

Salary Benchmarking Report

Technology | UK

Produced by Oscar Technology





Contents

Oscar Technology
has produced this salary
benchmarking report
of UK technology jobs
in 2023.

03 About Us

05 Venture Capital
Investment

07 Software Development
& Engineering

09 Product & Project Office

11 Support, Infrastructure
& DevOps

13 Leadership

04 Market Analysis

06 Key Statistics

08 Testing & QA

10 BI, Data & Analytics

12 Cyber Security

14 Contact Us



About Us

Who are Oscar Technology?

Oscar Technology are IT recruitment specialists, dedicated to providing world-class solutions to clients and candidates searching for technology jobs across the UK, EU and US.

Our experienced team of recruiters work to deliver outstanding services and develop recruitment solutions tailored to the needs of a variety of businesses and match talented technology candidates with their dream roles.





Current Market Analysis

What's the current state of the technology market?

“

In recent times, the 2023 tech job market has experienced fluctuations in response to economic challenges. However, as we enter the final quarter of the year, optimism is on the rise. Job alerts, opportunities, and recruitment activities are increasing, and we've forged partnerships with prominent companies.

Oscar Technology in the US experienced a noticeable bump in activity. This is usually a positive sign for the UK tech jobs market, as the warm winds tend to blow Eastwards towards us. These winds represent a shift in the industry, with more activity, new job opportunities, increased conversations, and a resurgence in interviews and hiring.

In essence, evidence suggests a positive outlook, allowing us to approach the future with confidence. Our commitment to the tech recruitment industry remains unwavering as we continue connecting talent with opportunities.



Matthew Southworth
Managing Director

”



Venture Capital Investment



Which tech industries are venture capitalists currently favouring?

Despite a slowing down in the market place, venture capitalists are still investing heavily in many tech sectors, which in turn is driving innovation and creating jobs.

Fintech	£14.6b
Cyber security	£1.3b
Legal Tech	£2.5b
Dev-Ops/ Dev Tools	£257.4m
Remote Working Tools	£3b
E-commerce	£2.8b
MarTech	£219.3m



Key Statistics

Below are some key stats on the current job satisfaction of tech talent in the market:

**77% ARE UNHAPPY
IN THEIR ROLES**

**20% ARE READY TO
LEAVE THEIR JOBS**

**REMOTE WORKING
MAKES THEM
HAPPIEST IN
THEIR ROLES**

**83% WANT A
FOUR-DAY WEEK
INTRODUCED**



Salary Guide

Software Development & Engineering

	UK	LONDON
.NET Developer	£35,000 - £75,000	£50,000 - £90,000
Java Developer	£45,000 - £75,000	£55,000 - £100,000
C++ Developer	£30,000 - £70,000	£45,000 - £110,000
PHP Developer	£35,000 - £70,000	£45,000 - £80,000
Golang Developer	£45,000 - £85,000	£55,000 - £110,000
Python Developer	£45,000 - £75,000	£60,000 - £130,000
Front End (React, JavaScript, Typescript)	£35,000 - £70,000	£50,000 - £110,000
Mobile (iOS, React Native, Android)	£40,000 - £65,000	£45,000 - £85,000
Engineering Manager	£70,000 - £90,000	£70,000 - £100,000
Technical Architect	£70,000 - £90,000	£75,000 - £100,000

Key skills employers are looking for in Software Development and Engineering roles:



Technical skills: specific languages and technologies will vary per role, but most common ones include Java, Python, C++, SQL, and JavaScript.



Problem-solving: Software Developers/ Engineers need to be able to identify and solve problems effectively.



Communication skills: the ability to communicate effectively with both technical and non-technical audiences.



Teamwork: software development is often a team effort, so it's important for Developers/ Engineers to be able to work effectively with others.

Gender split



Tenure



2 years
average length
of tenure before
changing employer



Salary Guide

Testing & QA

Quality Assurance Manager
Automation Tester
Software Test Engineer
Manual Tester
Software Development Engineer in Test
Quality Assurance Architect
Performance Tester
Mobile Tester
Head of Quality Assurance

UK	LONDON
£55,000 - £70,000	£75,000 - £100,000
£40,000 - £55,000	£45,000 - £70,000
£30,000 - £50,000	£35,000 - £55,000
£25,000 - £40,000	£35,000 - £75,000
£45,000 - £65,000	£50,000 - £90,000
£60,000 - £80,000	£70,000 - £90,000
£55,000 - £65,000	£45,000 - £70,000
£35,000 - £45,000	£40,000 - £55,000
£70,000+	£80,000+

Key skills employers are looking for in Testing & QA roles:



Technical skills: this includes knowledge of software testing methodologies and tools, as well as the ability to write test cases and scripts.



