

HAYS UK SALARY & RECRUITING TRENDS 2024 **SALARIES**

TECHNOLOGY

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ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

We're ready to deliver against your current tech hiring needs, but also have the scale, insight and understanding to shape your talent strategy as it evolves. Whether your challenge is to mitigate the security risk that comes with the digital revolution, unlock the possibilities of a truly agile infrastructure, or turn Big Data into meaningful insights – we act as a true workforce management partner to your organisation.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you need to navigate.







At Hays we're **working for your tomorrow** to help your business succeed.

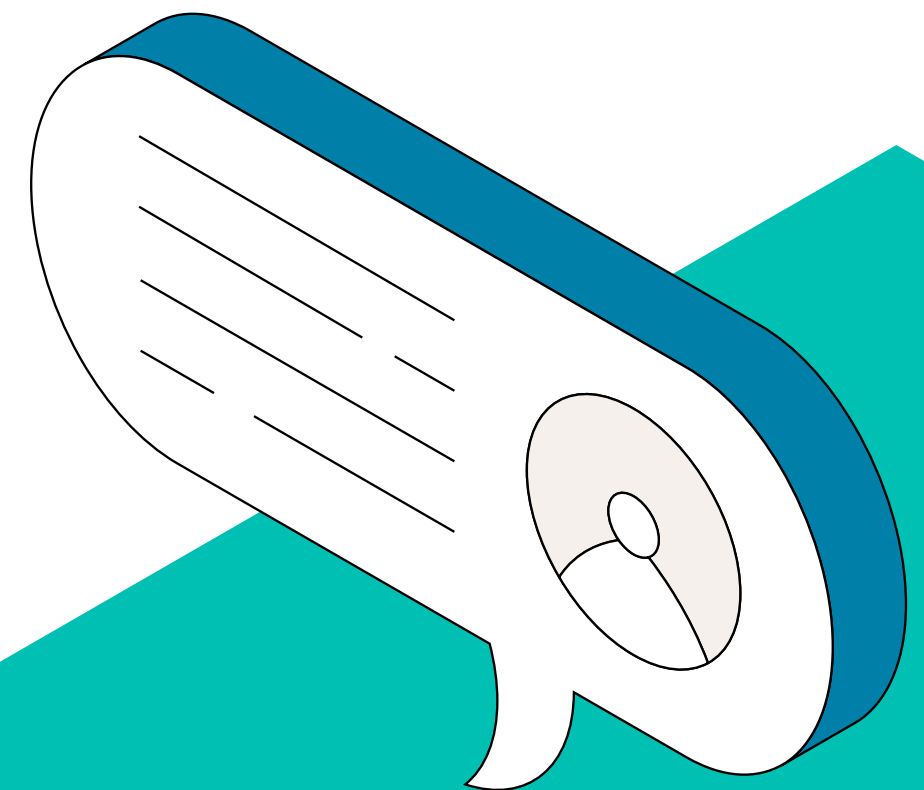
It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

Find out more about our [Talent](#) and [Workforce Solutions](#)

To speak to your local recruiting expert, find your nearest at hays.co.uk/offices

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Methodology

This guide is taken from the Hays UK Salary & Recruiting Trends 2024 guide. The salary data has been compiled using information gathered during 2023 from Hays offices across the UK. It is based on job listings, job offers and candidate registrations.

ARCHITECTURE

LONDON	£ Range	£ Typical
Enterprise Architect	95,000-130,000	115,000
Solutions Architect	85,000-115,000	95,000
Information Security Architect	85,000-130,000	115,000
Cyber Security Architect	90,000-140,000	125,000
Data Architect	80,000-110,000	90,000
Software Architect Java/Opensource	85,000-115,000	95,000
Software Architect Microsoft Stack	85,000-115,000	95,000
Technical Architect (CRM)	85,000-115,000	90,000
Solutions Architect (CRM)	85,000-115,000	90,000
Cloud Architect	90,000-125,000	110,000
Infrastructure Architect	85,000-115,000	95,000
Business Architect	85,000-115,000	95,000
Technical Architect	80,000-115,000	97,500

EAST OF ENGLAND	£ Range	£ Typical
Enterprise Architect	100,000-120,000	105,000
Solutions Architect	70,000-90,000	77,500
Information Security Architect	90,000-130,000	100,000
Cyber Security Architect	90,000-145,000	120,000
Data Architect	80,000-100,000	90,000
Software Architect Java/Opensource	60,000-80,000	75,000
Software Architect Microsoft Stack	60,000-80,000	75,000
Technical Architect (CRM)	80,000-100,000	87,500
Solutions Architect (CRM)	80,000-100,000	87,500
Cloud Architect	80,000-90,000	87,500
Infrastructure Architect	80,000-90,000	85,000
Business Architect	70,000-90,000	85,000
Technical Architect	70,000-100,000	85,000

WALES	£ Range	£ Typical
Enterprise Architect	72,000-130,000	99,000
Solutions Architect	65,000-90,000	88,000
Information Security Architect	90,000-140,000	105,000
Cyber Security Architect	100,000-180,000	110,000
Data Architect	80,000-100,000	93,000
Software Architect Java/Opensource	60,000-82,000	76,000
Software Architect Microsoft Stack	60,000-82,000	76,000
Technical Architect (CRM)	80,000-100,000	86,000
Solutions Architect (CRM)	65,000-90,000	87,000
Cloud Architect	80,000-93,000	88,000
Infrastructure Architect	78,000-90,000	83,000
Business Architect	62,000-90,000	78,000
Technical Architect	65,000-90,000	82,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Enterprise Architect	85,000-120,000	100,000
Solutions Architect	70,000-100,000	80,000
Information Security Architect	95,000-130,000	105,000
Cyber Security Architect	100,000-150,000	120,000
Data Architect	70,000-100,000	80,000
Software Architect Java/Opensource	70,000-100,000	80,000
Software Architect Microsoft Stack	70,000-100,000	80,000
Technical Architect (CRM)	70,000-90,000	85,000
Solutions Architect (CRM)	75,000-100,000	85,000
Cloud Architect	70,000-90,000	85,000
Infrastructure Architect	70,000-90,000	75,000
Business Architect	70,000-90,000	80,000
Technical Architect	70,000-90,000	75,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Enterprise Architect	67,000-100,000	95,000
Solutions Architect	85,000-110,000	95,000
Information Security Architect	85,000-140,000	115,000
Cyber Security Architect	90,000-150,000	120,000
Data Architect	85,000-110,000	95,000
Software Architect Java/Opensource	75,000-110,000	90,000
Software Architect Microsoft Stack	75,000-110,000	90,000
Technical Architect (CRM)	85,000-110,000	95,000
Solutions Architect (CRM)	85,000-110,000	95,000
Cloud Architect	85,000-110,000	100,000
Infrastructure Architect	85,000-100,000	95,000
Business Architect	80,000-100,000	90,000
Technical Architect	80,000-100,000	95,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Enterprise Architect	74,000-135,000	102,000
Solutions Architect	65,000-92,000	88,000
Information Security Architect	90,000-140,000	105,000
Cyber Security Architect	100,000-180,000	110,000
Data Architect	80,000-100,000	93,000
Software Architect Java/Opensource	60,000-82,000	76,000
Software Architect Microsoft Stack	60,000-82,000	76,000
Technical Architect (CRM)	80,000-100,000	87,500
Solutions Architect (CRM)	65,000-91,000	87,000
Cloud Architect	80,000-93,000	88,000
Infrastructure Architect	78,000-90,000	83,000
Business Architect	62,000-90,000	80,000
Technical Architect	65,000-92,000	82,500

MIDLANDS	£ Range	£ Typical
Enterprise Architect	90,000-120,000	100,000
Solutions Architect	75,000-95,000	90,000
Information Security Architect	90,000-130,000	100,000
Cyber Security Architect	90,000-145,000	120,000
Data Architect	85,000-100,000	95,000
Software Architect Java/Opensource	90,000-120,000	100,000
Software Architect Microsoft Stack	90,000-120,000	95,000
Technical Architect (CRM)	80,000-120,000	85,000
Solutions Architect (CRM)	90,000-120,000	110,000
Cloud Architect	90,000-120,000	100,000
Infrastructure Architect	75,000-95,000	85,000
Business Architect	80,000-100,000	80,000
Technical Architect	75,000-100,000	90,000

NORTH EAST ENGLAND	£ Range	£ Typical
Enterprise Architect	80,000-110,000	90,000
Solutions Architect	65,000-85,000	80,000
Information Security Architect	100,000-140,000	105,000
Cyber Security Architect	110,000-150,000	120,000
Data Architect	70,000-100,000	75,000
Software Architect Java/Opensource	70,000-100,000	75,000
Software Architect Microsoft Stack	70,000-100,000	75,000
Technical Architect (CRM)	70,000-90,000	80,000
Solutions Architect (CRM)	75,000-100,000	80,000
Cloud Architect	70,000-90,000	80,000
Infrastructure Architect	70,000-90,000	75,000
Business Architect	70,000-90,000	77,000
Technical Architect	70,000-90,000	78,000

ARCHITECTURE

NORTH WEST ENGLAND	£ Range	£ Typical
Enterprise Architect	75,000-120,000	90,000
Solutions Architect	70,000-100,000	85,000
Information Security Architect	80,000-130,000	100,000
Cyber Security Architect	95,000-145,000	120,000
Data Architect	70,000-100,000	80,000
Software Architect Java/Opensource	70,000-100,000	80,000
Software Architect Microsoft Stack	70,000-100,000	80,000
Technical Architect (CRM)	70,000-90,000	85,000
Solutions Architect (CRM)	75,000-100,000	85,000
Cloud Architect	70,000-90,000	85,000
Infrastructure Architect	70,000-90,000	80,000
Business Architect	70,000-90,000	78,000
Technical Architect	70,000-90,000	75,000

SCOTLAND	£ Range	£ Typical
Enterprise Architect	75,000-95,000	85,000
Solutions Architect	60,000-85,000	75,000
Information Security Architect	70,000-120,000	100,000
Cyber Security Architect	75,000-140,000	110,000
Data Architect	75,000-90,000	80,000
Software Architect Java/Opensource	75,000-95,000	85,000
Software Architect Microsoft Stack	75,000-95,000	85,000
Technical Architect (CRM)	75,000-90,000	75,000
Solutions Architect (CRM)	75,000-90,000	75,000
Cloud Architect	75,000-95,000	80,000
Infrastructure Architect	75,000-90,000	75,000
Business Architect	75,000-90,000	75,000
Technical Architect	75,000-90,000	75,000

NORTHERN IRELAND	£ Range	£ Typical
Enterprise Architect	70,000-85,000	70,000
Solutions Architect	-	-
Information Security Architect	80,000-120,000	100,000
Cyber Security Architect	90,000-150,000	120,000
Data Architect	80,000-100,000	90,000
Software Architect Java/Opensource	90,000-110,000	95,000
Software Architect Microsoft Stack	90,000-110,000	95,000
Technical Architect (CRM)	-	-
Solutions Architect (CRM)	-	-
Cloud Architect	90,000-110,000	95,000
Infrastructure Architect	90,000-110,000	95,000
Business Architect	65,000-80,000	75,000
Technical Architect	60,000-80,000	75,000

LONDON	£ Range	£ Typical
Chief Information Security Officer	150,000-300,000	201,000
Head of Cyber Security	100,000-200,000	141,000
Head of Information Security	90,000-140,000	121,000
Head of Security Operations	90,000-160,000	136,000
Head of Governance, Risk & Compliance	85,000-150,000	126,000
Head of Security Architecture	110,000-165,000	146,000
Information Security Architect	85,000-130,000	116,000
Cyber Security Architect	90,000-140,000	126,000
Information Security Manager	65,000-95,000	86,000
Cyber Security Manager	65,000-95,000	89,000
Security Engineer	65,000-100,000	86,000
Cyber Security Analyst	35,000-70,000	62,000
Information Security Analyst	35,000-65,000	59,000
Threat Intelligence Manager	75,000-110,000	96,000
Threat Intelligence Analyst	55,000-80,000	74,000
Senior Penetration Tester	80,000-110,000	97,000
Penetration Tester	50,000-70,000	60,000
Junior Penetration Tester	35,000-50,000	40,000
Governance, Risk & Compliance (GRC) Manager	65,000-100,000	82,000
GRC Analyst	40,000-70,000	60,000
Operational Technology Cyber Manager	85,000-150,000	120,000
Operational Technology Cyber Analyst	50,000-75,000	65,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Chief Information Security Officer	140,000-210,000	176,000
Head of Cyber Security	100,000-150,000	131,000
Head of Information Security	80,000-140,000	121,000
Head of Security Operations	90,000-160,000	136,000
Head of Governance, Risk & Compliance	85,000-140,000	121,000
Head of Security Architecture	120,000-170,000	146,000
Information Security Architect	85,000-140,000	116,000
Cyber Security Architect	90,000-150,000	121,000
Information Security Manager	58,000-90,000	76,000
Cyber Security Manager	65,000-95,000	86,000
Security Engineer	55,000-90,000	76,000
Cyber Security Analyst	35,000-65,000	58,500
Information Security Analyst	35,000-65,000	56,000
Threat Intelligence Manager	80,000-120,000	96,000
Threat Intelligence Analyst	50,000-85,000	71,000
Senior Penetration Tester	75,000-100,000	88,500
Penetration Tester	50,000-70,000	60,000
Junior Penetration Tester	35,000-50,000	42,000
Governance, Risk & Compliance (GRC) Manager	70,000-100,000	80,000
GRC Analyst	40,000-70,000	55,000
Operational Technology Cyber Manager	85,000-150,000	110,000
Operational Technology Cyber Analyst	50,000-70,000	60,000

