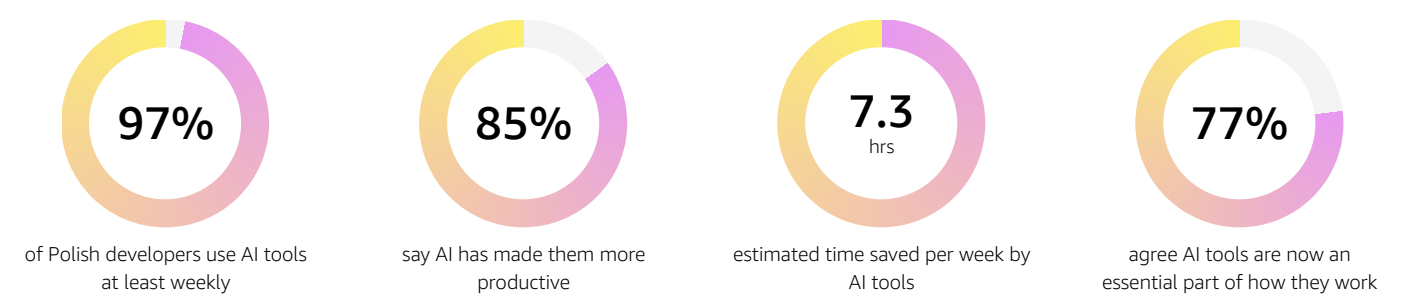




DevHorizon Poland 2026: How AI is transforming the developer profession in Poland

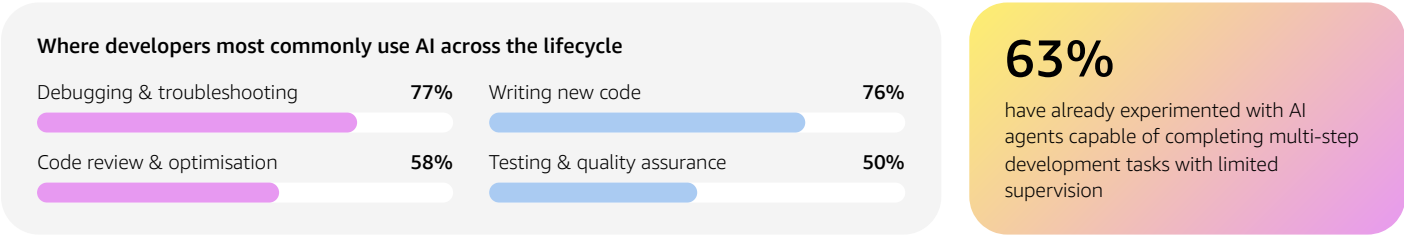
Artificial intelligence (AI) is reshaping how software is built – and Poland’s developers, one of Europe’s largest and fastest-growing developer communities, are at the centre of that transformation. This research, based on a survey of 500 professional software developers across Poland, explores how AI is changing developer workflows, productivity and skills, and what this means for Poland’s position as a leading European technology hub.



AI is now mainstream in Polish software development

AI has moved beyond experimentation to become part of everyday development work in Poland. 87% of developers now use AI tools daily as part of their software development workflow, and 97% at least weekly – while 89% use general-purpose AI assistants, such as chat-based tools, at least weekly to support development tasks. While no directly comparable data exists, as additional context, the [Stack Overflow Developer Survey 2025](#) found that 51% of developers globally use AI tools daily.

Adoption is also becoming structural rather than ad hoc. 40% of developers say parts of their team’s development process have been redesigned around AI, or that AI is now embedded throughout the development lifecycle.

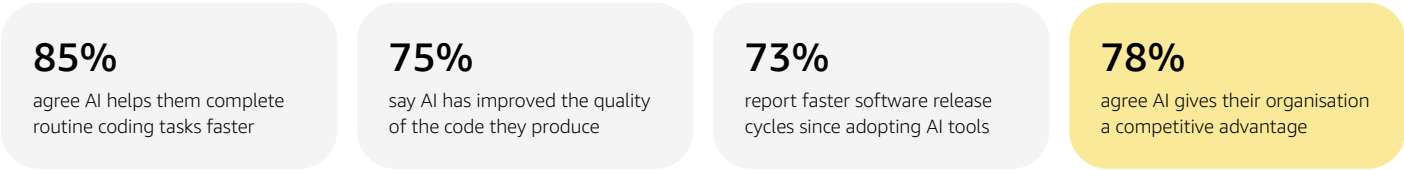


Productivity gains are materialising – and being reinvested

85% of Polish developers say AI has made them more productive, including 48% who describe themselves as much more productive. On average, developers estimate AI saves them 7.3 hours every week – the equivalent of nearly a full working day.

