



A “No Bull”
approach
to IT
Recruitment



Salary Survey 2020

Q4 North West UK Region

www.ontheshortlist.co.uk

SHORTLIST RECRUITMENT IT SALARY SURVEY 2020 Q4 NORTH WEST UK REGION

Each quarter we review the salary data from our vacancies, placements and general market observations to provide a view on IT salaries across the North West UK.

This information is gleaned from working with a wide range of employers, from FTSE 100 companies through to new startups, and is based on the permanent employment market.

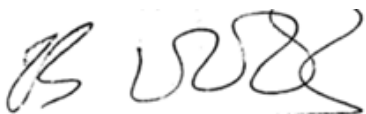
Feel free to contact us at any time on 01244 360206 to discuss trends specific to your particular area.

ShortList is one of the leading IT recruitment agencies in the North West who boast a highly skilled team that have extensive hands-on IT experience. We pride ourselves on partnering with the best employers in the North West.

We have placed all of the below roles in the last 12 months, so are well placed to provide tailored and highly specific guidance on your needs, whether you are hiring new skills, or looking for your next role.

If you would like to discuss any of this report in more detail, then don't hesitate to contact me on 01244 360206.

Giles Warburton


























MD – ShortList Recruitment

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Area	Annual Salary (£)	Trend
Head of IT	£75,000	
IT Manager	£55,000	
Development		
Head of Development	£75,000	
Development Manager	£65,000	
Senior Developer .NET	£60,000	
Mid Level Developer .NET	£45,000	
Junior Developer .NET	£28,000	
Senior Developer - React	£60,000	 
Mid Level Developer - React	£40,000	 
Junior Developer - React	£30,000	 
Senior Developer – PHP	£60,000	
Mid Level Developer – PHP	£40,000	
Junior Developer – PHP	£25,000	
Senior Developer – Java	£60,000	
Mid Level Developer – Java	£45,000	
Junior Developer – Java	£30,000	
SQL Developer	£45,000	
Cyber & Infosec		
Head of Information Security	£85,000	
Information Security Manager	£65,000	
Cyber Security/ Infosec analyst	£45,000	
Penetration Tester	£30,000	
Software Testing		
Test Manager	£55,000	
Senior Tester – Automation	£45,000	 
Senior Tester – Manual	£35,000	
Junior Tester – Automation	£30,000	
Junior Tester - Manual	£25,000	
Dev Ops		
Senior DevOps engineer	£75,000	 
DevOps engineer	£60,000	 
Junior DevOps	£35,000	 
Data / BI		
Head of Data / BI	£90,000	
Data Architect	£70,000	
Senior Data Scientist	£80,000	
Data Scientist	£65,000	
Senior BI analyst	£55,000	
DBA	£50,000	
BI Analyst	£35,000	
Data Analyst	£30,000	

Business Analysis		
Senior BA	£50,000	▲*
Business Analyst	£40,000	▲*
Project / Product Management		
Senior Project Manager	£65,000	▲*
Product Owner	£50,000	
PM	£50,000	▲*
Agile Scrum		
Agile Coach	£70,000	
Scrum Master	£55,000	
Enterprise solutions / Architecture		
Enterprise Architect	£110,000	
Solutions Architect	£85,000	
Technical Architect	£75,000	
Solutions Consultant	£60,000	
UX /UI		
Head of UX	£75,000	▲*
UX Architect	£60,000	▲*
Senior UX Designer	£55,000	▲*
UX Designer	£35,000	▲*
UX Researcher	£30,000	▲*
IT Support		
Support Team Lead	£40,000	
3rd Line Support engineer	£35,000	
2nd Line Support Engineer	£28,000	
Helpdesk analyst	£22,000	

Please note that these are basic salaries only and don't include performance bonuses

Key



Has increased in last 6 months



Hot skills to watch in 2021 – we expect availability of this talent to remain difficult to source in 2021



Demand has dropped significantly in these areas, meaning salaries have stayed static or softened slightly



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