at nearly all levels of the industry.

QUESTION ASKED:
Considering the current job market and industry trends, how do you feel about securing new job?



Benefits and Work-Life Balance

A CLOSER LOOK

This section explores the benefits currently offered to game development professionals and those they desire most, as well as their openness to relocation in today's job market.

1. **BENEFITS: WHAT'S OFFERED VS. WHAT'S WANTED**
2. **OPENNESS TO RELOCATION**

BENEFITS: WHAT'S OFFERED VS. WHAT'S WANTED

?

QUESTION ASKED:
1) What benefits does your employer offer?
2) What are the top 3 benefits that you currently have or wish to have in your role that would really make a difference for you?

WORKPLACE PERKS AND BENEFITS



KEY BENEFITS THAT MATTER MOST TO YOU



*Options offered by the company to work remotely e.g., for a designated period each year counted as an additional benefit, rather than a full-time remote work arrangement.

BENEFITS: WHAT'S OFFERED VS. WHAT'S WANTED

One of the **clearest disconnects between employees and employers is the four-day workweek**. It ranks as the third most desired benefit (37.1%), yet only 2.5% of employers offer it. This stark contrast signals a growing demand for structural changes in work schedules - beyond just flexible hours or remote options - yet studios remain hesitant to adopt it at scale. The industry's reliance on tight production cycles and the persistence of crunch culture are likely key reasons why a shorter workweek remains rare. Then again, it's not that common in other industries either. But hey, a century ago, a five-day workweek was considered a radical idea too, wasn't it?

This disconnect between what employees want and what studios provide is also visible in health-related benefits. While health insurance is one of the most offered perks (55.6%) and remains highly valued (35.7% want it), other medical benefits, such as mental health

support (20.4% offered, but only 5.8% prioritized) and wellness programs (17.6% offered, just 2.4% wanted), rank much lower.

This discrepancy likely reflects regional differences in public health-care systems. In some countries, private health benefits are essential, while in others, public healthcare covers most needs. But it also raises another issue: **we are still incredibly tough on ourselves when it comes to mental health**. The industry, in many ways, still embraces hustle culture, where long hours, constant overwork, and burnout are often seen as a necessary part of success.

BENEFITS AND WORK-LIFE BALANCE

We need to reflect more on this and remind ourselves that mental health is just as important as physical health, even if it's not immediately visible. **Game development is a demanding, high-pressure field, and if we want real, lasting change in work culture, normalizing mental health support - both in benefits and in mindset - should be a priority.**

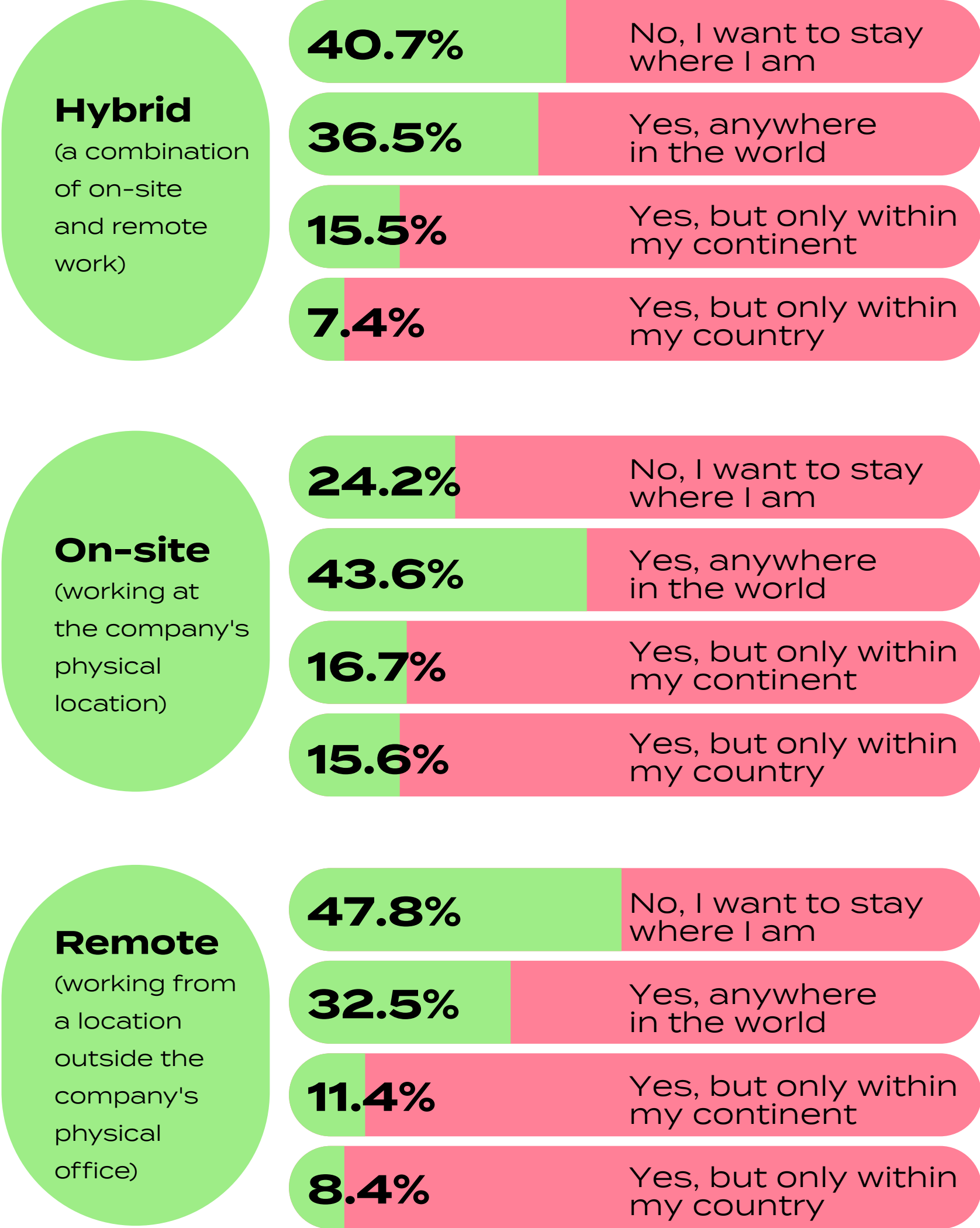
Ultimately, this highlights the importance of **tailoring benefit packages to regional expectations rather than applying a one-size-fits-all approach.** While some perks, like remote work and paid time off, are universally valued, others, especially healthcare-related benefits, depend heavily on where employees are based and what their local healthcare systems already provide.

