WE WORK IN TECH

INSIGHTS & SALARY DATA 2022

APPLY · RECRUITMENT

Introduction

The technology market continues to delight us with its innovation and resilience following pandemic chaos. There are now just under 3 million people working in technology in the UK and demand is increasing. Those who are skilled in highly sought-after disciplines are very much in control as the industry continues to address skills shortages in a rapidly growing market.

Many are now performing hybrid work, and this presents solutions and challenges for both employees and employers. There is increased flexibility, more opportunity for a balanced lifestyle, reduced costs of physical office spaces, equipment, and travel. However, with change comes challenge and organisations are now challenged to give more attention to employer brand, inclusive practices, and employee experience to combat the competition.

At a pivotal time for both technological advancement and organisational attraction, leaders must adapt. This new workforce requires leaders proficient in emotional intelligence, able to empower not micromanage and act with value, clarity and purpose to keep pace with a responsive market.

Post-pandemic trends

There is light at the end of the pandemic tunnel, however it is a changed world the other side. Not only do businesses now need to juggle accelerated change, hybrid working and skills shortages, but also a challenging and competitive technology recruitment market.

The inception of hybrid work means that job opportunities are now geographically boundless. People no longer need to search within a commutable radius, they can travel virtually to any role, creating an abundance of choice. Choice between companies, choice of project, of perks and salary. Leaving employers that do expect regular office time increasingly unattractive.

The pace of change within the technology sector has created plenty of demand, particularly in security and cloud, yet candidates are in short supply. There are still skilled professionals out there, but increased competition makes them harder to attract. Employers are facing many challenges; how can we match salaries received elsewhere? How can we stand out to attract candidates to join us? How can we ensure the least amount of resistance to hiring?

It is a hybrid candidate's market and employers must drive greater candidate attraction, reimagining the employee experience, whilst balancing other business needs. There are still many benefits to office time, such as trainee development, collaboration, innovation, resilience, EI and many more, so introducing an entirely remote team is not necessarily the answer.

Whilst virtual working offers great flexibility in a post-pandemic world, managing a transformed workforce will continue to be the topic of much debate into 2022.

TIP:

Keep your pre-screening process short and to the point. Think about questions that will show your brand personality to engage the candidate as much as help your selection.

Hybrid work

> *Work will never be the same again. We've embraced a flexible hybrid work strategy that advocates for well-being as well as delivery and the change we felt as a company was immense.*

Hammond Reddie,
CTO The Miles Consultancy Limited

In a study from Microsoft, they revealed **"82% of leaders indicate that their companies were at least equally as productive as before"**, if we measured company culture before and after the pandemic, would this look the same?

Building a successful company culture relies on the strength of beliefs and behaviours. Everyone in the organisation must live and breathe the company values for the adopted culture to thrive. Many employers will be finding this challenging; how do you encourage a cohesive vision when your workforce is remote? Many are turning to transformational technology and process to help deliver and maintain consistencies, and some will be turning to their recruitment processes and evaluating how to attract candidates that champion their values. Creating and maintaining cultural architects is paramount to the success of company culture, and leaders should be using these individuals more strategically over the next 12 months.

We recently surveyed our technology network and asked "Would you work full time in the office if the 'right role' required it? Results were mixed and not at all surprising following the past 2 years, with 49% saying yes to the office and 51% saying no.

With a reduced desire to work from the office does the office now serve a new purpose? Should employers think of this physical space as a collaborative and social environment only, a space to come together away from our devices. With office work becoming increasingly unattractive we see employers having to sell 'office time' as a valuable advantage, and this year we'll see more configure their office space, waving goodbye to desks and hello to connective and creative spaces.

Above all else businesses must demonstrate inclusivity and be able to offer the same workplace experience for all employees regardless of location. This will be challenging for many and will require not only budget but the skills and innovation to successfully implement these organisational changes.

Leaders must adapt to create high-performing hybrid teams, demonstrating empowerment and collaborative support in place of micro-management. Business owners should be looking for every opportunity to develop and support their senior leaders as different skills are now required of them

TIP:

Identify your cultural architects (employees who encompass your values and drive these via their own behaviours) and increase their visibility across your hybrid team.

Diversity and Inclusion

> *78% of Autistic adults will never work so when they do get an opportunity to prove themselves, evidence shows that they are loyal and don't seek to move on. This is especially useful with the highly mobile and sought-after tech workforce.*

**Andy Lovatt,
CEO Digital Advantage**

Diversity and inclusion in Tech lead many recruitment discussions but requires more **action** to fully reap the rewards.

Females continue to be underrepresented in tech and according to a 2021 Tech Nation report still only represent 9% of C-suite tech roles in the UK. Roles in engineering and IT operations have the most opportunity to bridge the gender gap, with roles in UX, product and data currently more popular. The pandemic brought new challenges to women advancing their careers, yet new flexible working arrangements and agile skillsets should now support greater career progression.

According to a study from the BCS the percentage of BAME employees is much higher in Tech (18%) compared to the rest of the nation (12%), and there is no reason this stat shouldn't increase as the technology sector quickly expands.

"An Inclusive culture needs to be the goal for organisations, diverse talent will then be the result." Saima Zeb-Khan, Diversity & Inclusion Consultant.

