



Information Technology & Software 2024 Salary & Market Insights Guide



Introduction

Looking back

Before putting 'pen to paper', I referred back to my commentary on last year's salary guide. What a difference a year makes!

This time last year (mid-January at the time of writing) many in the recruitment sector were starting to feel the inevitable slowdown of the post-COVID surge whilst others were still going strong. By the mid-year point we were all accepting the reality that the bubble had burst. The summer months are always a slower time in the recruitment industry and the September bounce back didn't make its usual impact. We have had to accept that we are now in different times, some would say more normal times, in line with pre-COVID levels, but for the many who have joined the recruitment industry over the last 18 months it will feel like a different job entirely.

In many ways, and particularly for us at The ONE Group, this can be seen as a positive, as the frenetic sourcing of 2022 allowed little time for true consultative work. In a slower more considered marketplace, we are now able to find time to think, to re-evaluate and to re-engage. Face to face meetings and insights led conversations will allow us the ability to align our talent pipelining and networking with our clients' business objectives. As we research and consider the impact of the advancement of AI and Automation on our industry, it has never been more apparent that the true human, emotional and empathetic element of recruiting is now at the forefront for the Recruitment Consultancy/Client Partnership.

Themes for 2024

The themes of 2022/23 are now firmly embedded and set to stay throughout 2024 and beyond;

Hybrid Working: It's highly unlikely that businesses will be able to attract top talent without some form of hybrid working in place. There has been a definite shift, over the last few months, of employers wanting to encourage teams back into the office, some doing it more collaboratively than others. As work and home lives have become interwoven over the past few years, it is a real challenge and danger for employers to try to take back control too quickly, or even at all. The most prevalent working pattern seems to be settling at two days from home, three days in the office.

Leadership: Empathetic and trust-based leadership is very much at the forefront of a healthy and prosperous culture and the talent pool in the post-COVID world are giving this high priority in their career making decisions. Whilst this undoubtedly lends itself to a happy workforce, more challenging economic times can make it feel like walking a tightrope.

Benefits Packages: Generous, ever competitive benefits packages are very much here to stay (I wonder how those brave companies are getting on with their four-day weeks?) Here at The ONE Group, we've successfully navigated a year of unlimited

holiday and 'working from anywhere', and, if you're anything like us, you may now have some additional canine team members as well...

Skills Shortage: The acute skills shortage of 2022/23 has eased, generally, with a much better balance of 'power' between employer and job seeker. Employers aren't held to ransom quite as much, in what last year, seemed to be a constant struggle to both hire and retain. This is certainly a positive for businesses to be able to achieve business goals and objectives which of course are always underpinned by their people.

Technology: Technology in the recruitment sector has moved at pace and those not utilising AI, automation and advanced sourcing platforms are risking being left behind. What at first felt like a threat to the essential relationship elements of recruitment, has now settled into a strong partnership, if used well. Multi-plate spinning recruiters are now able to focus on the relationship side of the job with the more transactional parts of the role being looked after by technology. Those that achieve the balance will thrive.

Fostering Strong Recruitment Partnerships

The recruitment landscape has changed so much over the past five years, not least the role of the recruitment agency. In a crowded recruitment market with skilled talent teams and so much access to online networking, recruitment agencies will need to change their narrative and re-evaluate their proposition to stay relevant. Low value, low engagement contingency recruitment needs to be replaced with broader conversations of partnership and talent solutions. Here at The ONE Group, we will be investing in our consultants across 2024, focussing on L&D and continuing to elevate conversations from vacancies to talent partnerships.

Finally...

As we settle into 2024 you can look forward to seeing a broader portfolio of value added services from The ONE Group, as we look to continue to engage with our clients not only on recruitment but with a variety of additional services from EVP packages (if you haven't seen our client EVP videos, take a look!), benchmarking reports, FD/HRD insight roundtables and more.

The business of 'people' has never been so challenging, multi-faceted and rewarding.

We look forward to sharing our consultancy skills, insights, technology, and networks with you to support your business in achieving its talent goals throughout 2024.

Catherine Wallis
Operations Director



Information Technology & Software Recruitment Industry

It's an exciting time if we consider how fast technology is developing - the acceleration over recent time has been incredible and the image of the future we all once had (I am in my 40's!), is quickly becoming a reality. It has been reported by the World Economic Forum, an estimated 65% of children entering primary school today, will work in jobs that do not currently exist...! What a time to be in this sector.

