2022 IT and Digital
SALARY BENCHMARK

be.it.

ANALYSIS

HEAD OF BUSINESS ANALYSIS		BUSINESS/PROCESS/ SYSTEMS/CHANGE ANALYST	
£53-72k	£650 AVE. RATE	£37-65k	£425 AVE. RATE

SECURITY

SECURITY ANALYST		SECURITY MANAGER		SECURITY CONSULTANT	
£35-60k	£500 AVE. RATE	£75k	£600 AVE. RATE	£65-85k+	£750 AVE. RATE

ARCHITECTURE

INFRASTRUCTURE ARCHITECT		ENTERPRISE ARCHITECT		TECHNICAL (APPLICATION) ARCHITECT		SOLUTIONS ARCHITECT		HEAD OF ARCHITECTURE	
£70k	£600 AVE. RATE	£100k+	£850 AVE. RATE	£85k	£650 AVE. RATE	£85k+	£700 AVE. RATE	£120k	£1k AVE. RATE

DIGITAL

UX DESIGNER		UI DESIGNER		PRODUCT OWNER		PRODUCT MANAGER		HEAD OF PRODUCT/DESIGN	
£35-65k	£500 AVE. RATE	£35-65k	£500 AVE. RATE	£55-65k	£500 AVE. RATE	£60-70k	£550 AVE. RATE	£90k+	£850 AVE. RATE

DATA/ERP

DATA SCIENTIST		DATA ENGINEER		MACHINE LEARNING ENGINEER		DATA/BI ANALYST	
£40-80k	£700 AVE. RATE	£40-75k+	£650 AVE. RATE	£50-80k+	£700 AVE. RATE	£35-60k	£400 AVE. RATE

DATA/BI DEVELOPER		DATABASE ADMINISTRATOR		ERP/CRM CONSULTANT	
£35-65k	£450 AVE. RATE	£35-65k	£475 AVE. RATE	£40-80k+	£650 AVE. RATE

LEADERSHIP

IT MANAGER		IT DIRECTOR		HEAD OF DEVELOPMENT	
£70k	£400 AVE. RATE	£125k	£1k AVE. RATE	£100k	£850 AVE. RATE

HEAD OF CHANGE/DELIVERY		CHIEF INFORMATION OFFICER (CIO)		CHIEF TECHNICAL OFFICER (CTO)	
£100k	£850 AVE. RATE	£140k	£1.2k AVE. RATE	£140k	£1.2k AVE. RATE

CHIEF OPERATING OFFICER (COO)		CHIEF INFORMATION SECURITY OFFICER (CISO)		CHIEF EXECUTIVE OFFICER (CEO)	
£150k	£1.4k AVE. RATE	£140k	£1.2k AVE. RATE	£160k	£1.5k AVE. RATE

GRAD

GRADUATE – CONSULTANT/ DEVELOPER/TESTER
£25-35k

INFRASTRUCTURE

DEV-OPS ENGINEER		SYSTEMS ADMINISTRATOR		APPLICATION SUPPORT		1ST-2ND LINE SUPPORT	
£55-80k+	£600 AVE. RATE	£30-55k	£375 AVE. RATE	£30-50k	£350 AVE. RATE	£20-35k	£200 AVE. RATE

2ND-3RD LINE SUPPORT		DATA/NETWORK ENGINEER		INFRASTRUCTURE MANAGER		CLOUD INFRASTRUCTURE ENGINEER	
£35-45k	£300 AVE. RATE	£40-55k	£300 AVE. RATE	£65k	£350 AVE. RATE	£60-75k	£550 AVE. RATE

PROJECT/CHANGE

SCRUM MASTER		CHANGE MANAGER		PMO ANALYST		PMO MANAGER	
£40-70k+	£550 AVE. RATE	£50-65k	£500 AVE. RATE	£30-45k	£300 AVE. RATE	£65k	£500 AVE. RATE

PROJECT MANAGER		PROGRAMME MANAGER		PROGRAMME DIRECTOR		RELEASE MANAGER	
£35-65k	£500 AVE. RATE	£90k	£650 AVE. RATE	£120k	£900 AVE. RATE	£50-55k	£450 AVE. RATE

SOFTWARE /WEB

C/C++		PYTHON DEVELOPER		ANDROID/iOS DEVELOPER		.NET DEVELOPER	
£32-60k	£475 AVE. RATE	£37-75k	£550 AVE. RATE	£37-75k	£550 AVE. RATE	£35-70k	£425 AVE. RATE

JAVA DEVELOPER		PHP DEVELOPER		RUST DEVELOPER		REACT DEVELOPER	
£37-75k	£500 AVE. RATE	£30-55k	£350 AVE. RATE	£37-80k	£600 AVE. RATE	£37-75k	£550 AVE. RATE

FULL STACK DEVELOPER		FRONT-END DEVELOPER (NON-REACT)		PRINCIPAL/TECHNICAL LEAD		DEVELOPMENT MANAGER	
£37-75k	£550 AVE. RATE	£35-70k	£425 AVE. RATE	£90k+	£650 AVE. RATE	£90k+	£650 AVE. RATE

TESTING

MANUAL TESTER		AUTOMATION TESTER		PERFORMANCE TESTER		PENETRATION TESTER	
£30-50k	£300 AVE. RATE	£40-65k	£500 AVE. RATE	£40-65k	£500 AVE. RATE	£40-70k	£600 AVE. RATE

TEST TEAM LEAD		TEST MANAGER		HEAD OF TESTING	
£65k	£500 AVE. RATE	£70k	£600 AVE. RATE	£75k+	£700 AVE. RATE

Glasgow • Edinburgh • Belfast

0333 344 7085