OPENNESS TO RELOCATION

A significant 42% of respondents are not open to relocating for a gamedev job, with remote workers being the most resistant (47.8%), compared to 40.6% of hybrid workers and 24.2% of on-site workers. This suggests that **once professionals experience full remote flexibility, they see little reason to move**. Meanwhile, **on-site workers are the most open to relocation**, possibly because they have already adjusted their lifestyle to their work mode.

This is an important insight for hiring teams, as relocation opportunities are often pitched to remote workers under the assumption that they will be more flexible. However, the data suggests the opposite! **Those already working remotely are least likely to relocate, while on-site workers in other locations may be more receptive to such offers.**

? QUESTION ASKED:
Would you consider relocating for a gamedev job?



Putting a Price on Passion:

**SALARIES BY AREAS, SALARY BY ROLES
BASED ON THE SENIORITY LEVEL**



HOW WE PRESENT THE DATA IN THIS YEAR'S GAMEDEV SALARY PULSE

This year, we've refined our approach to salary data to make it more practical, region-specific, and career-focused. These changes are based on feedback from last year's report, ensuring that the data remains a reliable benchmark for both hiring managers and professionals navigating the job market.

REGIONAL SALARY DATA FOR GREATER ACCURACY

One of the most requested improvements was a more granular breakdown by region, as salaries in game development vary significantly depending on location. To address this, we now present **salary data separately for four major regions: North America, Western Europe, Central & Eastern Europe, and the Nordics**. This structure provides a clearer, more relevant comparison for those assessing market trends in their specific region or hiring across multiple locations.

WHY WE FOCUS ON MEDIANS

Rather than presenting multiple percentiles or averages, this year's

report focuses solely on the median salary for each category. The median represents the middle point of a dataset - half of the reported salaries are higher, and half are lower. This makes it a more reliable indicator of typical compensation than an average, which can be skewed by outliers (exceptionally high or low salaries). By focusing on medians, we provide a clear, undistorted view of salary expectations, making it easier for professionals to assess their standing and for employers to benchmark compensation accurately.

HOW TO USE THIS DATA

For professionals, this report offers a useful **reference point when evaluating salary expectations**, whether negotiating a new role or assessing career growth. However, it's important to consider additional factors beyond seniority, such as the size of the studio and overall industry experience. In many cases, professionals with similar tenure in game development may see different compensation levels depending on whether they work at a large studio or a smaller independent company.

For hiring managers, these insights support competitive salary structuring, **helping studios align compensation with market trends** while considering regional differences. The data can be used to inform budgeting, talent acquisition strategies, and retention planning, ensuring salaries remain attractive and competitive within the industry. These refinements ensure the Gamedev Salary Pulse continues to be a practical, data-driven resource, offering deeper insights into the evolving landscape of game industry compensation.

UNDERSTANDING THE MEDIAN SALARY IN PRACTICE

All salaries in this report are shown as annual, gross figures, which means local tax rates and deductions aren’t factored in - an important consideration for international comparisons, given how strongly taxes can vary by region.

If you’re currently earning (or offering) a monthly rate, multiply it by 12 to see how it aligns with the median. Keep in mind that **the median marks the middle point: half of the reported salaries are higher and half are lower**. Whether your figure sits above or below doesn’t necessarily indicate “better” or “worse,” as other elements - like studio size,

benefits, and specialized skill sets - can play a significant role in total compensation. Think of the median as a helpful baseline rather than the full story.

FINANCIAL BONUSES AND PROFIT SHARING

Following our exploration of median salaries, we also asked respondents about any extra benefits - such as financial bonuses or profit sharing - and the results vary significantly by region.

North America tops the list, with 52.3% of respondents indicating they receive additional compensation, while in the Nordics, it’s nearly an even split at 47.1%. Western Europe and Central & Eastern Europe both hover around the 30–33% mark for bonuses or profit sharing, with a notable majority (62.4% and 65.0% respectively) reporting no extra pay at all.

