

2024 TECHNOLOGY SALARY GUIDE

Key insights into recruitment trends and salary benchmarking



Market overview

RECRUITMENT DEMAND IN TECHNOLOGY



The most popular roles in technology:

- PROJECT MANAGER
- APPLICATION ENGINEER
- IT SUPPORT ENGINEER
- JAVA SOFTWARE DEVELOPER
- .NET SOFTWARE DEVELOPER
- BUSINESS ANALYST
- DATA ARCHITECT
- FRONT END DEVELOPER
- CLOUD ENGINEER
- DATA ENGINEER



There has been an increased demand in cloud and infrastructure, data and analytics, and transformation recruitment, as organisations embark on broad digital transformation journeys. Candidates in these roles are in high demand across contract and permanent, with no sign of this reducing in the short-medium term. As a result, organisations looking to hire such roles, must act fast to ensure they can hire the top talent in the market before competitors.

Anne Saunders



Managing Consultant
- Transformation

CANDIDATE SENTIMENT IN TECHNOLOGY

Our recent survey of 5,000 UK workers uncovered exclusive insights into what employees want from future employers and why 32% of technology professionals said they're going to start looking for new roles this year.

Why do they want a new role?



want a **higher salary**



want an improved **work-life balance**



want to develop **new skills**



have achieved all they can at their current employer



don't feel secure in their current role



would be persuaded by a **counteroffer**

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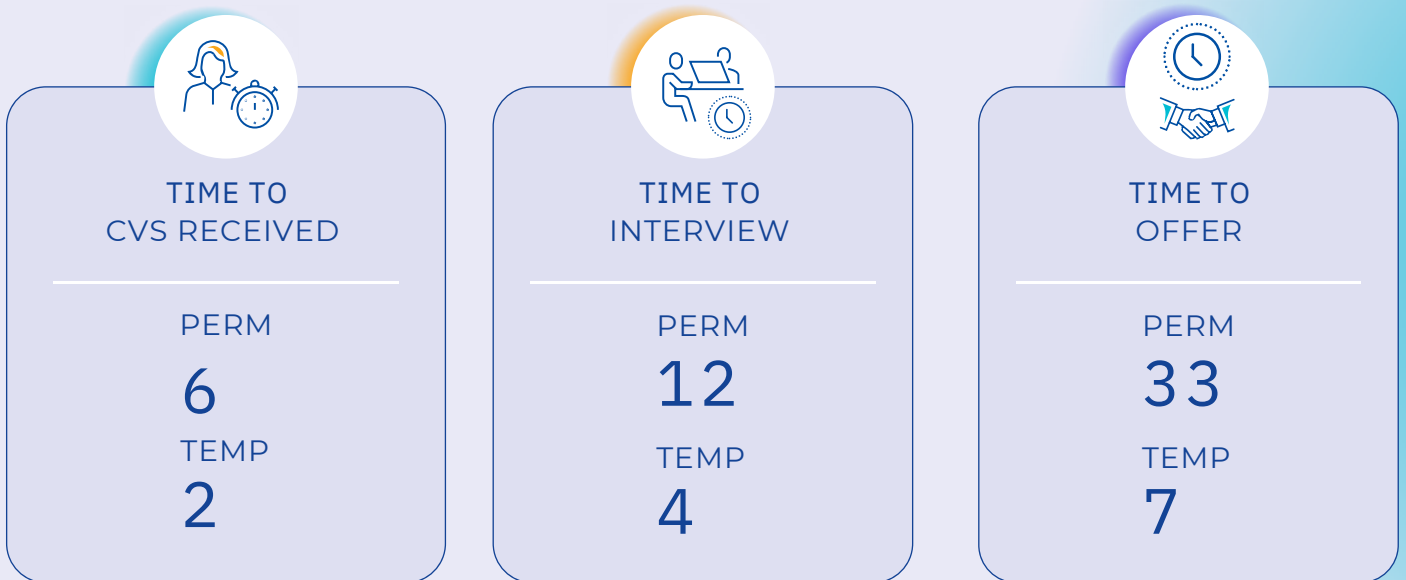
Osman Aimes
Business Manager,
Technology

In-demand candidates have become increasingly cautious about moving in the current economic climate. Contrary to this, we've seen an increase in demand for contract candidates. With reduced bonuses, organisations are having to look at increasing other elements of the benefits package to secure the best talent.

