IT, Digital & Software

SALARY INSIGHTS

2024

Key insights into recruitment trends and salary benchmarking in the IT sector.

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Contents.

Introduction.

NICOLA COPELAND

Operations Director, Concept

As we step further into 2024, the economic landscape continues to present challenges, shaping a hiring outlook that demands careful consideration from both candidates and clients alike. Uncertainty looms over job security, prompting candidates to tread cautiously when contemplating career moves. Meanwhile, clients are adopting a discerning approach, meticulously evaluating hiring decisions and compensation packages to align with their evolving business needs.

Despite these uncertainties, the demand for talent remains competitive. Organisations are actively pursuing transformational initiatives, necessitating the hiring of professionals equipped to drive innovation and change. Simultaneously, candidates seek new opportunities that offer not only competitive salaries but also avenues for personal growth and a better work-life balance.

In response to these dynamics, Concept is pleased to present the IT Salary Insights for 2024. This comprehensive guide delves into employee perspectives and crucial salary data within the technology sector. Our aim is to empower you with the insights needed to make informed decisions in this rapidly evolving landscape.

We understand that success in navigating these uncertain times hinges on the ability to attract and retain top talent. As such, our team of specialist consultants remains dedicated to keeping you ahead of the curve. Whether you're seeking to strengthen your workforce or refine your hiring strategy, we stand ready to assist you every step of the way.

As we embark on this journey together, let us equip ourselves with the knowledge and foresight necessary to thrive amidst uncertainty. Reach out to our team today to explore how we can support your hiring needs and propel your organisation towards success in 2024 and beyond.

30,000
candidates placed.

24M
turnover in 2023

24 years
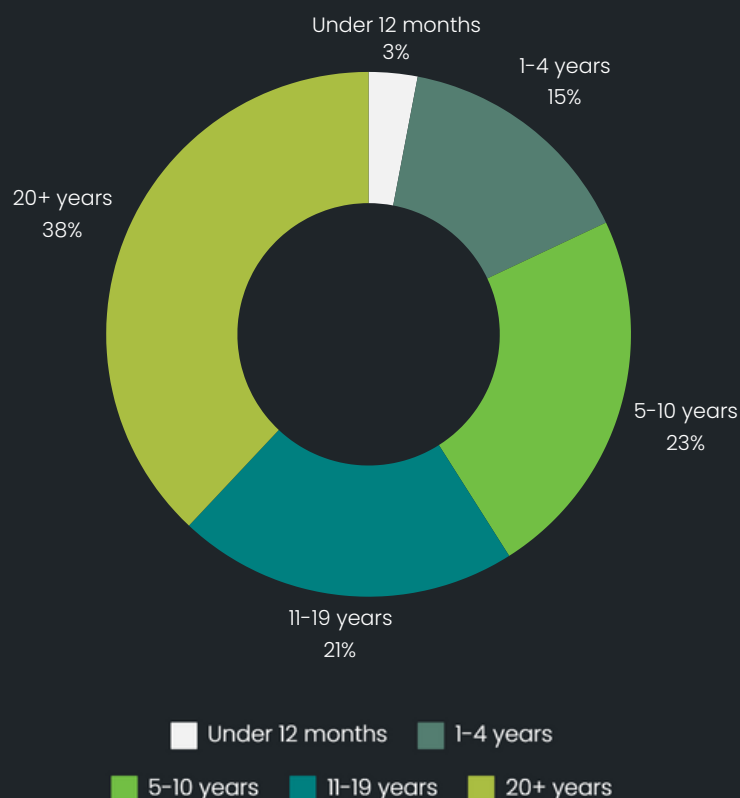Over 2 decades of talent consultancy.

Market overview.

Our survey reflects the wider market with IT workers remaining on the job longer and younger generations making up a smaller share of tech employees, the sector faces an experience gap.
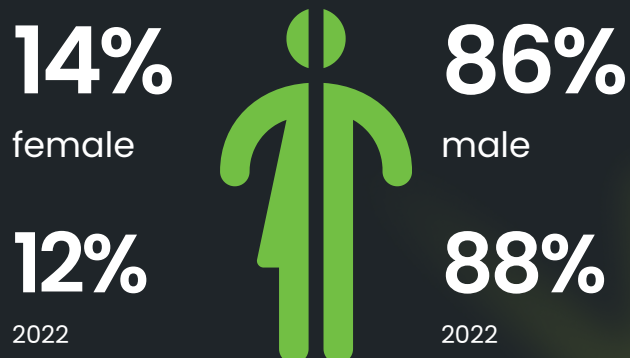
Half of our respondents had over 10 years' experience, with 38% having over 20 years. Only 18% had less than 5 years, with just 3% entering the profession within the past 12 months.