The demand for software professionals in the UK is projected to remain high in 2024. Companies will continue to seek skilled Software Engineers, Developers, and Architects to design and build innovative applications and solutions. Coding has become one of the most indispensable skillsets and this is only going to continue to grow. Employers will increasingly look for professionals with expertise in both front-end and back-end development and individuals who can handle end-to-end application development will be highly sought after.

Data itself is becoming a critical asset for most organisations. Trends in this area reflect the importance in the market, with companies seeking professionals with strong Data Analytics skills to analyse large datasets. Data Analysts, Data Scientists, and Business Intelligence specialists will be in high demand. Data governance specialists will continue to play a crucial role in ensuring privacy and compliance, where Big Data Specialists with specific experience in technologies (like Hadoop, Apache Spark) as well as AI and Machine Learning will also be in high demand.

Support and Infrastructure has to be one of the fastest markets in the IT space. Quick turnaround times on candidates and short interview processes are key to securing the top talent in this market – however this is great advice across all markets. If you had only one metric to analyse, 'time to hire' should be the one! Cloud Computing, Cyber Security & DevOps are all going to be a major concern for any trading organisation – the smarter our technology gets, the smarter the threats become, and a robust solution must be in place for companies of all sizes.

Adapting to new technologies & effective working processes is going to be essential for many of us and I can imagine many reading this are going through an implementation of some description. Digital Transformation initiatives will drive more Agile methodologies and companies are going to be seeking not only soft skills, but both Project Management and Change Management skills. Experience working across multi-functional teams and navigating change will be highly desirable.

For those that now have their head around IR35 (please ask, if not), Contractors have proven to be a fantastic way of securing some excellent candidates quickly for BAU or more specialist contract work and we expect the demand to be greater in the contract market as 2024 unfolds.

Marc Kent
Commercial Director

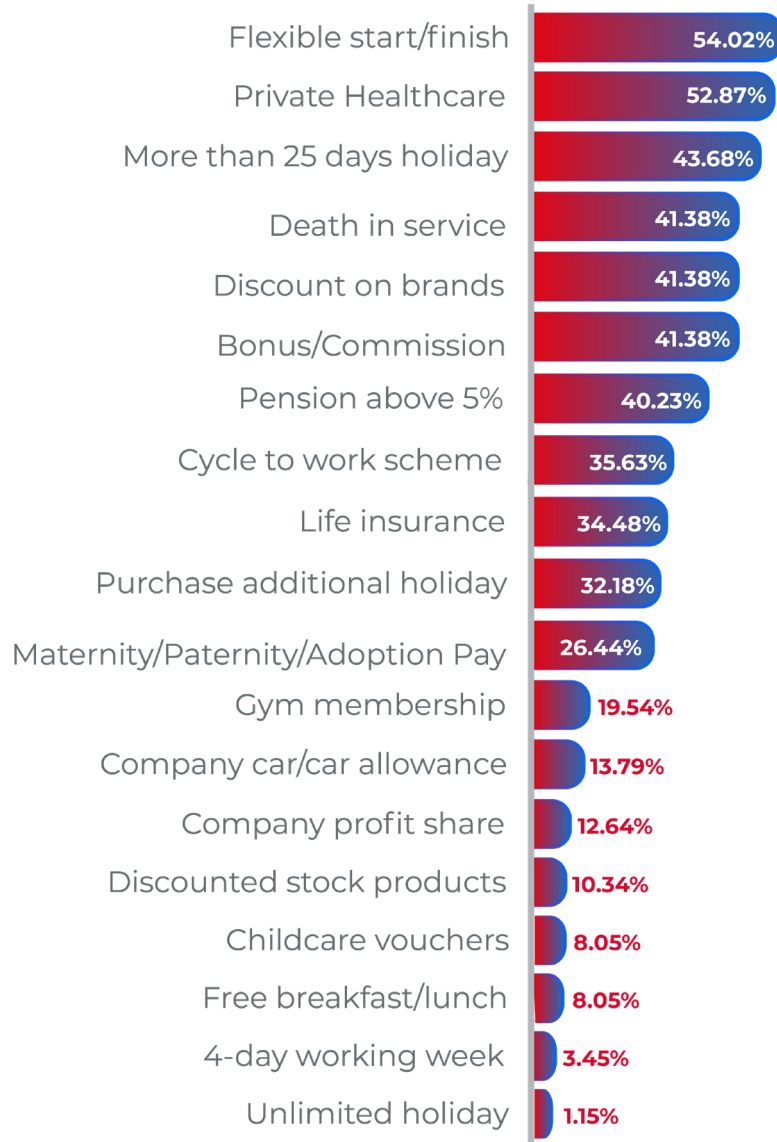


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Salary & Benefits

Which benefits do you currently receive?



