

Reed
...

Technology

Salary guide 2024



The cost of winning in 2024



The end of 2023 saw slowing inflation, a positive sign for the year ahead. But no matter what happens with the inflation rate, people will still be feeling the pinch of the cost-of-living crisis. Many will be looking for jobs that can offer the salary and benefits they need to stay afloat.

It's the people working in organisations that make the difference, so it is important that companies do all they can to offer the best remuneration packages to attract new, good quality hires and to retain their best people.

Towards the end of last year, we conducted our annual survey of 5,000 workers to provide you with a representative picture of the wants and needs of the UK workforce. You can see an in-depth analysis of the results of the survey further on in this guide, but interestingly, 55% of people are currently looking for, or considering looking for, a new job. The top reasons for looking to leave their current role include pay being insufficient or perceived to be better elsewhere, benefits not being good enough, and a toxic workplace culture.

On top of this, just over half of workers (56%) are happy with the pay they receive, but this does mean that many are not. Of those who aren't satisfied with what they are earning, over half (57%) stated that this is because their salary hasn't risen with the cost of living. Over a third (39%) say it's not enough for them to live the lifestyle they want, and (38%) feel they are unable to save enough money to meet their financial goals.

As a business leader, I know it isn't always possible to increase salaries, especially with rising costs, the burden of overheads and higher business rates looming. However, it's important that if you can, you consider doing so, because even a small amount can make a big difference.

In my experience, the best investment you can make is in people, and in return, you will see improvements to productivity, employee retention, customer satisfaction and ultimately your bottom line. But if there really isn't anything you can do with salary, focus on the benefits you can offer – make your place of work difficult to leave and become a 'star player' when it comes to added value. Our research highlights the disparity between what is being offered and what people really want, so don't be afraid to ask your colleagues what they actually want and keep doing this on a regular basis to ensure you have your finger on the pulse.

This year, our research has also highlighted some significant gender disparities. According to our survey, women are earning on average £10,000 less than their male counterparts. 57% of men feel confident they will achieve their dream salary, as opposed to just 44% of women. Women's mental health is also more likely to be impacted negatively by their current financial situation (40% vs 29% of men). And overall, women are less likely to receive any work benefits (35% vs 25% of men), but when they do get them, they are more likely to prefer flexi time (40% vs 32% of men) and are less likely to get a salary increment (16% vs 20% of men).

These disturbing statistics highlight that there is still much work to be done to close the gender pay gap. According to the Office for National Statistics, the gap in median hourly pay between full-time male and female employees increased to 7.7% in 2023. Organisations should continue to address women's inequality in the workplace and it's certainly something we are working on here at Reed. Addressing gender pay will bring a range of benefits to your business including improved morale, higher retention, increased innovation, improved productivity and lower legal risks.

Not only must we bridge the pay gap, but business leaders also need to ensure that no matter what journey you find your organisations are on in 2024, inclusion and belonging should remain paramount in the workplace. This will ensure you widen your doors to access the best talent available. In an environment where you will need innovative, creative and productive people more than ever, this makes perfect business sense.

Remember, your people are your superpower!

Wishing you all the best for the year ahead.

James Reed CBE
Chairman and Chief Executive, Reed

Why use Reed's **technology** salary guide?

For both jobseekers and employers alike, Reed's salary guide stands as an invaluable resource, offering unparalleled insights to keep you well-informed and ahead of the curve in 2024.



Unleash the power of data

Dive into a treasure trove of insights! Our guide taps into 17 million jobs posted on [Reed.co.uk](#) since 2016. The analysis of such an extensive volume of data offers an unparalleled view of the sector, ensuring accuracy and reliability.



Insider insights

Get ready for a masterclass in industry know-how. Our team of technology experts provide you with the latest practice insights – from development and testing to infrastructure and support. It's not just advice – it's hands-on, real-world wisdom tailored just for you.



Evolving landscapes and emerging trends

Explore technology roles in six vibrant technology practices across the UK. Our graphics showcase trends and developments, illustrating the key salary shifts over the past year. With four years' worth of data, including next year's projections and average salary snapshots since 2016, the guide empowers you to strategically plan for the future.

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Revolutionary tech innovations reshaping the industry.



Chris Adcock

Managing Director, Reed Technology

In the past year, the UK's tech sector has witnessed the rise of several new job roles, mirroring the dynamic nature of the tech landscape. These include roles such as AI ethics experts, blockchain programmers, and architects for the Metaverse. The prominence of these roles has grown due to the heightened emphasis on ethical AI usage and the widespread adoption of blockchain technology.

There's also an escalating demand for data scientists and machine learning specialists, fuelled by the increasing significance of data-centric decision-making across various sectors. Furthermore, the continuous trend of cloud migration and the necessity for efficient and secure application deployment keep cloud and DevOps engineers in high demand.

We are also seeing a high demand for cyber security expertise, particularly around online systems, where most companies store their data. With the UK being the second most ransomware-targeted country in the world, cyber intelligence analysts, security architects, and penetration testers are among some of the most sought-after roles.

However, there is a notable shortage of skilled professionals in cyber security, and the demand for experts outstrips the current supply. This is largely due to the ever-evolving nature of cyber threats and the need for specialised skills to combat them effectively. Most likely, this will continue to be a challenge for many businesses over the following 12 months as they battle to secure the best professionals to protect their business.

↓ AI continues to be a transformative force

It wouldn't be possible to discuss the tech industry this past year without mentioning the obvious – artificial intelligence.

AI has been catapulted into the mainstream with the development of generative AI chatbots such as ChatGPT and Bing Chat Enterprise. From a business perspective, many are integrating it into various applications, from chatbots for customer service to predictive analytics for business decision-making. However, ethical considerations and responsible AI practices are gaining prominence, with companies prioritising transparency and fairness in their AI systems.

Certain roles, particularly those involving routine and repetitive tasks, are at risk of becoming redundant due to advancements in AI and automation. Administrative roles, data entry positions, and some aspects of customer service may be affected, but I feel that this is still a way off. In the grand scheme of where AI can go, we are very much in the infancy, and it will take some time to adjust before we see mass jobs being made completely redundant.

In fact, AI is currently driving the emergence of new roles such as AI trainers, AI ethicists, and AI implementation specialists. These positions are essential for ensuring the responsible development and deployment of AI technologies.

↓ Other emerging technologies

Aside from AI, other technologies making an impact in the tech sector this year include augmented reality (AR) and virtual reality (VR), particularly in industries like gaming, education, and healthcare. The rise of 5G technology is also opening new possibilities for enhanced connectivity and Internet of things (IoT) applications.

Over the past year, there has been a notable surge in the adoption of remote work technologies and practices, driven by the pandemic. This has led to an increased focus

on collaboration tools, more sophisticated cyber security measures for remote environments, and the development of virtual workspaces.

Additionally, sustainability has emerged as a key trend, with some companies prioritising eco-friendly practices and technologies. This includes initiatives like green data centres and energy-efficient hardware.

↓ Impact of the current economic climate

The current economic climate, with inflation and fluctuating interest rates, has influenced the technology sector in various ways. Companies are having to closely monitor their expenses and explore cost-effective solutions. This has led to an increased emphasis on cloud computing, as it offers scalability and reduced capital expenditure.

Despite the challenges though, the tech sector has demonstrated remarkable resilience over the past 12 months. The increasing reliance on digital solutions across industries has ensured a steady demand for tech products and services. And many tech companies have successfully adapted to remote work, enabling them to maintain operations amidst the challenges posed by the pandemic.

↓ Challenges and opportunities

One of the biggest challenges for businesses over the next 12 months will be finding the professionals they need with the right skill sets, to drive growth, keep up with market changes, and embrace new, innovative technologies. At this point,

talent acquisition is more than just filling immediate gaps – companies need to be futureproofing their workforce. I would encourage employers to establish relationships with local universities, coding boot camps, and technical schools, to tap into emerging talent at grassroots level. It's also imperative to stay active in the community by attending industry events, meetups, and conferences to network and build relationships with potential candidates.

My advice for tech professionals this year is to take the time to evaluate the current demand for tech roles in the UK and identify areas or cities where there is a thriving tech scene. There are many opportunities, and by keeping up to date with the latest technologies, tools, and programming languages relevant to your field, you can put yourself in the best position to find new employment opportunities.

↓ Looking ahead this year

In 2024, the tech sector is expected to continue its rapid evolution. The convergence of technologies like AI, IoT, and 5G is likely to drive innovations in areas like smart cities, autonomous vehicles, and personalised healthcare. These areas will all result in a more diverse labour market, and professionals with new skills will need to be engaged. Look at upskilling your existing workforce to prepare for the future demand and embrace these new technologies as they come.



Our **survey** says...

At the end of 2023, Reed conducted its annual snap survey of 5,000 professionals. The research asked UK workers about their current and preferred salary and benefits, their organisation's performance and priorities, how they rated their job satisfaction and career prospects, as well as the key recruitment and skills trends they're witnessing. Here's what their answers revealed:



Salaries

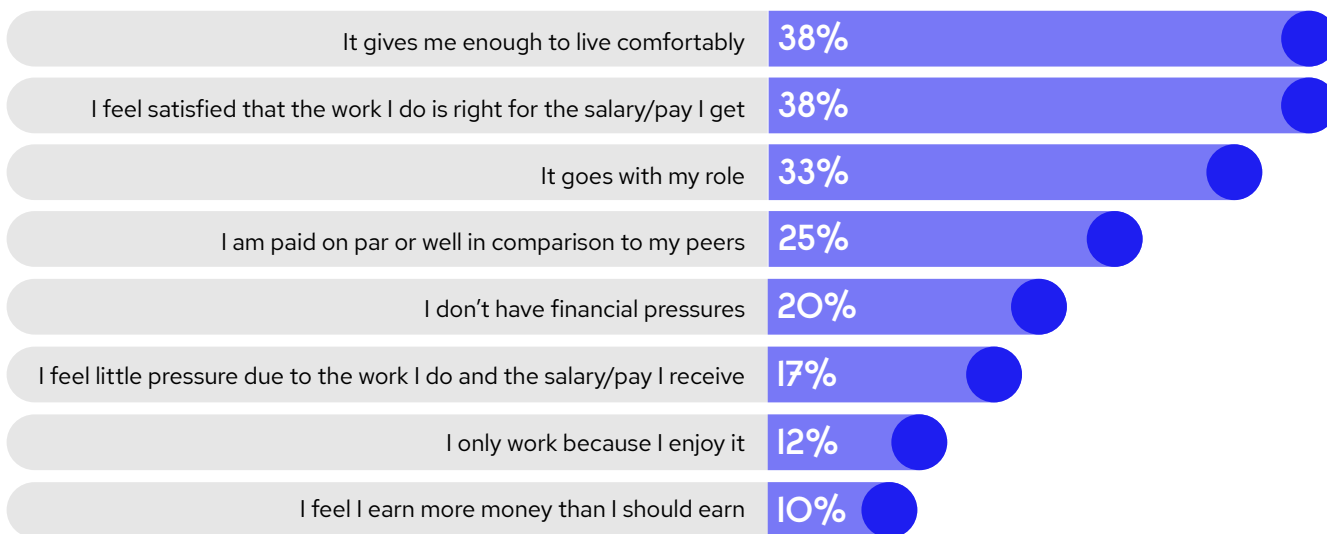
With ongoing cost-of-living challenges, salaries will continue to be a huge area of discussion in the employment market, for both professionals and businesses.

As many are feeling the pinch, we've seen more talent move around to secure higher paid roles, with businesses analysing how much they can stretch to get the people they need. Getting professionals' take on their salaries is critical for businesses looking to benchmark what they can offer. Interestingly, the data has also revealed a gulf between men and women when it comes to attitudes to salary.

Currently, over half (56%) of workers are happy with the pay they receive, a slight incline from the previous year (53%). Although, around one-in-four (24%) professionals feel unhappy with their current salary.

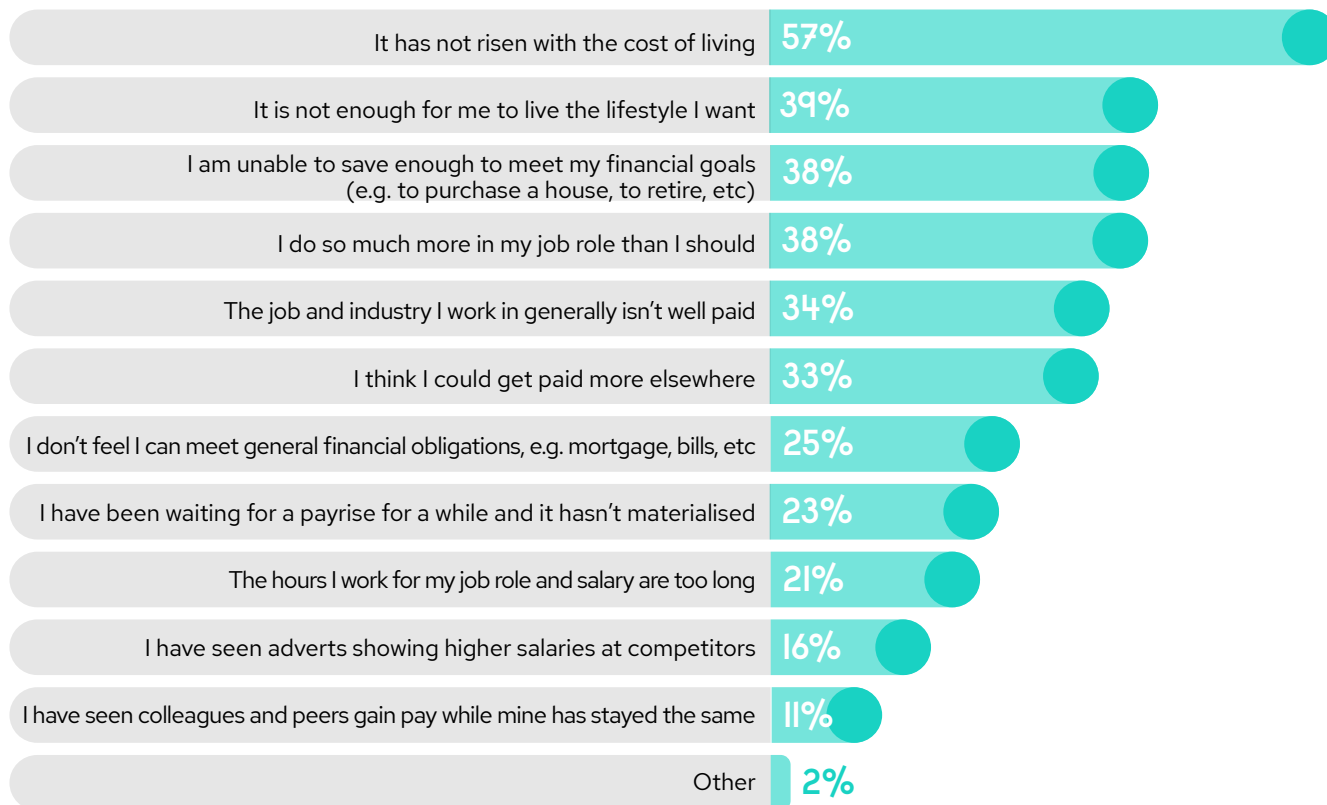
Of those who are happy with their pay, 38% say it's because it's enough for them to live comfortably on, 38% feel satisfied that the work they do is right for the salary they receive, and 33% believe it goes well with their role.

↓ Why are workers happy with their current salary/earnings?