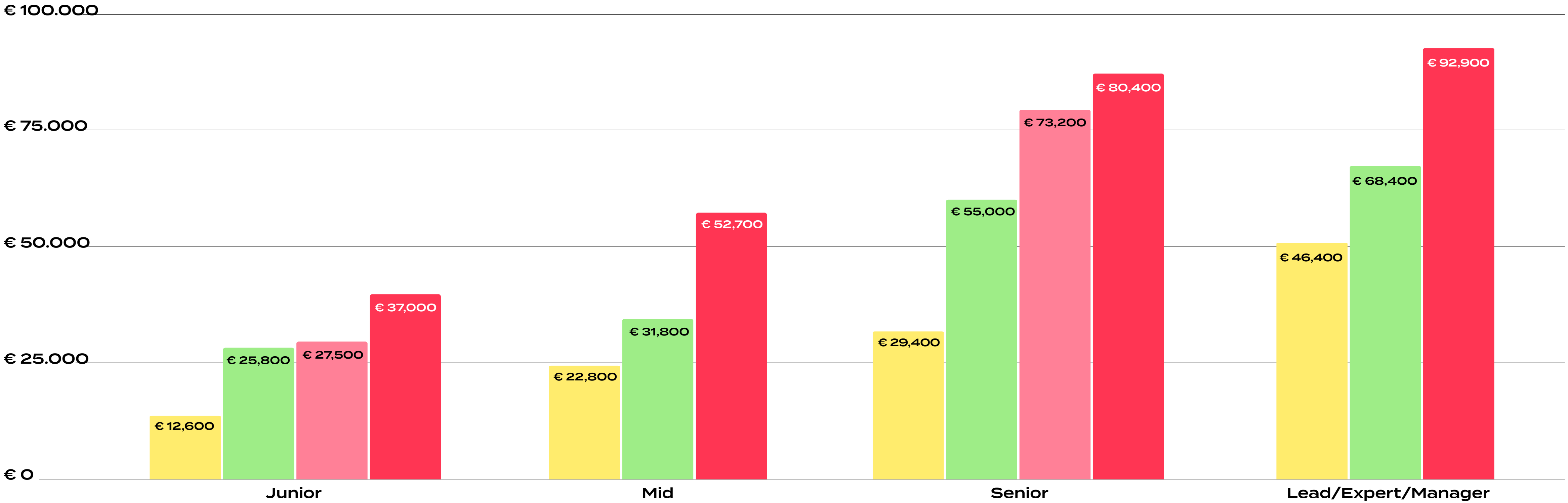
	Central & Eastern Europe	Western Europe	Nordics	North America
Yes	30.1%	33.6%	47.1%	52.3%
No	65%	62.4%	47.1%	44.8%
Prefer not to share	4.9%	4%	5.9%	2.9%

?

QUESTION ASKED:
Do you receive any extra compensation such as bonuses or profit sharing?

