

## THE ONE GROUP IT Salary Survey

Thank you to everyone who participated in our December 2011 IT Salary Survey. We have had an excellent response from both our candidates and clients, enabling us to provide an accurate picture of the current IT market and give a thorough report which is indicative of the Cambridgeshire market.

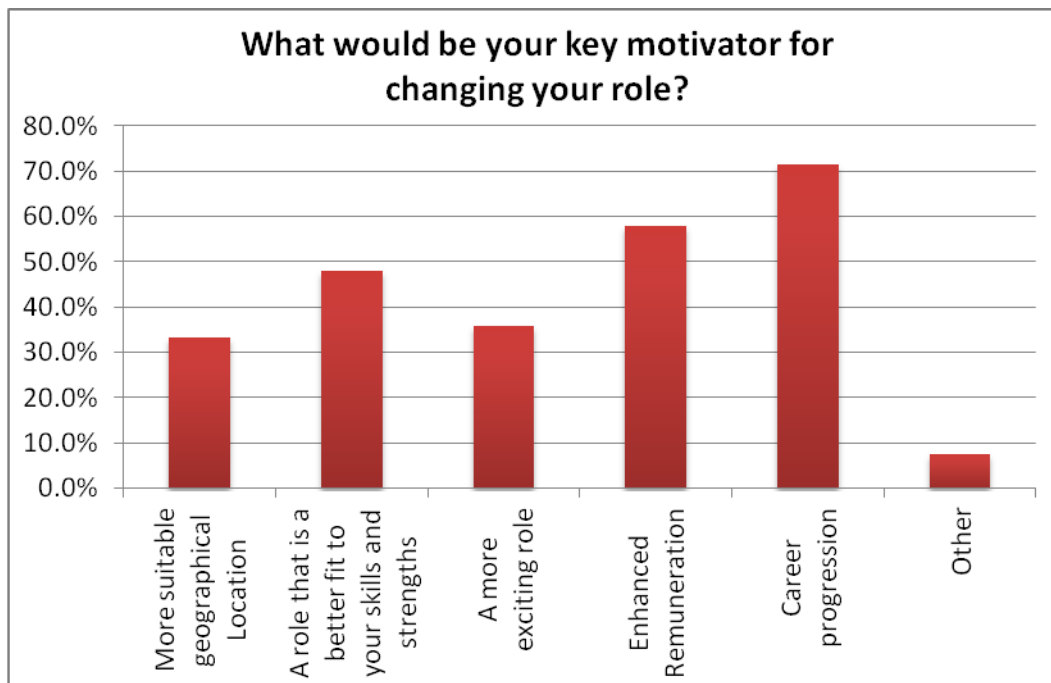
Our findings are below:

	Low	High	Typical
Change Manager	£24,000	£58,000	£40,000
DBA	£30,000	£45,000	£40,000
Helpdesk/ Desktop Support	£17,000	£25,000	£22,500
Development Manager	£38,000	£62,000	£51,000
Graphic Designer	£22,000	£38,000	£30,000
Hardware Engineer	£26,000	£35,000	£33,500
Infrastructure Support	£25,000	£40,000	£30,000
Incident Manager	£42,000	£52,000	£48,500
Infrastructure Manager	£35,000	£60,000	£42,500
IT Director	£60,000	£90,000	£75,000
IT Manager	£35,000	£65,000	£55,000
Linux/Unix Administrator	£30,000	£45,000	£40,000
Problem Manager	£25,000	£43,000	£32,500
Project Manager	£40,000	£50,000	£42,500
QA Manager	£35,000	£52,500	£40,000
Software Developer	£30,000	£40,000	£36,500
Systems Administrator	£25,000	£40,000	£34,000
Systems Architect	£38,000	£68,000	£52,000
Technical Author	£30,000	£44,000	£35,000
Tester	£26,000	£38,000	£32,000
Web Designer	£22,000	£36,000	£28,000
Web Developer	£25,000	£37,000	£32,500
Business Analyst	£36,000	£42,000	£40,000

These figures do not allow for differentials in package such as enhanced benefits, bonus payments and study packages. To determine the most accurate figures, please contact the relevant office to speak with one of our experienced Consultants.

Over 74% of people that completed our survey are in permanent employment rather than contractors or temporary members of staff, nearly half have been employed in their current roles for less than 1 year. However, our figures show that over half the people surveyed said that they have contractors currently working in their place of work despite the current economic climate.

59% of all people who responded have been in their current role for less than 18 months. Of this group of people, 75% would consider changing their job if the right position presented itself. The most popular reason for this would be for enhanced salary and career progression.



### SALARIES AND ADDITIONAL BENEFITS

Respondents, who have been in their current role for less than 18 months have, on average seen a 1.5% increase on their starting salary. The low rate of increase is not surprising for this economic climate but again this is showing that Cambridgeshire is bucking the trend.

44% of all people surveyed are receiving an additional yearly bonus to their basic salary; the most common additional benefit being between £1,000 and £2,000.

