



Salary & Contract Rate Guides 2018

Market: Cloud, Virtualisation & Networks

Microsoft	Salary		Rate	
	Low	High	Low	High
Application Support	£40K	£55K	£350	£500
Support Analyst/ Engineer	£45K	£60K	£350	£500
Senior Engineer	£55K	£70K	£400	£600
Technical Lead/ Architect	£65K	£85K	£500	£650

Opensource	Salary		Rate	
	Low	High	Low	High
Support Analyst/ Engineer	£50K	£65K	£450	£600
DevOps	£60K	£80K	£500	£700
Senior DevOps/ Architect/ Manager	£90K	£110K	£600	£900

Virtualisation & Storage	Salary		Rate	
	Low	High	Low	High
Virtualisation & Storage Engineer	£55K	£65K	£450	£550
Virtualisation & Storage Architects	£75K	£95K	£500	£600
Senior DevOps/ Architect/ Manager	£55K	£70K	£500	£600
Senior Cloud Engineer	£65K	£80K	£550	£650
Cloud Architect	£75K	£100K	£600	£850

Networking	Salary		Rate	
	Low	High	Low	High
NOC	£35K	£50K	£300	£450
Network Engineer	£50K	£65K	£350	£500
Senior Network Engineer	£55K	£70K	£400	£550
Network Manager	£65K	£75K	£400	£550
Network Architect	£65K	£80K	£500	£650

Managers & Heads Of	Salary		Rate	
	Low	High	Low	High
Infrastructure Manager	£60K	£70K	£450	£550
Head of IT	£65K	£100K	£650	£1000

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Market: Applications Design, Development & Testing

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior JavaScript Developer	£30K	£35K	£300	£400
JavaScript Developer	£40K	£50K	£400	£500
Senior JavaScript Developer	£45K	£60K	£500	£600

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Java Developer	£30K	£40K	£250	£350
Java Developer	£35K	£50K	£400	£550
Senior Java Developer	£50K	£60K	£650	£750

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior C++ Developer	£22,5K	£30K	£300	£400
C++ Developer	£40K	£50K	£400	£600
Senior C++ Developer	£60K	£70K+	£600	£700

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Market: Applications Design, Development & Testing

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior C++ Developer	£22,5K	£30K	£300	£400
C++ Developer	£40K	£50K	£400	£600
Senior C++ Developer	£60K	£70K+	£600	£700

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Python Developer	£35K	£40K	£275	£375
Python Developer	£40K	£65K	£500	£650
Senior Python Developer	£65K	£92,5K	£700	£800

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior .Net Developer	£25K	£35K	£250	£300
.Net Developer	£40K	£60K	£350	£450
Senior .Net Developer	£52K	£67,5K	£500	£600

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior PHP Developer	£35K	£45K	£200	£300
PHP Developer	£40K	£50K	£300	£450
Senior PHP Developer	£55K	£65K	£450	£500

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Market: Cloud, Virtualisation & Networks

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Salesforce Developer	£38K	£80K	£400	£500

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Sharepoint Developer	£37K	£40K	£300	£375
Sharepoint Developer	£40k	£55K	£400	£475
Senior Sharepoint Developer	£55K	£65K	£550	£600

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior SQL Developer	£25K	£35K	£350	£450
SQL Developer	£42K	£60K	£450	£550
Senior SQL Developer	£60K	£75K	£550	£650

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Scala Developer	£30K	£40K	£300	£400
Scala Developer	£45K	£55K	£400	£500
Senior Scala Developer	£55K	£80K	£500	£670

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Testing Engineer (Automation)	£35K	£70K	£260	£550
Test Engineer (Manual)	£25K	£50K	£260	£500
Senior .Net developer	£40K	£85K	£400	£575

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Market: Information Management (Big Data & Analytics)

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Big Data Engineer	£50K	£55K	£350	£450
Big Data Engineer (3-5 Years Experience)	£55K	£65K	£500	£600
Senior Big Data Engineer (Cloudera/Hortonwork)	£60K	£80K	£650	£750
Senior Big Data Engineer (MapR)	£70K	£90K	£800	£950

