

Technology

# 2022

HAYS UK SALARY &  
RECRUITING TRENDS  
**SALARIES**

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Cyber security	2
Data and advanced analytics	3
Software development	5
Cloud and infrastructure	6
ERP/CRM	8
Intelligent automation	10
Leadership	11
Projects and change	13
Testing	15

**Methodology**

This guide is taken from the Hays UK Salary & Recruiting Trends 2022 guide. The salary data has been compiled using information gathered during 2021 from Hays offices across the UK. It is based on job listings, job offers and candidate registrations.



# TECHNOLOGY

## CYBER SECURITY

London	£ Range	£ Typical
Security Architect	80,000-110,000	110,000
Cyber Security Manager	60,000-90,000	86,000
Cyber Security Engineer	65,000-90,000	79,000
Cyber Security Analyst	35,000-65,000	60,000
SOC Engineer/Incident Management	45,000-65,000	64,000
SOC Analyst	45,000-65,000	60,000
Information Security Manager	70,000-90,000	85,000
Information Security Engineer	65,000-80,000	75,000
Information Security Analyst	40,000-65,000	58,000
CESG Consultant	65,000-85,000	79,000
Penetration Tester	55,000-105,000	100,000
Security Auditor	55,000-75,000	65,000
Cryptographer	70,000-90,000	85,000
Cryptanalyst	70,000-90,000	85,000

South East England	£ Range	£ Typical
Security Architect	80,000-100,000	90,000
Cyber Security Manager	60,000-80,000	80,000
Cyber Security Engineer	45,000-70,000	70,000
Cyber Security Analyst	30,000-55,000	50,000
SOC Engineer/Incident Management	50,000-90,000	66,000
SOC Analyst	35,000-60,000	55,000
Information Security Manager	55,000-85,000	75,000
Information Security Engineer	50,000-65,000	58,000
Information Security Analyst	35,000-55,000	52,000
CESG Consultant	55,000-80,000	76,000
Penetration Tester	40,000-85,000	85,000
Security Auditor	45,000-65,000	55,000
Cryptographer	50,000-90,000	70,000
Cryptanalyst	50,000-90,000	70,000

East of England	£ Range	£ Typical
Security Architect	70,000-110,000	90,000
Cyber Security Manager	55,000-80,000	75,000
Cyber Security Engineer	45,000-60,000	54,000
Cyber Security Analyst	30,000-60,000	50,000
SOC Engineer/Incident Management	55,000-75,000	67,000
SOC Analyst	35,000-60,000	50,000
Information Security Manager	55,000-78,000	76,000
Information Security Engineer	45,000-70,000	62,000
Information Security Analyst	35,000-55,000	52,000
CESG Consultant	57,500-80,000	69,000
Penetration Tester	45,000-80,000	77,000
Security Auditor	45,000-65,000	64,000
Cryptographer	40,000-85,000	65,000
Cryptanalyst	40,000-85,000	60,000

South West England	£ Range	£ Typical
Security Architect	70,000-110,000	90,000
Cyber Security Manager	50,000-80,000	68,000
Cyber Security Engineer	45,000-65,000	64,500
Cyber Security Analyst	35,000-55,000	53,500
SOC Engineer/Incident Management	55,000-75,000	65,000
SOC Analyst	35,000-60,000	55,000
Information Security Manager	52,000-75,000	70,000
Information Security Engineer	45,000-70,000	67,000
Information Security Analyst	35,000-55,000	50,000
CESG Consultant	57,000-80,000	69,000
Penetration Tester	45,000-80,000	74,000
Security Auditor	45,000-60,000	55,000
Cryptographer	40,000-80,000	69,000
Cryptanalyst	40,000-80,000	69,000

Wales	£ Range	£ Typical
Security Architect	70,000-110,000	85,000
Cyber Security Manager	50,000-80,000	60,000
Cyber Security Engineer	45,000-65,000	60,000
Cyber Security Analyst	35,000-50,000	48,500
SOC Engineer/Incident Management	55,000-70,000	60,000
SOC Analyst	35,000-60,000	52,000
Information Security Manager	55,000-70,000	65,000
Information Security Engineer	45,000-70,000	58,000
Information Security Analyst	35,000-55,000	47,500
CESG Consultant	55,000-75,000	67,000
Penetration Tester	45,000-80,000	76,000
Security Auditor	40,000-65,000	48,000
Cryptographer	45,000-80,000	67,000
Cryptanalyst	45,000-80,000	67,000

Midlands	£ Range	£ Typical
Security Architect	75,000-90,000	90,000
Cyber Security Manager	60,000-75,000	71,000
Cyber Security Engineer	50,000-75,000	65,000
Cyber Security Analyst	40,000-55,000	47,000
SOC Engineer/Incident Management	40,000-60,000	50,000
SOC Analyst	45,000-55,000	50,000
Information Security Manager	65,000-75,000	74,000
Information Security Engineer	60,000-70,000	65,000
Information Security Analyst	45,000-60,000	52,000
CESG Consultant	65,000-80,000	70,000
Penetration Tester	50,000-70,000	60,000
Security Auditor	50,000-65,000	55,000
Cryptographer	55,000-80,000	69,000
Cryptanalyst	60,000-80,000	70,000

Yorkshire and the Humber	£ Range	£ Typical
Security Architect	70,000-110,000	95,000
Cyber Security Manager	50,000-80,000	75,000
Cyber Security Engineer	35,000-65,000	58,000
Cyber Security Analyst	30,000-60,000	47,000
SOC Engineer/Incident Management	50,000-70,000	55,000
SOC Analyst	35,000-65,000	52,000
Information Security Manager	50,000-80,000	68,000
Information Security Engineer	45,000-65,000	58,000
Information Security Analyst	35,000-55,000	45,000
CESG Consultant	55,000-75,000	65,000
Penetration Tester	40,000-80,000	60,000
Security Auditor	45,000-65,000	58,500
Cryptographer	55,000-80,000	74,000
Cryptanalyst	60,000-80,000	74,000

North East England	£ Range	£ Typical
Security Architect	70,000-110,000	84,000
Cyber Security Manager	50,000-70,000	64,000
Cyber Security Engineer	40,000-65,000	52,000
Cyber Security Analyst	30,000-50,000	47,000
SOC Engineer/Incident Management	45,000-75,000	60,000
SOC Analyst	35,000-60,000	55,000
Information Security Manager	45,000-70,000	70,000
Information Security Engineer	45,000-60,000	57,500
Information Security Analyst	35,000-55,000	45,000
CESG Consultant	55,000-75,000	66,000
Penetration Tester	40,000-70,000	63,000
Security Auditor	45,000-65,000	59,000
Cryptographer	65,000-80,000	75,000
Cryptanalyst	60,000-80,000	70,000

North West England	£ Range	£ Typical
Security Architect	75,000-110,000	92,000
Cyber Security Manager	60,000-80,000	74,000
Cyber Security Engineer	45,000-75,000	65,000
Cyber Security Analyst	35,000-55,000	48,000
SOC Engineer/Incident Management	50,000-75,000	60,000
SOC Analyst	35,000-55,000	52,000
Information Security Manager	55,000-80,000	69,000
Information Security Engineer	45,000-75,000	64,000
Information Security Analyst	35,000-60,000	55,000
CESG Consultant	60,000-75,000	69,000
Penetration Tester	45,000-80,000	65,000
Security Auditor	45,000-65,000	58,000
Cryptographer	50,000-85,000	67,000
Cryptanalyst	40,000-75,000	55,000

Northern Ireland	£ Range	£ Typical
Security Architect	70,000-90,000	80,000
Cyber Security Manager	55,000-75,000	70,000
Cyber Security Engineer	45,000-65,000	55,000
Cyber Security Analyst	30,000-50,000	45,000
SOC Engineer/Incident Management	35,000-65,000	50,000
SOC Analyst	30,000-55,000	40,000
Information Security Manager	50,000-75,000	70,000
Information Security Engineer	50,000-70,000	65,000
Information Security Analyst	30,000-50,000	45,000
CESG Consultant	57,000-80,000	70,000
Penetration Tester	55,000-75,000	65,000
Security Auditor	50,000-65,000	55,000
Cryptographer	45,000-65,000	55,000
Cryptanalyst	45,000-65,000	55,000

Scotland	£ Range	£ Typical
Security Architect	70,000-110,000	88,000
Cyber Security Manager	50,000-75,000	65,000
Cyber Security Engineer	40,000-75,000	55,000
Cyber Security Analyst	35,000-55,000	45,000
SOC Engineer/Incident Management	45,000-75,000	58,000
SOC Analyst	35,000-60,000	52,000
Information Security Manager	48,000-75,000	65,000
Information Security Engineer	40,000-65,000	55,000
Information Security Analyst	35,000-55,000	48,000
CESG Consultant	60,000-75,000	68,000
Penetration Tester	45,000-75,000	69,000
Security Auditor	45,000-65,000	56,000
Cryptographer	45,000-75,000	60,000
Cryptanalyst	45,000-75,000	60,000

# TECHNOLOGY

## DATA & ADVANCED ANALYTICS

London	£ Range	£ Typical
Data Architect	85,000-130,000	100,000
Lead Data Scientist	75,000-120,000	95,000
Data Scientist	35,000-75,000	66,000
Data Analyst	25,000-60,000	48,000
Performance Analyst	40,000-60,000	47,000
Machine Learning/Deep Learning Engineer	70,000-110,000	90,000
Machine Learning Scientist	70,000-110,000	90,000
Deep Learning Scientist	70,000-110,000	90,000
Computer Vision Scientist	70,000-110,000	90,000
Lead Data Engineer	70,000-110,000	85,000
Data Engineer	55,000-70,000	67,000
Data Manager	50,000-70,000	70,000
Database Developer	45,000-70,000	63,000
Database Administrator	45,000-70,000	58,000
Data & Analytics/BI Manager	70,000-90,000	82,500
BI Developer	60,000-85,000	70,000
BI Analyst	35,000-65,000	57,000

East of England	£ Range	£ Typical
Data Architect	65,000-90,000	76,500
Lead Data Scientist	57,500-80,000	78,000
Data Scientist	40,000-60,500	57,000
Data Analyst	32,000-45,000	40,500
Performance Analyst	35,000-50,000	39,000
Machine Learning/Deep Learning Engineer	55,000-70,000	67,000
Machine Learning Scientist	52,000-85,000	78,000
Deep Learning Scientist	48,000-95,000	60,000
Computer Vision Scientist	54,000-60,000	57,000
Lead Data Engineer	55,000-73,000	72,500
Data Engineer	45,000-57,000	52,000
Data Manager	50,000-65,000	62,000
Database Developer	36,000-50,500	39,000
Database Administrator	39,000-47,000	46,000
Data & Analytics/BI Manager	65,000-74,000	70,500
BI Developer	40,000-59,000	57,500
BI Analyst	35,000-49,000	45,000