In a recent discussion with Saima Zeb-Khan she explains that organisations try to meet D&I objectives with their recruitment strategies but often don't look hard enough at their own internal culture. Start by gathering your own D&I data and setting goals to move the needle. Look where you can make changes to process, encourage collaboration, celebrate transparency and diversify. Only when organisations embed D&I into workplace culture will they start to attract a new and diverse candidate pool.

For leaders and talent acquisition teams, expanding your candidate search and reviewing your recruitment strategies can present numerous benefits, including innovation, problem-solving, loyalty, creativity and better decision making. Plus, these benefits impact everyone, staff, board, and customer, because drawing on many experiences must have more to offer than one.

TIP:

Before setting D&I objectives conduct an internal D&I audit, surveying your existing workforce, gathering diversity data, and identifying areas for improvement.

Preparing for the future

> *Have a vision for your people, understand what drives their short term, whilst showing tangible future possibility, and do what you say your going to do.*

Rob Riley,
Owner Apply Recruitment

As we enter 2022 businesses will be juggling workforce changes alongside transformational digital projects, trying to establish agile and purposeful ways of working.

IBM recently reported **"56% of CEOs emphasize the need to "aggressively pursue" operational agility and flexibility over the next two to three years"** It is therefore no surprise that cloud and cybersecurity roles are still extremely sought-after, as well as AI, data science and the Internet of things. There is huge opportunity to train and upskill into these areas as employers race to keep up with the rapidly changing tech landscape.

After 2 years of organisational disruption and continued workforce challenges, creating a positive employer brand is paramount. Businesses must work hard to differentiate themselves to attract and retain the best talent. Candidates are looking for more than a role, they are looking for an organisation with charm, equality, and purpose. Speaking with candidates regularly we're seeing an increase in applicants looking for valuable work; opportunities that provide a green incentive and contribute to wider global sustainability and economic responsibility. Advertising a job role in isolation will no longer be enough, corporate responsibility as well as culture, package and role are together driving future career decisions.

TIP:

Step into the candidate's shoes and map out your candidate experience. Notice what draws your attention and parts of the journey you could improve.

Conclusion and Contact

The next 12 months are sure to present an abundance of opportunity as businesses progress exciting projects and the pace of change keeps us all on our toes. Attracting and retaining talent, whether project-based or permanent work, will require a comprehensive recruitment strategy, and pivotal to this the hybrid workforce will take centre stage.

If you would like more information about us, our insights or how we could support you with your organisation and/or career, then please get in touch.

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About Us

Apply Recruitment is a REC approved level two disability confident employer who provide IT recruitment support to businesses and individuals across the UK. We are a team of experienced technology recruiters who have high quality technology networks, extensive market knowledge and outstanding reputations with our customers.

We work in partnership with organisations to ensure they have the strongest possible brief to support sourcing and engaging the highest quality candidates, and work openly with candidates to provide outstanding roles and support with CV and interview technique.

Founder Rob Riley has worked for over 20 years within technology recruitment and operates Apply Recruitment with integrity and determination. We believe that our transparency as an organisation means you get our full commitment and quality service throughout. Communication is paramount and we work together with our customers to ensure an exact match on both brief and cultural fit.

**You can read some of our customer testimonials on our website at
www.applyrecruitment.co.uk/testimonials**

Salary data : contents

Salary data : technology leadership

LONDON & SOUTH EAST

ROLE	Permanent (£ Per Year)		Contract (£ Per Day)	
	Min £	Max £	Min £	Max £
Chief Information Officer (CIO)	14,000	240,000	1000	2000
Chief Technology Officer (CTO)	120,000	200,000	900	1600
Chief Digital Officer	90,000	130,000	850	1200
CISO	120,000	150,000	850	1200
IT Director	100,000	120,000	750	1000

MIDLANDS & NORTH

ROLE	Permanent (£ Per Year)		Contract (£ Per Day)	
	Min £	Max £	Min £	Max £
Chief Information Officer (CIO)	120,000	170,000	850	1300
Chief Technology Officer (CTO)	100,000	150,000	800	1100
Chief Digital Office (CDO)	70,000	100,000	700	950
CISO	90,000	110,000	800	900
IT Director	90,000	110,000	700	850

HOME COUNTIES & SOUTH WEST

ROLE	Permanent (£ Per Year)		Contract (£ Per Day)	
	Min £	Max £	Min £	Max £
Chief Information Officer (CIO)	130,000	180,000	850	1300
Chief Technology Officer (CTO)	120,000	170,000	800	1100
Chief Digital Officer	70,000	100,000	700	900
CISO	90,000	110,000	800	950
IT Director	90,000	110,000	700	850

