

Salary Benchmark

August 2021



SOFTWARE DEVELOPMENT	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Principal Software Engineer	£110,000	£150,000	£700	£850	£800	£1,000
Lead Software Engineer	£90,000	£115,000	£600	£700	£750	£900
Senior Java Developer	£75,000	£90,000	£500	£600	£700	£850
Java Developer	£60,000	£75,000	£450	£500	£650	£750
Senior Front End Developer	£70,000	£95,000	£550	£650	£600	£750
Front End Developer	£45,000	£70,000	£400	£500	£500	£600
Senior .NET Developer	£60,000	£100,000	£500	£600	£650	£750
.NET Developer	£45,000	£60,000	£450	£500	£600	£650
Senior Node.js Developer	£70,000	£95,000	£550	£750	£600	£750
Node.js Developer	£45,000	£70,000	£500	£550	£500	£600
Senior Scala Developer	£80,000	£95,000	£600	£700	£750	£850
Scala Developer	£60,000	£80,000	£500	£600	£675	£800
Senior Golang Developer	£70,000	£95,000	£600	£700	£700	£750
Golang Developer	£50,000	£70,000	£550	£600	£600	£700
Senior Kotlin Developer	£85,000	£95,000	£700	£850	£700	£800
Kotlin Developer	£70,000	£80,000	£650	£750	£650	£750
Senior PHP Developer	£55,000	£80,000	£500	£600	£600	£750
PHP Developer	£40,000	£55,000	£400	£500	£550	£650
Senior Python Developer	£70,000	£100,000	£600	£700	£700	£800
Python Developer	£50,000	£70,000	£500	£600	£600	£700
Senior Data Engineer	£80,000	£100,000	£600	£700	£750	£900
Data Engineer	£50,000	£75,000	£550	£650	£650	£750
Senior iOS Developer	£75,000	£90,000	£450	£650	£600	£800
iOS Developer	£50,000	£75,000	£300	£450	£500	£650
Senior Android Developer	£75,000	£90,000	£450	£650	£600	£800
Android Developer	£50,000	£75,000	£300	£450	£500	£650
Senior React Native Developer	£65,000	£95,000	£550	£750	£700	£850
React Native Developer	£40,000	£65,000	£500	£550	£550	£650
Senior Flutter Developer	£80,000	£100,000	£550	£750	£700	£850
Flutter Developer	£50,000	£80,000	£500	£550	£550	£650
Senior C++ Developer	£45,000	£75,000	£400	£700	£750	£900
C++ Developer	£30,000	£45,000	£300	£350	£550	£700
Senior Ruby Developer	£65,000	£85,000	£450	£600	£650	£800
Ruby Developer	£45,000	£65,000	£350	£450	£450	£600
Senior Clojure Developer	£75,000	£95,000	£600	£700	£700	£900
Clojure Developer	£60,000	£80,000	£500	£600	£600	£750
Junior Level Developer ('Second Jobber')	£35,000	£55,000	£350	£450	£450	£550
Entry Level Developer (Graduate)	£25,000	£35,000	n/a	n/a	n/a	n/a
Mid-Level Data Engineer	£50,000	£70,000	£500	£600	£600	£700
Senior Data Engineer	£70,000	£90,000	£600	£700	£700	£800
Lead Data Engineer	£90,000	£120,000	£700	£800	£800	£1,000

ARCHITECTURE	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Enterprise Architect	£100,000	£150,000	£700	£1,000	£900	£1,200
Solutions Architect	£90,000	£120,000	£600	£750	£750	£1,000
Technical Architect	£95,000	£140,000	£750	£900	£900	£1,200