Problem-solving: QA testers need to be able to identify and troubleshoot problems in software.



Attention to detail: QA testers need to be able to identify even the smallest errors in software.



Adaptability: The software development industry is constantly changing, so QA testers need to be able to adapt to new technologies and methodologies.

Gender split



Tenure



3 years
average length
of tenure before
changing employer



Salary Guide

Product & Project Office

Product Director
Head of Product
Product Manager
PMO Lead
Product Owner
Delivery Manager
Programme Manager
IT Project Manager
Lead Business Analyst
Business Analyst

UK	LONDON
£90,000 - £135,000	£120,000 - £170,000
£80,000 - £100,000	£110,000 - £160,000
£50,000 - £90,000	£60,000 - £110,000
£40,000 - £65,000	£60,000 - £75,000
£45,000 - £75,000	£50,000 - £90,000
£45,000 - £70,000	£50,000 - £90,000
£65,000 - £85,000	£60,000 - £100,000
£50,000 - £65,000	£55,000 - £80,000
£60,000 - £75,000	£70,000 - £100,000
£35,000 - £55,000	£40,000 - £75,000

Key skills employers are looking for in Product & Project office roles:



Technical skills: including knowledge of programming languages, software development methodologies, and cloud computing platforms.



Business acumen: understanding the business needs of a product or project, and to translate those needs into technical requirements.



Communication skills: the ability to communicate effectively with both technical and non-technical audiences.



Problem-solving: identifying and solving problems, and thinking creatively to find solutions.

Gender split



Tenure



2.5 years
average length
of tenure before
changing employer



Salary Guide

BI, Data & Analytics

- Data Scientist
- Data Analyst
- Business Intelligence Analyst
- Data Engineer
- Machine Learning Engineer
- Data Architect
- Business Intelligence Developer
- Database Administrator
- Data Quality Analyst

UK	LONDON
£50,000 - £70,000	£60,000 - £120,000
£35,000 - £45,000	£35,000 - £60,000
£35,000 - £45,000	£35,000 - £65,000
£45,000 - £75,000	£50,000 - £85,000
£50,000 - £70,000	£60,000 - £100,000
£80,000 - £95,000	£85,000 - £110,000
£35,000 - £50,000	£40,000 - £60,000
£45,000 - £55,000	£50,000 - £70,000
£35,000 - £45,000	£40,000 - £50,000

Key skills employers are looking for in Data Analytics roles:



Strong analytical skills: Data analysts need to be able to identify and interpret patterns and trends in data.



Programming skills: Many data and analytics roles require some programming skills. This is because data analysts often need to write code to manipulate and analyse data.



Communication skills: Data Analysts need to be able to communicate complex technical concepts in a clear and concise way.



Attention to detail: the ability to pay attention to detail and avoid making mistakes, since small errors can have a big impact on the results of an analysis.

Gender split



Tenure



3 years
average length
of tenure before
changing employer



Salary Guide

Support, Infrastructure, & DevOps

DevOps Engineer
Site Reliability Engineer (SRE)
Network Engineer
Infrastructure Engineer
Cloud Engineer
Cloud Architect
1st Line Support Engineer
2nd Line Support Engineer
3rd Line Support Engineer

UK	LONDON
£60,000 - £100,000	£65,000 - £100,000
£55,000 - £100,000	£60,000 - £100,000
£45,000 - £70,000	£50,000 - £75,000
£40,000 - £60,000	£45,000 - £65,000
£60,000 - £90,000	£60,000 - £90,000
£65,000 - £90,000	£65,000 - £90,000
£25,000 - £30,000	£28,000 - £33,000
£30,000 - £38,000	£33,000 - £40,000
£38,000 - £45,000	£40,000 - £48,000

Key skills employers are looking for in Support, Infrastructure & Cloud roles:



Cloud computing knowledge and experience: knowledge of cloud computing platforms, such as AWS, Azure, and Google Cloud Platform.



DevOps skills: experience with DevOps practices, such as continuous integration and continuous delivery (CI/CD), automated testing, and infrastructure as code.



Communication skills: the ability to communicate effectively with both technical and non-technical audiences.



Problem-solving skills: including the ability to identify and solve problems in a timely and efficient manner.