Salary data : infrastructure

APPLY · RECRUITMENT

LONDON & SOUTH EAST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Infrastructure			65000	75000	80000	110000	550	600	650	850
Head of Service Delivery			65000	85000	90000	130000	550	650	700	950
Infrastructure Manager	50,000	55,000	60,000	65,000	65,000	85,000	500	550	600	675
IT Manager	45,000	50,000	50,000	60,000	65,000	85,000	450	500	550	700
Helpdesk Manager	40,000	45,000	55,000	65,000	65,000	75,000	400	430	450	480
Service Delivery Manager	40,000	45,000	50,000	60,000	65,000	75,000	400	480	500	700
Cloud Engineer	43,000	50,000	55,000	65,000	70,000	100,000	500	550	650	750
Platform Engineer	43,000	50,000	55,000	65,000	70,000	95,000	420	480	520	700
Platform Manager	60,000	65,000	70,000	75,000	80,000	100,000	600	700	750	900
DevOps Engineer	60,000	62,000	65,000	70,000	75,000	100,000	650	750	800	850
DevOps Manager	75,000	80,000	85,000	90,000	95,000	120,000	850	900	950	1,000
Network Manager	60,000	65,000	75,000	80,000	85,000	100,000	520	600	650	700
Server Support	45,000	50,000	50,000	55,000	60,000	65,000	500	550	600	700
Desktop Support	30,000	35,000	40,000	45,000	45,000	50,000	350	400	450	500
Service Delivery Analyst	26,000	27,000	30,000	40,000	45,000	50,000	350	400	450	500
Helpdesk Analyst	27,000	30,000	30,000	35,000	35,000	40,000	220	240	260	280
Problem/ Incident Manager	40,000	45,000	45,000	50,000	50,000	70,000	350	450	450	500
Network Engineer	40,000	45,000	55,000	65,000	68,000	75,000	550	600	700	750
Network Consultant	55,000	58,000	64,000	69,000	75,000	100,000	550	650	750	1,000
Oracle Database Administrator (DBA)	40,000	45,000	50,000	55,000	60,000	75,000	550	600	650	700
SQL Database Administrator (DBA)	40,000	45,000	50,000	55,000	60,000	75,000	550	600	650	700

Salary data : infrastructure

APPLY · RECRUITMENT

MIDLANDS & NORTH

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Infrastructure			60000	70000	75000	90000	500	550	600	700
Head of Service Delivery			60000	70000	75000	100000	500	550	600	800
Infrastructure Manager	50,000	55,000	60,000	65,000	65,000	70,000	500	550	600	675
IT Manager	40,000	45,000	45,000	55,000	60,000	65,000	400	450	500	550
Helpdesk Manager	35,000	40,000	45,000	50,000	50,000	60,000	350	400	430	480
Service Delivery Manager	35,000	40,000	45,000	55,000	60,000	65,000	500	550	600	650
Cloud Engineer	40,000	45,000	50,000	55,000	60,000	80,000	475	525	600	750
Platform Engineer	40,000	45,000	50,000	55,000	60,000	80,000	475	525	600	750
Platform Manager	50,000	55,000	60,000	67,000	75,000	100,000	600	700	750	900
DevOps Engineer	60,000	62,000	65,000	70,000	75,000	100,000	650	750	800	850
DevOps Manager	75,000	80,000	85,000	90,000	95,000	120,000	850	900	950	1,000
Network Manager	40,000	45,000	50,000	55,000	65,000	75,000	500	550	600	700
Server Support	35,000	38,000	40,000	45,000	50,000	55,000	400	450	500	550
Desktop Support	25,000	30,000	30,000	35,000	35,000	40,000	230	280	300	400
Service Delivery Analyst	24,000	25,000	30,000	40,000	40,000	45,000	260	280	350	400
Helpdesk Analyst	23,000	27,000	27,000	30,000	30,000	35,000	150	180	200	220
Problem/ Incident Manager	40,000	44,000	44,000	48,000	48,000	60,000	350	450	450	500
Network Engineer	35,000	38,000	40,000	45,000	50,000	60,000	550	600	700	750
Network Consultant	40,000	48,000	54,000	58,000	70,000	85,000	550	650	750	800
Oracle Database Administrator (DBA)	35,000	38,000	40,000	50,000	55,000	65,000	420	450	550	600
SQL Database Administrator (DBA)	35,000	38,000	40,000	50,000	55,000	65,000	420	450	550	600

Salary data : infrastructure

APPLY · RECRUITMENT

HOME COUNTIES & SOUTH WEST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Infrastructure			60000	70000	75000	100000	500	550	650	800
Head of Service Delivery			60000	70000	75000	110000	500	550	700	850
Infrastructure Manager	55,000	60,000	60,000	65,000	65,000	70,000	500	550	600	675
IT Manager	40000	45000	50000	55000	60000	70000	425	475	525	625
Helpdesk Manager	35000	40000	40000	50000	55000	65000	375	450	450	550
Service Delivery Manager	37,500	42,500	46,500	55,000	60,000	70,000	450	515	550	675
Cloud Engineer	41,500	47,500	52,500	60,000	65,000	90,000	480	540	625	750
Platform Engineer	41,500	47,500	52,500	60,000	65,000	90,000	440	500	550	720
Platform Manager	55,000	60,000	65,000	70,000	80,000	100,000	600	700	750	900
DevOps Engineer	60,000	62,000	65,000	70,000	75,000	100,000	650	750	800	850
DevOps Manager	75,000	80,000	85,000	90,000	95,000	120,000	850	900	950	1,000
Network Manager	50,000	55,000	62,500	67,500	75,000	90,000	500	550	550	650
Server Support	37,500	41,500	45,000	50,000	55,000	60,000	450	500	500	525
Desktop Support	25,000	30,000	35,000	40,000	40,000	45,000	290	340	375	450
Service Delivery Analyst	25,000	26,000	30,000	40,000	45,000	50,000	305	340	400	450
Helpdesk Analyst	23,000	25,000	25,000	30,000	30,000	35,000	185	210	230	250
Problem/ Incident Manager	35,000	44,000	44,000	48,000	48,000	60,000	350	450	450	500
Network Engineer	35,000	40,000	45,000	55,000	55,000	65,000	550	600	700	750
Network Consultant			60,000	65,000	70,000	90,000	550	650	750	900
Oracle Database Administrator (DBA)	37,500	41,500	45,000	52,500	57,500	70,000	485	525	600	650
SQL Database Administrator (DBA)	37,500	41,500	45,000	52,500	57,500	70,000	485	525	600	650

