2024
TECHNOLOGY
SALARY GUIDE

United Kingdom

nicoll curtin

25 YEARS OF EXCELLENCE

2024 SALARY GUIDE
CONTENT

ABOUT
NICOLL CURTIN

United States of America

Ireland

United Kingdom

Germany

Switzerland

Serbia

Hong Kong

Singapore

Nicoll Curtin is a global recruitment company specialising in verticals within technology and change. We operate in the UK, Singapore, Switzerland, Ireland, Serbia, Germany, Hong Kong and the USA. We have a quarter-century of experience in connecting outstanding talent with sector-leading companies.

Our mission is to be the supplier of choice for our clients. We do this by providing high-quality, time-saving services and fostering trusted partnerships. We collaborate with our customers to understand their aspirations and ensure we achieve them together.

Operating in verticals shows its results as a cultivated candidate and client base. Success to our consultants mean quality rather than quantity. On average, 1 in every 2 CVs we send out is interviewed. We boast a 100% return business with our core clients and a candidate Net Promoter Score of 70. Consistently securing 100% compliance audits further solidify our reputation as a trusted and distinguished player in the field.

25 years of experience

7 international offices

276,000+ candidate pool

Awards
2023 EMEA Supplier of the Year to Allegis (AGS)
2023 Partner of the Year to Mastercard
2023, 2022 & 2021 Strategic Supplier to AGS
2023 & 2022 APSCo Business Leader of the Year - Finalist
2023 TALINT International Recruitment Company of the Year - Finalist
2022 Dun & Bradstreet Business Eminence Awards
2019 Tiara Awards Back Office of the Year - Finalist
2018 APSCo International Recruitment Agency of the Year

INTRODUCTION TO
OUR SALARY GUIDE

Throughout 2021 and 2022, the UK's fintech job market flourished, much like most economies and locations we operate in. This led to a highly candidate-driven market. However, by 2023, as anticipated following two years of expansion, the job market began to tighten. Towards the latter part of 2023, positive signs emerged, with a sustained decrease in inflation and a decline in interest rates within the UK. Market activity increased, accompanied by a steady uptick in advertised job opportunities. While the average salaries for permanent employees and contractor day rates witnessed substantial growth in 2021 and 2022, driven by factors like inflation, cost of living, and an influx of positions, 2023 exhibited a more stable landscape with salaries maintaining their equilibrium.

There are more optimistic expectations for the UK in 2024, with further anticipated drops in interest rates potentially fostering increased investment in new ventures and recruitment. However, there are still macroeconomic uncertainties; therefore, we see some companies being overly cautious. This includes tensions in regions like Israel and Palestine, China and Taiwan, and Ukraine and Russia, alongside upcoming elections in the UK this year.

Forecasts indicate significant growth areas in Artificial Intelligence (AI) and Cyber Security for 2024. AI, in particular, has witnessed rapid expansion in recent times. Companies have notably redirected their focus towards increasing their new AI teams following substantial reductions, a trend expected to persist. Additionally, Cyber Security is undergoing substantial expansion, fueled by a surge in cyber attacks on UK enterprises to unprecedented levels. Government data indicates a 10% growth in the cyber market in 2024.

Overall, there is more optimism around the UK job market compared to last year; however, it's inevitable that there will be some industries or skill sets that will perform far better in the UK than others. Our job as consultants is to get ahead of that and determine which ones they are and consult with candidates and clients in advance so they can prepare.

SAM BURKS
EXECUTIVE DIRECTOR,
HEAD OF IRELAND, UK AND USA

HOW TO READ
OUR SALARY GUIDE

Understanding the intricacies of compensation is crucial, considering the significant variations influenced by factors such as experience, education, expertise, company size, and market demand for specific roles. Our guide presents a comprehensive view of the salary spectrum, spanning from low to high contract rates and salary ranges. It serves as a tool based on data sourced from our specialised consultants, each an expert in their respective verticals. It is intended to provide guidance to both candidates and clients in their decision-making processes. Please note that the figures presented are not actual salary offers from us or our clients and are subject to change throughout the year.

In addition to geographical location, various other key factors play a role in determining the average salary for IT professionals in the UK. As you assess compensation packages and negotiate employment conditions, it is essential to consider these elements.

FACTORS INFLUENCING IT SALARIES IN THE UK

Education and qualifications
Individuals with advanced degrees, such as master's or PhDs, typically earn higher salaries. Employers in the UK value candidates who engage in continuous learning and hold relevant certifications. Investing in upskilling or obtaining certifications in emerging technologies can lead to salary advancements and career progression.

Skills and experience
Specific skills and experience are key in influencing technology job salaries in the UK. Expertise in high-demand areas such as software development, cloud computing, cyber security, and data science can lead to more competitive compensation packages. Moreover, relevant work experience, especially in leading projects or teams, is highly valued and can contribute to higher salary levels.

Company industry and size
The industry and size of the company will likely have an impact on salaries. Larger companies and those operating in sectors such as fintech, pharmaceuticals, and technology services often offer higher salaries compared to smaller firms or industries with lower profit margins. Start-ups may offer competitive salaries along with equity options to attract top talent.

