

Semiconductor

The semiconductor market in 2023 has been even more competitive than 2022, resulting in an unrelenting inflation of wages across the board. We have seen a shift away from years experience toward value-add, for example; an analog power management designer or IC processor designer with 3 years experience may be on a similar salary to a 'non-specialist' electronics engineer with 15 years experience. Therefore, it may be more helpful to think in terms of junior engineer / senior / principal engineer levels, where someone with 5 years experience could be a principal engineer.

Our observations across 2023 are: 1) A continuation of unprecedented competition for skills. 2) Engineers being remunerated for the value they contribute rather than years experience they offer. 3) Employers need to move quickly, proactively sell their opportunities and sign-up IC Resources as their ally in the skills battle.

Experience	Graduate MSc	Graduate PhD	Mid-level	Senior	Principal	Senior Principal	Technical Team Lead	Technical Manager (team of 5+ engs)	Eng. Director/Design Centre Manager/ VP Eng
			2-5yrs	6-10yrs	11-15yrs	12-20yrs	15+yrs		
Digital IC Design	£38-45,000	£45-50,000	£50-55,000	£55-70,000	£70-80,000	£80-90,000	£85-95,000	£95-130,000	£130,000+
Digital IC Verification	£38-45,000	£45-50,000	£50-55,000	£60-75,000	£75-85,000	£85-95,000	£95,000+	£95-130,000	£130,000+
Physical Design	£38-45,000	£45-50,000	£50-55,000	£55-70,000	£70-80,000	£80-90,000	£85-95,000	£95-130,000	N/A
FPGA Design	£38-45,000	£45-50,000	£50-55,000	£55-70,000	£70-80,000	£80-90,000	£85-95,000	£95-130,000	N/A
Analog/Mixed Signal IC Design	£38-45,000	£45-50,000	£50-60,000	£60-75,000	£75-85,000	£85-95,000	£90-100,000	£100-130,000	£130,000+
RF IC Design	£38-45,000	£45-50,000	£50-60,000	£60-75,000	£75-85,000	£85-95,000	£90-100,000	£100-130,000	£130,000+
Analog / RF IC Layout	£35-40,000	£40-45,000	£45-55,000	£55-65,000	£65-75,000	£75-85,000	£80,000+	£85-95,000	N/A
IC Test	£30-35,000	£30-40,000	£40-50,000	£50-65,000	£65-75,000	£75-85,000	£80-90,000	£90-100,000	£100,000+
IC Process	£28-33,000	£28-35,000	£35-42,000	£42-50,000	£50-60,000	£60-65,000	£65-70,000	£70-80,000	£80,000+