



2025

# H1 Talent Report 2025

→ C# Cambridge



Rebecca Fowler  
Principal Consultant

✉ [rebeccaf@oho.co.uk](mailto:rebeccaf@oho.co.uk)

☎ (0)20 7622 5566

Prepared by  
The Oho Group

Reporting Period  
H1 June

# Overview

↘ This information was gathered from LinkedIn Insights in June H1 2025, giving us access to real-time market data, focusing on C# professionals in Cambridge.

## 625

PROFESSIONALS

3% YR GROWTH

## 2.5 Yrs

MEDIAN TENURE

## 86

CHANGED JOBS

The amount of professionals has grown by 3% since last year, but has decreased slightly from H2. 2024.

### TOP GROWTH (1YR)

1. *Roku*
2. *Softwire*
3. *Amazon*

### TOP LOSS (1YR)

1. *INSTANDA*
2. *UL Solutions*

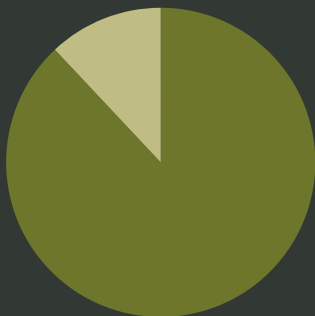
\*Out of top 20 companies employing C# talent in Cambridge

### TOP 10 COMPANIES EMPLOYING C#

- 1.Redgate Software
- 2.Arm
- 3.Citrix
- 4.Amazon
- 5.AVEVA
- 6.Gearset
- 7.Microsoft
- 8.Roku
- 9.Zeiss Microscopy
- 10.Cosworth

FEMALE

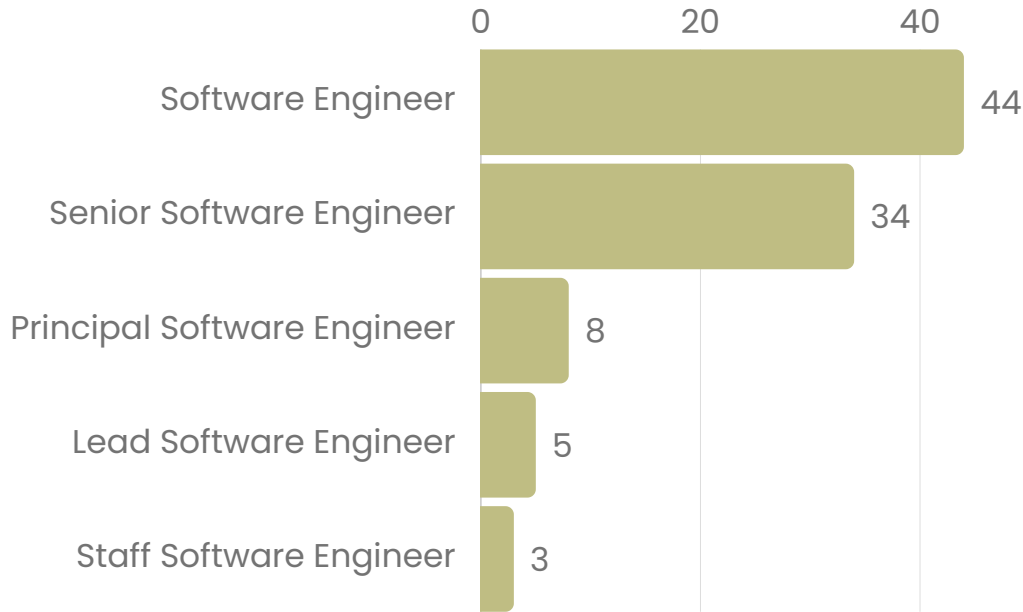
12%



88%  
MALE

# Titles

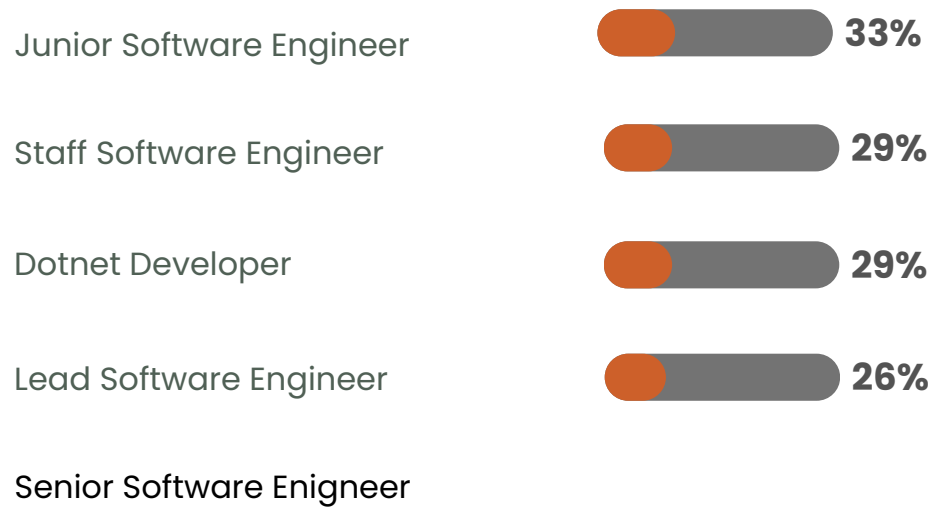
↘ Most common titles? (% of Total)



In H1 2025, the most common C# job titles in Cambridge were Software Engineer (44%) and Senior Software Engineer (34%), together making up nearly 80% of roles. More senior positions like Principal, Lead, and Staff Engineers were less frequent, highlighting a market focused on core and mid-level development talent.