EAST OF ENGLAND	£ Range	£ Typical
Chief Information Security Officer	150,000-250,000	171,000
Head of Cyber Security	100,000-150,000	131,000
Head of Information Security	100,000-150,000	126,000
Head of Security Operations	90,000-160,000	141,000
Head of Governance, Risk & Compliance	85,000-140,000	121,000
Head of Security Architecture	125,000-170,000	146,000
Information Security Architect	90,000-130,000	101,000
Cyber Security Architect	90,000-145,000	121,000
Information Security Manager	65,000-90,000	76,000
Cyber Security Manager	65,000-90,000	86,000
Security Engineer	50,000-85,000	76,000
Cyber Security Analyst	35,000-65,000	61,000
Information Security Analyst	45,000-65,000	56,000
Threat Intelligence Manager	75,000-110,000	91,000
Threat Intelligence Analyst	60,000-80,000	71,000
Senior Penetration Tester	75,000-100,000	88,500
Penetration Tester	50,000-70,000	60,000
Junior Penetration Tester	35,000-50,000	42,000
Governance, Risk & Compliance (GRC) Manager	70,000-90,000	78,000
GRC Analyst	50,000-70,000	60,000
Operational Technology Cyber Manager	75,000-140,000	100,000
Operational Technology Cyber Analyst	55,000-75,000	60,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Chief Information Security Officer	155,000-250,000	161,000
Head of Cyber Security	100,000-165,000	131,000
Head of Information Security	90,000-140,000	126,000
Head of Security Operations	90,000-160,000	141,000
Head of Governance, Risk & Compliance	95,000-155,000	126,000
Head of Security Architecture	100,000-165,000	146,000
Information Security Architect	90,000-140,000	106,000
Cyber Security Architect	100,000-180,000	111,000
Information Security Manager	75,000-90,000	76,000
Cyber Security Manager	75,000-90,000	83,000
Security Engineer	60,000-95,000	76,000
Cyber Security Analyst	40,000-75,000	56,000
Information Security Analyst	40,000-70,000	53,500
Threat Intelligence Manager	75,000-110,000	83,000
Threat Intelligence Analyst	55,000-80,000	71,000
Senior Penetration Tester	75,000-100,000	88,500
Penetration Tester	50,000-70,000	60,000
Junior Penetration Tester	35,000-50,000	42,000
Governance, Risk & Compliance (GRC) Manager	60,000-80,000	70,000
GRC Analyst	50,000-60,000	55,000
Operational Technology Cyber Manager	95,000-120,000	115,000
Operational Technology Cyber Analyst	50,000-70,000	55,000

WALES	£ Range	£ Typical
Chief Information Security Officer	155,000-250,000	161,000
Head of Cyber Security	100,000-165,000	131,000
Head of Information Security	90,000-140,000	126,000
Head of Security Operations	90,000-160,000	141,000
Head of Governance, Risk & Compliance	95,000-155,000	131,000
Head of Security Architecture	100,000-165,000	146,000
Information Security Architect	90,000-140,000	106,000
Cyber Security Architect	100,000-180,000	111,000
Information Security Manager	75,000-90,000	76,000
Cyber Security Manager	75,000-90,000	83,000
Security Engineer	60,000-95,000	76,000
Cyber Security Analyst	40,000-75,000	56,000
Information Security Analyst	40,000-70,000	53,500
Threat Intelligence Manager	75,000-110,000	83,000
Threat Intelligence Analyst	55,000-80,000	71,000
Senior Penetration Tester	70,000-90,000	81,000
Penetration Tester	45,000-65,000	55,000
Junior Penetration Tester	30,000-45,000	38,000
Governance, Risk & Compliance (GRC) Manager	60,000-80,000	70,000
GRC Analyst	50,000-60,000	55,000
Operational Technology Cyber Manager	85,000-120,000	95,000
Operational Technology Cyber Analyst	50,000-70,000	58,000

MIDLANDS	£ Range	£ Typical
Chief Information Security Officer	150,000-250,000	171,000
Head of Cyber Security	100,000-150,000	131,000
Head of Information Security	100,000-150,000	126,000
Head of Security Operations	90,000-160,000	141,000
Head of Governance, Risk & Compliance	85,000-140,000	121,000
Head of Security Architecture	125,000-170,000	146,000
Information Security Architect	90,000-130,000	101,000
Cyber Security Architect	90,000-145,000	121,000
Information Security Manager	65,000-90,000	76,000
Cyber Security Manager	65,000-90,000	86,000
Security Engineer	50,000-85,000	76,000
Cyber Security Analyst	35,000-65,000	61,000
Information Security Analyst	45,000-65,000	56,000
Threat Intelligence Manager	75,000-110,000	91,000
Threat Intelligence Analyst	60,000-80,000	71,000
Senior Penetration Tester	75,000-100,000	88,500
Penetration Tester	50,000-70,000	60,000
Junior Penetration Tester	35,000-50,000	42,000
Governance, Risk & Compliance (GRC) Manager	70,000-90,000	85,000
GRC Analyst	50,000-70,000	60,000
Operational Technology Cyber Manager	85,000-120,000	100,000
Operational Technology Cyber Analyst	60,000-80,000	65,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Chief Information Security Officer	150,000-240,000	166,000
Head of Cyber Security	110,000-160,000	131,000
Head of Information Security	90,000-150,000	126,000
Head of Security Operations	90,000-160,000	141,000
Head of Governance, Risk & Compliance	90,000-150,000	126,000
Head of Security Architecture	115,000-165,000	156,000
Information Security Architect	95,000-130,000	106,000
Cyber Security Architect	100,000-150,000	121,000
Information Security Manager	70,000-90,000	76,000
Cyber Security Manager	70,000-100,000	83,500
Security Engineer	50,000-85,000	71,000
Cyber Security Analyst	35,000-70,000	61,000
Information Security Analyst	45,000-65,000	56,000
Threat Intelligence Manager	75,000-120,000	96,000
Threat Intelligence Analyst	55,000-80,000	71,000
Senior Penetration Tester	75,000-100,000	88,500
Penetration Tester	50,000-70,000	60,000
Junior Penetration Tester	35,000-50,000	42,000
Governance, Risk & Compliance (GRC) Manager	80,000-110,000	90,000
GRC Analyst	55,000-65,000	62,000
Operational Technology Cyber Manager	85,000-120,000	100,000
Operational Technology Cyber Analyst	60,000-80,000	75,000

NORTH EAST ENGLAND	£ Range	£ Typical
Chief Information Security Officer	160,000-270,000	171,000
Head of Cyber Security	105,000-155,000	131,000
Head of Information Security	90,000-150,000	126,000
Head of Security Operations	110,000-160,000	141,000
Head of Governance, Risk & Compliance	90,000-150,000	121,000
Head of Security Architecture	115,000-175,000	151,000
Information Security Architect	100,000-140,000	101,000
Cyber Security Architect	110,000-150,000	121,000
Information Security Manager	70,000-95,000	76,000
Cyber Security Manager	65,000-95,000	76,000
Security Engineer	50,000-85,000	66,000
Cyber Security Analyst	35,000-70,000	61,000
Information Security Analyst	45,000-65,000	56,000
Threat Intelligence Manager	75,000-120,000	96,000
Threat Intelligence Analyst	55,000-85,000	71,000
Senior Penetration Tester	75,000-100,000	88,500
Penetration Tester	50,000-70,000	60,000
Junior Penetration Tester	35,000-50,000	42,000
Governance, Risk & Compliance (GRC) Manager	85,000-95,000	90,000
GRC Analyst	55,000-75,000	65,000
Operational Technology Cyber Manager	95,000-130,000	105,000
Operational Technology Cyber Analyst	60,000-80,000	75,000

NORTH WEST ENGLAND	£ Range	£ Typical
Chief Information Security Officer	155,000-250,000	166,000
Head of Cyber Security	100,000-150,000	131,000
Head of Information Security	90,000-140,000	126,000
Head of Security Operations	90,000-160,000	136,000
Head of Governance, Risk & Compliance	85,000-140,000	121,000
Head of Security Architecture	110,000-165,000	146,000
Information Security Architect	80,000-130,000	101,000
Cyber Security Architect	95,000-145,000	121,000
Information Security Manager	65,000-95,000	81,000
Cyber Security Manager	65,000-95,000	86,000
Security Engineer	60,000-90,000	76,000
Cyber Security Analyst	35,000-65,000	58,500
Information Security Analyst	42,000-65,000	56,000
Threat Intelligence Manager	75,000-110,000	96,000
Threat Intelligence Analyst	55,000-80,000	76,000
Senior Penetration Tester	75,000-100,000	88,500
Penetration Tester	50,000-70,000	60,000
Junior Penetration Tester	35,000-50,000	42,000
Governance, Risk & Compliance (GRC) Manager	50,000-75,000	65,000
GRC Analyst	35,000-55,000	45,000
Operational Technology Cyber Manager	66,000-110,000	85,000
Operational Technology Cyber Analyst	45,000-75,000	55,000

NORTHERN IRELAND	£ Range	£ Typical
Chief Information Security Officer	120,000-220,000	161,000
Head of Cyber Security	90,000-140,000	126,000
Head of Information Security	90,000-140,000	121,000
Head of Security Operations	70,000-140,000	131,000
Head of Governance, Risk & Compliance	70,000-130,000	121,000
Head of Security Architecture	90,000-150,000	146,000
Information Security Architect	80,000-120,000	101,000
Cyber Security Architect	90,000-150,000	121,000
Information Security Manager	50,000-80,000	76,000
Cyber Security Manager	60,000-90,000	76,000
Security Engineer	35,000-78,000	76,000
Cyber Security Analyst	30,000-60,000	58,000
Information Security Analyst	35,000-65,000	56,000
Threat Intelligence Manager	75,000-100,000	88,000
Threat Intelligence Analyst	50,000-73,000	71,000
Senior Penetration Tester	70,000-95,000	82,500
Penetration Tester	45,000-65,000	55,000
Junior Penetration Tester	30,000-45,000	38,000
Governance, Risk & Compliance (GRC) Manager	60,000-80,000	70,000
GRC Analyst	30,000-50,000	40,000
Operational Technology Cyber Manager	50,000-100,000	75,000
Operational Technology Cyber Analyst	35,000-65,000	53,000

SCOTLAND	£ Range	£ Typical
Chief Information Security Officer	150,000-250,000	161,000
Head of Cyber Security	90,000-150,000	126,000
Head of Information Security	85,000-150,000	121,000
Head of Security Operations	85,000-150,000	136,000
Head of Governance, Risk & Compliance	70,000-140,000	121,000
Head of Security Architecture	85,000-150,000	146,000
Information Security Architect	70,000-120,000	101,000
Cyber Security Architect	75,000-140,000	111,000
Information Security Manager	60,000-80,000	76,000
Cyber Security Manager	54,000-90,000	81,000
Security Engineer	45,000-85,000	76,000
Cyber Security Analyst	30,000-65,000	58,500
Information Security Analyst	40,000-65,000	56,000
Threat Intelligence Manager	75,000-110,000	86,000
Threat Intelligence Analyst	45,000-80,000	71,000
Senior Penetration Tester	75,000-100,000	88,500
Penetration Tester	50,000-70,000	60,000
Junior Penetration Tester	35,000-50,000	42,000
Governance, Risk & Compliance (GRC) Manager	65,000-85,000	70,000
GRC Analyst	30,000-65,000	40,000
Operational Technology Cyber Manager	70,000-150,000	75,000
Operational Technology Cyber Analyst	40,000-85,000	45,000

DATA & ADVANCED ANALYTICS

LONDON	£ Range	£ Typical
Data Architect	90,000-130,000	110,000
Lead Data Scientist	90,000-125,000	100,000
Data Scientist	50,000-80,000	70,000
Data Analyst	35,000-60,000	50,000
Performance Analyst	42,000-57,000	48,000
Machine Learning/Deep Learning Engineer	85,000-115,000	88,000
Machine Learning Scientist	80,000-110,000	97,000
Deep Learning Scientist	70,000-110,000	95,000
Computer Vision Scientist	70,000-110,000	95,000
Lead Data Engineer	100,000-130,000	110,000
Data Engineer	75,000-85,000	80,000
Data Manager	60,000-80,000	75,000
Database Developer	50,000-80,000	75,000
Database Administrator	50,000-80,000	70,000
Data & Analytics/BI Manager	80,000-100,000	90,000
BI Developer	70,000-90,000	80,000
BI Analyst	40,000-70,000	60,000

EAST OF ENGLAND	£ Range	£ Typical
Data Architect	70,000-90,000	85,000
Lead Data Scientist	70,000-90,000	80,000
Data Scientist	60,000-80,000	70,000
Data Analyst	40,000-50,000	45,000
Performance Analyst	40,000-55,000	45,000
Machine Learning/Deep Learning Engineer	60,000-80,000	75,000
Machine Learning Scientist	60,000-85,000	78,000
Deep Learning Scientist	50,000-90,000	75,000
Computer Vision Scientist	60,000-90,000	70,000
Lead Data Engineer	70,000-80,000	76,000
Data Engineer	60,000-75,000	67,500
Data Manager	55,000-75,000	65,000
Database Developer	50,000-65,000	55,000
Database Administrator	45,000-65,000	52,500
Data & Analytics/BI Manager	65,000-85,000	75,000
BI Developer	45,000-65,000	55,000
BI Analyst	45,000-55,000	52,000

WALES	£ Range	£ Typical
Data Architect	55,000-83,000	81,000
Lead Data Scientist	65,000-83,000	82,000
Data Scientist	40,000-80,000	60,000
Data Analyst	35,000-56,000	50,000
Performance Analyst	25,000-40,000	39,000
Machine Learning/Deep Learning Engineer	60,000-80,000	75,000
Machine Learning Scientist	60,000-85,000	78,000
Deep Learning Scientist	50,000-90,000	75,000
Computer Vision Scientist	60,000-90,000	70,000
Lead Data Engineer	50,000-80,000	60,000
Data Engineer	45,000-60,000	50,000
Data Manager	47,000-62,000	57,000
Database Developer	35,000-50,000	46,000
Database Administrator	35,000-50,000	45,000
Data & Analytics/BI Manager	60,000-70,000	70,000
BI Developer	45,000-65,000	50,000
BI Analyst	35,000-45,000	45,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Data Architect	70,000-100,000	85,000
Lead Data Scientist	65,000-90,000	80,000
Data Scientist	40,000-75,000	70,000
Data Analyst	27,000-50,000	43,000
Performance Analyst	35,000-50,000	45,000
Machine Learning/Deep Learning Engineer	60,000-80,000	72,500
Machine Learning Scientist	55,000-80,000	78,000
Deep Learning Scientist	40,000-75,000	72,500
Computer Vision Scientist	55,000-80,000	65,000
Lead Data Engineer	40,000-63,000	60,000
Data Engineer	45,000-55,000	52,000
Data Manager	40,000-70,000	60,000
Database Developer	38,000-52,000	47,500
Database Administrator	40,000-60,000	55,000
Data & Analytics/BI Manager	50,000-70,000	65,000
BI Developer	45,000-60,000	55,000
BI Analyst	28,000-45,000	43,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Data Architect	70,000-90,000	85,000
Lead Data Scientist	65,000-90,000	80,000
Data Scientist	50,000-80,000	70,000
Data Analyst	35,000-55,000	45,000
Performance Analyst	35,000-50,000	45,000
Machine Learning/Deep Learning Engineer	60,000-80,000	75,000
Machine Learning Scientist	60,000-80,000	76,000
Deep Learning Scientist	50,000-90,000	75,000
Computer Vision Scientist	50,000-90,000	70,000
Lead Data Engineer	65,000-85,000	77,000
Data Engineer	50,000-75,000	65,000
Data Manager	50,000-70,000	62,500
Database Developer	45,000-65,000	55,000
Database Administrator	45,000-65,000	57,500
Data & Analytics/BI Manager	65,000-85,000	75,000
BI Developer	45,000-65,000	60,000
BI Analyst	40,000-55,000	50,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Data Architect	55,000-85,000	82,000
Lead Data Scientist	65,000-85,000	82,000
Data Scientist	40,000-80,000	60,000
Data Analyst	35,000-56,000	50,000
Performance Analyst	25,000-45,000	40,000
Machine Learning/Deep Learning Engineer	60,000-80,000	75,000
Machine Learning Scientist	60,000-85,000	78,000
Deep Learning Scientist	50,000-90,000	75,000
Computer Vision Scientist	60,000-90,000	70,000
Lead Data Engineer	50,000-80,000	60,000
Data Engineer	45,000-60,000	50,000
Data Manager	47,000-62,000	57,000
Database Developer	35,000-50,000	44,000
Database Administrator	35,000-50,000	45,000
Data & Analytics/BI Manager	60,000-70,000	70,000
BI Developer	45,000-65,000	53,500
BI Analyst	35,000-45,000	45,000