Wales	£ Range	£ Typical
Data Architect	55,000-75,000	75,000
Lead Data Scientist	66,000-90,000	85,000
Data Scientist	40,000-80,000	58,000
Data Analyst	30,000-45,000	39,000
Performance Analyst	34,000-45,000	38,000
Machine Learning/Deep Learning Engineer	40,000-80,000	62,000
Machine Learning Scientist	35,000-60,000	54,000
Deep Learning Scientist	35,000-60,000	52,000
Computer Vision Scientist	35,000-60,000	52,000
Lead Data Engineer	50,000-65,000	57,500
Data Engineer	36,000-50,000	46,500
Data Manager	50,000-62,000	57,000
Database Developer	35,000-48,000	43,000
Database Administrator	38,000-55,000	47,000
Data & Analytics/BI Manager	55,000-70,000	68,000
BI Developer	35,000-55,000	47,000
BI Analyst	30,000-55,000	42,000

South East England	£ Range	£ Typical
Data Architect	65,000-90,000	82,000
Lead Data Scientist	60,000-90,000	74,000
Data Scientist	45,000-70,000	58,500
Data Analyst	30,000-45,000	37,500
Performance Analyst	30,000-45,000	44,000
Machine Learning/Deep Learning Engineer	45,000-70,000	58,000
Machine Learning Scientist	45,000-80,000	65,000
Deep Learning Scientist	50,000-90,000	70,000
Computer Vision Scientist	50,000-90,000	70,000
Lead Data Engineer	50,000-75,000	65,000
Data Engineer	45,000-65,000	55,000
Data Manager	45,000-65,000	56,000
Database Developer	40,000-60,000	48,000
Database Administrator	45,000-65,000	57,500
Data & Analytics/BI Manager	60,000-85,000	72,000
BI Developer	40,000-60,000	47,000
BI Analyst	35,000-55,000	45,000

South West England	£ Range	£ Typical
Data Architect	55,000-80,000	76,000
Lead Data Scientist	65,000-95,000	85,000
Data Scientist	40,000-80,000	58,000
Data Analyst	35,000-55,000	48,000
Performance Analyst	28,000-36,000	35,000
Machine Learning/Deep Learning Engineer	50,000-80,000	66,000
Machine Learning Scientist	50,000-80,000	69,000
Deep Learning Scientist	50,000-80,000	65,000
Computer Vision Scientist	50,000-80,000	65,500
Lead Data Engineer	50,000-66,000	56,000
Data Engineer	40,000-60,000	47,500
Data Manager	47,000-62,000	55,000
Database Developer	35,000-47,000	44,500
Database Administrator	38,000-50,000	47,000
Data & Analytics/BI Manager	55,500-70,000	68,000
BI Developer	45,000-65,000	53,500
BI Analyst	35,000-45,000	43,000

Midlands	£ Range	£ Typical
Data Architect	65,000-90,000	80,000
Lead Data Scientist	65,000-80,000	75,000
Data Scientist	40,000-60,000	60,000
Data Analyst	30,000-40,000	35,000
Performance Analyst	35,000-40,000	40,000
Machine Learning/Deep Learning Engineer	50,000-70,000	60,000
Machine Learning Scientist	55,000-70,000	65,000
Deep Learning Scientist	55,000-75,000	67,500
Computer Vision Scientist	55,000-80,000	65,000
Lead Data Engineer	60,000-70,000	68,000
Data Engineer	45,000-55,000	50,000
Data Manager	45,000-55,000	50,000
Database Developer	35,000-45,000	40,000
Database Administrator	40,000-50,000	45,000
Data & Analytics/BI Manager	65,000-80,000	70,000
BI Developer	35,000-45,000	40,000
BI Analyst	35,000-45,000	45,000

# TECHNOLOGY

## DATA & ADVANCED ANALYTICS

Yorkshire and the Humber	£ Range	£ Typical
Data Architect	60,000-80,000	72,000
Lead Data Scientist	60,000-80,000	70,000
Data Scientist	35,000-65,000	62,000
Data Analyst	30,000-50,000	39,000
Performance Analyst	35,000-50,000	42,000
Machine Learning/Deep Learning Engineer	60,000-80,000	72,500
Machine Learning Scientist	50,000-65,000	62,000
Deep Learning Scientist	40,000-70,000	60,000
Computer Vision Scientist	55,000-80,000	65,000
Lead Data Engineer	40,000-70,000	58,000
Data Engineer	35,000-60,000	48,000
Data Manager	40,000-70,000	55,000
Database Developer	40,000-55,000	50,000
Database Administrator	40,000-70,000	55,000
Data & Analytics/BI Manager	50,000-70,000	62,000
BI Developer	40,000-60,000	53,000
BI Analyst	25,000-45,000	40,000

North West England	£ Range	£ Typical
Data Architect	65,000-85,000	79,000
Lead Data Scientist	70,000-120,000	87,000
Data Scientist	50,000-100,000	65,000
Data Analyst	30,000-50,000	37,000
Performance Analyst	30,000-50,000	44,000
Machine Learning/Deep Learning Engineer	50,000-80,000	65,000
Machine Learning Scientist	57,000-62,000	62,000
Deep Learning Scientist	43,000-78,000	55,000
Computer Vision Scientist	55,000-80,000	68,000
Lead Data Engineer	65,000-90,000	78,000
Data Engineer	40,000-60,000	52,500
Data Manager	45,000-70,000	58,000
Database Developer	35,000-50,000	45,000
Database Administrator	45,000-60,000	54,000
Data & Analytics/BI Manager	50,000-70,000	65,000
BI Developer	35,000-55,000	45,000
BI Analyst	30,000-50,000	38,000

Scotland	£ Range	£ Typical
Data Architect	65,000-90,000	75,000
Lead Data Scientist	60,000-100,000	80,000
Data Scientist	45,000-90,000	65,000
Data Analyst	30,000-45,000	38,000
Performance Analyst	32,000-50,000	38,000
Machine Learning/Deep Learning Engineer	40,000-65,000	55,000
Machine Learning Scientist	45,000-70,000	55,000
Deep Learning Scientist	50,000-80,000	65,000
Computer Vision Scientist	45,000-70,000	55,000
Lead Data Engineer	65,000-90,000	75,000
Data Engineer	45,000-70,000	55,000
Data Manager	50,000-75,000	62,000
Database Developer	40,000-60,000	48,000
Database Administrator	40,000-70,000	55,000
Data & Analytics/BI Manager	60,000-75,000	70,000
BI Developer	35,000-55,000	45,000
BI Analyst	32,000-50,000	40,000

North East England	£ Range	£ Typical
Data Architect	55,000-85,000	70,000
Lead Data Scientist	50,000-80,000	60,000
Data Scientist	40,000-60,000	54,000
Data Analyst	25,000-45,000	39,000
Performance Analyst	30,000-45,000	40,000
Machine Learning/Deep Learning Engineer	50,000-70,000	65,000
Machine Learning Scientist	57,000-62,000	62,000
Deep Learning Scientist	37,500-53,000	45,500
Computer Vision Scientist	55,000-80,000	67,000
Lead Data Engineer	50,000-67,000	58,500
Data Engineer	32,000-45,000	45,000
Data Manager	45,000-65,000	55,000
Database Developer	42,000-55,000	47,000
Database Administrator	35,000-55,000	52,000
Data & Analytics/BI Manager	50,000-70,000	60,000
BI Developer	35,000-60,000	50,000
BI Analyst	25,000-40,000	37,500

Northern Ireland	£ Range	£ Typical
Data Architect	65,000-75,000	70,000
Lead Data Scientist	55,000-70,000	65,000
Data Scientist	40,000-60,000	60,000
Data Analyst	30,000-45,000	35,000
Performance Analyst	30,000-40,000	35,000
Machine Learning/Deep Learning Engineer	45,000-65,000	55,000
Machine Learning Scientist	45,000-65,000	55,000
Deep Learning Scientist	55,000-65,000	60,000
Computer Vision Scientist	40,000-65,000	55,000
Lead Data Engineer	45,000-60,000	55,000
Data Engineer	40,000-55,000	50,000
Data Manager	55,000-65,000	55,000
Database Developer	35,000-50,000	45,000
Database Administrator	45,000-60,000	55,000
Data & Analytics/BI Manager	55,000-65,000	60,000
BI Developer	35,000-50,000	45,000
BI Analyst	35,000-45,000	40,000

# TECHNOLOGY

## SOFTWARE DEVELOPMENT

London	£ Range	£ Typical
Technical Director	85,000-105,000	105,000
Development Manager	90,000-120,000	105,000
Software Architect	85,000-110,000	95,000
Technical Lead	80,000-95,000	90,000
Senior Developer	60,000-90,000	80,000
Mid Developer	50,000-70,000	65,000
Junior Developer	40,000-55,000	52,000
Senior Front End Developer	75,000-95,000	89,000
Front End Developer	60,000-80,000	74,000
Junior Front End Developer	35,000-55,000	48,000
SharePoint Developer	55,000-70,000	69,000
UI/UX Developer	65,000-85,000	79,000
Product Owner	55,000-75,000	71,000
Product Manager	70,000-90,000	84,000

South East England	£ Range	£ Typical
Technical Director	70,000-95,000	92,500
Development Manager	55,000-80,000	80,000
Software Architect	65,000-90,000	80,000
Technical Lead	55,000-75,000	75,000
Senior Developer	50,000-65,000	61,000
Mid Developer	35,000-50,000	45,000
Junior Developer	25,000-35,000	32,000
Senior Front End Developer	50,000-65,000	64,000
Front End Developer	33,000-50,000	45,000
Junior Front End Developer	28,000-38,000	35,000
SharePoint Developer	40,000-60,000	55,000
UI/UX Developer	40,000-60,000	53,000
Product Owner	55,000-70,000	60,000
Product Manager	55,000-80,000	65,000

