

# SALARY SNAPSHOT 2019 Q2

SOFTWARE | HARDWARE | ENGINEERING | SALES & MARKETING | CREATIVE

An overview of current permanent and contract market rates across software, hardware, engineering, commercial and creative. All salary ranges are based on up to the minute placements being made by our team of 60 specialist consultants.

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All the figures shown are UK averages with a 10% +/- variation and don't take into account regional variations. Salaries in mainland Europe can be significantly higher than the UK - up to 20%. However it is difficult to quote an exact percentage as location, sector and skill-set are contributing factors.

Over the last 12 months we've seen a significant amount of investment in start-ups / scale-ups across Europe, which in turn is driving a huge demand for engineering talent.

- There are significant levels of VC funding available and we've seen a tremendous amount of start-up activity with our clients across Europe in Berlin, Paris, Amsterdam and Barcelona.
- Increasing vertical integration by Global technology companies is also fuelling the demand for talent.
- Continued Brexit uncertainty has made the UK less attractive to European engineers, again fuelling the demand/supply imbalance. In parallel the UK is attracting almost 1/3 of the VC investment in Europe.

Even with the ongoing political uncertainty, there is significant capital available for start-up investments and for the foreseeable future there seems to be no external factors that will subdue the demand for talent. At IC Resources, this year we are celebrating our 20th anniversary. Ever since our inception in 1999 we've been building a pan-european network of technology specialists, therefore we're ideally positioned to help our clients to find the best talent from around the globe.

If you would like more info, please call or email us on **+44 (0)118 988 1150** or [enquiry@ic-resources.com](mailto:enquiry@ic-resources.com)

*Data as at June 2019. Salary ranges are based on up to the minute placements being made by our team of 60 specialist consultants. Graduate figures are based on students who have completed a masters degree. PhD students are likely to attract a salary of approx. 10-15% more. There are a number of additional factors to consider, such as; qualifications, exact experience, technical level and internal salary structures.*

# SOFTWARE

2018 was a great year for software and 2019 looks set to follow the same trend. Artificial intelligence and all verticals of (particularly the development of custom AI chipsets) is one of the highest growth areas. The International Data Corporation (IDC) forecasts that spending on artificial intelligence and machine learning will grow from \$12 Billion (2017) to \$57.6 Billion by 2021 alone. Investment into the IoT has also continued to grow year-on-year with the focus now very much on the autonomous vehicle and smart home domains. This continued growth has opened up more opportunities in the UK and mainland Europe for embedded software engineers.

Experience	Graduate		3 years		5 years		10 years		12+ years	
	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)
<b>Embedded</b> (SW, FW, Linux, Kernel)	£30,000	-	£35,000+	£33	£45,000+	£38	£60,000+	£45	£65,000+	£48+
<b>DSP   Algorithms</b>	£30,000	-	£35,000	£35	£45,000	£40	£60,000	£45	£65,000+	£50+
<b>PC   Applications</b> (C#, Java, C++, Python)	£30,000	-	£38,000	£35	£45,000	£40	£65,000	£50	£80,000+	£55+
<b>Data Science</b> (Big Data, Analytics, Engineering)	£32,000	-	£45,000	£40	£55,000	£45	£70,000	£50	£90,000+	£60+
<b>Machine Learning</b> (Vision, AI, Deep Learning)	£32,000	-	£40,000	£40	£55,000	£45	£80,000	£55	£100,000	£60+
<b>Test</b>	£27,000	-	£33,000	£28	£42,000	£33	£55,000	£40	£60,000+	£45+

\*Permanent = per annum  
Contract = per hour

# HARDWARE

Demand is at an all time high for IC Design Engineers with more clients than ever looking for talent across the complete digital design flow and an ever increasing demand for Analog engineers. The continued emergence of exciting start-ups in the UK and Europe is aiding this resurgence, we have seen far more startups in the past 2 years than the previous 3-4 years.

The current political landscape is causing challenges but demand is not decreasing despite this. Automotive (especially LIDAR and ADAS) Computer Vision, Machine Learning and Artificial Intelligence are the areas that seem to be driving this demand. We are also seeing an increase in demand from design service companies and full turnkey service companies within Europe.

Experience	Graduate		3 years		5 years		10 years		12+ years	
	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)
<b>Electronics Design</b> (RF, Digital, Analog, FPGA)	£32,000	-	£45,000	£30	£55,000	£40	£65,000	£45	£65,000+	£50+
<b>Power Electronics</b>	£35,000	-	£50,000	£30	£60,000	£40	£70,000	£45	£75,000+	£50+
<b>Optical   Photonics</b>	£32,000	-	£45,000	£30	£55,000	£40	£65,000	£45	£65,000+	£50+
<b>Electronics Test   Validation</b>	£30,000	-	£40,000	£25	£45,000	£30	£55,000	£40	£55,000+	£45+
<b>IC Design</b> (Analog, Digital, Mixed Signal, RF)	£32,000	-	£40,000	£40	£48,000	£48	£60,000	£50	£65,000+	£50+
<b>IC Verification</b> (RF, Analog, Digital)	£30,000	-	£35,000	£45	£46,000	£48	£60,000	£50	£70,000+	£50+
<b>IC Layout   Full Custom</b>	£28,000	-	£32,000	£40	£42,000	£45	£50,000	£48	£55,000+	£50+

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# ENGINEERING

2019 is looking to be another steady year for permanent and contract employment in our engineering division. Hiring within Mechanical Design and Manufacturing is particularly strong and we expect this to continue. There has been a high demand from start-ups looking to hire their lead engineers and a noticeable amount of recruiting activity in the satcomms industry. Semiconductor IC Test/Product and Process has been in demand with a particular emphasis on fabless companies and start-ups hiring.

