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TRENDS, INTENTIONS & SALARY BENCHMARKS

2023

We are leaders of IT Recruitment

As specialists in tech recruitment – from IT and digital to change management and executive leadership – we're here to shape careers and support employers. Ours is a team built to help both tech professionals and tech businesses be all they can be.

Whether you're looking to take the next step in your career or you're looking for the next member of your team, you can put your trust in us. We know tech and we are the people that work with tech. After all, we've played our part in thousands of career moves and we've worked with some of the biggest names in the sector.

We have the team, the tools and the culture that others don't. **We're ready to work with you.**

Inspired listening
Check out our podcast,
Talking with Tech Leaders.

Book a chat
Surprised by what you see?
Ready to make a move? Now's the
time to speak to a Be-IT expert.

BOOK

Planet positive
We're already carbon neutral, but
that's just the start. See how we're
working to make a positive impact.

WATCH

Research highlights

This is the eighth year we've commissioned research into tech professionals' job-hunting intentions and the channels they use to find new jobs, as part of our wider IT and digital jobs salary survey. These are just a few of the highlights – **read the full report on our website.**

CAREER MOVES

TECH PROFESSIONALS MOVED JOBS IN THE LAST 12 MONTHS:
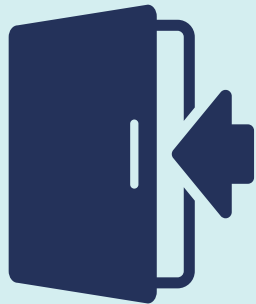
2022 **50%**

▲ **5% INCREASE YOY** ▲

2021 **45%**

REASONS FOR MOVING JOB:

34% → SIDEWAYS MOVE TO A **NEW COMPANY**

11% ↑ PROMOTION AT THE **SAME COMPANY**

32% ↑ STEP UP WITH A **NEW COMPANY**

16% JUST WANTED TO **MAKE A CHANGE**

WORKING ENVIRONMENT

95% OF TECH PROFESSIONALS WOULD **NOT** CONSIDER A ROLE WITHOUT ANY **#WFH**

ONLY **6%** WOULD PREFER TO JOIN **A START-UP**
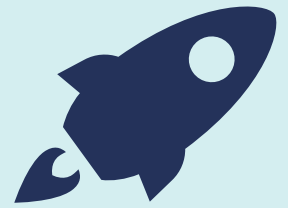
18% SME | **13% LARGE** (250+ EMPL.) | **20% MULTI-NATIONAL**

43% DO NOT HAVE AN 'IDEAL' EMPLOYER

WHAT'S NEXT?

FACTORS IN CHOOSING A NEW ROLE

SALARY IS TOP PRIORITY FOR **70%**

▲ **11%** HIGHER THAN **2022**

SECOND: **PENSION**

THIRD: **TECHNICAL CHALLENGE**

PLANS FOR THE NEXT 6 MONTHS...

33% **ARE NOT** LOOKING TO MOVE

▲ **7%** JUMP SINCE **2022** ▲

43% INTEND TO **MOVE JOBS**

23% ARE STILL **UNDECIDED**

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2023 Salary Benchmark

We've collated salary averages for a range of the most common tech-sector roles, broken down into entry, mid, senior and lead/principal levels (where relevant), together with average contractor day rates (outside IR35). It's worth noting salary comes down to more than your job title – location, performance and experience (and more) play a part.

ARCHITECTURE

INFRASTRUCTURE ARCHITECT		ENTERPRISE ARCHITECT		TECHNICAL (APPLICATION) ARCHITECT		SOLUTIONS ARCHITECT		HEAD OF ARCHITECTURE	
£80k+	£600 DAY	£100k+	£850 DAY	£95k+	£700 DAY	£95k+	£750 DAY	£120k+	£1k DAY

ANALYSIS

HEAD OF BUSINESS ANALYSIS		ANALYST BUSINESS/PROCESS/SYSTEMS/CHANGE				
		£35k ENTRY	£50k MID	£65k SNR.	£70k+ LEAD	£425 DAY
£50-85k+	£700 DAY					