East of England	£ Range	£ Typical
Technical Director	70,000-95,000	85,000
Development Manager	55,000-80,000	70,000
Software Architect	65,000-90,000	72,000
Technical Lead	55,000-75,000	65,000
Senior Developer	50,000-65,000	55,000
Mid Developer	37,000-55,000	47,000
Junior Developer	25,000-35,000	28,000
Senior Front End Developer	50,000-65,000	57,000
Front End Developer	38,000-58,000	50,000
Junior Front End Developer	25,000-33,000	30,000
SharePoint Developer	40,000-60,000	55,000
UI/UX Developer	42,000-65,000	55,000
Product Owner	55,000-70,000	60,000
Product Manager	55,000-80,000	70,000

South West England	£ Range	£ Typical
Technical Director	80,000-140,000	95,000
Development Manager	60,000-80,000	77,000
Software Architect	70,000-100,000	85,000
Technical Lead	62,000-75,000	72,000
Senior Developer	50,000-60,000	55,000
Mid Developer	40,000-55,000	47,500
Junior Developer	25,000-30,000	28,000
Senior Front End Developer	46,000-80,000	63,000
Front End Developer	35,000-45,000	42,000
Junior Front End Developer	23,000-32,000	26,000
SharePoint Developer	45,000-75,000	61,500
UI/UX Developer	35,000-42,000	36,000
Product Owner	55,000-70,000	62,000
Product Manager	55,000-80,000	67,000

Wales	£ Range	£ Typical
Technical Director	80,000-140,000	95,000
Development Manager	60,000-90,000	73,000
Software Architect	60,000-80,000	75,000
Technical Lead	50,000-85,000	68,000
Senior Developer	45,000-75,000	60,000
Mid Developer	35,000-50,000	45,000
Junior Developer	23,000-35,000	26,000
Senior Front End Developer	45,000-70,000	60,000
Front End Developer	35,000-55,000	48,000
Junior Front End Developer	23,000-35,000	29,000
SharePoint Developer	40,000-70,000	58,000
UI/UX Developer	35,000-70,000	47,000
Product Owner	35,000-50,000	48,000
Product Manager	45,000-60,000	58,000

Midlands	£ Range	£ Typical
Technical Director	70,000-90,000	90,000
Development Manager	55,000-70,000	68,000
Software Architect	60,000-80,000	75,000
Technical Lead	60,000-80,000	68,000
Senior Developer	50,000-70,000	65,000
Mid Developer	40,000-50,000	48,500
Junior Developer	20,000-30,000	30,000
Senior Front End Developer	35,000-65,000	42,000
Front End Developer	30,000-45,000	37,000
Junior Front End Developer	23,000-30,000	29,500
SharePoint Developer	40,000-60,000	54,000
UI/UX Developer	40,000-60,000	48,000
Product Owner	45,000-60,000	58,000
Product Manager	45,000-60,000	58,000

Yorkshire and the Humber	£ Range	£ Typical
Technical Director	75,000-110,000	92,000
Development Manager	60,000-80,000	75,000
Software Architect	65,000-85,000	72,500
Technical Lead	50,000-70,000	64,000
Senior Developer	45,000-65,000	60,000
Mid Developer	40,000-55,000	45,000
Junior Developer	20,000-40,000	32,000
Senior Front End Developer	45,000-60,000	54,000
Front End Developer	30,000-45,000	42,000
Junior Front End Developer	20,000-35,000	30,000
SharePoint Developer	40,000-60,000	54,500
UI/UX Developer	40,000-60,000	48,000
Product Owner	40,000-70,000	52,500
Product Manager	50,000-80,000	65,000

North East England	£ Range	£ Typical
Technical Director	70,000-110,000	90,000
Development Manager	50,000-80,000	74,000
Software Architect	65,000-80,000	75,000
Technical Lead	50,000-65,000	65,000
Senior Developer	40,000-58,000	47,500
Mid Developer	30,000-45,000	42,000
Junior Developer	23,000-35,000	31,500
Senior Front End Developer	45,000-60,000	48,000
Front End Developer	30,000-45,000	40,000
Junior Front End Developer	25,000-35,000	30,000
SharePoint Developer	35,000-65,000	49,000
UI/UX Developer	35,000-50,000	44,000
Product Owner	35,000-70,000	52,000
Product Manager	50,000-80,000	66,500

North West England	£ Range	£ Typical
Technical Director	80,000-100,000	96,000
Development Manager	60,000-80,000	78,000
Software Architect	65,000-90,000	87,000
Technical Lead	65,000-80,000	78,000
Senior Developer	55,000-75,000	68,000
Mid Developer	45,000-60,000	55,000
Junior Developer	35,000-45,000	37,000
Senior Front End Developer	40,000-60,000	53,000
Front End Developer	38,000-55,000	49,000
Junior Front End Developer	35,000-45,000	37,500
SharePoint Developer	40,000-60,000	56,750
UI/UX Developer	35,000-50,000	47,500
Product Owner	35,000-70,000	53,000
Product Manager	50,000-80,000	62,000

Northern Ireland	£ Range	£ Typical
Technical Director	75,000-95,000	85,000
Development Manager	60,000-80,000	75,000
Software Architect	60,000-75,000	70,000
Technical Lead	55,000-65,000	60,000
Senior Developer	45,000-60,000	55,000
Mid Developer	35,000-50,000	45,000
Junior Developer	25,000-35,000	33,000
Senior Front End Developer	45,000-55,000	55,000
Front End Developer	35,000-50,000	45,000
Junior Front End Developer	25,000-35,000	30,000
SharePoint Developer	40,000-60,000	55,000
UI/UX Developer	35,000-55,000	45,000
Product Owner	35,000-60,000	50,000
Product Manager	40,000-65,000	55,000

Scotland	£ Range	£ Typical
Technical Director	75,000-100,000	90,000
Development Manager	65,000-85,000	78,000
Software Architect	70,000-90,000	78,000
Technical Lead	60,000-75,000	63,000
Senior Developer	50,000-65,000	56,000
Mid Developer	40,000-50,000	46,000
Junior Developer	28,000-35,000	32,000
Senior Front End Developer	45,000-65,000	60,000
Front End Developer	38,000-50,000	45,000
Junior Front End Developer	28,000-35,000	32,000
SharePoint Developer	50,000-70,000	55,000
UI/UX Developer	40,000-70,000	55,000
Product Owner	45,000-60,000	53,000
Product Manager	40,000-55,000	50,000

# TECHNOLOGY

## CLOUD & INFRASTRUCTURE

London	£ Range	£ Typical
Architect AWS/Azure	100,000-130,000	110,000
Architect VMware	80,000-90,000	85,000
Senior Engineer AWS/Azure	80,000-100,000	85,000
Senior Engineer VMware	65,000-75,000	70,000
Engineer AWS/Azure	60,000-80,000	80,000
Engineer VMware	50,000-70,000	60,000
Project Manager Cloud Infrastructure	70,000-100,000	85,000
DevOps Engineer	70,000-120,000	87,500
Site Reliability Engineer	70,000-100,000	80,000
Platform Engineer	60,000-105,000	75,000
Infrastructure Specialist/Architect	65,000-95,000	85,000
Server Support Engineer	40,000-55,000	45,000
Desktop Support Analyst/2nd Line	28,000-40,000	33,000
Application Support Analyst	30,000-70,000	50,000
Field Engineer	30,000-47,000	35,000
Helpdesk/Service Desk Analyst	20,000-35,000	28,000
Service Delivery Manager	45,000-65,000	58,000
Service Desk Manager	40,000-55,000	50,000
Network Engineer	40,000-60,000	50,000
Windows Systems Administrator	40,000-65,000	55,000

East of England	£ Range	£ Typical
Architect AWS/Azure	85,000-90,000	87,500
Architect VMware	68,000-80,000	72,000
Senior Engineer AWS/Azure	52,000-62,000	60,000
Senior Engineer VMware	50,000-60,000	55,000
Engineer AWS/Azure	52,000-60,000	55,000
Engineer VMware	45,000-55,000	50,000
Project Manager Cloud Infrastructure	60,000-72,000	65,000
DevOps Engineer	60,000-75,000	65,000
Site Reliability Engineer	55,000-65,000	60,000
Platform Engineer	40,000-60,000	50,000
Infrastructure Specialist/Architect	58,000-70,000	65,000
Server Support Engineer	40,000-48,000	40,000
Desktop Support Analyst/2nd Line	27,000-35,000	30,000
Application Support Analyst	30,000-40,000	35,000
Field Engineer	30,000-40,000	32,000
Helpdesk/Service Desk Analyst	20,000-27,000	22,500
Service Delivery Manager	40,000-60,000	50,000
Service Desk Manager	30,000-50,000	42,000
Network Engineer	35,000-50,000	40,000
Windows Systems Administrator	30,000-55,000	38,000

Wales	£ Range	£ Typical
Architect AWS/Azure	75,000-90,000	83,000
Architect VMware	75,000-90,000	83,000
Senior Engineer AWS/Azure	55,000-75,000	67,000
Senior Engineer VMware	55,000-75,000	65,000
Engineer AWS/Azure	45,000-60,000	56,000
Engineer VMware	40,000-60,000	45,000
Project Manager Cloud Infrastructure	50,000-65,000	58,000
DevOps Engineer	48,000-75,000	65,000
Site Reliability Engineer	40,000-60,000	55,000
Platform Engineer	40,000-60,000	55,000
Infrastructure Specialist/Architect	60,000-80,000	70,000
Server Support Engineer	38,000-50,000	40,000
Desktop Support Analyst/2nd Line	26,000-35,000	30,000
Application Support Analyst	30,000-50,000	35,000
Field Engineer	35,000-45,000	38,000
Helpdesk/Service Desk Analyst	20,000-28,000	25,000
Service Delivery Manager	45,000-65,000	55,000
Service Desk Manager	35,000-50,000	40,000
Network Engineer	38,000-55,000	48,000
Windows Systems Administrator	35,000-50,000	40,000

South East England	£ Range	£ Typical
Architect AWS/Azure	75,000-95,000	88,000
Architect VMware	65,000-80,000	70,000
Senior Engineer AWS/Azure	60,000-75,000	68,000
Senior Engineer VMware	60,000-65,000	62,000
Engineer AWS/Azure	55,000-65,000	60,000
Engineer VMware	48,000-60,000	50,000
Project Manager Cloud Infrastructure	55,000-75,000	68,000
DevOps Engineer	60,000-80,000	70,000
Site Reliability Engineer	55,000-80,000	70,000
Platform Engineer	40,000-60,000	50,000
Infrastructure Specialist/Architect	60,000-80,000	75,000
Server Support Engineer	38,000-47,000	45,000
Desktop Support Analyst/2nd Line	30,000-36,000	30,000
Application Support Analyst	36,000-45,000	36,000
Field Engineer	27,000-40,000	32,000
Helpdesk/Service Desk Analyst	24,000-32,000	25,000
Service Delivery Manager	55,000-75,000	58,000
Service Desk Manager	45,000-55,000	47,500
Network Engineer	38,000-50,000	45,000
Windows Systems Administrator	35,000-50,000	42,000