Experience	Graduate		3 years		5 years		10 years		12+ years	
	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)
Mechanical Design	£28,000	-	£35,000	£25	£45,000	£32	£55,000	£40	£60,000+	£45+
Manufacturing   Process	£28,000	-	£35,000	£25	£45,000	£32	£55,000	£40	£60,000+	£45+
Quality   Compliance	£28,000	-	£38,000	£30	£45,000	£35	£55,000	£40	£60,000+	£45+
Functional Safety	£32,000	-	£45,000	£35	£45,000	£40	£55,000	£45	£65,000+	£50+
IC Test   Product	£32,000	-	£38,000	£38	£40,000	£43	£45,000	£48	£60,000+	£50+
IC Process	£32,000	-	£38,000	£38	£40,000	£43	£45,000	£48	£60,000+	£50+

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# SALES & MARKETING

2019 has started with a few questions! In removing stock allocations and the pushing out of double orders, booked business is falling behind. However the analysts still seem positive, mostly due to high demand coming from ever new markets which is continuing to drive sales forward. The Internet of Things and Electric Vehicles are becoming solidly established but exciting new solutions offering further advancements in Artificial Intelligence and Machine Learning are leading to a host of startups. One trend is that Silicon IP is expanding rapidly as a growth space!

Experience	Graduate		3 years		5 years		10 years		12+ years	
	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)	Perm (pa)	Cont (ph)
<i>Figures OTE</i>										
<b>Internal Sales</b>	£25,000	-	£30,000	-	£35,000	-	£40,000	-	£40,000+	-
<b>External Sales (Supplier)</b>	-	-	£45,000	-	£55,000	-	£70,000	-	£90,000+	-
<b>External Sales (Distributor)</b>	-	-	£40,000	-	£50,000	-	£60,000	-	£70,000+	-
<b>Field Applications (FAE) (Supplier)</b>	-	-	£45,000	-	£60,000	-	£70,000	-	£80,000+	-
<b>Field Applications (FAE) (Distributor)</b>	-	-	£40,000	-	£55,000	-	£60,000	-	£70,000+	-
<b>Product Marketing   Management</b>	£25,000	-	£35,000	-	£45,000	-	£65,000	-	£70,000+	-

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In 2018 we saw a continued growth across all of the Creative markets with much of our increased activity stemming from new and exciting start-ups in London, Oxford and Cambridge and this looks set to continue throughout 2019. Most of this demand is from areas such as Artificial Intelligence and Machine Learning through to Augmented Reality and Virtual Reality. Salaries have remained fairly consistent since the end of last year, with a slight uplift in the web and mobile markets, in particular for graduates who are achieving higher starting salaries in the most popular UK technology hub areas.

Experience	Graduate		3 years		5 years		10 years		12+ years	
	Perm (pa)	Cont (pd)	Perm (pa)	Cont (pd)	Perm (pa)	Cont (pd)	Perm (pa)	Cont (pd)	Perm (pa)	Cont (pd)
<b>UX</b> (User, Customer Experience)	£25,000	£150	£35,000	£300	£50,000	£400	£65,000+	£450+	£75,000+	£550+
<b>UX Research</b>	£25,000	£150	£30,000	£250	£45,000	£375	£60,000	£450+	£70,000+	£550+
<b>UI</b> (User Interface, Visual Design)	£24,000	£120	£28,000	£200	£40,000	£320	£50,000	£400	£60,000+	£450+
<b>Web</b> (Front, Back End)	£28,000	£150	£45,000	£350	£55,000	£450	£65,000+	£500	£75,000+	£550+
<b>Mobile</b> (iOS, Android)	£28,000	£200	£40,000	£350	£55,000	£450	£65,000	£550+	£75,000+	£650+
<b>Marketing</b> (in-house)	£22,000	£100	£32,000	£130	£42,000	£175	£70,000	£250	£80,000+	£300+
<b>Client Services</b> (Account Management)	£21,000	£120+	£30,000	£180+	£50,000+	£220+	£85,000+	£300+	£100,000+	£400+
<b>Creative Services</b> (Project Management, Traffic, Studio)	£24,000	£150	£35,000	£200	£50,000+	£250+	£75,000+	£300+	£80,000+	£350+

\*Permanent = per annum  
Contract = per day

# IC INTELLECTUAL CAPITAL RESOURCES

recruitment partner to the global technology community

## HARDWARE

IC Design | Verification  
IC Layout | Full Custom  
RF | Analogue | Power  
Digital | FPGA | Optical  
Process | Test | Mechanical  
Quality | Functional Safety

## SOFTWARE

Embedded | DSP | Linux Kernel  
Artificial Intelligence  
Computer Vision | Machine Learning  
Data Science | Analytics  
C++ | C# | Java | SQL  
Toolchain | EDA

## IT

Infrastructure | Support  
System Administration  
Networking | Cyber Security  
Cloud | AWS | Azure | GCP  
DevOps | CI/CD | Kubernetes  
Telephony | Wireless

## SALES & MARKETING

Sales | Sales Management  
Field Applications | FAE  
Business Development  
Marketing | Marcomms  
Product Management  
Programme Management

### IC INTELLECTUAL CAPITAL CREATIVE

UX | UI | User Research  
Web Development  
Mobile Apps  
Marketing | Client Services

### IC INTELLECTUAL CAPITAL EXECUTIVE

Retained Search  
Assessment Services  
Market Mapping  
Succession Planning

### IC INTELLECTUAL CAPITAL SUPPLY

Supply Chain  
Procurement  
Logistics  
Human Resources

70 consultants | permanent and contract |  
start-up and scale up solutions | blue-chip partnerships | global account management

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