

Salary Benchmark

All figures reflected in this report represent base salaries only

August 2026

Software Engineering

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Principal/Staff Engineer	£120,000	£175,000	£750	£900	£800	£1,000
Lead Software Engineer	£100,000	£130,000	£600	£750	£750	£900
Founding Engineer	£100,000 + 1-3% equity	£200,000 + 1-3% equity	–	–	–	–
Forward Deployed Engineer	£70,000	£150,000	–	–	–	–
Senior	Low	High	Low	High	Low	High
Java	£85,000	£120,000	£550	£700	£700	£800
Frontend	£80,000	£130,000	£450	£650	£450	£700
Node / TypeScript	£80,000	£130,000	£500	£700	£550	£750
Full-Stack JavaScript	£80,000	£130,000	£450	£700	£500	£750
.Net / C#	£80,000	£110,000	£500	£750	£750	£950
Scala	£80,000	£130,000	£550	£700	£750	£850
Golang	£80,000	£120,000	£600	£700	£700	£750
Kotlin	£95,000	£120,000	£600	£750	£700	£900
PHP	£65,000	£85,000	£450	£600	£600	£750
Python	£80,000	£120,000	£600	£700	£700	£900
C++	£80,000	£110,000	£600	£700	£700	£850
Ruby	£75,000	£100,000	£550	£650	£700	£800
Clojure	£80,000	£100,000	£700	£800	£800	£950
iOS	£80,000	£120,000	£550	£650	£700	£800
Android	£80,000	£120,000	£550	£650	£700	£800
React Native	£80,000	£130,000	£600	£750	£750	£900
Flutter	£80,000	£125,000	£600	£750	£750	£900

Software Engineering	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Mid-Level						
Java	£60,000	£85,000	£450	£600	£650	£700
Frontend	£55,000	£80,000	£400	£550	£550	£700
Node / TypeScript	£55,000	£80,000	£500	£600	£650	£750
Full-stack JavaScript	£55,000	£80,000	£450	£600	£600	£750
.Net / C#	£50,000	£75,000	£450	£550	£600	£650
Scala	£60,000	£80,000	£500	£600	£700	£850
Golang	£50,000	£80,000	£500	£600	£600	£700
Kotlin	£70,000	£85,000	£550	£600	£700	£800
PHP	£50,000	£65,000	£400	£450	£550	£650
Python	£50,000	£80,000	£500	£600	£600	£700
C++	£60,000	£80,000	£500	£600	£600	£700
Ruby	£55,000	£75,000	£450	£550	£550	£700
Clojure	£60,000	£80,000	£600	£700	£700	£800
iOS	£60,000	£80,000	£450	£550	£600	£700
Android	£60,000	£80,000	£450	£550	£600	£700
React Native	£65,000	£85,000	£500	£600	£650	£750
Flutter	£65,000	£85,000	£500	£600	£650	£750
Junior						
Junior Level Developer (Second Jobber)	£40,000	£60,000	£350	£450	£450	£550
Entry Level Developer (Graduate)	£30,000	£40,000	n/a	n/a	n/a	n/a

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Data & AI

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Principal / Staff	£120,000	£175,000	£700	£900	£850	£1,200
Founding AI Engineer	£100,000 + 1-3% equity	£160,000 + 1-3% equity	–	–	–	–
Senior	Low	High	Low	High	Low	High
Data Scientist	£85,000	£120,000	£550	£750	£650	£850
Data Engineer	£85,000	£120,000	£550	£750	£650	£850
ML Engineer	£90,000	£130,000	£600	£800	£700	£900
AI Engineer	£90,000	£130,000	£600	£800	£700	£900
Data Analyst	£70,000	£90,000	£450	£650	£600	£750
BI Analyst	£60,000	£80,000	£400	£600	£500	£700
Mid-Level	Low	High	Low	High	Low	High
Data Scientist	£65,000	£85,000	£400	£550	£400	£550
Data Engineer	£60,000	£85,000	£400	£550	£400	£550
ML Engineer	£70,000	£90,000	£450	£600	£550	£700
AI Engineer	£70,000	£90,000	£450	£600	£550	£700
Data Analyst	£55,000	£65,000	£250	£450	£350	£550
BI Analyst	£40,000	£50,000	£300	£400	£400	£600
Junior	Low	High	Low	High	Low	High
Junior / Graduate	£30,000	£50,000	£200	£300	£300	£400

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Architecture

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Principal Architect	£140,000	£170,000	£800	£1,200	£1,000	£1,500
Lead Architect	£110,000	£130,000	£700	£800	£800	£1,000
Enterprise Architect	£90,000	£140,000	£750	£900	£900	£1,200
Solutions Architect	£90,000	£120,000	£600	£750	£750	£1,000
Technical Architect	£95,000	£140,000	£650	£850	£850	£1,000
Cloud Architect	£95,000	£150,000	£600	£1,000	£800	£1,200
Data Architect	£90,000	£120,000	£600	£850	£800	£1,000