If you could choose, what would be your top 5 benefits?

Private Healthcare

Funded private healthcare or dental care.

1

Pension above 5%

More than 5% contributed towards pension.

2

4-Day Working Week

Flexible start/finish times or remote/hybrid working options.

3

4

5

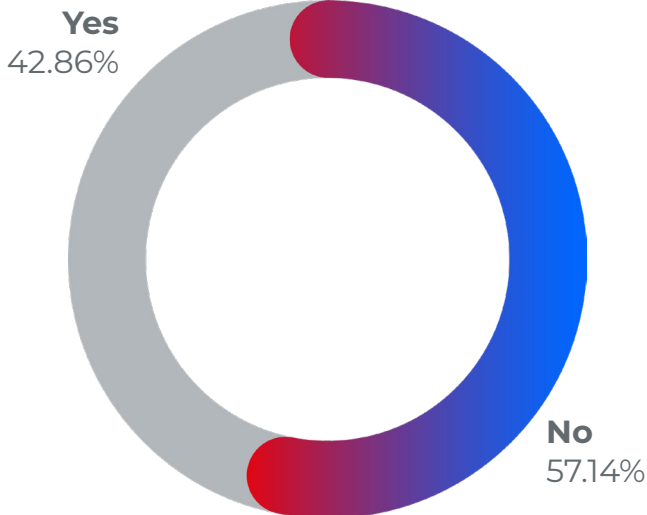
Bonus/Commission

Bonuses or more commission to support cost of living.

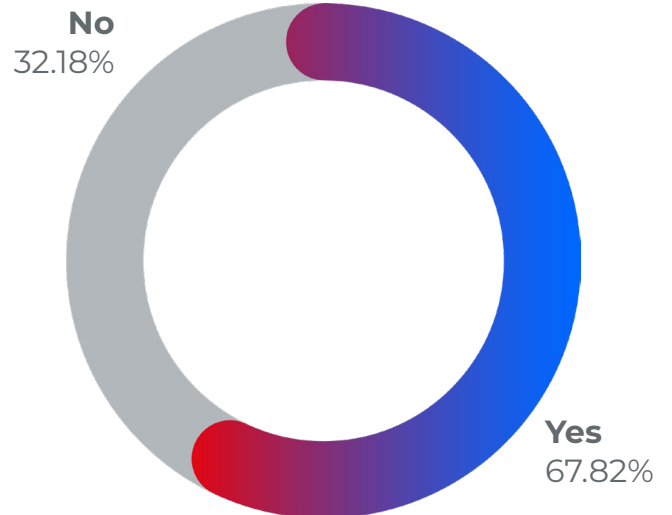
More than 25 Days Holiday

More than 25 days holiday or unlimited holiday.

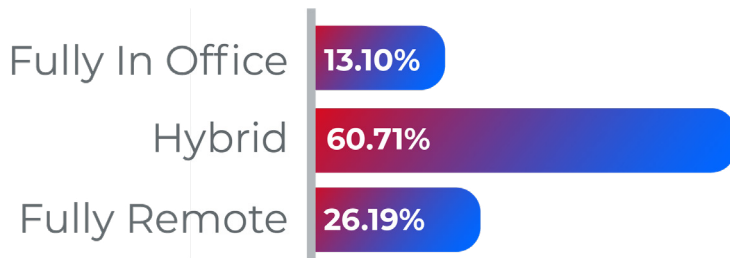
Has your working pattern changed in the last 2 years?



Do you feel fairly remunerated for your position?



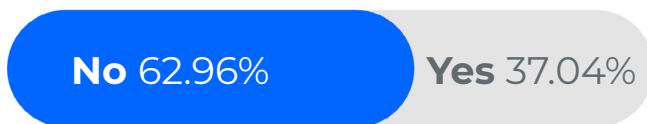
What is your current working pattern?