South West England	£ Range	£ Typical
Architect AWS/Azure	75,000-90,000	85,000
Architect VMware	55,000-75,000	70,000
Senior Engineer AWS/Azure	55,000-75,000	67,000
Senior Engineer VMware	55,000-75,000	55,000
Engineer AWS/Azure	50,000-65,000	57,000
Engineer VMware	40,000-48,000	45,000
Project Manager Cloud Infrastructure	50,000-75,000	60,000
DevOps Engineer	48,000-90,000	60,000
Site Reliability Engineer	40,000-60,000	50,000
Platform Engineer	40,000-60,000	55,000
Infrastructure Specialist/Architect	60,000-80,000	65,000
Server Support Engineer	38,000-50,000	40,000
Desktop Support Analyst/2nd Line	26,000-36,000	30,000
Application Support Analyst	24,000-50,000	35,000
Field Engineer	25,000-35,000	30,000
Helpdesk/Service Desk Analyst	20,000-28,000	25,000
Service Delivery Manager	45,000-65,000	55,000
Service Desk Manager	35,000-50,000	44,000
Network Engineer	38,000-55,000	48,000
Windows Systems Administrator	35,000-50,000	40,000

Midlands	£ Range	£ Typical
Architect AWS/Azure	85,000-100,000	95,000
Architect VMware	65,000-80,000	72,500
Senior Engineer AWS/Azure	60,000-80,000	66,000
Senior Engineer VMware	45,000-60,000	50,000
Engineer AWS/Azure	45,000-65,000	62,000
Engineer VMware	35,000-48,000	44,000
Project Manager Cloud Infrastructure	58,000-80,000	68,000
DevOps Engineer	45,000-70,000	60,000
Site Reliability Engineer	47,000-85,000	65,000
Platform Engineer	40,000-65,000	55,000
Infrastructure Specialist/Architect	60,000-85,000	75,000
Server Support Engineer	35,000-45,000	40,000
Desktop Support Analyst/2nd Line	28,000-35,000	30,000
Application Support Analyst	30,000-40,000	33,000
Field Engineer	30,000-40,000	34,000
Helpdesk/Service Desk Analyst	22,000-28,000	23,000
Service Delivery Manager	50,000-60,000	55,000
Service Desk Manager	37,500-50,000	44,000
Network Engineer	35,000-50,000	45,000
Windows Systems Administrator	35,000-50,000	40,000

# TECHNOLOGY

## CLOUD & INFRASTRUCTURE

Yorkshire and the Humber	£ Range	£ Typical
Architect AWS/Azure	75,000-95,000	90,000
Architect VMware	65,000-75,000	70,000
Senior Engineer AWS/Azure	55,000-75,000	65,000
Senior Engineer VMware	45,000-65,000	60,000
Engineer AWS/Azure	45,000-60,000	55,000
Engineer VMware	40,000-50,000	45,000
Project Manager Cloud Infrastructure	55,000-75,000	65,000
DevOps Engineer	45,000-75,000	60,000
Site Reliability Engineer	55,000-75,000	64,000
Platform Engineer	40,000-65,000	50,000
Infrastructure Specialist/Architect	60,000-75,000	65,000
Server Support Engineer	30,000-50,000	38,000
Desktop Support Analyst/2nd Line	25,000-30,000	28,000
Application Support Analyst	30,000-45,000	38,000
Field Engineer	28,000-40,000	33,000
Helpdesk/Service Desk Analyst	18,000-25,000	23,000
Service Delivery Manager	50,000-68,000	62,000
Service Desk Manager	35,000-50,000	44,000
Network Engineer	35,000-50,000	42,000
Windows Systems Administrator	33,000-50,000	42,000

North West England	£ Range	£ Typical
Architect AWS/Azure	80,000-95,000	90,000
Architect VMware	75,000-90,000	82,000
Senior Engineer AWS/Azure	60,000-75,000	70,000
Senior Engineer VMware	60,000-70,000	65,000
Engineer AWS/Azure	55,000-65,000	62,000
Engineer VMware	55,000-70,000	60,000
Project Manager Cloud Infrastructure	60,000-75,000	65,000
DevOps Engineer	55,000-75,000	62,000
Site Reliability Engineer	50,000-65,000	60,000
Platform Engineer	50,000-65,000	60,000
Infrastructure Specialist/Architect	60,000-85,000	72,000
Server Support Engineer	45,000-55,000	45,000
Desktop Support Analyst/2nd Line	28,000-40,000	35,000
Application Support Analyst	35,000-65,000	42,000
Field Engineer	32,000-45,000	38,000
Helpdesk/Service Desk Analyst	24,000-35,000	28,500
Service Delivery Manager	50,000-60,000	55,000
Service Desk Manager	40,000-52,000	45,000
Network Engineer	40,000-52,000	45,000
Windows Systems Administrator	37,000-50,000	45,000

Scotland	£ Range	£ Typical
Architect AWS/Azure	70,000-100,000	85,000
Architect VMware	60,000-80,000	72,000
Senior Engineer AWS/Azure	50,000-75,000	62,000
Senior Engineer VMware	50,000-60,000	55,000
Engineer AWS/Azure	35,000-60,000	55,000
Engineer VMware	35,000-60,000	52,000
Project Manager Cloud Infrastructure	60,000-90,000	65,000
DevOps Engineer	45,000-70,000	55,000
Site Reliability Engineer	45,000-70,000	56,000
Platform Engineer	35,000-60,000	50,000
Infrastructure Specialist/Architect	55,000-80,000	75,000
Server Support Engineer	38,000-48,000	40,000
Desktop Support Analyst/2nd Line	25,000-35,000	28,000
Application Support Analyst	28,000-45,000	40,000
Field Engineer	24,000-42,000	30,000
Helpdesk/Service Desk Analyst	22,000-28,000	24,000
Service Delivery Manager	45,000-55,000	50,000
Service Desk Manager	32,000-50,000	40,000
Network Engineer	32,000-52,000	45,000
Windows Systems Administrator	30,000-50,000	40,000

North East England	£ Range	£ Typical
Architect AWS/Azure	70,000-90,000	77,500
Architect VMware	65,000-75,000	70,000
Senior Engineer AWS/Azure	50,000-60,000	54,000
Senior Engineer VMware	47,000-58,000	53,000
Engineer AWS/Azure	45,000-55,000	52,000
Engineer VMware	45,000-55,000	53,000
Project Manager Cloud Infrastructure	47,000-70,000	60,000
DevOps Engineer	40,000-60,000	50,000
Site Reliability Engineer	50,000-65,000	58,000
Platform Engineer	35,000-60,000	45,000
Infrastructure Specialist/Architect	55,000-75,000	65,000
Server Support Engineer	26,000-50,000	38,000
Desktop Support Analyst/2nd Line	22,000-30,000	28,000
Application Support Analyst	30,000-45,000	30,000
Field Engineer	28,000-40,000	30,000
Helpdesk/Service Desk Analyst	18,000-25,000	23,000
Service Delivery Manager	45,000-60,000	50,000
Service Desk Manager	30,000-45,000	42,000
Network Engineer	35,000-50,000	40,000
Windows Systems Administrator	33,000-50,000	37,000

Northern Ireland	£ Range	£ Typical
Architect AWS/Azure	75,000-95,000	90,000
Architect VMware	65,000-75,000	67,000
Senior Engineer AWS/Azure	65,000-80,000	75,000
Senior Engineer VMware	50,000-70,000	60,000
Engineer AWS/Azure	50,000-70,000	65,000
Engineer VMware	45,000-60,000	45,000
Project Manager Cloud Infrastructure	60,000-80,000	80,000
DevOps Engineer	40,000-65,000	50,000
Site Reliability Engineer	45,000-65,000	60,000
Platform Engineer	40,000-55,000	50,000
Infrastructure Specialist/Architect	55,000-80,000	75,000
Server Support Engineer	35,000-45,000	40,000
Desktop Support Analyst/2nd Line	25,000-35,000	30,000
Application Support Analyst	25,000-45,000	45,000
Field Engineer	25,000-35,000	28,000
Helpdesk/Service Desk Analyst	22,000-28,000	27,000
Service Delivery Manager	45,000-55,000	50,000
Service Desk Manager	30,000-50,000	44,000
Network Engineer	30,000-50,000	45,000
Windows Systems Administrator	30,000-50,000	45,000



London	£ Range	£ Typical
SAP Architect	80,000-95,000	90,000
SAP BASIS Consultant	55,000-70,000	60,000
SAP ABAP Developer	40,000-60,000	55,000
Dynamics Consultant	60,000-100,000	82,500
Dynamics Developer	55,000-75,000	65,000
Oracle Technical Consultant	50,000-80,000	70,000
Oracle Functional Consultant	50,000-80,000	67,500
Oracle Support Analyst	40,000-70,000	52,000
ERP Project Manager	65,000-92,500	68,000
ERP Technical Consultant	65,000-85,000	70,000
ERP Functional Consultant	60,000-75,000	65,000
ERP Support Analyst	40,000-50,000	45,000
ERP Programme Manager	75,000-100,000	90,000
ERP Business Analyst	55,000-75,000	57,500
Salesforce Solutions Architect	80,000-120,000	95,000
Salesforce Technical Architect	80,000-120,000	95,000
Salesforce Developer	60,000-90,000	75,000
Salesforce Administrator	40,000-65,000	55,000
Salesforce Business Analyst	45,000-80,000	57,000
Salesforce Project Manager	65,000-90,000	75,000
Salesforce Programme Manager	90,000-120,000	108,000
Salesforce Product Owner	65,000-85,000	75,000
Salesforce Tester	45,000-70,000	57,000
Salesforce Functional Consultant	50,000-78,000	62,000
Salesforce Trainer	50,000-70,000	60,000