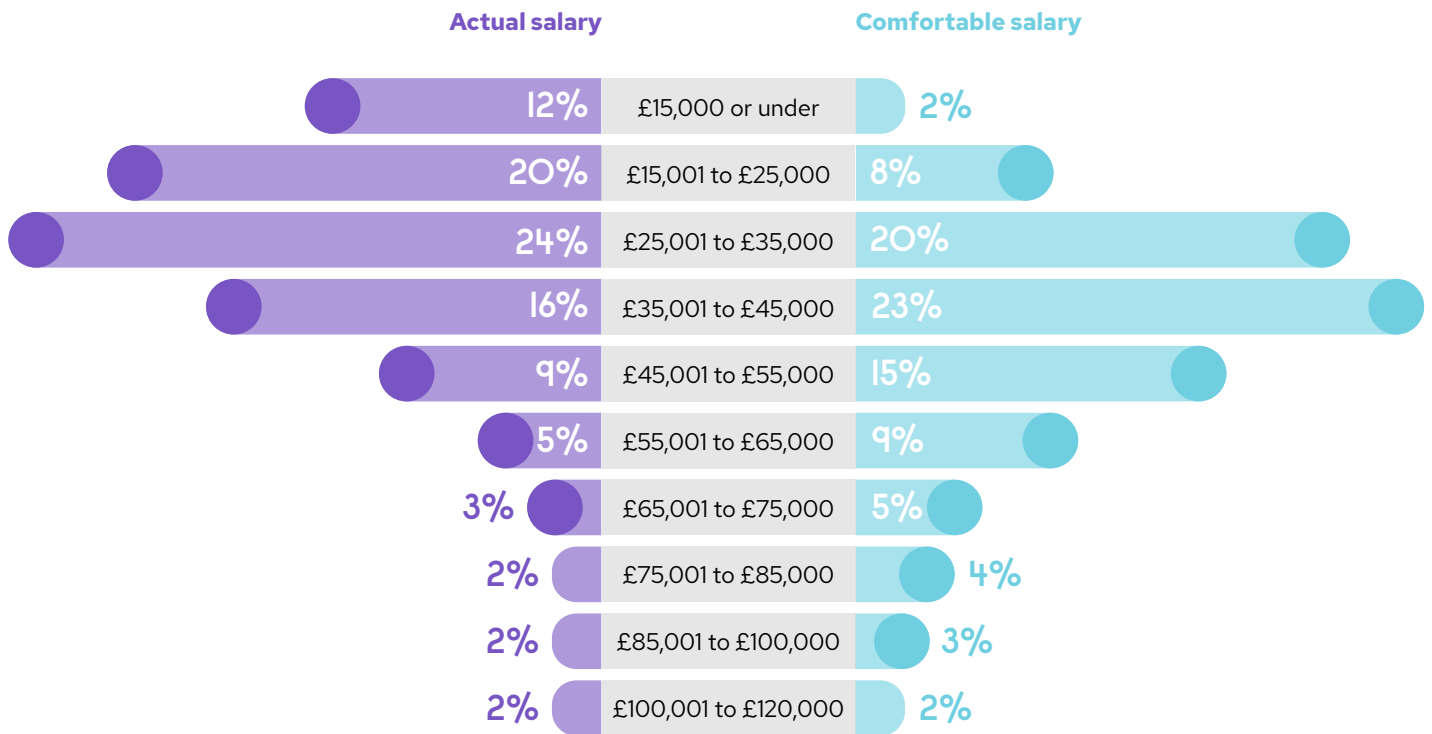
But, as expected, continued increases in inflation and bills have put many under greater financial pressure. Over half (57%) of those who aren't satisfied with their salary shared that this is because it hasn't risen with the cost of living, over a third (39%) say it's not enough for them to live the lifestyle they want, and 38% feel they are unable to save enough money to meet their financial goals.

↓ Why are workers unhappy with their current salary/earnings?



The disparity between the average wage and the salary people would be comfortable with remains quite large. This year, the average ideal salary is **£48,500**, whereas the average wage for survey respondents stands **£13,200** short at **£35,200**. Last year, this gap was **£13,800** – showing a small shift in expectations.

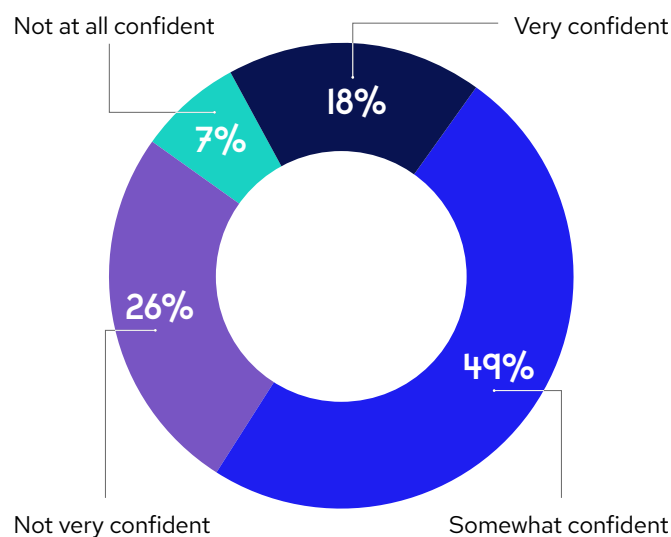
↓ Actual vs comfortable salary



Half (50%) feel confident that they will achieve their comfortable salary at some point. Depending on whether you take a glass half empty, or half full approach, this may be an indication that those who wish to earn more may consider moving companies to secure a higher wage.

It's worth noting that there's a difference between men and women. Men have a higher comfortable salary of £52,000 compared to women (£45,000). And more men (57%) feel confident they will hit that salary, compared to less than half of women (44%).

↓ Confidence in achieving financial goals in time



As the economy has continued to take its toll on professionals over the past two years, we also asked people how they have been managing their wages, and whether the current financial climate has impacted their financial goals and savings.

On average, people are spending 60% of their monthly wage on essential purchases – including bills, mortgages, food, etc – with the remainder being split evenly between luxury spending and savings. In comparison to 2021, that’s an increase of six per cent going to essential purchases and a four per cent drop in luxury items. Additionally, over one-in-five (22%) aren’t saving any of their salary because they can’t afford to do so, with a third (33%) not feeling confident they will meet their financial saving goals on time. The cost-of-living crisis seems to be taking a heavier toll on women – they are more likely to say they can’t afford to save money – 24% compared with 19% for men. They are also less confident in achieving their financial goals: 61% of women feel confident, compared with 75% of men.

Women’s mental health is also suffering due to finances. Forty per cent of women say their financial situation is impacting their mental health negatively, compared with 29% of men.

All about the **benefits**

It seems that offering a higher salary remains the most ideal way to attract and retain employees – but this isn’t viable for every business, as they are also battling rising bills and tighter overheads.



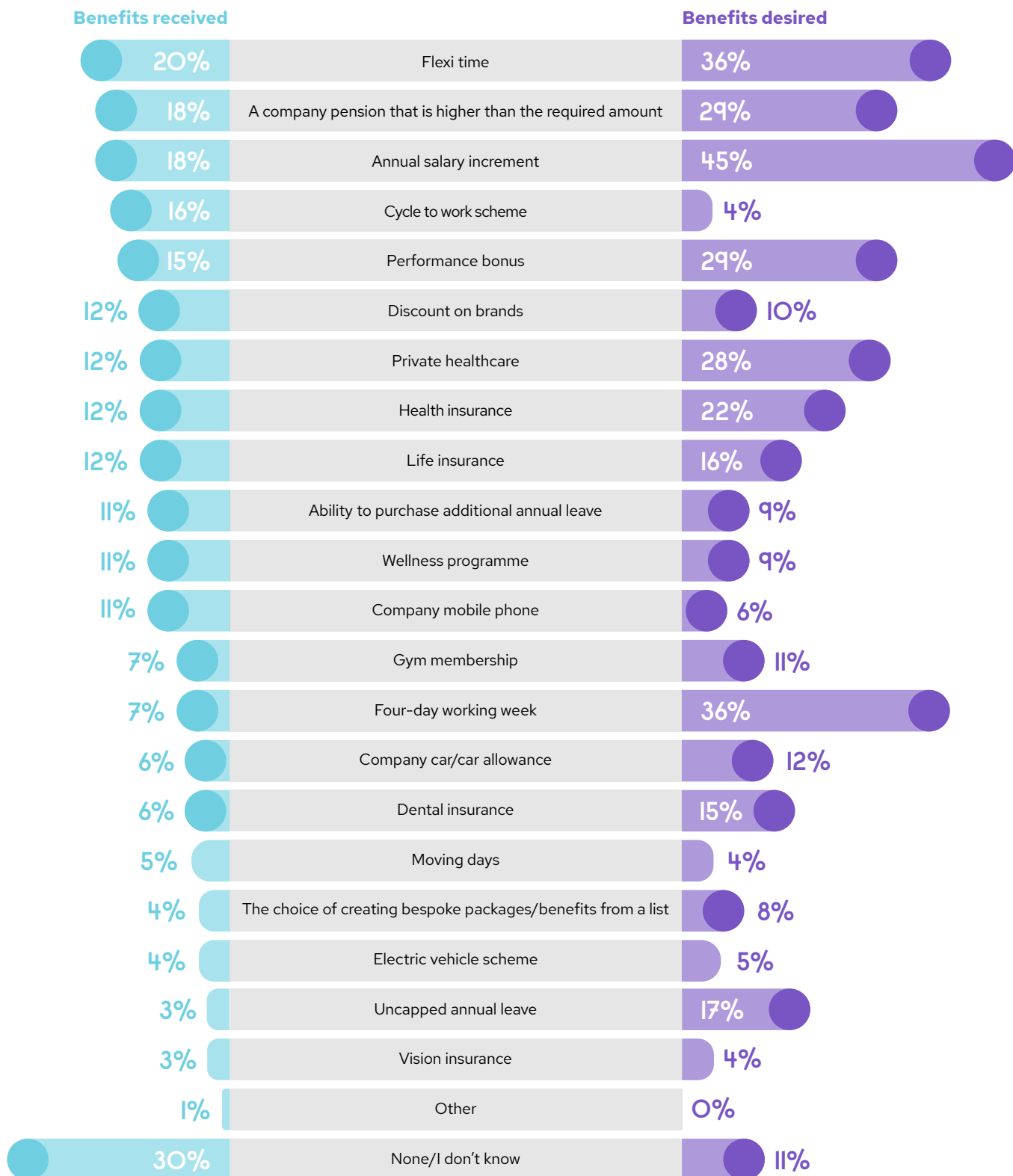
Where raising salaries isn’t an option, the benefits businesses offer can potentially tip the balance when people are considering changing jobs. Surprisingly, however, three-in-10 (30%) say they don’t receive any workplace benefits at all.

There seems to be a more even playing field when it comes to the benefits in demand this year versus the last few years. In 2021, we saw higher demand for health-related benefits, which reflected the stress the pandemic had on workers. Last year, workers were feeling the initial impact of rising energy bills and inflation, which was reflected in their desire for more financial-led benefits, such as salary increments and pensions. This year, however, there’s a greater balance between money and flexibility.

There also seems to be some disconnect when it comes to offering workplace benefits. For those that do get workplace benefits, the three most common are: flexi time (20%), a company pension higher than the required amount (18%), and an annual salary increment (18%).

In comparison, the top-three desired benefits are: an annual salary increment (45%), a four-day working week (36%), and flexi time (36%). There’s a disparity between what is being offered and what is desired, especially as only seven per cent of workers currently receive the second most demanded benefit – a four-day working week. Women are less likely to receive any work benefits. But the benefits they want vary – and they are most interested in flexi time.

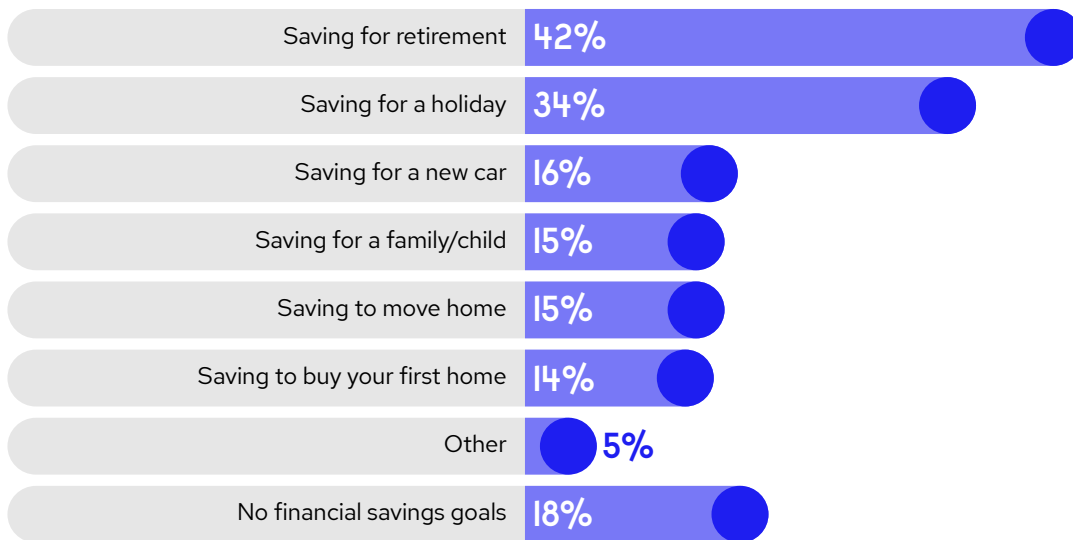
↓ Company benefits - received vs desired



Looking into people's savings priorities, we can also pinpoint where businesses may be able to help. The top thing people are saving for is retirement (42%), meaning businesses that offer better pension support can be more attractive – a benefit that only 18% of workers are currently receiving but 29% would prefer.

Another top item people are saving for is a holiday (34%). In such cases, offering a performance bonus may help; a benefit that only 15% receive but, again, 29% would like.

↓ What are your financial savings goals?



In summary

Over half of professionals (55%) are currently looking, or considering looking, for a new job – highlighting a need for businesses to audit what they are offering their current and future talent. Two of the top-five reasons for people looking elsewhere pertain to the salary not being enough or being better elsewhere, with another top reason being that the benefits package isn't sufficient.

There are some areas where businesses could better align their benefits packages to the wishes of candidates. Aside from the four-day working week, the most popular benefits do fall into the top benefits employers offer but aren't as high up in terms of importance when compared with employee preferences.

There are also some areas where companies could save money by removing less popular benefits from their offering. Cycle to work schemes are the fourth most popular benefit supplied by workplaces (16%) but fall into one of the least desired benefits for employees, with only four per cent finding it an attractive add-on. Only 12% receive private healthcare, whereas 28% find it an attractive benefit; the same trend is found in health insurance, with only 12% of businesses offering it, but 22% of employees wanting it.

Businesses should consider evaluating the benefits they offer and whether they appeal to their workers today, as the money they save on removing undesirable benefits could be better spent on more costly rewards that attract and retain top talent.

The gender differences also can't be ignored. Women are less likely to reach their financial goals and be more negatively affected by the cost-of-living crisis.





Why **Reed?**

We've pioneered specialist recruitment since 1960 and each year we help tens of thousands of businesses find the talent they need to flourish.



