

SPINHIRE IGAMING HIRING INDEX, Q3 2026

Open jobs, pay transparency and languages in iGaming hiring. Data as of 16 September 2026, 16:58 UTC.

6,269

open jobs on 16 Sep 2026

8.9%

of ads state a salary

42.5%

with pay in the USA vs 3.2% in the UK

7.0%

of ads in Russian, second only to English

SHARE OF IGAMING JOB ADS THAT STATE A SALARY, BY COUNTRY

USA		42.5%
Malta		18.0%
Ukraine		12.1%
Poland		9.9%
Remote		8.0%
Not specified		7.6%
United Kingdom		3.2%
Bulgaria		1.8%
Romania		1.0%
Spain		0.9%
Greece		0.0%
Germany		0.0%
Brazil		0.0%
South Africa		0.0%
Cyprus		0.0%

Top 15 locations by open listings, 16 September 2026. 'Remote' and 'Not specified' are buckets. Index average 8.9%.

OPEN IGAMING JOB LISTINGS BY DEPARTMENT

Casino operations		1,944
Game development		1,317
Marketing & CRM		572
Executive		497
Compliance & AML		439
Finance, legal & HR		354
Player support		334
Affiliates & media buying		329
Data & BI		221
Payments & antifraud		139
Betting & trading		123

n = 6,269, 16 September 2026. SpinHire directory categories; 'Casino operations' includes unclassified roles.

TL;DR

On 16 September 2026 SpinHire counted 6,269 open iGaming job listings at about 333 named employers. Only 8.9% of ads state a salary: 42.5% in the USA, 5.8% outside the USA and Canada. One in six ads names a language other than English, and Russian is the most common. Senior roles outnumber junior roles almost nine to one.

KEY FINDINGS

- 1. 6,269 open jobs, ~333 employers.** According to SpinHire, 6,269 iGaming jobs were open on 16 September 2026. That is an estimated 5,613 unique positions once a role cross-posted by several feeds is counted once.
- 2. Only 8.9% of iGaming job ads state a salary** (560 of 6,269). Outside the USA and Canada the share is 5.8%.
- 3. Pay transparency depends on the country.** 42.5% of US listings show pay (207 of 487), against 3.2% in the UK (18 of 559). Not one of the 677 listings in Greece, Germany, Brazil, South Africa and Cyprus does.

4. **Advertised pay:** the median range midpoint is €8,920 a month in the USA and Canada (n=207) and €3,480 a month elsewhere (n=286).
5. **Russian comes second only to English.** It is required, or the ad is written in it, in 7.0% of listings (436), ahead of German (3.0%) and Ukrainian (2.8%).
6. **Two in three Russian- or Ukrainian-language listings are remote** (65.7% of 575), against 18.4% of all other listings.
7. **Senior roles far outnumber junior ones.** 1,877 listings (29.9%) are titled Senior, Lead, Head or C-level, against 213 (3.4%) junior or internship roles.
8. **Twenty employers hold about half of open positions** (48.0%, or 2,696 of an estimated 5,613). Evolution leads with 289, ahead of Aristocrat (253) and Betsson Group (187).

METHODOLOGY

What is counted. Every job listing open in the SpinHire index when the public API was read (16 September 2026, 16:55–16:58 UTC): 6,269 listings, the same as `/api/market-stats` at 16:44 UTC. All derived figures are in [data.json](#), which gives the sample size and method for each metric.

Sources and refresh. Employer career pages and ATS feeds, recruitment agencies, public industry feeds and Telegram job channels. Sources are crawled every 6 hours. When a listing disappears at its source it is archived and drops out of the count, so the index shows live demand rather than an archive. Listings judged irrelevant to the industry are removed.

Coverage period. SpinHire launched in August 2026. We rebuilt the August archive from each job's open and close dates; daily snapshots have been stored since 2 September 2026. The method was revised on 9–11 September 2026 (company-name merging, format and salary parsing), so earlier daily figures are not comparable. This Q3 edition is a snapshot of 16 September. It does not cover July.

