

Scottish IT and Digital Salary Benchmark 2017



This is our fourth annual survey. As in previous years, we have provided average annual salary estimates and contractor day rates for a wide range jobs in the IT and Digital employment market at different levels of experience, but please note that the market varies and skills appreciate according to supply and demand. Other factors affecting salaries are location, company and individual performance, technological change and people's ability to keep up with new trends, and professional experience.

ROLE	0-2 years	2-5 years	5+ years	Day Rate
ANALYSIS				
Business Analyst	£37,000	£48,000	£58,000	£375
Process Analyst	£25,000	£30,000	£40,000	£350
Systems Analyst	£32,000	£36,000	£41,667	£350
Change Analyst	£28,750	£33,750	£40,000	£330
ARCHITECTURE				
Infrastructure Architect	£50,000	£55,000	£60,000	£463
Enterprise Architect	£55,000	£62,500	£80,000	£600
Application Architect	£55,000	£62,500	£73,750	£483
Solutions Architect	£50,750	£62,500	£85,000	£513
MANAGEMENT				
Mgmt Consultant	£43,750	£48,667	£65,000	£600
IT Manager	£39,417	£42,500	£51,667	£400
IT Director	£60,000	£75,000	£90,000	£750
Business Development Mngr.	£37,500	£45,000	£52,000	£400
CIO/CTO	£75,000	£100,000	£140,000	£800
Programme Director	£70,000	£80,000	£100,000	£675
DATA/ERP				
Data/BI/ETL Analyst	£35,000	£40,000	£50,000	£350
Data/BI/ETL Developer	£35,000	£45,000	£55,000	£367
Database Administrator	£34,875	£49,500	£58,250	£350
ERP Consultant	£40,000	£50,000	£52,500	£400
Oracle Developer	£30,833	£43,333	£61,667	£400
DIGITAL				
Digital Account/Project Mngr.	£20,000	£46,250	£52,500	£388
Digital Designer	£33,750	£40,000	£47,500	£375
Head of Digital	£25,000	£78,333	£80,000	£588
SEO/PPC/Social Media Mngr.	£32,667	£41,250	£46,250	£338
INFRASTRUCTURE				
Application Support	£26,500	£31,250	£38,750	£288
1st 2nd Line Support	£20,900	£27,100	£29,500	£193
2nd 3rdLine Support	£27,500	£31,250	£34,267	£288
Data/Network Engineer	£21,000	£41,000	£45,000	£300
Service Delivery Engineer	£30,000	£45,000	£50,000	£300
Infrastructure Manager	£35,000	£40,000	£50,000	£350
Operations Analyst	£30,000	£35,000	£45,000	£300
Telecoms VOIP	£30,000	£35,000	£38,750	£300

ROLE	0-2 years	2-5 years	5+ years	Day Rate
PROJECT/CHANGE				
Product Manager	£34,000	£48,000	£56,000	£242
PMO Analyst	£26,500	£32,833	£37,500	£325
PMO Manager	£40,000	£45,000	£55,000	£442
Project Manager	£35,000	£50,000	£60,000	£421
Programme Manager	£48,375	£60,000	£85,000	£577
Release/Configuration Mngr.	£45,000	£50,000	£55,000	£450
SECURITY				
Security Administrator	£32,000	£40,000	£45,000	£350
Security Analyst	£35,000	£45,000	£50,000	£350
Security Manager	£50,000	£60,000	£75,000	£450
SOFTWARE/WEB				
Development Lead	£45,000	£65,000	£75,000	£450
C/C++	£28,000	£35,000	£50,000	£350
HTML/CSS Developer	£25,000	£31,500	£40,000	£300
Mobile Developer	£31,150	£45,000	£55,000	£425
.NET Developer	£30,333	£42,500	£55,000	£383
Java Developer	£31,767	£48,000	£62,000	£400
PHP Developer	£26,833	£32,000	£42,500	£350
TESTING				
Penetration Tester	£35,250	£41,250	£55,000	£375
Test Analyst/Engineer	£30,000	£40,000	£48,000	£325
Test Manager	£38,750	£44,000	£54,167	£425
Test Team Lead	£37,050	£43,000	£49,333	£408
Performance Tester	£37,500	£42,500	£50,000	£438
GRADUATE				
Graduate Business Analyst	£26,000	n/a	n/a	n/a
Graduate Developer	£24,667	n/a	n/a	n/a
Graduate Tester	£23,083	n/a	n/a	n/a
Graduate Support	£23,333	n/a	n/a	n/a

Sources: The salaries shown here are based on: placements we made in 2017; a salary survey conducted by an independent third-party for us in December 2017; and up-to-date information from our candidate database. This was then cross-checked against salary surveys by ScotlandIS and ITjobswatch, as well as a number of competitor recruitment consultancy surveys.

If you're looking for your next role, or you'd like to find out about your prospects, please just get in touch. Email info@be-it.co.uk or visit be-it.co.uk

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