Recruitment experts
covering 20 sectors



Longest guarantees on the market - up to **18 months**



Candidate database of over **22 million CVs**



Local market knowledge, with recruiters in 100 locations across the UK



Access to over **390,000** temporary workers across the UK



24/7, UK-based, fast, efficient **pre-employment screening**

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Strategy & leadership

CIO

Private sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Bonus	Salary	Bonus	Salary	Bonus
London	£158,480	27%	£195,050	33%	£243,810	41%
Midlands and East	£117,470	20%	£144,060	24%	£179,530	30%
North	£137,420	23%	£169,560	28%	£211,660	36%
Scotland	£100,850	17%	£124,120	21%	£155,150	26%
South	£131,870	22%	£161,800	27%	£201,700	34%
Wales	£109,720	18%	£135,200	23%	£168,440	28%

Public sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Pension	Salary	Pension	Salary	Pension
London	£125,670	30.30%	£155,240	30.30%	£193,250	30.30%
Midlands and East	£92,940	30.30%	£114,050	30.30%	£142,560	30.30%
North	£108,770	30.30%	£134,120	30.30%	£167,910	30.30%
Scotland	£80,260	30.30%	£99,270	30.30%	£123,560	30.30%
South	£104,550	30.30%	£127,780	30.30%	£160,520	30.30%
Wales	£86,590	30.30%	£106,660	30.30%	£134,120	30.30%

IT Director

Private sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Bonus	Salary	Bonus	Salary	Bonus
London	£137,420	19%	£168,440	23%	£210,560	29%
Midlands and East	£100,850	14%	£124,120	17%	£155,150	21%
North	£118,580	16%	£146,290	20%	£182,860	25%
Scotland	£87,550	12%	£107,500	15%	£134,100	18%
South	£113,040	15%	£139,640	19%	£173,990	24%
Wales	£95,310	13%	£116,360	16%	£145,180	20%

Public sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Pension	Salary	Pension	Salary	Pension
London	£108,770	30.30%	£134,120	30.30%	£167,910	30.30%
Midlands and East	£80,260	30.30%	£98,220	30.30%	£123,560	30.30%
North	£93,990	30.30%	£116,160	30.30%	£144,680	30.30%
Scotland	£69,710	27.90%	£85,540	30.30%	£106,660	30.30%
South	£89,760	30.30%	£110,880	30.30%	£138,340	30.30%
Wales	£74,980	27.90%	£92,920	30.30%	£115,110	30.30%



Strategy & leadership

Head of IT

Private sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Bonus	Salary	Bonus	Salary	Bonus
London	£97,530	12%	£119,680	14%	£148,500	18%
Midlands and East	£70,930	9%	£87,550	11%	£109,720	13%
North	£84,230	10%	£103,070	13%	£128,550	16%
Scotland	£62,060	8%	£76,460	9%	£95,310	12%
South	£79,790	10%	£98,630	12%	£123,010	15%
Wales	£66,500	8%	£82,010	10%	£103,070	12%

Public sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Pension	Salary	Pension	Salary	Pension
London	£77,090	27.90%	£95,050	30.30%	£118,280	30.30%
Midlands and East	£57,030	27.90%	£69,710	27.90%	£86,590	30.30%
North	£66,540	27.90%	£82,370	30.30%	£102,440	30.30%
Scotland	£48,580	27.90%	£60,190	27.90%	£74,980	27.90%
South	£63,360	27.90%	£78,150	27.90%	£98,220	30.30%
Wales	£52,810	27.90%	£65,480	27.90%	£81,320	30.30%

Head of Infrastructure

Private sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Bonus	Salary	Bonus	Salary	Bonus
London	£90,000	12%	£110,000	14%	£140,000	18%
Midlands and East	£76,500	9%	£93,500	11%	£119,000	13%
North	£72,630	10%	£88,770	13%	£112,980	16%
Scotland	£69,750	8%	£85,250	9%	£108,500	12%
South	£86,760	10%	£106,040	12%	£134,960	15%
Wales	£66,870	8%	£81,730	10%	£104,020	12%

Public sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Pension	Salary	Pension	Salary	Pension
London	£60,000	27.90%	£75,000	30.30%	£110,000	30.30%
Midlands and East	£51,000	27.90%	£63,750	27.90%	£93,500	30.30%
North	£48,420	27.90%	£60,525	30.30%	£88,770	30.30%
Scotland	£46,500	27.90%	£58,125	27.90%	£85,250	27.90%
South	£57,840	27.90%	£72,300	27.90%	£106,040	30.30%
Wales	£44,580	27.90%	£55,725	27.90%	£81,730	30.30%



Strategy & leadership

Head of Software Development / Head of Engineering

Private sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Bonus	Salary	Bonus	Salary	Bonus
London	£115,000	12%	£130,000	14%	£150,000	18%
Midlands and East	£97,750	9%	£110,500	11%	£127,500	13%
North	£92,805	10%	£104,910	13%	£121,050	16%
Scotland	£89,125	8%	£100,750	9%	£116,250	12%
South	£110,860	10%	£125,320	12%	£144,600	15%
Wales	£85,445	8%	£96,590	10%	£111,450	12%

Public sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Pension	Salary	Pension	Salary	Pension
London	£75,000	27.90%	£80,000	30.30%	£110,000	30.30%
Midlands and East	£63,750	27.90%	£68,000	27.90%	£93,500	30.30%
North	£60,525	27.90%	£64,560	30.30%	£88,770	30.30%
Scotland	£58,125	27.90%	£62,000	27.90%	£85,250	27.90%
South	£72,300	27.90%	£77,120	27.90%	£106,040	30.30%
Wales	£55,725	27.90%	£59,440	27.90%	£81,730	30.30%

Head of Data

Private sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Bonus	Salary	Bonus	Salary	Bonus
London	£110,000	12%	£135,000	14%	£155,000	18%
Midlands and East	£93,500	9%	£114,750	11%	£131,750	13%
North	£88,770	10%	£108,945	13%	£125,085	16%
Scotland	£85,250	8%	£104,625	9%	£120,125	12%
South	£106,040	10%	£130,140	12%	£149,420	15%
Wales	£81,730	8%	£100,305	10%	£115,165	12%

Public sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Pension	Salary	Pension	Salary	Pension
London	£77,000	27.90%	£85,000	30.30%	£115,000	30.30%
Midlands and East	£65,450	27.90%	£72,250	27.90%	£97,750	30.30%
North	£62,139	27.90%	£68,595	30.30%	£92,805	30.30%
Scotland	£59,675	27.90%	£65,875	27.90%	£89,125	27.90%
South	£74,228	27.90%	£81,940	27.90%	£110,860	30.30%
Wales	£57,211	27.90%	£63,155	27.90%	£85,445	30.30%



Strategy & leadership

Head of Information Security (CISO)

Private sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Bonus	Salary	Bonus	Salary	Bonus
London	£120,000	12%	£150,000	14%	£200,000	18%
Midlands and East	£102,000	9%	£127,500	11%	£170,000	13%
North	£96,840	10%	£121,050	13%	£161,400	16%
Scotland	£93,000	8%	£116,250	9%	£155,000	12%
South	£115,680	10%	£144,600	12%	£192,800	15%
Wales	£89,160	8%	£111,450	10%	£148,600	12%

Public sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Pension	Salary	Pension	Salary	Pension
London	£100,000	27.90%	£123,000	30.30%	£180,000	30.30%
Midlands and East	£85,000	27.90%	£104,550	27.90%	£153,000	30.30%
North	£80,700	27.90%	£99,261	30.30%	£145,260	30.30%
Scotland	£77,500	27.90%	£95,325	27.90%	£139,500	27.90%
South	£96,400	27.90%	£118,572	27.90%	£173,520	30.30%
Wales	£74,300	27.90%	£91,389	27.90%	£133,740	30.30%

Head of Programme Management

Private sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Bonus	Salary	Bonus	Salary	Bonus
London	£100,000	12%	£120,000	14%	£180,000	18%
Midlands and East	£85,000	9%	£102,000	11%	£153,000	13%
North	£80,700	10%	£96,840	13%	£145,260	16%
Scotland	£77,500	8%	£93,000	9%	£139,500	12%
South	£96,400	10%	£115,680	12%	£173,520	15%
Wales	£74,300	8%	£89,160	10%	£133,740	12%

Public sector

	Under 1k employees		1 - 10k employees		Over 10k employees	
	Salary	Pension	Salary	Pension	Salary	Pension
London	£105,000	27.90%	£120,000	30.30%	£140,000	30.30%
Midlands and East	£89,250	27.90%	£102,000	27.90%	£119,000	30.30%
North	£84,735	27.90%	£96,840	30.30%	£112,980	30.30%
Scotland	£81,375	27.90%	£93,000	27.90%	£108,500	27.90%
South	£101,220	27.90%	£115,680	27.90%	£134,960	30.30%
Wales	£78,015	27.90%	£89,160	27.90%	£104,020	30.30%

Strategy & leadership insight

Steve Richardson

Strategy & Leadership Expert, Reed



“ The labour market for tech leadership roles remains strong this year, with a growing demand for skilled individuals who possess a blend of technical expertise and strategic vision. Professionals with the ability to lead digital transformation initiatives, drive innovation, and effectively communicate technological strategies are in high demand.

In this hybrid and remote world, leaders have been tasked with ensuring seamless connectivity, cyber security, and the integration of innovative digital tools to support this new work landscape. The ability to adapt quickly to these changing dynamics has become a hallmark of effective sector leadership. It is also something that will

support your talent attraction strategy over the coming year as professionals are increasingly seeking a healthier work/life balance and greater flexibility.

Cyber security threats and data privacy concerns are at the top of many tech leaders' agendas this year. With the expanding digital footprint, the need for tough security measures and compliance frameworks has intensified. Tech leaders are not just responsible for driving innovation but also for safeguarding sensitive information, requiring a delicate balance between innovation and risk management. Due to this, companies investing in emerging technologies such as artificial intelligence, machine learning, and cloud computing

stand to gain a competitive edge. For professionals, upskilling in these areas remains crucial to staying relevant and advancing their careers.

Additionally, a focus on diversity, equality, inclusion, and belonging within technology teams – and also at board level – can strengthen creativity and drive more comprehensive problem-solving approaches. It's essential that businesses address the lack of women in entry-level positions and alter the perception of what a tech career can provide, otherwise it will be impossible to achieve a balance in senior management roles or establish a workforce that is gender equal. ”





BI & data science

Midlands & east

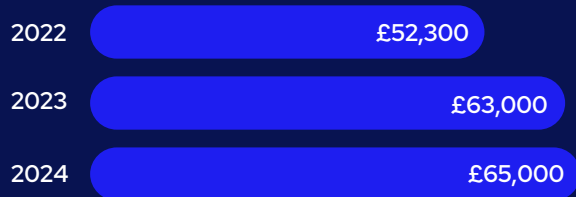
Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
BI Analyst	£38,100	£41,700 ↗	£45,200	£38,800	£41,700	£43,700
BI Developer	£48,300	£53,300 ↘	£58,300	£53,700	£47,800	£55,900
BI Manager	£49,100	£54,600 ↘	£59,800	£57,200	£53,300	£57,200
Data Architect	£69,300	£84,200 ↘	£99,000	£86,400	£84,600	£88,400
Data Engineer	£56,800	£65,000 ↗	£73,300	£63,000	£52,300	£68,600
Data Scientist	£49,300	£57,700 ↘	£66,100	£59,200	£54,500	£60,600
Data Warehouse Developer	£55,000	£58,000 ↗	£61,000	£55,600	£45,200	£60,800
Database Developer	£40,000	£44,900 ↘	£49,700	£45,400	£35,700	£47,100
Machine Learning Engineer	£73,500	£79,600 ↗	£85,600	£67,000	£59,800	£83,600

↗ **7%** increase in BI Analyst average salaries this year.

↘ **4.9%** decrease in BI Manager average salaries this year.

Roles on the rise

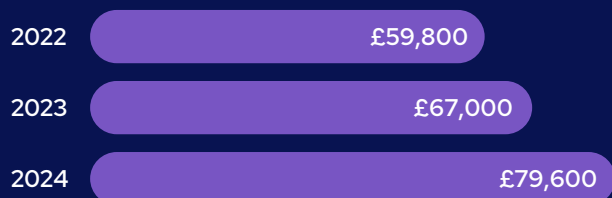
Data Engineer



Data Warehouse Developer



Machine Learning Engineer



↘ **2.4%** salary decline versus 1.8% UK average decline

Average salary in region vs UK inflation rate





BI & data science

London

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
BI Analyst	£52,100	£56,500 ↘	£60,900	£58,000	£57,100	£59,200
BI Developer	£65,500	£72,100 ↗	£78,600	£66,800	£66,700	£75,700
BI Manager	£69,000	£74,900 ↘	£80,900	£77,400	£69,900	£78,500
Data Architect	£107,900	£119,000 ↘	£130,300	£125,900	£111,600	£124,900
Data Engineer	£69,400	£78,900 ↘	£88,400	£82,200	£79,000	£82,900
Data Scientist	£63,500	£72,400 ↘	£81,300	£75,200	£76,500	£76,000
Data Warehouse Developer	£70,600	£82,000 ↘	£93,400	£89,700	£72,100	£86,100
Database Developer	£62,000	£66,300 ↗	£70,700	£65,200	£53,400	£69,600
Machine Learning Engineer	£71,000	£79,300 ↘	£87,700	£81,000	£80,400	£83,300

↗ **7.9%** increase in BI Developer average salaries this year.

↘ **3.7%** decrease in Data Scientist average salaries this year.

Roles on the rise

BI Developer



Database Developer



↘ **2.9%** salary decline versus 1.8% UK average decline

Average salary in region vs UK inflation rate





BI & data science

North

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
BI Analyst	£37,700	£41,300 ↗	£44,900	£38,600	£40,200	£43,300
BI Developer	£45,900	£51,400 ↗	£57,000	£48,900	£45,800	£53,900
BI Manager	£60,200	£64,500 ↗	£68,800	£59,700	£59,300	£67,700
Data Architect	£77,300	£88,400 ↗	£99,600	£79,100	£79,700	£92,800
Data Engineer	£53,900	£63,000 ↗	£72,100	£59,600	£57,000	£66,300
Data Scientist	£53,100	£59,300 ↗	£65,500	£58,200	£51,400	£62,300
Data Warehouse Developer	£35,000	£52,500 ↗	£70,000	£52,400	£51,300	£55,200
Database Developer	£41,200	£45,200 ↗	£49,200	£43,800	£36,000	£47,500
Machine Learning Engineer	£57,500	£64,800 ↗	£72,200	£61,600	£61,100	£68,000

↗ **11.7%** increase in Data Architect average salaries this year.

↗ **5.2%** increase in Machine Learning Engineer average salaries this year.

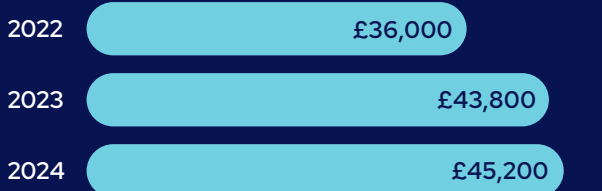
Roles on the rise

Data Scientist



↗ **5.6%** salary growth versus 1.8% UK average decline

Database Developer



BI Manager



Average salary in region vs UK inflation rate





BI & data science

Northern Ireland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
BI Analyst	£30,100	£33,300 ↗	£36,600	£31,900	£32,900	£34,900
BI Developer	£37,200	£41,700 ↗	£46,100	£38,000	£38,400	£43,700
BI Manager	£43,900	£47,600 ↗	£51,200	£45,100	£45,900	£49,900
Data Architect	£62,200	£70,300 ↗	£78,300	£69,100	£64,300	£73,700
Data Engineer	£30,000	£37,500 ↘	£45,000	£48,200	£54,800	£39,400
Data Scientist	£41,900	£48,300 ↗	£54,800	£46,400	£49,400	£50,600
Data Warehouse Developer	£37,400	£43,500 ↘	£49,500	£43,700	£37,000	£45,600
Database Developer	£39,000	£42,900 ↘	£46,800	£45,200	£37,300	£44,900
Machine Learning Engineer	£49,800	£56,100 ↗	£62,400	£50,400	£52,200	£58,900

↗ **9.6%** increase in BI Developer average salaries this year.

↗ **3.8%** increase in Data Scientist average salaries this year.

Roles on the rise

Data Architect



↗ **0.9%** salary growth versus 1.8% UK average decline

Most growth this year:

↗ **10.9%** increase this year

Machine Learning Engineer **£56,100**

Average salary in region vs UK inflation rate





BI & data science

Scotland

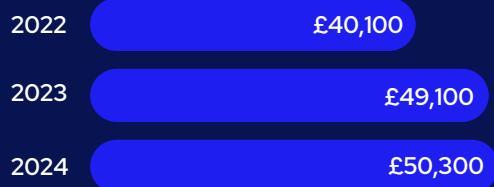
Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
BI Analyst	£40,100	£46,700 ↗	£53,100	£45,200	£46,700	£49,000
BI Developer	£49,600	£58,300 ↗	£66,900	£53,900	£54,400	£61,100
BI Manager	£58,500	£66,600 ↗	£74,300	£64,000	£65,200	£69,800
Data Architect	£52,500	£75,400 ↘	£98,200	£90,500	£77,000	£78,900
Data Engineer	£48,300	£64,600 ↗	£80,800	£57,200	£58,600	£68,200
Data Scientist	£55,900	£67,700 ↗	£79,500	£65,800	£70,100	£71,000
Data Warehouse Developer	£49,900	£60,900 ↘	£71,900	£62,100	£52,400	£63,900
Database Developer	£45,800	£50,300 ↗	£54,700	£49,100	£40,100	£52,800
Machine Learning Engineer	£66,500	£78,600 ↗	£90,600	£71,500	£74,000	£82,500

↘ **2.3%** decrease in **Data Warehouse Developer** average salaries this year.

↗ **9.6%** increase in **Machine Learning Engineer** average salaries this year.