Deduplication. Only 2 listings are exact duplicates. A looser key (normalised company + title + city) flags 656 listings (10.5%) as probably the same role scraped from several feeds with different location formats. Headline shares use all 6,269 listings. Recomputing them on the deduplicated set moves

them by at most 3.0 percentage points. Employer rankings use the deduplicated count.

Derived fields. - *Employers*: name variants merged (bet365/Bet365, Kaizen Gaming/Betano, three Sportradar feeds). Recruitment agencies (581 listings) and unnamed or individual posters (298) are excluded from employer counts. - *Seniority*: keyword rules on titles, highest level wins (C-level > Head/Director/VP > Lead/Principal/Supervisor > Senior > Middle > Junior/Intern). "Manager" alone is not a level. - *Salary*: re-parsed from the displayed pay text (currency symbol, "/year", "/month", "/hour"). Annual pay is divided by 12 and converted to euros at ECB reference rates of 16 September 2026 (USD 1.1537, GBP 0.8574, PLN 4.3473, CAD 1.6082). Hourly rates (40 listings) and currencies without an ECB rate (UAH, GEL: 21) are excluded, along with 6 outliers or contractor day rates. Medians are shown only for $n \geq 15$. Groups where one poster supplies more than half the observations are suppressed. - *Languages*: the site detects 8 languages named in the ad. If the ad names none, it takes the language the ad is written in. A stricter measure counts titles that name a specific language.

Limitations. The index is an aggregation of crawled sources, not a census. Categories and countries are machine-assigned (see Caveats). Advertised ranges are not earnings.

1. THE MARKET AT A GLANCE

METRIC	VALUE
Open listings	6,269
Estimated unique positions	5,613
Company profiles on SpinHire	420
Named employers (normalised)	≈333
Listings from employers / recruiters / unnamed posters	86.0% / 9.3% / 4.8%
New listings in the last 7 days (site metric)	1,197
Listings with a salary	560 (8.9%)

Monthly archive: 3,892 listings were open at the end of August 2026, when 4,513 new listings appeared. Another 4,575 appeared between 1 and 16 September. Both months include new sources being added, so the rise mostly reflects wider coverage rather than a hotter market.

2. DEPARTMENTS

DEPARTMENT (SPINHIRE CATEGORY)	LISTINGS	SHARE
Casino operations	1,944	31.0%
Game development	1,317	21.0%
Marketing & CRM	572	9.1%
Executive	497	7.9%
Compliance & AML	439	7.0%
Finance, legal & HR	354	5.6%
Player support	334	5.3%
Affiliates & media buying	329	5.2%
Data & BI	221	3.5%
Payments & antifraud	139	2.2%
Betting & trading	123	2.0%

"Casino operations" is also the fallback for roles the classifier cannot place: only 12.5% of its titles contain casino-operations words, while 32.0% are tech titles. A classification independent of these categories finds engineering, data, QA, design or product keywords in **32.1% of all titles (2,015 listings)**. Roughly one iGaming job in three is a tech or product role.

3. LOCATIONS AND WORK FORMAT

LOCATION	LISTINGS	SHARE
Remote (no country)	1,074	17.1%
Not specified	926	14.8%
United Kingdom	559	8.9%
Malta	523	8.3%
USA	487	7.8%
Bulgaria	224	3.6%
Greece	192	3.1%
Ukraine	157	2.5%
Poland	152	2.4%
Germany	132	2.1%
Brazil	124	2.0%
South Africa	124	2.0%
Spain	106	1.7%
Cyprus	105	1.7%
Romania	104	1.7%

The other 59 locations account for 1,280 listings. By work format, 74.8% of listings are office-based, 22.7% remote and 2.5% hybrid. "Office" is the default when an ad gives no signal, so the remote share is a lower bound.