South East England	£ Range	£ Typical
SAP Architect	75,000-90,000	85,000
SAP BASIS Consultant	50,000-65,000	55,000
SAP ABAP Developer	40,000-60,000	50,000
Dynamics Consultant	65,000-85,000	72,000
Dynamics Developer	55,000-65,000	59,000
Oracle Technical Consultant	60,000-75,000	70,000
Oracle Functional Consultant	60,000-75,000	66,000
Oracle Support Analyst	40,000-55,000	45,000
ERP Project Manager	60,000-70,000	67,000
ERP Technical Consultant	53,000-68,000	65,000
ERP Functional Consultant	50,000-68,000	65,000
ERP Support Analyst	40,000-50,000	45,000
ERP Programme Manager	65,000-90,000	85,000
ERP Business Analyst	50,000-60,000	55,000
Salesforce Solutions Architect	80,000-110,000	90,000
Salesforce Technical Architect	80,000-110,000	90,000
Salesforce Developer	60,000-85,000	70,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	45,000-65,000	52,000
Salesforce Project Manager	65,000-80,000	70,000
Salesforce Programme Manager	75,000-105,000	93,000
Salesforce Product Owner	65,000-80,000	72,000
Salesforce Tester	45,000-65,000	55,000
Salesforce Functional Consultant	50,000-75,000	63,000
Salesforce Trainer	45,000-65,000	55,000

East of England	£ Range	£ Typical
SAP Architect	70,000-85,000	80,000
SAP BASIS Consultant	50,000-65,000	55,000
SAP ABAP Developer	45,000-65,000	55,000
Dynamics Consultant	55,000-65,000	60,000
Dynamics Developer	60,000-70,000	65,000
Oracle Technical Consultant	55,000-70,000	65,000
Oracle Functional Consultant	50,000-65,000	60,000
Oracle Support Analyst	40,000-55,000	45,000
ERP Project Manager	50,000-70,000	58,000
ERP Technical Consultant	55,000-68,000	65,000
ERP Functional Consultant	50,000-65,000	58,000
ERP Support Analyst	40,000-55,000	45,000
ERP Programme Manager	65,000-85,000	80,000
ERP Business Analyst	45,000-65,000	55,000
Salesforce Solutions Architect	80,000-105,000	90,000
Salesforce Technical Architect	80,000-105,000	90,000
Salesforce Developer	60,000-85,000	70,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	45,000-65,000	52,000
Salesforce Project Manager	50,000-70,000	60,000
Salesforce Programme Manager	68,000-90,000	80,000
Salesforce Product Owner	55,000-70,000	63,000
Salesforce Tester	42,000-63,000	53,000
Salesforce Functional Consultant	50,000-75,000	56,000
Salesforce Trainer	45,000-65,000	55,000

South West England	£ Range	£ Typical
SAP Architect	60,000-85,000	75,000
SAP BASIS Consultant	45,000-65,000	53,000
SAP ABAP Developer	40,000-55,000	50,000
Dynamics Consultant	50,000-75,000	65,000
Dynamics Developer	45,000-50,000	50,000
Oracle Technical Consultant	45,000-60,000	60,000
Oracle Functional Consultant	40,000-55,000	55,000
Oracle Support Analyst	35,000-45,000	45,000
ERP Project Manager	60,000-75,000	65,000
ERP Technical Consultant	45,000-65,000	60,000
ERP Functional Consultant	45,000-65,000	55,000
ERP Support Analyst	30,000-45,000	40,000
ERP Programme Manager	65,000-80,000	75,000
ERP Business Analyst	40,000-55,000	50,000
Salesforce Solutions Architect	80,000-105,000	90,000
Salesforce Technical Architect	80,000-105,000	90,000
Salesforce Developer	60,000-85,000	70,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	45,000-65,000	50,000
Salesforce Project Manager	47,000-70,000	52,000
Salesforce Programme Manager	68,000-90,000	78,000
Salesforce Product Owner	55,000-70,000	63,000
Salesforce Tester	42,000-63,000	53,000
Salesforce Functional Consultant	45,000-55,000	50,000
Salesforce Trainer	45,000-65,000	55,000



Wales	£ Range	£ Typical
SAP Architect	60,000-85,000	80,000
SAP BASIS Consultant	45,000-65,000	52,000
SAP ABAP Developer	40,000-55,000	45,000
Dynamics Consultant	50,000-75,000	60,000
Dynamics Developer	45,000-50,000	48,000
Oracle Technical Consultant	45,000-60,000	55,000
Oracle Functional Consultant	40,000-55,000	50,000
Oracle Support Analyst	35,000-45,000	40,000
ERP Project Manager	60,000-75,000	60,000
ERP Technical Consultant	45,000-65,000	55,000
ERP Functional Consultant	45,000-65,000	55,000
ERP Support Analyst	30,000-45,000	45,000
ERP Programme Manager	65,000-80,000	70,000
ERP Business Analyst	40,000-65,000	57,000
Salesforce Solutions Architect	80,000-105,000	90,000
Salesforce Technical Architect	80,000-105,000	90,000
Salesforce Developer	60,000-85,000	70,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	45,000-65,000	50,000
Salesforce Project Manager	47,000-70,000	52,000
Salesforce Programme Manager	68,000-90,000	78,000
Salesforce Product Owner	55,000-70,000	63,000
Salesforce Tester	42,000-63,000	53,000
Salesforce Functional Consultant	45,000-65,000	57,000
Salesforce Trainer	45,000-65,000	55,000

Midlands	£ Range	£ Typical
SAP Architect	70,000-90,000	80,000
SAP BASIS Consultant	45,000-70,000	57,000
SAP ABAP Developer	40,000-60,000	50,000
Dynamics Consultant	47,000-58,000	55,500
Dynamics Developer	45,000-57,000	50,000
Oracle Technical Consultant	50,000-60,000	55,000
Oracle Functional Consultant	45,000-65,000	55,000
Oracle Support Analyst	35,000-50,000	45,000
ERP Project Manager	50,000-65,000	60,000
ERP Technical Consultant	45,000-65,000	58,000
ERP Functional Consultant	50,000-65,000	56,000
ERP Support Analyst	35,000-45,000	45,000
ERP Programme Manager	60,000-80,000	70,000
ERP Business Analyst	40,000-60,000	50,000
Salesforce Solutions Architect	80,000-105,000	90,000
Salesforce Technical Architect	80,000-105,000	90,000
Salesforce Developer	60,000-85,000	70,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	45,000-65,000	52,000
Salesforce Project Manager	47,000-70,000	60,000
Salesforce Programme Manager	68,000-90,000	80,000
Salesforce Product Owner	55,000-70,000	63,000
Salesforce Tester	42,000-63,000	53,000
Salesforce Functional Consultant	45,000-65,000	55,000
Salesforce Trainer	45,000-65,000	55,000

Yorkshire and the Humber	£ Range	£ Typical
SAP Architect	75,000-100,000	87,000
SAP BASIS Consultant	45,000-55,000	50,000
SAP ABAP Developer	52,000-70,000	60,000
Dynamics Consultant	55,000-85,000	63,000
Dynamics Developer	55,000-70,000	60,000
Oracle Technical Consultant	55,000-60,000	58,000
Oracle Functional Consultant	45,000-65,000	55,000
Oracle Support Analyst	37,500-55,000	43,000
ERP Project Manager	45,000-60,000	55,000
ERP Technical Consultant	55,000-66,000	62,000
ERP Functional Consultant	45,000-80,000	58,000
ERP Support Analyst	30,000-50,000	40,000
ERP Programme Manager	70,000-85,000	75,000
ERP Business Analyst	42,000-55,000	47,500
Salesforce Solutions Architect	80,000-105,000	90,000
Salesforce Technical Architect	80,000-105,000	90,000
Salesforce Developer	60,000-85,000	70,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	45,000-65,000	53,000
Salesforce Project Manager	47,000-68,000	55,000
Salesforce Programme Manager	68,000-90,000	78,000
Salesforce Product Owner	55,000-70,000	63,000
Salesforce Tester	40,000-60,000	50,000
Salesforce Functional Consultant	45,000-65,000	58,000
Salesforce Trainer	45,000-65,000	55,000

North East England	£ Range	£ Typical
SAP Architect	65,000-85,000	75,000
SAP BASIS Consultant	49,000-55,000	50,000
SAP ABAP Developer	52,000-70,000	55,000
Dynamics Consultant	50,000-65,000	55,000
Dynamics Developer	50,000-65,000	50,000
Oracle Technical Consultant	55,000-60,000	57,500
Oracle Functional Consultant	51,500-72,500	57,000
Oracle Support Analyst	37,500-55,000	38,000
ERP Project Manager	45,000-60,000	55,000
ERP Technical Consultant	40,000-65,000	60,000
ERP Functional Consultant	50,000-60,000	55,000
ERP Support Analyst	30,000-50,000	35,000
ERP Programme Manager	60,000-80,000	65,000
ERP Business Analyst	40,000-55,000	50,000
Salesforce Solutions Architect	80,000-105,000	90,000
Salesforce Technical Architect	80,000-105,000	90,000
Salesforce Developer	60,000-85,000	70,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	45,000-65,000	53,000
Salesforce Project Manager	47,000-68,000	53,000
Salesforce Programme Manager	68,000-90,000	78,000
Salesforce Product Owner	55,000-70,000	63,000
Salesforce Tester	40,000-60,000	50,000
Salesforce Functional Consultant	45,000-65,000	57,000
Salesforce Trainer	45,000-65,000	55,000

# TECHNOLOGY

## ERP/CRM

North West England	£ Range	£ Typical
SAP Architect	65,000-90,000	75,000
SAP BASIS Consultant	40,000-55,000	50,000
SAP ABAP Developer	40,000-60,000	50,000
Dynamics Consultant	50,000-65,000	55,000
Dynamics Developer	50,000-65,000	55,000
Oracle Technical Consultant	50,000-60,000	55,000
Oracle Functional Consultant	50,000-60,000	55,000
Oracle Support Analyst	37,500-55,000	40,000
ERP Project Manager	45,000-60,000	55,000
ERP Technical Consultant	40,000-65,000	60,000
ERP Functional Consultant	50,000-60,000	55,000
ERP Support Analyst	30,000-50,000	35,000
ERP Programme Manager	60,000-80,000	60,000
ERP Business Analyst	40,000-55,000	47,500
Salesforce Solutions Architect	80,000-105,000	90,000
Salesforce Technical Architect	80,000-105,000	90,000
Salesforce Developer	60,000-85,000	70,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	45,000-65,000	52,000
Salesforce Project Manager	47,000-65,000	50,000
Salesforce Programme Manager	68,000-90,000	78,000
Salesforce Product Owner	55,000-70,000	63,000
Salesforce Tester	40,000-60,000	50,000
Salesforce Functional Consultant	45,000-65,000	57,000
Salesforce Trainer	45,000-65,000	55,000

