Salary Benchmark
November 2025

oliver bernard

Software Engineering

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	**High**	**Low**	**High**	**Low**	**High**
Principal/Staff Engineer	£120,000	£175,000	£750	£900	£800	£1,000
Lead Software Engineer	£100,000	£130,000	£600	£750	£750	£900
Founding Engineer	£100,000 + 1-3% equity	£200,000 + 1-3% equity	–	–	–	–

Senior	**Low**	**High**	**Low**	**High**	**Low**	**High**
Java	£85,000	£120,000	£550	£700	£700	£800
Frontend	£80,000	£130,000	£450	£650	£450	£700
Node / TypeScript	£80,000	£130,000	£500	£700	£550	£750
Full-Stack JavaScript	£80,000	£130,000	£450	£700	£500	£750
.Net / C#	£80,000	£110,000	£500	£750	£650	£750
Scala	£80,000	£130,000	£550	£700	£750	£850
Golang	£80,000	£120,000	£600	£700	£700	£750
Kotlin	£95,000	£120,000	£600	£750	£700	£900
PHP	£65,000	£85,000	£450	£600	£600	£750
Python	£80,000	£120,000	£600	£700	£700	£900
C++	£80,000	£110,000	£600	£700	£700	£850
Ruby	£70,000	£90,000	£500	£600	£650	£750
Clojure	£80,000	£100,000	£700	£800	£800	£950
iOS	£80,000	£120,000	£550	£650	£700	£800
Android	£80,000	£120,000	£550	£650	£700	£800
React Native	£80,000	£130,000	£600	£750	£750	£900
Flutter	£80,000	£125,000	£600	£750	£750	£900

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Software Engineering

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
Mid-Level	Low	High	Low	High	Low	High
Java	£60,000	£85,000	£450	£600	£650	£700
Frontend	£55,000	£80,000	£400	£550	£550	£700
Node / TypeScript	£55,000	£80,000	£500	£600	£650	£750
Full-stack JavaScript	£55,000	£80,000	£450	£600	£600	£750
.Net / C#	£50,000	£75,000	£450	£550	£600	£650
Scala	£60,000	£80,000	£500	£600	£700	£850
Golang	£50,000	£80,000	£500	£600	£600	£700
Kotlin	£70,000	£85,000	£550	£600	£700	£800
PHP	£50,000	£65,000	£400	£450	£550	£650
Python	£50,000	£80,000	£500	£600	£600	£700
C++	£60,000	£80,000	£500	£600	£600	£700
Ruby	£50,000	£70,000	£400	£500	£500	£650
Clojure	£60,000	£80,000	£600	£700	£700	£800
iOS	£60,000	£80,000	£450	£550	£600	£700
Android	£60,000	£80,000	£450	£550	£600	£700
React Native	£65,000	£85,000	£500	£600	£650	£750
Flutter	£65,000	£85,000	£500	£600	£650	£750

Junior	Low	High	Low	High	Low	High
Junior Level Developer (Second Jobber)	£40,000	£60,000	£350	£450	£450	£550
Entry Level Developer (Graduate)	£30,000	£40,000	n/a	n/a	n/a	n/a

Data & AI

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Principal / Chief	£120,000	£160,000	£700	£900	£850	£1,200
Founding AI Engineer	£120,000 + 1-3% equity	£180,000 + 1-3% equity	–	–	–	–

Senior

	Low	High	Low	High	Low	High
Data Scientist	£85,000	£120,000	£550	£750	£650	£850
Data Engineer	£85,000	£110,000	£550	£750	£650	£850
ML Engineer	£90,000	£140,000	£600	£800	£700	£900
AI Engineer	£90,000	£140,000	£600	£800	£700	£900
Data Analyst	£70,000	£90,000	£450	£650	£600	£750
BI Analyst	£60,000	£80,000	£400	£600	£500	£700

Mid-Level

	Low	High	Low	High	Low	High
Data Scientist	£65,000	£85,000	£400	£550	£400	£550
Data Engineer	£60,000	£85,000	£400	£550	£400	£550
ML Engineer	£70,000	£90,000	£450	£600	£550	£700
AI Engineer	£70,000	£90,000	£450	£600	£550	£700
Data Analyst	£55,000	£65,000	£250	£450	£350	£550
BI Analyst	£40,000	£50,000	£300	£400	£400	£600

Junior

	Low	High	Low	High	Low	High
Junior / Graduate	£30,000	£50,000	£200	£300	£300	£400

Architecture

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Principal Architect	£140,000	£170,000	£800	£1,200	£1,000	£1,500
Lead Architect	£110,000	£130,000	£700	£800	£800	£1,000
Enterprise Architect	£90,000	£140,000	£750	£900	£900	£1,200
Solutions Architect	£90,000	£120,000	£600	£750	£750	£1,000
Technical Architect	£95,000	£140,000	£650	£850	£850	£1,000
Cloud Architect	£95,000	£150,000	£600	£1,000	£800	£1,200
Data Architect	£90,000	£120,000	£600	£850	£800	£1,000