4. WHO IS HIRING

#	EMPLOYER	EST. UNIQUE POSITIONS	RAW LISTINGS
1	Evolution	289	291
2	Aristocrat	253	253
3	Betsson Group	187	208
4	bet365	180	243
5	Playtech	165	239
6	Entain	158	199
7	FanDuel	152	188
8	SOFTSWISS	141	162
9	Kaizen Gaming (Betano)	128	236
10	Light & Wonder	126	130
11	DraftKings	113	117
12	Tipico	111	111
13	Superbet Group	102	102
14	Sportradar	98	265
15	Genius Sports	94	119
16	Pragmatic Play	91	93
17	Nuvei	81	81
18	Sporty Group (SportyBet)	80	141
19	Hollywoodbets	74	74
20	EveryMatrix	73	74

Together these twenty employers account for 48.0% of estimated unique positions. Recruitment agencies post another 581 listings; the most active are BettingJobs (113), JobMatchingPartner (95) and RedCore (85).

5. PAY TRANSPARENCY

LOCATION	LISTINGS	WITH SALARY	SHARE
USA	487	207	42.5%
Malta	523	94	18.0%
Ukraine	157	19	12.1%
Poland	152	15	9.9%
Remote	1,074	86	8.0%
Not specified	926	70	7.6%
United Kingdom	559	18	3.2%
Bulgaria	224	4	1.8%
Romania	104	1	1.0%
Spain	106	1	0.9%
Greece, Germany, Brazil, South Africa, Cyprus	677	0	0.0%
All listings	6,269	560	8.9%

Listings in the USA and Canada make up 8.8% of the index but 40.7% of all listings that show pay, in line with US state pay-transparency laws. In Malta, 84% of the listings that show pay come from one recruitment agency. By department, finance, legal and HR roles disclose pay most often (15.5%) and casino operations least often (6.7%). Recruiters disclose pay about twice as often as employers (17.6% vs 8.0%).

6. ADVERTISED PAY

Monthly euros; midpoint of the advertised range.

GROUP	N	MEDIAN	MIDDLE 50%	TYPICAL RANGE (MEDIAN BOUNDS)
USA + Canada	207	€8,920	€6,810–11,540	€7,510–10,330
Outside USA/Canada	286	€3,480	€2,500–5,590	€3,330–5,060

Outside the USA and Canada, by department:

DEPARTMENT	N	MEDIAN	MIDDLE 50%	LARGEST SINGLE POSTER
Game development	56	€6,180	€3,550–11,200	36%
Executive	22	€5,060	€2,770–6,670	18%
Casino operations	62	€3,330	€2,320–4,800	48%
Marketing & CRM	24	€3,120	€1,970–6,020	13%
Compliance & AML	24	€3,120	€2,390–4,360	50%
Affiliates & media buying	16	€2,660	€1,530–3,400	13%

Finance, legal and HR (n=46) is suppressed because one recruiter supplies 80% of the observations. US figures are gross annual base pay. Elsewhere, ads rarely say whether pay is gross or net. Differences between regions also reflect role mix, not just pay levels.

For reference only, SpinHire's editorial salary bands on its profession pages are not derived from listings. They put a mid-level Backend Developer in Malta or Cyprus at €4,000–5,500 a month, and a mid-level Customer Support Agent at €2,100–2,800.

7. LANGUAGES AND THE RUSSIAN-SPEAKING MARKET

LANGUAGE NAMED IN THE AD	LISTINGS	SHARE
English	5,713	91.1%
Russian	436	7.0%
German	186	3.0%
Ukrainian	178	2.8%
Spanish	168	2.7%
Portuguese	87	1.4%
French	74	1.2%
Polish	58	0.9%

In all, 1,021 listings (16.3%) name at least one language other than English, and 556 (8.9%) do not mention English at all. On the stricter title-based measure, 204 listings (3.3%) are built around a specific language, most often customer support and live-casino game presenter roles. Nordic languages lead that group with 49 listings (Danish, Swedish, Finnish, Norwegian), followed by German and Dutch (25 each).

