

SALARY BENCHMARKING REPORT

Produced by
Oscar Associates
UK

CONTENTS

Executive Summary	03
Data & BI	04
DevOps / Platform	06
Product / UX / Delivery	07
Infrastructure & Support	09
Networking	11
Cyber Security	12
Software Development	13
Get in Touch	15

EXECUTIVE SUMMARY

Tech hiring across the UK remains strong, with the biggest demand focused on Data & BI, DevOps/Platform, Cloud and Cyber Security. Companies are prioritising roles that directly improve automation, scalability, reliability and governance – and candidates who can deliver in these areas continue to attract competitive offers.

London still leads on salary, but the gap is narrowing as more businesses hire nationally through hybrid and remote models. The strongest salary growth continues to sit in highly specialised areas such as platform engineering, cloud infrastructure, security engineering and data engineering, where talent shortages remain consistent.

This report provides clear London vs Rest of UK benchmarks across the most in-demand tech roles, using a tight range methodology to reflect realistic offer levels in today's market.

Demand for Data, DevOps, Cloud and Cyber Security roles is up ~10–15% year-on-year, making them the most consistently hired tech specialisms across the UK.

SALARY GUIDE – DATA & BI

JOB TITLE	LONDON	REST OF UK
Data Analyst	<p>Typical: £45K - £55K Median: £50K Top-End: £60K</p>	<p>Typical: £34K - £42K Median: £38K Top-End: £60K</p>
Digital Analyst	<p>Typical: £50K - £60K Median: £55K Top-End: £60K</p>	<p>Typical: £42K - £52K Median: £47K Top-End: £56K</p>
BI Analyst	<p>Typical: £42K - £52K Median: £46K Top-End: £53K</p>	<p>Typical: £32K - £40K Median: £37K Top-End: £43K</p>
BI Developer	<p>Typical: £54K - £66K Median: £60K Top-End: £72K</p>	<p>Typical: £45K - £55K Median: £50K Top-End: £60K</p>
BI Manager	<p>Typical: £72K - £88K Median: £80K Top-End: £96K</p>	<p>Typical: £63K - £77K Median: £70K Top-End: £84K</p>

SALARY GUIDE – DATA & BI

JOB TITLE	LONDON	REST OF UK
Data Engineer	<p>Typical: £72K - £88K</p> <p>Median: £80K</p> <p>Top-End: £96K</p>	<p>Typical: £60K - £74K</p> <p>Median: £67K</p> <p>Top-End: £80K</p>
Data Scientist	<p>Typical: £59K - £72K</p> <p>Median: £65K</p> <p>Top-End: £78K</p>	<p>Typical: £50K - £61K</p> <p>Median: £55K</p> <p>Top-End: £66K</p>
Data Architect	<p>Typical: £90K - £110K</p> <p>Median: £100K</p> <p>Top-End: £120K</p>	<p>Typical: £77K - £94K</p> <p>Median: £85K</p> <p>Top-End: £102K</p>
Head of Data	<p>Typical: £117K - £143K</p> <p>Median: £130K</p> <p>Top-End: £156K</p>	<p>Typical: £95K - £116K</p> <p>Median: £105K</p> <p>Top-End: £126K</p>

SALARY GUIDE - DEVOPS / PLATFORM

JOB TITLE	LONDON	REST OF UK
DevOps Engineer	<p>Typical: £68K - £83K Median: £75K Top-End: £90K</p>	<p>Typical: £59K - £72K Median: £65K Top-End: £78K</p>
Platform Engineer	<p>Typical: £72K - £88K Median: £80K Top-End: £96K</p>	<p>Typical: £63K - £77K Median: £70K Top-End: £84K</p>
Cloud Engineer	<p>Typical: £63K - £77K Median: £70K Top-End: £84K</p>	<p>Typical: £54K - £66K Median: £60K Top-End: £72K</p>
Head of DevOps	<p>Typical: £126K - £154K Median: £140K Top-End: £168K</p>	<p>Typical: £104K - £127K Median: £115K Top-End: £138K</p>
Solutions Architect	<p>Typical: £70K - £95K Median: £85K Top-End: £110K</p>	<p>Typical: £60K - £85K Median: £75K Top-End: £100K</p>

SALARY GUIDE - PRODUCT / UX / DELIVERY

JOB TITLE	LONDON	REST OF UK
Product Owner	<p>Typical: £63K - £77K Median: £70K Top-End: £84K</p>	<p>Typical: £54K - £66K Median: £60K Top-End: £72K</p>
Product Manager	<p>Typical: £77K - £94K Median: £85K Top-End: £102K</p>	<p>Typical: £63K - £77K Median: £70K Top-End: £84K</p>
UX Designer	<p>Typical: £50K - £61K Median: £55K Top-End: £66K</p>	<p>Typical: £41K - £50K Median: £45K Top-End: £54K</p>
Service Designer	<p>Typical: £54K - £66K Median: £60K Top-End: £72K</p>	<p>Typical: £41K - £61K Median: £55K Top-End: £66K</p>