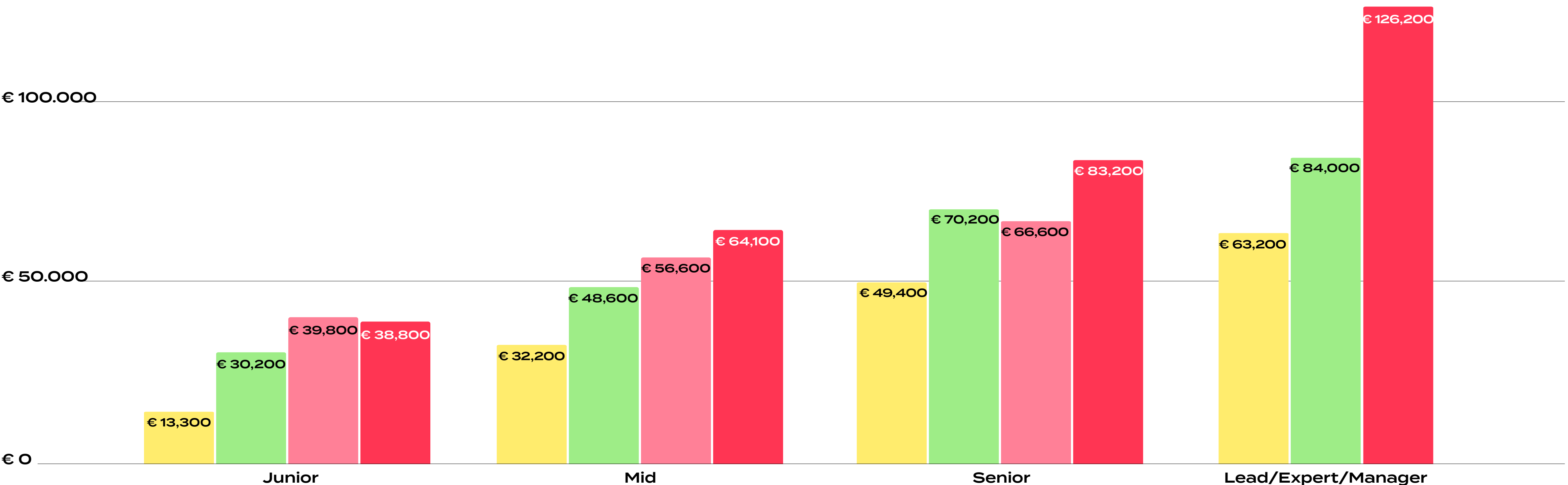
ART & ANIMATION

- Central & Eastern Europe
- Western Europe
- Nordics
- North America



ENGINEERING

- Central & Eastern Europe
- Western Europe
- Nordics
- North America



GAME & LEVEL DESIGN

- Central & Eastern Europe
- Western Europe
- Nordics
- North America



HR & OPERATIONS

- Central & Eastern Europe
- Western Europe
- North America



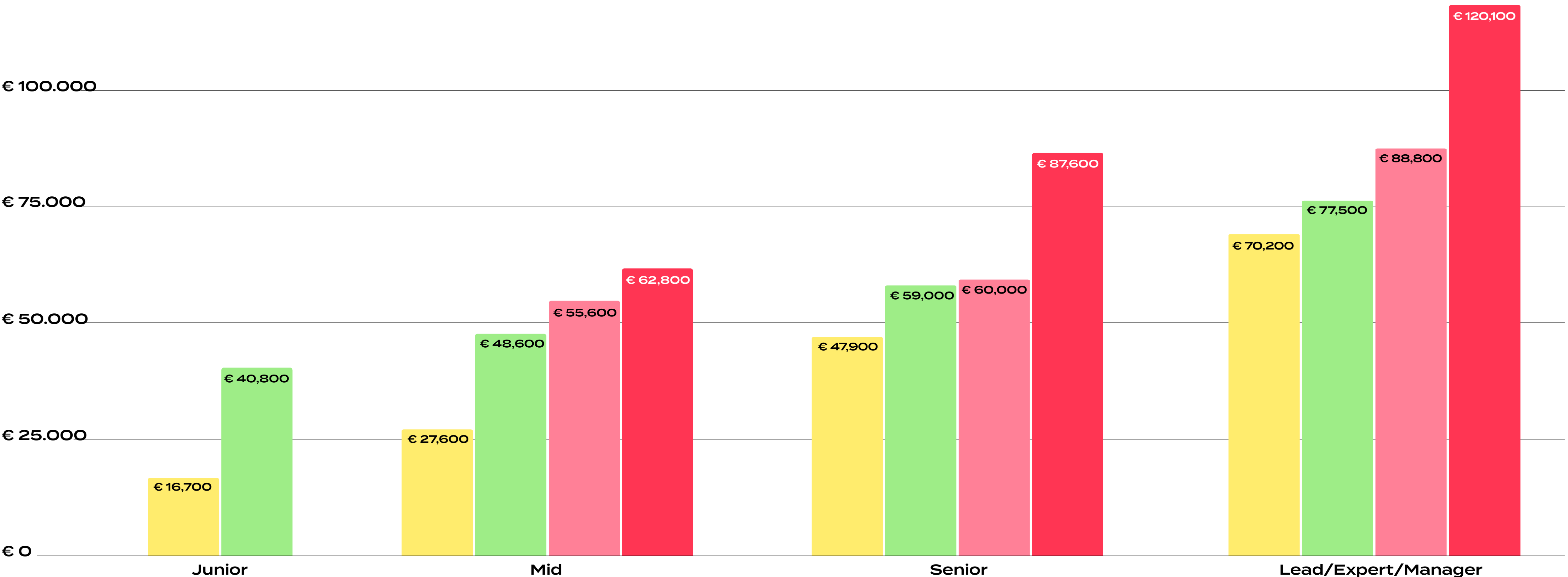
