

A woman with curly hair and a man are looking at a tablet together. The woman is wearing a grey patterned blazer over a grey cable-knit sweater. The man is wearing a dark suit jacket over a light-colored patterned shirt. They are both looking down at the tablet held by the man.

UK Technology Contractor *Day* Rate Guide 2025

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Note: Day rates for the non-fintech roles within this guide are out-of-scope of IR35. For further information about in-scope rates contact your specialist recruiter. Day rates for fintech roles are in-scope of IR35.

Day rates

Leadership

London	£ Range	£ Typical
CIO FTSE 100	1,000-2,000	1,500
CIO FTSE 250	1,000-2,000	1,250
CIO SME	1,000-1,500	1,000
Chief Data Officer/Head of Data	800-1,000	950
Chief Information Security Officer	900-1,600	1,200
CTO FTSE 100	1,000-1,500	1,500
CTO FTSE 250	1,000-2,000	1,250
CTO SME	1,000-2,000	1,000
IT Director FTSE 100	950-1,500	1,200
IT Director FTSE 250	950-1,500	1,000
IT Director SME	950-1,500	950
Transformation Director	900-1,200	1,000
Head of IT	600-900	750
Head of Service Delivery	600-800	700
Head of Infrastructure	600-800	700
Head of Development	800-900	850
Head of IT Security	800-900	850
Head of Business Intelligence	800-900	850
IT Manager	600-700	650
Programme Director	900-1,200	1000
Programme Manager	650-950	850
Head of Projects/Change	950-1,200	1,000
Head of Business Analysis	650-850	800

South East England	£ Range	£ Typical
CIO	700-1,500	1,000
Chief Data Officer/Head of Data	700-1,200	850
Chief Information Security Officer	700-1,600	1,050
CTO	700-1,500	1,000
IT Director	700-1,200	900
Transformation Director	700-1,200	900
Head of IT	600-1,000	850
Head of Service Delivery	600-800	700
Head of Infrastructure	600-850	700
Head of Development	600-850	700
Head of IT Security	650-1,000	800
Head of Business Intelligence	650-900	800
IT Manager	400-800	550
Programme Director	750-1,000	850
Programme Manager	600-900	750
Head of Projects/Change	750-1,000	850
Head of Business Analysis	500-800	650

East of England	£ Range	£ Typical
CIO	800-1,600	1,000
Chief Data Officer/Head of Data	700-1,250	900
Chief Information Security Officer	800-1,500	1,000
CTO	800-1,600	1,000
IT Director	700-900	800
Transformation Director	800-1,100	900
Head of IT	450-750	650
Head of Service Delivery	500-700	600
Head of Infrastructure	600-800	650
Head of Development	600-800	700
Head of IT Security	600-900	750
Head of Business Intelligence	600-800	700
IT Manager	400-600	500
Programme Director	600-1,000	875
Programme Manager	500-900	750
Head of Projects/Change	600-750	700
Head of Business Analysis	550-700	650

South West England	£ Range	£ Typical
CIO	800-1,200	1,000
Chief Data Officer/Head of Data	700-900	850
Chief Information Security Officer	850-1,550	1,050
CTO	800-1,200	1,000
IT Director	750-1,000	900
Transformation Director	750-1,000	900
Head of IT	600-800	700
Head of Service Delivery	550-700	600
Head of Infrastructure	500-650	550
Head of Development	600-800	750
Head of IT Security	600-700	700
Head of Business Intelligence	600-800	700
IT Manager	450-550	500
Programme Director	750-1,000	850
Programme Manager	500-650	600
Head of Projects/Change	600-750	700
Head of Business Analysis	550-700	650

Wales	£ Range	£ Typical
CIO	700-1,000	900
Chief Data Officer/Head of Data	800-900	850
Chief Information Security Officer	800-1,500	1,100
CTO	800-1,000	900
IT Director	750-850	800
Transformation Director	700-900	850
Head of IT	550-650	600
Head of Service Delivery	550-650	600
Head of Infrastructure	450-600	550
Head of Development	550-750	650
Head of IT Security	600-700	650
Head of Business Intelligence	550-700	650
IT Manager	350-550	450
Programme Director	700-900	800
Programme Manager	600-800	650
Head of Projects/Change	600-800	700
Head of Business Analysis	550-750	700

Midlands	£ Range	£ Typical
CIO	900-1,200	1,050
Chief Data Officer/Head of Data	700-900	900
Chief Information Security Officer	800-1,500	1,100
CTO	700-1,000	950
IT Director	700-900	800
Transformation Director	800-1,000	925
Head of IT	600-800	725
Head of Service Delivery	500-700	650
Head of Infrastructure	550-750	650
Head of Development	600-750	650
Head of IT Security	750-950	800
Head of Business Intelligence	700-900	750
IT Manager	450-550	500
Programme Director	700-900	820
Programme Manager	600-750	650
Head of Projects/Change	650-850	700
Head of Business Analysis	600-700	650

Day rates

Leadership

North East and Yorkshire	£ Range	£ Typical
CIO	900-1,200	1,000
Chief Data Officer/Head of Data	750-900	850
Chief Information Security Officer	800-1,500	1,100
CTO	700-1,000	800
IT Director	700-900	850
Transformation Director	850-1,000	900
Head of IT	550-700	600
Head of Service Delivery	550-700	600
Head of Infrastructure	500-650	550
Head of Development	600-700	650
Head of IT Security	650-800	750
Head of Business Intelligence	600-800	700
IT Manager	400-500	500
Programme Director	750-900	850
Programme Manager	575-700	650
Head of Projects/Change	600-800	700
Head of Business Analysis	500-600	550

North West England	£ Range	£ Typical
CIO	900-1,200	1,000
Chief Data Officer/Head of Data	700-900	800
Chief Information Security Officer	800-1,500	1,100
CTO	900-1,000	950
IT Director	700-900	850
Transformation Director	900-1,100	1,000
Head of IT	500-750	650
Head of Service Delivery	550-700	650
Head of Infrastructure	450-550	525
Head of Development	500-700	650
Head of IT Security	550-750	650
Head of Business Intelligence	650-750	675
IT Manager	400-600	500
Programme Director	750-950	850
Programme Manager	700-800	750
Head of Projects/Change	700-900	850
Head of Business Analysis	500-700	650

Northern Ireland	£ Range	£ Typical
CIO	550-800	725
Chief Data Officer/Head of Data	500-800	625
Chief Information Security Officer	700-1,000	800
CTO	500-700	600
IT Director	500-800	600
Transformation Director	675-775	750
Head of IT	350-600	400
Head of Service Delivery	300-500	375
Head of Infrastructure	300-500	425
Head of Development	400-700	500
Head of IT Security	400-700	550
Head of Business Intelligence	350-600	425
IT Manager	300-450	375
Programme Director	550-700	650
Programme Manager	450-600	525
Head of Projects/Change	550-700	650
Head of Business Analysis	400-500	500

Scotland	£ Range	£ Typical
CIO	800-1,200	1,000
Chief Data Officer/Head of Data	650-1,000	750
Chief Information Security Officer	800-1,500	1,100
CTO	650-1,000	750
IT Director	600-1,000	750
Transformation Director	600-1,000	800
Head of IT	500-600	575
Head of Service Delivery	550-650	600
Head of Infrastructure	600-800	600
Head of Development	550-750	650
Head of IT Security	600-900	700
Head of Business Intelligence	550-700	650
IT Manager	350-550	450
Programme Director	600-1,000	750
Programme Manager	500-700	600
Head of Projects/Change	600-850	700
Head of Business Analysis	550-650	550

Day rates

Architecture

London	£ Range	£ Typical
Information Security Architect	650-900	800
Cyber Security Architect	700-1,000	900
Data Architect	650-900	750
Software Architect Java/Opensource	650-900	700
Software Architect Microsoft Stack	650-850	750
Enterprise Architect	650-800	750
Cloud Architect	650-800	700
Business Architect	650-800	750
Technical Architect	700-800	750
Solutions Architect	700-850	700
Infrastructure Specialist/Architect	650-800	700

South East England	£ Range	£ Typical
Information Security Architect	600-1,000	800
Cyber Security Architect	700-1,000	850
Data Architect	600-900	750
Software Architect Java/Opensource	525-675	625
Software Architect Microsoft Stack	525-675	625
Enterprise Architect	600-800	750
Cloud Architect	500-800	700
Business Architect	500-1,000	700
Technical Architect	600-800	700
Solutions Architect	500-700	600
Infrastructure Specialist/Architect	500-750	650

East of England	£ Range	£ Typical
Information Security Architect	700-1,000	800
Cyber Security Architect	700-1,000	850
Data Architect	600-800	675
Software Architect Java/Opensource	550-600	600
Software Architect Microsoft Stack	550-600	600
Enterprise Architect	650-850	800
Cloud Architect	550-700	675
Business Architect	550-650	600
Technical Architect	550-700	600
Solutions Architect	550-700	600
Infrastructure Specialist/Architect	550-650	625

South West England	£ Range	£ Typical
Information Security Architect	700-1,000	850
Cyber Security Architect	700-1,000	850
Data Architect	575-700	650
Software Architect Java/Opensource	500-750	700
Software Architect Microsoft Stack	500-650	650
Enterprise Architect	600-775	725
Cloud Architect	550-700	675
Business Architect	500-700	600
Technical Architect	550-700	650
Solutions Architect	550-750	650
Infrastructure Specialist/Architect	500-600	600

Wales	£ Range	£ Typical
Information Security Architect	750-850	800
Cyber Security Architect	750-950	850
Data Architect	575-700	650
Software Architect Java/Opensource	500-750	700
Software Architect Microsoft Stack	500-650	600
Enterprise Architect	600-775	725
Cloud Architect	550-700	650
Business Architect	500-700	600
Technical Architect	550-700	650
Solutions Architect	550-750	650
Infrastructure Specialist/Architect	500-600	575

Midlands	£ Range	£ Typical
Information Security Architect	750-850	800
Cyber Security Architect	750-950	850
Data Architect	500-700	600
Software Architect Java/Opensource	550-700	650
Software Architect Microsoft Stack	600-700	650
Enterprise Architect	700-900	750
Cloud Architect	600-700	650
Business Architect	600-650	650
Technical Architect	600-700	675
Solutions Architect	600-650	650
Infrastructure Specialist/Architect	500-600	550

North East and Yorkshire	£ Range	£ Typical
Information Security Architect	750-850	800
Cyber Security Architect	750-950	850
Data Architect	600-800	700
Software Architect Java/Opensource	500-600	550
Software Architect Microsoft Stack	500-650	625
Enterprise Architect	600-800	700
Cloud Architect	500-700	600
Business Architect	550-650	600
Technical Architect	600-700	650
Solutions Architect	600-650	650
Infrastructure Specialist/Architect	500-800	650