Negotiation skills
The ability to negotiate effectively is a key determinant of salaries in the technology sector. Those with strong negotiation skills often secure better compensation packages, emphasising the importance of this skill in the employment process.

Remote work and flexibility
Given the surge in remote work compared to just a few years ago and the shifting priorities of the workforce, companies requiring onsite work may need to offer enhanced compensation packages to remain competitive with others offering flexible work arrangements. Moreover, companies embracing fully remote work are more likely to attract top talent, even at lower compensation levels compared to those without remote work options.

UK SALARY GUIDE

LEADERSHIP

Job title	Contract daily rate		Permanent salary	
	Low	High	Low	High
Chief Information Officer (CIO)	£1,100	£1,400	£110,000	£250,000
Chief Technology Officer (CTO)	£1,050	£1,350	£105,000	£240,000
Chief Information Security Officer (CISO)	£1,050	£1,350	£100,000	£200,000
Chief Architect	£1,000	£1,300	£90,000	£180,000
IT Director	£900	£1,110	£85,000	£150,000
Head of IT	£750	£900	£75,000	£110,000
IT Manager	£800	£875	£65,000	£100,000

ARCHITECTURE

Job title	Contract daily rate		Permanent salary	
	Low	High	Low	High
Enterprise Architect	£800	£850	£60,000	£120,000
Infrastructure Architect	£770	£830	£130,000	£150,000
Data Architect	£650	£750	£120,000	£150,000
Solution Architect	£650	£725	£90,000	£140,000

UK SALARY GUIDE

PROJECTS AND FUNCTIONS

Job title	Contract daily rate		Permanent salary	
	Low	High	Low	High
Programme Director	£750	£800	£90,000	£125,000
Programme Manager	£600	£675	£90,000	£110,000
Project Manager	£500	£600	£80,000	£105,000
Project Management Office (PMO) Analyst	£450	£550	£65,000	£75,000
Senior Business Analyst	£600	£650	£75,000	£105,000
Business Analyst	£500	£600	£65,000	£90,000
Head of Product	£750	£800	£95,000	£105,000
Product Manager	£600	£650	£50,000	£75,000
Sales Manager	£550	£600	£55,000	£65,000
Contracts Manager	£600	£650	£65,000	£75,000
IT Business Analyst	£550	£600	£55,000	£75,000

UK SALARY GUIDE

INFORMATION SECURITY

Job title	Contract daily rate		Permanent salary	
	Low	High	Low	High
Information Security Manager	£420	£700	£95,000	£120,000
Information Security Analyst	£250	£400	£55,000	£85,000
Security Network Engineer	£250	£450	£55,000	£95,000
IT Auditor	£300	£400	£65,000	£85,000
Security Architect	£460	£600	£100,000	£130,000

CLOUD AND INFRASTRUCTURE

Job title	Contract daily rate		Permanent salary	
	Low	High	Low	High
Infrastructure Manager	£500	£600	£95,000	£130,000
Network Manager	£500	£600	£90,000	£120,000
Network Engineer	£400	£500	£70,000	£130,000
Infrastructure Engineer	£500	£600	£90,000	£130,000
Network Administrator	£400	£550	£80,000	£150,000
Service Delivery Manager	£450	£575	£65,000	£95,000
Cloud Engineer	£750	£1,100	£90,000	£150,000
DevOps Manager	£700	£900	£80,000	£140,000
DevOps Engineer	£650	£850	£60,000	£130,000

UK SALARY GUIDE

SOFTWARE DEV TESTING

Job title	Contract daily rate		Permanent salary	
	Low	High	Low	High
Head of Engineering	£800	£1,200	£120,000	£155,000
Lead Engineer	£800	£1,200	£100,000	£130,000
Fullstack Developer	£700	£1,200	£70,000	£115,000
Back-End Developer	£600	£1,100	£70,000	£115,000
Front-End Developer	£700	£900	£65,000	£115,000
Applications Support	£600	£800	£60,000	£120,000
Test Manager	£750	£1,000	£100,000	£130,000
Test Analyst/QA	£600	£900	£65,000	£110,000

UK SALARY GUIDE

DATA ANALYTICS

Job title	Contract daily rate		Permanent salary	
	Low	High	Low	High
Data Engineer	£500	£850	£65,000	£130,000
Data Scientist	£500	£900	£70,000	£150,000
Business Intelligence Manager	£550	£750	£38,000	£90,000
Database/Business Intelligence Developer	£550	£650	£40,000	£65,000
Business Intelligence Analyst	£500	£700	£30,000	£55,000
Data Analyst	£500	£650	£30,000	£48,000
Database Administrator	£500	£700	£45,000	£80,000

Most in demand tech jobs 2024 will be in:

- **AI Engineer**
- **Software Developer**
- **Security Operations Center Analyst**
- **Cyber Security Manager**
- **Cyber Security Architect**
- **Data Governance Manager**
- **Data Engineer**