It is clearly imperative that the IT sector makes the profession as attractive as possible for new recruits, providing career progression and training opportunities.

The gender gap within IT shows little signs of closing any time soon, as this is the level of females in the profession appears to be similar levels to surveys carried out 5 years ago.

Under 12 months 3%

1-4 years 15%

5-10 years 23%

11-19 years 21%

20+ years 38%

Legend:
- Under 12 months
- 1-4 years
- 5-10 years
- 11-19 years
- 20+ years

Gender split in the technology sector

14% female

86% male

12% 2022

88% 2022

MARKET
OVERVIEW

Larger businesses account for a significant proportion of hirers; however, the SME market appears to be growing with those with 51-200 employees make up a quarter.

Less than 10 or self employed

24%

11 - 200 employees

26%

500+ employees

40%

Cloud, Infrastructure & Architecture lead as the primary job type within the IT workforce followed by Data, Development & Information and Cyber Security.

## THE MOST POPULAR ROLES IN IT, DIGITAL & SOFTWARE:

- Application Engineer
- Business Analyst
- Project Manager
- Data Architect
- Data Engineer
- IT Support Engineer
- Cloud Engineer
- Front End Developer
- Java Software Developer
- .Net Software Developer

Market overview.

What are the top locations for this talent?

- Cloud Engineer
- Cloud Architect
- Cloud Architecture Consultant
- Data Architect
- Cloud Specialist
- Cloud Support Engineer
- DevOps Specialist
- Head of DevOps
- DevOps Manager
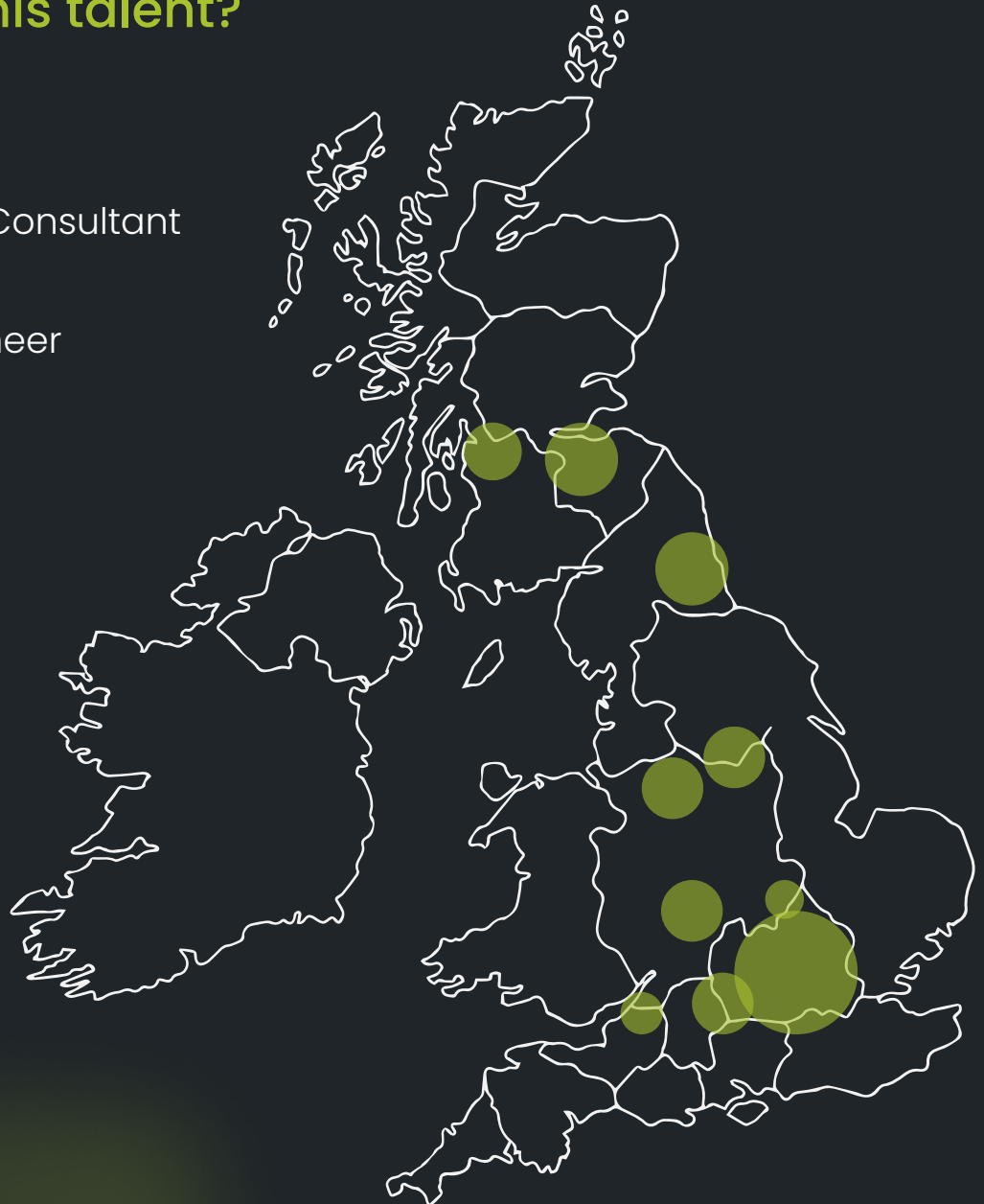
Market overview.

