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# 2021 end of year UK SALARY REVIEW

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

W: [ic-resources.com](https://ic-resources.com)

T: +44 (0)118 988 1150

E: [enquiries@ic-resources.com](mailto:enquiries@ic-resources.com)

The demand for talent during the 2021 has thus far exceeded expectations. In many disciplines the skills shortage is more extreme than we've seen since our inception in 1999. There is simply not enough talent to meet demand but this is not unique to the technology sector.

Several factors have created the imbalance:

**COVID/ BREXIT** - as companies moved to remote working and furloughing staff, many people - especially Europeans - moved back to their home countries. Many will now need to be sponsored to work in the UK and are deciding to look for roles just in the EU or for remote working opportunities, which employers are sceptical about (rightly in our view).

**ACCESS TO CAPITAL** - Investors spent 2020 focussing on their existing portfolios. This created a backlog of investment activity; we are now seeing a significant number of start-ups receiving funding and looking for exceptional talent as they scale and grow.

**FEWER CANDIDATES LOOKING** - lingering COVID uncertainty makes candidates less inclined to look at moving jobs. We feel this may start to change as we head into 2022.

**UNICORNS/EXITS** - As the number of unicorns in UK/Europe increase and companies IPO or exit, employees are cashing in their shares and starting new companies or investing in start-ups. It's great news but is further fuelling the demand for talent as we strive to emulate Silicon Valley. Silicon Valley companies are also setting up design centres in Europe.

The huge surge in demand for the hardest-to-find skills is pushing up salaries and guaranteeing job seekers multiple offers. Recruiting speed is now of the essence - start-ups are strongly advised to remember this advantage when competing against blue chips for talent, while larger companies that don't adapt will miss out time after time.

So what does 2022 hold? For the first 6 months we don't see a change in the balance of the marketplace. Talented individuals will be in demand and will have multiple opportunities to choose from. It will be interesting to see how the 'hybrid working model' develops and whether the visa process can speed up and adapt to support the needs of UK Technology PLC.

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](mailto:enquiry@ic-resources.com)**

*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 July 31st 2021. 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 its recovery from the pandemic and economic downturn we have seen tech companies (and in particular, software companies), become highly adaptable. We are seeing more demand for engineers across IT Security, Big Data, Machine Learning and AI to solve complex industry problems and companies that provide these services continue to thrive. With hybrid working now the norm, the readjustment to a post-covid working environment isn't causing any disruption and we are anticipating that this new way of working continues beyond 2022.

There has been an increase in salaries across the board in software, due to high demand and today's buoyant market. We continue to see demand for candidates with experience (academic or commercial) in Embedded Software, Computer Vision and 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 could command a £60,000 - £65,000 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>	<i>Perm (p.a)</i>	£32,000	£38,000+	£48,000+	£65,000+	£70,000+
	<i>Cont (p.h)</i>	-	£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+

# SEMICONDUCTORS

The global demand for semiconductor skills has reached unprecedented levels. That's great for the people in the industry, as the upward pressure on salaries is also unprecedented. However it's not great news for global progress as a whole – for example if automotive innovation slows down, so does carbon reduction. There is an genuine opportunity for countries to improve their economic status if they make a long term investment in semiconductor skills. Our latest salary overview shows a significant increase across the board in UK salary levels and hourly rates for contractors in 2021.

Note that things can vary between companies and regionally across the UK. It's not uncommon for a very experienced design engineer to be on 90k+ in Cambridge or close to London, whereas a similar individual in Edinburgh could be nearer 70k. 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

*Perm (p.a)* £34,000 £42,000 £52,000 £65,000 £75,000+

*Cont (p.h)* - £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 has continued to bounce back with a vengeance and has never been busier. Generalist Electronics Engineers are in high demand in almost every area of the UK. Specialist skills within Power, RF and FPGA are particularly sought after, yet increasingly difficult to secure as Brexit and COVID continue to diminish international relocation. The freelance market has started to pick up again, but still not withing reach of pre IR35 levels. Most companies are now coming to grips with the necessary extra bureaucracies involved with IR35 determinations and the processes are much quicker and smoother.

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

Much to many people's surprise 2021 has been electric. Multiple large-scale acquisitions and many companies reporting record sales! Alongside the drama of the current chip shortage there appear to be multiple drivers of demand for chips, high tech electronics and the software that drives them; IP, RISC-V, high speed optical, 5G, compound semiconductors, security, EDA, AI/ML etc are all hot topics right now.

As ever, the customer facing aspect of business is essential in a booming market and as well as demand for the usual 'unicorns' – FAE's and Product Managers. Senior level, strategic sales people have been in demand as new strategies are required to keep pace with a world shifting away from meeting conventions and conferences and into the 'Digital World'!

Experience		Graduate	3 years	5 years	10 years	12+ years
<i>Figures OTE</i>	<i>Perm (p.a)</i>	£30,000	£35,000	£40,000	£45,000	£45,000+
Internal Sales	<i>Cont (p.h)</i>	-	-	-	-	-
		-	£50,000	£60,000	£75,000	£95,000+
External Sales (Supplier)		-	-	-	-	-
		-	£45,000	£55,000	£65,000	£75,000+
External Sales (Distributor)		-	-	-	-	-
		-	£50,000	£65,000	£75,000	£85,000+
Field Applications (FAE) (Supplier)		-	-	-	-	-
		-	£45,000	£60,000	£65,000	£75,000+
Field Applications (FAE) (Distributor)		-	-	-	-	-
		£30,000	£40,000	£50,000	£70,000	£75,000+
Product Marketing   Management		-	-	-	-	-

# 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 companies have invested in automation creating a need to hire more talent with technical expertise.

Any companies producing electronic components or products that need electronic components (now more than ever) need staff within their procurement teams that have good global sourcing and relationship experience. It is a competitive market to find the best suppliers at the best prices.

Any start-ups that have not invested in their in-house supply chain knowledge are now fighting to get talent. Across all sectors the demand is pushing salaries higher and good candidates are getting multiple offers. Making sure your company has the best Supply Chain, Logistics and Operations talent is of the upmost importance.

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	£30	£60+	£65+
Logistics		£20,000	£22,000	£35,000	£50,000+	£70,000+
		-	-	£20	£60+	£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	£50	£65	£65+
WMS Consultant		£20,000	£35,000	£50,000	£75,000+	£75,000+
		-	£40	£65	£80	£80+

# 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