MIDLANDS	£ Range	£ Typical
Data Architect	80,000-110,000	90,000
Lead Data Scientist	70,000-90,000	85,000
Data Scientist	50,000-80,000	70,000
Data Analyst	30,000-45,000	40,000
Performance Analyst	35,000-50,000	45,000
Machine Learning/Deep Learning Engineer	65,000-80,000	70,000
Machine Learning Scientist	65,000-85,000	80,000
Deep Learning Scientist	60,000-80,000	75,000
Computer Vision Scientist	60,000-95,000	75,000
Lead Data Engineer	65,000-85,000	78,000
Data Engineer	50,000-65,000	57,000
Data Manager	55,000-75,000	65,000
Database Developer	45,000-65,000	55,000
Database Administrator	40,000-60,000	45,000
Data & Analytics/BI Manager	65,000-90,000	75,000
BI Developer	45,000-65,000	50,000
BI Analyst	40,000-60,000	45,000

NORTH EAST ENGLAND	£ Range	£ Typical
Data Architect	65,000-90,000	75,000
Lead Data Scientist	65,000-85,000	68,000
Data Scientist	45,000-65,000	58,000
Data Analyst	28,000-45,000	38,000
Performance Analyst	35,000-45,000	40,000
Machine Learning/Deep Learning Engineer	55,000-75,000	70,000
Machine Learning Scientist	55,000-75,000	75,000
Deep Learning Scientist	40,000-75,000	70,000
Computer Vision Scientist	55,000-80,000	67,000
Lead Data Engineer	45,000-70,000	62,000
Data Engineer	35,000-55,000	47,000
Data Manager	47,000-65,000	55,000
Database Developer	40,000-55,000	48,000
Database Administrator	38,000-55,000	50,000
Data & Analytics/BI Manager	50,000-70,000	63,000
BI Developer	40,000-55,000	52,000
BI Analyst	30,000-48,000	39,000

DATA & ADVANCED ANALYTICS

NORTH WEST ENGLAND	£ Range	£ Typical
Data Architect	60,000-90,000	80,000
Lead Data Scientist	70,000-120,000	90,000
Data Scientist	50,000-100,000	65,000
Data Analyst	25,000-50,000	42,000
Performance Analyst	35,000-50,000	42,000
Machine Learning/Deep Learning Engineer	55,000-75,000	70,000
Machine Learning Scientist	55,000-80,000	75,000
Deep Learning Scientist	45,000-80,000	75,000
Computer Vision Scientist	55,000-80,000	68,000
Lead Data Engineer	65,000-90,000	75,000
Data Engineer	40,000-60,000	55,000
Data Manager	45,000-70,000	58,000
Database Developer	40,000-55,000	50,000
Database Administrator	40,000-70,000	50,000
Data & Analytics/BI Manager	50,000-75,000	65,000
BI Developer	40,000-60,000	50,000
BI Analyst	30,000-50,000	40,000

SCOTLAND	£ Range	£ Typical
Data Architect	65,000-100,000	80,000
Lead Data Scientist	65,000-100,000	80,000
Data Scientist	60,000-100,000	75,000
Data Analyst	35,000-60,000	48,000
Performance Analyst	30,000-70,000	40,000
Machine Learning/Deep Learning Engineer	60,000-80,000	70,000
Machine Learning Scientist	60,000-80,000	72,250
Deep Learning Scientist	60,000-95,000	75,000
Computer Vision Scientist	60,000-90,000	70,000
Lead Data Engineer	50,000-80,000	65,000
Data Engineer	45,000-60,000	55,000
Data Manager	60,000-80,000	65,000
Database Developer	35,000-65,000	52,000
Database Administrator	45,000-70,000	59,000
Data & Analytics/BI Manager	60,000-80,000	70,000
BI Developer	45,000-65,000	50,000
BI Analyst	35,000-65,000	45,000

NORTHERN IRELAND	£ Range	£ Typical
Data Architect	65,000-90,000	77,000
Lead Data Scientist	50,000-70,000	60,000
Data Scientist	40,000-60,000	50,000
Data Analyst	30,000-40,000	30,000
Performance Analyst	30,000-40,000	35,000
Machine Learning/Deep Learning Engineer	50,000-65,000	55,000
Machine Learning Scientist	45,000-65,000	60,000
Deep Learning Scientist	55,000-70,000	65,000
Computer Vision Scientist	40,000-65,000	50,000
Lead Data Engineer	50,000-70,000	65,000
Data Engineer	45,000-60,000	55,000
Data Manager	55,000-70,000	60,000
Database Developer	40,000-55,000	45,000
Database Administrator	45,000-60,000	55,000
Data & Analytics/BI Manager	55,000-70,000	60,000
BI Developer	35,000-60,000	50,000
BI Analyst	35,000-45,000	40,000

TECHNOLOGY CLOUD

LONDON	£ Range	£ Typical
Architect AWS/Azure	90,000-120,000	111,000
Architect VMware	80,000-95,000	87,000
Senior Engineer AWS/Azure	95,000-120,000	107,000
Senior Engineer VMware	70,000-85,000	77,000
Engineer AWS/Azure	70,000-125,000	102,000
Engineer VMware	55,000-75,000	62,000
Project Manager Cloud Infrastructure	70,000-100,000	87,000
DevOps Engineer	70,000-125,000	102,000
Site Reliability Engineer	75,000-105,000	102,000
Platform Engineer	80,000-100,000	97,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Architect AWS/Azure	75,000-95,000	91,000
Architect VMware	75,000-83,000	81,000
Senior Engineer AWS/Azure	70,000-80,000	77,000
Senior Engineer VMware	60,000-70,000	67,000
Engineer AWS/Azure	60,000-75,000	68,000
Engineer VMware	50,000-60,000	57,000
Project Manager Cloud Infrastructure	60,000-80,000	77,000
DevOps Engineer	60,000-80,000	74,500
Site Reliability Engineer	65,000-85,000	77,000
Platform Engineer	45,000-65,000	57,000

EAST OF ENGLAND	£ Range	£ Typical
Architect AWS/Azure	80,000-90,000	88,500
Architect VMware	75,000-90,000	81,000
Senior Engineer AWS/Azure	65,000-75,000	72,000
Senior Engineer VMware	60,000-70,000	67,000
Engineer AWS/Azure	65,000-80,000	68,000
Engineer VMware	40,000-50,000	48,500
Project Manager Cloud Infrastructure	70,000-90,000	77,000
DevOps Engineer	70,000-80,000	77,000
Site Reliability Engineer	65,000-75,000	73,000
Platform Engineer	50,000-70,000	58,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Architect AWS/Azure	75,000-95,000	88,000
Architect VMware	65,000-90,000	81,000
Senior Engineer AWS/Azure	60,000-80,000	71,000
Senior Engineer VMware	55,000-75,000	65,000
Engineer AWS/Azure	50,000-65,000	63,000
Engineer VMware	45,000-55,000	51,000
Project Manager Cloud Infrastructure	60,000-80,000	71,000
DevOps Engineer	55,000-80,000	71,000
Site Reliability Engineer	50,000-70,000	61,000
Platform Engineer	50,000-70,000	58,000

WALES	£ Range	£ Typical
Architect AWS/Azure	75,000-95,000	87,000
Architect VMware	65,000-90,000	81,000
Senior Engineer AWS/Azure	60,000-80,000	71,000
Senior Engineer VMware	55,000-75,000	67,000
Engineer AWS/Azure	50,000-65,000	63,000
Engineer VMware	45,000-55,000	51,000
Project Manager Cloud Infrastructure	60,000-80,000	70,000
DevOps Engineer	55,000-80,000	71,000
Site Reliability Engineer	50,000-70,000	61,000
Platform Engineer	50,000-70,000	58,000

MIDLANDS	£ Range	£ Typical
Architect AWS/Azure	90,000-120,000	102,000
Architect VMware	75,000-95,000	86,000
Senior Engineer AWS/Azure	70,000-90,000	77,000
Senior Engineer VMware	55,000-65,000	62,000
Engineer AWS/Azure	65,000-75,000	72,000
Engineer VMware	45,000-55,000	51,000
Project Manager Cloud Infrastructure	65,000-90,000	76,000
DevOps Engineer	60,000-80,000	72,000
Site Reliability Engineer	60,000-80,000	72,000
Platform Engineer	60,000-80,000	72,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Architect AWS/Azure	70,000-110,000	93,000
Architect VMware	70,000-85,000	76,000
Senior Engineer AWS/Azure	55,000-75,000	68,000
Senior Engineer VMware	50,000-65,000	62,000
Engineer AWS/Azure	45,000-65,000	58,000
Engineer VMware	42,000-52,000	49,500
Project Manager Cloud Infrastructure	55,000-75,000	67,000
DevOps Engineer	50,000-75,000	67,000
Site Reliability Engineer	55,000-70,000	67,000
Platform Engineer	45,000-65,000	59,000

NORTH EAST ENGLAND	£ Range	£ Typical
Architect AWS/Azure	70,000-100,000	86,000
Architect VMware	65,000-75,000	71,000
Senior Engineer AWS/Azure	55,000-70,000	61,000
Senior Engineer VMware	50,000-60,000	56,000
Engineer AWS/Azure	50,000-65,000	58,000
Engineer VMware	45,000-58,000	56,000
Project Manager Cloud Infrastructure	50,000-70,000	67,000
DevOps Engineer	50,000-70,000	57,000
Site Reliability Engineer	50,000-65,000	62,000
Platform Engineer	40,000-62,000	56,000

NORTH WEST ENGLAND	£ Range	£ Typical
Architect AWS/Azure	80,000-100,000	91,000
Architect VMware	75,000-90,000	87,000
Senior Engineer AWS/Azure	60,000-75,000	74,000
Senior Engineer VMware	60,000-70,000	67,000
Engineer AWS/Azure	55,000-65,000	63,000
Engineer VMware	55,000-70,000	62,000
Project Manager Cloud Infrastructure	60,000-75,000	71,000
DevOps Engineer	60,000-85,000	71,000
Site Reliability Engineer	55,000-70,000	67,000
Platform Engineer	55,000-75,000	64,000

NORTHERN IRELAND	£ Range	£ Typical
Architect AWS/Azure	75,000-110,000	96,000
Architect VMware	65,000-75,000	72,000
Senior Engineer AWS/Azure	65,000-90,000	81,000
Senior Engineer VMware	50,000-75,000	67,000
Engineer AWS/Azure	45,000-68,000	66,000
Engineer VMware	45,000-60,000	48,500
Project Manager Cloud Infrastructure	60,000-80,000	77,000
DevOps Engineer	40,000-110,000	56,000
Site Reliability Engineer	50,000-70,000	67,000
Platform Engineer	40,000-60,000	58,000

SCOTLAND	£ Range	£ Typical
Architect AWS/Azure	75,000-95,000	81,000
Architect VMware	75,000-90,000	77,000
Senior Engineer AWS/Azure	55,000-85,000	71,000
Senior Engineer VMware	50,000-70,000	62,000
Engineer AWS/Azure	45,000-65,000	59,500
Engineer VMware	42,000-65,000	53,000
Project Manager Cloud Infrastructure	55,000-85,000	71,000
DevOps Engineer	50,000-75,000	66,000
Site Reliability Engineer	50,000-75,000	66,000
Platform Engineer	45,000-65,000	59,000

INFRASTRUCTURE

LONDON	£ Range	£ Typical
Infrastructure Specialist/Architect	75,000-95,000	90,000
Server Support Engineer	43,000-53,000	50,000
Desktop Support Analyst/2nd Line	30,000-45,000	37,000
Application Support Analyst	45,000-75,000	50,000
Field Engineer	33,000-42,000	38,000
Helpdesk/Service Desk Analyst	30,000-37,000	32,000
Service Delivery Manager	50,000-75,000	60,000
Service Desk Manager	45,000-70,000	60,000
Network Engineer	50,000-60,000	55,000
Windows Systems Administrator	50,000-60,000	55,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Infrastructure Specialist/Architect	65,000-85,000	70,000
Server Support Engineer	40,000-50,000	45,000
Desktop Support Analyst/2nd Line	28,000-38,000	33,000
Application Support Analyst	35,000-50,000	40,000
Field Engineer	26,000-36,000	30,000
Helpdesk/Service Desk Analyst	24,000-32,000	28,000
Service Delivery Manager	55,000-70,000	60,000
Service Desk Manager	40,000-55,000	50,000
Network Engineer	45,000-65,000	55,000
Windows Systems Administrator	40,000-55,000	45,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Infrastructure Specialist/Architect	65,000-85,000	75,000
Server Support Engineer	35,000-50,000	45,000
Desktop Support Analyst/2nd Line	27,000-37,000	33,000
Application Support Analyst	35,000-50,000	42,000
Field Engineer	32,000-42,000	37,000
Helpdesk/Service Desk Analyst	24,000-30,000	26,000
Service Delivery Manager	50,000-70,000	65,000
Service Desk Manager	40,000-55,000	50,000
Network Engineer	50,000-60,000	50,000
Windows Systems Administrator	38,000-50,000	45,000

NORTHERN IRELAND	£ Range	£ Typical
Infrastructure Specialist/Architect	55,000-80,000	78,000
Server Support Engineer	35,000-45,000	43,000
Desktop Support Analyst/2nd Line	25,000-35,000	35,000
Application Support Analyst	25,000-45,000	45,000
Field Engineer	25,000-35,000	32,000
Helpdesk/Service Desk Analyst	22,000-30,000	28,000
Service Delivery Manager	45,000-55,000	53,000
Service Desk Manager	30,000-50,000	48,000
Network Engineer	30,000-50,000	48,000
Windows Systems Administrator	30,000-50,000	45,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Infrastructure Specialist/Architect	75,000-95,000	90,000
Server Support Engineer	45,000-55,000	50,000
Desktop Support Analyst/2nd Line	30,000-45,000	37,000
Application Support Analyst	35,000-40,000	40,000
Field Engineer	35,000-45,000	38,000
Helpdesk/Service Desk Analyst	28,000-35,000	32,000
Service Delivery Manager	55,000-80,000	60,000
Service Desk Manager	55,000-65,000	60,000
Network Engineer	48,000-65,000	55,000
Windows Systems Administrator	45,000-60,000	55,000

