



2025 Guide to Tech Salaries in Gujarat

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Introduction

Welcome to the inaugural 2025 Guide to Tech Salaries in Gujarat, brought to you by WIF Group. In today's dynamic and competitive market, attracting and retaining top talent is the single most critical factor for business success. Yet, many companies in Gujarat—from burgeoning startups in Surat to established enterprises in Ahmedabad—struggle with one fundamental question: "Are we paying our tech talent fairly and competitively?"

This guide is designed to answer that question. Leveraging WIF Group's proprietary placement data, combined with extensive market analysis, we have compiled a definitive resource for business owners and hiring teams across the state. Use this data to benchmark your salaries, create compelling offers, and build the skilled technology teams you need to thrive.

Gujarat Tech Salaries 2025: By Role

(Revised Packages)

1. MERN Stack Developer

A highly sought-after full-stack role for modern web applications. Proficient in MongoDB, Express.js, React.js, and Node.js.

Average Salary by Experience:

- **Fresher (0-1 Year):** ₹3.5 - ₹4.5 Lakhs Per Annum (LPA)
- **Mid-Level (2-4 Years):** ₹6 - ₹10 LPA
- **Senior (5+ Years):** ₹11 - ₹16+ LPA

Key Skills & Technologies:

- Expertise in the full MERN stack
- REST API development & integration
- Understanding of database schemas, user authentication, and deployment.

2. React Developer

A specialized front-end developer focused on building fast, dynamic, and engaging user interfaces.

Average Salary by Experience:

- **Fresher (0-1 Year):** ₹3.0 - ₹4.0 LPA
- **Mid-Level (2-4 Years):** ₹5 - ₹8 LPA
- **Senior (5+ Years):** ₹9 - ₹13 LPA

Key Skills & Technologies:

- Deep knowledge of React.js, JavaScript (ES6+)
- Redux for state management
- HTML5, CSS3, working with APIs, and version control with Git.

3. Software Developer (Python)

Driven by the growth in data science, AI/ML, and backend web development.

Average Salary by Experience:

- **Fresher (0-1 Year):** ₹3.0 - ₹4.0 LPA
- **Mid-Level (2-4 Years):** ₹5 - ₹8 LPA
- **Senior (5+ Years):** ₹10 - ₹15+ LPA

City Variations: Ahmedabad commands a premium, with salaries often 10% higher than in Surat and Vadodara for experienced professionals.

Key Skills & Technologies:

- Python, Django/Flask
- REST APIs, SQL/NoSQL databases
- Basic knowledge of cloud platforms (AWS, Azure).

4. Software Developer (PHP)

A staple for web development, especially for SMEs and in the e-commerce sector with platforms like WordPress and Magento.

Average Salary by Experience:

- **Fresher (0-1 Year):** ₹2.2 - ₹3.2 LPA
- **Mid-Level (2-4 Years):** ₹3.5 - ₹6 LPA
- **Senior (5+ Years):** ₹7 - ₹10 LPA

Key Skills & Technologies:

- PHP, Laravel/CodeIgniter
- MySQL, JavaScript, HTML/CSS.

5. Mobile App Developer (Android/iOS)

Essential for businesses aiming for a strong mobile-first presence.

Average Salary by Experience:

- **Fresher (0-1 Year):** ₹2.8 - ₹4.0 LPA
- **Mid-Level (2-4 Years):** ₹5 - ₹9 LPA
- **Senior (5+ Years):** ₹10 - ₹14 LPA

Key Skills & Technologies:

- **Android:** Kotlin, Java, Android SDK.
- **iOS:** Swift, SwiftUI, Xcode.

6. QA Tester / Software Engineer in Test

A critical role for ensuring product quality, with a growing demand for automation skills.

Average Salary by Experience:

- **Fresher (Manual QA):** ₹2.2 - ₹3.2 LPA
- **Mid-Level (Automation):** ₹4.5 - ₹7 LPA
- **Senior (Automation Lead):** ₹8 - ₹12 LPA

Key Skills & Technologies:

- Manual testing concepts, bug tracking tools (Jira).
- For automation: Selenium, Appium, Java/Python scripting.

7. UI/UX Designer

Focuses on creating intuitive and visually appealing user experiences. A strong portfolio is crucial.

Average Salary by Experience:

- **Fresher (0-1 Year):** ₹2.5 - ₹3.5 LPA
- **Mid-Level (2-4 Years):** ₹4.5 - ₹7 LPA
- **Senior (5+ Years):** ₹8 - ₹12+ LPA

Key Skills & Technologies:

- Figma, Sketch, Adobe XD
- Wireframing, prototyping, user research.

8. Digital Marketing Executive (with SEO/SMM skills)

Helps businesses get discovered online and directly impacts growth.

Average Salary by Experience:

- **Fresher (0-1 Year):** ₹2.2 - ₹3.0 LPA
- **Mid-Level (2-4 Years):** ₹3.5 - ₹5.5 LPA
- **Senior (Manager):** ₹6 - ₹9 LPA

Key Skills & Technologies:

- SEO, Google Analytics, Google Ads, social media management.

9. Business Development Executive (for IT services)

Responsible for lead generation and client acquisition for the IT service business.

Average Salary by Experience:

- **Fresher (0-1 Year):** ₹2.5 - ₹3.5 LPA (plus incentives)
- **Mid-Level (2-4 Years):** ₹4 - ₹6 LPA (plus incentives)
- **Senior (Manager):** ₹7 - ₹11 LPA (plus incentives)

Key Skills & Technologies:

- Communication and negotiation skills
- Understanding of the SDLC, lead generation, CRM software.

Key Hiring Trends in Gujarat for 2025

1. **The Rise of the Full-Stack Developer:** Companies increasingly prefer developers proficient in both front-end and back-end (like MERN), as it offers more versatility in smaller teams.
2. **Hybrid Work is the New Norm:** While many companies are returning to the office, offering flexibility with a hybrid model has become a major non-monetary benefit to attract top candidates.
3. **Specialization Commands a Premium:** While full-stack is in demand, deep specialists in high-growth areas like React, mobile development, and cloud technologies still command competitive salaries.
4. **Soft Skills are a Deciding Factor:** Technical ability gets a candidate an interview; soft skills get them the job. Communication, teamwork, and problem-solving are heavily screened for.

Build Your Winning Team with WIF Group

Navigating the complexities of the tech talent market can be challenging. Having the right data is the first step, but having the right partner is what makes the difference.

At WIF Group, we don't just find candidates; we build the foundation of your success. With our deep roots in Gujarat and our comprehensive IT Services, Digital Marketing, and Manpower Solutions, we provide an integrated approach to helping you hire, develop, and market your business effectively.

Ready to hire the right talent at the right price?

Contact us today for a free consultation and let's discuss how we can help you achieve your business goals.

Visit us: wifgroup.in (<https://wifgroup.in>)
Email: wifgroupofcompany@gmail.com