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HIRING TIMELINES IN THE CURRENT MARKET

How many days on average does it take to receive the right CV, organise first interview, and make an offer in permanent and temporary roles?



Over the last year, we have seen demand has decreased and candidate availability has increased, which has led to longer selection processes. As a result, firms that are moving quicker are securing the best talent in anticipation of the spike in demand we expect to see in 2024.

Tinna R, Manager, Technology



Looking to hire?

Get in touch with one of our expert recruitment consultants to find the talent your business needs.

Request [a call back](#)

Submit [a job spec](#)

Salary benchmarking

Below you'll find the average salary bands for key roles in technology. Use these insights to benchmark your workforce's salaries against market trends and make sure you're paying enough to hire and retain top talent.

LONDON

TOP ADVERTISED JOB TITLES	SALARY
DATA & ANALYTICS	
Data Analyst	£45,000 - £55,000
BI Developer	£60,000 - £80,000
Data Engineer	£70,000 - £85,000
Data Scientist	£60,000 - £120,000
Machine Learning	£70,000 - £150,000
Data Architect	£80,000 - £120,000
Database Administrator	£60,000 - £80,000
Data Manager	£55,000 - £80,000
SOFTWARE DEVELOPMENT & ENGINEERING	
.NET Developer	£55,000 - £80,000
Java Developer	£70,000 - £90,000
PHP Developer	£50,000 - £70,000
Golang Developer	£65,000 - £85,000
Python Developer	£70,000 - £90,000
Front End (React, JavaScript, Typescript)	£70,000 - £90,000
Mobile (iOS, React Native, Android)	£65,000 - £85,000
Engineering Manager	£90,000 - £130,000
TESTING	
QA Analyst	£45,000 - £55,000
Automation Tester	£50,000 - £70,000
Test Manager	£85,000 - £95,000
BUSINESS TRANSFORMATION	
Business Analyst	£50,000 - £70,000
Project Manager	£55,000 - £85,000
Programme Manager	£80,000 - £120,000
Change Manager	£65,000 - £90,000
PMO Analyst	£35,000 - £50,000
PMO Lead	£45,000 - £55,000
PMO Manager	£60,000 - £90,000
Product Owner	£55,000 - £85,000
Delivery Manager	£65,000 - £85,000
Head of Projects / Change	£75,000 - £120,000
Head of Business Analysis	£80,000 - £100,000
Enterprise Architect	£90,000 - £120,000

TOP ADVERTISED JOB TITLES	SALARY
CLOUD, INFRASTRUCTURE & IT SERVICES	
Service Desk Analyst	£28,000 - £37,000
End User Support	£30,000 - £40,000
Infrastructure Engineer	£50,000 - £70,000
Application Engineer (O365)	£45,000 - £55,000
Network Engineer	£50,000 - £70,000
Platform Engineer	£75,000 - £90,000
DevOps / SRE Engineer	£75,000 - £95,000
Cloud Engineer (Azure / AWS)	£75,000 - £90,000
Service Desk Manager	£50,000 - £70,000
Service Delivery Manager	£55,000 - £70,000
Infrastructure Manager	£75,000 - £100,000
Head of IT Services	£90,000 - £135,000
IT Manager	£75,000 - £100,000
CYBER SECURITY	
Cyber Security Analyst	£60,000 - £80,000
Cyber Security Manager	£75,000 - £90,000
Cyber Security Architect	£80,000 - £100,000
SOC Analyst	£50,000 - £70,000
SOC Manager	£75,000 - £90,000
Penetration Tester	£65,000 - £85,000
Information Security Manager	£75,000 - £90,000
Head of Information Security	£90,000 - £120,000
LEADERSHIP	
CIO / CTO - FTSE 100	£220,000 - £550,000
CIO / CTO - FTSE 250	£175,000 - £310,000
CIO / CTO - SME	£110,000 - £260,000
Chief Information Security Officer	£120,000 - £320,000
Chief Digital Officer	£125,000 - £260,000
Chief Data Officer	£135,000 - £290,000
IT Director	£110,000 - £220,000
Head of IT	£90,000 - £155,000
Transformation Director	£150,000 - £250,000