WALES	£ Range	£ Typical
Infrastructure Specialist/Architect	65,000-85,000	70,000
Server Support Engineer	40,000-50,000	45,000
Desktop Support Analyst/2nd Line	28,000-38,000	33,000
Application Support Analyst	35,000-50,000	40,000
Field Engineer	26,000-36,000	35,000
Helpdesk/Service Desk Analyst	24,000-32,000	28,000
Service Delivery Manager	55,000-70,000	60,000
Service Desk Manager	40,000-55,000	50,000
Network Engineer	45,000-65,000	55,000
Windows Systems Administrator	40,000-55,000	45,000

NORTH EAST ENGLAND	£ Range	£ Typical
Infrastructure Specialist/Architect	60,000-80,000	74,000
Server Support Engineer	33,000-50,000	43,000
Desktop Support Analyst/2nd Line	27,000-35,000	32,000
Application Support Analyst	35,000-45,000	35,000
Field Engineer	32,000-42,000	35,000
Helpdesk/Service Desk Analyst	24,000-30,000	26,000
Service Delivery Manager	55,000-70,000	60,000
Service Desk Manager	42,000-55,000	48,000
Network Engineer	44,000-55,000	46,000
Windows Systems Administrator	33,000-50,000	40,000

SCOTLAND	£ Range	£ Typical
Infrastructure Specialist/Architect	55,000-80,000	78,000
Server Support Engineer	40,000-50,000	42,000
Desktop Support Analyst/2nd Line	26,000-36,500	35,000
Application Support Analyst	30,000-45,000	45,000
Field Engineer	25,000-43,000	32,000
Helpdesk/Service Desk Analyst	22,000-28,000	28,000
Service Delivery Manager	45,000-65,000	55,000
Service Desk Manager	34,000-50,000	45,000
Network Engineer	34,000-56,000	50,000
Windows Systems Administrator	31,000-52,000	45,000

EAST OF ENGLAND	£ Range	£ Typical
Infrastructure Specialist/Architect	65,000-85,000	77,000
Server Support Engineer	37,000-50,000	47,000
Desktop Support Analyst/2nd Line	30,000-40,000	34,000
Application Support Analyst	35,000-50,000	40,000
Field Engineer	30,000-40,000	34,000
Helpdesk/Service Desk Analyst	20,000-28,000	27,500
Service Delivery Manager	50,000-75,000	60,000
Service Desk Manager	50,000-60,000	53,000
Network Engineer	50,000-60,000	55,000
Windows Systems Administrator	45,000-55,000	50,000

MIDLANDS	£ Range	£ Typical
Infrastructure Specialist/Architect	70,000-85,000	80,000
Server Support Engineer	45,000-55,000	50,000
Desktop Support Analyst/2nd Line	27,000-37,000	35,000
Application Support Analyst	30,000-40,000	37,000
Field Engineer	35,000-45,000	37,500
Helpdesk/Service Desk Analyst	24,000-30,000	28,000
Service Delivery Manager	55,000-65,000	65,000
Service Desk Manager	42,000-55,000	50,000
Network Engineer	40,000-55,000	50,000
Windows Systems Administrator	35,000-50,000	45,000

NORTH WEST ENGLAND	£ Range	£ Typical
Infrastructure Specialist/Architect	60,000-85,000	75,000
Server Support Engineer	45,000-55,000	47,000
Desktop Support Analyst/2nd Line	30,000-40,000	35,000
Application Support Analyst	35,000-55,000	45,000
Field Engineer	35,000-45,000	40,000
Helpdesk/Service Desk Analyst	25,000-35,000	30,000
Service Delivery Manager	55,000-70,000	58,000
Service Desk Manager	45,000-55,000	50,000
Network Engineer	45,000-55,000	50,000
Windows Systems Administrator	38,000-50,000	45,000

INTELLIGENT AUTOMATION

LONDON	£ Range	£ Typical
RPA Business Analyst	55,000-70,000	65,000
RPA Developer	45,000-70,000	55,000
RPA Project Manager	55,000-75,000	65,000
RPA Architect	70,000-95,000	80,000
RPA Consultant	65,000-85,000	75,000
Head of RPA	90,000-130,000	110,000
Head of Machine Learning/ML Manager	100,000-130,000	120,000
Machine Learning Consultant	75,000-90,000	85,000
Machine Learning Engineer	60,000-85,000	75,000

SOUTH EAST ENGLAND	£ Range	£ Typical
RPA Business Analyst	55,000-70,000	62,000
RPA Developer	45,000-70,000	55,000
RPA Project Manager	55,000-75,000	65,000
RPA Architect	70,000-95,000	80,000
RPA Consultant	65,000-85,000	75,000
Head of RPA	90,000-130,000	110,000
Head of Machine Learning/ML Manager	100,000-120,000	110,000
Machine Learning Consultant	70,000-85,000	75,000
Machine Learning Engineer	55,000-75,000	70,000

EAST OF ENGLAND	£ Range	£ Typical
RPA Business Analyst	45,000-60,000	52,000
RPA Developer	45,000-60,000	50,000
RPA Project Manager	55,000-70,000	65,000
RPA Architect	60,000-85,000	75,000
RPA Consultant	65,000-85,000	70,000
Head of RPA	90,000-130,000	110,000
Head of Machine Learning/ML Manager	100,000-120,000	110,000
Machine Learning Consultant	70,000-85,000	75,000
Machine Learning Engineer	55,000-75,000	70,000

SOUTH WEST & WALES	£ Range	£ Typical
RPA Business Analyst	45,000-60,000	52,000
RPA Developer	45,000-60,000	50,000
RPA Project Manager	55,000-70,000	65,000
RPA Architect	60,000-85,000	75,000
RPA Consultant	65,000-85,000	70,000
Head of RPA	90,000-130,000	110,000
Head of Machine Learning/ML Manager	100,000-120,000	110,000
Machine Learning Consultant	70,000-85,000	75,000
Machine Learning Engineer	55,000-75,000	70,000

MIDLANDS	£ Range	£ Typical
RPA Business Analyst	45,000-60,000	52,000
RPA Developer	45,000-60,000	50,000
RPA Project Manager	55,000-70,000	65,000
RPA Architect	60,000-85,000	75,000
RPA Consultant	65,000-85,000	70,000
Head of RPA	90,000-130,000	110,000
Head of Machine Learning/ML Manager	100,000-120,000	110,000
Machine Learning Consultant	70,000-85,000	75,000
Machine Learning Engineer	55,000-75,000	70,000

YORKSHIRE AND THE NORTH EAST	£ Range	£ Typical
RPA Business Analyst	45,000-60,000	52,000
RPA Developer	45,000-60,000	50,000
RPA Project Manager	55,000-70,000	65,000
RPA Architect	60,000-85,000	75,000
RPA Consultant	65,000-85,000	70,000
Head of RPA	90,000-130,000	110,000
Head of Machine Learning/ML Manager	100,000-120,000	110,000
Machine Learning Consultant	70,000-85,000	75,000
Machine Learning Engineer	55,000-75,000	70,000

NORTH WEST ENGLAND	£ Range	£ Typical
RPA Business Analyst	45,000-60,000	52,000
RPA Developer	45,000-60,000	50,000
RPA Project Manager	55,000-70,000	65,000
RPA Architect	60,000-85,000	75,000
RPA Consultant	65,000-85,000	70,000
Head of RPA	90,000-130,000	110,000
Head of Machine Learning/ML Manager	100,000-120,000	110,000
Machine Learning Consultant	70,000-85,000	75,000
Machine Learning Engineer	55,000-75,000	70,000

NORTHERN IRELAND	£ Range	£ Typical
RPA Business Analyst	45,000-60,000	52,000
RPA Developer	45,000-60,000	50,000
RPA Project Manager	55,000-70,000	65,000
RPA Architect	60,000-85,000	75,000
RPA Consultant	65,000-85,000	70,000
Head of RPA	90,000-130,000	110,000
Head of Machine Learning/ML Manager	100,000-120,000	110,000
Machine Learning Consultant	70,000-85,000	75,000
Machine Learning Engineer	55,000-75,000	70,000

SCOTLAND	£ Range	£ Typical
RPA Business Analyst	45,000-60,000	52,000
RPA Developer	45,000-60,000	50,000
RPA Project Manager	55,000-70,000	65,000
RPA Architect	60,000-85,000	75,000
RPA Consultant	65,000-85,000	70,000
Head of RPA	90,000-130,000	110,000
Head of Machine Learning/ML Manager	100,000-120,000	110,000
Machine Learning Consultant	70,000-85,000	75,000
Machine Learning Engineer	55,000-75,000	70,000

LONDON	£ Range	£ Typical
SAP Architect	90,000-103,000	101,000
SAP S4/HANA	80,000-95,000	91,000
SAP Project Manager	62,500-75,000	71,000
SAP SuccessFactors Consultant	75,000-87,000	83,500
SAP BASIS Consultant	65,000-75,000	73,000
Oracle EBS DBA	60,000-75,000	72,000
Oracle EBS Functional Consultant	65,000-80,000	77,000
Oracle EBS Technical Consultant	70,000-85,000	82,000
Oracle EBS Project Manager	65,000-80,000	77,000
Oracle Netsuite Consultant	60,000-75,000	72,000
Oracle Fusion DBA	65,000-78,000	76,000
Oracle Fusion Technical Consultant	67,000-77,000	76,000
Oracle Fusion Functional Consultant	75,000-85,000	84,500
Oracle Fusion Project Manager	67,000-80,000	77,000
Oracle Trainer	45,000-60,000	59,000
ERP Project Manager	65,000-80,000	75,000
ERP Technical Consultant	65,000-80,000	77,000
ERP Functional Consultant	57,000-80,000	72,000
ERP Support Analyst	40,000-55,000	50,000
ERP Programme Manager	80,000-100,000	91,000
ERP Business Analyst	50,000-65,000	61,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

SOUTH EAST ENGLAND	£ Range	£ Typical
SAP Architect	72,000-90,000	86,000
SAP S4/HANA	62,000-70,000	67,000
SAP Project Manager	60,000-75,000	71,000
SAP SuccessFactors Consultant	60,000-70,000	66,000
SAP BASIS Consultant	55,000-70,000	66,000
Oracle EBS DBA	60,000-70,000	66,000
Oracle EBS Functional Consultant	65,000-75,000	71,000
Oracle EBS Technical Consultant	70,000-80,000	76,000
Oracle EBS Project Manager	65,000-75,000	71,000
Oracle Netsuite Consultant	60,000-70,000	67,000
Oracle Fusion DBA	63,000-73,000	70,000
Oracle Fusion Technical Consultant	67,000-77,000	74,500
Oracle Fusion Functional Consultant	72,000-82,000	79,500
Oracle Fusion Project Manager	67,000-77,000	76,000
Oracle Trainer	45,000-55,000	52,000
ERP Project Manager	65,000-75,000	70,000
ERP Technical Consultant	60,000-70,000	68,000
ERP Functional Consultant	57,000-70,000	66,000
ERP Support Analyst	40,000-55,000	47,000
ERP Programme Manager	80,000-100,000	86,000
ERP Business Analyst	50,000-65,000	60,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

EAST OF ENGLAND	£ Range	£ Typical
SAP Architect	72,000-90,000	86,000
SAP S4/HANA	62,000-75,000	71,000
SAP Project Manager	60,000-75,000	71,000
SAP SuccessFactors Consultant	60,000-70,000	66,000
SAP BASIS Consultant	55,000-70,000	66,000
Oracle EBS DBA	60,000-70,000	67,000
Oracle EBS Functional Consultant	65,000-75,000	72,000
Oracle EBS Technical Consultant	70,000-80,000	77,000
Oracle EBS Project Manager	65,000-75,000	72,000
Oracle Netsuite Consultant	60,000-70,000	67,000
Oracle Fusion DBA	63,000-73,000	70,000
Oracle Fusion Technical Consultant	67,000-77,000	74,500
Oracle Fusion Functional Consultant	72,000-82,000	79,500
Oracle Fusion Project Manager	67,000-77,000	76,000
Oracle Trainer	45,000-55,000	52,000
ERP Project Manager	65,000-75,000	71,000
ERP Technical Consultant	60,000-70,000	65,000
ERP Functional Consultant	57,000-70,000	65,000
ERP Support Analyst	40,000-55,000	46,000
ERP Programme Manager	80,000-100,000	87,000
ERP Business Analyst	50,000-65,000	60,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

SOUTH WEST ENGLAND	£ Range	£ Typical
SAP Architect	72,000-90,000	86,000
SAP S4/HANA	62,000-70,000	69,000
SAP Project Manager	60,000-75,000	71,000
SAP SuccessFactors Consultant	60,000-70,000	68,000
SAP BASIS Consultant	55,000-70,000	66,000
Oracle EBS DBA	60,000-70,000	67,000
Oracle EBS Functional Consultant	65,000-75,000	72,000
Oracle EBS Technical Consultant	70,000-80,000	77,000
Oracle EBS Project Manager	65,000-75,000	72,000
Oracle Netsuite Consultant	60,000-70,000	67,000
Oracle Fusion DBA	63,000-73,000	70,000
Oracle Fusion Technical Consultant	67,000-77,000	74,500
Oracle Fusion Functional Consultant	72,000-82,000	79,500
Oracle Fusion Project Manager	67,000-77,000	76,000
Oracle Trainer	45,000-55,000	52,000
ERP Project Manager	65,000-75,000	70,000
ERP Technical Consultant	60,000-70,000	66,000
ERP Functional Consultant	57,000-70,000	62,000
ERP Support Analyst	40,000-55,000	44,000
ERP Programme Manager	80,000-100,000	86,000
ERP Business Analyst	50,000-65,000	60,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