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Big Data Architect	£65K	£80K	£650	£800
Senior Big Data Architect	£80K	£130K	£950	£1250

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Graduate (PhD) no commercial experience	£45K	£50K	£300	£400
Data Scientist – 2-3 years experience	£50K	£60K	£500	£850
Specialist Data Scientist – ML/Ai/NLP etc	£55K	£75K	£550	£850
Senior Data Scientist	£65K	£80K	£650	£900
Lead Data Scientist	£80K	£110K	£950	£1200

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Market: Embedded Software & Electronics

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Embedded Software Engineer	£30K	£40K	£280	£320
Senior Embedded Software Engineer	£50K	£60K	£400	£440
Principal Embedded Software Engineer	£60K	£70K	£440	£480

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior RF Design Engineer	£25K	£35K	£300	£340
Senior RF Design Engineer	£45K	£55K	£360	£420
Principal RF Design Engineer	£55K	£65K	£420	£460

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Digital Electronics Engineer	£30K	£40K	£320	£360
Senior Digital Electronics Engineer	£50K	£60K	£400	£440
Principal Digital Electronics Engineer	£60K	£70K	£440	£520

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Market: Embedded Software & Electronics

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Analogue Electronics Engineer	£35K	£45K	£360	£400
Senior Analogue Electronics Engineer	£55K	£65K	£440	£520
Principal Analogue Electronics Engineer	£70K	£90K	£520	£600

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Embedded Test Engineer	£20K	£30K	£200	£240
Senior Embedded Test Engineer	£40K	£50K	£360	£400
Principal Embedded Test Engineer	£50K	£60K	£400	£440

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior Systems Engineer	£30K	£40K	£320	£360
Senior Systems Engineer	£50K	£60K	£400	£440
Principal Systems Engineer	£60K	£70K	£440	£480

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Junior PCB Design Engineer	£20K	£30K	£200	£280
Senior PCB Design Engineer	£35K	£45K	£320	£400
Principal PCB Design Engineer	£50K	£60K	£400	£440

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Market: Cyber Security

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Chief Information Security Officer (CISO)	£145K	£200K+	£900	£1,500
Information/Cyber Security Manager	£87K	£100K+	£700	£900

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Security Architect	£70K	£90K+	£700	£800
Application/Platform Security Architect	£80K	£90K+	£700	£900
SIEM Architect	£75K	£95K+	£600	£750
Cloud Security Architect	£75K	£95K+	£700	£850
Network Security Architect	£70K	£85K	£500	£600

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Check Team Leader	£70K	£90K+	£700	£800
Penetration Tester	£80K	£90K+	£700	£900
Incident Response (CSIRT)	£75K	£95K+	£600	£750
SIEM/SOC Analyst	£75K	£95K+	£700	£850
Network Security Engineer	£70K	£85K	£500	£600
Cyber Threat Intelligence Analyst	£45K	£70K+	£600	£700

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
PCI QSA	£60K	£75K+	£600	£800
PCI-DSS Consultant	£35K	£55K+	£650	£700
ISO 27001	£50K	£70K+	£500	£500

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Market: C-Level Executives

Job Title/Main Skills	Salary		Rate	
	Low	High	Low	High
Chief Executive Officer (CEO)	£100K	£300K	£850	£2000
Chief Information Officer (CIO)	£130K	£200	£750	£1400
Chief Technical Officer (CTO)	£100K	£180K	£500	£1200
Chief Data Officer (CDO)	£90K	£130K	£500	£750
Chief Operating Officer (COO)	£100K	£160K	£500	£750
Chief Product Officer (CPO)	£80K	£100K	£500	£700
Chief Financial Officer (CFO)	£120K	£180K	£500K	£1000
Chief Commercial Officer (CCO)	£90K	£130K	£500K	£750

N.B. High end salary bandings often vary dependant on (but are not limited to) the following factors

- Length of Service/Contract opportunity
- Nature of the work
- Management Responsibility (size of team)
- Size of Company
- Level of Technical Expertise
- Specialism (how niche the technical skill set is)
- Remote working opportunity
- Location
- Sector

If you would like to discuss these in more detail or there are roles that do not feature in the above then please get in touch and we will be more than happy to assist you.

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