Roles on the rise

Database Developer



↗ **1.8%** salary growth versus 1.8% UK average decline

Most growth this year:

↗ **12.6%** increase this year
Data Engineer £64,600

Average salary in region vs UK inflation rate





BI & data science

South

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
BI Analyst	£42,400	£46,700 ↘	£51,100	£49,600	£43,900	£49,000
BI Developer	£47,300	£53,700 ↘	£60,200	£53,900	£49,800	£56,300
BI Manager	£57,700	£62,100 ↘	£66,500	£64,400	£63,500	£65,200
Data Architect	£80,100	£90,100 ↗	£100,000	£83,000	£80,700	£94,600
Data Engineer	£53,200	£63,800 ↗	£74,300	£63,300	£58,000	£67,200
Data Scientist	£49,400	£57,800 ↘	£66,200	£59,400	£60,600	£60,600
Data Warehouse Developer	£46,400	£54,100 ↘	£61,900	£57,600	£46,200	£56,700
Database Developer	£45,900	£50,100 ↗	£54,300	£48,500	£39,500	£52,600
Machine Learning Engineer	£58,700	£68,800 ↗	£78,800	£66,500	£62,600	£72,200

↘ **6.6%** decrease in BI Analyst average salaries this year.

↗ **3.7%** increase in Machine Learning Engineer average salaries this year.

Roles on the rise

Data Engineer



Database Developer

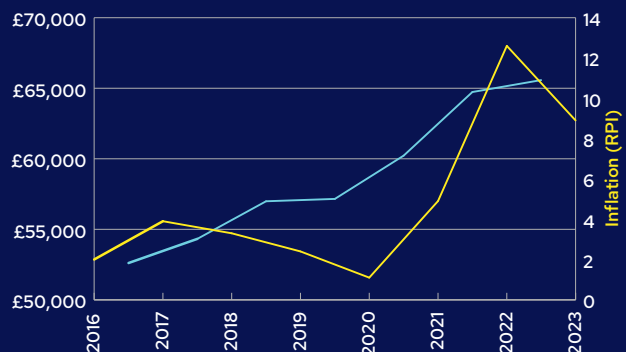


Data Architect



↗ **0.2%** salary growth versus 1.8% UK average decline

Average salary in region vs UK inflation rate





BI & data science

Wales

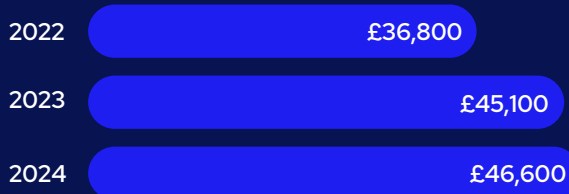
Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
BI Analyst	£32,100	£35,900 ↘	£39,600	£41,800	£40,700	£37,700
BI Developer	£43,700	£50,100 —	£56,500	£50,100	£49,500	£52,700
BI Manager	£48,900	£52,000 ↘	£55,300	£57,900	£54,500	£54,700
Data Architect	£69,400	£76,900 ↘	£84,500	£88,800	£76,300	£80,900
Data Engineer	£48,400	£55,700 ↘	£63,000	£62,600	£58,900	£58,800
Data Scientist	£57,400	£63,900 ↗	£70,400	£58,300	£55,200	£67,100
Data Warehouse Developer	£41,700	£47,600 ↘	£53,400	£56,200	£43,900	£50,100
Database Developer	£43,100	£46,600 ↗	£50,000	£45,100	£36,800	£48,900
Machine Learning Engineer	£51,000	£56,500 ↘	£62,000	£57,500	£63,300	£59,300

↘ **10.8%** decrease in BI Manager average salaries this year.

↗ **4.1%** increase in Database Developer average salaries this year.

Roles on the rise

Database Developer



Data Scientist

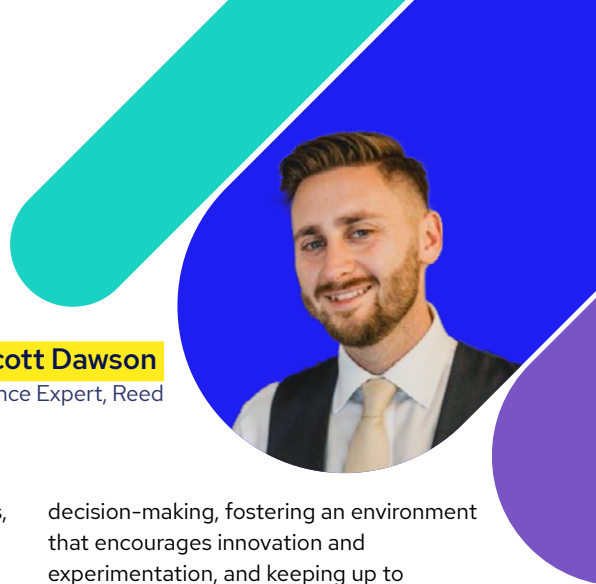


↘ **6.4%** salary decline versus 1.8% UK average decline

Average salary in region vs UK inflation rate



BI & data science insight



Scott Dawson

BI & Data Science Expert, Reed

“ With the ever-increasing reliance on data-driven decision-making, businesses of all sizes have been investing heavily in the BI and data science space. This surge can be attributed to the realisation that data is a valuable asset that, when leveraged effectively, can provide a competitive edge in today’s fast-paced business landscape.

One notable trend that has emerged is the merging of BI and data science. This integration has become imperative as companies seek to not only understand historical data, but also employ predictive analytics and machine learning to gain insights into future trends. This shift towards a more holistic approach has led to the creation of cross-functional

teams that combine expertise in statistics, programming, and domain knowledge to drive actionable insights.

However, this also presents a challenge. Businesses are now tasked with finding professionals who possess a diverse skill set, including proficiency in programming languages, data visualisation, and a deep understanding of business operations. This demand for multidisciplinary talent has created a competitive job market, with candidates commanding higher salaries and benefits.

Despite this, there remains a significant opportunity for businesses to thrive. Investing in robust data infrastructure, cultivating a culture of data-driven

decision-making, fostering an environment that encourages innovation and experimentation, and keeping up to date with emerging technologies and methodologies is crucial for success.

For professionals in the field, continuous learning and upskilling are imperative. The rapidly evolving nature of technology demands a proactive approach to stay relevant. Engaging in online courses, attending workshops, and participating in industry conferences are valuable ways to boost your knowledge base. Networking with peers and staying connected with the broader data science community can also provide insights into emerging trends and best practices. ”





Development & testing

Midlands & east

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
.Net Developer	£45,800	£53,200 ↗	£60,700	£50,800	£48,500	£55,900
Automation Test Analyst	£53,300	£56,900 ↗	£60,500	£49,100	£47,900	£59,900
Front End Developer	£43,800	£52,300 ↘	£60,900	£53,700	£44,800	£54,900
FullStack Developer	£54,200	£60,600 ↗	£67,000	£52,000	£47,800	£63,700
Java Developer	£55,600	£62,700 ↗	£69,900	£60,000	£55,000	£65,900
Java Script Developer	£48,400	£53,900 ↘	£59,400	£55,200	£51,700	£56,600
Manual Test Analyst	£30,000	£35,000 ↗	£40,000	£31,700	£26,600	£36,800

↗ **4.9%** increase in .Net Developer average salaries this year.

↗ **12.4%** increase in Manual Test Analyst average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Mobile Developer	£35,000	£46,300 ↘	£57,500	£53,300	£46,700	£48,400
PHP Developer	£41,400	£47,500 ↗	£53,700	£43,500	£42,900	£49,900
Python Developer	£63,200	£72,300 ↗	£81,500	£72,100	£59,700	£75,800
Software Architect	£59,300	£68,800 ↘	£78,200	£69,700	£65,200	£72,200
Software Development Manager	£57,000	£64,300 ↘	£71,500	£66,000	£54,700	£67,500
Software Engineer	£29,900	£59,000 ↘	£88,100	£59,100	£53,100	£62,000
Solution Architect	£80,800	£89,000 ↗	£97,200	£84,200	£79,400	£93,400
Test Manager	£64,400	£72,200 ↗	£79,900	£69,200	£58,200	£75,900

↘ **3.1%** decrease in Software Development Manager average salaries this year.

↗ **5.2%** increase in Test Manager average salaries this year.

Roles on the rise

Automation Test Analyst



Java Developer



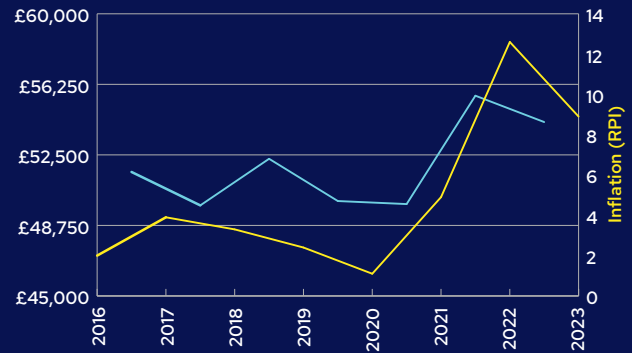
PHP Developer



2.8%

salary growth
versus 4.2% UK
average growth

Average salary in region vs UK inflation rate





Development & testing

London

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
.Net Developer	£79,900	£88,700 ↗	£97,500	£83,600	£72,000	£93,300
Automation Test Analyst	£59,600	£64,200 ↗	£69,000	£61,800	£61,900	£67,400
Front End Developer	£68,500	£77,400 ↗	£86,300	£76,400	£67,200	£81,300
FullStack Developer	£71,300	£80,000 ↘	£88,700	£84,000	£71,000	£84,100
Java Developer	£84,400	£94,900 ↗	£105,500	£93,500	£84,500	£99,700
Java Script Developer	£71,400	£81,600 ↗	£91,700	£79,300	£71,000	£85,700
Manual Test Analyst	£52,000	£55,900 ↗	£59,800	£46,500	£44,900	£60,300

↗ **3.9%** increase in Automation Test Analyst average salaries this year.

↗ **3.2%** increase in Java Script Developer average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Mobile Developer	£78,600	£86,200 ↗	£93,900	£81,600	£65,200	£90,700
PHP Developer	£55,200	£61,900 ↗	£68,700	£58,700	£54,600	£65,000
Python Developer	£86,300	£96,500 ↗	£106,600	£94,900	£82,200	£101,400
Software Architect	£95,000	£103,900 ↗	£112,800	£84,500	£82,600	£109,500
Software Development Manager	£86,100	£95,500 ↗	£105,000	£89,200	£76,900	£100,300
Software Engineer	£71,700	£82,600 ↗	£93,400	£81,300	£72,800	£86,800
Solution Architect	£103,700	£113,300 ↗	£123,000	£109,100	£99,700	£119,000
Test Manager	£101,700	£109,600 ↗	£117,500	£94,800	£87,000	£115,400

↗ **5.9%** increase in PHP Developer average salaries this year.

↗ **17%** increase in Test Manager average salaries this year.

Roles on the rise

.Net Developer



Python Developer



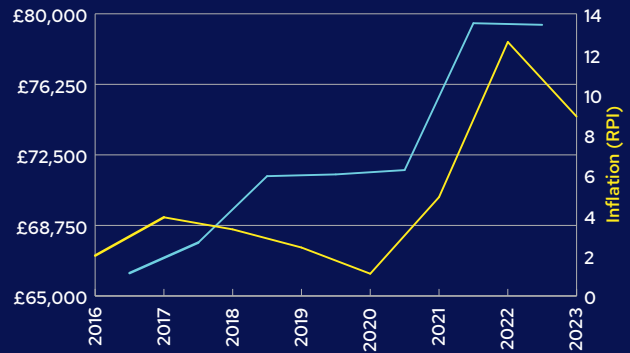
Solution Architect



5.9%

salary growth
versus 4.2% UK
average growth

Average salary in region vs UK inflation rate





Development & testing

North

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
.Net Developer	£47,500	£54,200 ↗	£60,800	£53,100	£47,000	£56,900
Automation Test Analyst	£37,800	£43,100 ↘	£48,400	£46,900	£45,800	£45,200
Front End Developer	£47,200	£55,900 ↗	£64,500	£52,700	£46,100	£58,800
FullStack Developer	£47,700	£54,000 ↘	£60,400	£54,200	£46,900	£56,700
Java Developer	£61,800	£70,400 ↗	£79,100	£66,800	£59,100	£74,000
Java Script Developer	£48,900	£55,900 ↘	£63,000	£56,600	£55,200	£58,700
Manual Test Analyst	£32,500	£35,500 ↗	£38,500	£32,800	£38,300	£37,200

↘ **8.3%** decrease in Automation Test Analyst average salaries this year.

↗ **7%** increase in Manual Test Analyst average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Mobile Developer	£45,000	£48,300 ↗	£51,700	£43,000	£40,000	£50,500
PHP Developer	£42,000	£46,600 ↗	£51,200	£44,500	£42,000	£49,000
Python Developer	£64,300	£71,500 ↗	£78,800	£68,100	£60,800	£75,100
Software Architect	£70,500	£78,000 ↘	£85,500	£82,400	£72,600	£81,900
Software Development Manager	£64,300	£71,500 ↗	£78,700	£67,700	£61,900	£75,200
Software Engineer	£43,300	£59,000 ↗	£74,600	£57,300	£48,900	£62,000
Solution Architect	£78,900	£87,000 ↗	£95,100	£85,800	£77,800	£91,300
Test Manager	£62,400	£70,400 ↗	£78,400	£68,200	£64,200	£73,900

↗ **5.6%** increase in Python Developer average salaries this year.

↗ **3.5%** increase in Software Engineer average salaries this year.

Roles on the rise

Front End Developer



Java Developer



Mobile Developer



2.4%

salary growth
versus 4.2% UK
average growth

Average salary in region vs UK inflation rate





Development & testing

Northern Ireland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
.Net Developer	£48,300	£51,100 ↗	£53,900	£41,500	£47,000	£53,500
Automation Test Analyst	£34,400	£37,900 ↗	£41,500	£33,900	£35,700	£39,700
Front End Developer	£40,000	£42,500 ↗	£45,000	£38,300	£45,900	£44,600
FullStack Developer	£42,400	£48,000 ↗	£53,500	£44,500	£41,000	£50,400
Java Developer	£51,700	£57,500 ↗	£63,300	£46,900	£50,700	£60,400
Java Script Developer	£43,500	£49,800 ↗	£56,100	£44,800	£43,900	£52,200
Manual Test Analyst	£32,200	£34,100 ↗	£37,000	£32,800	£30,700	£37,200

↗ **9.2%** increase in Front End Developer average salaries this year.

↗ **4%** increase in Manual Test Analyst average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Mobile Developer	£45,300	£50,900 ↗	£56,400	£44,800	£37,600	£53,500
PHP Developer	£35,700	£40,500 ↘	£45,300	£41,400	£40,100	£42,400
Python Developer	£56,400	£63,900 ↗	£71,300	£58,600	£52,500	£67,100
Software Architect	£52,900	£59,900 ↗	£67,000	£54,900	£56,300	£62,800
Software Development Manager	£50,900	£56,100 ↗	£61,300	£52,100	£47,200	£58,900
Software Engineer	£49,800	£53,300 ↗	£56,700	£45,100	£41,300	£56,100
Solution Architect	£36,700	£57,100 ↘	£77,500	£75,000	£72,500	£60,000
Test Manager	£57,500	£62,900 ↗	£68,400	£54,500	£50,200	£66,100

↘ **2.2%** decrease in PHP Developer average salaries this year.

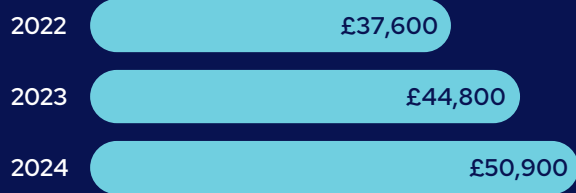
↗ **10.1%** increase in Python Developer average salaries this year.