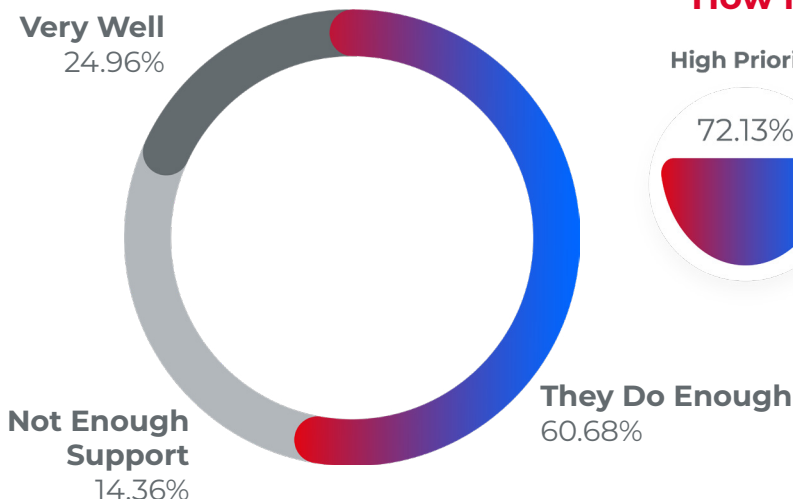
How important is the job title in your search/securing a role?



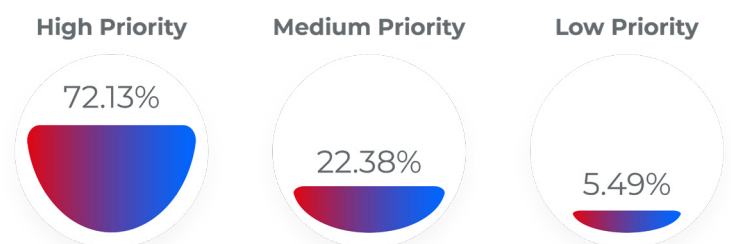
Would you apply for a role that doesn't have a salary advertised?



How well do you feel your employer supports your wellbeing?

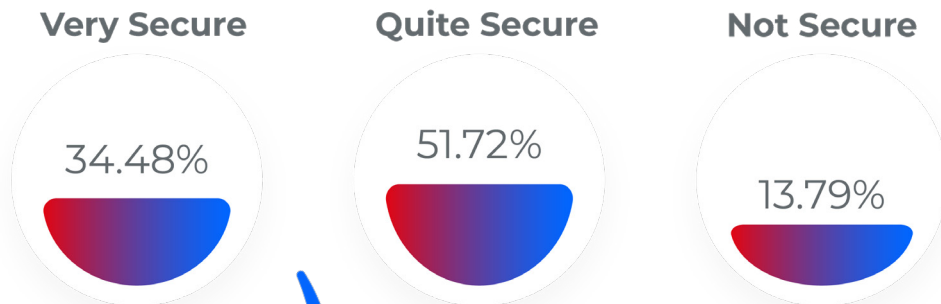


How high a priority is this for you?

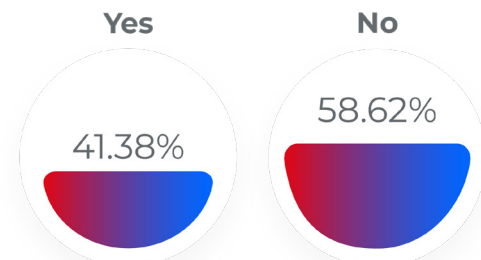


Job Security

How secure do you feel in your role?



Have you moved jobs in the last 12 months?



Why?

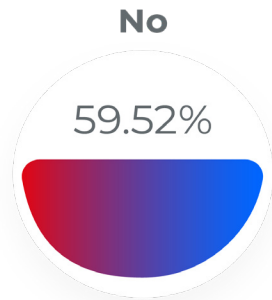
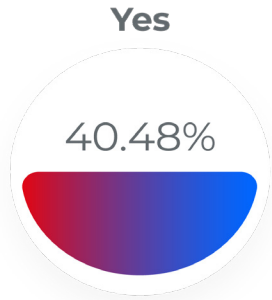


Why do you think this?

