

Salary Benchmark

November 2023



SOFTWARE ENGINEERING	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Principal Software Engineer	£120,000	£150,000	£750	£900	£800	£1,000
Lead Software Engineer	£95,000	£125,000	£600	£750	£750	£900
Senior Developer:						
Java	£80,000	£120,000	£550	£700	£600	£750
Frontend JavaScript	£75,000	£120,000	£500	£650	£500	£700
Backend JavaScript	£90,000	£120,000	£500	£700	£550	£750
Full-Stack JavaScript	£90,000	£120,000	£500	£700	£550	£750
.Net / C#	£80,000	£120,000	£550	£600	£650	£750
Scala	£80,000	£120,000	£600	£700	£750	£850
Golang	£80,000	£120,000	£600	£700	£700	£750
Kotlin	£95,000	£120,000	£600	£750	£700	£900
PHP	£60,000	£80,000	£500	£600	£600	£750
Python	£80,000	£120,000	£600	£700	£700	£900
Data	£80,000	£120,000	£700	£800	£800	£950
C++	£80,000	£110,000	£600	£700	£700	£850
Ruby	£70,000	£90,000	£450	£600	£650	£800
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
Mid-Level Engineer:						
Java	£60,000	£80,000	£500	£600	£650	£700
Frontend JavaScript	£60,000	£75,000	£450	£550	£600	£700
Backend JavaScript	£60,000	£80,000	£500	£600	£650	£750
Full-stack JavaScript	£60,000	£80,000	£500	£600	£650	£750
.Net / C#	£50,000	£75,000	£450	£550	£600	£650
Scala	£60,000	£80,000	£500	£600	£700	£850
Golang	£60,000	£80,000	£500	£600	£600	£700
Kotlin	£70,000	£85,000	£550	£600	£700	£800
PHP	£45,000	£60,000	£400	£500	£550	£650
Python	£60,000	£80,000	£500	£600	£600	£700
Data	£60,000	£80,000	£600	£700	£700	£800
C++	£60,000	£80,000	£500	£600	£600	£700
Ruby	£50,000	£70,000	£350	£450	£500	£600
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 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 SCIENCE & ANALYTICS	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Principal/Chief	£100,000	£150,000	£700	£900	£850	£1,200
Senior:						
Data Scientist	£90,000	£130,000	£700	£900	£850	£1,000
ML Engineer	£90,000	£120,000	£700	£900	£850	£1,000
AI Engineer	£80,000	£120,000	£700	£900	£850	£1,000
Data Analyst	£60,000	£80,000	£450	£650	£600	£750
BI Analyst	£60,000	£80,000	£400	£600	£500	£700
Mid-Level:						
Data Scientist	£65,000	£85,000	£500	£700	£600	£800
ML Engineer	£65,000	£85,000	£500	£700	£600	£800
AI Engineer	£65,000	£85,000	£500	£700	£600	£800
Data Analyst	£55,000	£65,000	£250	£450	£350	£550
BI Analyst	£40,000	£50,000	£300	£400	£400	£600
Junior/Graduate	£30,000	£50,000	£200	£300	£300	£400

ARCHITECTURE	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
Principal Architect	£120,000	£150,000	£800	£1200	£1000	£1500
Lead Architect	£110,000	£130,000	£700	£800	£800	£1000
Enterprise Architect	£90,000	£140,000	£750	£900	£850	£1000
Solutions Architect	£90,000	£120,000	£600	£750	£750	£1,000
Technical Architect	£95,000	£140,000	£650	£850	£900	£1,200
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		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	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		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	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		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	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

PROJECT DELIVERY	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	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	£80,000	£400	£600	£500	£700
Delivery Manager	£70,000	£120,000	£450	£750	£550	£850
Project Coordinator	£25,000	£40,000	£200	£350	£250	£400

SENIOR APPOINTMENTS	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
CTO / CIO / CPO / CTPO	£150,000	£250,000	£1,000	£1,500	£1,400	£2,000
Early-Stage Startup CTO / CTPO	£110,000	£150,000	£800	£1,200	£1,000	£1,500
VP / Director / Head of Engineering	£140,000	£180,000	£900	£1,200	£1,200	£1,600
Head of Product	£140,000	£180,000	£750	£1,000	£950	£1,400
VP / Director of Product	£120,000	£160,000	£750	£950	£950	£1,200
Chief / Head of Architecture	£140,000	£200,000	£850	£1,200	£1,200	£1,500
Head of DevOps / Infrastructure / Cloud	£120,000	£160,000	£750	£1,000	£900	£1,300
Head of Data	£120,000	£150,000	£900	£1,200	£1,200	£1,500
Head of Delivery	£110,000	£150,000	£650	£900	£750	£1,000
Head of Testing / QA	£90,000	£130,000	£600	£800	£800	£1,100
Engineering Manager	£95,000	£130,000	£600	£800	£900	£1,200

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

TALENT ACQUISITION	Permanent		Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH	LOW	HIGH
VP / Director	£110,000	£150,000	£600	£800	£750	£1,000
Head of TA	£80,000	£100,000	£500	£600	£600	£850
Senior TA Partner / Manager	£70,000	£90,000	£400	£500	£500	£600
TA Partner	£55,000	£70,000	£350	£450	£425	£500
Technical Sourcer	£40,000	£55,000	£250	£350	£350	£425

For more information on embedded talent solutions, please visit our sister company, **OB Talent**. obtalent.co.uk