

Salary Benchmarking

April 2021



SOFTWARE DEVELOPMENT	Permanent		Day Rate	
	LOW	HIGH	LOW	HIGH
Principal Software Engineer	£100,000	£135,000	£650	£800
Lead Software Engineer	£90,000	£110,000	£600	£700
Senior Java Developer	£75,000	£90,000	£500	£600
Java Developer	£60,000	£75,000	£450	£500
Senior Front End Developer	£70,000	£95,000	£550	£650
Front End Developer	£45,000	£70,000	£400	£500
Senior .NET Developer	£60,000	£100,000	£500	£600
.NET Developer	£45,000	£60,000	£450	£500
Senior Node.js Developer	£70,000	£95,000	£550	£750
Node.js Developer	£45,000	£70,000	£500	£550
Senior Scala Developer	£80,000	£95,000	£600	£700
Scala Developer	£60,000	£80,000	£500	£600
Senior Golang Developer	£70,000	£95,000	£600	£750
Golang Developer	£50,000	£70,000	£550	£600
Senior Kotlin Developer	£85,000	£95,000	£700	£850
Kotlin Developer	£70,000	£80,000	£650	£750
Senior PHP Developer	£55,000	£80,000	£500	£600
PHP Developer	£40,000	£55,000	£400	£500
Senior Python Developer	£70,000	£100,000	£550	£650
Python Developer	£50,000	£70,000	£450	£550
Senior iOS Developer	£75,000	£90,000	£450	£650
iOS Developer	£50,000	£75,000	£300	£450
Senior Android Developer	£75,000	£90,000	£450	£650
Android Developer	£50,000	£75,000	£300	£450
Senior React Native Developer	£65,000	£95,000	£550	£750
React Native Developer	£40,000	£65,000	£500	£550
Senior Flutter Developer	£80,000	£100,000	£550	£650
Flutter Developer	£50,000	£80,000	£450	£550
Senior C++ Developer	£45,000	£75,000	£400	£700
C++ Developer	£30,000	£45,000	£300	£350
Senior Big Data Developer	£80,000	£100,000	£600	£700
Big Data Developer	£50,000	£75,000	£550	£600
Senior Ruby Developer	£65,000	£85,000	£450	£600
Ruby Developer	£45,000	£65,000	£350	£450
Senior Clojure Developer	£75,000	£95,000	£600	£700
Clojure Developer	£60,000	£80,000	£500	£600
Junior Level Developer ('Second Jobber')	£35,000	£55,000	£350	£450
Entry Level Developer (Graduate)	£25,000	£35,000	n/a	n/a
Mid-Level Data Engineer	£50,000	£70,000	£500	£600
Senior Data Engineer	£70,000	£90,000	£600	£700
Lead Data Engineer	£90,000	£120,000	£700	£800

ARCHITECTURE	Permanent		Day Rate	
	LOW	HIGH	LOW	HIGH
Enterprise Architect	£100,000	£150,000	£700	£1,000
Solutions Architect	£90,000	£130,000	£600	£800
Technical Architect	£90,000	£120,000	£600	£900

DEVOPS & INFRASTRUCTURE	Permanent		Day Rate	
	LOW	HIGH	LOW	HIGH
DevOps Manager	£90,000	£120,000	£700	£1,000
Senior DevOps	£75,000	£110,000	£650	£800
DevOps	£50,000	£70,000	£500	£650
Junior DevOps	£35,000	£50,000	£400	£500
Senior SysAdmin	£60,000	£90,000	£500	£700
SysAdmin	£40,000	£50,000	£350	£500
Junior SysAdmin	£30,000	£40,000	£300	£350
Entry Level DevOps / SysAdmin (Graduate)	£25,000	£40,000	£200	£300
Application Support	£40,000	£70,000	£300	£500
Security & Network Engineer	£50,000	£100,000	£400	£750
SRE Engineer	£60,000	£120,000	£500	£750
Database Administrator	£50,000	£100,000	£300	£600

TESTING	Permanent		Day Rate	
	LOW	HIGH	LOW	HIGH
Test Lead	£80,000	£95,000	£600	£750
Senior Test Engineer	£60,000	£80,000	£500	£600
Test Engineer	£40,000	£60,000	£400	£500
Junior Test Engineer	£30,000	£40,000	£300	£400
Senior SDET	£70,000	£90,000	£550	£700
SDET	£50,000	£70,000	£450	£550
Junior SDET	£30,000	£45,000	£300	£400
Entry Level Tester / SDET (Graduate)	£25,000	£35,000	£250	£300

PRODUCT, UX & DESIGN	Permanent		Day Rate	
	LOW	HIGH	LOW	HIGH
Senior Product Manager/Owner	£75,000	£100,000	£550	£800
Product Manager/Owner	£45,000	£75,000	£400	£550
Senior UX Designer	£65,000	£85,000	£500	£650
UX Designer	£45,000	£65,000	£300	£500
Senior UI/Visual Designer	£65,000	£85,000	£500	£650
UI/Visual Designer	£45,000	£65,000	£300	£500
Senior Product Designer	£65,000	£85,000	£500	£650
Product Designer	£45,000	£65,000	£300	£500
User Researcher	£45,000	£65,000	£400	£600

PROJECT DELIVERY	Permanent		Day Rate	
	LOW	HIGH	LOW	HIGH
Agile Coach	£80,000	£120,000	£600	£1,000
Programme Manager	£80,000	£120,000	£600	£800
Senior Project Manager	£70,000	£90,000	£550	£650
Project Manager	£50,000	£65,000	£400	£550
Senior Business Analyst	£75,000	£85,000	£525	£575
Business Analyst	£35,000	£70,000	£300	£550
Scrum Master	£45,000	£80,000	£400	£600
Delivery Manager	£60,000	£110,000	£450	£750
Project Coordinator	£25,000	£40,000	£200	£350

EXECUTIVE APPOINTMENTS	Permanent		Day Rate	
	LOW	HIGH	LOW	HIGH
CTO / CIO / CPO	£140,000	£200,000	£1,000	£1,300
Early Stage Startup CTO	£100,000	£140,000	£700	£1,000
VP / Head of Engineering	£120,000	£175,000	£750	£1,000
VP / Head of Product	£120,000	£180,000	£750	£1,000
Chief / Head of Architecture	£120,000	£160,000	£850	£1000
Head of DevOps / Infrastructure / Cloud	£100,000	£150,000	£750	£1,000
Head of Project Management	£85,000	£120,000	£550	£650
Head of Testing / QA	£80,000	£110,000	£600	£800
Engineering Manager	£90,000	£120,000	£600	£800

TALENT ACQUISITION & HR	Permanent		Day Rate	
	LOW	HIGH	LOW	HIGH
VP People	£80,000	£120,000	£600	£800
Head of Recruitment	£70,000	£90,000	£500	£600
Lead Recruiter	£50,000	£80,000	£300	£500
Technical Sourcer	£30,000	£55,000	£250	£350
Recruitment Coordinator	£30,000	£50,000	£200	£250