Scotland	£ Range	£ Typical
SAP Architect	75,000-100,000	87,000
SAP BASIS Consultant	45,000-55,000	50,000
SAP ABAP Developer	52,000-70,000	60,000
Dynamics Consultant	45,000-65,000	57,000
Dynamics Developer	45,000-65,000	57,000
Oracle Technical Consultant	45,000-65,000	55,000
Oracle Functional Consultant	45,000-65,000	53,000
Oracle Support Analyst	35,000-50,000	45,000
ERP Project Manager	50,000-70,000	58,000
ERP Technical Consultant	45,000-70,000	55,000
ERP Functional Consultant	45,000-70,000	55,000
ERP Support Analyst	28,000-42,000	32,000
ERP Programme Manager	60,000-80,000	70,000
ERP Business Analyst	40,000-60,000	50,000
Salesforce Solutions Architect	80,000-100,000	88,000
Salesforce Technical Architect	80,000-100,000	88,000
Salesforce Developer	60,000-85,000	70,000
Salesforce Administrator	45,000-65,000	55,000
Salesforce Business Analyst	45,000-65,000	52,000
Salesforce Project Manager	47,000-65,000	50,000
Salesforce Programme Manager	68,000-90,000	78,000
Salesforce Product Owner	55,000-70,000	63,000
Salesforce Tester	40,000-60,000	50,000
Salesforce Functional Consultant	45,000-65,000	57,000
Salesforce Trainer	45,000-65,000	55,000

# TECHNOLOGY

## INTELLIGENT AUTOMATION

London	£ Range	£ Typical
RPA Business Analyst	42,000-65,000	53,000
RPA Developer	45,000-70,000	57,000
RPA Systems Architect	60,000-85,000	75,000
RPA Project Manager	45,000-80,000	62,000

South East England	£ Range	£ Typical
RPA Business Analyst	38,000-60,000	50,000
RPA Developer	40,000-64,000	52,000
RPA Systems Architect	55,000-78,000	70,000
RPA Project Manager	48,000-73,000	56,000

East of England	£ Range	£ Typical
RPA Business Analyst	38,000-55,000	50,000
RPA Developer	40,000-60,000	52,000
RPA Systems Architect	55,000-78,000	67,000
RPA Project Manager	48,000-73,000	60,000

South West and Wales	£ Range	£ Typical
RPA Business Analyst	38,000-55,000	50,000
RPA Developer	40,000-60,000	52,000
RPA Systems Architect	55,000-78,000	67,000
RPA Project Manager	48,000-73,000	60,000

Midlands	£ Range	£ Typical
RPA Business Analyst	38,000-55,000	50,000
RPA Developer	40,000-60,000	52,000
RPA Systems Architect	55,000-78,000	67,000
RPA Project Manager	48,000-73,000	60,000

Yorkshire and the North East	£ Range	£ Typical
RPA Business Analyst	38,000-55,000	50,000
RPA Developer	40,000-60,000	52,000
RPA Systems Architect	55,000-78,000	67,000
RPA Project Manager	48,000-73,000	60,000

North West England	£ Range	£ Typical
RPA Business Analyst	35,000-55,000	50,000
RPA Developer	38,000-58,000	52,000
RPA Systems Architect	52,000-75,000	67,000
RPA Project Manager	45,000-70,000	60,000

Northern Ireland	£ Range	£ Typical
RPA Business Analyst	38,000-55,000	50,000
RPA Developer	40,000-60,000	52,000
RPA Systems Architect	55,000-78,000	67,000
RPA Project Manager	48,000-73,000	60,000

Scotland	£ Range	£ Typical
RPA Business Analyst	38,000-55,000	50,000
RPA Developer	40,000-60,000	52,000
RPA Systems Architect	55,000-78,000	70,000
RPA Project Manager	48,000-73,000	60,000

London	£ Range	£ Typical
CIO FTSE 100	160,000-230,000	200,000
CIO FTSE 250	110,000-150,000	150,000
CIO SME	75,000-125,000	100,000
Chief Data Officer/Head of Data	125,000-190,000	175,000
Chief Information Security Officer	110,000-200,000	170,000
CTO FTSE 100	125,000-170,000	170,000
CTO FTSE 250	90,000-125,000	120,000
CTO SME	70,000-120,000	120,000
IT Director FTSE 100	130,000-170,000	160,000
IT Director FTSE 250	90,000-130,000	125,000
IT Director SME	90,000-110,000	100,000
Transformation Director	115,000-165,000	140,000
Head of IT	65,000-100,000	90,000
Head of Service Delivery	55,000-85,000	85,000
Head of Infrastructure	60,000-110,000	90,000
Head of Development	75,000-115,000	95,000
Head of IT Security	65,000-120,000	95,000
Head of Business Intelligence	80,000-115,000	100,000
Business Architect	75,000-105,000	95,000
Technical Architect	65,000-95,000	95,000
IT Manager	50,000-85,000	70,000

South East England	£ Range	£ Typical
CIO	95,000-165,000	130,000
Chief Data Officer/Head of Data	80,000-125,000	110,000
Chief Information Security Officer	85,000-150,000	115,000
CTO	85,000-150,000	120,000
IT Director	75,000-120,000	100,000
Transformation Director	100,000-140,000	125,000
Head of IT	65,000-100,000	90,000
Head of Service Delivery	60,000-90,000	85,000
Head of Infrastructure	65,000-95,000	83,000
Head of Development	65,000-100,000	90,000
Head of IT Security	85,000-110,000	110,000
Head of Business Intelligence	70,000-110,000	90,000
Business Architect	60,000-90,000	75,000
Technical Architect	65,000-110,000	85,000
IT Manager	50,000-100,000	70,000

East of England	£ Range	£ Typical
CIO	90,000-115,000	105,000
Chief Data Officer/Head of Data	85,000-105,000	95,000
Chief Information Security Officer	80,000-110,000	95,000
CTO	90,000-115,000	105,000
IT Director	80,000-100,000	90,000
Transformation Director	75,000-100,000	90,000
Head of IT	65,000-85,000	77,500
Head of Service Delivery	65,000-85,000	77,500
Head of Infrastructure	60,000-80,000	72,500
Head of Development	65,000-95,000	82,500
Head of IT Security	65,000-85,000	77,500
Head of Business Intelligence	75,000-95,000	87,500
Business Architect	65,000-85,000	75,000
Technical Architect	65,000-95,000	80,000
IT Manager	48,000-62,000	55,000

South West England	£ Range	£ Typical
CIO	90,000-130,000	105,000
Chief Data Officer/Head of Data	75,000-85,000	80,000
Chief Information Security Officer	75,000-105,000	90,000
CTO	85,000-130,000	105,000
IT Director	70,000-105,000	90,000
Transformation Director	85,000-105,000	98,000
Head of IT	60,000-80,000	70,000
Head of Service Delivery	60,000-80,000	68,000
Head of Infrastructure	50,000-80,000	65,000
Head of Development	65,000-105,000	83,000
Head of IT Security	60,000-90,000	80,000
Head of Business Intelligence	70,000-95,000	85,000
Business Architect	55,000-85,000	70,000
Technical Architect	55,000-85,000	70,000
IT Manager	40,000-60,000	55,000

Wales	£ Range	£ Typical
CIO	80,000-105,000	95,000
Chief Data Officer/Head of Data	68,000-86,000	80,000
Chief Information Security Officer	81,000-103,000	95,000
CTO	80,000-102,000	94,000
IT Director	81,000-103,000	95,000
Transformation Director	81,000-103,000	98,000
Head of IT	57,000-72,000	67,000
Head of Service Delivery	55,000-70,000	65,000
Head of Infrastructure	57,000-72,000	67,000
Head of Development	72,000-92,000	87,000
Head of IT Security	72,000-92,000	85,000
Head of Business Intelligence	70,000-89,000	82,000
Business Architect	57,000-73,000	67,000
Technical Architect	58,000-74,000	68,000
IT Manager	47,000-60,000	55,000

Midlands	£ Range	£ Typical
CIO	110,000-175,000	135,000
Chief Data Officer/Head of Data	100,000-160,000	125,000
Chief Information Security Officer	100,000-150,000	125,000
CTO	110,000-160,000	135,000
IT Director	90,000-130,000	115,000
Transformation Director	90,000-130,000	120,000
Head of IT	70,000-100,000	75,000
Head of Service Delivery	65,000-85,000	73,000
Head of Infrastructure	60,000-80,000	70,000
Head of Development	75,000-95,000	78,000
Head of IT Security	70,000-90,000	85,000
Head of Business Intelligence	70,000-90,000	82,000
Business Architect	60,000-90,000	70,000
Technical Architect	60,000-90,000	75,000
IT Manager	55,000-80,000	60,000

Yorkshire and the Humber	£ Range	£ Typical
CIO	85,000-120,000	110,000
Chief Data Officer/Head of Data	70,000-90,000	80,000
Chief Information Security Officer	70,000-90,000	85,000
CTO	70,000-120,000	105,000
IT Director	80,000-100,000	90,000
Transformation Director	90,000-110,000	100,000
Head of IT	50,000-75,000	75,000
Head of Service Delivery	50,000-75,000	68,000
Head of Infrastructure	60,000-80,000	75,000
Head of Development	70,000-100,000	94,000
Head of IT Security	60,000-80,000	75,000
Head of Business Intelligence	70,000-90,000	75,000
Business Architect	55,000-85,000	70,000
Technical Architect	70,000-90,000	85,000
IT Manager	40,000-60,000	55,000



North East England	£ Range	£ Typical
CIO	85,000-120,000	95,000
Chief Data Officer/Head of Data	70,000-90,000	80,000
Chief Information Security Officer	75,000-90,000	85,000
CTO	70,000-120,000	100,000
IT Director	80,000-110,000	85,000
Transformation Director	90,000-110,000	100,000
Head of IT	55,000-75,000	65,000
Head of Service Delivery	55,000-75,000	65,000
Head of Infrastructure	60,000-80,000	72,000
Head of Development	70,000-100,000	78,000
Head of IT Security	60,000-80,000	75,000
Head of Business Intelligence	70,000-90,000	78,000
Business Architect	55,000-85,000	70,000
Technical Architect	60,000-80,000	73,000
IT Manager	40,000-60,000	55,000