Roles on the rise

Java Script Developer



Mobile Developer



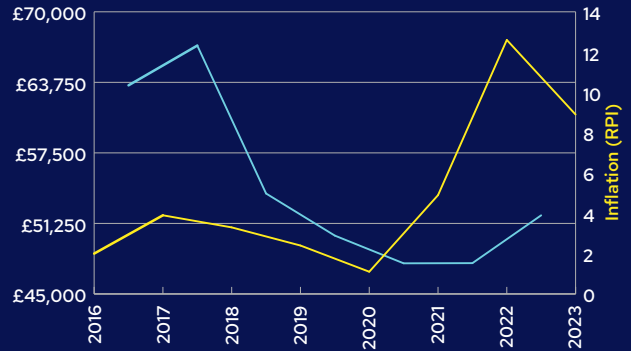
Software Development Manager



7.8%

salary growth
versus 4.2% UK
average growth

Average salary in region vs UK inflation rate





Development & testing

Scotland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
.Net Developer	£44,800	£55,800 ↘	£66,700	£59,600	£55,000	£58,600
Automation Test Analyst	£45,800	£53,100 ↗	£60,100	£48,100	£50,600	£55,700
Front End Developer	£48,400	£59,700 ↗	£71,100	£49,000	£48,400	£62,800
FullStack Developer	£36,500	£57,100 ↗	£77,700	£55,000	£52,800	£60,200
Java Developer	£62,900	£72,900 ↗	£82,900	£65,200	£65,700	£76,700
JavaScript Developer	£50,300	£59,500 ↗	£68,600	£54,500	£48,600	£62,500
Manual Test Analyst	£40,000	£47,400 ↗	£55,000	£39,800	£36,700	£51,100
Mobile Developer	£30,000	£45,000 ↘	£60,000	£52,400	£49,300	£47,300

↗ **10.3%** increase in JavaScript Developer average salaries this year.

↗ **19.1%** increase in Manual Test Analyst average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
PHP Developer	£47,700	£54,800 ↗	£62,000	£47,100	£48,900	£57,600
Python Developer	£62,900	£75,600 ↗	£88,200	£64,900	£63,000	£79,800
Software Architect	£67,500	£83,800 ↗	£100,000	£79,400	£70,700	£88,000
Software Development Manager	£67,800	£78,500 ↗	£88,900	£73,900	£66,900	£82,400
Software Engineer	£45,000	£58,500 ↗	£71,900	£55,600	£51,700	£61,500
Solution Architect	£93,400	£102,100 ↗	£110,900	£96,300	£82,200	£107,200
Test Manager	£76,600	£88,100 ↗	£99,200	£77,400	£71,200	£92,600

↗ **6.2%** increase in Software Architect average salaries this year.

↗ **7.1%** increase in Solution Architect average salaries this year.

Roles on the rise

FullStack Developer

2022	£52,800
2023	£55,000
2024	£57,100

Python Developer

2022	£63,000
2023	£64,900
2024	£75,600

Software Engineer

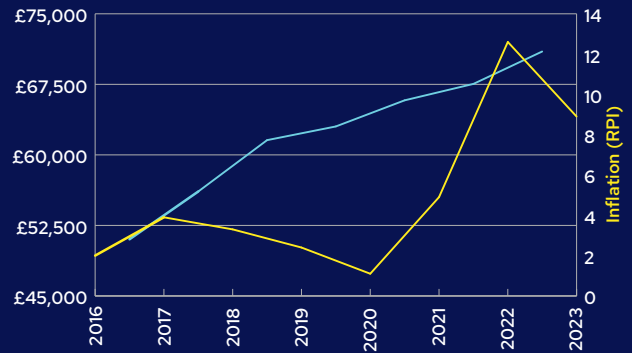
2022	£51,700
2023	£55,600
2024	£58,500



8%

salary growth
versus 4.2% UK
average growth

Average salary in region vs UK inflation rate





Development & testing

South

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
.Net Developer	£49,800	£58,300 ↗	£66,700	£54,600	£50,800	£61,300
Automation Test Analyst	£43,800	£48,800 ↘	£53,900	£54,000	£51,200	£51,200
Front End Developer	£48,700	£55,900 ↗	£63,100	£53,700	£48,700	£58,800
FullStack Developer	£54,100	£60,300 ↗	£66,500	£56,700	£52,800	£63,400
Java Developer	£68,800	£76,700 ↗	£84,700	£70,300	£61,900	£80,700
Java Script Developer	£61,100	£69,800 ↗	£78,400	£64,700	£57,000	£73,300
Manual Test Analyst	£40,000	£45,000 ↗	£50,000	£40,500	£34,500	£47,300

↗ **6.8%** increase in FullStack Developer average salaries this year.

↗ **8.9%** increase in Java Script Developer average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Mobile Developer	£50,000	£55,300 ↗	£60,600	£50,500	£51,500	£58,100
PHP Developer	£44,500	£50,100 ↗	£55,800	£49,200	£48,000	£52,600
Python Developer	£65,900	£76,000 ↗	£86,100	£74,700	£57,200	£79,900
Software Architect	£63,300	£73,000 ↗	£82,700	£72,100	£75,500	£76,600
Software Development Manager	£70,900	£77,700 ↘	£84,600	£78,600	£64,200	£81,600
Software Engineer	£45,000	£62,500 ↗	£80,000	£60,400	£53,100	£65,700
Solution Architect	£85,300	£95,000 ↗	£104,700	£93,600	£84,600	£99,800
Test Manager	£76,400	£82,300 ↗	£88,200	£75,800	£67,300	£86,600

↗ **9.3%** increase in Mobile Developer average salaries this year.

↗ **2.3%** increase in Python Developer average salaries this year.

Roles on the rise

.Net Developer

2022	£50,800
2023	£54,600
2024	£58,300

Java Developer

2022	£61,900
2023	£70,300
2024	£76,700

Software Engineer

2022	£53,100
2023	£60,400
2024	£62,500



3.9%

salary growth
versus 4.2% UK
average growth

Average salary in region vs UK inflation rate





Development & testing

Wales

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
.Net Developer	£46,500	£53,600 ↘	£60,700	£55,600	£45,500	£56,300
Automation Test Analyst	£38,300	£41,500 ↘	£44,700	£43,500	£42,300	£43,700
Front End Developer	£49,500	£56,400 →	£63,300	£56,400	£48,300	£59,300
FullStack Developer	£47,200	£54,000 ↗	£60,800	£52,100	£47,800	£56,700
Java Developer	£59,700	£66,800 ↘	£73,800	£70,200	£59,900	£70,400
Java Script Developer	£49,700	£59,900 ↗	£70,000	£57,900	£61,300	£63,000
Manual Test Analyst	£35,900	£39,500 ↗	£43,100	£32,800	£30,700	£41,600

↗ **4%** increase in FullStack Developer average salaries this year.

↗ **3.3%** increase in Java Script Developer average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Mobile Developer	£50,500	£55,700 ↘	£60,900	£57,500	£44,600	£58,700
PHP Developer	£46,200	£51,400 ↗	£56,600	£47,100	£46,900	£54,000
Python Developer	£51,900	£58,100 ↗	£64,300	£55,600	£44,500	£61,000
Software Architect	£59,000	£65,600 ↘	£72,200	£70,500	£66,800	£69,000
Software Development Manager	£56,700	£61,400 ↘	£66,100	£66,900	£56,000	£64,600
Software Engineer	£38,800	£50,300 ↘	£61,900	£63,200	£52,100	£52,700
Solution Architect	£83,300	£89,400 ↗	£95,500	£88,700	£71,200	£94,100
Test Manager	£64,100	£68,900 ↘	£73,800	£70,000	£59,600	£72,600

↗ **4.5%** increase in Python Developer average salaries this year.

↘ **9.8%** decrease in Software Development Manager average salaries this year.

Roles on the rise

Manual Test Analyst



PHP Developer

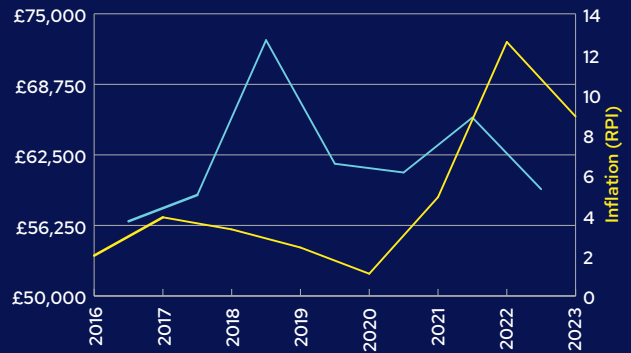


Solution Architect




1.7% **salary decline**
 versus 4.2% UK average growth

Average salary in region vs UK inflation rate



Development & testing insight



Ben Saddington

Development & Testing Expert, Reed

“ In 2023 I saw demand for professionals with expertise in full stack development, automation testing, and DevOps/cloud technologies. Employers are having to compete to find the most skilled development and testing professionals, leading to potentially higher remuneration packages. It is also a challenge for businesses retaining their skilled employees, and the need to keep them engaged and motivated is crucial in this competitive labour market.

One way that employers can keep professionals engaged is to embrace new and innovative technologies, as professionals will seek out the chance to work on exciting projects.

It’s also important to offer competitive compensation and benefits packages, provide opportunities for professional development and the chance to upskill, offer flexibility in working arrangements, such as remote or hybrid work, and promote a positive workplace culture that is inclusive and diverse.

Rising inflation and fluctuating interest rates last year have resulted in many businesses needing to closely monitor their expenditure and find more cost-effective solutions. The prominence of shift-left testing is one way that tech companies are improving efficiency – products can be developed quicker and with higher quality, because issues are

caught and fixed early. This can save time and resources, and result in better products for consumers. I have also seen a growing focus on automating testing processes to further improve efficiency and speed of development cycles. Professionals who can show how they have undergone efficiency projects such as these will be highly sought after.

It’s hard to predict how the market will change in the coming 12 months, but if the current trends continue, it’s likely that the demand for development and testing professionals with expertise in automation and DevOps will persist. Staying adaptable and continuously learning will be key for candidates in this field. ”



Need interview questions fast?

With our **free** AI-powered interview question generator, what used to take hours, now takes **less than five minutes** using these three simple steps:

Step 1: Tell us about the role

Step 2: Fine tune your questions

Step 3: Download and share



The screenshot shows the 'Interview question generator' interface. It is divided into two main sections: 'About the role' and 'Interview questions'.

About the role: This section includes three dropdown menus: 'JOB TITLE*' (set to 'HR manager'), 'LEVEL OF SENIORITY*' (set to 'Head of Department'), and 'INDUSTRY*' (set to 'Healthcare'). Below these is a 'Soft skills' section with the instruction 'Select up to three skills'. Three skills are selected: 'ADAPTABILITY', 'COLLABORATION', and 'COMMERCIAL AWARENESS'.

Interview questions: This section displays four AI-generated questions (Q1-Q4) related to the role of an HR manager in the healthcare industry. The questions are: Q1: 'What motivated you to pursue a career in healthcare?'; Q2: 'How familiar are you with the current market trends in the healthcare industry?'; Q3: 'Can you describe a project you have led that required you to balance technical expertise with business acumen?'; Q4: 'How do you prioritise which projects to pursue based on their potential impact on the company's bottom line?'. The interface also features a 'SHARE' button and social media icons for Facebook, LinkedIn, and Twitter.

[Try it now](#) →



Infrastructure & support

Midlands & east

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
1st Line Support	£22,000	£24,600 ↘	£27,200	£24,900	£23,000	£25,800
2nd Line Support	£28,100	£29,200 ↗	£30,400	£27,900	£24,800	£30,700
Application Support	£33,800	£37,800 ↗	£41,800	£35,400	£33,100	£39,700
Cloud Architect	£54,000	£79,200 ↘	£104,300	£87,800	£73,300	£83,200
Cloud Engineer	£54,500	£66,700 ↘	£78,800	£68,200	£67,900	£70,000
DevOps Engineer	£57,100	£72,500 ↗	£87,900	£69,500	£62,900	£76,200
DevOps Manager	£64,200	£82,300 ↗	£100,500	£81,700	£73,500	£86,600

↘ **1.3%** decrease in 1st Line Support average salaries this year.

↗ **4.8%** increase in DevOps Engineer average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Infrastructure Engineer	£45,000	£54,600 ↗	£64,300	£50,600	£45,300	£57,400
IT Manager	£52,900	£58,100 —	£63,300	£58,100	£51,000	£61,000
Linux Systems Administrator	£57,600	£63,600 ↗	£69,500	£57,300	£52,100	£66,900
Network Engineer	£54,000	£59,300 ↗	£64,600	£52,100	£49,400	£62,400
Network Manager	£50,500	£55,000 ↘	£59,500	£55,900	£51,400	£57,700
Service Desk Manager	£27,400	£32,000 ↗	£36,600	£28,300	£26,500	£33,600

↗ **8.8%** increase in Infrastructure Engineer average salaries this year.

↗ **14%** increase in Service Desk Manager average salaries this year.

Roles on the rise

2nd Line Support

2022	£24,800
2023	£27,900
2024	£29,200

Application Support

2022	£33,100
2023	£35,400
2024	£37,800

Linux Systems Administrator

2022	£52,100
2023	£57,300
2024	£63,600



2.4%

salary growth
versus 6.4% UK
average growth

Average salary in region vs UK inflation rate





Infrastructure & support

London

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
1st Line Support	£30,900	£32,600 ↘	£34,400	£36,700	£32,900	£34,200
2nd Line Support	£31,600	£32,500 ↗	£33,400	£28,800	£35,000	£34,100
Application Support	£52,400	£58,200 ↗	£64,000	£49,800	£46,100	£61,200
Cloud Architect	£97,200	£110,400 ↗	£123,600	£105,900	£95,300	£116,200
Cloud Engineer	£77,300	£86,900 ↗	£96,500	£85,500	£76,400	£91,300
DevOps Engineer	£81,300	£91,900 ↗	£102,400	£88,500	£84,300	£96,500
DevOps Manager	£89,000	£95,300 ↘	£101,700	£100,500	£108,700	£99,900

↗ **4.7%** increase in **Cloud Architect** average salaries this year.

↗ **4%** increase in **DevOps Engineer** average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Infrastructure Engineer	£67,600	£73,800 ↗	£80,000	£69,000	£65,200	£77,500
IT Manager	£63,000	£71,300 ↘	£79,600	£73,100	£68,600	£74,800
Linux Systems Administrator	£80,900	£89,500 ↗	£98,200	£73,000	£74,600	£94,200
Network Engineer	£72,600	£79,700 ↗	£86,700	£70,500	£69,200	£83,800
Network Manager	£75,400	£80,700 ↗	£86,000	£77,000	£79,900	£84,800
Service Desk Manager	£42,400	£47,300 ↗	£52,100	£40,600	£39,700	£49,700

↗ **13.3%** increase in **Network Engineer** average salaries this year.

↗ **4.6%** increase in **Network Manager** average salaries this year.

Roles on the rise

Application Support

2022	£46,100
2023	£49,800
2024	£58,200

Cloud Engineer

2022	£76,400
2023	£85,500
2024	£86,900

Service Desk Manager

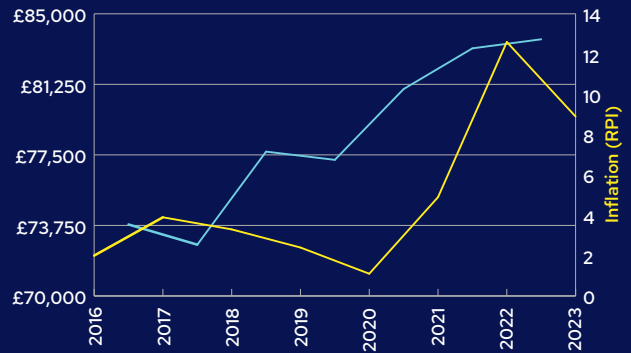
2022	£39,700
2023	£40,600
2024	£47,300



5.8%

salary growth
versus 6.4% UK
average growth

Average salary in region vs UK inflation rate





Infrastructure & support

North

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
1st Line Support	£24,700	£26,700 ↗	£28,700	£24,900	£26,800	£28,000
2nd Line Support	£27,700	£28,900 ↘	£30,200	£32,500	£30,000	£30,300
Application Support	£35,200	£38,900 ↗	£42,700	£36,300	£33,700	£40,900
Cloud Architect	£69,400	£82,400 ↗	£95,400	£77,600	£73,400	£86,500
Cloud Engineer	£52,400	£64,100 ↘	£75,700	£64,800	£62,200	£67,300
DevOps Engineer	£64,200	£76,300 ↗	£88,400	£71,500	£61,200	£80,100
DevOps Manager	£68,100	£75,000 ↘	£81,900	£79,000	£78,400	£78,700

↗ **7.7%** increase in **Application Support** average salaries this year.