North West England	£ Range	£ Typical
Information Security Architect	750-850	800
Cyber Security Architect	750-950	850
Data Architect	650-750	700
Software Architect Java/Opensource	650-750	700
Software Architect Microsoft Stack	600-750	700
Enterprise Architect	750-900	800
Cloud Architect	650-750	700
Business Architect	650-750	650
Technical Architect	600-700	650
Solutions Architect	600-650	650
Infrastructure Specialist/Architect	550-700	650

Northern Ireland	£ Range	£ Typical
Information Security Architect	600-800	700
Cyber Security Architect	600-800	700
Data Architect	550-700	625
Software Architect Java/Opensource	700-950	750
Software Architect Microsoft Stack	600-750	650
Enterprise Architect	600-800	700
Cloud Architect	550-700	625
Business Architect	400-500	500
Technical Architect	400-500	500
Solutions Architect	400-500	475
Infrastructure Specialist/Architect	350-550	550

Scotland	£ Range	£ Typical
Information Security Architect	750-850	800
Cyber Security Architect	750-950	800
Data Architect	650-800	700
Software Architect Java/Opensource	650-750	700
Software Architect Microsoft Stack	600-750	650
Enterprise Architect	700-900	750
Cloud Architect	650-750	700
Business Architect	600-750	600
Technical Architect	600-700	650
Solutions Architect	500-750	600
Infrastructure Specialist/Architect	550-700	625

Day rates

Cloud

London	£ Range	£ Typical
Senior Engineer AWS/Azure	500-650	550
Senior Engineer VMware	500-650	550
Engineer AWS/Azure	450-550	500
Engineer VMware	450-550	500
Project Manager Cloud Infrastructure	500-650	600
DevOps Engineer	500-650	600
Site Reliability Engineer	550-700	650
Platform Engineer	500-650	600

South East England	£ Range	£ Typical
Senior Engineer AWS/Azure	550-750	700
Senior Engineer VMware	350-600	550
Engineer AWS/Azure	450-650	550
Engineer VMware	300-500	450
Project Manager Cloud Infrastructure	550-700	600
DevOps Engineer	500-750	625
Site Reliability Engineer	475-575	550
Platform Engineer	500-750	600

East of England	£ Range	£ Typical
Senior Engineer AWS/Azure	500-600	550
Senior Engineer VMware	475-550	500
Engineer AWS/Azure	450-550	550
Engineer VMware	450-550	480
Project Manager Cloud Infrastructure	550-650	580
DevOps Engineer	525-650	545
Site Reliability Engineer	450-550	550
Platform Engineer	400-550	550

South West England	£ Range	£ Typical
Senior Engineer AWS/Azure	475-650	575
Senior Engineer VMware	425-525	450
Engineer AWS/Azure	475-550	550
Engineer VMware	350-500	450
Project Manager Cloud Infrastructure	500-650	550
DevOps Engineer	550-700	600
Site Reliability Engineer	375-500	475
Platform Engineer	425-550	500

Wales	£ Range	£ Typical
Senior Engineer AWS/Azure	500-600	550
Senior Engineer VMware	475-575	500
Engineer AWS/Azure	400-500	475
Engineer VMware	400-500	475
Project Manager Cloud Infrastructure	450-550	500
DevOps Engineer	450-600	525
Site Reliability Engineer	400-500	450
Platform Engineer	400-550	475

Midlands	£ Range	£ Typical
Senior Engineer AWS/Azure	450-550	500
Senior Engineer VMware	450-550	500
Engineer AWS/Azure	350-500	425
Engineer VMware	350-500	425
Project Manager Cloud Infrastructure	500-600	550
DevOps Engineer	450-550	500
Site Reliability Engineer	500-550	525
Platform Engineer	500-550	520

North East and Yorkshire	£ Range	£ Typical
Senior Engineer AWS/Azure	450-600	550
Senior Engineer VMware	450-500	480
Engineer AWS/Azure	400-500	450
Engineer VMware	400-500	450
Project Manager Cloud Infrastructure	450-550	500
DevOps Engineer	500-600	550
Site Reliability Engineer	450-550	500
Platform Engineer	400-500	450

North West England	£ Range	£ Typical
Senior Engineer AWS/Azure	450-650	550
Senior Engineer VMware	400-550	525
Engineer AWS/Azure	400-600	550
Engineer VMware	350-500	450
Project Manager Cloud Infrastructure	450-700	600
DevOps Engineer	500-600	580
Site Reliability Engineer	424-525	450
Platform Engineer	375-500	500

Northern Ireland	£ Range	£ Typical
Senior Engineer AWS/Azure	400-500	450
Senior Engineer VMware	450-500	475
Engineer AWS/Azure	300-500	450
Engineer VMware	250-400	375
Project Manager Cloud Infrastructure	350-450	450
DevOps Engineer	350-500	425
Site Reliability Engineer	425-525	450
Platform Engineer	425-525	450

Scotland	£ Range	£ Typical
Senior Engineer AWS/Azure	450-650	575
Senior Engineer VMware	400-550	525
Engineer AWS/Azure	400-600	550
Engineer VMware	350-500	450
Project Manager Cloud Infrastructure	450-690	550
DevOps Engineer	450-600	500
Site Reliability Engineer	425-525	450
Platform Engineer	400-550	500

Day rates

CRM

Dynamics

London	£ Range	£ Typical
Dynamics Support Consultant	400-500	400
Dynamics Functional Consultant	550-650	600
Dynamics Technical Consultant	550-700	600
Dynamics Project Manager	600-700	625
Dynamics Business Analyst	500-600	550
Dynamics Developer	550-650	600
Dynamics 365 Tech Lead	750-950	800

South East England	£ Range	£ Typical
Dynamics Support Consultant	375-450	400
Dynamics Functional Consultant	500-650	550
Dynamics Technical Consultant	575-700	600
Dynamics Project Manager	600-700	650
Dynamics Business Analyst	500-600	550
Dynamics Developer	575-650	600
Dynamics 365 Tech Lead	750-1,000	800

East of England	£ Range	£ Typical
Dynamics Support Consultant	350-450	400
Dynamics Functional Consultant	525-625	575
Dynamics Technical Consultant	550-675	600
Dynamics Project Manager	550-650	600
Dynamics Business Analyst	450-550	500
Dynamics Developer	550-650	600
Dynamics 365 Tech Lead	650-950	750

South West England	£ Range	£ Typical
Dynamics Support Consultant	300-400	400
Dynamics Functional Consultant	500-650	550
Dynamics Technical Consultant	500-650	550
Dynamics Project Manager	550-600	550
Dynamics Business Analyst	450-550	500
Dynamics Developer	500-600	600
Dynamics 365 Tech Lead	750-950	750

Wales	£ Range	£ Typical
Dynamics Support Consultant	300-400	400
Dynamics Functional Consultant	500-650	550
Dynamics Technical Consultant	500-650	550
Dynamics Project Manager	550-600	600
Dynamics Business Analyst	450-550	525
Dynamics Developer	500-600	600
Dynamics 365 Tech Lead	750-950	750

Midlands	£ Range	£ Typical
Dynamics Support Consultant	375-450	400
Dynamics Functional Consultant	525-625	565
Dynamics Technical Consultant	575-700	575
Dynamics Project Manager	600-700	650
Dynamics Business Analyst	500-600	550
Dynamics Developer	570-650	630
Dynamics 365 Tech Lead	725-1,000	775

North East and Yorkshire	£ Range	£ Typical
Dynamics Support Consultant	375-450	400
Dynamics Functional Consultant	525-625	565
Dynamics Technical Consultant	550-750	575
Dynamics Project Manager	550-650	650
Dynamics Business Analyst	500-600	550
Dynamics Developer	500-650	630
Dynamics 365 Tech Lead	550-775	775

North West England	£ Range	£ Typical
Dynamics Support Consultant	375-450	400
Dynamics Functional Consultant	500-600	570
Dynamics Technical Consultant	575-650	575
Dynamics Project Manager	600-700	650
Dynamics Business Analyst	500-600	550
Dynamics Developer	570-650	630
Dynamics 365 Tech Lead	725-1,000	775

Scotland	£ Range	£ Typical
Dynamics Support Consultant	375-450	400
Dynamics Functional Consultant	525-650	550
Dynamics Technical Consultant	525-650	550
Dynamics Project Manager	500-700	600
Dynamics Business Analyst	500-600	550
Dynamics Developer	550-650	575
Dynamics 365 Tech Lead	700-850	750

Salesforce

Nationwide	£ Range	£ Typical
Salesforce Solutions Architect	600-900	750
Salesforce Technical Architect	600-950	775
Salesforce Developer	450-675	550
Salesforce Administrator	275-525	350
Salesforce Business Analyst	425-600	525
Salesforce Project Manager	500-700	575
Salesforce Programme Manager	700-900	800
Salesforce Product Owner	475-700	600
Salesforce Tester	350-550	425
Salesforce Functional Consultant	500-725	600
Salesforce Trainer	350-600	475

Day rates

Cyber

London	£ Range	£ Typical
Chief Information Security Officer	900-1,600	1,200
Head of Cyber Security	800-1,200	950
Head of Information Security	800-1,000	900
Information Security Manager	650-850	750
Cyber Security Manager	600-800	750
Security Engineer	600-800	700
Cyber Security Analyst	500-700	600
Information Security Analyst	500-700	600
Threat Intelligence	500-750	650
Penetration Tester	550-850	650
BISO	700-950	800
Governance, Risk & Compliance (GRC) Manager	600-800	750
GRC Analyst	500-700	600
Security Awareness Specialist	500-750	600
Security Risk and Compliance Auditor	550-700	625
Operational Technology SME	700-1,000	900
Operational Technology Architect	750-1,000	900
Operational Technology Analyst	550-700	625
Incident Response Specialist	550-750	650
Cyber/Security Architect	700-1,000	900
Information Security Architect	650-900	800

East of England	£ Range	£ Typical
Chief Information Security Officer	800-1,500	1,000
Head of Cyber Security	700-1,000	900
Head of Information Security	650-1,000	750
Information Security Manager	550-750	700
Cyber Security Manager	600-850	650
Security Engineer	550-750	625
Cyber Security Analyst	450-600	500
Information Security Analyst	400-600	500
Threat Intelligence	500-650	625
Penetration Tester	500-850	650
BISO	650-950	700
Governance, Risk & Compliance (GRC) Manager	600-850	700
GRC Analyst	500-700	550
Security Awareness Specialist	500-750	600
Security Risk and Compliance Auditor	550-700	600
Operational Technology SME	700-1,000	900
Operational Technology Architect	750-1,000	900
Operational Technology Analyst	550-700	600
Incident Response Specialist	550-750	650
Cyber/Security Architect	700-1,000	850
Information Security Architect	700-1,000	800