North West England	£ Range	£ Typical
CIO	90,000-140,000	110,000
Chief Data Officer/Head of Data	90,000-120,000	100,000
Chief Information Security Officer	75,000-110,000	90,000
CTO	80,000-120,000	90,000
IT Director	75,000-100,000	85,000
Transformation Director	75,000-115,000	95,000
Head of IT	55,000-90,000	75,000
Head of Service Delivery	50,000-80,000	70,000
Head of Infrastructure	60,000-85,000	70,000
Head of Development	60,000-90,000	70,000
Head of IT Security	60,000-100,000	75,000
Head of Business Intelligence	75,000-100,000	85,000
Business Architect	50,000-90,000	65,000
Technical Architect	55,000-75,000	65,000
IT Manager	40,000-65,000	50,000

Northern Ireland	£ Range	£ Typical
CIO	90,000-110,000	100,000
Chief Data Officer/Head of Data	80,000-90,000	85,000
Chief Information Security Officer	80,000-100,000	95,000
CTO	90,000-110,000	90,000
IT Director	70,000-100,000	90,000
Transformation Director	80,000-90,000	90,000
Head of IT	60,000-90,000	80,000
Head of Service Delivery	55,000-70,000	60,000
Head of Infrastructure	55,000-75,000	70,000
Head of Development	60,000-80,000	75,000
Head of IT Security	75,000-95,000	90,000
Head of Business Intelligence	75,000-95,000	90,000
Business Architect	65,000-75,000	70,000
Technical Architect	60,000-80,000	70,000
IT Manager	40,000-65,000	50,000

Scotland	£ Range	£ Typical
CIO	80,000-130,000	110,000
Chief Data Officer/Head of Data	80,000-130,000	110,000
Chief Information Security Officer	80,000-130,000	100,000
CTO	90,000-130,000	100,000
IT Director	70,000-110,000	85,000
Transformation Director	75,000-120,000	95,000
Head of IT	60,000-95,000	75,000
Head of Service Delivery	55,000-90,000	70,000
Head of Infrastructure	55,000-90,000	70,000
Head of Development	60,000-95,000	80,000
Head of IT Security	50,000-90,000	80,000
Head of Business Intelligence	60,000-90,000	75,000
Business Architect	55,000-90,000	70,000
Technical Architect	55,000-90,000	70,000
IT Manager	45,000-65,000	55,000

# TECHNOLOGY PROJECTS & CHANGE

London	£ Range	£ Typical
Transformation Director	120,000-165,000	140,000
Enterprise Architect	95,000-120,000	100,000
Scrum Master	65,000-85,000	75,000
Programme Director	100,000-140,000	125,000
Programme Manager	80,000-110,000	95,000
Portfolio Manager	75,000-100,000	85,000
Head of Projects/Change	75,000-110,000	95,000
Project Manager - Senior	70,000-90,000	85,000
Project Manager - Mid	55,000-70,000	65,000
Project Manager - Junior	40,000-55,000	50,000
Change Manager	65,000-90,000	80,000
Release Manager	55,000-80,000	70,000
Product Owner	55,000-90,000	75,000
Product Manager	65,000-95,000	80,000
Head of Business Analysis	80,000-105,000	95,000
Business Analyst - Senior	65,000-90,000	75,000
Business Analyst - Mid	50,000-75,000	70,000
Business Analyst - Junior	30,000-50,000	45,000
PMO Manager	60,000-80,000	75,000
PMO Analyst/Coordinator	35,000-55,000	45,000
Project Coordinator/Project Support Officer	25,000-35,000	30,000

East of England	£ Range	£ Typical
Transformation Director	87,000-105,000	95,000
Enterprise Architect	70,000-85,000	85,000
Scrum Master	55,000-65,000	60,000
Programme Director	85,000-105,000	95,000
Programme Manager	65,000-85,000	80,000
Portfolio Manager	68,000-80,000	72,500
Head of Projects/Change	80,000-90,000	85,000
Project Manager - Senior	60,000-75,000	70,000
Project Manager - Mid	45,000-60,000	55,000
Project Manager - Junior	30,000-45,000	40,000
Change Manager	45,000-65,000	55,000
Release Manager	45,000-65,000	55,000
Product Owner	45,000-65,000	55,000
Product Manager	60,000-70,000	65,000
Head of Business Analysis	60,000-80,000	70,000
Business Analyst - Senior	60,000-70,000	65,000
Business Analyst - Mid	50,000-60,000	55,000
Business Analyst - Junior	35,000-50,000	40,000
PMO Manager	50,000-65,000	60,000
PMO Analyst/Coordinator	30,000-40,000	35,000
Project Coordinator/Project Support Officer	25,000-35,000	30,000

Wales	£ Range	£ Typical
Transformation Director	72,000-110,000	94,000
Enterprise Architect	65,000-90,000	82,000
Scrum Master	52,000-65,000	62,000
Programme Director	80,000-110,000	93,000
Programme Manager	56,000-86,000	75,000
Portfolio Manager	55,000-82,000	68,000
Head of Projects/Change	70,000-100,000	86,000
Project Manager - Senior	55,000-76,000	68,000
Project Manager - Mid	42,000-56,000	53,000
Project Manager - Junior	30,000-40,000	38,000
Change Manager	45,000-65,000	58,000
Release Manager	45,000-57,000	56,000
Product Owner	35,000-65,000	55,000
Product Manager	45,000-75,000	58,000
Head of Business Analysis	56,000-85,000	70,000
Business Analyst - Senior	46,000-66,000	58,000
Business Analyst - Mid	38,000-53,000	46,000
Business Analyst - Junior	28,000-38,000	36,000
PMO Manager	50,000-72,000	62,000
PMO Analyst/Coordinator	29,000-43,000	38,000
Project Coordinator/Project Support Officer	20,000-36,000	32,000

South East England	£ Range	£ Typical
Transformation Director	85,000-120,000	100,000
Enterprise Architect	65,000-100,000	85,000
Scrum Master	50,000-75,000	65,000
Programme Director	85,000-120,000	100,000
Programme Manager	70,000-90,000	80,000
Portfolio Manager	70,000-90,000	70,000
Head of Projects/Change	70,000-100,000	85,000
Project Manager - Senior	60,000-80,000	70,000
Project Manager - Mid	45,000-70,000	60,000
Project Manager - Junior	30,000-45,000	40,000
Change Manager	50,000-80,000	65,000
Release Manager	50,000-65,000	60,000
Product Owner	45,000-60,000	55,000
Product Manager	50,000-80,000	60,000
Head of Business Analysis	65,000-85,000	75,000
Business Analyst - Senior	55,000-70,000	62,500
Business Analyst - Mid	40,000-60,000	52,000
Business Analyst - Junior	30,000-40,000	35,000
PMO Manager	50,000-80,000	65,000
PMO Analyst/Coordinator	30,000-45,000	35,000
Project Coordinator/Project Support Officer	28,000-40,000	32,000

South West England	£ Range	£ Typical
Transformation Director	72,000-110,000	95,000
Enterprise Architect	65,000-130,000	85,000
Scrum Master	52,000-65,000	60,000
Programme Director	80,000-110,000	95,000
Programme Manager	56,000-86,000	75,000
Portfolio Manager	55,000-82,000	68,000
Head of Projects/Change	70,000-100,000	80,000
Project Manager - Senior	55,000-76,000	65,000
Project Manager - Mid	40,000-60,000	55,000
Project Manager - Junior	30,000-40,000	38,000
Change Manager	45,000-65,000	56,000
Release Manager	45,000-57,000	56,000
Product Owner	35,000-65,000	58,000
Product Manager	45,000-75,000	58,000
Head of Business Analysis	56,000-85,000	70,000
Business Analyst - Senior	46,000-66,000	58,000
Business Analyst - Mid	38,000-53,000	46,000
Business Analyst - Junior	28,000-38,000	36,000
PMO Manager	50,000-72,000	62,000
PMO Analyst/Coordinator	29,000-43,000	35,000
Project Coordinator/Project Support Officer	20,000-30,000	27,500

Midlands	£ Range	£ Typical
Transformation Director	90,000-105,000	95,000
Enterprise Architect	70,000-90,000	82,000
Scrum Master	45,000-60,000	55,000
Programme Director	80,000-110,000	100,000
Programme Manager	70,000-90,000	85,000
Portfolio Manager	60,000-75,000	72,000
Head of Projects/Change	65,000-85,000	85,000
Project Manager - Senior	55,000-75,000	70,000
Project Manager - Mid	45,000-60,000	55,000
Project Manager - Junior	35,000-45,000	40,000
Change Manager	45,000-65,000	60,000
Release Manager	40,000-55,000	50,000
Product Owner	45,000-65,000	62,000
Product Manager	40,000-55,000	50,000
Head of Business Analysis	70,000-90,000	75,000
Business Analyst - Senior	55,000-65,000	60,000
Business Analyst - Mid	45,000-55,000	50,000
Business Analyst - Junior	36,000-45,000	40,000
PMO Manager	50,000-65,000	60,000
PMO Analyst/Coordinator	25,000-40,000	35,000
Project Coordinator/Project Support Officer	18,000-30,000	25,000

# TECHNOLOGY PROJECTS & CHANGE

Yorkshire and the Humber	£ Range	£ Typical
Transformation Director	70,000-100,000	90,000
Enterprise Architect	70,000-100,000	80,000
Scrum Master	45,000-60,000	55,000
Programme Director	85,000-110,000	95,000
Programme Manager	50,000-70,000	65,000
Portfolio Manager	60,000-85,000	70,000
Head of Projects/Change	60,000-80,000	70,000
Project Manager - Senior	50,000-60,000	55,000
Project Manager - Mid	40,000-50,000	45,000
Project Manager - Junior	30,000-45,000	35,000
Change Manager	40,000-55,000	50,000
Release Manager	40,000-55,000	50,000
Product Owner	41,000-75,000	60,000
Product Manager	70,000-80,000	75,000
Head of Business Analysis	50,000-70,000	60,000
Business Analyst - Senior	45,000-50,000	50,000
Business Analyst - Mid	40,000-50,000	45,000
Business Analyst - Junior	30,000-40,000	35,000
PMO Manager	45,000-60,000	55,000
PMO Analyst/Coordinator	25,000-45,000	38,000
Project Coordinator/Project Support Officer	25,000-30,000	28,000