Salary data : security

APPLY · RECRUITMENT

LONDON & SOUTH EAST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Cyber Security					110000	140000			800	900
Head of Information Security					95,000	115,000			700	800
Cyber Security Analyst	35,000	45,000	45,000	60,000	65,000	75,000	450	500	550	650
Cyber Security Consultant (Engineer)	40,000	50,000	50,000	70,000	70,000	80,000	475	575	575	750
Enterprise Security Consultant	40,000	50,000	50,000	70,000	70,000	95,000	475	575	575	750
Cyber Security Manager	50,000	60,000	60,000	70,000	70,000	85,000	500	625	625	800
Cyber Security Information and risk Consultant	40,000	50,000	50,000	70,000	70,000	100,000	475	575	600	750
Cyber Security Architect	50,000	75,000	75,000	90,000	90,000	120,000	550	650	650	850
Security Operations Analyst	35,000	45,000	45,000	60,000	60,000	80,000	475	575	600	750
Information Security Manager	40,000	50,000	50,000	70,000	70,000	90,000	475	575	600	750

Salary data : security

APPLY · RECRUITMENT

MIDLANDS & NORTH

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Cyber Security					95,000	105,000			650	750
Head of Information Security					85,000	95,000			600	700
Cyber Security Analyst	23,000	28,000	30,000	40,000	45,000	55,000	350	450	500	550
Cyber Security Consultant (Engineer)	35,000	45,000	45,000	55,000	60,000	70,000	420	500	525	650
Enterprise Security Consultant	35,000	45,000	45,000	55,000	60,000	80,000	420	500	525	650
Cyber Security Manager	45,000	50,000	50,000	60,000	60,000	70,000	440	550	550	750
Cyber Security Information and risk Consultant	35,000	45,000	45,000	60,000	60,000	85,000	420	500	525	660
Cyber Security Architect			650,000	80,000	80,000	95,000			600	750
Security Operations Analyst	40,000	50,000	50,000	70,000	70,000	70,000	425	500	550	700
Information Security Manager			50,000	60,000	60,000	70,000			550	700

Salary data : security

APPLY · RECRUITMENT

HOME COUNTIES & SOUTH WEST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Cyber Security					95,000	115,000			700	800
Head of Information Security					90,000	100,000			650	750
Cyber Security Analyst	30,000	35,000	35,000	50,000	50,000	60,000	350	450	500	600
Cyber Security Consultant (Engineer)	40,000	50,000	50,000	70,000	70,000	80,000	420	500	525	650
Enterprise Security Consultant	40,000	50,000	50,000	70,000	70,000	95,000	420	500	525	650
Cyber Security Manager	N/A	N/A	55,000	65,000	65,000	75,000	440	550	550	750
Cyber Security Information and risk Consultant	40,000	50,000	50,000	70,000	70,000	100,000	420	500	525	660
Cyber Security Architect			75,000	90,000	90,000	110,000			600	800
Security Operations Analyst	40,000	50,000	50,000	70,000	70,000	70,000	425	500	550	700
Information Security Manager			55,500	65,000	65,000	75,000			550	750