**Compared to H2 2024, where growth was driven by niche and senior titles like Distinguished and Senior Staff Software Engineer, H1 2025 saw more balanced gains across both junior and experienced roles. Junior Software Engineer growth rose from +28% to +33%, while Lead and Staff roles also accelerated. The shift suggests increased hiring across the full talent pipeline, not just at the top.**

Fastest growing titles? (% 1 yr growth)



# Skills

## ↘ Growing Skillsets among C# Software Developers

	% of Total Professionals		% 1 year growth
Azure	22%	↑	14%
AWS	21%	↑	22%
Azure DevOps	16%	↑	9%
Docker Products	24%	↑	28%
Kubernetes	20%	↑	20%

# Industries

↘ *What industries are employing this talent? (No. professionals)*

Software  
Development

270

Semiconductor

29

Biotechnology  
Research

20

Telecommunications

12

Research  
Services

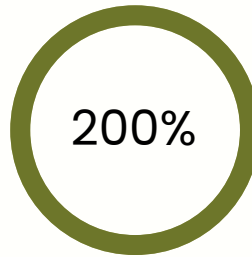
12

Highest Growth  
from H2 2023:

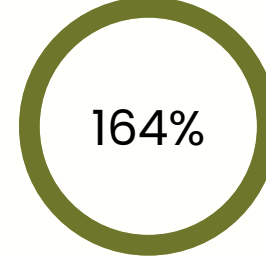
Non-Profit



Banking



Semiconductor  
Manufacturing



Automation Machinery  
Manufacturing



## Salary Guide

Ranges:

**£30-40K Graduate/ Junior**

**£40-60K Mid-Level Software Engineer**

**£50-90K Senior Software Engineer**

**£75-110K + Principal / Lead / Manager**

Salaries for professionals in the C# can vary based on several factors like their location, skill set, and the unique demands of the role. It's crucial to highlight that pay scales can significantly vary depending on the industry and the employing company.



# Market Trends

## ↘ WHAT TRENDS ARE WE SEEING?

It's clear that the tech market is emerging from a challenging period marked by lower hiring activity and engineers being more cautious about changing companies. This hesitancy has been reflected in a reduced number of professionals switching jobs.

The key employers in the Cambridge C# tech scene have largely remained consistent, with Roku and Cosworth entering the top 10 employer lists, replacing UL Solutions and Instanda.

Cambridge is well-known for its biotech hub; however, over the past 12 months, this sector has experienced a noticeable slowdown. This has been largely driven by a decline in venture capital funding and increased investor caution, resulting in fewer early-stage startups being launched and a marked reduction in technical hiring across the sector. Many companies have paused or scaled back their growth plans, focusing on strategic, essential hires rather than broad team expansions. This is interesting, as we have observed a greater number of emerging startups in London's finance and fintech sectors, while Cambridge continues to experience a relative lack of new investments and startup activity, particularly outside its core deep-tech and biotech areas. Despite these challenges, long-term interest in AI-driven drug discovery and the convergence of technology and biology remains strong.

In contrast, Cambridge's semiconductor sector has gained momentum, fueled by significant government investment, growing commercial demand, and a critical shortage of technical talent. Companies involved in chip design and advanced manufacturing have expanded their teams to capitalise on both funding opportunities and strategic national interest.

It's important to note that this data reflects activity over the past 12 months, covering the second half of 2024 and the first half of 2025. It will be interesting to compare this with data at the end of the year to see how the 2025 tech market has evolved compared to 2024. Early indications suggest that we may be entering a stronger position heading into 2026.



# Market Trends

## ↘ CLIENT INSIGHTS

### **Exit Activities**

Abcam acquisition by Danaher – \$5.7 billion

Darktrace sold to Thoma Bravo – \$5.3 billion

Jagex – ~\$1.1 billion

Featurespace – ~\$929 million

### **Notable VC Rounds**

- Quantinuum (quantum computing) raised \$300 million
- RaspberryPi (microcomputers) IPO'd in London (~£542 million)
- Pragmatic Semiconductor brought in \$206 million in Series D
- Riverlane – \$75 million (quantum)
- Cambridge Mechatronics – \$40 million
- Luminance – \$40 million (AI-powered legal software)
- MISSION Therapeutics, Biofidelity – \$25–24 million each



Thank you!



We hope you enjoyed our H1 2025 report.

To inquire about hiring requirements, the figures in this study, or obtain additional information on the C# industry in future reports, please don't hesitate to contact our expert team below

We are running this report for the third time, so we would appreciate any feedback.

92 Albert Embankment, London, SE1 7TY

(0)20 7622 6244

[info@oho.co.uk](mailto:info@oho.co.uk)

[www.oho.co.uk](http://www.oho.co.uk)