Gender split



Tenure





Salary Guide

Cyber Security

Cyber Security Architect
Cyber Security Engineer
Security Analyst
Penetration Tester
Security Consultant
SOC Analyst
Security Manager
Chief Information Security Officer
Threat Intelligence Analyst
IAM Engineer
Ethical Hacker

UK	LONDON
£55,000 - £95,000	£65,000 - £120,000
£45,000 - £85,000	£50,000 - £100,000
£30,000 - £55,000	£35,000 - £65,000
£40,000 - £70,000	£45,000 - £80,000
£45,000 - £75,000	£50,000 - £85,000
£35,000 - £60,000	£40,000 - £65,000
£50,000 - £85,000	£55,000 - £95,000
£90,000 - £200,000	£100,000 - £250,000
£40,000 - £65,000	£45,000 - £75,000
£38,000 - £75,000	£40,000 - £85,000
£45,000 - £70,000	£50,000 - £75,000

Key skills employers are looking for in Cyber Security roles:



Technical skills: knowledge of cyber security technologies, such as firewalls, intrusion detection systems, and vulnerability scanning.



Problem-solving skills: including the ability to identify and solve security problems in a timely and efficient manner.

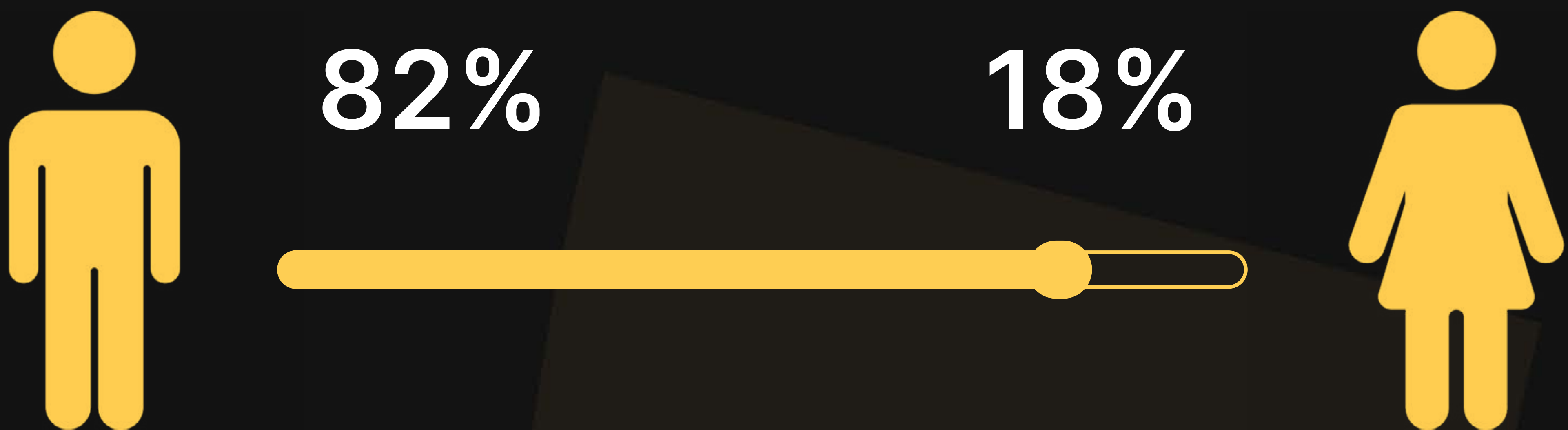


Ethical hacking skills: the ability to use hacking techniques to test the security of computer systems and networks.



Cybersecurity certifications: including certifications from reputable organisations, such as the Certified Information Systems Security Professional (CISSP) and the Certified Ethical Hacker (CEH).

Gender split



Tenure





Salary Guide

Leadership

Chief Information Officer (CIO)
Chief Information Security Officer (CISO)
Chief Technology Officer (CTO)
Chief Product Officer (CPO)
Director of IT
Vice President of Engineering
Head of Engineering
Head of Technology
Head of Development
Head of Architecture

UK	LONDON
£120,000 - £160,000	£150,000 - £220,000
£90,000 - £200,000	£120,000 - £230,000
£110,000 - £160,000	£140,000 - £200,000
£150,000 - £200,000	£180,000 - £250,000
£80,000 - £160,000	£90,000 - £180,000
£110,000 - £160,000	£140,000 - £180,000
£75,000 - £100,000	£85,000 - £115,000
£70,000 - £100,000	£80,000 - £120,000
£65,000 - £95,000	£75,000 - £110,000
£80,000 - £110,000	£70,000 - £95,000

Key skills employers are looking for in leadership roles:



Technical skills: this includes knowledge of the latest technologies and how to use them to solve business problems.



Problem-solving skills: including the ability to identify and solve complex problems.



Communication skills: the ability to communicate effectively with both technical and non-technical audiences.



Strategic thinking skills: the ability to think ahead and develop plans to achieve long-term goals.

Gender split



Tenure



3.7 years
average length of tenure before changing employer



Contact Us

Stay connected:



OSCAR-TECH.COM



OSCAR TECHNOLOGY



@OSCARRECRUIT