WALES	£ Range	£ Typical
SAP Architect	72,000-90,000	85,000
SAP S4/HANA	62,000-70,000	68,000
SAP Project Manager	60,000-75,000	71,000
SAP SuccessFactors Consultant	60,000-70,000	63,000
SAP BASIS Consultant	55,000-70,000	61,000
Oracle EBS DBA	60,000-70,000	66,000
Oracle EBS Functional Consultant	65,000-75,000	71,000
Oracle EBS Technical Consultant	70,000-80,000	76,000
Oracle EBS Project Manager	65,000-75,000	71,000
Oracle Netsuite Consultant	60,000-70,000	66,000
Oracle Fusion DBA	63,000-73,000	69,000
Oracle Fusion Technical Consultant	67,000-77,000	73,500
Oracle Fusion Functional Consultant	72,000-82,000	77,500
Oracle Fusion Project Manager	67,000-77,000	72,500
Oracle Trainer	45,000-55,000	49,000
ERP Project Manager	65,000-75,000	70,000
ERP Technical Consultant	60,000-70,000	65,000
ERP Functional Consultant	57,000-70,000	62,000
ERP Support Analyst	40,000-55,000	47,000
ERP Programme Manager	80,000-100,000	85,000
ERP Business Analyst	50,000-65,000	60,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

MIDLANDS	£ Range	£ Typical
SAP Architect	72,000-95,000	91,000
SAP S4/HANA	80,000-90,000	86,000
SAP Project Manager	60,000-75,000	71,000
SAP SuccessFactors Consultant	68,000-80,000	75,000
SAP BASIS Consultant	60,000-75,000	67,000
Oracle EBS DBA	60,000-70,000	67,000
Oracle EBS Functional Consultant	65,000-75,000	72,000
Oracle EBS Technical Consultant	70,000-80,000	77,000
Oracle EBS Project Manager	65,000-75,000	72,000
Oracle Netsuite Consultant	60,000-70,000	67,000
Oracle Fusion DBA	63,000-73,000	70,000
Oracle Fusion Technical Consultant	67,000-77,000	74,500
Oracle Fusion Functional Consultant	72,000-82,000	79,500
Oracle Fusion Project Manager	67,000-77,000	76,000
Oracle Trainer	45,000-55,000	52,000
ERP Project Manager	65,000-75,000	70,000
ERP Technical Consultant	60,000-70,000	66,000
ERP Functional Consultant	57,000-70,000	65,000
ERP Support Analyst	40,000-55,000	46,000
ERP Programme Manager	80,000-100,000	83,000
ERP Business Analyst	50,000-65,000	60,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
SAP Architect	72,000-90,000	88,500
SAP S4/HANA	62,000-70,000	68,000
SAP Project Manager	60,000-75,000	71,000
SAP SuccessFactors Consultant	60,000-70,000	63,000
SAP BASIS Consultant	55,000-70,000	58,000
Oracle EBS DBA	60,000-70,000	67,000
Oracle EBS Functional Consultant	65,000-75,000	72,000
Oracle EBS Technical Consultant	70,000-80,000	77,000
Oracle EBS Project Manager	65,000-75,000	72,000
Oracle Netsuite Consultant	60,000-70,000	67,000
Oracle Fusion DBA	63,000-73,000	70,000
Oracle Fusion Technical Consultant	67,000-77,000	74,500
Oracle Fusion Functional Consultant	72,000-82,000	79,500
Oracle Fusion Project Manager	67,000-77,000	76,000
Oracle Trainer	45,000-55,000	52,000
ERP Project Manager	57,000-67,000	66,000
ERP Technical Consultant	60,000-70,000	66,000
ERP Functional Consultant	55,000-65,000	65,000
ERP Support Analyst	37,000-47,000	44,000
ERP Programme Manager	80,000-100,000	83,000
ERP Business Analyst	50,000-60,000	54,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

NORTH EAST ENGLAND	£ Range	£ Typical
SAP Architect	72,000-90,000	85,000
SAP S4/HANA	62,000-70,000	68,000
SAP Project Manager	60,000-75,000	71,000
SAP SuccessFactors Consultant	60,000-70,000	63,000
SAP BASIS Consultant	55,000-70,000	56,000
Oracle EBS DBA	60,000-70,000	66,000
Oracle EBS Functional Consultant	65,000-75,000	71,000
Oracle EBS Technical Consultant	70,000-80,000	76,000
Oracle EBS Project Manager	65,000-75,000	71,000
Oracle Netsuite Consultant	60,000-70,000	66,000
Oracle Fusion DBA	63,000-73,000	69,000
Oracle Fusion Technical Consultant	67,000-77,000	73,500
Oracle Fusion Functional Consultant	72,000-82,000	75,000
Oracle Fusion Project Manager	67,000-77,000	71,000
Oracle Trainer	45,000-55,000	49,000
ERP Project Manager	62,000-75,000	64,000
ERP Technical Consultant	60,000-70,000	66,000
ERP Functional Consultant	57,000-70,000	65,000
ERP Support Analyst	40,000-55,000	40,000
ERP Programme Manager	75,000-100,000	77,500
ERP Business Analyst	50,000-65,000	55,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

NORTH WEST ENGLAND	£ Range	£ Typical
SAP Architect	80,000-100,000	85,000
SAP S4/HANA	70,000-80,000	71,000
SAP Project Manager	70,000-90,000	74,000
SAP SuccessFactors Consultant	60,000-67,000	66,000
SAP BASIS Consultant	55,000-65,000	58,000
Oracle EBS DBA	60,000-70,000	67,000
Oracle EBS Functional Consultant	65,000-75,000	72,000
Oracle EBS Technical Consultant	70,000-80,000	77,000
Oracle EBS Project Manager	65,000-75,000	72,000
Oracle Netsuite Consultant	60,000-70,000	67,000
Oracle Fusion DBA	63,000-73,000	70,000
Oracle Fusion Technical Consultant	67,000-77,000	74,500
Oracle Fusion Functional Consultant	72,000-82,000	79,500
Oracle Fusion Project Manager	67,000-77,000	76,000
Oracle Trainer	45,000-55,000	52,000
ERP Project Manager	57,000-67,000	63,500
ERP Technical Consultant	60,000-70,000	66,000
ERP Functional Consultant	55,000-65,000	61,000
ERP Support Analyst	37,000-47,000	43,500
ERP Programme Manager	80,000-100,000	84,000
ERP Business Analyst	50,000-60,000	56,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

SCOTLAND	£ Range	£ Typical
SAP Architect	72,000-92,000	91,000
SAP S4/HANA	62,000-72,000	71,000
SAP Project Manager	60,000-75,000	71,000
SAP SuccessFactors Consultant	60,000-70,000	68,000
SAP BASIS Consultant	55,000-70,000	58,000
Oracle EBS DBA	60,000-70,000	68,000
Oracle EBS Functional Consultant	65,000-75,000	73,000
Oracle EBS Technical Consultant	70,000-80,000	78,000
Oracle EBS Project Manager	65,000-75,000	73,000
Oracle Netsuite Consultant	60,000-70,000	68,000
Oracle Fusion DBA	63,000-73,000	71,000
Oracle Fusion Technical Consultant	67,000-77,000	76,000
Oracle Fusion Functional Consultant	72,000-82,000	80,000
Oracle Fusion Project Manager	67,000-77,000	77,000
Oracle Trainer	45,000-55,000	52,000
ERP Project Manager	65,000-75,000	70,000
ERP Technical Consultant	60,000-70,000	66,000
ERP Functional Consultant	57,000-70,000	65,000
ERP Support Analyst	40,000-55,000	47,000
ERP Programme Manager	75,000-100,000	81,000
ERP Business Analyst	50,000-65,000	57,000
Workday Integration Consultant	75,000-85,000	80,500
Workday Configuration Consultant	65,000-85,000	70,500
Workday HCM Consultant	65,000-85,000	70,500
Workday Financial Consultant	80,000-90,000	85,500
Workday Payroll Consultant	65,000-75,000	70,500
Workday Project Manager	70,000-80,000	75,500
Workday Business Analyst	70,000-80,000	75,500

LONDON	£ Range	£ Typical
Salesforce Solutions Architect	90,000-130,000	110,000
Salesforce Technical Architect	95,000-125,000	105,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-75,000	55,000
Salesforce Business Analyst	55,000-85,000	65,000
Salesforce Project Manager	70,000-90,000	80,000
Salesforce Programme Manager	90,000-130,000	115,000
Salesforce Product Owner	75,000-95,000	85,000
Salesforce Tester	50,000-70,000	60,000
Salesforce Functional Consultant	60,000-85,000	70,000
Salesforce Trainer	50,000-70,000	60,000
Dynamics Support Consultant	50,000-60,000	55,000
Dynamics Functional Consultant	60,000-70,000	65,000
Dynamics Technical Consultant	65,000-75,000	68,500
Dynamics Project Manager	65,000-75,000	73,000
Dynamics Business Analyst	65,000-74,000	70,000
Dynamics Developer	67,000-77,000	70,000
Dynamics 365 Tech Lead	77,000-90,000	84,000

EAST OF ENGLAND	£ Range	£ Typical
Salesforce Solutions Architect	90,000-120,000	110,000
Salesforce Technical Architect	90,000-115,000	98,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	55,000-80,000	60,000
Salesforce Project Manager	60,000-80,000	70,000
Salesforce Programme Manager	75,000-100,000	87,000
Salesforce Product Owner	70,000-90,000	75,000
Salesforce Tester	50,000-70,000	55,000
Salesforce Functional Consultant	55,000-80,000	62,000
Salesforce Trainer	50,000-70,000	58,000
Dynamics Support Consultant	45,000-55,000	50,000
Dynamics Functional Consultant	55,000-65,000	60,000
Dynamics Technical Consultant	60,000-70,000	66,500
Dynamics Project Manager	65,000-70,000	69,000
Dynamics Business Analyst	60,000-72,000	65,000
Dynamics Developer	63,000-71,000	67,000
Dynamics 365 Tech Lead	70,000-80,000	76,000

WALES	£ Range	£ Typical
Salesforce Solutions Architect	90,000-130,000	105,000
Salesforce Technical Architect	90,000-110,000	98,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	55,000-75,000	58,000
Salesforce Project Manager	60,000-80,000	65,000
Salesforce Programme Manager	70,000-95,000	85,000
Salesforce Product Owner	70,000-90,000	73,000
Salesforce Tester	50,000-70,000	55,000
Salesforce Functional Consultant	55,000-80,000	62,000
Salesforce Trainer	50,000-65,000	55,000
Dynamics Support Consultant	45,000-55,000	47,000
Dynamics Functional Consultant	55,000-65,000	58,000
Dynamics Technical Consultant	60,000-70,000	65,000
Dynamics Project Manager	65,000-70,000	67,000
Dynamics Business Analyst	60,000-72,000	63,000
Dynamics Developer	63,000-71,000	65,000
Dynamics 365 Tech Lead	70,000-80,000	74,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Salesforce Solutions Architect	85,000-120,000	105,000
Salesforce Technical Architect	90,000-110,000	98,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	55,000-75,000	60,000
Salesforce Project Manager	60,000-75,000	63,000
Salesforce Programme Manager	70,000-95,000	85,000
Salesforce Product Owner	70,000-90,000	73,000
Salesforce Tester	50,000-65,000	52,000
Salesforce Functional Consultant	55,000-80,000	61,000
Salesforce Trainer	50,000-70,000	57,000
Dynamics Support Consultant	45,000-55,000	50,000
Dynamics Functional Consultant	55,000-65,000	60,000
Dynamics Technical Consultant	60,000-70,000	66,500
Dynamics Project Manager	65,000-70,000	69,000
Dynamics Business Analyst	60,000-72,000	65,000
Dynamics Developer	63,000-71,000	67,000
Dynamics 365 Tech Lead	70,000-80,000	76,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Salesforce Solutions Architect	90,000-130,000	110,000
Salesforce Technical Architect	90,000-125,000	100,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	55,000-85,000	65,000
Salesforce Project Manager	70,000-90,000	77,000
Salesforce Programme Manager	90,000-125,000	110,000
Salesforce Product Owner	75,000-95,000	85,000
Salesforce Tester	50,000-70,000	58,000
Salesforce Functional Consultant	60,000-85,000	68,000
Salesforce Trainer	50,000-70,000	58,000
Dynamics Support Consultant	45,000-55,000	50,000
Dynamics Functional Consultant	55,000-65,000	60,000
Dynamics Technical Consultant	60,000-70,000	66,500
Dynamics Project Manager	65,000-70,000	69,000
Dynamics Business Analyst	60,000-72,000	65,000
Dynamics Developer	63,000-71,000	67,000
Dynamics 365 Tech Lead	70,000-80,000	76,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Salesforce Solutions Architect	90,000-130,000	105,000
Salesforce Technical Architect	90,000-115,000	98,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	55,000-75,000	58,000
Salesforce Project Manager	60,000-80,000	65,000
Salesforce Programme Manager	75,000-95,000	85,000
Salesforce Product Owner	70,000-90,000	73,000
Salesforce Tester	50,000-70,000	55,000
Salesforce Functional Consultant	55,000-80,000	60,000
Salesforce Trainer	50,000-65,000	55,000
Dynamics Support Consultant	45,000-55,000	50,000
Dynamics Functional Consultant	55,000-65,000	60,000
Dynamics Technical Consultant	60,000-70,000	66,500
Dynamics Project Manager	65,000-70,000	69,000
Dynamics Business Analyst	60,000-72,000	65,000
Dynamics Developer	63,000-71,000	67,000
Dynamics 365 Tech Lead	70,000-80,000	76,000

MIDLANDS	£ Range	£ Typical
Salesforce Solutions Architect	90,000-120,000	110,000
Salesforce Technical Architect	90,000-110,000	98,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	55,000-75,000	58,000
Salesforce Project Manager	60,000-80,000	68,000
Salesforce Programme Manager	70,000-95,000	85,000
Salesforce Product Owner	70,000-90,000	73,000
Salesforce Tester	50,000-70,000	55,000
Salesforce Functional Consultant	55,000-80,000	64,000
Salesforce Trainer	50,000-70,000	57,000
Dynamics Support Consultant	45,000-55,000	53,000
Dynamics Functional Consultant	55,000-65,000	62,000
Dynamics Technical Consultant	60,000-70,000	66,500
Dynamics Project Manager	65,000-70,000	70,000
Dynamics Business Analyst	60,000-72,000	65,000
Dynamics Developer	63,000-71,000	67,000
Dynamics 365 Tech Lead	70,000-80,000	76,000

NORTH EAST ENGLAND	£ Range	£ Typical
Salesforce Solutions Architect	85,000-120,000	105,000
Salesforce Technical Architect	90,000-115,000	98,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	55,000-75,000	58,000
Salesforce Project Manager	60,000-75,000	63,000
Salesforce Programme Manager	70,000-95,000	85,000
Salesforce Product Owner	70,000-90,000	73,000
Salesforce Tester	50,000-65,000	52,000
Salesforce Functional Consultant	55,000-80,000	60,000
Salesforce Trainer	50,000-70,000	57,000
Dynamics Support Consultant	45,000-55,000	46,000
Dynamics Functional Consultant	55,000-65,000	60,000
Dynamics Technical Consultant	60,000-70,000	63,000
Dynamics Project Manager	65,000-70,000	69,000
Dynamics Business Analyst	60,000-72,000	65,000
Dynamics Developer	63,000-71,000	67,000
Dynamics 365 Tech Lead	70,000-80,000	73,000