Salary data : digital & development

LONDON & SOUTH EAST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Development			60,000	80,000	80,000	110,000	500	650	700	800
Development Manager			60,000	80,000	80,000	110,000	500	650	700	800
Head of UX			55,000	70,000	70,000	95,000	475	600	600	700
Technical Lead			50,000	65,000	65,000	85,000	450	550	550	650
Developer/ Software Engineer	24,000	30,000	35,000	60,000	60,000	80,000	320	450	450	600
.Net Developer	25,000	30,000	35,000	60,000	55,000	75,000	425	450	450	600
C# Developer	24,000	30,000	35,000	60,000	60,000	80,000	425	450	450	600
C++ Developer	25,000	30,000	35,000	55,000	55,000	75,000	400	450	450	600
ASP.Net Developer	24,000	30,000	35,000	55,000	55,000	75,000	400	450	450	600
Java Developer	25,000	30,000	40,000	60,000	60,000	85,000	425	450	450	700
PHP Developer	22,000	35,000	35,000	60,000	60,000	75,000	400	450	450	550
J2EE Developer	25,000	30,000	30,000	60,000	60,000	85,000	425	450	450	700
Full Stack Developer	26,000	36,000	36,000	60,000	60,000	90,000	400	450	450	700
Salesforce Developer	24,000	35,000	35,000	60,000	60,000	85,000	400	450	450	700
SQL Developer	23,000	30,000	28,000	50,000	50,000	75,000	400	450	450	600
SharePoint Developer	25,000	35,000	35,000	55,000	55,000	80,000	400	450	450	600
Integration Developer	25,000	40,000	40,000	55,000	55,000	85,000	400	450	450	600
JavaScript Developer	25,000	40,000	40,000	55,000	55,000	85,000	400	450	450	550
Front End Developer	22,000	40,000	40,000	55,000	55,000	80,000	400	450	450	550
Web Developer	22,000	30,000	30,000	50,000	50,000	78,000	300	450	450	600
Python Developer	24,000	38,000	38,000	60,000	60,000	85,000	450	500	500	700
Mobile Developer	24,000	35,000	35,000	55,000	55,000	75,000	320	550	550	650
CMS Developer	22,000	35,000	35,000	40,000	40,000	65,000	300	450	450	550
User Experience	25,000	35,000	35,000	55,000	55,000	85,000	400	450	450	650

Salary data : digital & development

MIDLANDS & NORTH

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Development			55,000	70,000	70,000	100,000	450	650	650	750
Development Manager			50,000	70,000	70,000	95,000	450	600	650	750
Head of UX			55,000	65,000	65,000	90,000	450	550	600	700
Technical Lead			45,000	60,000	60,000	80,000	400	550	550	650
Developer/ Software Engineer	20,000	35,000	35,000	55,000	55,000	80,000	280	450	450	550
.Net Developer	20,000	30,000	30,000	50,000	50,000	70,000	400	450	450	550
C# Developer	20,000	35,000	35,000	55,000	50,000	75,000	400	450	500	550
C++ Developer	22,000	30,000	30,000	45,000	45,000	70,000	400	450	450	550
ASP.Net Developer	20,000	30,000	30,000	48,000	48,000	65,000	400	450	450	550
Java Developer	20,000	35,000	35,000	55,000	55,000	80,000	400	450	450	650
PHP Developer	18,000	35,000	35,000	55,000	55,000	80,000	400	450	400	500
J2EE Developer	20,000	35,000	35,000	55,000	55,000	80,000	400	450	450	650
Full Stack Developer	22,000	35,000	35,000	55,000	55,000	85,000	400	500	400	650
Salesforce Developer	22,000	35,000	35,000	55,000	55,000	75,000	400	450	400	600
SQL Developer	20,000	28,000	28,000	45,000	45,000	65,000	400	450	450	550
SharePoint Developer	22,000	35,000	35,000	50,000	50,000	70,000	400	450	450	550
Integration Developer	25,000	40,000	40,000	55,000	55,000	75,000	400	450	450	600
JavaScript Developer	25,000	40,000	40,000	60,000	60,000	80,000	350	450	450	500
Front End Developer	20,000	40,000	40,000	60,000	60,000	80,000	350	450	350	500
Web Developer	20,000	30,000	30,000	45,000	45,000	65,000	280	450	450	550
Python Developer	20,000	35,000	35,000	60,000	60,000	75,000	400	500	500	650
Mobile Developer	20,000	35,000	35,000	50,000	60,000	70,000	300	550	550	600
CMS Developer	18,000	30,000	30,000	40,000	40,000	55,000	280	450	450	550
User Experience	22,000	35,000	35,000	50,000	50,000	65,000	300	400	400	500

WE WORK IN TECH:
INSIGHTS AND SALARY DATA 2022

Salary data : digital & development

APPLY · RECRUITMENT

HOME COUNTIES & SOUTH WEST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Development			55,000	80,000	80,000	110,000	450	650	650	750
Development Manager			50,000	80,000	80,000	100,000	450	650	650	750
Head of UX			55,000	70,000	70,000	90,000	450	600	600	700
Technical Lead			45,000	65,000	65,000	85,000	400	550	550	650
Developer/ Software Engineer	20,000	35,000	35,000	55,000	55,000	80,000	300	450	450	550
.Net Developer	20,000	30,000	30,000	50,000	50,000	70,000	400	450	450	550
C# Developer	22,000	35,000	35,000	55,000	50,000	75,000	400	450	450	550
C++ Developer	22,000	30,000	30,000	45,000	45,000	75,000	400	450	450	550
ASP.Net Developer	20,000	35,000	35,000	50,000	50,000	75,000	400	450	450	550
Java Developer	25,000	35,000	35,000	50,000	50,000	75,000	400	450	450	650
PHP Developer	18,000	35,000	35,000	50,000	50,000	75,000	400	450	450	500
J2EE Developer	20,000	35,000	35,000	50,000	50,000	75,000	400	450	450	650
Full Stack Developer	24,000	35,000	35,000	60,000	60,000	85,000	400	450	450	650
Salesforce Developer	23,000	35,000	35,000	55,000	55,000	80,000	400	450	450	650
SQL Developer	20,000	28,000	28,000	48,000	48,000	70,000	400	450	450	550
SharePoint Developer	22,000	35,000	35,000	50,000	50,000	75,000	400	450	450	550
Integration Developer	25,000	40,000	40,000	55,000	55,000	75,000	400	450	450	550
JavaScript Developer	25,000	40,000	40,000	60,000	60,000	80,000	400	450	450	550
Front End Developer	20,000	35,000	35,000	60,000	60,000	75,000	400	450	450	550
Web Developer	20,000	30,000	30,000	48,000	48,000	75,000	300	450	450	550
Python Developer	20,000	35,000	35,000	55,000	55,000	85,000	400	500	500	650
Mobile Developer	20,000	30,000	30,000	50,000	50,000	70,000	300	550	550	600
CMS Developer	18,000	30,000	30,000	40,000	40,000	60,000	280	450	450	550
User Experience	22,000	35,000	35,000	50,000	50,000	75,000	400	450	450	600