MARKETING, PR & BUSINESS DEVELOPMENT

- Central & Eastern Europe
- Western Europe
- Nordics
- North America



PRODUCTION

- Central & Eastern Europe
- Western Europe
- Nordics
- North America



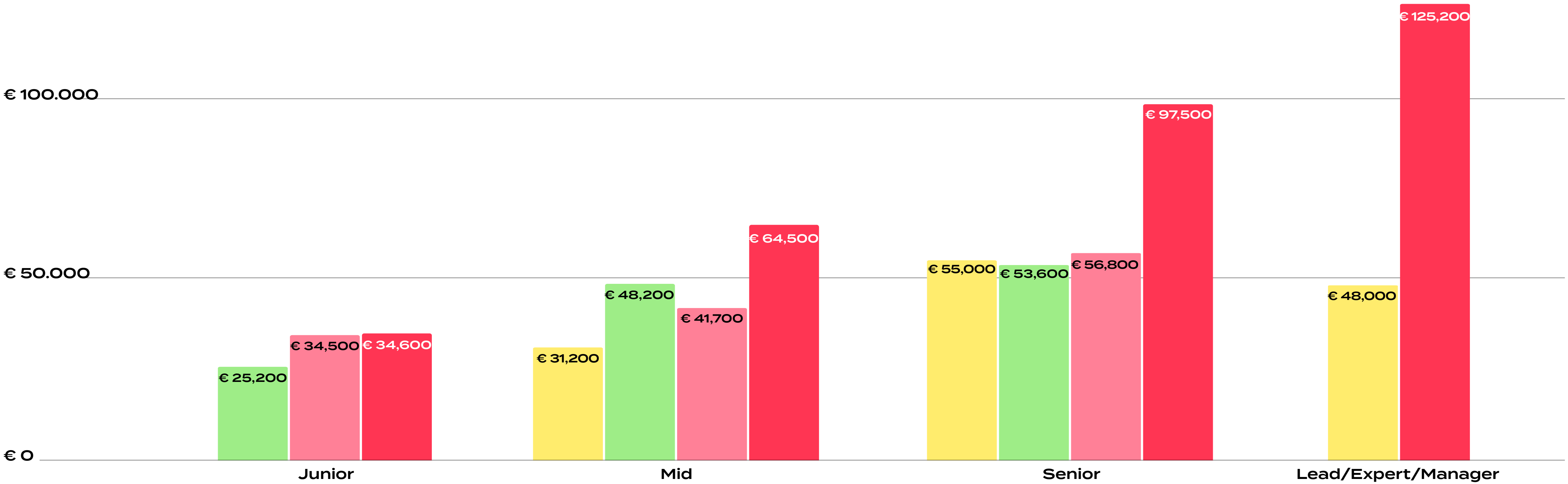
QA

- Central & Eastern Europe
- Western Europe
- Nordics
- North America



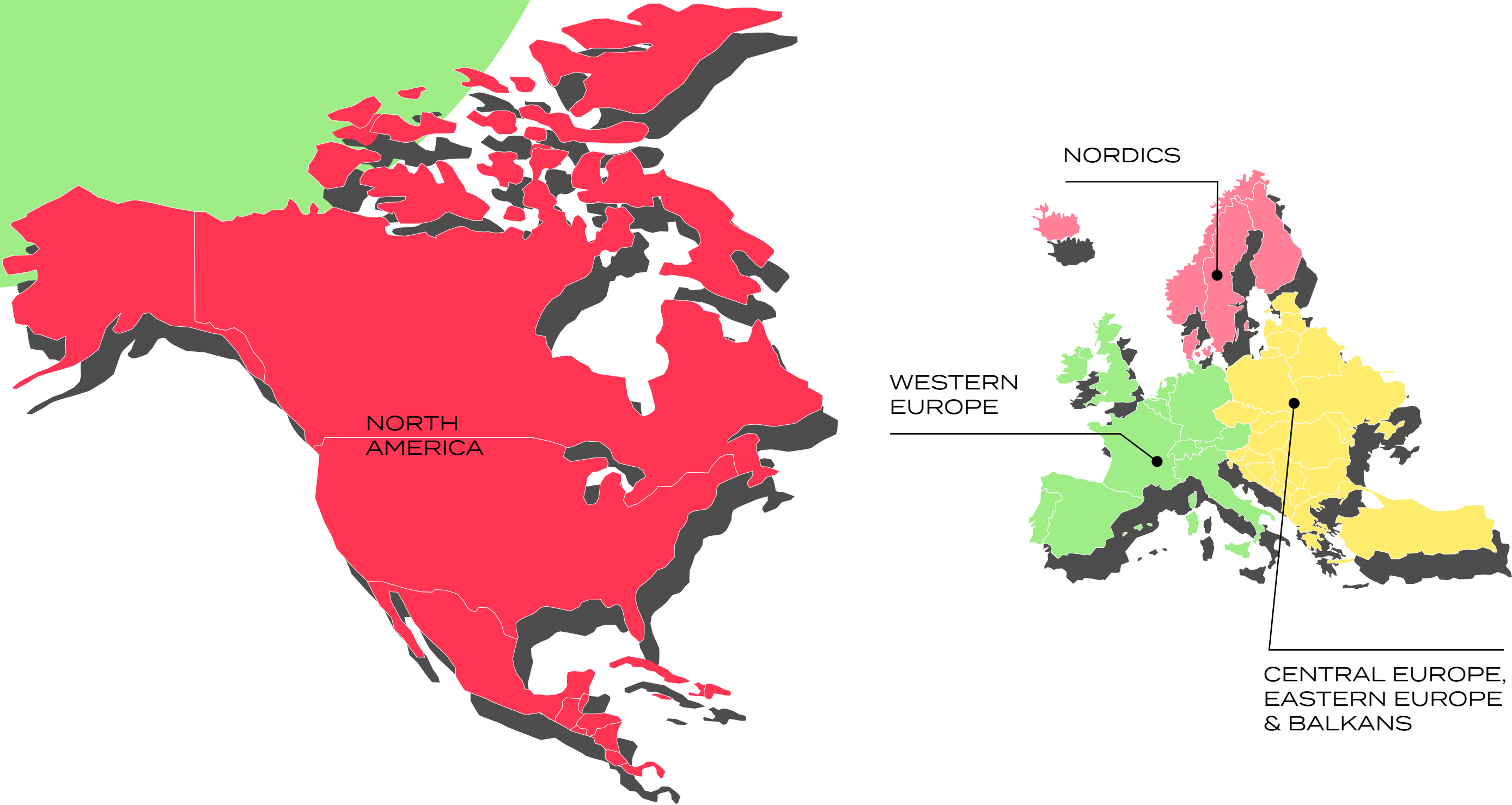
TECH ART & VFX

- Central & Eastern Europe
- Western Europe
- Nordics
- North America