Rather than simply doing the same work faster, Polish developers are reinvesting that time in higher-value activity – most commonly solving more complex technical problems (32%), reviewing and validating AI-generated outputs (28%) and designing software architecture (27%).

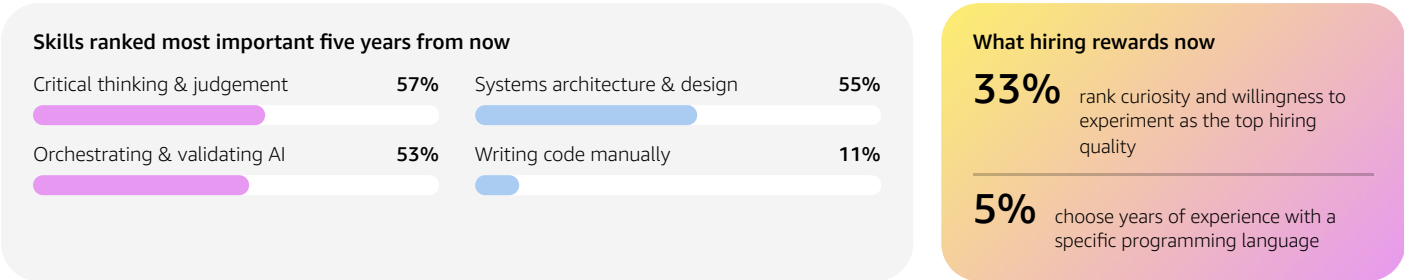
The benefits extend beyond individual output to how software is delivered.



From writing code to designing systems

As AI takes on more routine implementation, the value of a developer is shifting towards judgement, architecture and orchestration – and Polish developers are feeling that shift first-hand. 45% say they have had to significantly evolve their own skills over the past two years because of AI, and compared with two years ago, 52% now spend more time on systems architecture and design, while 65% spend more time reviewing AI-generated outputs.

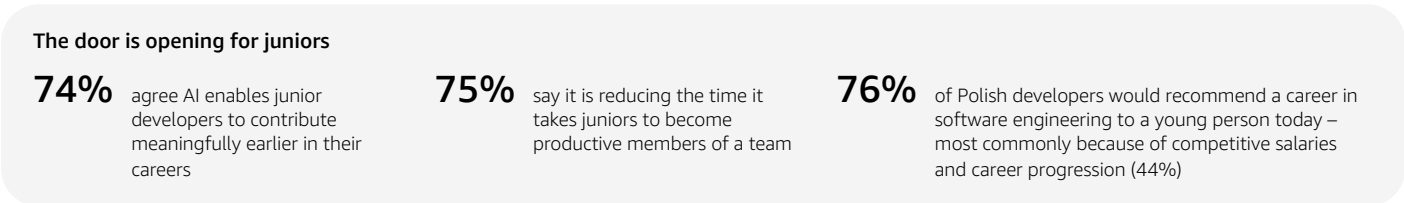
Looking five years ahead, developers are clear about where value will sit:



