



recruitment partner to the global technology community

MID YEAR

# UK SALARY REVIEW 2020

SOFTWARE | SEMICONDUCTOR | ELECTRONICS |  
SALES & MARKETING | SUPPLY CHAIN

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The beginning of 2020 continued in the same vein as 2019 with strong demand for engineering and commercial talent across Europe and positive investor sentiment with record levels of investment in UK/European technology start-ups.

The impact of COVID-19 meant for the initial 2-3 months companies were very focused on their runways and reassessing their 12 month business models but we are now seeing noticeable increases in hiring activity amongst our client base. We are seeing more terms sheets being agreed, more follow-on investment rounds being secured and several clients experiencing significant increases in demand for their product and services. In addition, the companies who have previously raised financing have milestones to hit and that requires engineering talent.

In terms of available talent, we have not seen a significant increase in the availability of high-quality talent on the market. Also there are significantly less “passive” candidates entertaining new roles - this may change as government support schemes end but noticeably many companies are retaining their best talent wherever possible.

As for the rest of 2020, who knows - the situation changes daily - we have Brexit on the horizon but we get the sense that the technology hiring marketplace will continue to improve and get busier especially once children are fully back at school. Also, we are fortunate to be involved with technology companies who are providing a lot of the key product and services that actually thrived during this pandemic.

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

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.

*Data as at July 31st 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

As the world continues to shape to COVID-19 and the subsequent economic downturn we have seen how tech companies (and in particular, software companies), have been highly adaptable. We are seeing more demand for innovative IT Security Platforms, Big Data Analytics and Machine Learning to solve complex industry problems and companies that provide these sorts of services continue to thrive. Software can be built from home, and we have noticed a considerable increase in clients utilising remote software engineering teams (now indefinitely) and therefore onboarding new recruits remotely.

There has been an increase in salaries across the board in software, particularly for candidates with experience – academic or commercial – in Data Science or Machine Learning. It would not be surprising to see a strong Data Science Phd graduate with 3 years industry experience command a £600 per day rate in London. A strong C++ Senior Software Engineer in Cambridge would often garner a £60000 - £65000 salary. Below is a UK average so please note that salaries/ rates will be slightly higher in Cambridge and London.

Experience	Graduate	3 years	5 years	10 years	12+ years
<b>Embedded</b> <i>SW, FW, Linux, Kernel</i>	£32,000	£38,000+	£48,000+	£65,000+	£70,000+
	-	£35	£40+	£48+	£50+
<b>DSP   Algorithms</b>	£32,000	£38,000	£50,000	£70,000	£75,000+
	-	£35	£45	£50+	£55+
<b>PC   Applications</b> <i>C#, Java, C++, Python</i>	£30,000	£38,000	£45,000	£65,000	£80,000+
	-	£35	£40	£50	£55+
<b>Data Science</b> <i>Big Data, Analytics, Engineering</i>	£40,000	£50,000	£60,000	£85,000	£100,000+
	-	£50	£60	£70	£75+
<b>Machine Learning</b> <i>Vision, AI, Deep Learning</i>	£40,000	£50,000	£60,000	£85,000	£100,000+
	-	£40	£50	£60	£70+
<b>Test</b>	£30,000	£38,000	£48,000	£65,000	£70,000+
	-	£30	£35	£40	£45+

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# SEMICONDUCTORS

Whilst we would be lying if we said recruitment hadn't slowed down a little, the semiconductor industry continues to push forward with demand for engineers still high and things still very busy. Our latest salary overview shows an increase across the board in UK salary levels, with the main contributing factor being the supply and demand of good quality engineers. We are also seeing a rise in contract rates, with experienced contractors usually commanding well over £50 p/h in the UK.

As this is an overview of salaries, things can vary between companies and regionally across the UK. It's not uncommon for a 15 year design engineer to be on 90k+ in Cambridge or close to London, likewise a similar profile in Edinburgh could be nearer 65k. Salaries are very much dependent on the company, location and demand for that position.