REGIONAL SALARY INSIGHTS

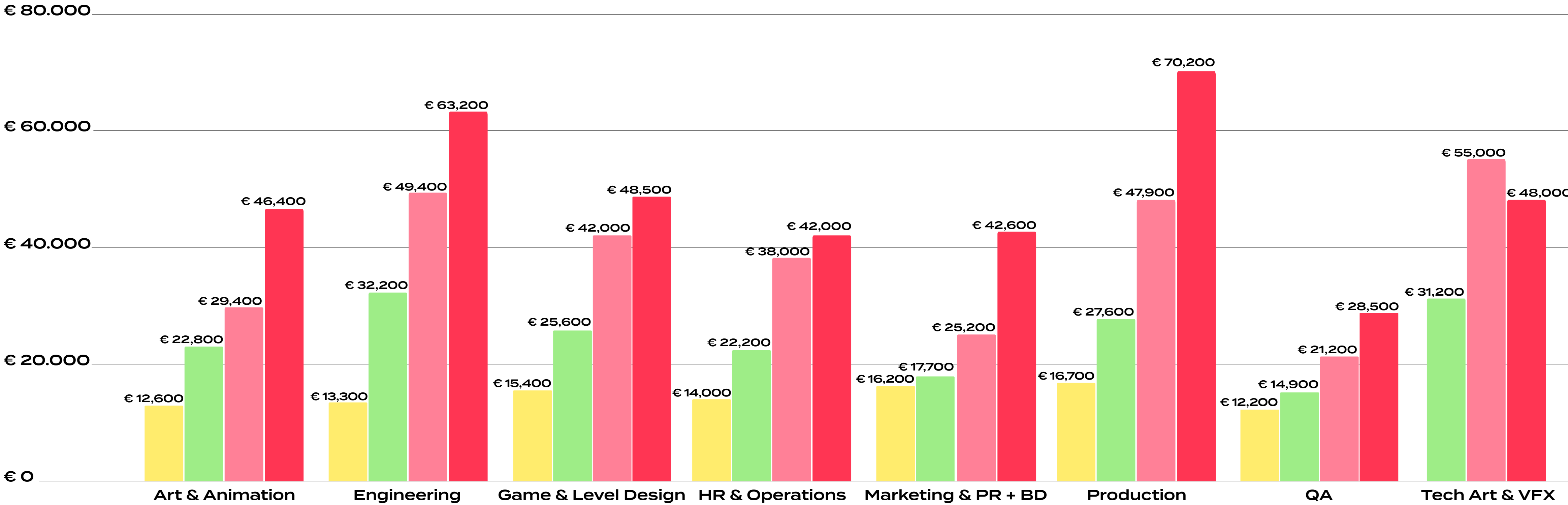
Drawing on all analyzed categories, this overview highlights local market fluctuations, compensation trends, and any notable outliers.



CENTRAL & EASTERN EUROPE

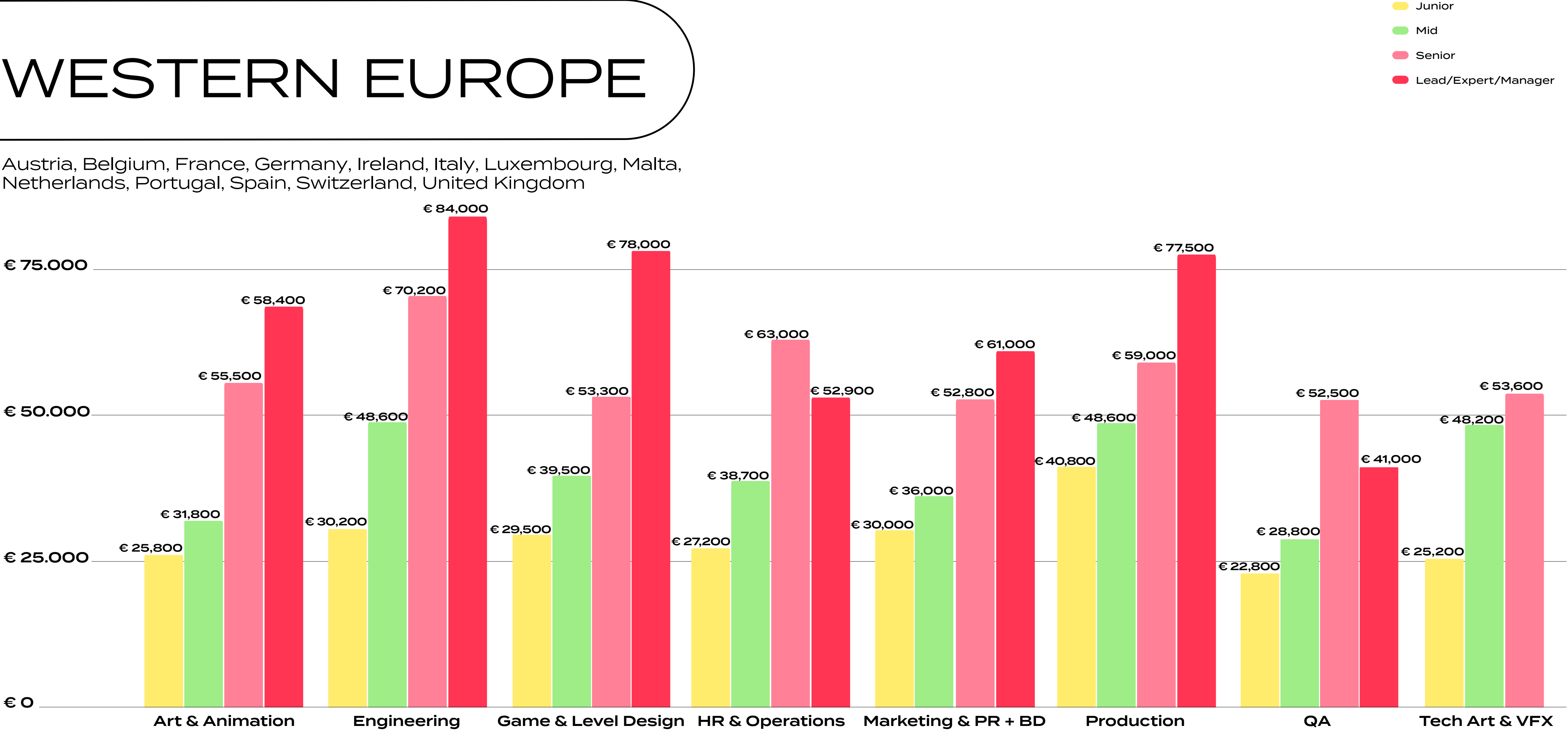
Albania, Bulgaria, Croatia, Cyprus, Czechia, Estonia, Greece, Hungary, Latvia, Lithuania, Moldova, Montenegro, Poland, Romania, Serbia, Slovakia, Slovenia, Türkiye, Ukraine