TECHNOLOGY

CRM

NORTH WEST ENGLAND	£ Range	£ Typical
Salesforce Solutions Architect	85,000-120,000	105,000
Salesforce Technical Architect	90,000-110,000	98,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	50,000-75,000	58,000
Salesforce Project Manager	60,000-75,000	63,000
Salesforce Programme Manager	70,000-95,000	85,000
Salesforce Product Owner	70,000-90,000	73,000
Salesforce Tester	50,000-65,000	52,000
Salesforce Functional Consultant	55,000-80,000	62,000
Salesforce Trainer	50,000-70,000	57,000
Dynamics Support Consultant	45,000-55,000	49,000
Dynamics Functional Consultant	55,000-65,000	60,000
Dynamics Technical Consultant	60,000-70,000	65,000
Dynamics Project Manager	65,000-70,000	69,000
Dynamics Business Analyst	60,000-72,000	65,000
Dynamics Developer	63,000-71,000	67,000
Dynamics 365 Tech Lead	70,000-80,000	73,000

SCOTLAND	£ Range	£ Typical
Salesforce Solutions Architect	90,000-130,000	105,000
Salesforce Technical Architect	90,000-110,000	98,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	50,000-75,000	58,000
Salesforce Project Manager	50,000-70,000	61,000
Salesforce Programme Manager	70,000-95,000	85,000
Salesforce Product Owner	70,000-90,000	73,000
Salesforce Tester	50,000-70,000	52,000
Salesforce Functional Consultant	55,000-80,000	62,000
Salesforce Trainer	50,000-65,000	55,000
Dynamics Support Consultant	45,000-55,000	50,000
Dynamics Functional Consultant	55,000-65,000	65,000
Dynamics Technical Consultant	60,000-70,000	65,000
Dynamics Project Manager	65,000-70,000	70,000
Dynamics Business Analyst	60,000-72,000	65,000
Dynamics Developer	63,000-71,000	68,000
Dynamics 365 Tech Lead	70,000-80,000	75,000

TECHNOLOGY LEADERSHIP

LONDON	£ Range	£ Typical
CIO FTSE 100	160,000-250,000	200,000
CIO FTSE 250	110,000-180,000	160,000
CIO SME	75,000-130,000	110,000
Chief Data Officer/Head of Data	125,000-190,000	180,000
Chief Information Security Officer	150,000-300,000	200,000
CTO FTSE 100	125,000-200,000	175,000
CTO FTSE 250	90,000-145,000	128,000
CTO SME	70,000-130,000	125,000
IT Director FTSE 100	130,000-170,000	160,000
IT Director FTSE 250	90,000-145,000	130,000
IT Director SME	90,000-115,000	100,000
Transformation Director	115,000-170,000	145,000
Head of IT	65,000-100,000	93,000
Head of Service Delivery	55,000-95,000	85,000
Head of Infrastructure	60,000-110,000	90,000
Head of Development	75,000-115,000	95,000
Head of Cyber Security	100,000-200,000	140,000
Head of Information Security	90,000-140,000	120,000
Head of Business Intelligence	80,000-115,000	100,000
IT Manager	50,000-85,000	77,000

SOUTH EAST ENGLAND	£ Range	£ Typical
CIO	100,000-150,000	125,000
Chief Data Officer/Head of Data	95,000-130,000	115,000
Chief Information Security Officer	140,000-210,000	175,000
CTO	95,000-150,000	125,000
IT Director	90,000-130,000	100,000
Transformation Director	100,000-150,000	130,000
Head of IT	70,000-110,000	92,500
Head of Service Delivery	85,000-100,000	90,000
Head of Infrastructure	75,000-100,000	85,000
Head of Development	70,000-100,000	90,000
Head of Cyber Security	100,000-150,000	130,000
Head of Information Security	80,000-140,000	120,000
Head of Business Intelligence	90,000-110,000	95,000
IT Manager	55,000-100,000	75,000

EAST OF ENGLAND	£ Range	£ Typical
CIO	100,000-150,000	125,000
Chief Data Officer/Head of Data	90,000-110,000	97,500
Chief Information Security Officer	150,000-250,000	170,000
CTO	100,000-150,000	125,000
IT Director	80,000-100,000	90,000
Transformation Director	75,000-100,000	90,000
Head of IT	75,000-100,000	90,000
Head of Service Delivery	70,000-90,000	80,000
Head of Infrastructure	65,000-85,000	77,500
Head of Development	70,000-100,000	87,500
Head of Cyber Security	100,000-150,000	130,000
Head of Information Security	100,000-150,000	125,000
Head of Business Intelligence	80,000-100,000	90,000
IT Manager	55,000-70,000	65,000

SOUTH WEST ENGLAND	£ Range	£ Typical
CIO	98,000-175,000	125,000
Chief Data Officer/Head of Data	78,000-98,000	88,000
Chief Information Security Officer	155,000-250,000	160,000
CTO	90,000-130,000	110,000
IT Director	80,000-100,000	98,000
Transformation Director	80,000-120,000	100,000
Head of IT	70,000-100,000	85,000
Head of Service Delivery	65,000-90,000	75,000
Head of Infrastructure	65,000-90,000	75,000
Head of Development	70,000-110,000	97,000
Head of Cyber Security	100,000-165,000	130,000
Head of Information Security	90,000-140,000	125,000
Head of Business Intelligence	80,000-100,000	90,000
IT Manager	50,000-70,000	60,000

WALES	£ Range	£ Typical
CIO	95,000-160,000	125,000
Chief Data Officer/Head of Data	75,000-95,000	85,000
Chief Information Security Officer	155,000-250,000	160,000
CTO	90,000-150,000	100,000
IT Director	75,000-120,000	100,000
Transformation Director	85,000-120,000	100,000
Head of IT	60,000-90,000	75,000
Head of Service Delivery	65,000-90,000	73,000
Head of Infrastructure	52,000-82,000	68,000
Head of Development	68,000-110,000	96,000
Head of Cyber Security	100,000-165,000	130,000
Head of Information Security	90,000-140,000	125,000
Head of Business Intelligence	80,000-100,000	90,000
IT Manager	50,000-75,000	60,000

MIDLANDS	£ Range	£ Typical
CIO	120,000-220,000	140,000
Chief Data Officer/Head of Data	100,000-150,000	130,000
Chief Information Security Officer	150,000-250,000	170,000
CTO	110,000-160,000	135,000
IT Director	90,000-130,000	125,000
Transformation Director	100,000-150,000	125,000
Head of IT	70,000-100,000	80,000
Head of Service Delivery	65,000-95,000	80,000
Head of Infrastructure	65,000-85,000	75,000
Head of Development	80,000-120,000	90,000
Head of Cyber Security	100,000-150,000	130,000
Head of Information Security	100,000-150,000	125,000
Head of Business Intelligence	80,000-100,000	90,000
IT Manager	60,000-80,000	63,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
CIO	110,000-150,000	125,000
Chief Data Officer/Head of Data	95,000-125,000	100,000
Chief Information Security Officer	150,000-240,000	165,000
CTO	100,000-125,000	115,000
IT Director	90,000-120,000	105,000
Transformation Director	90,000-120,000	105,000
Head of IT	60,000-80,000	75,000
Head of Service Delivery	60,000-80,000	72,000
Head of Infrastructure	65,000-80,000	75,000
Head of Development	80,000-100,000	95,000
Head of Cyber Security	110,000-160,000	130,000
Head of Information Security	90,000-150,000	125,000
Head of Business Intelligence	75,000-95,000	85,000
IT Manager	50,000-65,000	57,000

NORTH EAST ENGLAND	£ Range	£ Typical
CIO	100,000-140,000	120,000
Chief Data Officer/Head of Data	90,000-120,000	95,000
Chief Information Security Officer	160,000-270,000	170,000
CTO	100,000-120,000	105,000
IT Director	90,000-110,000	95,000
Transformation Director	90,000-120,000	100,000
Head of IT	65,000-85,000	72,000
Head of Service Delivery	65,000-80,000	72,000
Head of Infrastructure	65,000-80,000	75,000
Head of Development	80,000-100,000	87,000
Head of Cyber Security	105,000-155,000	130,000
Head of Information Security	90,000-150,000	125,000
Head of Business Intelligence	75,000-95,000	80,000
IT Manager	50,000-65,000	62,000

TECHNOLOGY LEADERSHIP

NORTH WEST ENGLAND	£ Range	£ Typical
CIO	100,000-160,000	125,000
Chief Data Officer/Head of Data	90,000-125,000	105,000
Chief Information Security Officer	155,000-250,000	165,000
CTO	100,000-140,000	110,000
IT Director	75,000-110,000	95,000
Transformation Director	75,000-110,000	95,000
Head of IT	70,000-100,000	78,000
Head of Service Delivery	65,000-85,000	70,000
Head of Infrastructure	65,000-85,000	70,000
Head of Development	80,000-100,000	85,000
Head of Cyber Security	100,000-150,000	130,000
Head of Information Security	90,000-140,000	125,000
Head of Business Intelligence	75,000-100,000	85,000
IT Manager	45,000-65,000	60,000

SCOTLAND	£ Range	£ Typical
CIO	90,000-140,000	120,000
Chief Data Officer/Head of Data	90,000-140,000	110,000
Chief Information Security Officer	150,000-250,000	160,000
CTO	90,000-150,000	100,000
IT Director	75,000-120,000	100,000
Transformation Director	85,000-150,000	100,000
Head of IT	60,000-100,000	85,000
Head of Service Delivery	65,000-90,000	78,000
Head of Infrastructure	65,000-90,000	77,000
Head of Development	68,000-110,000	95,000
Head of Cyber Security	90,000-150,000	125,000
Head of Information Security	85,000-150,000	120,000
Head of Business Intelligence	68,000-110,000	95,000
IT Manager	50,000-75,000	60,000

NORTHERN IRELAND	£ Range	£ Typical
CIO	90,000-120,000	110,000
Chief Data Officer/Head of Data	90,000-110,000	100,000
Chief Information Security Officer	120,000-220,000	160,000
CTO	90,000-120,000	110,000
IT Director	70,000-110,000	95,000
Transformation Director	85,000-95,000	95,000
Head of IT	60,000-90,000	90,000
Head of Service Delivery	55,000-75,000	65,000
Head of Infrastructure	55,000-80,000	78,000
Head of Development	75,000-90,000	85,000
Head of Cyber Security	90,000-140,000	125,000
Head of Information Security	90,000-140,000	120,000
Head of Business Intelligence	85,000-105,000	90,000
IT Manager	40,000-70,000	55,000

SOFTWARE DEVELOPMENT

LONDON	£ Range	£ Typical
Development Director	130,000-200,000	165,000
Development Manager	90,000-130,000	115,000
Software Architect Java/Opensource	100,000-140,000	125,000
Software Architect Microsoft Stack	90,000-130,000	120,000
Technical Lead Java/Opensource	80,000-110,000	100,000
Technical Lead Microsoft Stack	80,000-110,000	100,000
Senior Developer Java/Opensource	70,000-100,000	95,000
Senior Developer Microsoft Stack	70,000-100,000	95,000
Mid Developer Java/Opensource	50,000-70,000	70,000
Mid Developer Microsoft Stack	50,000-70,000	70,000
Junior Developer Java/Opensource	40,000-60,000	55,000
Junior Developer Microsoft Stack	40,000-60,000	55,000
Senior Front End Developer	70,000-100,000	95,000
Front End Developer	60,000-80,000	80,000
Junior Front End Developer	40,000-60,000	50,000
SharePoint Developer	60,000-75,000	70,000
UI/UX Developer	65,000-90,000	85,000
Product Owner	70,000-110,000	90,000
Product Manager	90,000-120,000	100,000

EAST OF ENGLAND	£ Range	£ Typical
Development Director	90,000-120,000	110,000
Development Manager	70,000-100,000	90,000
Software Architect Java/Opensource	70,000-80,000	75,000
Software Architect Microsoft Stack	70,000-80,000	75,000
Technical Lead Java/Opensource	65,000-80,000	75,000
Technical Lead Microsoft Stack	60,000-70,000	70,000
Senior Developer Java/Opensource	55,000-60,000	57,500
Senior Developer Microsoft Stack	55,000-70,000	65,500
Mid Developer Java/Opensource	45,000-60,000	55,000
Mid Developer Microsoft Stack	45,000-60,000	55,000
Junior Developer Java/Opensource	30,000-40,000	35,000
Junior Developer Microsoft Stack	30,000-40,000	35,000
Senior Front End Developer	50,000-65,000	57,000
Front End Developer	40,000-55,000	50,000
Junior Front End Developer	25,000-35,000	32,000
SharePoint Developer	40,000-60,000	55,000
UI/UX Developer	45,000-65,000	55,000
Product Owner	55,000-70,000	60,000
Product Manager	55,000-70,000	70,000

WALES	£ Range	£ Typical
Development Director	90,000-125,000	110,000
Development Manager	70,000-100,000	85,000
Software Architect Java/Opensource	70,000-90,000	78,000
Software Architect Microsoft Stack	70,000-90,000	78,000
Technical Lead Java/Opensource	65,000-90,000	78,000
Technical Lead Microsoft Stack	60,000-95,000	78,000
Senior Developer Java/Opensource	55,000-70,000	68,000
Senior Developer Microsoft Stack	55,000-70,000	68,000
Mid Developer Java/Opensource	45,000-60,000	55,000
Mid Developer Microsoft Stack	45,000-60,000	55,000
Junior Developer Java/Opensource	30,000-45,000	38,000
Junior Developer Microsoft Stack	30,000-45,000	38,000
Senior Front End Developer	50,000-80,000	68,000
Front End Developer	40,000-65,000	55,000
Junior Front End Developer	25,000-35,000	34,000
SharePoint Developer	40,000-75,000	66,000
UI/UX Developer	45,000-65,000	52,000
Product Owner	55,000-70,000	65,000
Product Manager	55,000-90,000	68,000