Education and training are struggling to keep pace

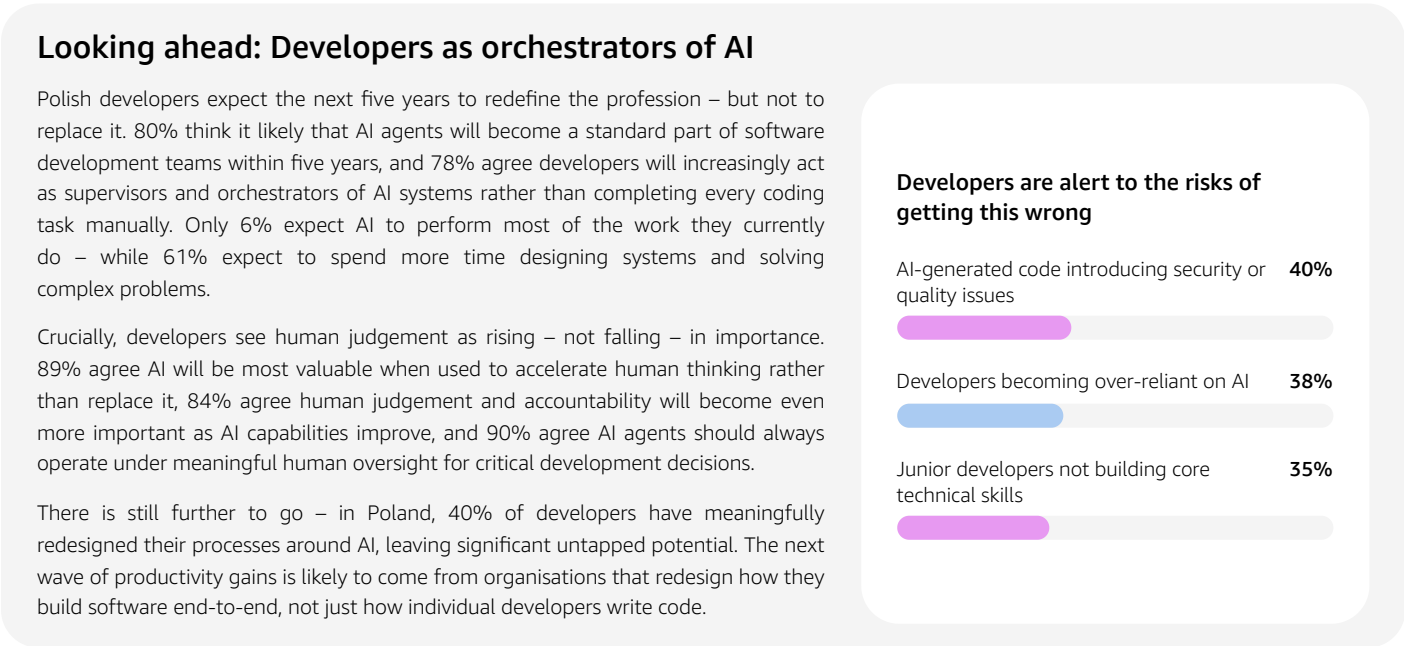
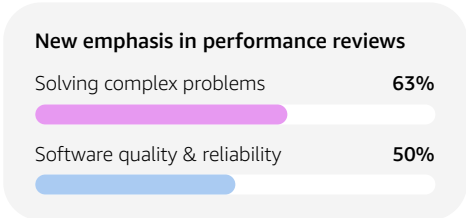
Developers see a growing gap between how fast AI is changing the profession and how fast the skills pipeline is adapting. 78% agree that education and training providers are struggling to keep pace with the rapid evolution of AI, 79% believe university computer science curricula need to evolve more quickly, and 68% think AI literacy should be introduced at secondary school level. Perhaps most tellingly, 77% agree that critical thinking and judgement – such as being able to assess the accuracy of AI output – is a difficult skill to teach, but the most important for the future.

At the same time, AI is opening the door for the next generation.



What organisations value in developers is changing

The era of measuring developers by lines of code is drawing to a close. 54% say their organisation has changed how developer performance is evaluated over the past two years – most commonly placing more emphasis on solving complex problems and on software quality and reliability, and less on the volume of code produced. The change is being felt personally too: 68% report improved job satisfaction since adopting AI tools.



Methodology: Survey of 500 professional software developers in Poland, conducted 18 July – 5 August 2026. Respondents were screened to confirm they write, review or directly oversee code as part of their day-to-day role. The sample was structured to be representative by sector, company size and region. Developers in this sample were distributed across industries as follows: technology/software (45%), financial services (16%), manufacturing (11%), retail and e-commerce (8%), public sector/government (7%), other (6%), telecommunications (5%), and healthcare (2%). Research conducted in line with MRS and ESOMAR guidelines. Parallel surveys were conducted in Hungary and Romania to enable regional comparison.