Wales	£ Range	£ Typical
Chief Information Security Officer	800-1,500	1,100
Head of Cyber Security	700-1,050	875
Head of Information Security	700-1,000	775
Information Security Manager	600-800	650
Cyber Security Manager	600-900	700
Security Engineer	500-700	625
Cyber Security Analyst	350-600	600
Information Security Analyst	350-550	525
Threat Intelligence	500-650	650
Penetration Tester	500-900	700
BISO	650-950	700
Governance, Risk & Compliance (GRC) Manager	600-900	700
GRC Analyst	500-650	600
Security Awareness Specialist	500-750	600
Security Risk and Compliance Auditor	550-650	600
Operational Technology SME	750-1,000	900
Operational Technology Architect	750-1,000	950
Operational Technology Analyst	550-650	640
Incident Response Specialist	550-750	650
Cyber/Security Architect	750-950	850
Information Security Architect	750-850	800

South East England	£ Range	£ Typical
Chief Information Security Officer	700-1,600	1,050
Head of Cyber Security	700-1,000	900
Head of Information Security	550-1,000	850
Information Security Manager	550-750	700
Cyber Security Manager	600-850	750
Security Engineer	550-750	650
Cyber Security Analyst	450-600	600
Information Security Analyst	400-600	550
Threat Intelligence	500-650	625
Penetration Tester	500-850	650
BISO	650-950	700
Governance, Risk & Compliance (GRC) Manager	600-850	700
GRC Analyst	500-700	600
Security Awareness Specialist	500-750	625
Security Risk and Compliance Auditor	550-700	625
Operational Technology SME	700-1,000	900
Operational Technology Architect	750-1,100	925
Operational Technology Analyst	550-700	600
Incident Response Specialist	550-750	650
Cyber/Security Architect	700-1,000	850
Information Security Architect	600-1,000	800

South West England	£ Range	£ Typical
Chief Information Security Officer	850-1,550	1,050
Head of Cyber Security	750-1,000	875
Head of Information Security	700-1,000	800
Information Security Manager	550-750	650
Cyber Security Manager	600-850	650
Security Engineer	550-750	625
Cyber Security Analyst	450-600	550
Information Security Analyst	400-600	500
Threat Intelligence	500-650	625
Penetration Tester	450-900	700
BISO	650-950	650
Governance, Risk & Compliance (GRC) Manager	600-850	700
GRC Analyst	500-700	550
Security Awareness Specialist	500-750	600
Security Risk and Compliance Auditor	550-700	650
Operational Technology SME	800-1,200	1000
Operational Technology Architect	800-1,100	950
Operational Technology Analyst	550-700	600
Incident Response Specialist	550-750	650
Cyber/Security Architect	700-1,000	850
Information Security Architect	700-1,000	850

Midlands	£ Range	£ Typical
Chief Information Security Officer	800-1,500	1,100
Head of Cyber Security	700-1,050	875
Head of Information Security	700-1,000	825
Information Security Manager	600-800	650
Cyber Security Manager	600-900	700
Security Engineer	500-700	625
Cyber Security Analyst	350-600	600
Information Security Analyst	350-550	550
Threat Intelligence	500-650	650
Penetration Tester	500-900	700
BISO	650-950	700
Governance, Risk & Compliance (GRC) Manager	600-900	700
GRC Analyst	500-650	600
Security Awareness Specialist	500-750	600
Security Risk and Compliance Auditor	550-650	600
Operational Technology SME	750-1,000	900
Operational Technology Architect	750-1,000	950
Operational Technology Analyst	550-650	640
Incident Response Specialist	550-750	650
Cyber/Security Architect	750-950	850
Information Security Architect	750-850	800

Day rates

Cyber

North East and Yorkshire	£ Range	£ Typical
Chief Information Security Officer	800-1,500	1,100
Head of Cyber Security	700-1,050	875
Head of Information Security	700-1,000	825
Information Security Manager	600-800	650
Cyber Security Manager	600-900	700
Security Engineer	500-700	625
Cyber Security Analyst	350-600	600
Information Security Analyst	350-550	525
Threat Intelligence	500-650	650
Penetration Tester	500-900	700
BISO	650-950	700
Governance, Risk & Compliance (GRC) Manager	600-900	700
GRC Analyst	500-650	600
Security Awareness Specialist	500-750	600
Security Risk and Compliance Auditor	550-650	600
Operational Technology SME	750-1,000	900
Operational Technology Architect	750-1,000	950
Operational Technology Analyst	550-650	640
Incident Response Specialist	550-750	650
Cyber/Security Architect	750-950	850
Information Security Architect	750-850	800

North West England	£ Range	£ Typical
Chief Information Security Officer	800-1,500	1,100
Head of Cyber Security	700-1,050	875
Head of Information Security	700-1,000	825
Information Security Manager	600-800	650
Cyber Security Manager	600-900	700
Security Engineer	500-700	650
Cyber Security Analyst	350-600	600
Information Security Analyst	350-550	525
Threat Intelligence	500-650	650
Penetration Tester	500-900	700
BISO	650-950	700
Governance, Risk & Compliance (GRC) Manager	600-900	700
GRC Analyst	500-650	600
Security Awareness Specialist	500-750	600
Security Risk and Compliance Auditor	550-650	600
Operational Technology SME	750-1,000	900
Operational Technology Architect	750-1,000	950
Operational Technology Analyst	550-650	640
Incident Response Specialist	550-750	650
Cyber/Security Architect	750-950	850
Information Security Architect	750-850	800

Northern Ireland	£ Range	£ Typical
Chief Information Security Officer	700-1,000	800
Head of Cyber Security	600-900	800
Head of Information Security	650-900	800
Information Security Manager	550-700	625
Cyber Security Manager	550-750	625
Security Engineer	450-700	525
Cyber Security Analyst	400-500	450
Information Security Analyst	400-550	400
Threat Intelligence	500-650	625
Penetration Tester	450-600	550
BISO	600-800	650
Governance, Risk & Compliance (GRC) Manager	550-800	650
GRC Analyst	400-550	425
Security Awareness Specialist	400-600	450
Security Risk and Compliance Auditor	400-650	550
Operational Technology SME	400-650	575
Operational Technology Architect	550-800	625
Operational Technology Analyst	400-500	425
Incident Response Specialist	450-700	525
Cyber/Security Architect	600-800	700
Information Security Architect	600-800	700

Scotland	£ Range	£ Typical
Chief Information Security Officer	800-1,500	1,100
Head of Cyber Security	700-1,050	875
Head of Information Security	700-1,000	825
Information Security Manager	600-800	650
Cyber Security Manager	600-900	700
Security Engineer	500-700	600
Cyber Security Analyst	350-600	475
Information Security Analyst	350-550	475
Threat Intelligence	500-650	650
Penetration Tester	500-900	700
BISO	650-950	700
Governance, Risk & Compliance (GRC) Manager	600-900	700
GRC Analyst	500-650	600
Security Awareness Specialist	500-750	600
Security Risk and Compliance Auditor	550-650	600
Operational Technology SME	750-1,000	900
Operational Technology Architect	750-1,000	950
Operational Technology Analyst	550-650	640
Incident Response Specialist	550-750	650
Cyber/Security Architect	750-950	800
Information Security Architect	750-850	800

Day rates

Data & Advanced *Analytics*

London	£ Range	£ Typical
Data & Analytics/BI Manager	500-600	600
BI Developer	500-600	550
BI Analyst	400-550	500
Database Administrator	450-550	500
Database Developer	500-650	600
Data Manager	500-700	600
Lead Data Engineer	550-650	600
Data Engineer	450-600	550
Performance Analyst	400-500	450
Data Analyst	450-650	450
Lead Data Scientist	550-750	750
Data Scientist	500-650	600
Machine Learning/Deep Learning Engineer	500-650	600
Machine Learning Scientist	500-650	650
Deep Learning Scientist	500-650	600
Computer Vision Scientist	500-650	600

East of England	£ Range	£ Typical
Data & Analytics/BI Manager	500-650	600
BI Developer	450-500	500
BI Analyst	400-450	450
Database Administrator	450-500	500
Database Developer	400-500	450
Data Manager	450-500	500
Lead Data Engineer	500-550	550
Data Engineer	400-450	450
Performance Analyst	350-400	400
Data Analyst	400-550	500
Lead Data Scientist	650-700	700
Data Scientist	600-650	650
Machine Learning/Deep Learning Engineer	450-600	550
Machine Learning Scientist	550-650	600
Deep Learning Scientist	550-650	600
Computer Vision Scientist	450-600	500

Wales	£ Range	£ Typical
Data & Analytics/BI Manager	500-600	550
BI Developer	350-550	450
BI Analyst	300-450	425
Database Administrator	350-500	400
Database Developer	400-500	450
Data Manager	400-550	500
Lead Data Engineer	500-650	550
Data Engineer	400-500	450
Performance Analyst	250-400	350
Data Analyst	275-475	425
Lead Data Scientist	500-600	550
Data Scientist	400-500	500
Machine Learning/Deep Learning Engineer	500-600	550
Machine Learning Scientist	500-600	550
Deep Learning Scientist	500-600	600
Computer Vision Scientist	500-600	550

South East England	£ Range	£ Typical
Data & Analytics/BI Manager	450-650	600
BI Developer	450-550	500
BI Analyst	400-600	500
Database Administrator	500-650	600
Database Developer	450-550	500
Data Manager	550-650	600
Lead Data Engineer	500-600	600
Data Engineer	450-550	550
Performance Analyst	350-450	450
Data Analyst	250-450	400
Lead Data Scientist	600-800	750
Data Scientist	550-650	600
Machine Learning/Deep Learning Engineer	550-700	600
Machine Learning Scientist	550-750	600
Deep Learning Scientist	400-600	550
Computer Vision Scientist	450-600	550

South West England	£ Range	£ Typical
Data & Analytics/BI Manager	450-550	550
BI Developer	350-500	450
BI Analyst	300-450	425
Database Administrator	300-450	400
Database Developer	400-500	450
Data Manager	400-500	500
Lead Data Engineer	500-650	575
Data Engineer	400-550	500
Performance Analyst	300-400	350
Data Analyst	275-475	425
Lead Data Scientist	500-600	550
Data Scientist	450-550	500
Machine Learning/Deep Learning Engineer	500-650	575
Machine Learning Scientist	500-600	550
Deep Learning Scientist	500-650	600
Computer Vision Scientist	500-600	550

Midlands	£ Range	£ Typical
Data & Analytics/BI Manager	550-650	600
BI Developer	450-550	500
BI Analyst	400-500	450
Database Administrator	400-550	500
Database Developer	400-550	500
Data Manager	400-550	480
Lead Data Engineer	450-650	550
Data Engineer	350-550	490
Performance Analyst	350-500	450
Data Analyst	400-500	450
Lead Data Scientist	550-700	675
Data Scientist	500-600	550
Machine Learning/Deep Learning Engineer	450-650	650
Machine Learning Scientist	550-700	600
Deep Learning Scientist	550-700	625
Computer Vision Scientist	550-650	550