DEVOPS & INFRASTRUCTURE	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
DevOps Manager	£90,000	£120,000	£700	£1,000	£800	£1,200
Senior DevOps	£75,000	£110,000	£650	£800	£750	£1,000
DevOps	£50,000	£70,000	£500	£650	£600	£850
Junior DevOps	£35,000	£50,000	£400	£500	£500	£700
Senior SysAdmin	£60,000	£90,000	£500	£700	£600	£900
SysAdmin	£40,000	£50,000	£350	£500	£450	£700
Junior SysAdmin	£30,000	£40,000	£300	£350	£400	£550
Entry Level DevOps / SysAdmin (Graduate)	£25,000	£40,000	£200	£300	£300	£500
Application Support	£40,000	£70,000	£300	£500	£400	£700
Security & Network Engineer	£50,000	£100,000	£400	£750	£500	£950
SRE Engineer	£60,000	£120,000	£500	£750	£600	£950
Database Administrator	£50,000	£100,000	£300	£600	£400	£800

TESTING	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Test Lead	£80,000	£95,000	£600	£750	£700	£950
Senior Test Engineer	£60,000	£80,000	£500	£600	£600	£800
Test Engineer	£40,000	£60,000	£400	£500	£500	£700
Junior Test Engineer	£30,000	£40,000	£300	£400	£400	£600
Senior SDET	£70,000	£90,000	£550	£700	£650	£900
SDET	£50,000	£70,000	£450	£550	£550	£750
Junior SDET	£30,000	£45,000	£300	£400	£400	£600
Entry Level Tester / SDET (Graduate)	£25,000	£35,000	£250	£300	£350	£500

PRODUCT, UX & DESIGN	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Senior Product Manager/Owner	£75,000	£100,000	£550	£800	£600	£900
Product Manager/Owner	£60,000	£75,000	£400	£550	£500	£650
Senior UX Designer	£65,000	£85,000	£500	£650	£600	£700
UX Designer	£45,000	£65,000	£300	£500	£500	£600
Senior UI/Visual Designer	£65,000	£85,000	£500	£650	£550	£650
UI/Visual Designer	£45,000	£65,000	£300	£500	£450	£550
Senior Product Designer	£65,000	£85,000	£500	£650	£600	£700
Product Designer	£45,000	£65,000	£300	£500	£500	£600
User Researcher	£45,000	£65,000	£400	£600	£500	£650

PROJECT DELIVERY	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Agile Coach	£80,000	£120,000	£600	£1,000	£700	£1,200
Programme Manager	£80,000	£120,000	£600	£800	£700	£1,000
Senior Project Manager	£70,000	£90,000	£550	£650	£650	£750
Project Manager	£50,000	£65,000	£400	£550	£500	£650
Senior Business Analyst	£75,000	£85,000	£525	£600	£575	£675
Business Analyst	£50,000	£70,000	£300	£550	£400	£650
Scrum Master	£60,000	£80,000	£400	£600	£500	£700
Delivery Manager	£70,000	£110,000	£450	£750	£550	£850
Project Coordinator	£25,000	£40,000	£200	£350	£250	£400

SENIOR APPOINTMENTS	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
CTO / CIO / CPO	£160,000	£250,000	£1,000	£1,500	£1,400	£2,000
Early Stage Startup CTO	£100,000	£150,000	£700	£1,000	£900	£1,400
VP / Head of Engineering	£120,000	£175,000	£800	£1,000	£1,100	£1,600
Engineering Manager	£95,000	£120,000	£600	£800	£900	£1,200
VP / Head of Product	£120,000	£180,000	£750	£1,000	£950	£1,400
Chief / Head of Architecture	£120,000	£160,000	£850	£1,000	£1,000	£1,500
Head of DevOps / Infrastructure / Cloud	£100,000	£150,000	£750	£1,000	£900	£1,300
Head of Project Management	£85,000	£120,000	£550	£650	£700	£900
Head of Testing / QA	£80,000	£110,000	£600	£800	£800	£1,100

TALENT ACQUISITION & HR	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
VP People	£90,000	£120,000	£600	£800	£750	£1,000
Head of Recruitment	£85,000	£110,000	£500	£600	£600	£850
Lead Recruiter	£60,000	£85,000	£300	£500	£450	£700
Technical Sourcer	£35,000	£60,000	£250	£350	£350	£550
Recruitment Coordinator	£30,000	£50,000	£200	£250	£300	£400