



recruitment partner to the global technology community

2021 first half UK SALARY REVIEW

SOFTWARE | SEMICONDUCTOR | ELECTRONICS
SALES & MARKETING | SUPPLY CHAIN

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During the 2nd half of 2020 we saw many of our clients adjust to the new 'normal' and restart hiring. In addition, we are seeing a number of positive signs that this hiring and growth will continue in 2021. There is still a lot of investor money available looking for strong companies to invest in and this pandemic has seen an acceleration in ideas and new business models due to the impact of COVID-19.

The candidate marketplace seems reasonably balanced. There hasn't been a huge influx of strong permanent talent onto the market and this has been offset by fewer passive candidates entertaining new opportunities. There has also been a reduction in candidates from the EU now considering roles in the UK until Brexit is concluded and the new visa changes introduced. In order to help our clients' understand the impact of the new visa changes we have prepared a document that fully explains the new system. If you'd like a copy of this please email us enquiry@ic-resources.com.

As we enter 2021, we have at the end of March/beginning of April the impact of IR35, the end of the UK furlough scheme and hopefully a return back to 'normality' due to the recent vaccine successes - all huge factors which will affect the hiring market in one way or another.

With a feeling of cautious optimism for 2021, we reflect on 2020 where we had the greatest economic shock of our generation but from this we have seen innovation, resilience, flexibility and ingenuity and in our opinion the technology sector throughout the UK & Europe will be a driving force in the economic recovery moving forward.

If you would like more info or to talk to us, please call or email:
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All 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 November 30th 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
Embedded <i>SW, FW, Linux, Kernel</i>	<i>Perm (p.a)</i>	£32,000	£38,000+	£48,000+	£65,000+	£70,000+
	<i>Cont (p.h)</i>	-	£35	£40+	£48+	£50+
DSP Algorithms		£32,000	£38,000	£50,000	£70,000	£75,000+
		-	£35	£45	£50+	£55+
PC Applications <i>C#, Java, C++, Python</i>		£30,000	£38,000	£45,000	£65,000	£80,000+
		-	£35	£40	£50	£55+
Data Science <i>Big Data, Analytics, Engineering</i>		£40,000	£50,000	£60,000	£85,000	£100,000+
		-	£50	£60	£70	£75+
Machine Learning <i>Vision, AI, Deep Learning</i>		£40,000	£50,000	£60,000	£85,000	£100,000+
		-	£40	£50	£60	£70+
Test		£30,000	£38,000	£48,000	£65,000	£70,000+
		-	£30	£35	£40	£45+

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	<i>Perm (p.a)</i>	£34,000	£42,000	£52,000	£65,000	£75,000+
	<i>Cont (p.h)</i>	-	£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
		-	-	-	-	-

ELECTRONICS

The electronics recruitment industry had a buoyant start up to 2020 with a tumultuous middle and end. 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>	<i>Perm (p.a)</i>	£32,000	£45,000	£55,000	£65,000	£65,000+
	<i>Cont (p.h)</i>	-	£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+

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 year and we were set for great things, then something happened... and things looked very different.

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 taking place and the Sales and Marketing world is looking forward to things getting back to normal in 2021. 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	<i>Perm (p.a)</i>	£25,000	£30,000	£35,000	£40,000	£40,000+
	<i>Cont (p.h)</i>	-	-	-	-	-
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+
		-	-	-	-	-

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 this 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	<i>Perm (p.a)</i>	£18,000	£25,000	£35,000	£50,000+	£70,000+
	<i>Cont (p.h)</i>	-	£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		£20,000	£35,000	£50,000	£60,000+	£75,000+
		-	£25	£45	£65	£65+

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