Data & Advanced *Analytics*

North East and Yorkshire	£ Range	£ Typical
Data & Analytics/BI Manager	500-650	600
BI Developer	400-500	500
BI Analyst	400-500	450
Database Administrator	450-550	500
Database Developer	450-550	450
Data Manager	450-550	475
Lead Data Engineer	500-600	550
Data Engineer	450-550	500
Performance Analyst	350-450	425
Data Analyst	400-500	450
Lead Data Scientist	550-650	625
Data Scientist	500-600	550
Machine Learning/Deep Learning Engineer	500-600	550
Machine Learning Scientist	550-650	600
Deep Learning Scientist	550-700	600
Computer Vision Scientist	500-600	550

North West England	£ Range	£ Typical
Data & Analytics/BI Manager	450-600	580
BI Developer	500-600	550
BI Analyst	350-500	450
Database Administrator	400-550	500
Database Developer	400-550	500
Data Manager	400-550	480
Lead Data Engineer	450-650	550
Data Engineer	350-550	500
Performance Analyst	300-450	400
Data Analyst	300-550	450
Lead Data Scientist	500-650	600
Data Scientist	400-550	500
Machine Learning/Deep Learning Engineer	450-600	550
Machine Learning Scientist	550-700	650
Deep Learning Scientist	550-700	650
Computer Vision Scientist	450-550	525

Northern Ireland	£ Range	£ Typical
Data & Analytics/BI Manager	400-500	500
BI Developer	400-550	475
BI Analyst	300-450	400
Database Administrator	250-350	350
Database Developer	350-400	375
Data Manager	350-400	400
Lead Data Engineer	350-450	375
Data Engineer	275-400	325
Performance Analyst	200-300	225
Data Analyst	225-300	275
Lead Data Scientist	350-500	450
Data Scientist	300-550	475
Machine Learning/Deep Learning Engineer	-	-
Machine Learning Scientist	-	-
Deep Learning Scientist	-	-
Computer Vision Scientist	-	-

Scotland	£ Range	£ Typical
Data & Analytics/BI Manager	450-600	550
BI Developer	400-500	450
BI Analyst	400-500	425
Database Administrator	350-550	450
Database Developer	400-525	450
Data Manager	500-650	550
Lead Data Engineer	550-800	600
Data Engineer	400-600	500
Performance Analyst	350-450	400
Data Analyst	350-450	400
Lead Data Scientist	500-700	600
Data Scientist	450-600	525
Machine Learning/Deep Learning Engineer	500-700	575
Machine Learning Scientist	550-700	575
Deep Learning Scientist	550-700	600
Computer Vision Scientist	450-550	475

General

London	£ Range	£ Typical
ERP Project Manager	600-700	650
ERP Technical Consultant	500-600	550
ERP Functional Consultant	500-650	600
ERP Support Analyst	400-500	400
ERP Programme Manager	700-900	800
ERP Business Analyst	500-600	500

South East England	£ Range	£ Typical
ERP Project Manager	500-700	600
ERP Technical Consultant	450-550	525
ERP Functional Consultant	450-550	525
ERP Support Analyst	350-450	400
ERP Programme Manager	600-750	650
ERP Business Analyst	450-550	500

East of England	£ Range	£ Typical
ERP Project Manager	500-700	550
ERP Technical Consultant	450-550	525
ERP Functional Consultant	450-550	500
ERP Support Analyst	350-450	375
ERP Programme Manager	600-750	675
ERP Business Analyst	450-550	500

South West England	£ Range	£ Typical
ERP Project Manager	500-700	550
ERP Technical Consultant	450-550	525
ERP Functional Consultant	450-550	550
ERP Support Analyst	375-450	375
ERP Programme Manager	600-800	650
ERP Business Analyst	450-550	500

Wales	£ Range	£ Typical
ERP Project Manager	500-700	550
ERP Technical Consultant	450-550	525
ERP Functional Consultant	450-550	550
ERP Support Analyst	375-450	375
ERP Programme Manager	600-800	650
ERP Business Analyst	450-550	500

Midlands	£ Range	£ Typical
ERP Project Manager	500-700	575
ERP Technical Consultant	450-600	525
ERP Functional Consultant	500-600	550
ERP Support Analyst	350-450	375
ERP Programme Manager	500-750	650
ERP Business Analyst	450-550	525

North East and Yorkshire	£ Range	£ Typical
ERP Project Manager	500-700	575
ERP Technical Consultant	450-600	550
ERP Functional Consultant	500-600	550
ERP Support Analyst	280-450	375
ERP Programme Manager	500-750	650
ERP Business Analyst	425-550	525

North West England	£ Range	£ Typical
ERP Project Manager	500-700	575
ERP Technical Consultant	500-600	550
ERP Functional Consultant	500-600	550
ERP Support Analyst	350-450	400
ERP Programme Manager	500-750	700
ERP Business Analyst	450-550	525

Scotland	£ Range	£ Typical
ERP Project Manager	500-700	600
ERP Technical Consultant	450-600	525
ERP Functional Consultant	500-600	500
ERP Support Analyst	350-450	375
ERP Programme Manager	500-750	650
ERP Business Analyst	475-650	525

Oracle

Nationwide	£ Range	£ Typical
Oracle Cloud Programme Director	800-1,100	900
Oracle Cloud Programme Manager	700-900	800
Oracle Cloud Project Manager	500-800	650
Oracle Cloud Business Analyst	450-600	550
Oracle Cloud Change Consultant	550-650	600
Oracle Cloud Payroll Lead	600-800	650
Oracle Cloud Payroll Consultant	500-700	625
Oracle Cloud Financials Lead	600-750	650
Oracle Cloud Financial Consultant	450-650	550
Oracle Cloud HCM Lead	550-750	650
Oracle Cloud HCM Consultant	500-700	600
Oracle Cloud Data Migration Consultant	500-700	600
Oracle Cloud Technical Consultant	450-700	600
Oracle Cloud Trainer	550-650	600
Oracle Cloud Integration Consultant	500-700	600
Oracle Cloud Test Manager/Lead	500-700	650
Oracle Cloud Test Analyst	450-600	550
Oracle Cloud Solution Architect	650-900	800

SAP

London	£ Range	£ Typical
SAP Architect	650-850	800
SAP S4/HANA	600-750	700
SAP Project Manager	600-750	650
SAP SuccessFactors Consultant	600-750	600
SAP BASIS Consultant	500-650	550

South East England	£ Range	£ Typical
SAP Architect	600-850	750
SAP S4/HANA	550-650	650
SAP Project Manager	550-650	600
SAP SuccessFactors Consultant	550-650	600
SAP BASIS Consultant	500-600	550

East of England	£ Range	£ Typical
SAP Architect	600-850	750
SAP S4/HANA	550-650	650
SAP Project Manager	550-650	600
SAP SuccessFactors Consultant	550-650	600
SAP BASIS Consultant	500-600	550

South West England	£ Range	£ Typical
SAP Architect	650-850	750
SAP S4/HANA	550-700	600
SAP Project Manager	500-650	600
SAP SuccessFactors Consultant	550-750	600
SAP BASIS Consultant	450-650	550

Wales	£ Range	£ Typical
SAP Architect	650-850	750
SAP S4/HANA	550-700	600
SAP Project Manager	500-650	600
SAP SuccessFactors Consultant	550-750	600
SAP BASIS Consultant	450-650	550

Midlands	£ Range	£ Typical
SAP Architect	650-800	750
SAP S4/HANA	650-725	650
SAP Project Manager	500-625	600
SAP SuccessFactors Consultant	550-625	600
SAP BASIS Consultant	500-600	500

North East and Yorkshire	£ Range	£ Typical
SAP Architect	650-800	750
SAP S4/HANA	600-750	620
SAP Project Manager	500-625	600
SAP SuccessFactors Consultant	500-650	600
SAP BASIS Consultant	450-600	530

North West England	£ Range	£ Typical
SAP Architect	650-800	750
SAP S4/HANA	600-725	620
SAP Project Manager	500-650	600
SAP SuccessFactors Consultant	550-650	600
SAP BASIS Consultant	475-600	530

Scotland	£ Range	£ Typical
SAP Architect	650-800	750
SAP S4/HANA	600-725	620
SAP Project Manager	500-650	600
SAP SuccessFactors Consultant	550-650	600
SAP BASIS Consultant	475-600	540

Workday

Nationwide	£ Range	£ Typical
Workday HCM Consultant	500-700	650
Workday Financial Consultant	600-900	800
Workday Payroll Consultant	550-750	650
Workday Adaptive Planning Consultant	700-900	800
Workday Integration Consultant	700-800	750
Workday Data Specialist	550-700	650
Workday Test Manager	550-700	600
Workday Business Analyst	500-600	550
Workday Project Manager	550-750	650
Workday Programme Manager	800-1,000	900
Workday Change Manager	550-750	650

Day rates

Infrastructure

London	£ Range	£ Typical
Server Support Engineer	300-500	450
Desktop Support Analyst/2nd Line	150-300	250
Application Support Analyst	300-500	400
Field Engineer	200-280	250
Helpdesk/Service Desk Analyst	150-250	200
Service Delivery Manager	450-600	500
Service Desk Manager	400-600	450
Network Engineer	400-600	450
Windows Systems Administrator	400-500	450

South East England	£ Range	£ Typical
Server Support Engineer	350-550	450
Desktop Support Analyst/2nd Line	175-350	275
Application Support Analyst	175-350	325
Field Engineer	175-350	275
Helpdesk/Service Desk Analyst	150-200	175
Service Delivery Manager	450-600	500
Service Desk Manager	350-450	400
Network Engineer	265-600	450
Windows Systems Administrator	350-550	450

East of England	£ Range	£ Typical
Server Support Engineer	300-350	325
Desktop Support Analyst/2nd Line	200-275	250
Application Support Analyst	300-400	350
Field Engineer	200-250	250
Helpdesk/Service Desk Analyst	150-200	200
Service Delivery Manager	400-600	475
Service Desk Manager	400-500	400
Network Engineer	350-450	400
Windows Systems Administrator	350-400	350

South West England	£ Range	£ Typical
Server Support Engineer	250-400	350
Desktop Support Analyst/2nd Line	200-260	230
Application Support Analyst	280-450	330
Field Engineer	200-275	250
Helpdesk/Service Desk Analyst	150-180	175
Service Delivery Manager	400-550	450
Service Desk Manager	380-450	400
Network Engineer	280-450	420
Windows Systems Administrator	350-450	400