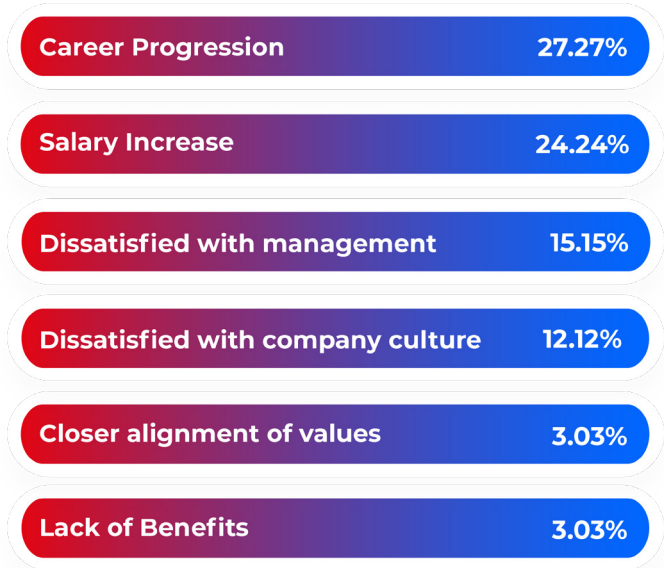
Key themes:

- Job security is influenced by factors such as workload, resources, empowerment, industry climate, and regional considerations.
- Feeling secure due to possessing relevant qualifications, skills, and experience.
- Feeling less secure if the company is far behind its competitors.
- Many feel they are in a growing industry and under the leadership of a strong team.

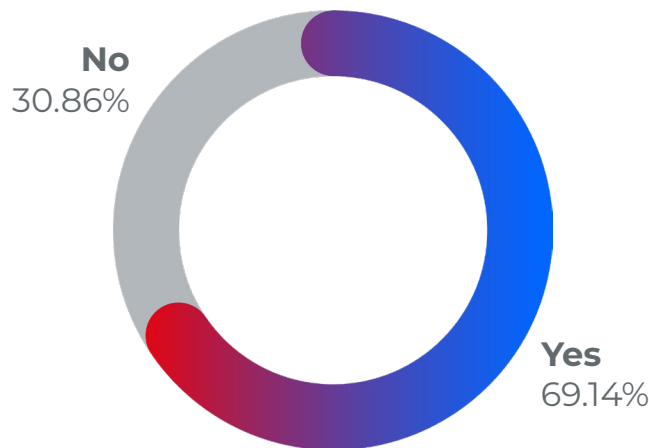
Are you considering a move in the next 6 months?



What is your main reason for looking?



If you were to resign from your current role, would you consider a counteroffer?



Have you received a counteroffer this year?



Did you accept it?



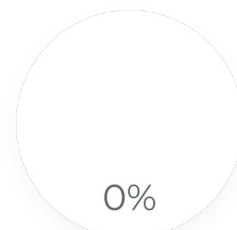
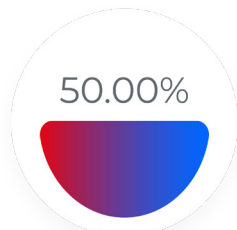
What was the increase?

Up to £5,000 pa

£5,001 - £9,999 pa

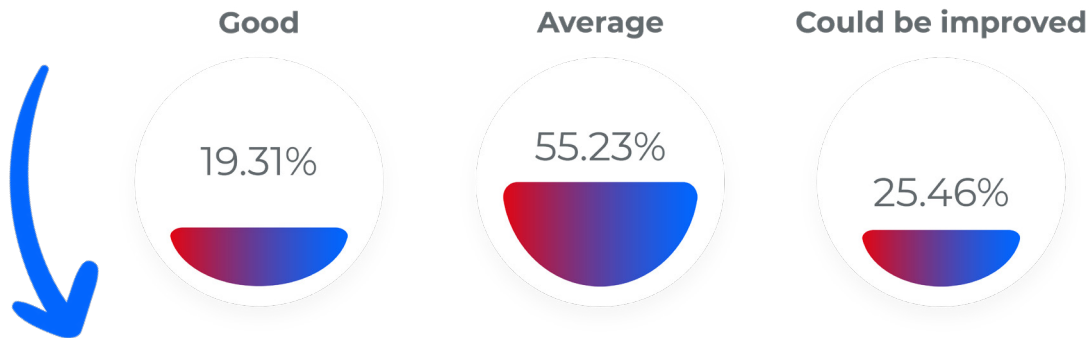
£10,000 - £14,999 pa

£15,000+ pa



The Hiring Process

How would you rank your onboarding & training experience in your current employer?

