

Salary Benchmark

April 2022



SOFTWARE ENGINEERING	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Principal Software Engineer	£110,000	£150,000	£750	£900	£800	£1,000
Lead Software Engineer	£90,000	£120,000	£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	£80,000	£110,000	£550	£650	£600	£750
Front End Developer	£45,000	£80,000	£400	£500	£500	£600
Senior .NET Developer	£80,000	£100,000	£500	£600	£650	£750
.NET Developer	£50,000	£70,000	£450	£500	£600	£650
Senior Node.js Developer	£80,000	£110,000	£550	£750	£600	£750
Node.js Developer	£45,000	£80,000	£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 iOS Developer	£80,000	£100,000	£450	£650	£600	£800
iOS Developer	£50,000	£80,000	£300	£450	£500	£650
Senior Android Developer	£80,000	£100,000	£450	£650	£600	£800
Android Developer	£50,000	£80,000	£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

DATA	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Principal/Lead Data Engineer	£100,000	£120,000	£700	£900	£850	£1,200
Senior Data Engineer	£80,000	£100,000	£600	£700	£750	£900
Data Engineer	£60,000	£80,000	£500	£600	£650	£800
Lead Data Scientist	£100,000	£130,000	£700	£900	£850	£1,000
Senior Data Scientist	£80,000	£100,000	£600	£700	£750	£900
Data Scientist	£60,000	£80,000	£500	£600	£600	£750
Data Analyst	£50,000	£70,000	£450	£550	£600	£700
Lead BI Analyst	£80,000	£100,000	£650	£750	£750	£900
Senior BI Analyst	£60,000	£80,000	£550	£650	£650	£750

ARCHITECTURE	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Solutions Architect	£95,000	£130,000	£600	£750	£750	£1,000
Technical Architect	£100,000	£140,000	£700	£900	£900	£1,200

DEVOPS & INFRASTRUCTURE	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
DevOps Manager	£110,000	£140,000	£900	£1,100	£1,000	£1,200+
DevOps Lead	£95,000	£110,000	£750	£900	£850	£1,100
Senior DevOps	£80,000	£100,000	£650	£800	£750	£1,000
DevOps	£50,000	£75,000	£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	£75,000	£90,000	£550	£650	£650	£750
Project Manager	£60,000	£75,000	£400	£550	£500	£650
Senior Business Analyst	£75,000	£85,000	£525	£600	£575	£675
Business Analyst	£55,000	£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	£120,000	£170,000	£800	£1,000	£900	£1,400
VP / Head of Engineering	£120,000	£175,000	£800	£1,200	£1,100	£1,600
Engineering Manager	£100,000	£130,000	£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 Data	£130,000	£160,000	£900	£1,200	£1,200	£1,500
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

For more information on senior appointments, please visit our executive search sister company, OB Search.

obsearch.co.uk

TALENT ACQUISITION	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
VP / Director	£110,000	£150,000	£600	£800	£750	£1,000
Head of TA	£80,000	£100,000	£500	£600	£600	£850
Senior TA Partner / Manager	£70,000	£90,000	£400	£500	£500	£600
TA Partner	£55,000	£70,000	£350	£450	£425	£500
Technical Sourcer	£40,000	£55,000	£250	£350	£350	£425

For more information on embedded talent solutions, please visit our sister company, OB Talent.

obtalent.co.uk