

The background of the entire image is a close-up, textured pattern of teal-colored feathers. The feathers are layered and overlapping, creating a sense of depth and movement. The lighting highlights the fine details of the feather barbs.

ADLIB

Digital Technology Permanent Salary
Guide for Bristol & Bath



Within the Tech sector, salaries are never stagnant, trends are consistently on the up. Year on year, there's always an increasing demand for talent, with the levels of experience remaining the same.

With more of a push for businesses to become digitally focused in order to keep up with market competition, the number of available candidates doesn't quite correlate.

At ADLIB, we're always keeping close to market trends and how things can fluctuate between start-ups, scale-ups, agencies, software houses, larger organisations and corporates.

Here, we aim to provide an overall range of salaries based on a variety of roles. The following rates are based on our work with digital agencies, software houses and SMEs, rather than large enterprises or corporations.

Note: There are always factors to consider when assigning a salary to a role, such as the skill demand, the complexity of the technology, how popular it is in the market, level of responsibility as well as what other benefits are on offer, such as remote working.

It's also worth noting that the 'number of years' of experience is not an ideal measure of technical proficiency. However, as a general guide, it should provide some ballparks and pointers...

Salary Benchmarks

Permanent Roles	Junior (0-2 years)	Mid-Level (2-4 years)	Senior (4-6 years)	Lead/Head (6+ years)
Front-End Developer HTML5, CSS3, JavaScript/JQuery, CMS, no JS MVC	£20K - £28K	£28K - £35K	£35K - £50K	£50K+
React/Angular/Vue Developer HTML5, CSS3, React/Angular/Vue	£25K - £35K	£35K - £50K	£50K - £65K	£65K+
Full-Stack JS Developer React/Angular/Vue & Node	£30K - £40K	£40K - £55K	£55K - £70K	£70K+
Node Developer Node.js	£30K - £40K	£40K - £55K	£55K - £70K	£60K+
PHP Developer PHP, MySQL, Laravel/Symfony, CMS: Drupal, Magento, WordPress	£25K - £35K	£35K - £50K	£50K - £60K	£65K+
Full-Stack PHP Developer PHP, JavaScript: React/Angular.Vue	£30K - £36K	£36K - £50K	£50K - £65K	£65K+

Salary Benchmarks

Permanent Roles	Junior (0-3 years)	Mid-Level (3-5 years)	Senior (5-8 years)	Lead/Architect (8+ years)
.Net Developer C#, .Net, MVC/.Net Core, Azure, Dynamics, CMS: Umbraco, Sitecore etc.	£25K - £35K	£35K - £50K	£50K - £65K	£65K+
Ruby Developer Ruby, Rails, Heroku	£28K - £40K	£40K - £55K	£55K - £70K	£70K+
Python Developer Python, Django, Flask	£28K - £40K	£40K - £55K	£55K - £70K	£70K+
Mobile Developer iOS, Android, Kotlin, Swift, React Native, Xamarin	£28K - £40K	£40K - £55K	£55K - £70K	£70K+
Functional Programming Scala, Haskell, Clojure, Elixir, Erlang etc.	£28K - £40K	£40K - £55K	£55K - £70K	£70K+
Java Developer Java, Spring, Hibernate	£25K - £35K	£35K - £50K	£50K - £65K	£65K+

Salary Benchmarks

Permanent Roles	Junior (0-3 years)	Mid-Level (3-5 years)	Senior (5-8 years)	Lead/Architect (8+ years)
DevOps Engineer <small>AWS, GCP, Azure</small>	£32K-£40K	£40K-£55K	£55K-£70K	£70K+
Tester/QA <small>ISTQB, Selenium, Automation, Cucumber</small>	£24K - £30K	£30K - £40K	£40K - £55K	£55K+
Infrastructure Support <small>Linux, Windows, Helpdesk, IT Manager</small>	£20K - £30K	£30K - £40K	£40K - £55K	£55K+

If you find yourself between the scales, then you are likely to be at a point between junior and mid-level or if you find yourself at the top of one scale and have been there for a while, then maybe you are ready to take the next step up!

Contact us

If you'd like market specific information please feel free to get in touch with the ADLIB team.



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Find us at St Bartholomews House, Bristol, BS1 2NH and contact us on **0117 926 9530**

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