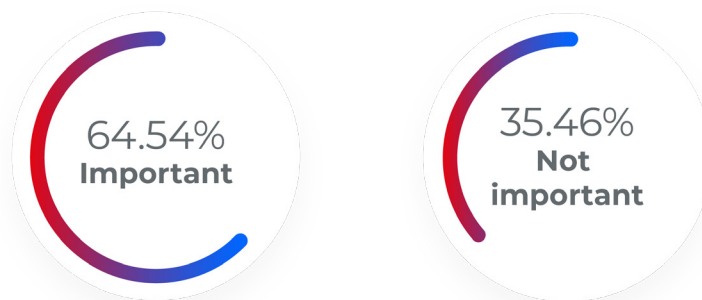


What was good/not so good about it?

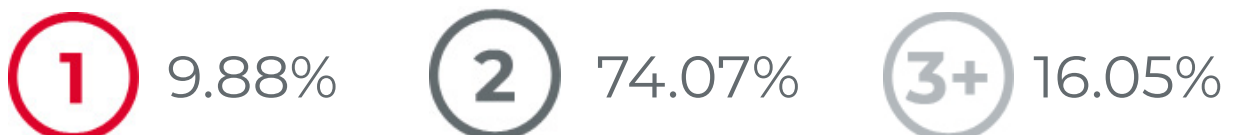
Positive training experiences include ongoing support, thorough digital training, clear onboarding plans, gradual project integration, and the presence of a buddy for guidance.

On the contrary, negative experiences involve challenges in adaptation, a need for extensive self-training, lack of updated documentation, minimal processes, and a dearth of training for employee growth.

How important is a company's Diversity and Inclusion policy?



How many interview stages would you be happy to attend?



Salaries

Information Technology & Software Salaries

National Coverage

Title	Min	Typical	Max
IT Management & Leadership			
	Min	Typical	Max
Chief Technology Officer (CTO)	£100,000	£150,000	£200,000
Chief Information Officer (CIO)	£100,000	£150,000	£200,000
Chief Product Officer (CPO)	£100,000	£150,000	£200,000
IT Director	£100,000	£120,000	£160,000
Head of Cyber Security	£80,000	£100,000	£120,000
Software Engineering Manager	£90,000	£100,000	£110,000
Head of Data	£90,000	£100,000	£110,000
Head of Testing/QA	£80,000	£90,000	£100,000
Head of Delivery	£80,000	£90,000	£100,000
Head of IT	£65,000	£85,000	£120,000
IT Manager	£50,000	£65,000	£75,000
Development (Web, Software & Mobile)			
	Junior	Mid	Senior
Enterprise Architect	n/a	£70,000	£90,000+
Solution Architect	£60,000	£70,000	£90,000+
Front End Developer	£30,000	£55,000	£75,000+
Full Stack Developer	£32,000	£55,000	£70,000+
.NET Developer	£35,000	£55,000	£70,000+
Java Developer	£35,000	£60,000	£80,000+
Mobile Applications Developer	£32,000	£55,000	£80,000+
PHP Developer	£28,000	£45,000	£70,000+
Python Developer	£35,000	£60,000	£75,000+
UI/UX Designer	£25,000	£50,000	£70,000+
Web Developer	£25,000	£37,500	£55,000+
Embedded & Systems Engineering			
	Junior	Mid	Senior/Lead
Software Engineer (C, C++)	£35,000	£65,000	£80,000+
Embedded Software Engineer	£35,000	£65,000	£80,000+
Firmware & Low Level Embedded SW Engineer	£35,000	£60,000	£80,000+
Device Driver Engineer	£35,000	£55,000	£80,000+
Data & Analytics/Machine Learning & Data Science			
	Min	Typical	Max
Big Data Architect	£85,000	£110,000	£150,000
Data Architect	£70,000	£90,000	£110,000
Data Engineer/Developer	£50,000	£80,000	£110,000
Head of Data Science	£110,000	£140,000	£200,000
Chief Data Scientist	£100,000	£120,000	£150,000
Data Science Architect	£90,000	£120,000	£150,000
Senior Data Scientist	£80,000	£90,000	£120,000
Data Scientist	£60,000	£75,000	£100,000
Data Manager	£50,000	£75,000	£110,000
Data Analyst	£30,000	£45,000	£70,000
Lead Business Analyst	£55,000	£65,000	£90,000
Business Intelligence Analyst	£40,000	£55,000	£75,000
Business Analyst	£40,000	£50,000	£60,000
Machine Learning Engineer	£50,000	£80,000	£110,000
DBA	£40,000	£55,000	£80,000