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Development Director	70,000-100,000	95,000
Development Manager	65,000-90,000	85,000
Software Architect Java/Opensource	60,000-85,000	80,000
Software Architect Microsoft Stack	60,000-85,000	80,000
Technical Lead Java/Opensource	60,000-86,000	74,000
Technical Lead Microsoft Stack	60,000-85,000	72,000
Senior Developer Java/Opensource	55,000-70,000	68,000
Senior Developer Microsoft Stack	55,000-75,000	65,000
Mid Developer Java/Opensource	40,000-55,000	50,000
Mid Developer Microsoft Stack	40,000-55,000	48,000
Junior Developer Java/Opensource	25,000-35,000	30,000
Junior Developer Microsoft Stack	25,000-35,000	32,000
Senior Front End Developer	45,000-63,000	58,000
Front End Developer	32,000-50,000	42,000
Junior Front End Developer	22,000-35,000	32,000
SharePoint Developer	40,000-60,000	56,000
UI/UX Developer	40,000-60,000	50,000
Product Owner	50,000-75,000	65,000
Product Manager	65,000-95,000	70,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Development Director	100,000-120,000	105,000
Development Manager	80,000-100,000	90,000
Software Architect Java/Opensource	80,000-100,000	90,000
Software Architect Microsoft Stack	80,000-100,000	90,000
Technical Lead Java/Opensource	75,000-95,000	85,000
Technical Lead Microsoft Stack	70,000-95,000	80,000
Senior Developer Java/Opensource	55,000-75,000	65,000
Senior Developer Microsoft Stack	55,000-70,000	65,000
Mid Developer Java/Opensource	45,000-60,000	52,000
Mid Developer Microsoft Stack	40,000-55,000	50,000
Junior Developer Java/Opensource	30,000-45,000	37,500
Junior Developer Microsoft Stack	30,000-45,000	37,500
Senior Front End Developer	55,000-90,000	67,000
Front End Developer	33,000-52,000	48,000
Junior Front End Developer	28,000-38,000	35,000
SharePoint Developer	40,000-65,000	55,000
UI/UX Developer	40,000-60,000	52,500
Product Owner	50,000-70,000	60,000
Product Manager	55,000-80,000	70,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Development Director	90,000-125,000	115,000
Development Manager	70,000-100,000	89,000
Software Architect Java/Opensource	70,000-90,000	78,000
Software Architect Microsoft Stack	70,000-90,000	78,000
Technical Lead Java/Opensource	65,000-90,000	78,000
Technical Lead Microsoft Stack	60,000-95,000	78,000
Senior Developer Java/Opensource	55,000-70,000	68,000
Senior Developer Microsoft Stack	55,000-70,000	68,000
Mid Developer Java/Opensource	45,000-60,000	55,000
Mid Developer Microsoft Stack	45,000-60,000	55,000
Junior Developer Java/Opensource	30,000-45,000	38,000
Junior Developer Microsoft Stack	30,000-45,000	38,000
Senior Front End Developer	50,000-80,000	68,000
Front End Developer	40,000-65,000	50,000
Junior Front End Developer	25,000-35,000	34,000
SharePoint Developer	40,000-75,000	66,000
UI/UX Developer	45,000-65,000	52,000
Product Owner	55,000-70,000	65,000
Product Manager	55,000-90,000	70,000

MIDLANDS	£ Range	£ Typical
Development Director	75,000-110,000	100,000
Development Manager	70,000-95,000	80,000
Software Architect Java/Opensource	100,000-140,000	120,000
Software Architect Microsoft Stack	100,000-140,000	120,000
Technical Lead Java/Opensource	75,000-95,000	90,000
Technical Lead Microsoft Stack	70,000-90,000	80,000
Senior Developer Java/Opensource	60,000-80,000	75,000
Senior Developer Microsoft Stack	60,000-75,000	70,000
Mid Developer Java/Opensource	50,000-65,000	60,000
Mid Developer Microsoft Stack	50,000-65,000	60,000
Junior Developer Java/Opensource	30,000-40,000	38,000
Junior Developer Microsoft Stack	35,000-45,000	38,000
Senior Front End Developer	55,000-65,000	60,000
Front End Developer	45,000-65,000	50,000
Junior Front End Developer	28,000-35,000	32,000
SharePoint Developer	45,000-70,000	63,000
UI/UX Developer	30,000-50,000	48,000
Product Owner	60,000-80,000	65,000
Product Manager	65,000-80,000	70,000

NORTH EAST ENGLAND	£ Range	£ Typical
Development Director	65,000-90,000	82,000
Development Manager	60,000-80,000	75,000
Software Architect Java/Opensource	60,000-75,000	68,000
Software Architect Microsoft Stack	60,000-75,000	68,000
Technical Lead Java/Opensource	60,000-75,000	68,000
Technical Lead Microsoft Stack	60,000-75,000	68,000
Senior Developer Java/Opensource	50,000-65,000	60,000
Senior Developer Microsoft Stack	50,000-65,000	60,000
Mid Developer Java/Opensource	33,000-50,000	45,000
Mid Developer Microsoft Stack	30,000-50,000	45,000
Junior Developer Java/Opensource	25,000-35,000	30,000
Junior Developer Microsoft Stack	25,000-35,000	32,000
Senior Front End Developer	45,000-60,000	50,000
Front End Developer	30,000-45,000	40,000
Junior Front End Developer	25,000-35,000	32,000
SharePoint Developer	40,000-60,000	50,000
UI/UX Developer	35,000-50,000	45,000
Product Owner	50,000-65,000	60,000
Product Manager	65,000-80,000	67,000

SOFTWARE DEVELOPMENT

NORTH WEST ENGLAND	£ Range	£ Typical
Development Director	80,000-110,000	90,000
Development Manager	70,000-90,000	80,000
Software Architect Java/Opensource	60,000-80,000	75,000
Software Architect Microsoft Stack	70,000-90,000	75,000
Technical Lead Java/Opensource	65,000-90,000	75,000
Technical Lead Microsoft Stack	60,000-90,000	75,000
Senior Developer Java/Opensource	55,000-70,000	60,000
Senior Developer Microsoft Stack	55,000-75,000	60,000
Mid Developer Java/Opensource	40,000-55,000	50,000
Mid Developer Microsoft Stack	45,000-55,000	50,000
Junior Developer Java/Opensource	30,000-45,000	35,000
Junior Developer Microsoft Stack	30,000-45,000	35,000
Senior Front End Developer	45,000-70,000	60,000
Front End Developer	38,000-55,000	50,000
Junior Front End Developer	30,000-40,000	35,000
SharePoint Developer	40,000-55,000	47,000
UI/UX Developer	40,000-60,000	55,000
Product Owner	50,000-70,000	55,000
Product Manager	50,000-70,000	65,000

SCOTLAND	£ Range	£ Typical
Development Director	90,000-125,000	110,000
Development Manager	70,000-100,000	90,000
Software Architect Java/Opensource	70,000-100,000	90,000
Software Architect Microsoft Stack	70,000-100,000	90,000
Technical Lead Java/Opensource	60,000-95,000	80,000
Technical Lead Microsoft Stack	60,000-95,000	80,000
Senior Developer Java/Opensource	55,000-80,000	70,000
Senior Developer Microsoft Stack	55,000-80,000	70,000
Mid Developer Java/Opensource	45,000-60,000	52,000
Mid Developer Microsoft Stack	45,000-60,000	52,000
Junior Developer Java/Opensource	30,000-45,000	35,000
Junior Developer Microsoft Stack	30,000-45,000	35,000
Senior Front End Developer	50,000-80,000	70,000
Front End Developer	40,000-65,000	52,000
Junior Front End Developer	25,000-35,000	35,000
SharePoint Developer	40,000-75,000	55,000
UI/UX Developer	45,000-65,000	53,000
Product Owner	55,000-75,000	60,000
Product Manager	55,000-90,000	65,000

NORTHERN IRELAND	£ Range	£ Typical
Development Director	80,000-100,000	90,000
Development Manager	70,000-95,000	80,000
Software Architect Java/Opensource	70,000-90,000	78,000
Software Architect Microsoft Stack	75,000-85,000	75,000
Technical Lead Java/Opensource	70,000-80,000	70,000
Technical Lead Microsoft Stack	65,000-75,000	70,000
Senior Developer Java/Opensource	55,000-70,000	62,000
Senior Developer Microsoft Stack	50,000-60,000	56,000
Mid Developer Java/Opensource	40,000-50,000	45,000
Mid Developer Microsoft Stack	35,000-50,000	45,000
Junior Developer Java/Opensource	28,000-40,000	35,000
Junior Developer Microsoft Stack	28,000-35,000	30,000
Senior Front End Developer	45,000-60,000	55,000
Front End Developer	35,000-45,000	42,000
Junior Front End Developer	25,000-35,000	30,000
SharePoint Developer	45,000-55,000	50,000
UI/UX Developer	35,000-55,000	50,000
Product Owner	40,000-80,000	65,000
Product Manager	50,000-85,000	75,000

PROJECTS & CHANGE

LONDON	£ Range	£ Typical
Transformation Director	120,000-170,000	150,000
Scrum Master	70,000-90,000	80,000
Programme Director	100,000-140,000	125,000
Programme Manager	90,000-120,000	110,000
Portfolio Manager	90,000-115,000	95,000
Head of Projects/Change	90,000-140,000	120,000
Project Manager - Senior	90,000-100,000	90,000
Project Manager - Mid	75,000-90,000	80,000
Project Manager - Junior	50,000-65,000	55,000
Change Manager	75,000-90,000	80,000
Release Manager	55,000-80,000	70,000
Product Owner	75,000-100,000	90,000
Product Manager	80,000-110,000	100,000
Head of Business Analysis	100,000-120,000	110,000
Business Analyst - Senior	80,000-90,000	85,000
Business Analyst - Mid	65,000-80,000	75,000
Business Analyst - Junior	45,000-65,000	55,000
PMO Manager	70,000-90,000	80,000
PMO Analyst/Coordinator	55,000-70,000	60,000
Project Coordinator/Project Support Officer	35,000-45,000	40,000
Service Design Manager	75,000-85,000	80,000
Service Design	60,000-70,000	65,000

SOUTH EAST ENGLAND	£ Range	£ Typical
Transformation Director	100,000-120,000	115,000
Scrum Master	60,000-75,000	65,000
Programme Director	120,000-150,000	125,000
Programme Manager	75,000- 100,00	90,000
Portfolio Manager	50,000-65,000	65,000
Head of Projects/Change	75,000-90,000	80,000
Project Manager - Senior	60,000-75,000	70,000
Project Manager - Mid	45,000-60,000	60,000
Project Manager - Junior	35,000-45,000	38,000
Change Manager	47,000-65,000	52,500
Release Manager	47,000-60,000	57,000
Product Owner	40,000-65,000	60,000
Product Manager	55,000-75,000	65,000
Head of Business Analysis	70,000-90,000	82,500
Business Analyst - Senior	50,000-70,000	65,000
Business Analyst - Mid	45,000-60,000	50,000
Business Analyst - Junior	35,000-45,000	40,000
PMO Manager	55,000-70,000	65,000
PMO Analyst/Coordinator	40,000-60,000	42,250
Project Coordinator/Project Support Officer	30,000-40,000	35,000
Service Design Manager	50,000-60,000	55,000
Service Design	35,000-50,000	45,000

EAST OF ENGLAND	£ Range	£ Typical
Transformation Director	90,000-105,000	95,000
Scrum Master	60,000-70,000	65,000
Programme Director	90,000-115,000	97,500
Programme Manager	75,000-95,000	85,000
Portfolio Manager	70,000-85,000	75,000
Head of Projects/Change	85,000-100,000	90,000
Project Manager - Senior	70,000-80,000	75,000
Project Manager - Mid	55,000-65,000	60,000
Project Manager - Junior	40,000-55,000	45,000
Change Manager	55,000-70,000	60,000
Release Manager	50,000-70,000	57,500
Product Owner	60,000-75,000	65,000
Product Manager	60,000-75,000	67,250
Head of Business Analysis	70,000-100,000	85,000
Business Analyst - Senior	65,000-75,000	67,250
Business Analyst - Mid	55,000-65,000	57,250
Business Analyst - Junior	40,000-55,000	45,000
PMO Manager	55,000-70,000	65,000
PMO Analyst/Coordinator	35,000-50,000	45,000
Project Coordinator/Project Support Officer	30,000-45,000	37,500
Service Design Manager	55,000-70,000	57,250
Service Design	42,000-60,000	52,000

SOUTH WEST ENGLAND	£ Range	£ Typical
Transformation Director	85,000-120,000	100,000
Scrum Master	50,000-85,000	70,000
Programme Director	80,000-120,000	100,000
Programme Manager	60,000-90,000	85,000
Portfolio Manager	60,000-85,000	75,000
Head of Projects/Change	70,000-90,000	85,000
Project Manager - Senior	50,000-80,000	70,000
Project Manager - Mid	45,000-60,000	55,000
Project Manager - Junior	35,000-45,000	40,000
Change Manager	50,000-70,000	65,000
Release Manager	60,000-80,000	65,000
Product Owner	42,000-68,000	62,000
Product Manager	50,000-80,000	75,000
Head of Business Analysis	65,000-90,000	80,000
Business Analyst - Senior	60,000-80,000	65,000
Business Analyst - Mid	45,000-60,000	55,000
Business Analyst - Junior	35,000-45,000	40,000
PMO Manager	55,000-70,000	65,000
PMO Analyst/Coordinator	30,000-50,000	40,000
Project Coordinator/Project Support Officer	28,000-37,000	34,000
Service Design Manager	55,000-70,000	66,000
Service Design	42,000-60,000	52,000

WALES	£ Range	£ Typical
Transformation Director	85,000-150,000	100,000
Scrum Master	55,000-88,000	75,000
Programme Director	85,000-115,000	97,000
Programme Manager	58,000-90,000	88,000
Portfolio Manager	56,000-88,000	75,000
Head of Projects/Change	75,000-100,000	94,000
Project Manager - Senior	65,000-83,000	70,000
Project Manager - Mid	50,000-70,000	60,000
Project Manager - Junior	30,000-45,000	40,000
Change Manager	50,000-75,000	67,000
Release Manager	45,000-70,000	67,000
Product Owner	45,000-70,000	64,000
Product Manager	56,000-90,000	78,000
Head of Business Analysis	65,000-90,000	78,000
Business Analyst - Senior	52,000-75,000	68,000
Business Analyst - Mid	43,000-63,000	58,000
Business Analyst - Junior	30,000-42,000	39,000
PMO Manager	55,000-82,000	68,500
PMO Analyst/Coordinator	32,000-46,000	43,000
Project Coordinator/Project Support Officer	25,000-39,000	36,000
Service Design Manager	55,000-70,000	66,000
Service Design	42,000-60,000	52,000

