

These are the results of our seventh annual salary benchmark, bringing together our survey of hundreds of IT professionals, analysis of our database of 24,000 specialists and a range of other major survey results. Here you'll find the full salary range – where relevant, from entry level up to senior level – together with an average day rate for contractors. Please keep in mind that factors like location, company policy, technological change, experience and personal performance all have a role to play.



## ANALYSIS

**HEAD OF BUSINESS ANALYSIS**

£53-72k     £650  
AVE. RATE

**BUSINESS/PROCESS/SYSTEMS/CHANGE ANALYST**

£37-65k     £425  
AVE. RATE



## SECURITY

**SECURITY ANALYST**

£35-60k     £500  
AVE. RATE

**SECURITY MANAGER**

£65-70k     £600  
AVE. RATE



## ARCHITECTURE

**INFRASTRUCTURE ARCHITECT**

£70k     £600  
AVE. RATE

**ENTERPRISE ARCHITECT**

£100k     £850  
AVE. RATE

**TECHNICAL (APPLICATION) ARCHITECT**

£80k     £600  
AVE. RATE

**SOLUTIONS ARCHITECT**

£85k     £650  
AVE. RATE

**HEAD OF ARCHITECTURE**

£120k     £1k  
AVE. RATE



## DIGITAL

**UX RESEARCHER**

£35-60k     £500  
AVE. RATE

**UI DESIGNER**

£35-60k     £500  
AVE. RATE

**PRODUCT OWNER**

£45-60k     £450  
AVE. RATE

**PRODUCT MANAGER**

£47-62k     £475  
AVE. RATE

**HEAD OF DIGITAL**

£75k     £600  
AVE. RATE



## DATA/ERP

**DATA SCIENTIST**

£60-75k     £600  
AVE. RATE

**DATA/BI/ETL ANALYST**

£35-60k     £400  
AVE. RATE

**DATA/BI/ETL DEVELOPER**

£35-65k     £425  
AVE. RATE

**DATABASE ADMINISTRATOR**

£34-58k     £400  
AVE. RATE

**ERP CONSULTANT**

£50-60k     £450  
AVE. RATE

**ORACLE DEVELOPER**

£32-62k     £400  
AVE. RATE



## GRAD

**GRADUATE – CONSULTANT/DEVELOPER/TESTER**

£25-30k



## MANAGEMENT

**IT MANAGER**

£60k     £400  
AVE. RATE

**IT DIRECTOR**

£125k     £1k  
AVE. RATE

**HEAD OF DEVELOPMENT**

£110k     £650  
AVE. RATE

**HEAD OF CHANGE/POLICY**

£100k     £850  
AVE. RATE

**CHIEF INFORMATION OFFICER (CIO)**

£140k     £1.2k  
AVE. RATE

**CHIEF TECHNICAL OFFICER (CTO)**

£140k     £1.2k  
AVE. RATE

**CHIEF OPERATING OFFICER (COO)**

£150k     £1.4k  
AVE. RATE

**CHIEF INFORMATION SECURITY OFFICER (CISO)**

£140k     £1.2k  
AVE. RATE

**CHIEF EXECUTIVE OFFICER (CEO)**

£160k     £1.5k  
AVE. RATE



## SOFTWARE /WEB

**PYTHON DEVELOPER**

£31-75k    £550  
AVE. RATE

**C/C++**

£30-60k    £475  
AVE. RATE

**FULL STACK DEVELOPER**

£32-75k    £550  
AVE. RATE

**FRONT-END DEVELOPER (JS)**

£31-65k    £550  
AVE. RATE

**ANDROID/iOS DEVELOPER**

£32-75k    £500  
AVE. RATE

**.NET DEVELOPER**

£31-70k    £475  
AVE. RATE

**JAVA DEVELOPER**

£32-75k    £500  
AVE. RATE

**PHP DEVELOPER**

£29-55k    £400  
AVE. RATE

**DEVELOPMENT MANAGER**

£80k    £650  
AVE. RATE



## INFRASTRUCTURE

**DEV-OPS ENGINEER**

£30-75k    £525  
AVE. RATE

**SYSTEMS ADMINISTRATOR**

£31-55k    £360  
AVE. RATE

**APPLICATION SUPPORT**

£27-45k    £300  
AVE. RATE

**1ST-2ND LINE SUPPORT**

£21-30k    £200  
AVE. RATE

**2ND-3RD LINE SUPPORT**

£32-40k    £300  
AVE. RATE

**DATA/NETWORK ENGINEER**

£27-55k    £300  
AVE. RATE

**INFRASTRUCTURE MANAGER**

£45-60k    £350  
AVE. RATE

**CLOUD INFRASTRUCTURE ENGINEER**

£55-65k    £500  
AVE. RATE



## PROJECT/CHANGE

**SCRUM MASTER**

£39-65k    £500  
AVE. RATE

**CHANGE MANAGER**

£50-65k    £500  
AVE. RATE

**PMO ANALYST**

£30-45k    £350  
AVE. RATE

**PMO MANAGER**

£55-65k    £500  
AVE. RATE

**PROJECT MANAGER**

£35-60k    £500  
AVE. RATE

**PROGRAMME MANAGER**

£90k    £650  
AVE. RATE

**PROGRAMME DIRECTOR**

£120k    £900  
AVE. RATE

**RELEASE/ CONFIGURATION MANAGER**

£45-55k    £500  
AVE. RATE



## TESTING

**MANUAL TESTER**

£28-48k    £350  
AVE. RATE

**AUTOMATION TESTER**

£30-60k    £500  
AVE. RATE

**PERFORMANCE TESTER**

£30-65k    £500  
AVE. RATE

**PENETRATION TESTER**

£30-75k    £500  
AVE. RATE

**TEST TEAM LEAD**

£55k    £500  
AVE. RATE

**TEST MANAGER**

£65k    £550  
AVE. RATE

**HEAD OF TESTING**

£70k+    £700  
AVE. RATE