Wales	£ Range	£ Typical
Server Support Engineer	300-400	350
Desktop Support Analyst/2nd Line	180-250	220
Application Support Analyst	300-450	325
Field Engineer	175-250	225
Helpdesk/Service Desk Analyst	150-200	175
Service Delivery Manager	425-525	450
Service Desk Manager	350-450	400
Network Engineer	450-550	450
Windows Systems Administrator	350-450	400

Midlands	£ Range	£ Typical
Server Support Engineer	300-400	350
Desktop Support Analyst/2nd Line	180-250	200
Application Support Analyst	200-300	225
Field Engineer	180-300	225
Helpdesk/Service Desk Analyst	120-175	150
Service Delivery Manager	350-450	425
Service Desk Manager	350-450	400
Network Engineer	300-400	375
Windows Systems Administrator	300-400	350

North East and Yorkshire	£ Range	£ Typical
Server Support Engineer	350-450	400
Desktop Support Analyst/2nd Line	200-300	250
Application Support Analyst	200-300	250
Field Engineer	200-300	250
Helpdesk/Service Desk Analyst	140-200	170
Service Delivery Manager	400-500	450
Service Desk Manager	350-450	400
Network Engineer	350-450	400
Windows Systems Administrator	200-350	300

North West England	£ Range	£ Typical
Server Support Engineer	350-500	450
Desktop Support Analyst/2nd Line	200-350	230
Application Support Analyst	200-300	250
Field Engineer	180-250	200
Helpdesk/Service Desk Analyst	150-250	200
Service Delivery Manager	350-500	450
Service Desk Manager	380-450	400
Network Engineer	400-550	450
Windows Systems Administrator	350-450	400

Northern Ireland	£ Range	£ Typical
Server Support Engineer	230-350	300
Desktop Support Analyst/2nd Line	150-250	225
Application Support Analyst	150-250	225
Field Engineer	150-300	180
Helpdesk/Service Desk Analyst	150-220	175
Service Delivery Manager	300-400	375
Service Desk Manager	240-400	350
Network Engineer	250-600	325
Windows Systems Administrator	200-300	250

Scotland	£ Range	£ Typical
Server Support Engineer	300-500	350
Desktop Support Analyst/2nd Line	175-250	200
Application Support Analyst	175-300	250
Field Engineer	175-275	200
Helpdesk/Service Desk Analyst	150-250	180
Service Delivery Manager	400-500	450
Service Desk Manager	300-500	375
Network Engineer	400-500	450
Windows Systems Administrator	300-400	350

Day rates

Intelligent Automation

London	£ Range	£ Typical
RPA Business Analyst	375-600	550
RPA Developer	400-650	550
RPA Project Manager	500-700	600
RPA Architect	625-850	725
RPA Consultant	550-750	600
Head of RPA	650-850	775
Head of Machine Learning/ML Manager	700-950	825
Machine Learning Consultant	550-800	700
Machine Learning Engineer	450-650	575

South East England	£ Range	£ Typical
RPA Business Analyst	375-600	525
RPA Developer	400-650	550
RPA Project Manager	500-700	600
RPA Architect	600-800	700
RPA Consultant	550-750	600
Head of RPA	650-850	825
Head of Machine Learning/ML Manager	700-900	775
Machine Learning Consultant	550-800	650
Machine Learning Engineer	450-600	550

East of England	£ Range	£ Typical
RPA Business Analyst	350-550	495
RPA Developer	375-600	500
RPA Project Manager	500-650	550
RPA Architect	600-800	700
RPA Consultant	500-700	600
Head of RPA	650-850	750
Head of Machine Learning/ML Manager	700-900	775
Machine Learning Consultant	525-800	650
Machine Learning Engineer	500-650	600

South West England	£ Range	£ Typical
RPA Business Analyst	375-550	500
RPA Developer	400-600	495
RPA Project Manager	525-675	575
RPA Architect	600-800	700
RPA Consultant	500-700	600
Head of RPA	600-900	750
Head of Machine Learning/ML Manager	700-900	775
Machine Learning Consultant	525-800	650
Machine Learning Engineer	500-650	575

Wales	£ Range	£ Typical
RPA Business Analyst	375-550	500
RPA Developer	400-600	495
RPA Project Manager	525-675	575
RPA Architect	600-800	700
RPA Consultant	500-700	600
Head of RPA	600-900	750
Head of Machine Learning/ML Manager	700-900	775
Machine Learning Consultant	525-800	650
Machine Learning Engineer	500-650	575

Midlands	£ Range	£ Typical
RPA Business Analyst	400-550	450
RPA Developer	400-600	500
RPA Project Manager	525-675	575
RPA Architect	600-800	700
RPA Consultant	500-700	600
Head of RPA	600-800	750
Head of Machine Learning/ML Manager	700-900	775
Machine Learning Consultant	525-800	650
Machine Learning Engineer	500-650	575

North East and Yorkshire	£ Range	£ Typical
RPA Business Analyst	350-550	500
RPA Developer	400-625	500
RPA Project Manager	500-650	550
RPA Architect	600-800	700
RPA Consultant	500-700	600
Head of RPA	650-850	750
Head of Machine Learning/ML Manager	700-900	800
Machine Learning Consultant	550-800	650
Machine Learning Engineer	500-650	625

North West England	£ Range	£ Typical
RPA Business Analyst	350-550	495
RPA Developer	375-600	500
RPA Project Manager	500-650	550
RPA Architect	600-800	700
RPA Consultant	500-700	600
Head of RPA	650-850	750
Head of Machine Learning/ML Manager	700-900	775
Machine Learning Consultant	525-800	650
Machine Learning Engineer	500-650	600

Scotland	£ Range	£ Typical
RPA Business Analyst	350-550	495
RPA Developer	375-600	500
RPA Project Manager	500-650	550
RPA Architect	600-800	700
RPA Consultant	500-700	600
Head of RPA	650-850	750
Head of Machine Learning/ML Manager	700-900	775
Machine Learning Consultant	525-800	650
Machine Learning Engineer	500-700	600

Day rates

Projects & Change Management

London	£ Range	£ Typical
Transformation Director	900-1,200	1,000
Scrum Master	600-700	650
Programme Director	900-1,200	1,000
Programme Manager	650-950	850
Portfolio Manager	700-800	750
Head of Projects/Change	950-1,200	1,000
Project Manager – Senior	600-750	650
Project Manager – Mid	500-650	550
Project Manager – Junior	350-450	400
Change Manager	500-700	600
Release Manager	450-600	550
Product Owner	500-650	550
Product Manager	600-750	650
Head of Business Analysis	650-850	800
Business Analyst – Senior	550-700	625
Business Analyst – Mid	450-550	500
Business Analyst – Junior	350-450	400
PMO Manager	500-650	550
PMO Analyst/Coordinator	300-450	400
Project Coordinator/Project Support Officer	250-350	300

East of England	£ Range	£ Typical
Transformation Director	800-1,100	900
Scrum Master	400-600	500
Programme Director	600-1,000	875
Programme Manager	500-900	750
Portfolio Manager	500-700	650
Head of Projects/Change	600-750	700
Project Manager – Senior	450-600	550
Project Manager – Mid	300-500	450
Project Manager – Junior	250-400	350
Change Manager	500-700	600
Release Manager	500-650	575
Product Owner	550-700	625
Product Manager	575-750	650
Head of Business Analysis	550-700	650
Business Analyst – Senior	525-625	600
Business Analyst – Mid	425-525	475
Business Analyst – Junior	350-450	400
PMO Manager	550-700	625
PMO Analyst/Coordinator	375-475	425
Project Coordinator/Project Support Officer	300-400	300

Wales	£ Range	£ Typical
Transformation Director	700-900	850
Scrum Master	450-650	550
Programme Director	700-900	800
Programme Manager	600-800	650
Portfolio Manager	500-750	600
Head of Projects/Change	600-800	700
Project Manager – Senior	500-650	550
Project Manager – Mid	450-550	500
Project Manager – Junior	300-400	375
Change Manager	450-750	550
Release Manager	400-550	450
Product Owner	500-750	550
Product Manager	550-800	650
Head of Business Analysis	550-750	700
Business Analyst – Senior	500-600	525
Business Analyst – Mid	450-550	500
Business Analyst – Junior	300-400	350
PMO Manager	500-600	550
PMO Analyst/Coordinator	250-350	300
Project Coordinator/Project Support Officer	200-300	250

South East England	£ Range	£ Typical
Transformation Director	700-1,200	900
Scrum Master	450-650	550
Programme Director	750-1,000	850
Programme Manager	600-900	750
Portfolio Manager	500-750	600
Head of Projects/Change	750-1,000	850
Project Manager – Senior	550-850	600
Project Manager – Mid	450-650	550
Project Manager – Junior	350-500	400
Change Manager	400-700	550
Release Manager	400-700	500
Product Owner	400-700	600
Product Manager	400-800	550
Head of Business Analysis	500-800	650
Business Analyst – Senior	500-700	600
Business Analyst – Mid	400-600	500
Business Analyst – Junior	300-500	400
PMO Manager	450-650	550
PMO Analyst/Coordinator	200-400	350
Project Coordinator/Project Support Officer	200-350	250

South West England	£ Range	£ Typical
Transformation Director	750-1,000	900
Scrum Master	450-600	530
Programme Director	750-1,000	850
Programme Manager	500-650	600
Portfolio Manager	450-650	600
Head of Projects/Change	600-750	700
Project Manager – Senior	500-650	600
Project Manager – Mid	400-500	450
Project Manager – Junior	300-400	375
Change Manager	450-500	500
Release Manager	400-500	450
Product Owner	400-500	450
Product Manager	450-550	550
Head of Business Analysis	550-700	650
Business Analyst – Senior	450-600	550
Business Analyst – Mid	400-500	450
Business Analyst – Junior	300-400	350
PMO Manager	450-600	500
PMO Analyst/Coordinator	250-350	300
Project Coordinator/Project Support Officer	180-250	250

Midlands	£ Range	£ Typical
Transformation Director	800-1,000	925
Scrum Master	450-650	500
Programme Director	700-900	820
Programme Manager	600-750	650
Portfolio Manager	600-700	625
Head of Projects/Change	650-850	700
Project Manager – Senior	550-700	575
Project Manager – Mid	450-550	475
Project Manager – Junior	300-400	325
Change Manager	400-550	475
Release Manager	350-450	425
Product Owner	450-650	475
Product Manager	500-600	525
Head of Business Analysis	600-700	650
Business Analyst – Senior	550-700	575
Business Analyst – Mid	450-500	450
Business Analyst – Junior	250-350	350
PMO Manager	450-550	500
PMO Analyst/Coordinator	225-325	300
Project Coordinator/Project Support Officer	200-300	250