DIGITAL

HEAD OF PRODUCT/DESIGN		PRODUCT MANAGER		
£90k+	£850 DAY	£55k MID	£70k SNR.	£550 DAY

UX RESEARCHER				UI DESIGNER			
£35k ENTRY	£50k MID	£65k SNR.	£500 DAY	£35k ENTRY	£50k MID	£65k SNR.	£500 DAY

PRODUCT OWNER			
£35k ENTRY	£50k MID	£65k SNR.	£500 DAY

LEADERSHIP

IT MANAGER		IT DIRECTOR	
£75k+	£500 DAY	£130k+	£1k DAY

HEAD OF DEVELOPMENT		HEAD OF CHANGE/DELIVERY	
£120k+	£900 DAY	£120k+	£900 DAY

CIO (CHIEF INFORMATION OFFICER)		CTO (CHIEF TECHNOLOGY OFFICER)	
£140k+	£1.2k DAY	£140k+	£1.2k DAY

CISO (CHIEF INFO SECURITY OFFICER)	
£140k+	£1.2k DAY

SECURITY

SECURITY ANALYST					SECURITY MANAGER		SECURITY CONSULTANT		
£35k ENTRY	£50k MID	£55k SNR.	£65k LEAD	£500 DAY	£85k	£600 DAY	£65k SNR.	£85k LEAD	£750 DAY