DevOps & Infrastructure

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
DevOps Manager	£110,000	£140,000	£900	£1,100	£1,000	£1,200+
DevOps Lead	£100,000	£120,000	£750	£900	£850	£1,100
Senior DevOps / SRE / Platform Engineer	£80,000	£110,000	£650	£800	£750	£1,000
DevOps / SRE / Platform Engineer	£60,000	£80,000	£500	£650	£600	£850
Junior DevOps / SRE / Platform Engineer	£35,000	£55,000	£400	£500	£500	£700
Senior SysAdmin	£80,000	£120,000	£500	£800	£600	£900
SysAdmin	£40,000	£75,000	£350	£600	£450	£700
Junior SysAdmin	£30,000	£40,000	£300	£400	£400	£550
Entry Level DevOps / SysAdmin (Graduate)	£25,000	£40,000	£200	£300	£300	£500
Application Support (3 rd line)	£40,000	£90,000	£400	£600	£400	£700
1 st & 2 nd Line Support	£30,000	£60,000	£300	£500	£400	£600
Security & Network Engineer	£50,000	£120,000	£400	£750	£500	£950
Database Administrator	£50,000	£75,000	£300	£600	£400	£800

Testing

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Test Lead	£90,000	£120,000	£600	£750	£700	£950
Senior Test Engineer	£70,000	£90,000	£500	£600	£600	£800
Test Engineer	£45,000	£70,000	£400	£500	£500	£700
Junior Test Engineer	£30,000	£40,000	£300	£400	£400	£600
Senior SDET	£80,000	£110,000	£550	£700	£650	£900
SDET	£55,000	£75,000	£450	£550	£550	£750
Junior SDET	£40,000	£50,000	£300	£400	£400	£600
Entry Level Tester / SDET (Graduate)	£25,000	£35,000	£250	£300	£350	£500

Product, UX, and Design

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Lead / Principal Product Manager	£120,000	£140,000	£550	£800	£600	£900
Senior Product Manager / Owner	£75,000	£100,000	£550	£800	£600	£900
Product Manager / Owner	£60,000	£75,000	£400	£550	£500	£650
Senior UX Designer	£65,000	£85,000	£500	£650	£600	£700
UX Designer	£45,000	£65,000	£400	£500	£500	£600
Senior UI / Visual Designer	£65,000	£85,000	£500	£650	£550	£650
UI / Visual Designer	£45,000	£65,000	£300	£500	£450	£550
Senior Product Designer	£65,000	£85,000	£500	£650	£600	£700
Product Designer	£45,000	£65,000	£300	£500	£500	£600
User Researcher	£45,000	£65,000	£400	£600	£500	£650

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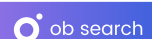
Project Delivery

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
Agile Coach	£80,000	£120,000	£600	£1,000	£700	£1,200
Programme Manager	£80,000	£120,000	£600	£800	£700	£1,000
Senior Project Manager	£75,000	£90,000	£550	£650	£650	£750
Project Manager	£60,000	£75,000	£400	£550	£500	£650
Senior Business Analyst	£75,000	£85,000	£525	£600	£575	£675
Business Analyst	£60,000	£70,000	£300	£550	£400	£650
Scrum Master	£60,000	£85,000	£400	£600	£500	£700
Delivery Manager	£75,000	£120,000	£450	£750	£550	£850
Project Coordinator	£25,000	£40,000	£200	£350	£250	£400

Senior Appointments

	Permanent		Outside IR35 Day Rate		Inside IR35 Day Rate	
	Low	High	Low	High	Low	High
CTO / CIO / CPO / CTPO / CAIO	£200,000	£400,000	£1,200	£2,000	£1,800	£3,200
Startup CTO / CTPO	£100,000	£175,000	£800	£1,600	£1,000	£2,200
VP / Director / Head of Engineering	£125,000	£200,000	£900	£1,200	£1,200	£1,800
VP / Director / Head of Product	£120,000	£180,000	£750	£1,000	£950	£1,400
VP / Director / Head of Platform	£120,000	£190,000	£750	£1,200	£900	£1,500
VP / Director / Head of AI	£160,000	£250,000	£800	£1,500	£950	£2,000
VP / Director / Head of Data	£120,000	£180,000	£800	£1,200	£1,000	£1,500
Senior Engineering Manager	£120,000	£140,000	£750	£950	£900	£1,200
Engineering Manager	£90,000	£130,000	£600	£800	£750	£950

For more information on senior appointments, please visit our executive search sister company, OB Search.



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