The **Russian- or Ukrainian-language segment** covers 575 listings (9.2%): - 65.7% remote, against 18.4% for all other listings. - 45.7% have no recognised country, and 13.9% are in Ukraine. - 35.0% come from unnamed posters, mostly Telegram channels. The largest named employers are SOFTSWISS (61), Digitain (25) and FAVBET (13). - 7.7% state a salary. The median advertised midpoint is €1,390 a month (n=33, middle 50% €720–3,250), against €3,750 for other listings outside the USA and Canada (n=253). The segment leans towards affiliate and media-buying roles (17.6% vs 5.2% overall) and Telegram posters, so this is not a like-for-like pay gap. We cannot confirm a language pay premium from listings. Only 17 listings outside North America both name a language in the title and have usable pay data.

8. SENIORITY

LEVEL IN TITLE	LISTINGS	SHARE OF ALL	SHARE OF STATED
C-level	46	0.7%	2.1%
Head / Director / VP	364	5.8%	16.5%
Lead / Principal	457	7.3%	20.7%
Senior	1,010	16.1%	45.8%
Middle	114	1.8%	5.2%
Junior / Intern	213	3.4%	9.7%
Not stated	4,065	64.8%	—

9. SKILLS MENTIONED

Tagged from ad text (at most 3 tags per ad, so these are lower bounds): CRM/retention 788 (12.6%), SQL/BI 615 (9.8%), AML/KYC 604 (9.6%), affiliates 441 (7.0%), sportsbook 363 (5.8%), VIP 178, betting 168, live casino 155, Java 126, .NET 117. Relocation support is mentioned in 202 listings (3.2%).

HOW TO CITE

SpinHire iGaming Hiring Index, Q3 2026 (data as of 16 September 2026).
<https://spinhire.io/en/market/2026-q3>

Short form: "according to SpinHire's iGaming Hiring Index (16 September 2026)". Machine-readable data: <https://spinhire.io/api/market-stats> and <https://spinhire.io/api/market-history>.

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FAQ

How many iGaming jobs are open right now? On 16 September 2026 SpinHire counted 6,269 open iGaming listings at about 333 named employers, or an estimated 5,613 unique positions after removing duplicates. The live figure is updated every 6 hours at spinhire.io/en/market.

What share of iGaming job ads include a salary? 8.9% (560 of 6,269). The share is 42.5% for US listings, 3.2% in the UK and 5.8% across all listings outside the USA and Canada.

Which languages besides English are most in demand in iGaming? Russian (7.0% of listings), then German (3.0%), Ukrainian (2.8%) and Spanish (2.7%). Among roles built around a language, such as support agents and game presenters, Nordic languages, German and Dutch lead.

How is this different from salary surveys? Salary surveys ask employees and employers what they earn. The SpinHire index counts the job ads that are actually open and what those ads say about pay, location, language and seniority. Every figure can be checked against the public API. The two approaches complement each other.

FOR EDITORS

SpinHire's first Hiring Index finds that only 8.9% of 6,269 open iGaming job ads state a salary, rising to 42.5% in the USA and falling to zero across 677 listings in Greece, Germany, Brazil, South Africa and Cyprus. The data also shows Russian as the most common language after English in iGaming ads, with two in three Russian- or Ukrainian-language roles offered remotely. All figures are open under CC BY 4.0, with sample sizes and methods published alongside, at <https://spinhire.io/en/market/2026-q3>.

CAVEATS

- This is an aggregated index, not a census: employers whose career pages SpinHire does not crawl are missing.
- The series is young (from August 2026), and the method changed on 9–11 September 2026.
- "Remote" and "Not specified" are buckets, not countries. About 60 US listings with state codes are misfiled (for example "Boston, MA" as

Morocco), so the US count is slightly low.

- About 310 listings (4.9%) are land-based casino, betting-shop or field-service roles. A handful of Telegram listings are off-topic, and one scraped page is an error page.
- Department categories are indicative. A tagging bug ("Unity" matching "community") places some non-tech roles in Game development.
- Pay samples are concentrated: FanDuel supplies 29% of North American pay data, and one Malta recruiter 32% of the rest.