WE WORK IN TECH:
INSIGHTS AND SALARY DATA 2022

Salary data : BI & analytics

APPLY · RECRUITMENT

LONDON & SOUTH EAST

| ROLE | Permanent (£ Per Year) | | | | | | Contract (£ Per Day) | | | |
| | Junior (1-2 years) | | Mid (2-5 years) | | Senior (5 years plus) | | Mid (2-5 years) | | Senior (5 years plus) | |
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Data			70,000	90,000	100,000	140,000	500	650	650	950
Head of BI			60,000	80,000	90,000	120,000	500	650	650	900
Data Analyst	30,000	35,000	35,000	50,000	50,000	65,000	400	500	500	600
Information Analyst	25,000	35,000	35,000	50,000	50,000	65,000	300	350	400	450
Data Manager			40,000	60,000	60,000	90,000	400	500	550	750
BI Developer	30,000	40,000	40,000	60,000	60,000	85,000	400	500	550	650
BI Analyst	30,000	40,000	40,000	60,000	60,000	85,000	350	400	450	500
BI Consultant			40,000	60,000	60,000	85,000	400	500	550	750
DataWarehouse Consultant			40,000	65,000	65,000	90,000	400	500	550	700
Data Scientist	32,000	50,000	50,000	70,000	70,000	100,000	400	500	600	800
Web Analytics	25,000	35,000	35,000	45,000	45,000	60,000	350	450	500	600

Salary data : BI & analytics

MIDLANDS & NORTH

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Data			60,000	80,000	90,000	120,000	500	650	650	800
Head of BI			60,000	80,000	80,000	110,000	500	650	650	800
Data Analyst	22,000	30,000	35,000	50,000	50,000	60,000	280	450	450	600
Information Analyst	25,000	35,000	35,000	50,000	50,000	65,000	250	350	400	450
Data Manager			40,000	60,000	60,000	90,000	380	500	500	700
BI Developer	25,000	40,000	40,000	60,000	60,000	85,000	350	500	500	650
BI Analyst	25,000	40,000	40,000	60,000	60,000	85,000	350	500	500	600
BI Consultant			40,000	60,000	60,000	85,000	350	500	500	750
DataWarehouse Consultant			40,000	65,000	65,000	90,000	400	500	500	700
Data Scientist	30,000	50,000	50,000	65,000	65,000	90,000	400	550	550	750
Web Analytics	25,000	35,000	35,000	45,000	45,000	60,000	300	450	450	550

Salary data : BI & analytics

HOME COUNTIES & SOUTH WEST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Data			60,000	80,000	90,000	130,000	500	650	650	800
Head of BI			60,000	80,000	90,000	120,000	500	650	650	800
Data Analyst	25,000	35,000	40,000	55,000	60,000	75,000	400	500	500	600
Information Analyst	24,000	34,000	34,000	45,000	45,000	65,000	300	350	400	450
Data Manager			40,000	60,000	60,000	90,000	400	500	550	700
BI Developer	25,000	40,000	40,000	60,000	60,000	85,000	400	500	550	650
BI Analyst	25,000	40,000	40,000	60,000	60,000	85,000	350	400	450	500
BI Consultant			40,000	60,000	60,000	85,000	400	500	550	750
DataWarehouse Consultant			40,000	65,000	65,000	90,000	400	500	550	750
Data Scientist	32,000	50,000	50,000	65,000	65,000	95,000	400	500	600	750
Web Analytics	25,000	35,000	35,000	45,000	45,000	60,000	350	450	500	600

Salary data : architecture

LONDON & SOUTH EAST

ROLE	Permanent (£ Per Year)				Contract (£ Per Day)			
	Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Strategy & Architecture			120000	195,000			1000	1400
Chief Architect			100000	160,000			900	1100
Enterprise Architect	68,000	75,000	75,000	130,000	650	725	750	950
Solutions Architect	65,000	75,000	85,000	110,000	600	700	700	750
Data Architect	75,000	85,000	90,000	110,000	600	700	700	800
BI Architect	70,000	80,000	85,000	100,000	600	650	650	750
Technical Architect	60,000	70,000	70,000	95,000	600	650	650	700
Cloud Architect	70,000	80,000	90,000	110,000	650	700	750	800
Network Architect	70,000	80,000	80,000	90,000	600	700	700	800
Security Architect	75,000	85,000	90,000	110,000	650	775	775	1000
ITSM Solutions Architect	60,000	70,000	70,000	90,000	550	600	600	750