Interested in temporary or contract pay-rates? Talk to one of our specialist temporary and contract controllers on 01223 237888

Information Technology & Software Salaries

National Coverage

Title	Min	Typical	Max
Product, Project & Programme/Business Transformation	Min	Typical	Max
Product Manager	£60,000	£70,000	£80,000
Project Manager	£55,000	£60,000	£75,000
Programme Manager	£65,000	£75,000	£80,000
Product Owner	£55,000	£65,000	£75,000
Release Manager	£60,000	£65,000	£75,000
SAP S4 HANA Consultant	£75,000	£85,000	£95,000
ERP Consultant	£60,000	£70,000	£80,000
Transition/Knowledge Manager	£65,000	£75,000	£80,000
Problem/Release/Change Manager	£60,000	£65,000	£70,000
Project Management Officer	£50,000	£60,000	£65,000
Project Analyst/Coordinator	£30,000	£40,000	£50,000
Implementation Manager/ Consultant	£55,000	£65,000	£75,000
ITIL Consultant/Process Owner	£45,000	£55,000	£65,000
Software Testing	Junior	Mid	Senior/Lead
SDET	£40,000	£65,000	£80,000
QA/Testing Manager	£50,000	£65,000	£80,000
Automation Tester	£40,000	£60,000	£75,000
Manual Tester	£30,000	£45,000	£55,000
IT Support, Infrastructure & Operations	Min	Typical	Max
1st Line Help-desk/Service Desk Support	£22,000	£25,000	£32,000
2nd Line Help-desk/Service Desk Support	£28,000	£35,000	£40,000
3rd Line Help-desk/Service Desk Support	£35,000	£45,000	£50,000
Applications Support Analyst	£28,000	£42,000	£60,000
Desktop Support Engineer	£33,000	£36,000	£45,000
Infrastructure Support Engineer	£45,000	£55,000	£65,000
Systems Administrator	£45,000	£55,000	£65,000
Senior Systems Administrator	£50,000	£65,000	£70,000
Infrastructure Architect	£60,000	£75,000	£90,000
Network Engineer	£40,000	£55,000	£70,000
Network Manager	£55,000	£70,000	£85,000
Network Architect	£55,000	£85,000	£120,000
DevOps Engineer	£55,000	£75,000	£100,000
Compliance, Audit, Risk & Security	Min	Typical	Max
Compliance Manager	£60,000	£70,000	£80,000
Cyber Security Analyst	£50,000	£60,000	£75,000
Cyber Security Manager	£70,000	£85,000	£100,000
Security Architect	£70,000	£90,000	£120,000
IT Risk Management	£60,000	£65,000	£70,000
IT Auditor	£45,000	£57,000	£65,000

Why you should use our **FREE** Benchmarking service

We offer free, no obligation, professional salary benchmarking services.

For over 20 years we've advised UK businesses of all shapes, sizes and industries on salaries for their teams. We can help you:



Save money when hiring



Increase safeguarding against headhunting



Retain valuable employees



Gain peace of mind



Support pay review meetings



Ensure efficient salary budgeting

Contact us for more information on 01223 237888 or info@theonegroup.co.uk and detail your interest in our salary benchmarking service.

Beyond Recruitment

Our “Beyond Recruitment” approach also means that we’re here whenever you need us - even if that’s not when you’re recruiting or looking for a job.