- Junior
- Mid
- Senior
- Lead/Expert/Manager



WESTERN EUROPE

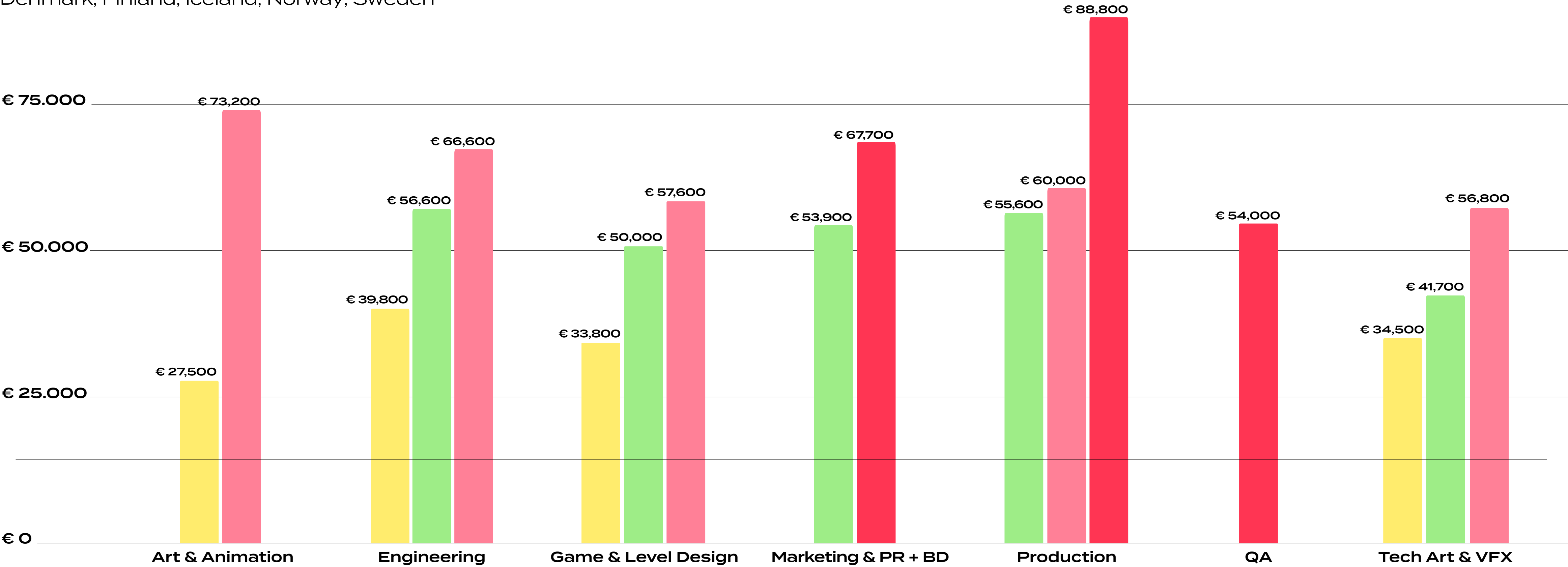
Austria, Belgium, France, Germany, Ireland, Italy, Luxembourg, Malta, Netherlands, Portugal, Spain, Switzerland, United Kingdom



NORDIC COUNTRIES

Denmark, Finland, Iceland, Norway, Sweden

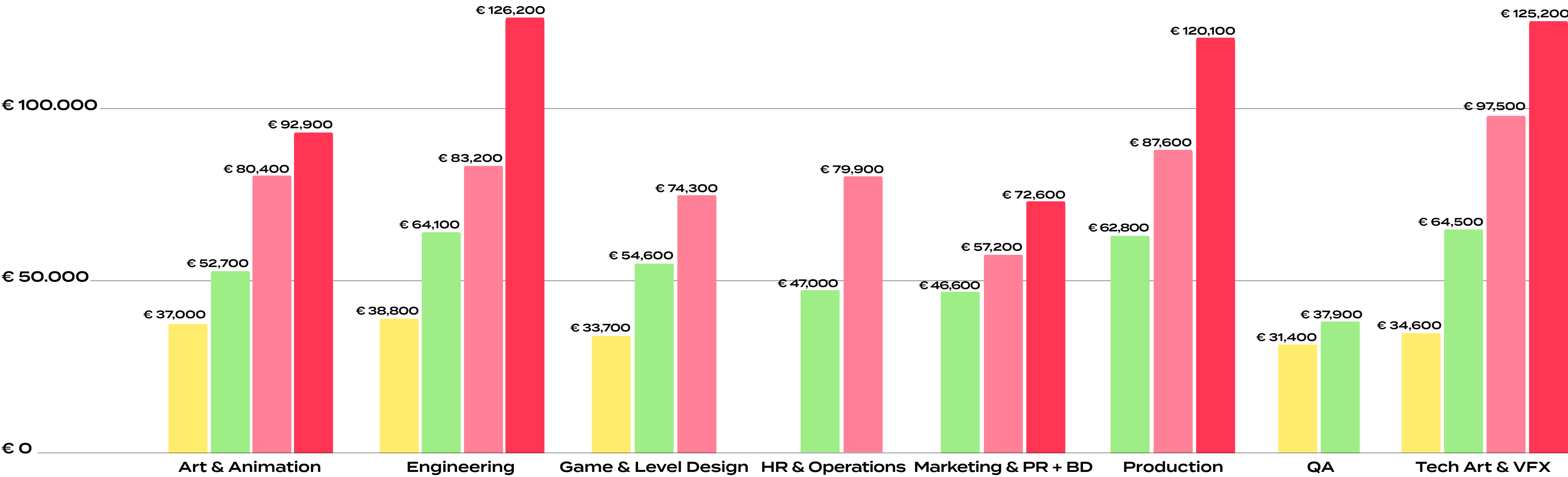
- Junior
- Mid
- Senior
- Lead/Expert/Manager