UK SALARY GUIDE

CYBER SECURITY

Job title	Contract daily rate		Permanent salary	
	Low	High	Low	High
Cyber Security Analyst	£350	£450	£55,000	£85,000
Cyber Security Consultant	£350	£450	£60,000	£80,000
Cyber Security Manager	£420	£700	£95,000	£125,000
Senior Cyber Security Consultant	£400	£500	£90,000	£100,000
Cyber Threat Investigator	£350	£550	£75,000	£90,000
Cyber Threat Manager	£350	£550	£75,000	£110,000
Digital Forensics	£450	£550	£55,000	£75,000
Threat and Vulnerability Manager	£500	£600	£75,000	£105,000

Most scarce skills in 2024:

- **Cloud Computing**
- **DevOps**
- **Python**

UK SALARY GUIDE

USER EXPERIENCE

Job title	Contract daily rate		Permanent salary	
	Low	High	Low	High
UX Writer	£350	£450	£45,000	£70,000
Content Designer	£350	£500	£55,000	£90,000
UX Lead Researcher	£500	£700	£90,000	£120,000
UX Designer	£450	£650	£80,000	£115,000
UX Product Design Lead	£600	£700	£85,000	£120,000
Senior UX Manager	£700	£850	£90,000	£125,000
UX Design Director	£850	£1,000	£100,000	£150,000

Most in demand permanent jobs 2024:

- **Full-stack Developer**
- **Head of IT**
- **Cloud Infrastructure Engineer**
- **Solutions Architect**
- **Cyber Security Analyst**

OUR EXPERTISE IN THE UK

We're based in the heart of London, and we're connected with the local community, with a local and international candidate pool built up over 25 years. We recruit contract and permanent technology and change professionals on both a retained and contingency basis for a portfolio of global clients.

SOME KEY FACTS ABOUT OUR TEAM:

- We employ, train and nurture the best consultants.
- We attract, advise and build relationships with the most sought after talent.
- We are committed to delivering a wide pool of talent. As an inclusive business, we aim to send at least one diverse CV in every three.
- We have 100% return business with our core clients.
- We are a growing team. We have physically opened our office in Ireland in 2023, after opening offices in Hong Kong and Germany in 2022.
- We have over 200,000 LinkedIn followers and were featured in Financial Times and efinancial careers in 2022 and 2023.
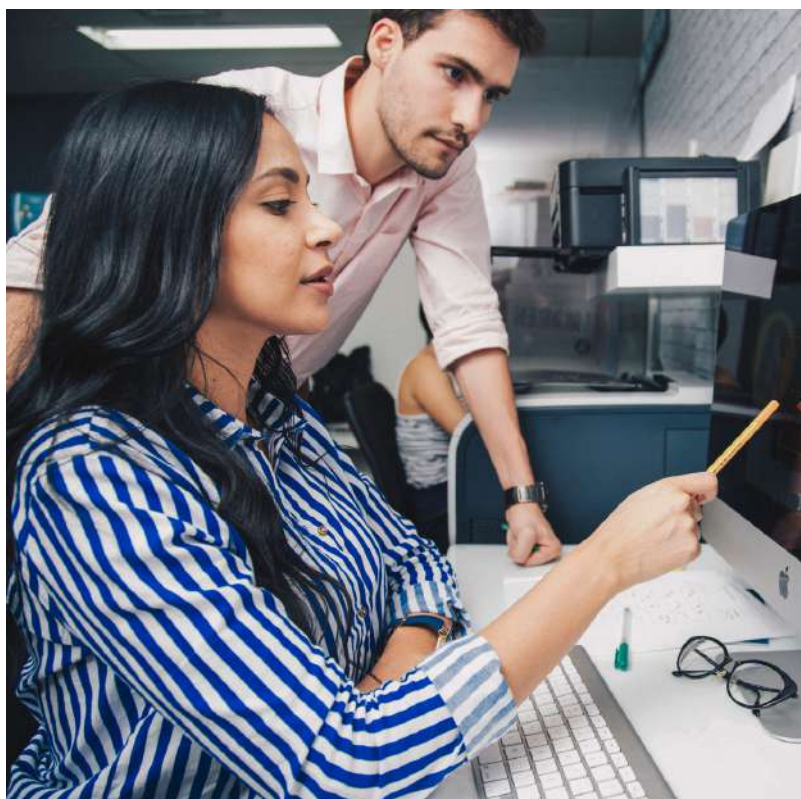
SOME OF OUR ACHIEVEMENTS INCLUDE

- We were selected as the Supplier of the Year EMEA by AGS in 2023.
- We were selected as the Partner of the Year by Mastercard in 2023.
- We were the top agency for permanent technology hires at D.E Shaw in 2022.
- We were the top recruitment agency for permanent hires at a top three American investment bank in 2022.
- We were the top recruitment agency for permanent hires at the second largest global hedge fund in 2021.

ALLEGIS GLOBAL SOLUTIONS™ | **2023** strategic **SUPPLIER**

In 2022 and 2023 we made 1524 placements for 115 companies in 14 countries

GET IN TOUCH

We are always ready to have an informal and confidential conversation about how we can help you strengthen your recruitment or other people processes.

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