Projects & Change Management/ServiceNow

Project & Change Management

North East and Yorkshire	£ Range	£ Typical
Transformation Director	850-1,000	900
Scrum Master	450-600	500
Programme Director	750-900	850
Programme Manager	575-700	650
Portfolio Manager	600-700	650
Head of Projects/Change	600-800	700
Project Manager – Senior	600-700	650
Project Manager – Mid	500-600	550
Project Manager – Junior	350-500	450
Change Manager	500-600	600
Release Manager	450-550	550
Product Owner	400-500	500
Product Manager	500-600	550
Head of Business Analysis	500-650	550
Business Analyst – Senior	550-650	550
Business Analyst – Mid	450-550	450
Business Analyst – Junior	350-400	375
PMO Manager	500-600	550
PMO Analyst/Coordinator	300-350	350
Project Coordinator/Project Support Officer	200-300	275

North West England	£ Range	£ Typical
Transformation Director	900-1,100	1,000
Scrum Master	600-700	650
Programme Director	750-950	850
Programme Manager	700-800	750
Portfolio Manager	600-700	650
Head of Projects/Change	700-900	850
Project Manager – Senior	600-700	650
Project Manager – Mid	500-600	550
Project Manager – Junior	350-500	400
Change Manager	500-600	550
Release Manager	450-550	500
Product Owner	400-500	450
Product Manager	500-600	550
Head of Business Analysis	500-700	650
Business Analyst – Senior	550-650	600
Business Analyst – Mid	450-550	500
Business Analyst – Junior	350-400	375
PMO Manager	400-600	500
PMO Analyst/Coordinator	300-350	325
Project Coordinator/Project Support Officer	200-300	250

Northern Ireland	£ Range	£ Typical
Transformation Director	675-775	750
Scrum Master	400-500	500
Programme Director	550-700	650
Programme Manager	450-600	525
Portfolio Manager	475-600	575
Head of Projects/Change	550-700	650
Project Manager – Senior	450-600	550
Project Manager – Mid	350-475	425
Project Manager – Junior	300-400	350
Change Manager	350-450	400
Release Manager	350-450	425
Product Owner	400-500	450
Product Manager	400-500	450
Head of Business Analysis	400-500	500
Business Analyst – Senior	400-500	500
Business Analyst – Mid	400-500	450
Business Analyst – Junior	300-400	350
PMO Manager	400-525	500
PMO Analyst/Coordinator	350-450	350
Project Coordinator/Project Support Officer	250-350	275

Scotland	£ Range	£ Typical
Transformation Director	600-1,000	800
Scrum Master	400-650	500
Programme Director	600-1,000	750
Programme Manager	500-700	600
Portfolio Manager	450-550	500
Head of Projects/Change	600-850	700
Project Manager – Senior	450-700	550
Project Manager – Mid	400-550	475
Project Manager – Junior	250-400	350
Change Manager	400-700	475
Release Manager	400-600	450
Product Owner	450-700	550
Product Manager	400-650	500
Head of Business Analysis	550-650	550
Business Analyst – Senior	450-650	525
Business Analyst – Mid	400-550	430
Business Analyst – Junior	300-500	375
PMO Manager	450-600	525
PMO Analyst/Coordinator	300-450	350
Project Coordinator/Project Support Officer	200-350	275

ServiceNow

Nationwide	£ Range	£ Typical
ServiceNow Engagement Manager	500-600	585
ServiceNow Consultant	550-650	600
ServiceNow Configuration Manager	400-500	450
ServiceNow Systems Administrator	350-450	400
ServiceNow Developer	500-650	575
ServiceNow Business Analyst	450-550	500
ServiceNow Project Manager	500-550	525
ServiceNow Programme Manager	550-650	600
ServiceNow Technical Consultant	550-750	650
ServiceNow Technical Architect	600-800	725
ServiceNow Solutions Architect	600-800	700
ServiceNow Pre-sales Consultant	600-750	600
ServiceNow Service Delivery Manager	450-550	490

Day rates

Software *Development*

London	£ Range	£ Typical
Development Director	800-1,050	900
Development Manager	800-1,000	850
Technical Lead Java/Opensource	650-850	750
Technical Lead Microsoft Stack	700-800	750
Senior Developer Java/Opensource	650-850	750
Senior Developer Microsoft Stack	600-700	650
Mid Developer Java/Opensource	600-750	600
Mid Developer Microsoft Stack	550-650	550
Junior Developer Java/Opensource	400-550	400
Junior Developer Microsoft Stack	400-450	400
SharePoint Developer	600-800	700
Senior Front End Developer	550-700	600
Front End Developer	500-600	500
Junior Front End Developer	300-450	350
UI/UX Developer	450-550	500
Product Owner	500-600	550
Product Manager	500-600	550

East of England	£ Range	£ Typical
Development Director	800-850	800
Development Manager	700-750	750
Technical Lead Java/Opensource	600-700	650
Technical Lead Microsoft Stack	600-650	650
Senior Developer Java/Opensource	450-550	500
Senior Developer Microsoft Stack	450-500	500
Mid Developer Java/Opensource	400-450	425
Mid Developer Microsoft Stack	400-450	450
Junior Developer Java/Opensource	300-350	300
Junior Developer Microsoft Stack	250-350	300
SharePoint Developer	600-700	600
Senior Front End Developer	450-500	450
Front End Developer	400-450	450
Junior Front End Developer	300-350	350
UI/UX Developer	450-500	480
Product Owner	500-550	525
Product Manager	550-600	600

Wales	£ Range	£ Typical
Development Director	775-900	800
Development Manager	550-650	600
Technical Lead Java/Opensource	550-700	650
Technical Lead Microsoft Stack	500-650	550
Senior Developer Java/Opensource	500-600	550
Senior Developer Microsoft Stack	450-550	500
Mid Developer Java/Opensource	450-550	475
Mid Developer Microsoft Stack	400-500	450
Junior Developer Java/Opensource	300-350	325
Junior Developer Microsoft Stack	250-350	300
SharePoint Developer	450-550	500
Senior Front End Developer	350-450	450
Front End Developer	350-500	450
Junior Front End Developer	200-350	250
UI/UX Developer	400-550	475
Product Owner	450-550	500
Product Manager	450-550	500

South East England	£ Range	£ Typical
Development Director	500-900	700
Development Manager	450-725	600
Technical Lead Java/Opensource	500-600	550
Technical Lead Microsoft Stack	500-600	550
Senior Developer Java/Opensource	500-700	600
Senior Developer Microsoft Stack	450-650	525
Mid Developer Java/Opensource	450-550	480
Mid Developer Microsoft Stack	400-525	475
Junior Developer Java/Opensource	300-400	350
Junior Developer Microsoft Stack	300-400	350
SharePoint Developer	500-700	550
Senior Front End Developer	500-625	550
Front End Developer	375-575	500
Junior Front End Developer	200-350	350
UI/UX Developer	350-550	450
Product Owner	400-700	600
Product Manager	350-600	525

South West England	£ Range	£ Typical
Development Director	775-900	800
Development Manager	550-650	600
Technical Lead Java/Opensource	550-625	575
Technical Lead Microsoft Stack	500-600	550
Senior Developer Java/Opensource	450-500	500
Senior Developer Microsoft Stack	450-550	500
Mid Developer Java/Opensource	350-500	450
Mid Developer Microsoft Stack	350-500	450
Junior Developer Java/Opensource	250-350	300
Junior Developer Microsoft Stack	250-350	300
SharePoint Developer	450-550	500
Senior Front End Developer	400-450	450
Front End Developer	400-450	400
Junior Front End Developer	200-300	250
UI/UX Developer	400-500	450
Product Owner	450-550	500
Product Manager	400-550	500

Midlands	£ Range	£ Typical
Development Director	650-850	750
Development Manager	600-700	650
Technical Lead Java/Opensource	600-750	675
Technical Lead Microsoft Stack	550-700	650
Senior Developer Java/Opensource	525-575	550
Senior Developer Microsoft Stack	525-575	550
Mid Developer Java/Opensource	475-525	500
Mid Developer Microsoft Stack	475-550	500
Junior Developer Java/Opensource	300-450	375
Junior Developer Microsoft Stack	300-400	350
SharePoint Developer	425-500	500
Senior Front End Developer	525-575	550
Front End Developer	500-550	520
Junior Front End Developer	300-400	350
UI/UX Developer	425-550	500
Product Owner	350-600	500
Product Manager	450-550	500

Day rates

Software *Development*

North East and Yorkshire	£ Range	£ Typical
Development Director	675-800	725
Development Manager	600-650	625
Technical Lead Java/Opensource	550-650	600
Technical Lead Microsoft Stack	550-650	600
Senior Developer Java/Opensource	550-650	600
Senior Developer Microsoft Stack	550-650	600
Mid Developer Java/Opensource	450-550	500
Mid Developer Microsoft Stack	450-550	500
Junior Developer Java/Opensource	350-450	375
Junior Developer Microsoft Stack	350-450	375
SharePoint Developer	450-550	500
Senior Front End Developer	550-650	600
Front End Developer	450-550	525
Junior Front End Developer	350-450	400
UI/UX Developer	300-500	475
Product Owner	450-550	500
Product Manager	500-600	550

North West England	£ Range	£ Typical
Development Director	680-900	850
Development Manager	650-750	680
Technical Lead Java/Opensource	600-750	700
Technical Lead Microsoft Stack	550-700	650
Senior Developer Java/Opensource	525-600	550
Senior Developer Microsoft Stack	525-600	550
Mid Developer Java/Opensource	475-550	500
Mid Developer Microsoft Stack	475-550	525
Junior Developer Java/Opensource	300-450	375
Junior Developer Microsoft Stack	300-400	350
SharePoint Developer	424-525	500
Senior Front End Developer	525-575	550
Front End Developer	500-550	520
Junior Front End Developer	300-400	375
UI/UX Developer	425-550	550
Product Owner	400-500	480
Product Manager	400-550	450

Northern Ireland	£ Range	£ Typical
Development Director	700-800	700
Development Manager	600-800	650
Technical Lead Java/Opensource	600-750	675
Technical Lead Microsoft Stack	600-750	600
Senior Developer Java/Opensource	550-700	600
Senior Developer Microsoft Stack	450-650	550
Mid Developer Java/Opensource	400-600	490
Mid Developer Microsoft Stack	400-600	499
Junior Developer Java/Opensource	300-450	375
Junior Developer Microsoft Stack	300-500	375
SharePoint Developer	375-500	450
Senior Front End Developer	400-700	525
Front End Developer	300-500	400
Junior Front End Developer	250-350	300
UI/UX Developer	350-500	400
Product Owner	475-700	550
Product Manager	375-650	500