NORTH AMERICA

Canada, United States

- Junior
- Mid
- Senior
- Lead/Expert/Manager



Pay Transparency Directive

As we look ahead to 2026, the European Union's new **Pay Transparency Directive promises to reshape how salaries are disclosed and reported**. This shift is designed to bring greater fairness, accountability, and openness to hiring and compensation processes across all industries, **including game development**. By establishing clear guidelines for communicating pay ranges and policies, the directive will help studios and professionals alike better navigate an increasingly complex labor market.

At 8Bit, we recognized early on how vital pay transparency is for building trust within the games industry. We've been actively engaging with this topic, organizing panel discussions and workshops to address its impact and offer guidance. **By staying ahead of regulatory changes, we aim to empower both studios and industry**

talent to adapt effectively, promoting a healthier, more equitable environment for everyone.

We invite all employees, employers, and job seekers to **explore our free Pay Transparency handout**, which features practical insights and recommendations for meeting the directive's requirements. We're also enthusiastic about participating in future industry events to keep these conversations going, raise awareness, and support the broader game development community in preparing for the changes to come.

**Get your copy of
the Pay Transparency
Directive handout**



CLOSING REMARKS

Marta Todorczuk

MARKETING & OPERATIONS
MANAGER



“

Thank you for taking the time to dive into this year's Gamedev Salary Pulse with us.

At 8Bit, we believe that **real insight happens when data meets human context** and that's exactly what we aimed for with this report. It's not just about numbers on salaries or job titles. It's about understanding how people in this industry are really doing: how stable they feel, what motivates them, what worries them, and where we, as an industry, still have work to do.

We're grateful to everyone who shared their experiences, allowing us to build something that's not just informative, but hopefully useful too - whether you're hiring, job hunting, or simply trying to make sense of the current market.

We'll continue using our platform and reach to **advocate for transparency, inclusion, and fair hiring practices across gamedev**. And as always, we're here if you need support - whether it's your next hire, your next role, or just someone to bounce ideas off.

Thanks again for being part of this journey with us.

Thinking of growing your team?

Explore more



HERE IS WHAT MAKES 8BIT YOUR IDEAL RECRUITMENT PARTNER:

- 10 years of exclusive focus on gamedev recruitment, built by industry veterans who understand every aspect of technical, creative, and operational roles.
- Deep-rooted connections across PC/console, mobile, VR/AR, and blockchain studios** - matching you with talent that speaks your specific language.
- An outstanding **94%+ referral rate from 105+ global game development clients**, with Forbes recognition for remote work expertise.
- More than recruiters - we're consultants whose industry insights come from years of hands-on experience.
- Worldwide talent access with boutique agency attention**, plus a heart for giving back through pet rescue initiatives.

Thinking of growing your team?

1 Subscription

Tailored specifically **for studios managing a larger volume of roles**. You receive a dedicated allocation of 100 hours per month from our expert recruitment team to handle your diverse hiring needs. Increasing your number of projects won't increase your costs, making Subscription one of the most cost-effective recruitment solutions available in the market.

2 Subscription Flex

Designed **for studios seeking a short commitment period**, building upon our standard Subscription service. Tailored for a 1-month duration with an intensive 140 working hours, it's ideal for studios looking to make multiple hires in a short timeframe while benefiting from budget predictability.
Business model: flat fee.

3 Success Fee

Straightforward process involving a small retainer start fee, with the remaining fee payable only upon successful completion of the project. Particularly suited **for studios newly engaging with recruitment agencies or those anticipating only a single hire in the foreseeable future**.
Business model: retainer start fee + success fee.

4 Retained Search

Designed **for studios of all sizes seeking a flexible and budget-friendly approach to recruitment**. This model allows for a fixed success fee agreed upon project engagement, with a payment structure that divides this total cost into smaller, manageable installments as we hit different milestones of the hiring process.
Business model: success fee segmented into smaller installments.

5 RPO

We adopt a classic business process outsourcing approach, taking over designated recruitment tasks or the 360° hiring process with a selected recruiter embedded in your team. Well-suited **for studios seeking comprehensive, strategic and long-term recruitment support**.
Business model: flat fee.

Job Board

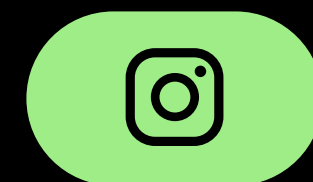
In addition to our recruitment services, **our platform is open for games industry job postings**. You get the visibility benefits: your listing appears on our website, reaches engaged gamedev professionals through Email Job Alerts, and gets a promotional LinkedIn post shared with our industry-focused community, just without the full recruitment support.
Business model: Fixed fee per job ad.

Add a job post



Thank you!

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We welcome and encourage you to share our findings on social and traditional media, at industry events, or any platform to raise awareness about pay transparency and the key trends in game development we've identified. Please ensure 8Bit - Games Industry Recruitment (8bitplay.com) is credited as the source when you do. While we fully support the use of this information for educational and advocacy purposes, please remember that any alterations, reproductions, or other forms of usage require our prior written approval. Thank you for respecting our terms.