

SALARY SNAPSHOT 2019 Q4

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.

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.

In 2019 we saw 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. In 2019, IC Resources celebrated its 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**

Data as at January 2020. 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

2019 was a great year for Software. 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)
Embedded (SW, FW, Linux, Kernel)	£30,000	-	£35,000+	£33	£45,000+	£38	£60,000+	£45	£65,000+	£48+
DSP Algorithms	£30,000	-	£35,000	£35	£45,000	£40	£60,000	£45	£65,000+	£50+
PC Applications (C#, Java, C++, Python)	£30,000	-	£38,000	£35	£45,000	£40	£65,000	£50	£80,000+	£55+
Data Science (Big Data, Analytics, Engineering)	£32,000	-	£45,000	£40	£55,000	£45	£70,000	£50	£90,000+	£60+
Machine Learning (Vision, AI, Deep Learning)	£32,000	-	£40,000	£40	£55,000	£45	£80,000	£55	£100,000	£60+
Test	£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)
Electronics Design (RF, Digital, Analog, FPGA)	£32,000	-	£45,000	£30	£55,000	£40	£65,000	£45	£65,000+	£50+
Power Electronics	£35,000	-	£50,000	£30	£60,000	£40	£70,000	£45	£75,000+	£50+
Optical Photonics	£32,000	-	£45,000	£30	£55,000	£40	£65,000	£45	£65,000+	£50+
Electronics Test Validation	£30,000	-	£40,000	£25	£45,000	£30	£55,000	£40	£55,000+	£45+
IC Design (Analog, Digital, Mixed Signal, RF)	£32,000	-	£40,000	£40	£48,000	£48	£60,000	£50	£65,000+	£50+
IC Verification (RF, Analog, Digital)	£30,000	-	£35,000	£45	£46,000	£48	£60,000	£50	£70,000+	£50+
IC Layout Full Custom	£28,000	-	£32,000	£40	£42,000	£45	£50,000	£48	£55,000+	£50+

*Permanent = per annum
Contract = per hour

ENGINEERING

2019 was 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	£40,000	-	£50,000	£35	£60,000	£40	£70,000	£45	£75,000+	£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+

*Permanent = per annum
Contract = per hour

SALES & MARKETING

2019 showed a mixture of hiring activity – overall a very positive year and most Clients are optimistic about 2020, but there are some sectors which are waiting for clarity on some of the wider ‘market challenges’ of our time. Brexit, Tariffs and this never-ending uncertainty has caused a number of industries to hold-fire on hiring for now, but there is a very high level of confidence that with a bit of clarity those very same industries will be actively catching up with their five year plans and staffing up to suit!

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>										
Internal Sales	£25,000	-	£30,000	-	£35,000	-	£40,000	-	£40,000+	-
External Sales (Supplier)	-	-	£45,000	-	£55,000	-	£70,000	-	£90,000+	-
External Sales (Distributor)	-	-	£40,000	-	£50,000	-	£60,000	-	£70,000+	-
Field Applications (FAE) (Supplier)	-	-	£45,000	-	£60,000	-	£70,000	-	£80,000+	-
Field Applications (FAE) (Distributor)	-	-	£40,000	-	£55,000	-	£60,000	-	£70,000+	-
Product Marketing Management	£25,000	-	£35,000	-	£45,000	-	£65,000	-	£70,000+	-

*Permanent = per annum
Contract = per hour

2019 saw continued growth across all of the Creative markets with much of our increased activity stemming from new, exciting start-ups in London, Oxford and Cambridge. 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)
UX (User, Customer Experience)	£25,000	£150	£35,000	£300	£50,000	£400	£65,000+	£450+	£75,000+	£550+
UX Research	£25,000	£150	£30,000	£250	£45,000	£375	£60,000	£450+	£70,000+	£550+
UI (User Interface, Visual Design)	£24,000	£120	£28,000	£200	£40,000	£320	£50,000	£400	£60,000+	£450+
Web (Front, Back End)	£28,000	£150	£45,000	£350	£55,000	£450	£65,000+	£500	£75,000+	£550+
Mobile (iOS, Android)	£28,000	£200	£40,000	£350	£55,000	£450	£65,000	£550+	£75,000+	£650+

*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
ML | Computer Vision
Data Science | Analytics
C++ | Python | C# | Java
Toolchain | EDA

SALES | MARKETING

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

IT

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

OPERATIONS

Supply Chain
Logistics
Procurement
Human Resources
Project 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

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

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