MIDLANDS	£ Range	£ Typical
Transformation Director	90,000-120,000	110,000
Scrum Master	50,000-65,000	60,000
Programme Director	100,000-110,000	100,000
Programme Manager	75,000-90,000	85,000
Portfolio Manager	70,000-80,000	75,000
Head of Projects/Change	80,000-90,000	85,000
Project Manager - Senior	65,000-80,000	70,000
Project Manager - Mid	50,000-65,000	60,000
Project Manager - Junior	42,000-52,000	47,000
Change Manager	45,000-65,000	60,000
Release Manager	50,000-60,000	60,000
Product Owner	55,000-70,000	65,000
Product Manager	65,000-80,000	68,000
Head of Business Analysis	80,000-97,000	90,000
Business Analyst - Senior	65,000-75,000	65,000
Business Analyst - Mid	50,000-55,000	55,000
Business Analyst - Junior	40,000-50,000	45,000
PMO Manager	50,000-65,000	60,000
PMO Analyst/Coordinator	35,000-40,000	37,000
Project Coordinator/Project Support Officer	25,000-35,000	30,000
Service Design Manager	55,000-70,000	65,000
Service Design	40,000-55,000	45,000

PROJECTS & CHANGE

YORKSHIRE AND THE HUMBER	£ Range	£ Typical
Transformation Director	90,000-120,000	110,000
Scrum Master	50,000-65,000	65,000
Programme Director	90,000-120,000	105,000
Programme Manager	75,000-90,000	85,000
Portfolio Manager	70,000-80,000	75,000
Head of Projects/Change	80,000-90,000	85,000
Project Manager - Senior	60,000-80,000	65,000
Project Manager - Mid	50,000-65,000	55,000
Project Manager - Junior	40,000-48,000	42,000
Change Manager	45,000-65,000	58,000
Release Manager	50,000-60,000	58,000
Product Owner	50,000-75,000	64,000
Product Manager	65,000-95,000	85,000
Head of Business Analysis	65,000-90,000	80,000
Business Analyst - Senior	55,000-70,000	65,000
Business Analyst - Mid	45,000-60,000	52,000
Business Analyst - Junior	35,000-45,000	40,000
PMO Manager	50,000-70,000	65,000
PMO Analyst/Coordinator	33,000-45,000	40,000
Project Coordinator/Project Support Officer	33,000-45,000	36,000
Service Design Manager	55,000-80,000	70,000
Service Design	45,000-65,000	60,000

NORTH EAST ENGLAND	£ Range	£ Typical
Transformation Director	90,000-120,000	100,000
Scrum Master	50,000-70,000	60,000
Programme Director	85,000-110,000	100,000
Programme Manager	60,000-80,000	70,000
Portfolio Manager	60,000-85,000	65,000
Head of Projects/Change	70,000-85,000	73,000
Project Manager - Senior	55,000-70,000	63,000
Project Manager - Mid	45,000-55,000	52,000
Project Manager - Junior	35,000-45,000	40,000
Change Manager	45,000-65,000	55,000
Release Manager	45,000-58,000	53,000
Product Owner	50,000-65,000	60,000
Product Manager	65,000-80,000	73,000
Head of Business Analysis	60,000-80,000	70,000
Business Analyst - Senior	48,000-65,000	57,000
Business Analyst - Mid	45,000-55,000	50,000
Business Analyst - Junior	30,000-40,000	36,000
PMO Manager	50,000-70,000	60,000
PMO Analyst/Coordinator	33,000-45,000	38,000
Project Coordinator/Project Support Officer	30,000-38,000	34,000
Service Design Manager	50,000-75,000	65,000
Service Design	40,000-60,000	53,000

NORTH WEST ENGLAND	£ Range	£ Typical
Transformation Director	90,000-120,000	100,000
Scrum Master	50,000-70,000	60,000
Programme Director	90,000-120,000	100,000
Programme Manager	75,000-110,000	85,000
Portfolio Manager	60,000-80,000	70,000
Head of Projects/Change	80,000-100,000	85,000
Project Manager - Senior	55,000-75,000	65,000
Project Manager - Mid	45,000-65,000	55,000
Project Manager - Junior	30,000-40,000	40,000
Change Manager	45,000-65,000	55,000
Release Manager	45,000-65,000	55,000
Product Owner	45,000-65,000	60,000
Product Manager	60,000-80,000	75,000
Head of Business Analysis	60,000-90,000	80,000
Business Analyst - Senior	55,000-70,000	65,000
Business Analyst - Mid	45,000-65,000	50,000
Business Analyst - Junior	35,000-45,000	40,000
PMO Manager	50,000-70,000	60,000
PMO Analyst/Coordinator	35,000-50,000	45,000
Project Coordinator/Project Support Officer	30,000-40,000	35,000
Service Design Manager	60,000-70,000	65,000
Service Design	43,000-50,000	45,000

NORTHERN IRELAND	£ Range	£ Typical
Transformation Director	80,000-100,000	90,000
Scrum Master	65,000-80,000	70,000
Programme Director	75,000-85,000	75,000
Programme Manager	65,000-85,000	75,000
Portfolio Manager	60,000-70,000	70,000
Head of Projects/Change	65,000-85,000	75,000
Project Manager - Senior	50,000-70,000	60,000
Project Manager - Mid	40,000-60,000	55,000
Project Manager - Junior	25,000-40,000	35,000
Change Manager	45,000-60,000	55,000
Release Manager	45,000-55,000	50,000
Product Owner	45,000-60,000	55,000
Product Manager	60,000-75,000	65,000
Head of Business Analysis	60,000-70,000	70,000
Business Analyst - Senior	50,000-70,000	60,000
Business Analyst - Mid	40,000-55,000	50,000
Business Analyst - Junior	25,000-35,000	30,000
PMO Manager	50,000-65,000	57,000
PMO Analyst/Coordinator	30,000-40,000	35,000
Project Coordinator/Project Support Officer	25,000-30,000	25,000
Service Design Manager	-	-
Service Design	-	-

SCOTLAND	£ Range	£ Typical
Transformation Director	80,000-120,000	100,000
Scrum Master	55,000-65,000	60,000
Programme Director	85,000-110,000	95,000
Programme Manager	70,000-90,000	80,000
Portfolio Manager	60,000-80,000	70,000
Head of Projects/Change	60,000-90,000	75,000
Project Manager - Senior	55,000-75,000	65,000
Project Manager - Mid	45,000-65,000	55,000
Project Manager - Junior	35,000-45,000	42,000
Change Manager	45,000-60,000	52,000
Release Manager	55,000-75,000	60,000
Product Owner	55,000-75,000	60,000
Product Manager	55,000-75,000	62,000
Head of Business Analysis	60,000-90,000	75,000
Business Analyst - Senior	45,000-70,000	60,000
Business Analyst - Mid	45,000-60,000	50,000
Business Analyst - Junior	30,000-45,000	35,000
PMO Manager	45,000-75,000	60,000
PMO Analyst/Coordinator	35,000-45,000	40,000
Project Coordinator/Project Support Officer	30,000-40,000	35,000
Service Design Manager	40,000-60,000	50,000
Service Design	35,000-55,000	45,000

TECHNOLOGY TESTING

LONDON		
Functional Testing	£ Range	£ Typical
Test Manager	70,000-100,000	80,000
Test Lead	55,000-75,000	70,000
Senior Test Analyst	50,000-70,000	68,000
Test Analyst	45,000-70,000	57,500
Technical Lead	60,000-90,000	70,000
QA Analyst	40,000-55,000	50,000
Non-Functional Testing	£ Range	£ Typical
Test Manager	70,000-85,000	80,000
Test Lead	55,000-70,000	65,000
Senior Test Analyst	50,000-70,000	62,000
Test Analyst	45,000-55,000	50,000
Technical Lead	55,000-75,000	65,000
QA Analyst	45,000-55,000	50,000
Automation Tester	60,000-75,000	65,000

SOUTH EAST ENGLAND		
Functional Testing	£ Range	£ Typical
Test Manager	60,000-70,000	65,000
Test Lead	45,000-60,000	56,000
Senior Test Analyst	40,000-60,000	54,000
Test Analyst	40,000-50,000	45,000
Technical Lead	50,000-70,000	63,000
QA Analyst	30,000-50,000	45,000
Non-Functional Testing	£ Range	£ Typical
Test Manager	60,000-70,000	65,000
Test Lead	55,000-65,000	57,000
Senior Test Analyst	40,000-50,000	46,000
Test Analyst	35,000-45,000	42,500
Technical Lead	50,000-65,000	60,000
QA Analyst	40,000-50,000	45,000
Automation Tester	45,000-55,000	54,000

EAST OF ENGLAND		
Functional Testing	£ Range	£ Typical
Test Manager	60,000-65,000	62,500
Test Lead	45,000-55,000	53,000
Senior Test Analyst	35,000-45,000	42,500
Test Analyst	30,000-40,000	36,000
Technical Lead	50,000-70,000	65,000
QA Analyst	30,000-45,000	40,500
Non-Functional Testing	£ Range	£ Typical
Test Manager	60,000-65,000	62,500
Test Lead	45,000-55,000	52,000
Senior Test Analyst	40,000-50,000	46,000
Test Analyst	35,000-45,000	42,500
Technical Lead	45,000-65,000	58,000
QA Analyst	35,000-45,000	40,000
Automation Tester	40,000-45,000	41,000

SOUTH WEST ENGLAND		
Functional Testing	£ Range	£ Typical
Test Manager	60,000-70,000	65,000
Test Lead	45,000-60,000	55,000
Senior Test Analyst	45,000-55,000	46,000
Test Analyst	30,000-45,000	43,000
Technical Lead	50,000-70,000	67,000
QA Analyst	30,000-45,000	43,000
Non-Functional Testing	£ Range	£ Typical
Test Manager	60,000-70,000	68,000
Test Lead	45,000-60,000	55,000
Senior Test Analyst	40,000-55,000	50,000
Test Analyst	30,000-46,000	44,000
Technical Lead	45,000-67,000	58,000
QA Analyst	35,000-45,000	40,000
Automation Tester	45,000-70,000	52,000

WALES		
Functional Testing	£ Range	£ Typical
Test Manager	60,000-70,000	66,000
Test Lead	45,000-60,000	55,000
Senior Test Analyst	45,000-55,000	46,000
Test Analyst	30,000-45,000	40,000
Technical Lead	50,000-70,000	67,000
QA Analyst	30,000-45,000	43,000
Non-Functional Testing	£ Range	£ Typical
Test Manager	60,000-70,000	67,000
Test Lead	45,000-65,000	55,000
Senior Test Analyst	40,000-57,000	50,000
Test Analyst	30,000-46,000	44,000
Technical Lead	45,000-67,000	58,000
QA Analyst	35,000-45,000	42,000
Automation Tester	45,000-70,000	52,000

MIDLANDS		
Functional Testing	£ Range	£ Typical
Test Manager	50,000-70,000	65,000
Test Lead	55,000-65,000	55,000
Senior Test Analyst	45,000-55,000	50,000
Test Analyst	30,000-50,000	45,000
Technical Lead	55,000-65,000	55,000
QA Analyst	35,000-50,000	45,000
Non-Functional Testing	£ Range	£ Typical
Test Manager	50,000-70,000	62,000
Test Lead	55,000-65,000	55,000
Senior Test Analyst	45,000-55,000	50,000
Test Analyst	30,000-50,000	45,000
Technical Lead	55,000-65,000	55,000
QA Analyst	30,000-45,000	38,000
Automation Tester	45,000-60,000	55,000

YORKSHIRE AND THE HUMBER		
Functional Testing	£ Range	£ Typical
Test Manager	55,000-70,000	66,000
Test Lead	45,000-55,000	51,000
Senior Test Analyst	40,000-52,000	48,500
Test Analyst	35,000-45,000	42,000
Technical Lead	45,000-60,000	56,000
QA Analyst	30,000-46,000	43,000
Non-Functional Testing	£ Range	£ Typical
Test Manager	50,000-65,000	61,000
Test Lead	45,000-55,000	51,000
Senior Test Analyst	40,000-50,000	45,500
Test Analyst	36,000-46,000	40,500
Technical Lead	45,000-60,000	56,000
QA Analyst	30,000-46,000	42,500
Automation Tester	45,000-65,000	56,000

NORTH EAST ENGLAND		
Functional Testing	£ Range	£ Typical
Test Manager	55,000-65,000	61,000
Test Lead	45,000-55,000	53,000
Senior Test Analyst	40,000-50,000	48,500
Test Analyst	35,000-45,000	40,500
Technical Lead	50,000-60,000	59,000
QA Analyst	32,000-46,000	42,500
Non-Functional Testing	£ Range	£ Typical
Test Manager	50,000-65,000	61,000
Test Lead	47,000-57,000	53,000
Senior Test Analyst	40,000-50,000	45,500
Test Analyst	35,000-45,000	40,500
Technical Lead	45,000-60,000	56,000
QA Analyst	32,000-46,000	40,500
Automation Tester	40,000-50,000	42,500

TECHNOLOGY TESTING

NORTH WEST ENGLAND

Functional Testing	£ Range	£ Typical
Test Manager	55,000-65,000	61,000
Test Lead	45,000-55,000	53,000
Senior Test Analyst	40,000-50,000	48,500
Test Analyst	35,000-45,000	40,500
Technical Lead	50,000-60,000	59,000
QA Analyst	32,000-46,000	42,500

Non-Functional Testing	£ Range	£ Typical
Test Manager	50,000-65,000	61,000
Test Lead	47,000-57,000	53,000
Senior Test Analyst	45,000-50,000	45,500
Test Analyst	35,000-45,000	40,500
Technical Lead	45,000-60,000	56,000
QA Analyst	32,000-46,000	42,500
Automation Tester	40,000-50,000	46,500

NORTHERN IRELAND

Functional Testing	£ Range	£ Typical
Test Manager	60,000-70,000	62,500
Test Lead	45,000-55,000	50,000
Senior Test Analyst	40,000-50,000	45,000
Test Analyst	28,000-40,000	38,000
Technical Lead	45,000-55,000	47,000
QA Analyst	28,000-40,000	35,000

Non-Functional Testing	£ Range	£ Typical
Test Manager	60,000-75,000	62,500
Test Lead	45,000-55,000	52,500
Senior Test Analyst	40,000-50,000	45,000
Test Analyst	30,000-42,000	38,000
Technical Lead	45,000-55,000	48,000
QA Analyst	28,000-40,000	35,000
Automation Tester	35,000-50,000	45,000

SCOTLAND

Functional Testing	£ Range	£ Typical
Test Manager	60,000-75,000	65,000
Test Lead	55,000-75,000	58,000
Senior Test Analyst	45,000-55,000	49,000
Test Analyst	35,000-50,000	42,000
Technical Lead	55,000-75,000	58,000
QA Analyst	30,000-50,000	43,000

Non-Functional Testing	£ Range	£ Typical
Test Manager	60,000-75,000	65,000
Test Lead	55,000-75,000	58,000
Senior Test Analyst	45,000-55,000	52,000
Test Analyst	35,000-50,000	42,000
Technical Lead	55,000-75,000	58,000
QA Analyst	30,000-55,000	45,000
Automation Tester	40,000-70,000	57,000