

Software

We are currently seeing huge demand for engineers across all technology markets. Location is less relevant than ever before, due to hybrid and remote working models. We are seeing companies who need engineers to be on-site 5 days per week struggling to fill their roles.

Salaries have increased to unprecedented levels and we are seeing the overall value of benefits packages become much more important as a way to differentiate a company offering over salaries alone. We are seeing more clients adopt agile recruitment processes and condensing overall time to hire. Such is the demand within the permanent market, we are seeing contractors become an attractive solution to meet project deadlines and ensure continuity of delivery.

Experience	Graduate MSc	Graduate PhD	Mid-level 2-5yrs	Senior 6-10yrs	Principal 11-15yrs	Senior Principal 12-20yrs	Technical Team Lead 15+yrs	Technical Manager (team of 5+ engs)	Eng. Director/Design Centre Manager/VP Eng
Embedded	£30-40,000	£35-45,000	£45-55,000	£55-70,000	£70-80,000	£80-90,000	£75-90,000	£85-110,000	£110,000+
Linux Kernel	£35-40,000	£35-45,000	£45-65,000	£65-80,000	£80-100,000	£100,000+	£120,000+	£120,000+	£150,000+
DSP Algorithms	£32-35,000	£35-40,000	£40-50,000	£50-70,000	£70-80,000	£70-80,000	£80-85,000	£90,000+	£100,000+
PC Applications <i>C#, Java, C++, Python</i>	£30-40,000	£35-45,000	£45-60,000	£60-70,000	£70-80,000	£80-90,000	£80-90,000	£85-110,000	£110,000+
Data Science <i>Big Data, Analytics, Engineering</i>	£40-55,000	£50-70,000	£60-85,000	£70-95,000	£85-110,000	£95-120,000	£100,000+	£120,000+	£140,000+
Machine Learning <i>Vision, AI, Deep Learning</i>	£40-55,000	£50-70,000	£60-85,000	£70-95,000	£85-110,000	£95-120,000	£100,000+	£120,000+	£140,000+
Test	£30-35,000	£35-£40,000	£40-50,000	£50-65,000	£65-75,000	£75-80,000	£80-85,000	£85-90,000	£100,000+
Web <i>Front-end, Back-end</i>	£45-50,000	£50-55,000	£60-80,000	£80-90,000	£90-95,000	£95-100,000	£100-115,000	£115-125,000	£130,000+
Mobile App	£28-32,000	£32-38,000	£38-50,000	£50-80,000	£80-90,000	£90-100,000	£100-120,000	£120,000+	£120,000+