



RECRUITMENT **IGAMING** — BY BGB

SALARY **SURVEY**

2025

FIRST 5 MONTHS

GEOS 8

POSITIONS 138

BGB JOURNAL

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FOR BGB I-GAMING EXECUTIVE SEARCH BOUTIQUES WORLDWIDE



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INDEPENDENT RESEARCH

BY BGB BTQs
TO I-GAMING
World Wide MARKET

READERS,

Be aware, the forward-looking statements, forecasts, charts are not guarantees of future performance or results and involve risks and uncertainties that cannot be predicted or quantified. Consequently, the actual performance of companies mentioned in this report and the industry as a whole may differ materially from those expressed or implied by such forward-looking statements published or not.



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INTRO

25th May 2025

Our Dear Reader!

I am happy to present BGB I-GAMING 1ST half 2025, Salary Survey of 8 (eight) worldwide geos: UK, Brazil, Cyprus, Spain, Portugal, Romania, Bulgaria, Ukraine. Keep doing this research was a great accomplishment for our team and we are excited to release it by 7th of June 2025 to Your attention.

You are welcome to review the exploring wages` markets of Gambling, Betting, Slots, Games industries.

Situation of 1st half of 2025 year, in the I-gaming employee market has been roughly changed since 2022 and slightly in 2023-2024, the numbers are slowly growing in 2025.

The changes show You the open sources of reasons why wages` markets may differ and how crucial situation with demands for top professionals to navigate business.

Twice yearly, we provide BGB`s individual and independent research of extensive salary surveys to give You the information which may help You to update or start a corrected budget for company`s employees, including the changes, ups and downs that influence the I-gaming industry every 6 (six) months nowadays.

Be aware of the market`s wages from BGB BTQs each 6 months on a regular basis from 26 till 82 countries WW and You run the best employees.

Hereby for Your information to get report in time regularly:

First half of a year, The Salary Survey is usually released by 7th of June

Annual Salary Report is issued by 12th of December yearly.

ABOUT SALARY SURVEY

The salary survey explores the minimum and maximum salary ranges for a variety of positions within the I-gaming sector.

We use our labor market insight, companies` experience, own data base, advanced international data analysis and networking within the World Wide I-gaming community to present an exhaustive exploration of Digital, Technical, Non-Technical, Administrative staff`s wages.

The ultimate goal is to define the competitive range and identify hidden opportunities. Our salary survey insight will provide you with a new and fresh look at the wages` market and candidates` salary expectations within 1st half of 2025.

Disclaimer: the survey is adapted to focus on the positions if NOT specified by the reader but BGB itself.

The survey explores the minimum and maximum salaries within an industry niche and calculates median ranges for each position.

The positions are broken down by qualification levels (junior-middle-senior-lead + C-level-A players) In the survey you will find the information that includes:

- salary ranges of various professions
- demographic aspects
- employee benefits, bonuses, and perks
- motivating and demotivating factors for employees

The salary survey is based on the information gathered from the following sources:

- **information from the BGB I-gaming NDA databases**
- **the input of BGB International consultants and external experts**
- **rare but salary information from open worldwide survey sources.**

METHODOLOGY

Furthermore, BGB BTQs apply forward-thinking methods to finding viable solutions for your business needs. Our consultants perform in-depth research to identify hidden opportunities, expose hidden threats, and determine on-hand possibilities.

The salary survey is based on the information gathered from the following sources:

- information from the BGB I-gaming NDA databases
- the input of BGB International consultants and external experts
- rare but open worldwide survey sources.

The BGB method of gathering the information is under NDA and Double-Cross(two-sided) Participants:

1. Entities, the representatives: HRD, CEO, COO, CFO

1.1. 200 companies and more

2. Physical person

2.1. 1000 employees and more.

We illuminate an additional dimension of English language skills as one of the critical factors on the specialist’s salary for certain positions.

The figures are shown in the EURO currency mostly, except United Kingdom.

The salaries are listed, excluding, bonuses, and other supplementary elements but includes gross, i.e. PIT (personal income tax) per each mentioned geo.

The survey excludes extreme examples of minimum and maximum salaries for specific domains.

We keep the proceedings cost-effective and time efficient throughout every aspect of the operation.

WHO DEMANDS BGB SURVEY ON A REGULAR BASIS