Salary benchmarking

MIDLANDS

TOP ADVERTISED JOB TITLES	SALARY
DATA & ANALYTICS	
Data Analyst	£35,000 - £45,000
BI Developer	£45,000 - £65,000
Data Engineer	£55,000 - £75,000
Data Scientist	£60,000 - £90,000
Machine Learning	£60,000 - £90,000
Data Architect	£80,000 - £110,000
Database Administrator	£50,000 - £60,000
Data Manager	£60,000 - £80,000
SOFTWARE DEVELOPMENT & ENGINEERING	
.NET Developer	£45,000 - £55,000
Java Developer	£50,000 - £60,000
PHP Developer	£38,000 - £48,000
Golang Developer	£50,000 - £60,000
Python Developer	£55,000 - £65,000
Front End (React, JavaScript, Typescript)	£45,000 - £55,000
Mobile (iOS, React Native, Android)	£55,000 - £65,000
Engineering Manager	£75,000 - £110,000
TESTING	
QA Analyst	£35,000 - £45,000
Automation Tester	£40,000 - £50,000
Test Manager	£50,000 - £65,000
BUSINESS TRANSFORMATION	
Business Analyst	£45,000 - £60,000
Project Manager	£45,000 - £65,000
Programme Manager	£60,000 - £90,000
Change Manager	£55,000 - £75,000
PMO Analyst	£35,000 - £45,000
PMO Lead	£45,000 - £55,000
PMO Manager	£55,000 - £70,000
Product Owner	£45,000 - £65,000
Delivery Manager	£45,000 - £60,000
Head of Projects / Change	£70,000 - £100,000
Head of Business Analysis	£65,000 - £90,000
Enterprise Architect	£70,000 - £100,000

TOP ADVERTISED JOB TITLES	SALARY
CLOUD, INFRASTRUCTURE & IT SERVICES	
Service Desk Analyst	£20,000 - £26,000
End User Support	£28,000 - £38,000
Infrastructure Engineer	£40,000 - £55,000
Application Engineer (O365)	£40,000 - £50,000
Network Engineer	£40,000 - £60,000
Platform Engineer	£45,000 - £60,000
DevOps / SRE Engineer	£50,000 - £60,000
Cloud Engineer (Azure / AWS)	£50,000 - £60,000
Service Desk Manager	£40,000 - £55,000
Service Delivery Manager	£50,000 - £60,000
Infrastructure Manager	£65,000 - £75,000
Head of IT Services	£75,000 - £105,000
IT Manager	£65,000 - £75,000
CYBER SECURITY	
Cyber Security Analyst	£40,000 - £55,000
Cyber Security Manager	£65,000 - £75,000
Cyber Security Architect	£65,000 - £85,000
SOC Analyst	£40,000 - £55,000
SOC Manager	£65,000 - £75,000
Penetration Tester	£60,000 - £80,000
Information Security Manager	£65,000 - £75,000
Head of Information Security	£85,000 - £115,000
LEADERSHIP	
CIO / CTO - FTSE 100	£220,000 - £550,000
CIO / CTO - FTSE 250	£175,000 - £310,000
CIO / CTO - SME	£90,000 - £180,000
Chief Information Security Officer	£110,000 - £260,000
Chief Digital Officer	£110,000 - £185,000
Chief Data Officer	£110,000 - £220,000
IT Director	£110,000 - £150,000
Head of IT	£80,000 - £140,000
Transformation Director	£125,000 - £200,000

