IT and Digital Salary Benchmark 2018

This is our fifth annual survey. As before, this shows average annual salary estimates and contractor day rates for a wide range of jobs, at different levels of seniority. This year, we've changed the format, so instead of grouping salaries by years of experience we've simply used 'junior', 'mid' and 'senior' to reflect experience in the relevant role. Factors like location, company and individual performance, and technological change may also influence the figures.

ROLE	jnr.	mid.	snr.	for 2019 add	Day Rate
ANALYSIS					
Head of Bus. Analysis	£53,000	£60,000	£72,000	3%	£600
Business Analyst	£37,000	£47,000	£58,000	3%	£400
Process Analyst	£28,000	£35,500	£44,500	3%	£370
Systems Analyst	£32,000	£36,000	£45,000	3%	£375
Change Analyst	£30,000	£42,000	£45,000	3%	£350
ARCHITECTURE					
Infrastructure Architect	£55,000	£62,000	£70,000	5%	£600
Enterprise Architect	£65,000	£74,000	£80,000	5%	£700
Software Architect	£55,000	£64,000	£72,000	5%	£600
Digital Architect	£56,000	£64,000	£70,000	5%	£600
Application Architect	£56,000	£64,000	£74,000	5%	£600
Solutions Architect	£59,000	£67,000	£85,000	5%	£700
Business Architect	£56,000	£64,000	£70,000	5%	£600
Head of Architecture	£75,000	£85,000	£95,000	5%	£750
MANAGEMENT					
Mgmt Consultant	£44,000	£52,500	£65,000	3%	£600
IT Manager	£40,000	£43,000	£52,000	3%	£400
IT Director	£72,500	£75,000	£90,000	3%	£775
Business Dev. Mngr.	£37,500	£45,000	£52,000	3%	£450
CIO/CTO	£87,500	£100,000	£140,000	3%	£900
Programme Director	£80,000	£90,000	£100,000	3%	£850
DATA/ERP					
Data Scientist	£40,000	£55,000	£69,000	15%+	£600
Data/BI/ETL Analyst	£35,000	£40,000	£50,000	5%+	£400
Data/BI/ETL Developer	£35,000	£45,000	£55,000	5%+	£400
Database Administrator	£34,000	£49,500	£58,000	5%+	£400
ERP Consultant	£40,000	£50,000	£57,500	5%+	£400
Oracle Developer	£31,000	£45,000	£62,000	5+%	£400
INFRASTRUCTURE					
DevOps Engineer	£41,000	£50,000	£60,000	10%+	£525
System Administrator	£31,000	£42,000	£48,000	5%	£300
Application Support	£27,000	£35,000	£41,000	5%	£300
1st/2nd Line Support	£21,000	£27,000	£30,000	5%	£200
2nd/3rd Line Support	£28,000	£32,000	£40,000	5%	£300
Data/Network Engineer	£27,000	£41,000	£45,000	5%	£300
Service Delivery Engineer	£30,000	£45,000	£50,000	5%	£350
Infrastructure Manager	£35,000	£42,500	£50,000	5%	£350
Operations Analyst	£26,250	£32,500	£40,000	5%	£300
Telecoms VOIP	£32,500	£42,500	£52,500	5%	£350
SECURITY					
Security Administrator	£35,000	£50,000	£60,000	15%+	£500
Security Analyst	£35,000	£45,000	£60,000	15%+	£500
Security Manager	£55,000	£65,000	£75,000	15%+	£550

ROLE	jnr.	mid.	snr.	for 2019 add	Day Rate
PROJECT/CHANGE					
Scrum Master	£39,000	£48,000	£55,000	5%	£450
Change Master	£40,000	£49,000	£55,000	5%	£450
Head of Change	£54,000	£62,500	£75,000	5%	£575
Product Manager	£34,500	£53,000	£59,000	5%	£400
PMO Analyst	£28,000	£38,000	£45,000	5%	£300
PMO Manager	£45,000	£52,000	£58,000	5%	£475
Project Manager	£48,000	£52,000	£62,000	5%	£475
Programme Manager	£60,000	£75,500	£85,000	5%	£700
Release/Config. Mngr.	£45,000	£50,000	£55,000	5%	£450
DIGITAL					
UX Researcher	£35,000	£40,500	£45,000	5%+	£400
UI Designer	£34,000	£40,000	£45,000	5%+	£400
Digital Acc./Project Mngr.	£45,000	£55,000	£60,000	5%+	£500
Digital Designer	£40,000	£45,000	£50,000	5%+	£425
Head of Digital	£50,000	£60,000	£72,000	5%+	£450
SEO/PPC/Social Media Mngr.	£32,000	£41,000	£48,000	5%+	£350
SOFTWARE/WEB					
Python Developer	£35,000	£45,000	£53,000	10%+	£400
Javascript Developer	£31,000	£38,000	£50,000	10%+	£375
Development Lead	£46,000	£57,000	£68,000	10%+	£475
C/C++	£31,000	£42,500	£51,000	5%+	£400
Front End Developer	£31,000	£40,750	£50,000	10%+	£375
Mobile Developer	£32,500	£45,000	£60,000	10%+	£450
HTML/CSS Developer	£26,250	£33,500	£42,500	10%+	£325
.NET Developer	£30,000	£40,000	£60,000	10%+	£400
Java Developer	£32,000	£43,000	£62,000	10%+	£400
PHP Developer	£28,750	£37,000	£45,000	5%+	£350
TESTING					
Penetration Tester	£35,000	£42,000	£50,000	10%+	£350
Test Analyst/Engineer	£32,000	£40,000	£48,000	10%+	£350
Test Manager	£42,500	£50,000	£56,000	5%+	£450
Test Team Lead	£39,000	£45,000	£48,000	5%+	£400
Performance Tester	£38,000	£48,000	£58,000	10%+	£450
Manual Tester	£26,000	£32,000	£37,500	10%	£300
GRADUATE					
Graduate Business Analyst	£26,500	n/a	n/a	n/a	n/a
Graduate Developer	£27,000	n/a	n/a	n/a	n/a
Graduate Tester	£25,000	n/a	n/a	n/a	n/a
Graduate Support	£25,000	n/a	n/a	n/a	n/a

Sources: The salaries shown here are based on: placements we made in 2018; a salary survey conducted by an independent third-party for us in December 2018; and up-to-date information from our candidate database. This was then cross-checked against salary surveys by ScotlandIS and ITjobswatch, and competitor surveys.