↘ **5.1%** decrease in **DevOps Manager** average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Infrastructure Engineer	£47,800	£53,100 ↗	£58,500	£52,200	£46,400	£55,800
IT Manager	£50,600	£56,700 ↗	£62,900	£56,100	£50,000	£59,500
Linux Systems Administrator	£56,100	£61,100 ↗	£66,100	£57,300	£51,600	£64,300
Network Engineer	£48,900	£54,200 ↗	£59,500	£47,600	£46,600	£57,000
Network Manager	£64,200	£68,300 ↗	£72,300	£55,100	£49,700	£71,800
Service Desk Manager	£32,200	£36,100 ↗	£40,100	£34,100	£32,800	£37,900

↗ **7.4%** increase in **Linux Systems Administrator** average salaries this year.

↗ **6.1%** increase in **Service Desk Manager** average salaries this year.

Roles on the rise

Cloud Architect



IT Manager



Service Desk Manager



4.7%

salary growth
versus 6.4% UK
average growth

Average salary in region vs UK inflation rate





Infrastructure & support

Northern Ireland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
1st Line Support	£19,700	£21,500 ↗	£23,300	£19,700	£19,900	£22,500
2nd Line Support	£17,900	£23,900 ↗	£30,000	£20,700	£20,400	£25,000
Application Support	£28,300	£31,500 ↗	£34,800	£26,800	£26,700	£33,000
Cloud Architect	£60,200	£71,400 ↗	£82,500	£63,400	£62,700	£74,900
Cloud Engineer	£45,500	£53,500 ↗	£61,400	£49,400	£48,900	£56,000
DevOps Engineer	£51,000	£59,600 ↗	£68,300	£53,100	£51,400	£62,500
DevOps Manager	£59,000	£65,000 ↗	£70,900	£64,600	£66,900	£68,200

↗ **9%** increase in 1st Line Support average salaries this year.

↗ **12.8%** increase in Cloud Architect average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Infrastructure Engineer	£44,900	£49,900 ↗	£54,800	£40,300	£42,500	£52,500
IT Manager	£33,000	£45,300 ↘	£57,600	£55,100	£39,500	£47,600
Linux Systems Administrator	£51,700	£56,800 ↗	£62,000	£43,300	£41,900	£59,700
Network Engineer	£42,400	£47,000 ↗	£51,500	£38,900	£39,800	£49,400
Network Manager	£46,100	£50,000 ↗	£53,800	£39,800	£41,800	£52,500
Service Desk Manager	£24,500	£27,900 ↗	£31,300	£22,300	£22,900	£29,300

↗ **22.6%** increase in Infrastructure Engineer average salaries this year.

↗ **20.4%** increase in Network Engineer average salaries this year.

Roles on the rise

DevOps Engineer



Cloud Engineer



Linux Systems Administrator



salary growth

12.3%

versus 6.4% UK average growth

Average salary in region vs UK inflation rate





Infrastructure & support

Scotland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
1st Line Support	£26,200	£30,100 ↗	£33,800	£27,900	£28,200	£31,600
2nd Line Support	£22,900	£30,700 ↗	£38,600	£28,500	£26,600	£32,200
Application Support	£37,700	£44,200 ↗	£50,500	£38,100	£37,900	£46,400
Cloud Architect	£44,000	£81,300 ↘	£118,700	£81,600	£79,300	£85,400
Cloud Engineer	£50,100	£69,000 ↗	£87,800	£68,600	£58,200	£72,500
DevOps Engineer	£70,800	£79,800 ↗	£88,700	£72,200	£68,400	£84,000
DevOps Manager	£78,700	£90,900 ↘	£102,800	£91,700	£94,900	£95,400

↗ **7.8%** increase in 1st Line Support average salaries this year.

↗ **11.1%** increase in DevOps Engineer average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Infrastructure Engineer	£51,400	£61,800 ↗	£72,100	£54,900	£53,300	£64,900
IT Manager	£63,400	£69,300 ↗	£75,200	£66,200	£56,600	£72,800
Linux Systems Administrator	£70,000	£73,900 ↗	£82,000	£59,600	£49,100	£78,200
Network Engineer	£54,400	£60,300 ↗	£66,300	£53,400	£51,900	£63,400
Network Manager	£61,500	£70,000 ↗	£78,100	£56,500	£59,200	£73,500
Service Desk Manager	£32,600	£39,100 ↗	£45,500	£31,600	£32,400	£41,000

↗ **5.5%** increase in IT Manager average salaries this year.

↗ **13.3%** increase in Network Engineer average salaries this year.

Roles on the rise

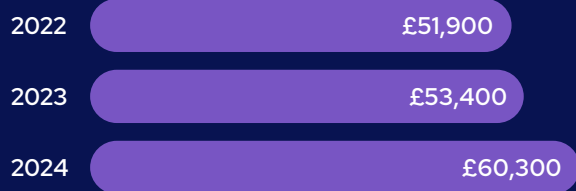
Cloud Engineer



DevOps Engineer



Network Engineer



9.6%

salary growth
versus 6.4% UK
average growth

Average salary in region vs UK inflation rate





Infrastructure & support

South

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
1st Line Support	£26,600	£29,300 ↗	£32,000	£28,800	£26,500	£30,700
2nd Line Support	£27,700	£30,000 ↘	£32,300	£31,600	£28,900	£31,500
Application Support	£36,300	£40,100 ↗	£43,900	£36,800	£35,400	£42,100
Cloud Architect	£83,900	£95,200 ↗	£106,600	£80,100	£87,500	£100,100
Cloud Engineer	£65,100	£75,400 ↗	£85,700	£63,700	£63,700	£79,000
DevOps Engineer	£62,500	£74,500 ↗	£86,500	£72,500	£64,500	£78,200
DevOps Manager	£73,100	£80,900 ↘	£88,500	£85,100	£83,600	£84,900

↗ **17.3%** increase in Cloud Architect average salaries this year.

↘ **5%** decrease in DevOps Manager average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Infrastructure Engineer	£52,000	£60,200 ↗	£68,500	£54,300	£51,000	£63,300
IT Manager	£54,300	£59,900 ↘	£65,500	£60,300	£55,300	£62,800
Linux Systems Administrator	£69,200	£75,500 ↗	£81,900	£60,900	£51,400	£79,500
Network Engineer	£52,600	£58,500 ↗	£64,300	£51,300	£49,800	£61,500
Network Manager	£56,000	£60,200 ↗	£64,400	£51,500	£52,000	£63,200
Service Desk Manager	£34,700	£37,900 ↗	£41,200	£34,300	£29,900	£39,800

↗ **11.6%** increase in Infrastructure Engineer average salaries this year.

↗ **12%** increase in Service Desk Manager average salaries this year.

Roles on the rise

1st Line Support

2022	£26,500
2023	£28,800
2024	£29,300

DevOps Engineer

2022	£64,500
2023	£72,500
2024	£74,500

Linux Systems Administrator

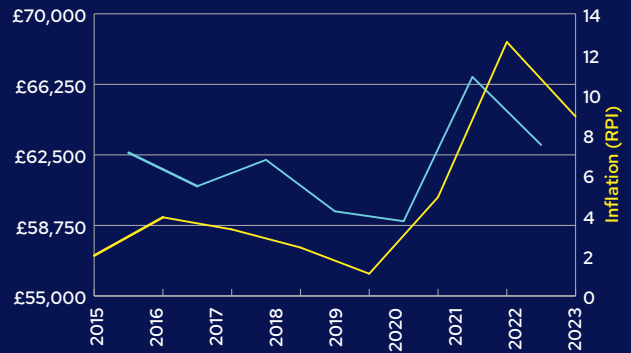
2022	£51,400
2023	£60,900
2024	£75,500



9.3%

salary growth
versus 6.4% UK
average growth

Average salary in region vs UK inflation rate





Infrastructure & support

Wales

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
1st Line Support	£21,900	£23,500 ↘	£25,100	£25,200	£23,600	£24,700
2nd Line Support	£19,900	£26,200 ↘	£32,300	£26,600	£24,200	£27,600
Application Support	£35,200	£37,900 ↗	£40,600	£32,000	£31,500	£39,800
Cloud Architect	£67,100	£78,100 ↘	£89,000	£81,500	£74,400	£82,200
Cloud Engineer	£47,300	£55,300 ↘	£61,200	£69,000	£64,900	£51,800
DevOps Engineer	£51,600	£64,600 ↗	£77,600	£63,700	£60,400	£67,700
DevOps Manager	£65,800	£71,100 ↘	£76,500	£83,000	£79,400	£74,800

↘ **7.2%** decrease in 1st Line Support average salaries this year.

↗ **18.7%** increase in Application Support average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Infrastructure Engineer	£57,000	£61,800 ↗	£66,600	£53,700	£49,900	£65,100
IT Manager	£45,400	£48,600 ↗	£51,800	£47,800	£48,300	£51,100
Linux Systems Administrator	£49,200	£58,800 ↗	£61,300	£48,000	£44,200	£63,200
Network Engineer	£47,300	£51,400 ↗	£55,500	£50,000	£47,300	£54,200
Network Manager	£40,200	£46,300 ↘	£52,400	£54,000	£52,900	£48,500
Service Desk Manager	£27,300	£30,500 ↗	£33,800	£28,600	£27,200	£32,100

↗ **16.2%** increase in Infrastructure Engineer average salaries this year.

↗ **7%** increase in Service Desk Manager average salaries this year.

Roles on the rise

DevOps Engineer

2022	£60,400
2023	£63,700
2024	£64,600

Infrastructure Engineer

2022	£49,900
2023	£53,700
2024	£61,800

Network Engineer

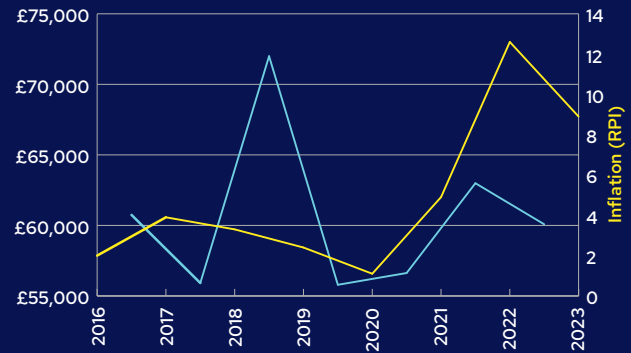
2022	£47,300
2023	£50,000
2024	£51,400



1.4%

salary decline
versus 6.4% UK
average growth

Average salary in region vs UK inflation rate



Infrastructure & support insight



Hayley Bee

Infrastructure & Support Expert, Reed

“ The infrastructure and support market has witnessed significant evolution in 2023. The pandemic propelled a surge in demand for robust technological infrastructure to support remote work and digital operations. This has led to more companies placing emphasis on cloud services, digital transformation, and IT support services.

Many businesses now recognise the benefits of cloud computing in terms of scalability, accessibility, and cost-efficiency. This shift has created many opportunities for cloud service providers and for businesses specialising in cloud

migration, integration, and management. Due to the increased need for efficient and effective management of cloud infrastructure and applications, we are finding an increase in demand for senior Azure-focused candidates who have experience in Terraform, Ansible, Docker and Kubernetes.

Infrastructure modernisation has also been a key area of focus. Many companies are revamping their existing IT infrastructure to ensure it meets the demands of a rapidly changing technological landscape. Due to this, I have seen an increased demand for professionals skilled in network

architecture, system administration, and IT infrastructure management. Positions like network administrators, system engineers, and IT technicians have seen increased demand as well.

There will be a lot of opportunities for professionals to enhance their skills or transition into these high-demand roles this year. Employers should focus on attracting and retaining top talent through competitive compensation packages, opportunities for professional growth, and a supportive work environment. ”





IT & cyber security

Midlands & east

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Application Security Engineer	£69,800	£77,900 ↗	£85,700	£66,300	£68,300	£82,300
Compliance Analyst	£34,400	£41,300 ↗	£48,300	£40,600	£35,500	£43,300
Cyber Security Analyst	£47,900	£54,800 ↗	£61,800	£48,500	£50,400	£57,500
Cyber Security Consultant	£62,300	£75,500 ↗	£88,800	£58,400	£66,500	£79,900
Cyber Security Manager	£61,100	£70,700 ↘	£80,300	£72,200	£62,100	£74,200
Data Governance Analyst	£44,900	£51,700 ↗	£58,400	£48,300	£46,000	£54,300
Data Governance Manager	£61,700	£66,000 ↗	£70,300	£64,900	£56,900	£69,300
GRC Manager	£56,900	£60,800 ↘	£64,700	£61,300	£54,300	£63,800
InfoSec Manager	£51,600	£62,900 ↘	£74,200	£67,800	£58,800	£66,000

↗ **12.5%** increase in **Cyber Security Analyst** average salaries this year.

↗ **7.4%** increase in **Data Governance Analyst** average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
IT Auditor	£29,700	£49,500 ↘	£69,300	£55,400	£44,400	£51,900
Network Security Engineer	£40,200	£45,000 ↘	£49,800	£51,400	£51,200	£47,200
Network Security Manager	£69,100	£74,700 ↗	£80,300	£72,400	£53,300	£78,400
Penetration Tester	£36,300	£53,100 ↘	£70,000	£59,500	£86,500	£55,800
Risk Analyst	£38,700	£45,800 ↘	£52,900	£46,900	£38,900	£48,100
Security Architect	£84,000	£96,200 ↘	£108,300	£97,200	£86,000	£100,900
Security Engineer	£59,700	£68,800 ↗	£77,800	£65,000	£61,300	£72,300
Security Operations Manager	£61,100	£70,700 ↘	£80,300	£72,200	£62,100	£74,200

↗ **4.3%** increase in **Network Security Manager** average salaries this year.

↘ **2.4%** decrease in **Security Operations Manager** average salaries this year.

Roles on the rise

Compliance Analyst



Data Governance Manager



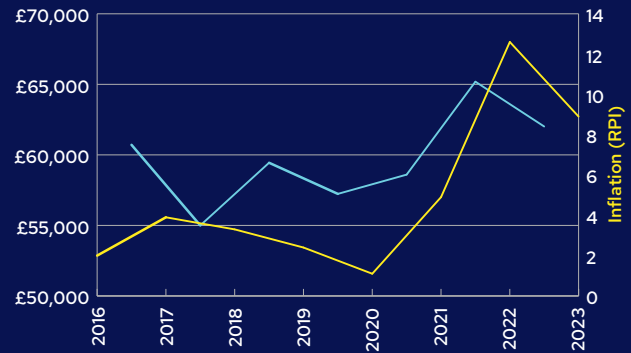
Security Engineer



1.6%

salary growth
versus 2.4% UK
average growth

Average salary in region vs UK inflation rate





IT & cyber security

London

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Application Security Engineer	£92,000	£99,400 ↗	£106,800	£81,800	£89,500	£105,500
Compliance Analyst	£45,700	£54,300 ↗	£63,000	£47,700	£54,100	£57,000
Cyber Security Analyst	£67,400	£76,400 ↗	£85,500	£70,700	£59,300	£80,200
Cyber Security Consultant	£73,100	£86,600 ↗	£100,100	£77,700	£68,400	£91,100
Cyber Security Manager	£90,600	£105,600 ↘	£120,700	£110,500	£97,500	£110,900
Data Governance Analyst	£59,200	£67,400 ↘	£75,600	£68,200	£67,500	£70,700
Data Governance Manager	£77,200	£85,100 ↘	£93,100	£86,500	£80,500	£89,300
GRC Manager	£76,200	£84,100 ↘	£92,100	£86,600	£80,900	£88,300
InfoSec Manager	£72,500	£86,600 ↘	£100,700	£87,600	£81,000	£90,900

↗ **12.2%** increase in Compliance Analyst average salaries this year.

↘ **3.1%** decrease in GRC Manager average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
IT Auditor	£44,100	£74,100 ↘	£104,200	£84,700	£69,700	£77,700
Network Security Engineer	£93,600	£102,000 ↗	£110,400	£81,300	£70,700	£107,400
Network Security Manager	£69,900	£75,500 ↘	£81,100	£77,800	£64,200	£79,000
Penetration Tester	£56,000	£67,800 ↘	£79,600	£77,300	£84,700	£71,100
Risk Analyst	£51,100	£58,700 →	£66,400	£58,700	£53,200	£61,600
Security Architect	£115,400	£127,200 ↗	£139,000	£121,900	£122,300	£133,500
Security Engineer	£75,600	£86,900 ↗	£98,200	£85,900	£77,600	£91,300
Security Operations Manager	£90,600	£105,600 ↘	£120,700	£110,500	£97,500	£110,900

↗ **4.3%** increase in Security Architect average salaries this year.