Salary benchmarking

NORTH WEST

TOP ADVERTISED JOB TITLES	SALARY
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DATA & ANALYTICS	
Data Analyst	£35,000 - £45,000
BI Developer	£45,000 - £65,000
Data Engineer	£55,000 - £75,000
Data Scientist	£50,000 - £90,000
Machine Learning	£60,000 - £90,000
Data Architect	£80,000 - £110,000
Database Administrator	£ 50,000 - £60,000
Data Manager	£60,000 - £80,000

SOFTWARE DEVELOPMENT & ENGINEERING	
.NET Developer	£45,000 - £65,000
Java Developer	£50,000 - £70,000
PHP Developer	£38,000 - £48,000
Golang Developer	£55,000 - £65,000
Python Developer	£55,000 - £65,000
Front End (React, JavaScript, Typescript)	£48,000 - £58,000
Mobile (iOS, React Native, Android)	£45,000 - £65,000
Engineering Manager	£75,000 - £110,000

TESTING	
QA Analyst	£30,000 - £45,000
Automation Tester	£40,000 - £55,000
Test Manager	£52,000 - £65,000

BUSINESS TRANSFORMATION	
Business Analyst	£50,000 - £70,000
Project Manager	£55,000 - £85,000
Programme Manager	£80,000 - £120,000
Change Manager	£65,000 - £90,000
PMO Analyst	£35,000 - £50,000
PMO Lead	£45,000 - £55,000
PMO Manager	£60,000 - £90,000
Product Owner	£55,000 - £85,000
Delivery Manager	£65,000 - £85,000
Head of Projects / Change	£75,000 - £120,000
Head of Business Analysis	£80,000 - £100,000
Enterprise Architect	£90,000 - £120,000

TOP ADVERTISED JOB TITLES	SALARY
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CLOUD, INFRASTRUCTURE & IT SERVICES	
Service Desk Analyst	£25,000 - £30,000
End User Support	£30,000 - £35,000
Infrastructure Engineer	£45,000 - £55,000
Application Engineer (O365)	£35,000 - £45,000
Network Engineer	£50,000 - £60,000
Platform Engineer	£50,000 - £90,000
DevOps / SRE Engineer	£70,000 - £90,000
Cloud Engineer (Azure / AWS)	£60,000 - £80,000
Service Desk Manager	£50,000 - £60,000
Service Delivery Manager	£55,000 - £65,000
Infrastructure Manager	£65,000 - £75,000
Head of IT Services	£75,000 - £105,000
IT Manager	£65,000 - £75,000

CYBER SECURITY	
Cyber Security Analyst	£45,000 - £55,000
Cyber Security Manager	£65,000 - £80,000
Cyber Security Architect	£65,000 - £85,000
SOC Analyst.	£45,000 - £55,000
SOC Manager	£65,000 - £80,000
Penetration Tester	£60,000 - £80,000
Information Security Manager	£65,000 - £80,000
Head of Information Security	£75,000 - £95,000

LEADERSHIP	
CIO / CTO - FTSE 100	£220,000 - £550,000
CIO / CTO - FTSE 250	£175,000 - £310,000
CIO / CTO - SME	£90,000 - £180,000
Chief Information Security Officer	£110,000 - £260,000
Chief Digital Officer	£110,000 - £185,000
Chief Data Officer	£110,000 - £220,000
IT Director	£110,000 - £150,000
Head of IT	£80,000 - £140,000
Transformation Director	£125,000 - £200,000

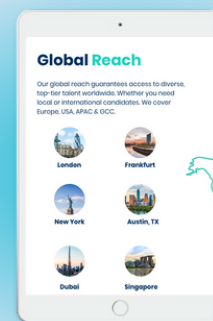
Additional resources

Gain access to more industry insights using the links below.

EXPERT WEBINARS

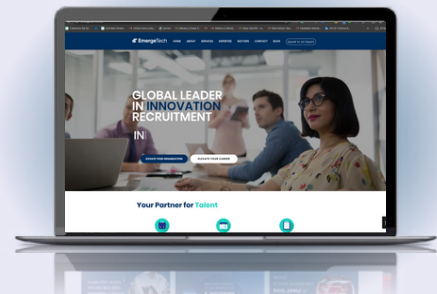
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