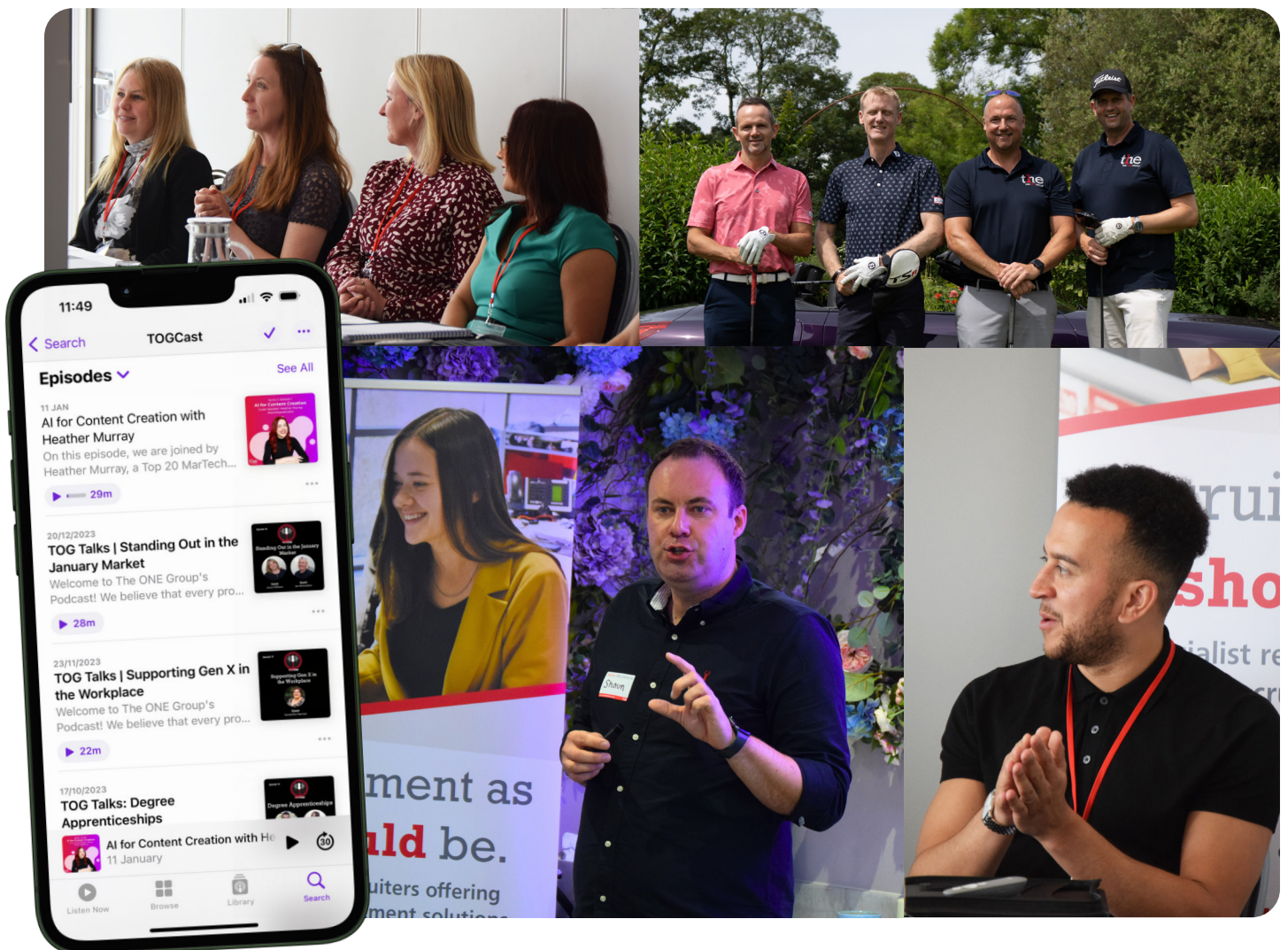
We partner with global businesses and highly skilled professionals to offer informative and interactive **FREE** events around popular topics to ensure that you always have access to useful information during your own professional development journey.

Over the past year, we have helped 1000’s of people addresses issues such as: diversity & inclusion, wellbeing, leadership, creating a more inclusive culture, personal development, employer brand and effective management in a remote working world.

At a time when the world slowed down, its thirst for learning increased, and we are committed to continue developing credible and informative events that offer value to you professionally. A massive thank you to everyone who has partnered with us and shared valuable insight to make these sessions happen.

Our drive to go above and beyond your average recruitment agency sees our Consultants lead the way - not only in recruitment, but also in the service, insights and skillsets you require to be at the top of your game.

Visit www.theonegroup.co.uk/beyond-recruitment to stay in the loop with our events, webinars, podcast, blogs and more.





the
The ONE Group

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