↗ **1.3%** increase in Security Engineer average salaries this year.

Roles on the rise

Cyber Security Analyst



Cyber Security Consultant



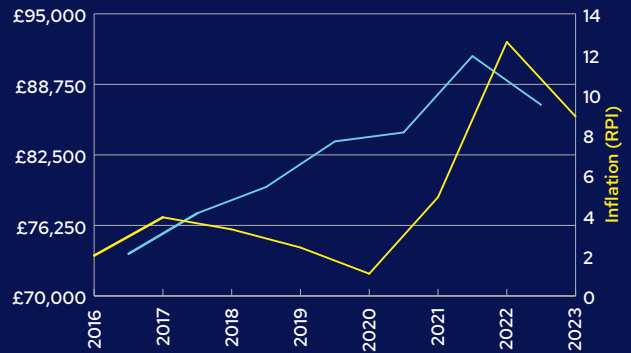
Security Engineer



1.9%

salary growth
versus 2.4% UK
average growth

Average salary in region vs UK inflation rate





IT & cyber security

North

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Application Security Engineer	£71,900	£78,400 ↗	£84,800	£63,900	£69,000	£82,800
Compliance Analyst	£35,400	£41,600 ↗	£47,800	£39,100	£35,900	£43,600
Cyber Security Analyst	£45,400	£55,400 ↗	£65,300	£45,000	£39,300	£58,300
Cyber Security Consultant	£55,400	£66,400 ↘	£77,300	£67,400	£72,500	£69,700
Cyber Security Manager	£56,900	£68,100 ↘	£79,200	£68,400	£62,700	£71,500
Data Governance Analyst	£54,200	£58,500 ↗	£62,800	£47,900	£42,100	£61,700
Data Governance Manager	£58,100	£66,700 ↗	£75,400	£59,500	£56,000	£70,000
GRC Manager	£55,200	£63,000 ↗	£70,900	£59,700	£57,100	£66,100
InfoSec Manager	£53,200	£63,300 ↘	£73,400	£65,300	£59,400	£66,400

↗ **7%** increase in Compliance Analyst average salaries this year.

↗ **5.8%** increase in GRC Manager average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
IT Auditor	£50,300	£56,300 ↗	£62,400	£50,800	£61,500	£59,100
Network Security Engineer	£59,000	£65,100 ↗	£71,200	£57,200	£46,900	£68,400
Network Security Manager	£68,300	£73,600 ↗	£78,900	£71,600	£53,600	£77,200
Penetration Tester	£44,800	£52,300 ↘	£59,800	£62,100	£65,100	£54,800
Risk Analyst	£37,000	£45,100 ↗	£53,200	£41,700	£40,200	£47,400
Security Architect	£91,100	£101,100 ↗	£111,200	£90,800	£76,100	£106,200
Security Engineer	£54,100	£62,900 ↗	£71,800	£59,300	£57,800	£66,100
Security Operations Manager	£56,900	£68,100 ↘	£79,200	£68,400	£62,700	£71,500

↗ **8.9%** increase in IT Auditor average salaries this year.

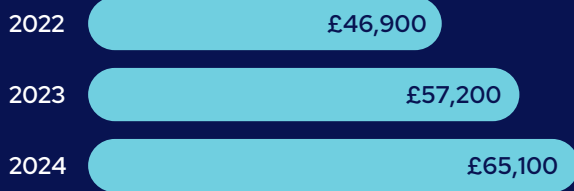
↗ **13.5%** increase in Security Architect average salaries this year.

Roles on the rise

Data Governance Analyst



Network Security Engineer



Risk Analyst



6.7%

salary growth
versus 2.4% UK
average growth

Average salary in region vs UK inflation rate





IT & cyber security

Northern Ireland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Application Security Engineer	£62,300	£67,900 ↗	£73,400	£52,300	£58,900	£71,600
Compliance Analyst	£30,700	£36,000 ↗	£41,400	£32,000	£30,600	£37,700
Cyber Security Analyst	£38,700	£45,500 ↗	£52,200	£35,500	£36,200	£47,800
Cyber Security Consultant	£39,900	£50,800 ↗	£61,700	£49,400	£52,600	£53,300
Cyber Security Manager	£52,400	£61,400 ↘	£70,500	£68,100	£60,600	£64,200
Data Governance Analyst	£40,100	£45,100 ↗	£50,000	£38,100	£39,700	£47,300
Data Governance Manager	£48,200	£53,500 ↗	£58,800	£49,900	£48,000	£56,100
GRC Manager	£46,400	£51,500 ↗	£56,500	£49,700	£48,200	£54,000
InfoSec Manager	£46,100	£54,800 ↗	£63,500	£53,400	£50,700	£57,400

↗ **17.6%** increase in Data Governance Analyst average salaries this year.

↗ **2.8%** increase in InfoSec Manager average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
IT Auditor	£25,500	£43,100 ↘	£60,900	£52,200	£43,300	£45,000
Network Security Engineer	£51,100	£56,400 ↗	£61,600	£46,800	£40,000	£59,200
Network Security Manager	£59,300	£64,900 ↘	£70,500	£68,200	£52,000	£67,800
Penetration Tester	£36,600	£46,100 ↗	£55,600	£44,700	£53,600	£48,300
Risk Analyst	£34,600	£39,900 ↗	£45,300	£36,900	£33,600	£41,900
Security Architect	£75,000	£83,900 ↗	£92,700	£76,600	£74,200	£88,000
Security Engineer	£46,900	£54,500 ↗	£62,100	£48,500	£49,400	£57,200
Security Operations Manager	£52,400	£61,400 ↘	£70,500	£68,100	£60,600	£64,200

↗ **24%** increase in Network Security Engineer average salaries this year.

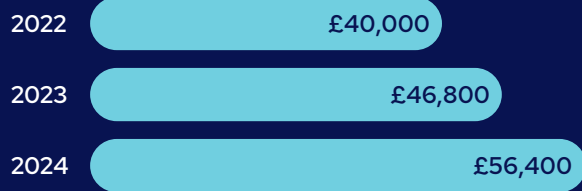
↗ **2.6%** increase in Penetration Tester average salaries this year.

Roles on the rise

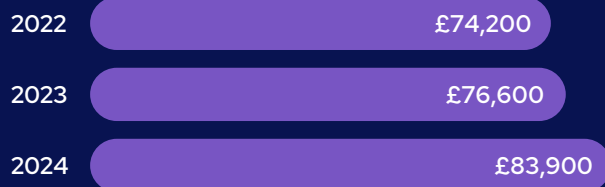
GRC Manager



Network Security Engineer



Security Architect



5.3%

salary growth
versus 2.4% UK
average growth

Average salary in region vs UK inflation rate





IT & cyber security

Scotland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Application Security Engineer	£83,100	£95,000 ↗	£106,500	£74,200	£83,600	£100,400
Compliance Analyst	£40,900	£50,400 ↗	£60,000	£45,400	£43,400	£52,900
Cyber Security Analyst	£51,600	£63,600 ↗	£75,700	£50,400	£51,300	£66,800
Cyber Security Consultant	£53,200	£71,100 ↗	£89,500	£70,000	£74,600	£74,700
Cyber Security Manager	£50,300	£62,900 ↘	£75,600	£64,700	£50,900	£66,000
Data Governance Analyst	£53,500	£63,100 ↗	£72,600	£54,100	£56,300	£66,200
Data Governance Manager	£64,300	£75,000 ↗	£85,400	£70,800	£68,100	£78,700
GRC Manager	£72,300	£76,200 ↗	£80,200	£72,000	£81,600	£80,200
InfoSec Manager	£61,500	£76,700 ↗	£92,200	£75,800	£71,900	£80,500

↗ **24.9%** increase in Application Security Engineer average salaries this year.

↗ **5.1%** increase in GRC Manager average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
IT Auditor	£31,100	£55,000 ↘	£80,200	£58,600	£50,700	£57,600
Network Security Engineer	£68,200	£78,900 ↗	£89,300	£66,300	£56,700	£83,000
Network Security Manager	£72,400	£82,900 ↗	£92,900	£76,700	£60,800	£87,000
Penetration Tester	£48,900	£64,600 ↗	£80,700	£63,400	£76,000	£67,800
Risk Analyst	£46,100	£55,900 ↗	£65,700	£52,400	£47,600	£58,700
Security Architect	£100,000	£117,400 ↗	£134,600	£108,700	£105,300	£123,200
Security Engineer	£62,500	£76,300 ↗	£90,100	£68,900	£70,000	£80,200
Security Operations Manager	£50,300	£62,900 ↘	£75,600	£64,700	£50,900	£66,000

↗ **7.4%** increase in Risk Analyst average salaries this year.

↘ **3.5%** decrease in Security Operations Manager average salaries this year.

Roles on the rise

Compliance Analyst

2022	£43,400
2023	£45,400
2024	£50,400

Network Security Engineer

2022	£56,700
2023	£66,300
2024	£78,900

Risk Analyst

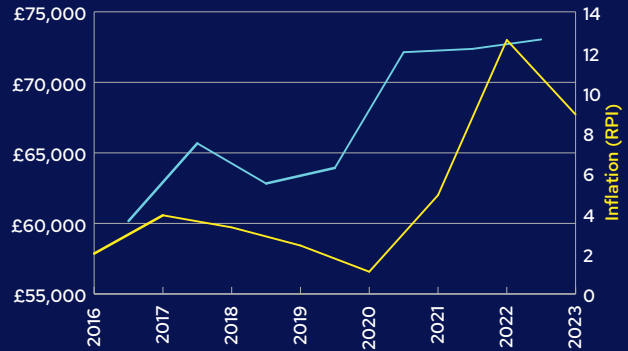
2022	£47,600
2023	£52,400
2024	£55,900



7.9%

salary growth
versus 2.4% UK
average growth

Average salary in region vs UK inflation rate





IT & cyber security

South

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Application Security Engineer	£77,300	£84,500 ↗	£91,700	£68,900	£73,700	£89,300
Compliance Analyst	£42,200	£48,800 ↗	£55,400	£39,200	£33,200	£51,300
Cyber Security Analyst	£57,700	£65,700 ↗	£73,600	£51,900	£51,100	£69,000
Cyber Security Consultant	£41,400	£58,100 ↘	£74,700	£72,900	£73,600	£61,000
Cyber Security Manager	£61,700	£71,700 ↘	£81,700	£73,000	£64,300	£75,200
Data Governance Analyst	£47,000	£52,400 ↗	£57,800	£45,200	£51,300	£55,100
Data Governance Manager	£54,400	£61,300 ↗	£68,300	£60,900	£58,500	£64,300
GRC Manager	£52,800	£59,100 ↘	£65,400	£60,300	£58,600	£62,000
InfoSec Manager	£60,700	£71,600 ↘	£82,500	£79,000	£69,800	£75,100

↗ **14%** increase in Data Governance Analyst average salaries this year.

↘ **10.6%** decrease in InfoSec Manager average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
IT Auditor	£30,000	£50,200 ↘	£70,500	£56,000	£45,900	£52,600
Network Security Engineer	£62,500	£69,300 ↗	£76,000	£59,500	£48,800	£72,900
Network Security Manager	£69,800	£75,800 ↗	£81,700	£73,200	£55,100	£79,600
Penetration Tester	£57,000	£74,100 ↗	£91,200	£57,700	£44,200	£78,100
Risk Analyst	£42,800	£49,700 ↗	£56,500	£48,700	£42,000	£52,200
Security Architect	£94,900	£107,100 ↘	£119,200	£108,300	£93,800	£112,400
Security Engineer	£55,500	£64,800 ↗	£74,200	£64,600	£63,300	£68,000
Security Operations Manager	£61,700	£71,700 ↘	£81,700	£73,000	£64,300	£75,200

↗ **20.1%** increase in Network Security Engineer average salaries this year.

↗ **2.4%** increase in Risk Analyst average salaries this year.

Roles on the rise

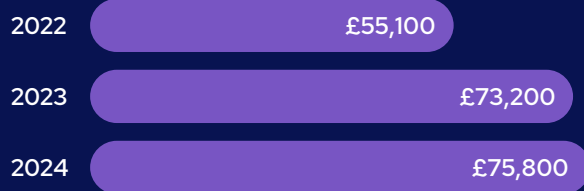
Compliance Analyst



Data Governance Manager



Network Security Manager



3.9%

salary growth
versus 2.4% UK
average growth

Average salary in region vs UK inflation rate





IT & cyber security

Wales

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Application Security Engineer	£69,500	£74,300 ↗	£79,200	£67,200	£70,000	£78,800
Compliance Analyst	£34,200	£39,400 ↘	£44,600	£41,100	£36,300	£41,400
Cyber Security Analyst	£43,200	£49,700 ↗	£56,300	£45,600	£42,900	£52,200
Cyber Security Consultant	£44,500	£55,600 ↘	£66,600	£63,400	£62,400	£58,600
Cyber Security Manager	£57,900	£66,600 ↘	£75,300	£67,800	£59,800	£69,800
Data Governance Analyst	£44,700	£49,300 ↗	£54,000	£48,900	£47,100	£51,800
Data Governance Manager	£53,800	£58,600 ↘	£63,500	£64,100	£57,000	£61,700
GRC Manager	£46,000	£48,300 ↘	£50,600	£59,800	£51,300	£50,700
InfoSec Manager	£68,700	£75,000 ↗	£81,300	£59,900	£61,000	£78,900

↗ **10.1%** increase in Application Security Engineer average salaries this year.

↗ **9.6%** increase in Cyber Security Analyst average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
IT Auditor	£28,200	£46,700 ↘	£65,000	£52,000	£42,700	£48,900
Network Security Engineer	£57,000	£61,700 ↗	£66,400	£60,000	£47,500	£65,100
Network Security Manager	£65,600	£70,500 ↗	£75,400	£68,000	£51,300	£74,000
Penetration Tester	£40,800	£50,500 ↘	£60,000	£57,400	£63,600	£53,200
Risk Analyst	£38,500	£43,700 ↘	£48,800	£47,400	£39,900	£46,000
Security Architect	£83,600	£91,800 ↘	£100,000	£98,400	£88,100	£96,600
Security Engineer	£56,600	£64,800 ↗	£73,000	£61,100	£59,000	£68,100
Security Operations Manager	£57,900	£66,600 ↘	£75,300	£67,800	£59,800	£69,800

↘ **9.3%** decrease in Risk Analyst average salaries this year.

↗ **6.3%** increase in Security Engineer average salaries this year.

Roles on the rise

Data Governance Analyst

2022	£47,100
2023	£48,900
2024	£49,300

Network Security Engineer

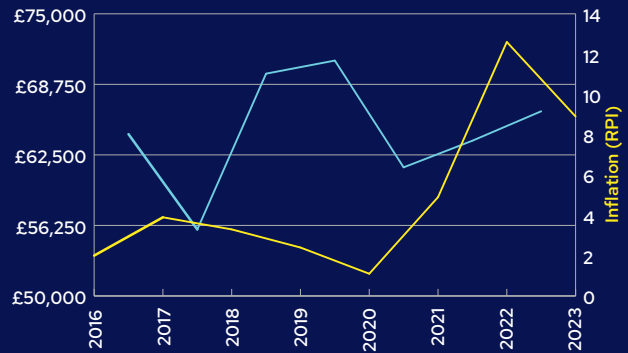
2022	£47,500
2023	£60,000
2024	£61,700

Security Engineer

2022	£59,000
2023	£61,100
2024	£64,800


1.7%
salary decline
 versus 2.4% UK average growth

Average salary in region vs UK inflation rate



IT & cyber security insight

Sam Eades-Scott

IT & Cyber Security Expert, Reed



“ Digital transformation has been a central theme in this evolving market. Organisations are making efforts to update their operations, utilising technologies like AI, Internet of Things, and data analytics. And as remote and hybrid work are now the norm, businesses are turning to cloud platforms to facilitate smooth collaboration and ensure data is readily accessible. This shift has opened doors for tech innovators, solutions architects, and IT consultants to steer businesses through their transformation journeys.