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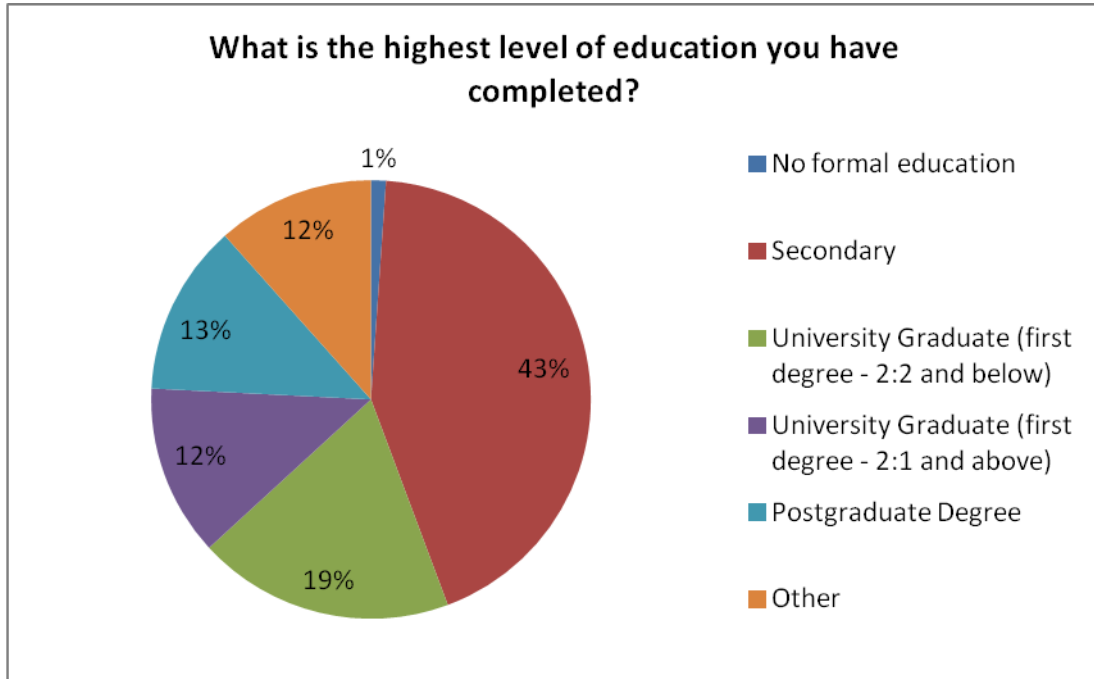
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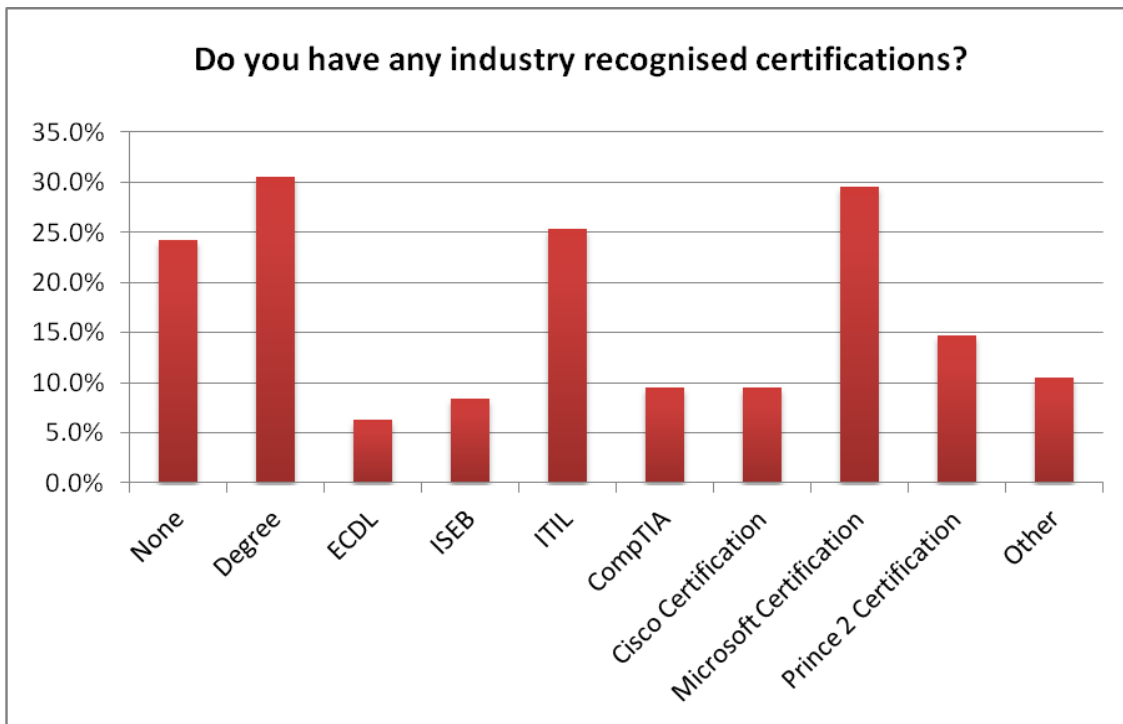
## EDUCATION

Career experience seems to be as important as further education with 43% of respondents having left education at secondary level, 10% having a college qualification and a further 44% being university graduates.



## PROFESSIONAL QUALIFICATIONS

ITIL is showing a significant lead over a Prince 2 certification with more than a quarter of people having the ITIL Qualification opposed to 15% of people asked with the industry recognised Prince 2 certification. Microsoft is confirming its place at the top with 30% of people surveyed having a MS certification.



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	Low	High	Typical
ITIL	£28,000	£60,000	£37,500
Prince2	£30,000	£58,000	£49,500

## IN SUMMARY

There has been an encouraging number of new vacancies throughout 2011 in the Cambridgeshire area, ranging from industrial businesses to high-tech companies. Although this level of vacancies has been higher than the national average, the companies that are hiring are looking for very specific candidates. Budgets may be available to hire new staff, but typically companies are only able to offer a limited amount of funding for training and qualifications than they once used to.

As a recruitment agency that meets all of our candidates in person, we know the importance of finding candidates with the right personality *and* IT skills for the role. More often our clients are as concerned with finding the right personality fit for their team, as they are with their technical abilities.

Ultimately this means that candidates have to be a near perfect fit for the roles that are available.

Despite the current economic conditions the Cambridgeshire area seems to be holding its own, this looks set to continue throughout 2012.

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