Scotland	£ Range	£ Typical
Development Director	600-700	700
Development Manager	550-700	600
Technical Lead Java/Opensource	500-700	600
Technical Lead Microsoft Stack	500-700	600
Senior Developer Java/Opensource	500-600	500
Senior Developer Microsoft Stack	500-600	500
Mid Developer Java/Opensource	400-500	450
Mid Developer Microsoft Stack	350-450	400
Junior Developer Java/Opensource	300-400	350
Junior Developer Microsoft Stack	300-400	350
SharePoint Developer	400-450	450
Senior Front End Developer	400-550	500
Front End Developer	400-475	450
Junior Front End Developer	250-300	250
UI/UX Developer	350-450	450
Product Owner	400-600	550
Product Manager	400-600	500

Day rates

Startups/Scaleups

Architecture

Nationwide	£ Range	£ Typical
Cyber Security Architect	700-1,000	900
Data Architect	650-900	775
Software Architect Java/Opensource	650-900	750
Software Architect Microsoft Stack	650-900	750
Solutions Architect (CRM)	800-1,000	850
Architect AWS/Azure	600-800	700
Technical Architect	700-800	750

Cloud

Nationwide	£ Range	£ Typical
Senior Engineer AWS/Azure	500-700	600
Senior Engineer VMware	500-600	550
Engineer AWS/Azure	450-550	500
Engineer VMware	450-550	500
DevOps Engineer	500-650	600
Site Reliability Engineer	500-650	600
Platform Engineer	500-650	600

Cyber

Nationwide	£ Range	£ Typical
Chief Information Security Officer	900-1,500	1,200
Head of Cyber Security	750-1,200	900
Cyber Security Manager	600-800	700
Cyber Security Analyst	500-650	575
Operational Technology SME	700-900	800
Cyber/Security Architect	700-1,000	875

Data & Advanced Analytics

Nationwide	£ Range	£ Typical
Data & Analytics/BI Manager	500-650	600
BI Developer	450-550	500
BI Analyst	450-550	500
Database Administrator	400-550	500
Database Developer	450-650	575
Data Manager	500-700	550
Lead Data Engineer	600-700	650
Data Engineer	500-600	500
Data Analyst	400-600	450
Lead Data Scientist	600-750	650
Data Scientist	500-650	550
Machine Learning/Deep Learning Engineer	500-675	550
Machine Learning Scientist	500-675	550
Deep Learning Scientist	500-675	550

Functional Testing

Nationwide	£ Range	£ Typical
Test Manager	500-600	550
Test Lead	450-550	500
Senior Test Analyst	400-500	450
Test Analyst	400-500	450
Technical Lead	500-600	550
QA Analyst	450-500	450

Non-functional Testing

Nationwide	£ Range	£ Typical
Test Manager	500-600	550
Test Lead	450-550	500
Senior Test Analyst	400-500	450
Test Analyst	400-500	450
Technical Lead	500-600	550
QA Analyst	450-500	450
Automation Tester	450-500	450

Intelligent Automation

Nationwide	£ Range	£ Typical
RPA Developer	450-650	550
RPA Consultant	500-700	650
Head of RPA	500-800	700
Head of Machine Learning/ML Manager	600-800	700
Machine Learning Consultant	450-650	550
Machine Learning Engineer	450-650	550

Leadership

Nationwide	£ Range	£ Typical
CIO SME	800-1,200	1,000
Chief Information Security Officer	900-1,500	1,200
CTO SME	800-1,600	1,200
IT Director SME	700-1,000	825
Head of IT	600-800	700
Head of Development	650-900	750

Software Development

Nationwide	£ Range	£ Typical
Development Director	900-1,100	950
Development Manager	800-1,000	900
Technical Lead Java/Opensource	650-800	675
Technical Lead Microsoft Stack	650-850	700
Senior Developer Java/Opensource	600-700	650
Senior Developer Microsoft Stack	600-700	650
Mid Developer Java/Opensource	550-750	600
Mid Developer Microsoft Stack	550-750	550
Junior Developer Java/Opensource	400-550	450
Junior Developer Microsoft Stack	400-550	450
SharePoint Developer	550-650	600
Senior Front End Developer	650-750	650
Front End Developer	550-700	600
Junior Front End Developer	300-450	350
UI/UX Developer	450-600	500
Product Owner	500-600	550
Product Manager	500-600	550

Day rates

Testing

Functional Testing

London	£ Range	£ Typical
Test Manager	500-600	550
Test Lead	500-600	550
Senior Test Analyst	450-550	500
Test Analyst	400-550	450
Technical Lead	500-600	550
QA Analyst	300-450	425

South East England	£ Range	£ Typical
Test Manager	500-600	550
Test Lead	500-600	550
Senior Test Analyst	450-550	500
Test Analyst	400-550	450
Technical Lead	500-600	550
QA Analyst	300-450	400

East of England	£ Range	£ Typical
Test Manager	500-600	550
Test Lead	450-500	500
Senior Test Analyst	400-450	450
Test Analyst	350-450	400
Technical Lead	400-600	500
QA Analyst	350-450	400

South West England	£ Range	£ Typical
Test Manager	475-575	500
Test Lead	400-500	490
Senior Test Analyst	400-500	460
Test Analyst	360-460	430
Technical Lead	400-500	490
QA Analyst	350-450	430

Wales	£ Range	£ Typical
Test Manager	450-550	525
Test Lead	450-525	475
Senior Test Analyst	400-500	450
Test Analyst	350-450	400
Technical Lead	425-525	500
QA Analyst	350-450	380

Midlands	£ Range	£ Typical
Test Manager	450-550	550
Test Lead	323-500	470
Senior Test Analyst	300-500	450
Test Analyst	300-450	400
Technical Lead	350-550	475
QA Analyst	300-400	380

North East and Yorkshire	£ Range	£ Typical
Test Manager	475-550	525
Test Lead	400-500	460
Senior Test Analyst	400-475	425
Test Analyst	350-400	375
Technical Lead	425-500	460
QA Analyst	325-400	350

North West England	£ Range	£ Typical
Test Manager	500-600	550
Test Lead	350-500	450
Senior Test Analyst	300-500	450
Test Analyst	300-450	400
Technical Lead	350-550	500
QA Analyst	300-400	380

Northern Ireland	£ Range	£ Typical
Test Manager	400-500	450
Test Lead	350-450	430
Senior Test Analyst	300-450	375
Test Analyst	250-400	330
Technical Lead	300-450	400
QA Analyst	300-400	350

Scotland	£ Range	£ Typical
Test Manager	450-550	500
Test Lead	350-550	450
Senior Test Analyst	300-500	400
Test Analyst	300-400	350
Technical Lead	350-550	500
QA Analyst	300-425	350

Non-functional Testing

London	£ Range	£ Typical
Test Manager	500-600	550
Test Lead	450-550	500
Senior Test Analyst	400-500	475
Test Analyst	350-450	450
Technical Lead	450-550	550
QA Analyst	450-500	500
Automation Tester	450-500	500

South East England	£ Range	£ Typical
Test Manager	400-600	550
Test Lead	400-600	525
Senior Test Analyst	455-520	500
Test Analyst	350-555	450
Technical Lead	400-600	550
QA Analyst	400-500	450
Automation Tester	450-550	500

East of England	£ Range	£ Typical
Test Manager	500-600	550
Test Lead	450-500	500
Senior Test Analyst	450-500	450
Test Analyst	350-450	400
Technical Lead	400-600	500
QA Analyst	400-450	450
Automation Tester	450-550	500

South West England	£ Range	£ Typical
Test Manager	450-550	550
Test Lead	400-500	475
Senior Test Analyst	400-500	450
Test Analyst	350-450	440
Technical Lead	450-550	510
QA Analyst	300-425	415
Automation Tester	400-500	460

Wales	£ Range	£ Typical
Test Manager	450-550	525
Test Lead	450-525	475
Senior Test Analyst	400-500	450
Test Analyst	350-450	400
Technical Lead	425-525	500
QA Analyst	350-450	375
Automation Tester	450-550	450

Midlands	£ Range	£ Typical
Test Manager	450-550	550
Test Lead	400-500	475
Senior Test Analyst	400-500	450
Test Analyst	350-450	425
Technical Lead	450-550	525
QA Analyst	300-400	400
Automation Tester	400-500	460

North East and Yorkshire	£ Range	£ Typical
Test Manager	475-550	525
Test Lead	400-500	475
Senior Test Analyst	400-475	425
Test Analyst	350-400	375
Technical Lead	400-500	475
QA Analyst	350-400	375
Automation Tester	350-450	400

North West England	£ Range	£ Typical
Test Manager	450-600	550
Test Lead	450-550	500
Senior Test Analyst	400-550	450
Test Analyst	300-450	400
Technical Lead	350-500	450
QA Analyst	300-450	400
Automation Tester	300-450	400

Northern Ireland	£ Range	£ Typical
Test Manager	450-550	475
Test Lead	400-500	450
Senior Test Analyst	350-450	400
Test Analyst	300-400	360
Technical Lead	350-450	430
QA Analyst	350-450	380
Automation Tester	400-550	430

Scotland	£ Range	£ Typical
Test Manager	450-600	500
Test Lead	350-500	450
Senior Test Analyst	350-500	400
Test Analyst	350-400	375
Technical Lead	350-500	500
QA Analyst	375-450	400
Automation Tester	400-500	450

Day rates

Fintech

BI & Data Science

Financial Markets & Banking

Nationwide		
Business Intelligence	£ Range	£ Typical
BI/Data Architect	700-900	800
BI Manager	600-750	700
BI Analyst/Developer	500-700	700
Database Developer	500-700	625
MI Developer	500-650	550
Data Science	£ Range	£ Typical
Head of Data Science	800-1,000	925
Data Architect	650-800	750
Data Engineer	600-800	700
Data Scientist	600-800	775

Investment management

Nationwide		
Business Intelligence	£ Range	£ Typical
BI/Data Warehouse Architect	650-850	750
BI Manager	550-750	650
Data Manager	500-650	600
BI Analyst	400-600	500
Database Developer	475-650	575
BI Developer	550-700	650
MI Analyst	350-550	450
Data Science	£ Range	£ Typical
Head of Data Science	700-1,000	900
Data Architect	600-900	775
Data Engineer	650-800	725
Data Scientist	700-800	750

Cyber

Financial Markets & Banking

Nationwide		
Cyber Security	£ Range	£ Typical
CISO	1,000-2,000	1,600
Head of Cyber Security	800-1,600	1,200
Head of Information Security	800-1,250	1,150
Information Security Architect	800-1,200	900
Cyber Security Architect	800-1,000	950
Information Security Manager	700-900	800
Cyber Security Manager	700-900	850
Security Engineer	600-800	700
Cyber Security Analyst	550-700	650
Information Security Analyst	500-700	650
Threat Intelligence	600-900	725
Penetration Tester	700-900	800
BISO	700-1,100	825
Governance, Risk & Compliance (GRC) Manager	600-950	700
GRC Analyst	550-700	650
Security Awareness Specialist	550-750	600
Security Risk and Compliance Auditor	550-700	675
Incident Response Specialist	700-950	700