GRAD

GRADUATE (CONSULTANT/DEVELOPER/TESTER)
£32.5k

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DATA/ERP

DATA SCIENTIST
£40k	£55k	£65k	£85k+	£700
ENTRY	MID	SNR.	LEAD	DAY

DATA ENGINEER
£40k	£55k	£65k	£80k+	£650
ENTRY	MID	SNR.	LEAD	DAY

MACHINE LEARNING ENGINEER
£50k	£60k	£70k	£80k+	£700
ENTRY	MID	SNR.	LEAD	DAY

DATA/BI ANALYST
£35k	£50k	£60k	£65k	£425
ENTRY	MID	SNR.	LEAD	DAY

DATA/BI DEVELOPER
£35k	£50k	£65k	£70k	£450
ENTRY	MID	SNR.	LEAD	DAY

DATABASE ADMIN.
£35k	£50k	£65k	£475
ENTRY	MID	SNR.	DAY

INFRASTRUCTURE

DEV-OPS ENGINEER
£55k	£75k	£85k+	£600
MID	SNR.	LEAD	DAY

SYSTEMS ADMINISTRATOR
£30k	£40k	£55k	£375
ENTRY	MID	SNR.	DAY

APPLICATION SUPPORT
£30k	£40k	£50k	£350
ENTRY	MID	SNR.	DAY

1ST-2ND LINE SUPPORT
£20k	£25k	£35k	£225
ENTRY	MID	SNR.	DAY

2ND-3RD LINE SUPPORT
£35k	£45k	£325
MID	SNR.	DAY

DATA/NETWORK ENGINEER
£40k	£55k	£400
MID	SNR.	DAY

INFRASTRUCTURE MANAGER
£65k	£400
	DAY

CLOUD INFRASTRUCTURE ENGINEER
£60k	£70k	£85k+	£550
MID	SNR.	LEAD	DAY

PROJECT/CHANGE

SCRUM MASTER
£45k	£70k+	£550
MID	SNR.	DAY

CHANGE MANAGER
£50k	£65k	£500
MID	SNR.	DAY

PMO ANALYST
£30k	£40k	£45k	£325
ENTRY	MID	SNR.	DAY

PMO MANAGER
£65k+	£500
	DAY

PROJECT MANAGER
£35k	£45k	£70k	£550
ENTRY	MID	SNR.	DAY

PROGRAMME MANAGER
£90k+	£650
	DAY

PROGRAMME DIRECTOR
£120k+	£900
	DAY

RELEASE MANAGER
£55k	£60k	£500
MID	SNR.	DAY

SOFTWARE & WEB

PYTHON DEVELOPER
£37k	£50k	£75k	£90k	£550
ENTRY	MID	SNR.	LEAD	DAY

C/C++
£35k	£45k	£60k	£70k	£475
ENTRY	MID	SNR.	LEAD	DAY

FULL STACK DEVELOPER
£37k	£50k	£75k	£90k	£550
ENTRY	MID	SNR.	LEAD	DAY

FRONT END DEVELOPER (NON-REACT)
£35k	£50k	£60k	£70k	£450
ENTRY	MID	SNR.	LEAD	DAY

ANDROID/IOS DEVELOPER
£37k	£50k	£75k	£90k	£550
ENTRY	MID	SNR.	LEAD	DAY

.NET DEVELOPER
£35k	£50k	£60k	£70k	£450
ENTRY	MID	SNR.	LEAD	DAY

JAVA DEVELOPER
£37k	£50k	£75k	£90k	£500
ENTRY	MID	SNR.	LEAD	DAY

PHP DEVELOPER
£30k	£40k	£50k	£55k	£350
ENTRY	MID	SNR.	LEAD	DAY

RUST DEVELOPER
£37k	£50k	£80k	£90k+	£600
ENTRY	MID	SNR.	LEAD	DAY

PRINCIPAL/TECHNICAL LEAD
£90k	£650
	DAY

DEVELOPMENT MANAGER
£90k+	£700
	DAY

TESTING

PENETRATION TESTER
£40k	£60k	£75k	£600
MID	SNR.	LEAD	DAY

MANUAL TESTER
£30k	£37.5k	£55k	£350
ENTRY	MID	SNR.	DAY

AUTOMATION TESTER
£40k	£60k	£70k	£500
MID	SNR.	LEAD	DAY

PERFORMANCE TESTER
£40k	£60k	£70k	£500
MID	SNR.	LEAD	DAY

TEST TEAM LEAD
£70k	£550
	DAY

TEST MANAGER
£75k	£600
	DAY

HEAD OF TESTING
£85k+	£750
	DAY

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CHANGE, DELIVERED.
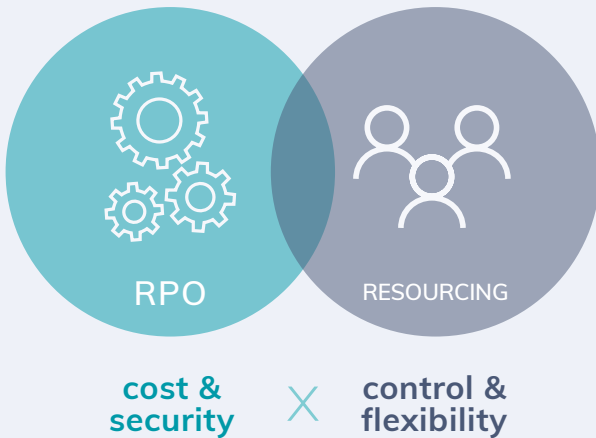
From vast strategic programmes to individual one-off projects, managing any kind of technology change demands the right resources at your disposal. We're here to make sure you have them. We are a specialist IT consultancy offering the capability to deliver your strategy without diverting internal permanent resource, turning to traditional agency resource or relying on expensive SI resource. Working by your side as a project partner, we offer control, quality assurance and cost-effectiveness. Above all, we offer talent to meet your strategic needs – whether it's a retained team or fully-managed project delivery.
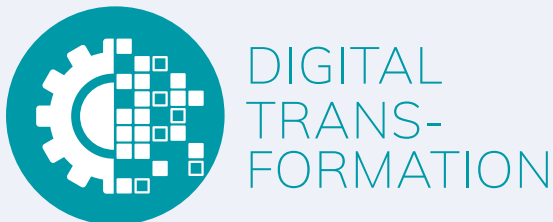
You set the standards, we meet them. You set the direction, we manage the details. And if your needs change along the way, our service can adapt and scale to suit.

HYBRID MODEL

RPO

RESOURCING

cost & security ✕ **control & flexibility**

RISK MEANS CUTTING RISK MEANS SHARING RISK MEANS CUTTING RISK MEANS SHARING RISK MEANS

RISK

SHARED RISK/REWARD MODEL

DESIGNED FOR KEY PROJECTS

DIGITAL TRANS-FORMATION

STRATEGIC CHANGE INITIATIVES

FLEXIBLE ACCESS TO BEST OF BREED CONSULTANTS

- switch on and off as needed
- rapid deployment: 48hr
- competitive cost
- retain management