SALARY GUIDE - PRODUCT / UX / DELIVERY

JOB TITLE	LONDON	REST OF UK
Delivery Manager	<p>Typical: £77K - £94K Median: £85K Top-End: £102K</p>	<p>Typical: £68K - £83K Median: £75K Top-End: £90K</p>
Scrum Master	<p>Typical: £59K - £72K Median: £65K Top-End: £78K</p>	<p>Typical: £54K - £66K Median: £60K Top-End: £72K</p>
Head of Product	<p>Typical: £117K - £143K Median: £130K Top-End: £156K</p>	<p>Typical: £104K - £127K Median: £115K Top-End: £138K</p>

SALARY GUIDE - INFRASTRUCTURE & SUPPORT

JOB TITLE	LONDON	REST OF UK
1st Line Support Engineer	Typical: £29K - £35K Median: £32K Top-End: £38K	Typical: £24K - £29K Median: £26K Top-End: £30K
2nd Line Support Engineer	Typical: £38K - £46K Median: £42K Top-End: £50K	Typical: £28K - £35K Median: £36K Top-End: £40K
3rd Line Support Engineer	Typical: £47K - £57K Median: £52K Top-End: £62K	Typical: £41K - £50K Median: £45K Top-End: £54K
Infrastructure Engineer	Typical: £54K - £66K Median: £60K Top-End: £72K	Typical: £50K - £61K Median: £55K Top-End: £66K

SALARY GUIDE - INFRASTRUCTURE & SUPPORT

JOB TITLE	LONDON	REST OF UK
Systems Administrator	<p>Typical: £45K - £55K Median: £50K Top-End: £60K</p>	<p>Typical: £41K - £50K Median: £45K Top-End: £54K</p>
IT Manager	<p>Typical: £61K - £79K Median: £70K Top-End: £88K</p>	<p>Typical: £46K - £63K Median: £55K Top-End: £70K</p>
Head of IT	<p>Typical: £81K - £99K Median: £90K Top-End: £108K</p>	<p>Typical: £68K - £83K Median: £75K Top-End: £90K</p>

SALARY GUIDE - NETWORKING

JOB TITLE	LONDON	REST OF UK
Network Engineer	Typical: £50K - £60K Median: £55K Top-End: £66K	Typical: £43K - £53K Median: £48K Top-End: £58K
Senior Network Engineer	Typical: £59K - £72K Median: £65K Top-End: £78K	Typical: £50K - £61K Median: £55K Top-End: £66K
Communications Engineer	Typical: £54K - £66K Median: £60K Top-End: £72K	Typical: £45K - £55K Median: £50K Top-End: £60K
Network Architect	Typical: £81K - £99K Median: £90K Top-End: £108K	Typical: £72K - £88K Median: £80K Top-End: £96K

SALARY GUIDE - CYBER SECURITY

JOB TITLE	LONDON	REST OF UK
Cyber Security Analyst	<p>Typical: £55K - £67K Median: £61K Top-End: £74K</p>	<p>Typical: £45K - £55K Median: £50K Top-End: £60K</p>
SOC Analyst	<p>Typical: £41K - £50K Median: £45K Top-End: £54K</p>	<p>Typical: £36K - £44K Median: £40K Top-End: £48K</p>
Security Engineer	<p>Typical: £63K - £77K Median: £70K Top-End: £84K</p>	<p>Typical: £54K - £66K Median: £60K Top-End: £72K</p>
Security Architect	<p>Typical: £90K - £110K Median: £100K Top-End: £120K</p>	<p>Typical: £81K - £99K Median: £90K Top-End: £108K</p>

SALARY GUIDE - SOFTWARE DEVELOPMENT

JOB TITLE	LONDON	REST OF UK
Software Engineer	<p>Typical: £59K - £72K Median: £65K Top-End: £78K</p>	<p>Typical: £52K - £64K Median: £58K Top-End: £70K</p>
Backend Engineer	<p>Typical: £68K - £83K Median: £75K Top-End: £90K</p>	<p>Typical: £59K - £72K Median: £65K Top-End: £78K</p>
Frontend Engineer	<p>Typical: £56K - £72K Median: £65K Top-End: £78K</p>	<p>Typical: £52K - £64K Median: £58K Top-End: £70K</p>
Full Stack Engineer	<p>Typical: £63K - £77K Median: £70K Top-End: £84K</p>	<p>Typical: £54K - £66K Median: £60K Top-End: £72K</p>

SALARY GUIDE - SOFTWARE DEVELOPMENT

JOB TITLE	LONDON	REST OF UK
Mobile Developer	<p>Typical: £63K - £77K Median: £70K Top-End: £84K</p>	<p>Typical: £54K - £66K Median: £60K Top-End: £72K</p>
QA Engineer	<p>Typical: £45K - £55K Median: £50K Top-End: £60K</p>	<p>Typical: £41K - £50K Median: £45K Top-End: £54K</p>
Automation Test Engineer	<p>Typical: £54K - £66K Median: £60K Top-End: £72K</p>	<p>Typical: £50K - £61K Median: £55K Top-End: £66K</p>
Engineering Manager	<p>Typical: £90K - £110K Median: £100K Top-End: £120K</p>	<p>Typical: £81K - £99K Median: £90K Top-End: £108K</p>

GET IN TOUCH

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If you need a more bespoke report creating, get in touch, and we would be more than happy to assist.