Infrastructure

Financial Markets & Banking

Nationwide		
Infrastructure	£ Range	£ Typical
Head of IT	700-1,000	850
EUC Engineer	450-550	500
Network Engineer	450-650	500
Desktop Support Analyst	250-400	325
Trade Floor Support Analyst	300-400	375
Service Delivery Manager	500-700	600
Service Desk Manager	400-550	450
Infrastructure Engineer	400-600	500
Database Administrator	450-550	470
Server Support Engineer	400-550	450
Helpdesk/Service Desk Analyst	180-300	220
Systems Administrator	400-550	450
Application Support Analyst	300-550	400
Front Office Application Support Analyst	500-750	600
Enterprise Architect	750-950	850
Solutions Architect	650-800	800
Middleware Engineer	500-700	600
UC Engineer	500-650	550
Mobility Engineer	550-700	600

Testing	£ Range	£ Typical
Director of Test	900-1,000	1,000
Programme Test Manager	750-900	800
Test Manager	650-800	750
Functional Tester	400-600	600
Test Analyst	500-650	550
Automation Test Engineer	550-700	650
UAT Tester	450-650	600
QA Engineer Analyst	450-600	600

Cloud & DevOps	£ Range	£ Typical
Cloud Architect	700-850	775
Cloud Engineer	650-750	700
Release Engineer	500-750	675
Head of DevOps	850-1,000	900
Senior DevOps Engineer	650-850	750
Automation Engineer	550-675	625
DevOps Engineer	575-775	675
SRE	575-775	650
Platform Engineer	600-750	650
DevSecOps	650-800	700

Investment management

Nationwide		
Application Support	£ Range	£ Typical
Bespoke Systems Support	500-650	550
Bespoke Systems Support - Front Office	500-650	550
Vendor Systems Support (Aladdin, Charles River, LatentZero, thinkFolio)	500-650	600
Infrastructure	£ Range	£ Typical
Infrastructure Architect	550-750	650
Infrastructure Engineer	400-600	500
Database Administrator	450-650	500
Network Engineer	450-650	550
Service Delivery Manager	550-760	650
Service Desk Manager	400-550	500
Server Support Engineer	450-600	450
Systems Administrator	400-550	475
Desktop Support Analyst	300-400	325
Trade Floor Support Analyst	300-450	380
Platform Engineer	500-750	700
Enterprise Architect	700-950	900
Solutions Architect	700-850	800
UC Engineer	500-650	550
Mobility Engineer	500-650	550

Testing	£ Range	£ Typical
Director of Test	900-1,100	1,000
Programme Test Manager	750-900	800
Test Manager	650-800	750
Functional Tester	400-600	600
Test Analyst	500-650	550
Automation Test Engineer	550-700	650
UAT Tester	450-650	600
QA Engineer Analyst	450-600	600

Cloud & DevOps	£ Range	£ Typical
Cloud Architect	700-850	775
Cloud Engineer	650-750	700
Release Engineer	500-750	675
Head of DevOps	850-1,000	925
Senior DevOps Engineer	650-850	750
Automation Engineer	550-675	650
DevOps Engineer	575-775	700
SRE	575-775	675
DevSecOps	650-800	700

Leadership

Financial Markets & Banking

Nationwide		
Leadership	£ Range	£ Typical
Chief Technology Officer	1,200-1,800	1,650
Chief Information Officer	1,200-1,800	1,650
Chief Information Security Officer	1,000-1,600	1,400
Head of IT Security	900-1,250	1,150
Head of Infrastructure	800-1,000	900
Head of Data	900-1,100	1,000
Head of Business Intelligence	900-1,100	1,000
Head of Development	1,200-1,400	1,300
Head of Service Delivery	600-800	700
Head of Change/Transformation	1,200-1,600	1,400
Head of Projects	1,000-1,350	1,200
Head of Business Analysis	1,000-1,200	1,100
Head of PMO	850-1,100	950
Programme Director	1,000-1,400	1,250
Programme Manager	800-1,000	900
IT Manager	900-1,250	1,100

Investment management

Nationwide		
Leadership	£ Range	£ Typical
Chief Technology Officer	1,200-1,700	1,500
Chief Information Officer	1,200-1,700	1,500
Chief Information Security Officer	1,000-1,400	1,250
Head of IT Security	950-1,300	1,100
Head of Infrastructure	750-1,000	950
Head of Data	750-1,050	1,000
Head of Business Intelligence	900-1,100	950
Head of Development	950-1,250	1,100
Head of Service Delivery	550-800	725
Head of Change/Transformation	1,200-1,600	1,350
Head of Projects	1,000-1,350	1,100
Head of Business Analysis	1,000-1,200	1,000
Head of PMO	850-1,100	950
Programme Director	1,000-1,250	1,150
Programme Manager	800-950	925
IT Manager	900-1,250	1,000

Project & Change

Financial Markets & Banking

Nationwide		
Leadership	£ Range	£ Typical
Head of Change/Transformation	1,200-1,600	1,400
Head of Projects	1,000-1,350	1,200
Head of Business Analysis	1,000-1,200	1,100
Head of PMO	850-1,100	950
Programme Director	1,000-1,400	1,250
Programme Manager	800-1,000	900

Nationwide	Senior ▼		Mid-level ▼	
Business Analysts	£ Range	£ Typical	£ Range	£ Typical
Front Office	750-900	850	650-750	700
Middle Office	600-800	700	575-700	600
Back Office	600-700	650	575-700	600
Capital Markets	650-800	750	600-750	650
Risk	650-800	750	600-700	675
Regulatory	700-800	750	550-675	625
Infrastructure	600-750	650	500-650	575
Data	650-750	700	500-650	575
Vendor Systems	650-850	750	600-750	675
Project Managers	£ Range	£ Typical	£ Range	£ Typical
Front Office	800-950	850	700-850	750
Middle Office	750-875	800	675-750	700
Back Office	675-850	750	650-750	675
Capital Markets	800-950	875	700-850	800
Risk	800-900	850	700-800	750
Regulatory	750-900	825	675-775	725
Infrastructure	750-850	775	600-750	675
Data	700-850	775	600-750	650
Vendor Systems	750-900	850	700-850	750
PMO	£ Range	£ Typical	£ Range	£ Typical
PMO Manager	750-900	800	650-800	750
PMO Lead	600-800	700	600-700	650
PMO	500-650	575	450-600	550
PMO Analyst	400-550	550	350-500	400
Agile	£ Range	£ Typical	£ Range	£ Typical
Agile Delivery Manager	700-850	800	675-750	700
Agile Coach	750-1,000	900	750-950	800
Scrum Master	700-850	750	600-700	650
Product	£ Range	£ Typical	£ Range	£ Typical
Product Owner	600-750	700	550-700	600
Product Manager	750-900	850	650-800	700

Project & Change

Investment management

Nationwide		
Leadership	£ Range	£ Typical
Head of Change/Transformation	1,200-1,600	1,350
Head of Projects	1,000-1,350	1,100
Head of Business Analysis	1,000-1,200	1,000
Head of PMO	850-1,100	950
Programme Director	1,000-1,250	1,150
Programme Manager	800-950	925

Nationwide	Senior ▼		Mid-level ▼	
Business Analysts	£ Range	£ Typical	£ Range	£ Typical
Front Office/OMS Systems	750-850	800	700-850	750
Middle Office/Operations	650-750	700	550-650	600
Back Office	600-700	650	550-700	600
Risk	750-900	800	650-750	700
Regulatory	650-800	725	600-750	675
Business Process Change	700-850	775	650-750	700
Infrastructure	600-700	650	550-650	600
Data	650-800	725	600-700	650
CRM/Digital	700-800	750	600-700	650
Distribution	700-850	775	-	-
Private Markets/Alternative Investments	750-900	825	-	-
Project Managers	£ Range	£ Typical	£ Range	£ Typical
Front Office/OMS Systems	800-950	850	700-800	750
Middle Office/Operations	700-800	750	600-700	650
Back Office	700-800	750	600-700	650
Risk	800-950	900	600-700	650
Regulatory	700-850	775	650-775	725
Business Process Change	800-900	850	700-800	750
Infrastructure	700-800	750	650-750	700
Data	700-850	775	650-750	700
CRM/Digital	800-900	850	700-800	750
Distribution	800-950	875	-	-
Private Markets/Alternative Investments	800-950	900	-	-
PMO	£ Range	£ Typical	£ Range	£ Typical
PMO Manager	700-900	800	700-800	750
PMO Lead	700-800	750	600-750	675
PMO	600-700	650	550-650	600
PMO Analyst	500-600	550	400-550	500
Agile	£ Range	£ Typical	£ Range	£ Typical
Agile Delivery Manager	700-850	800	650-750	700
Agile Coach	800-950	850	700-850	750
Scrum Master	700-850	750	600-750	650
Product	£ Range	£ Typical	£ Range	£ Typical
Product Owner	600-750	675	550-700	600
Product Manager	750-900	825	650-800	700

Software Development

Financial Markets & Banking

Nationwide		
Development	£ Range	£ Typical
Development Manager	1,050-1,250	1,050
Front Office Java Developer	800-1,000	900
Front Office Python Developer	800-900	850
Front Office C# Developer	750-850	800
Front Office JavaScript Developer	750-950	850
Quantitative Developer (C++/Python/C#)	950-1,050	1,000
Java Developer	700-850	800
Scala Developer	750-900	800
Kotlin Developer	800-950	850
JavaScript Developer	700-850	750
Python Developer	750-850	800
C# Developer	650-800	750
C++ Developer	650-800	700
PHP/Ruby/Perl Developer	750-850	800
Mobile Developer	750-800	800
Database Developer/BI Developer	700-850	750
SharePoint Developer	750-900	800

Investment management

Nationwide		
Development	£ Range	£ Typical
Head of Development	1,300-1,400	1,400
Development Manager	1,100-1,300	1,200
Front Office Java Developer	900-1,100	1,000
Front Office Python Developer	900-1,000	950
Front Office C# Developer	800-900	850
Front Office JavaScript Developer	800-950	850
Quantitative Developer (C++/Python/C#)	950-1,100	1,000
Java Developer	800-950	850
Scala Developer	850-950	900
Kotlin Developer	850-950	900
JavaScript Developer	750-950	850
Python Developer	850-950	900
C# Developer	800-900	850
C++ Developer	850-950	900
PHP/Ruby/Perl Developer	750-850	800
Mobile Developer	750-850	800
Database Developer/BI Developer	750-850	800
SharePoint Developer	750-900	800

About *us*

Methodology

The day rate information included in this guide has been compiled using information gathered from Hays offices across the UK. It is based on job listings, contract placements and candidate registrations.

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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.

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