SoftwareSearch
BUILDING ELITE SOFTWARE TEAMS

Full Stack Developer Salary Guide
Netherlands (2025)

Average Full-Stack Developer Salaries

Company Size	Randstad Area (Amsterdam, Utrecht, Rotterdam, Delft)	Other Major Cities (Eindhoven, Groningen, Arnhem)	Remote / Nationwide
Startup (11-50)	€60,000 – €80,000	€55,000 – €75,000	€57,500 – €77,500
Scale-up (51-250)	€70,000 – €95,000	€65,000 – €90,000	€67,500 – €92,500
Large Company (250+)	€80,000 – €105,000	€75,000 – €100,000	€77,500 – €102,500
Top Tech / Consulting	€100,000 – €125,000	€95,000 – €115,000	€97,500 – €120,000

These are base salaries only, see below for what typically rounds out a full Full Stack Developer package.

Top Employers of Full Stack Developers

- Booking.com
- Adyen
- ASML
- ING
- Rabobank
- Bol.com
- Picnic
- MessageBird
- Miro
- TomTom
- Capgemini
- Accenture

Additional Compensation & Benefits

Besides base salary, Full Stack Developers in the Netherlands typically expect:

- ***8% holiday allowance (vakantiegeld)*** - mandatory by law, paid in May
- ***Annual performance bonus*** - *usually 5%-15% at scale-ups and corporates*
- ***Equity or stock options*** - *more common at startups and product-led scale-ups*
- ***Remote work allowance*** - *€30-€50 monthly tax-free for home office expenses*
- ***Pension contributions*** - *standard employer contribution ranges from 5%-15%*
- ***Learning & certification budget*** - *€1,000-€3,000 per year is common*
- ***Mobility budget*** - *car lease, NS Business Card, or travel reimbursement*

Hiring Trends for Full Stack Developers, 2025

- Full Stack engineers with end-to-end ownership remain in high demand
- React / Next.js + Node.js / TypeScript is the most requested combination
- Hybrid work is the standard; fully remote roles are more common at startups
- Security-aware development is increasingly valued, especially in healthcare and regulated sectors
- Salaries have stabilised after strong growth in 2021-2023, but demand remains high for senior profiles

www.softwaresearch.nl