DevOps & Infrastructure

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
DevOps Manager	£110,000	£140,000	£900	£1,100	£1,000	£1,200+
DevOps Lead	£100,000	£120,000	£750	£900	£850	£1,100
Senior DevOps / SRE / Platform Engineer	£80,000	£110,000	£650	£800	£750	£1,000
DevOps / SRE / Platform Engineer	£60,000	£80,000	£500	£650	£600	£850
Junior DevOps / SRE / Platform Engineer	£35,000	£55,000	£400	£500	£500	£700
Senior SysAdmin	£70,000	£120,000	£500	£800	£600	£900
SysAdmin	£40,000	£60,000	£350	£600	£450	£700
Junior SysAdmin	£30,000	£40,000	£300	£400	£400	£550
Entry Level DevOps / SysAdmin (Graduate)	£25,000	£40,000	£200	£300	£300	£500
Application Support (3rd line)	£40,000	£90,000	£400	£600	£400	£700
1st & 2nd Line Support	£30,000	£60,000	£300	£500	£400	£600
Security & Network Engineer	£50,000	£120,000	£400	£750	£500	£950
Database Administrator	£50,000	£100,000	£300	£600	£400	£800

Testing

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Test Lead	£90,000	£120,000	£600	£750	£700	£950
Senior Test Engineer	£70,000	£90,000	£500	£600	£600	£800
Test Engineer	£45,000	£70,000	£400	£500	£500	£700
Junior Test Engineer	£30,000	£40,000	£300	£400	£400	£600
Senior SDET	£80,000	£110,000	£550	£700	£650	£900
SDET	£55,000	£75,000	£450	£550	£550	£750
Junior SDET	£40,000	£50,000	£300	£400	£400	£600
Entry Level Tester / SDET (Graduate)	£25,000	£35,000	£250	£300	£350	£500

Product, UX, and Design

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Lead/Principal Product Manager	£90,000	£120,000	£550	£800	£600	£900
Senior Product Manager / Owner	£75,000	£100,000	£550	£800	£600	£900
Product Manager / Owner	£60,000	£75,000	£400	£550	£500	£650
Senior UX Designer	£65,000	£85,000	£500	£650	£600	£700
UX Designer	£45,000	£65,000	£400	£500	£500	£600
Senior UI / Visual Designer	£65,000	£85,000	£500	£650	£550	£650
UI / Visual Designer	£45,000	£65,000	£300	£500	£450	£550
Senior Product Designer	£65,000	£85,000	£500	£650	£600	£700
Product Designer	£45,000	£65,000	£300	£500	£500	£600
User Researcher	£45,000	£65,000	£400	£600	£500	£650

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Project Delivery

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Agile Coach	£80,000	£120,000	£600	£1,000	£700	£1,200
Programme Manager	£80,000	£120,000	£600	£800	£700	£1,000
Senior Project Manager	£75,000	£90,000	£550	£650	£650	£750
Project Manager	£60,000	£75,000	£400	£550	£500	£650
Senior Business Analyst	£75,000	£85,000	£525	£600	£575	£675
Business Analyst	£60,000	£70,000	£300	£550	£400	£650
Scrum Master	£60,000	£85,000	£400	£600	£500	£700
Delivery Manager	£75,000	£120,000	£450	£750	£550	£850
Project Coordinator	£25,000	£40,000	£200	£350	£250	£400

Senior Appointments

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
CTO / CIO / CPO / CTPO	£200,000	£400,000	£1,200	£2,000	£1,800	£3,200
VP / Director / Head of Engineering	£125,000	£200,000	£900	£1,200	£1,200	£1,800
VP / Director / Head of Product	£120,000	£180,000	£750	£1,000	£950	£1,400
Startup CTO / CTPO	£100,000	£175,000	£800	£1,600	£1,000	£2,200
Principal-Distinguished Engineer	£120,000	£200,000	£750	£1,500	£900	£2,000
Chief Architect	£140,000	£200,000	£850	£1,200	£1,000	£1,700
Head of Platform	£120,000	£175,000	£750	£1,200	£900	£1,500
Head of Data Engineering	£120,000	£180,000	£800	£1,200	£1,000	£1,500
Head of AI	£120,000	£200,000	£800	£1,500	£950	£2,000
Snr Engineering Manager	£120,000	£140,000	£750	£950	£900	£1,200
Engineering Manager	£90,000	£130,000	£600	£800	£750	£950

For more information on senior appointments, please visit our executive search sister company, OB Search.

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