Salary data : architecture

MIDLANDS & NORTH

ROLE	Permanent (£ Per Year)				Contract (£ Per Day)			
	Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Strategy & Architecture			110,000	130,000			900	1000
Chief Architect			100,000	120,000			850	950
Enterprise Architect	70,000	80,000	80,000	100,000	700	750	700	900
Solutions Architect	60,000	65,000	65,000	85,000	550	600	600	700
Data Architect	70,000	80,000	85,000	100,000	650	700	700	750
BI Architect	65,000	75,000	75,000	85,000	650	700	700	750
Technical Architect	55,000	60,000	65,000	75,000	500	600	600	700
Cloud Architect	70,000	75,000	75,000	85,000	600	650	650	700
Network Architect	60,000	70,000	70,000	80,000	650	700	700	750
Security Architect	70,000	75,000	75,000	95,000	600	700	700	850
ITSM Solutions Architect	55,000	60,000	60,000	75,000	500	575	600	700

Salary data : architecture

APPLY · RECRUITMENT

HOME COUNTIES & SOUTH WEST

ROLE	Permanent (£ Per Year)				Contract (£ Per Day)			
	Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Head of Strategy & Architecture			110,000	150,000			950	1100
Chief Architect			110,000	130,000			850	950
Enterprise Architect	80,000	90,000	90,000	110,000	700	750	700	900
Solutions Architect	60,000	70,000	70,000	95,000	600	700	700	750
Data Architect	70,000	80,000	85,000	100,000	600	700	700	750
BI Architect	65,000	75,000	75,000	85,000	600	650	650	700
Technical Architect	58,000	70,000	70,000	80,000	600	650	650	700
Cloud Architect	70,000	80,000	90,000	100,000	650	700	750	800
Network Architect	60,000	70,000	70,000	80,000	600	700	700	750
Security Architect	75,000	85,000	90,000	95,000	650	750	750	900
ITSM Solutions Architect	58,000	68,000	68,000	85,000	550	600	600	750

WE WORK IN TECH:
INSIGHTS AND SALARY DATA 2022

Salary data : project & programme management

APPLY · RECRUITMENT

LONDON & SOUTH EAST

| | Permanent (£ Per Year) | | | | | | Contract (£ Per Day) | | | |
| | Junior (1-2 years) | | Mid (2-5 years) | | Senior (5 years plus) | | Mid (2-5 years) | | Senior (5 years plus) | |
ROLE	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Transformation Director					120000	150000			900	1500
Programme Director			85,000	95,000	105,000	135,000			800	1,100
Head of Product					100,000	150,000			750	900
Programme Manager			68,500	82,000	82,000	95,000	650	700	700	800
IT Project Manager	45,000	50,000	50,000	65,000	65,000	70,000	500	575	575	625
Business Change PM	40,000	50,000	50,000	65,000	70,000	80,000	500	600	600	700
Project Co-ordinator	26,000	29,500	29,500	35,000	35,000	50,000	325	375	375	425
Project Planner	28,500	36,000	36,000	45,000	50,000	60,000	350	375	375	425
Change Manager	38,500	45,000	45,000	60,000	60,000	75,000	500	600	600	725
PMO Manager			45,000	55,000	55,000	70,000	450	550	550	675
PMO Analyst	30,000	40,000	40,000	50,000	50,000	65,000	400	475	475	550
Senior Business Analyst					70,000	85,000			600	750
Business Analyst	40,000	45,000	45,000	55,000	55,000	65,000	450	525	525	600
Head of Business Analysis					90,000	120,000			800	950
Portfolio Manager			78,000	85,000	85,000	100,000	575	625	625	850
Scrum Master			55,000	65,000	65,000	75,000	450	650	650	750
Product Owner/Manager			60,000	70,000	80,000	100,000	475	600	600	850

Salary data : project & programme management

APPLY · RECRUITMENT

MIDLANDS & NORTH

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Transformation Director					90000	110000			850	1000
Programme Director			85,000	95,000	95,000	115,000			700	900
Head of Product					900,000	100,000			650	750
Programme Manager			68,000	80,000	80,000	100,000	550	600	600	750
IT Project Manager	30,000	40,000	40,000	55,000	55,000	60,000	400	475	500	550
Business Change PM	30,000	40,000	45,000	55,000	60,000	65,000	500	550	550	600
Project Co-ordinator	25,000	28,000	28,000	33,000	33,000	40,000	300	325	325	380
Project Planner	25,000	30,000	30,000	35,000	35,000	45,000	300	325	325	380
Change Manager	33,000	40,000	45,000	50,000	55,000	65,000	450	500	500	625
PMO Manager			45,000	50,000	50,000	60,000	425	500	500	625
PMO Analyst	26,000	33,000	35,000	40,000	40,000	45,000	350	425	425	475
Senior Business Analyst					50,000	60,000	450	500	550	600
Business Analyst	30,000	40,000	40,000	50,000	50,000	60,000	400	450	450	550
Head of Business Analysis			65,000	75,000	75,000	90,000			600	750
Portfolio Manager			60,000	70,000	70,000	100,000			600	800
Scrum Master			40,000	55,000	60,000	70,000	425	600	600	650
Product Owner/Manager			50,000	60,000	70,000	85,000	500	650	650	700