However, alongside this growth comes an escalating need for robust cyber security measures. As businesses become more dependent on digital operations, the risk landscape has broadened, with

cyber-attacks becoming more complex and frequent. This has pushed cyber security to the top of business agendas and companies are investing heavily in strategies to secure their digital assets and protect confidential information.

Due to this, roles such as cyber security analysts, network administrators, cloud architects, and data scientists are seeing higher demand. Employers should focus on attracting and retaining top talent through competitive compensation packages, ongoing training and support, and a collaborative and inclusive work environment. The need for IT and cyber security professionals will continue to rise in 2024, so investing in talent and their development will be essential for

sustained success and resilience against evolving threats.

As the cyber security landscape is constantly changing, with new threats emerging every day, it's crucial for professionals to stay up to date with the latest trends, threats, and mitigation strategies. While having a broad understanding is good, specialising in a particular area of cyber security can help you stand out to employers. This could be anything from cloud security, network security, to malware analysis, or ethical hacking. I would also advise professionals not to underestimate the value of soft skills. Communication, teamwork, and problem-solving skills are highly prized in this space. ”





Transformation, projects & change

Midlands & east

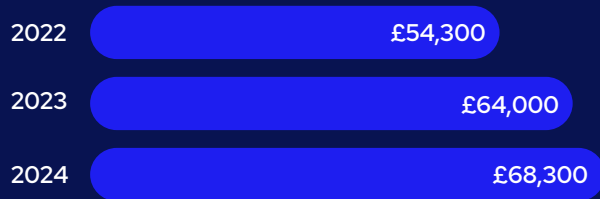
Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Delivery Manager	£48,400	£64,100 ↘	£79,800	£64,400	£58,400	£67,400
Scrum Master	£61,000	£68,300 ↗	£75,500	£64,000	£54,300	£71,800
Business Analyst	£51,700	£57,000 ↗	£62,300	£56,600	£50,100	£59,800
Product Manager	£49,200	£65,200 ↗	£81,100	£61,800	£54,600	£68,500
Product Owner	£49,800	£58,400 ↘	£66,900	£60,100	£47,500	£61,300
Programme Manager	£82,600	£89,700 ↗	£96,900	£82,000	£73,900	£94,200
Project Manager	£58,700	£64,700 ↗	£70,800	£63,900	£58,600	£67,900
PMO Analyst	£46,600	£52,000 ↗	£57,400	£44,100	£33,100	£54,800
Release Manager	£64,500	£70,300 ↘	£75,800	£70,500	£70,100	£73,900

↗ **6.2%** increase in **Product Manager** average salaries this year.

↗ **10.4%** increase in **Programme Manager** average salaries this year.

Roles on the rise

Scrum Master

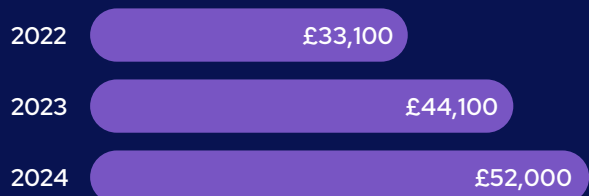


↗ **4%** salary growth versus 7% UK average growth

Business Analyst



PMO Analyst



Average salary in region vs UK inflation rate





Transformation, projects & change

London

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Delivery Manager	£84,400	£96,800 ↘	£109,100	£100,600	£98,500	£101,500
Scrum Master	£81,200	£88,100 ↗	£95,000	£87,500	£75,700	£92,500
Business Analyst	£82,700	£91,400 ↗	£100,200	£87,000	£77,800	£96,000
Product Manager	£72,400	£83,400 ↗	£94,400	£80,200	£73,400	£87,600
Product Owner	£72,500	£78,800 ↗	£85,000	£75,900	£65,900	£82,700
Programme Manager	£112,500	£121,600 ↗	£130,700	£110,000	£102,000	£127,800
Project Manager	£86,100	£93,400 ↗	£100,700	£90,200	£81,800	£98,100
PMO Analyst	£46,000	£55,800 ↗	£65,600	£55,500	£52,900	£58,900
Release Manager	£99,800	£103,800 ↗	£108,000	£101,200	£105,000	£109,200

↗ **5.7%** increase in Business Analyst average salaries this year.

↗ **3.9%** increase in Project Manager average salaries this year.

Roles on the rise

Product Owner



↗ **3.1%** salary growth versus 7% UK average growth

Programme Manager



PMO Analyst



Average salary in region vs UK inflation rate





Transformation, projects & change

North

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Delivery Manager	£62,300	£78,100 ↗	£93,900	£63,800	£72,600	£82,200
Scrum Master	£52,000	£60,700 ↗	£69,400	£60,400	£60,200	£63,600
Business Analyst	£52,300	£57,700 ↗	£63,100	£53,600	£48,800	£60,500
Product Manager	£63,100	£69,700 ↗	£76,300	£63,600	£60,800	£73,200
Product Owner	£47,100	£51,600 ↘	£56,200	£54,200	£53,000	£54,200
Programme Manager	£87,100	£93,300 ↗	£99,500	£73,700	£73,200	£98,100
Project Manager	£62,100	£67,400 ↗	£72,800	£64,400	£54,900	£70,700
PMO Analyst	£37,600	£42,300 ↗	£47,000	£39,600	£32,600	£44,500
Release Manager	£78,700	£82,100 ↗	£85,500	£76,200	£78,100	£86,500

↗ **10%** increase in Product Manager average salaries this year.

↘ **4.9%** decrease in Product Owner average salaries this year.

Roles on the rise

Business Analyst



↗ **9.7%** salary growth versus 7% UK average growth

Project Manager



PMO Analyst



Average salary in region vs UK inflation rate





Transformation, projects & change

Northern Ireland

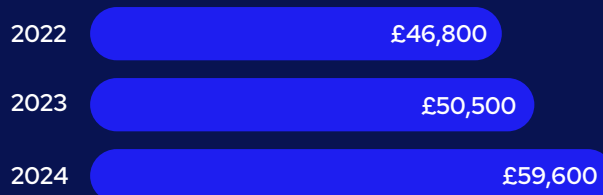
Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Delivery Manager	£52,600	£63,200 ↗	£73,700	£53,400	£57,600	£66,300
Scrum Master	£54,400	£59,600 ↗	£64,700	£50,500	£46,800	£62,600
Business Analyst	£65,200	£72,200 ↗	£79,300	£68,500	£59,000	£75,800
Product Manager	£46,000	£52,000 ↘	£58,000	£62,500	£55,000	£54,600
Product Owner	£44,500	£49,400 ↗	£54,300	£43,900	£41,700	£51,800
Programme Manager	£69,900	£75,900 ↗	£81,700	£62,500	£62,600	£79,600
Project Manager	£51,200	£56,500 ↗	£61,800	£51,400	£41,700	£59,300
PMO Analyst	£32,600	£36,600 ↗	£40,600	£32,400	£27,800	£38,400
Release Manager	£57,600	£61,300 ↗	£64,900	£55,600	£60,500	£64,400

↗ **17%** increase in **Delivery Manager** average salaries this year.

↗ **9.4%** increase in **Release Manager** average salaries this year.

Roles on the rise

Scrum Master



↗ **9.6%** salary growth versus 7% UK average growth

Product Owner



Project Manager



Average salary in region vs UK inflation rate





Transformation, projects & change

Scotland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Delivery Manager	£70,100	£88,400 ↗	£106,900	£75,800	£81,600	£92,800
Scrum Master	£72,600	£83,400 ↗	£93,800	£71,600	£66,400	£87,600
Business Analyst	£66,000	£76,200 ↗	£86,500	£70,900	£67,700	£80,000
Product Manager	£63,100	£77,300 ↗	£91,500	£69,100	£69,000	£81,200
Product Owner	£59,300	£69,100 ↗	£78,700	£62,300	£59,100	£72,600
Programme Manager	£92,300	£99,100 ↗	£106,000	£88,400	£102,200	£104,100
Project Manager	£69,800	£78,700 ↗	£87,600	£76,100	£76,700	£82,500
PMO Analyst	£39,300	£44,100 ↗	£48,800	£37,300	£36,300	£46,300
Release Manager	£76,800	£85,800 ↗	£94,200	£78,900	£85,800	£90,200

↗ **17.8%** increase in Scrum Master average salaries this year.

↗ **10.5%** increase in Programme Manager average salaries this year.

Roles on the rise

Business Analyst



↗ **11.4%** salary growth versus 7% UK average growth

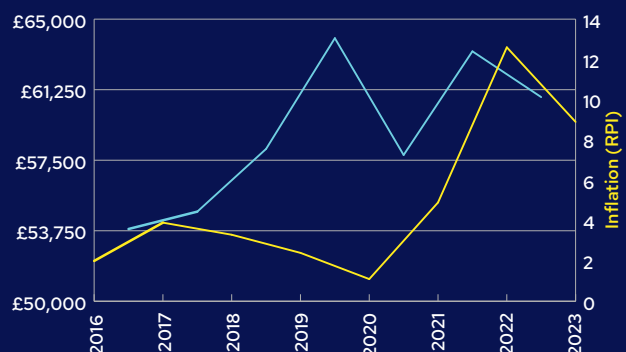
PMO Analyst



Product Owner



Average salary in region vs UK inflation rate





Transformation, projects & change

South

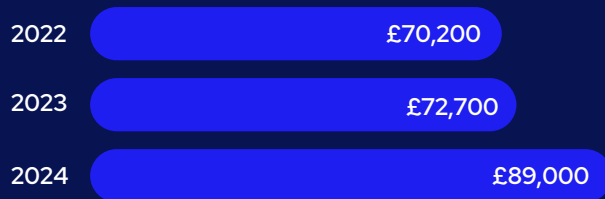
Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Delivery Manager	£76,700	£89,000 ↗	£101,300	£72,700	£70,200	£93,400
Scrum Master	£83,000	£89,300 ↗	£95,600	£73,000	£64,900	£94,500
Business Analyst	£57,400	£63,800 ↗	£70,100	£60,500	£52,300	£67,000
Product Manager	£55,200	£65,600 ↗	£76,000	£64,200	£60,100	£68,900
Product Owner	£55,100	£61,500 ↗	£67,800	£57,800	£52,100	£64,600
Programme Manager	£81,400	£87,800 ↗	£94,100	£82,200	£80,000	£92,100
Project Manager	£63,600	£69,900 ↗	£76,300	£68,800	£59,100	£73,300
PMO Analyst	£54,000	£56,500 ↗	£58,900	£45,600	£37,100	£59,500
Release Manager	£71,400	£76,300 ↗	£81,100	£73,200	£75,600	£80,200

↗ **6.3%** increase in Business Analyst average salaries this year.

↗ **4.1%** increase in Release Manager average salaries this year.

Roles on the rise

Delivery Manager



↗ **10.4%** salary growth versus 7% UK average growth

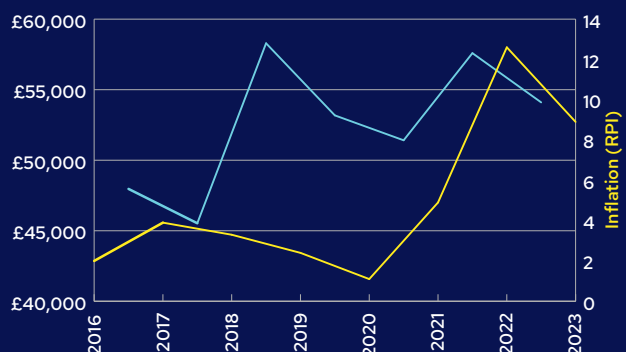
Product Manager



Programme Manager



Average salary in region vs UK inflation rate





Transformation, projects & change

Wales

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Delivery Manager	£58,600	£69,100 ↗	£79,500	£68,600	£68,300	£72,700
Scrum Master	£60,700	£65,200 ↗	£69,700	£64,800	£55,600	£68,700
Business Analyst	£51,800	£56,500 ↗	£61,100	£53,300	£45,200	£59,400
Product Manager	£60,200	£64,800 ↘	£69,400	£66,900	£59,700	£68,000
Product Owner	£49,600	£54,000 ↘	£58,500	£56,400	£49,500	£56,800
Programme Manager	£69,900	£75,900 ↗	£81,700	£62,200	£66,500	£82,000
Project Manager	£55,500	£61,100 ↗	£66,700	£58,800	£54,500	£64,100
PMO Analyst	£36,400	£40,100 ↘	£43,800	£41,600	£33,000	£42,300
Release Manager	£64,200	£67,000 ↘	£70,000	£71,400	£71,800	£70,600

↘ **3.5%** decrease in Product Manager average salaries this year.

↗ **4.2%** increase in Project Manager average salaries this year.

Roles on the rise

Delivery Manager



↗ **1.8%** salary growth versus 7% UK average growth

Business Analyst



Project Manager



Average salary in region vs UK inflation rate



Transformation, projects & change insight

Jaimie Hill

Transformation, Projects, & Change Expert, Reed



“ Digital transformation took centre stage last year as companies strove to boost their operational efficiency and customer experience. This shift towards new technologies and system overhauls has sparked a demand for experts in this space. There’s been a surge in demand for roles like project managers, change managers, and business analysts, offering professionals a golden opportunity to refine their skills or move into these sought-after positions.

For companies aiming to excel in this ever-changing market, a comprehensive approach to project and change management is crucial. Yes, success

hinges on choosing the right technologies, but it’s also dependent on how well you cultivate a company culture that embraces adaptability and readiness for change. Clear communication and stakeholder engagement throughout the transformation journey can greatly increase the chances of successful delivery.

Despite the growth this year, the fast evolution of technology has brought its own set of challenges, including managing complex projects effectively and integrating new systems and technologies seamlessly with existing infrastructure. Change management also demands careful attention as organisations grapple with the

cultural shifts that come with technology advancements. It’s vital for companies to invest in skilled change professionals capable of steering through these challenges and ensuring successful adoption.

A professional who can master the technical aspects as well as effectively manage teams, communicate clearly, and adapt to changing circumstances will be snapped up quickly in this dynamic market. Therefore, investing time and effort in developing these soft skills can significantly enhance your career prospects in the year ahead. ”



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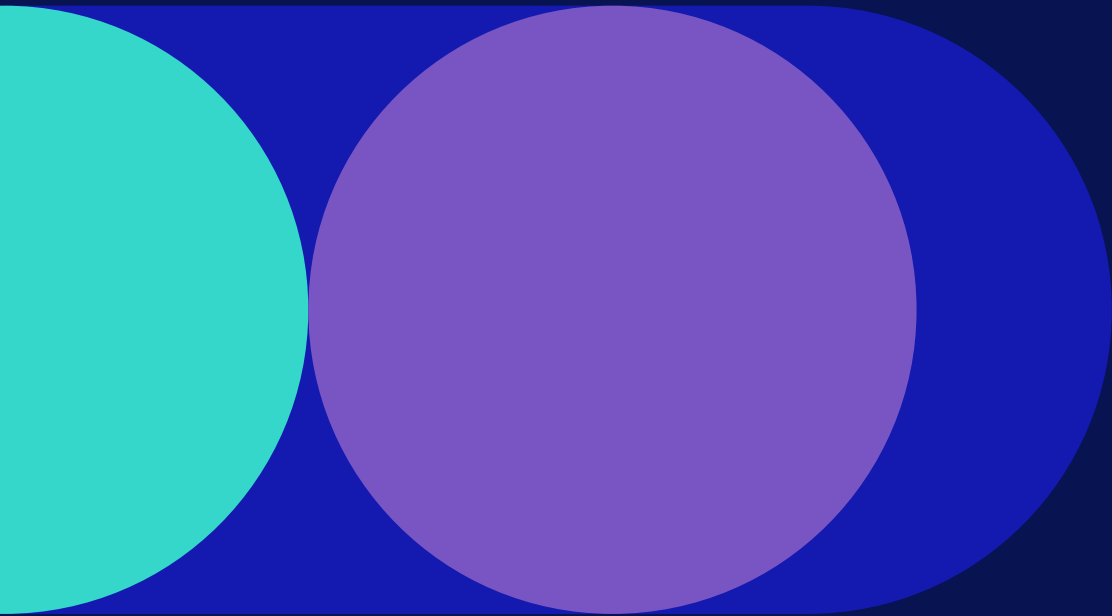
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