Experience	Graduate	3 years	5 years	10 years	12+ years
Digital IC Design	£34,000	£42,000	£52,000	£65,000	£75,000+
	-	£42	£48	£50	£52+
Digital IC Verification	£34,000	£42,000	£55,000	£65,000	£80,000+
	-	£42	£48	£52	£55+
Physical Design	£34,000	£42,000	£52,000	£65,000	£75,000+
	-	£40	£46	£50	£52+
FPGA Design	£31,000	£40,000	£47,000	£60,000	£70,000+
	-	£40	£48	£50	£52+
Analog/Mixed Signal IC Design	£34,000	£42,000	£52,000	£65,000	£75,000+
	-	£42	£48	£52	£55+
RF IC Design	£37,000	£45,000	£57,000	£70,000	£85,000+
	-	£42	£48	£52	£55+
Analog / RF Layout	£30,000	£38,000	£41,000	£52,000	£60,000+
	-	£40	£45	£50	£50+
IC Test	£32,000	£38,000	£40,000	£45,000	£60,000+
	-	£45	£50	£55	£60+
IC Process	£32,000	£38,000	£40,000	£45,000	£60,000
	-	-	-	-	-

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# ELECTRONICS

The electronics recruitment industry had a buoyant start up until the end of Q1 (with a tumultuous Q2!). Unsurprisingly the freelance market has taken the biggest dive and contractors are continuing to offer lower rates than we had seen last year to stay competitive in an overcrowded marketplace. Permanent recruitment has continued for many employers, especially pre-revenue startups who have had to keep paying close to the same market salaries to attract job seekers still changing companies. Where the automotive and satcom market has taken a backseat, politics have played a part in new investment into companies able to provide specialised components into both the USA and Chinese markets.

Experience	Graduate	3 years	5 years	10 years	12+ years
Electronics Design <i>(RF, Digital, Analog, FPGA)</i>	£32,000	£45,000	£55,000	£65,000	£65,000+
	-	£30	£40	£45	£45+
Power Electronics	£35,000	£50,000	£60,000	£70,000	£75,000+
	-	£30	£40	£45	£45+
Optical   Photonics	£32,000	£45,000	£55,000	£65,000	£65,000+
	-	£30	£40	£45	£45+
Electronics Test   Validation	£30,000	£40,000	£45,000	£55,000	£55,000+
	-	£25	£30	£40	£40+
Mechanical Design	£28,000	£35,000	£45,000	£55,000	£60,000+
	-	£25	£32	£40	£40+
Manufacturing   Process	£28,000	£35,000	£45,000	£55,000	£60,000+
	-	£25	£32	£40	£40+
Quality   Compliance	£28,000	£38,000	£45,000	£55,000	£60,000+
	-	£30	£35	£40	£40+
Functional Safety	£40,000	£50,000	£60,000	£70,000	£75,000+
	-	£35	£40	£45	£45+

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# SALES AND MARKETING

With the broader industry forecasting to be very strong through 2020 and 2021 it started well! Most of our clients recorded a very strong Q1 and we were set for great things, then something happened... and things looked very different in Q2.

Whilst there is certainly an industry wide suppression there's still a level of optimism. There is investment being secured, a lot of design meetings are taking place and the Sales and Marketing world is looking forward to things getting back to normal. In the mean time there seems to be a preference for FAE / Product Marketing types where the technical skills can be put to use in the pre-sales phase.

Experience	Graduate	3 years	5 years	10 years	12+ years
<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+
	-	-	-	-	-

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# SUPPLY CHAIN

Due to the huge changes in the way we work we have seen increased demand for the use of technology and automation in the supply chain. Warehouses have been forced to use reduced numbers so investment in automation is needed also the retail industry has been forced to ramp up their online presence faster than expected. As always during hard times some companies have flourished and some have struggled but the demand for good people will always be there.

Now we look ahead to the change in IR35 next year and work towards supporting customers being able to maintain their flexible work force which surely will be needed more than ever.

Experience	Graduate	3 years	5 years	10 years	12+ years
Supply Chain	£18,000	£25,000	£35,000	£50,000+	£70,000+
	-	£20	£33	£50+	£65+
Logistics	£20,000	£22,000	£35,000	£50,000+	£70,000+
	-	-	£20	£45+	£60+
Procurement	£20,000	£25,000	£35,000	£50,000+	£70,000+
	-	£20	£25	£50+	£60+
Project Management	£20,000	£40,000	£55,000	£65,000	£70,000+
	-	£30	£40	£45	£45+
WMS Consultant	£18,000	£25,000	£35,000	£55,000+	£60,000+
	-	£25	£45	£65	£65+

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# IC INTELLECTUAL CAPITAL RESOURCES

## 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++ | Python | C# | Java  
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

## SUPPLY CHAIN

Supply Chain  
Procurement  
Logistics  
Project Management  
Technology | Automation  
WMS Consultancy

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

THAMES VALLEY - LONDON - MUNICH - GRAZ - SHENZHEN - PENNSYLVANIA