North East England	£ Range	£ Typical
Transformation Director	70,000-100,000	85,000
Enterprise Architect	70,000-100,000	75,000
Scrum Master	45,000-60,000	52,000
Programme Director	85,000-110,000	85,000
Programme Manager	50,000-70,000	60,000
Portfolio Manager	60,000-85,000	60,000
Head of Projects/Change	60,000-80,000	70,000
Project Manager - Senior	50,000-60,000	55,000
Project Manager - Mid	40,000-50,000	45,000
Project Manager - Junior	30,000-45,000	35,000
Change Manager	40,000-55,000	50,000
Release Manager	40,000-55,000	48,000
Product Owner	45,000-60,000	50,000
Product Manager	50,000-70,000	60,000
Head of Business Analysis	50,000-70,000	60,000
Business Analyst - Senior	45,000-55,000	50,000
Business Analyst - Mid	40,000-50,000	45,000
Business Analyst - Junior	30,000-40,000	34,000
PMO Manager	45,000-60,000	55,000
PMO Analyst/Coordinator	25,000-45,000	35,000
Project Coordinator/Project Support Officer	25,000-30,000	27,000

North West England	£ Range	£ Typical
Transformation Director	75,000-115,000	95,000
Enterprise Architect	70,000-100,000	80,000
Scrum Master	45,000-65,000	55,000
Programme Director	80,000-100,000	85,000
Programme Manager	60,000-80,000	70,000
Portfolio Manager	55,000-70,000	65,000
Head of Projects/Change	65,000-80,000	75,000
Project Manager - Senior	50,000-65,000	55,000
Project Manager - Mid	40,000-55,000	48,000
Project Manager - Junior	25,000-35,000	30,000
Change Manager	40,000-55,000	50,000
Release Manager	40,000-50,000	45,000
Product Owner	35,000-45,000	42,000
Product Manager	40,000-60,000	50,000
Head of Business Analysis	55,000-70,000	60,000
Business Analyst - Senior	40,000-55,000	50,000
Business Analyst - Mid	35,000-45,000	40,000
Business Analyst - Junior	30,000-40,000	34,000
PMO Manager	40,000-55,000	50,000
PMO Analyst/Coordinator	30,000-40,000	35,000
Project Coordinator/Project Support Officer	25,000-35,000	30,000

Northern Ireland	£ Range	£ Typical
Transformation Director	70,000-80,000	75,000
Enterprise Architect	65,000-85,000	70,000
Scrum Master	50,000-55,000	52,000
Programme Director	65,000-75,000	70,000
Programme Manager	60,000-70,000	65,000
Portfolio Manager	60,000-70,000	62,000
Head of Projects/Change	55,000-65,000	60,000
Project Manager - Senior	50,000-60,000	55,000
Project Manager - Mid	40,000-50,000	42,000
Project Manager - Junior	25,000-35,000	30,000
Change Manager	44,000-52,000	48,000
Release Manager	44,000-52,000	45,000
Product Owner	40,000-55,000	42,000
Product Manager	50,000-60,000	55,000
Head of Business Analysis	50,000-60,000	55,000
Business Analyst - Senior	45,000-55,000	50,000
Business Analyst - Mid	35,000-45,000	40,000
Business Analyst - Junior	25,000-35,000	30,000
PMO Manager	50,000-60,000	52,000
PMO Analyst/Coordinator	30,000-40,000	35,000
Project Coordinator/Project Support Officer	25,000-30,000	25,000

Scotland	£ Range	£ Typical
Transformation Director	80,000-120,000	100,000
Enterprise Architect	70,000-110,000	85,000
Scrum Master	40,000-65,000	55,000
Programme Director	70,000-100,000	85,000
Programme Manager	60,000-80,000	75,000
Portfolio Manager	55,000-70,000	65,000
Head of Projects/Change	65,000-80,000	70,000
Project Manager - Senior	50,000-65,000	55,000
Project Manager - Mid	45,000-50,000	48,000
Project Manager - Junior	30,000-40,000	35,000
Change Manager	40,000-55,000	50,000
Release Manager	40,000-65,000	50,000
Product Owner	40,000-75,000	50,000
Product Manager	40,000-60,000	60,000
Head of Business Analysis	60,000-75,000	60,000
Business Analyst - Senior	45,000-60,000	55,000
Business Analyst - Mid	40,000-50,000	45,000
Business Analyst - Junior	30,000-40,000	35,000
PMO Manager	45,000-60,000	55,000
PMO Analyst/Coordinator	30,000-40,000	35,000
Project Coordinator/Project Support Officer	25,000-35,000	30,000



# TECHNOLOGY TESTING

London	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	65,000-95,000	77,250	65,000-95,000	77,250
Test Lead	55,000-70,000	65,000	50,000-70,000	60,000
Senior Test Analyst	45,000-75,000	67,000	45,000-55,000	52,000
Test Analyst	45,000-65,000	50,000	40,000-50,000	46,000
Technical Lead	55,000-85,000	70,000	50,000-75,000	65,000
QA Analyst	40,000-50,000	45,000	38,000-50,000	47,000
Automation Tester	-	-	50,000-70,000	65,000

South East England	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	60,000-70,000	65,000	58,000-74,000	65,000
Test Lead	45,000-55,000	55,000	42,000-60,000	55,000
Senior Test Analyst	50,000-55,000	50,000	40,000-50,000	45,000
Test Analyst	42,000-45,000	42,000	35,000-45,000	40,000
Technical Lead	55,000-65,000	60,000	45,000-65,000	55,000
QA Analyst	35,000-40,000	40,000	40,000-45,000	43,000
Automation Tester	-	-	40,000-55,000	50,000

East of England	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	55,000-65,000	60,000	55,000-65,000	60,000
Test Lead	45,000-55,000	50,000	45,000-55,000	50,000
Senior Test Analyst	35,000-45,000	42,000	40,000-50,000	45,000
Test Analyst	30,000-40,000	35,000	35,000-45,000	40,000
Technical Lead	45,000-65,000	55,000	45,000-65,000	55,000
QA Analyst	30,000-45,000	38,000	35,000-45,000	40,000
Automation Tester	-	-	35,000-42,000	38,000

South West England	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	50,000-65,000	60,000	50,000-70,000	65,000
Test Lead	40,000-50,000	50,000	45,000-55,000	50,000
Senior Test Analyst	40,000-45,000	45,000	40,000-50,000	45,000
Test Analyst	30,000-40,000	38,000	35,000-45,000	40,000
Technical Lead	50,000-70,000	60,000	50,000-60,000	55,000
QA Analyst	30,000-40,000	35,000	35,000-40,000	36,000
Automation Tester	-	-	38,000-60,000	48,000

Wales	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	45,000-65,000	60,000	45,000-65,000	62,000
Test Lead	45,000-55,000	53,000	45,000-55,000	53,000
Senior Test Analyst	40,000-50,000	45,000	40,000-50,000	45,000
Test Analyst	30,000-45,000	38,000	35,000-45,000	40,000
Technical Lead	50,000-62,000	57,000	50,000-62,000	57,000
QA Analyst	30,000-46,000	42,000	30,000-46,000	42,000
Automation Tester	-	-	45,000-70,000	58,000

Midlands	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	40,000-65,000	60,000	40,000-65,000	60,000
Test Lead	50,000-60,000	50,000	50,000-60,000	50,000
Senior Test Analyst	45,000-55,000	48,000	45,000-55,000	48,000
Test Analyst	30,000-48,000	40,000	30,000-50,000	40,000
Technical Lead	50,000-60,000	52,000	50,000-60,000	50,000
QA Analyst	30,000-45,000	40,000	30,000-40,000	35,000
Automation Tester	-	-	45,000-60,000	50,000

Yorkshire and the Humber	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	45,000-65,000	60,000	45,000-65,000	58,000
Test Lead	40,000-50,000	46,000	45,000-55,000	46,000
Senior Test Analyst	35,000-45,000	42,000	40,000-50,000	42,000
Test Analyst	30,000-45,000	36,000	35,000-45,000	36,000
Technical Lead	45,000-55,000	52,000	45,000-55,000	52,000
QA Analyst	30,000-46,000	42,000	30,000-46,000	42,000
Automation Tester	-	-	40,000-60,000	50,000

North East England	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	50,000-63,000	55,000	50,000-65,000	53,000
Test Lead	40,000-50,000	45,000	40,000-50,000	45,000
Senior Test Analyst	35,000-45,000	40,000	35,000-45,000	40,000
Test Analyst	25,000-40,000	35,000	30,000-36,000	35,000
Technical Lead	45,000-55,000	50,000	45,000-55,000	50,000
QA Analyst	35,000-45,000	38,000	35,000-45,000	38,000
Automation Tester	-	-	35,000-45,000	38,000

North West England	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	50,000-65,000	55,000	55,000-75,000	60,000
Test Lead	45,000-55,000	50,000	45,000-60,000	50,000
Senior Test Analyst	40,000-50,000	45,000	40,000-50,000	45,000
Test Analyst	35,000-45,000	40,000	35,000-45,000	40,000
Technical Lead	45,000-60,000	55,000	45,000-60,000	55,000
QA Analyst	35,000-45,000	40,000	35,000-45,000	40,000
Automation Tester	-	-	40,000-60,000	48,000

Northern Ireland	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	50,000-65,000	55,000	50,000-60,000	58,000
Test Lead	40,000-50,000	45,000	40,000-50,000	45,000
Senior Test Analyst	35,000-45,000	42,000	40,000-50,000	45,000
Test Analyst	30,000-40,000	37,000	35,000-45,000	37,000
Technical Lead	35,000-45,000	40,000	35,000-45,000	35,000
QA Analyst	30,000-40,000	35,000	30,000-40,000	35,000
Automation Tester	-	-	40,000-50,000	45,000

Scotland	Functional testing ▼		Non-functional testing ▼	
Testing	£ Range	£ Typical	£ Range	£ Typical
Test Manager	55,000-75,000	60,000	55,000-75,000	65,000
Test Lead	50,000-65,000	55,000	50,000-65,000	55,000
Senior Test Analyst	40,000-55,000	48,000	40,000-55,000	52,000
Test Analyst	30,000-42,000	38,000	30,000-42,000	42,000
Technical Lead	50,000-62,000	55,000	50,000-62,000	60,000
QA Analyst	30,000-45,000	38,000	30,000-45,000	45,000
Automation Tester	-	-	40,000-65,000	52,000

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