Salary data : project & programme management

APPLY · RECRUITMENT

HOME COUNTIES & SOUTH WEST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
Transformation Director					100000	120000			850	1100
Programme Director			80,000	95,000	95,000	115,000			700	950
Head of Product					110,000	95,000			650	800
Programme Manager			65,000	78,000	78,000	90,000	600	650	650	750
IT Project Manager	35,000	45,000	45,000	60,000	65,000	70,000	430	550	550	625
Business Change PM	30,000	40,000	45,000	55,000	65,000	70,000	500	550	550	600
Project Co-ordinator	24,000	27,500	27,500	35,000	35,000	45,000	350	375	357	400
Project Planner	26,000	33,500	33,500	40,000	40,000	45,000	350	375	357	400
Change Manager	35,000	45,000	45,000	55,000	55,000	65,000	475	575	575	700
PMO Manager			45,000	53,500	53,500	65,000	450	500	535	675
PMO Analyst	30,000	35,000	35,000	42,000	42,000	50,000	375	425	425	475
Senior Business Analyst					60,000	70,000			500	650
Business Analyst	35,000	40,000	45,000	55,000	60,000	65,000	375	450	450	550
Head of Business Analysis					80,000	100,000			700	800
Portfolio Manager			75,000	83,000	83,000	100,000	550	625	625	750
Scrum Master	35,000	43,000	43,000	55,000	55,000	75,000	450	650	650	700
Product Owner/Manager			50,000	55,000	70,000	90,000	475	600	600	700

Salary data : testing

LONDON & SOUTH EAST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
System/Software Tester	25,000	35,000	35,000	50,000	50,000	65,000	250	450	450	550
Test Manager			45,000	60,000	60,000	95,000	350	500	500	750
Test Analyst	25,000	35,000	35,000	45,000	45,000	60,000	250	350	350	500
QA Tester / Engineer	25,000	35,000	35,000	50,000	50,000	75,000	250	350	350	500
Automation Tester	30,000	45,000	45,000	65,000	65,000	80,000	350	500	500	700
User Acceptance Testing	25,000	35,000	35,000	45,000	45,000	60,000	250	450	450	500
SDET/Test Developer	30,000	45,000	45,000	65,000	65,000	85,000	350	500	500	700
Manual Tester	25,000	30,000	30,000	45,000	45,000	60,000	200	300	300	500
Mobile Tester	25,000	40,000	40,000	50,000	50,000	75,000	250	400	400	550
Test Lead			40,000	65,000	65,000	90,000	300	550	550	750

MIDLANDS & NORTH

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
System/Software Tester	25,000	35,000	35,000	50,000	50,000	65,000	220	350	350	480
Test Manager			45,000	60,000	60,000	85,000	350	500	500	750
Test Analyst	20,000	30,000	30,000	40,000	40,000	55,000	220	350	350	480
QA Tester / Engineer	25,000	35,000	35,000	50,000	50,000	65,000	220	350	350	500
Automation Tester	25,000	40,000	40,000	55,000	55,000	70,000	350	450	450	600
User Acceptance Testing	20,000	25,000	25,000	40,000	40,000	60,000	220	350	350	480
SDET/Test Developer	25,000	40,000	40,000	55,000	55,000	70,000	350	450	450	600
Manual Tester	20,000	30,000	30,000	45,000	45,000	60,000	200	300	300	450
Mobile Tester	25,000	40,000	40,000	50,000	50,000	70,000	250	400	400	500
Test Lead			40,000	60,000	60,000	80,000	300	450	450	600

APPLY·RECRUITMENT

Salary data : testing

APPLY · RECRUITMENT

HOME COUNTIES & SOUTH WEST

ROLE	Permanent (£ Per Year)						Contract (£ Per Day)			
	Junior (1-2 years)		Mid (2-5 years)		Senior (5 years plus)		Mid (2-5 years)		Senior (5 years plus)	
	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £	Min £	Max £
System/Software Tester	25,000	35,000	35,000	50,000	50,000	65,000	250	450	450	500
Test Manager			45,000	60,000	60,000	90,000	350	500	500	750
Test Analyst	25,000	35,000	35,000	45,000	45,000	60,000	250	350	350	500
QA Tester / Engineer	25,000	35,000	35,000	50,000	50,000	72,000	250	350	350	500
Automation Tester	30,000	45,000	45,000	65,000	65,000	80,000	350	500	500	700
User Acceptance Testing	25,000	35,000	35,000	45,000	45,000	60,000	250	450	450	500
SDET/Test Developer	30,000	45,000	45,000	65,000	65,000	80,000	350	500	500	700
Manual Tester	25,000	30,000	30,000	45,000	45,000	60,000	200	300	300	450
Mobile Tester	25,000	40,000	40,000	50,000	50,000	72,000	250	400	400	550
Test Lead			40,000	65,000	65,000	85,000	300	550	550	750

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