| Location	Professionals			Male	Female	Hiring demand	Top Employer
London Area	3,911	Decrease	2%	15%	85%	Very high	Tata Consultancy Services
Manchester Area	491	Increase	1%	11%	89%	Very high	ANS Group
Greater Leeds Area	368	Increase	1%	9%	91%	Very high	William Hill
Greater Reading Area	283	Increase	1%	18%	82%	Very high	Oracle
Greater Edinburgh Area	247	Decrease	1%	15%	85%	High	Sky
Greater Glasgow Area	221	Increase	1%	11%	89%	Very high	Social Security Scotland
Greater Bristol Area	192	Increase	13%	12%	88%	Very high	Pax8
Birmingham	159	Decrease	7%	12%	88%	High	BT Group
Tyneside Area	142	Increase	1%	16%	86%	Moderate	Sage
Milton Keynes	122	Decrease	5%	12%	88%	Very high	Cognizant

Salary Detail

Over two-thirds of the IT professionals are not satisfied with their salary. It will not come as a surprise that workers who are dissatisifed with their salalry are more likely to be intending to move jobs in the next 12 months.

Are you satisfied with your current salary?
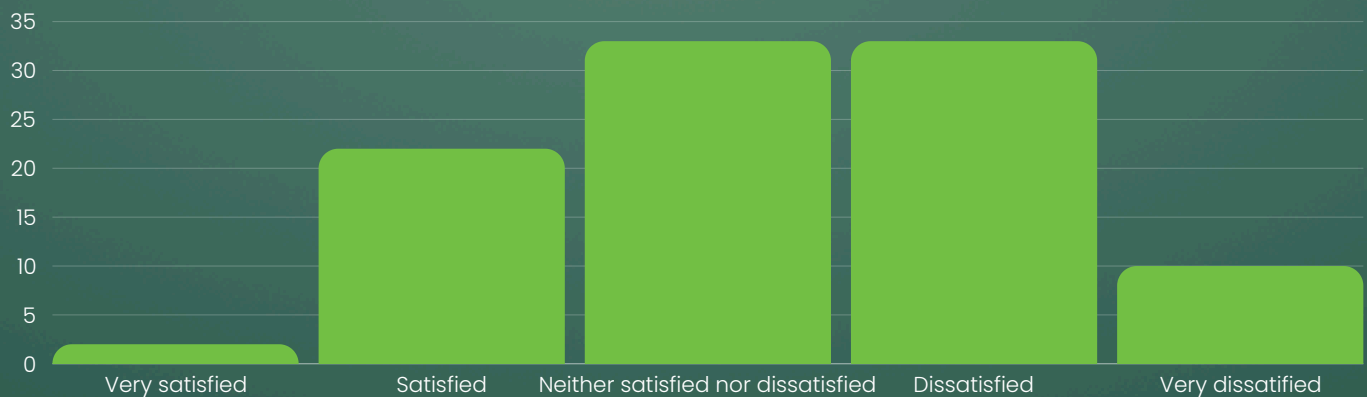
Salary satisfaction.

2%

were very satisfied with their current salary.

22%

were satisfied with their current salary.

43%

of the IT professionals were dissatisfied or very dissatisfied with their current salary.

80%

of IT professional that are dissatisfied with their salary intend to move jobs within 12 months.

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Salary changes

Despite significant inflationary pressures in the UK, only 54% of IT professionals had received a pay rise in the past 12 months, however recency of moving jobs will have influence on this figure.

54%

of the IT workforce have received a salary increase in the past 12 months.

70%

of IT professionals said they expected to receive a salary increase in the next 12 months.

Bonus & Overtime

53% of IT professionals received less than £1,000 in bonus and overtime.

32% received between £1,000 and £6,000 in bonus and overtime.

15% received over £7,000 in overtime and bonus.

IT professionals that had not received a salary increase in the past 12 months were significantly less likely to be satisfied with their salary and more likely to be intending to move jobs in the next 12 months.
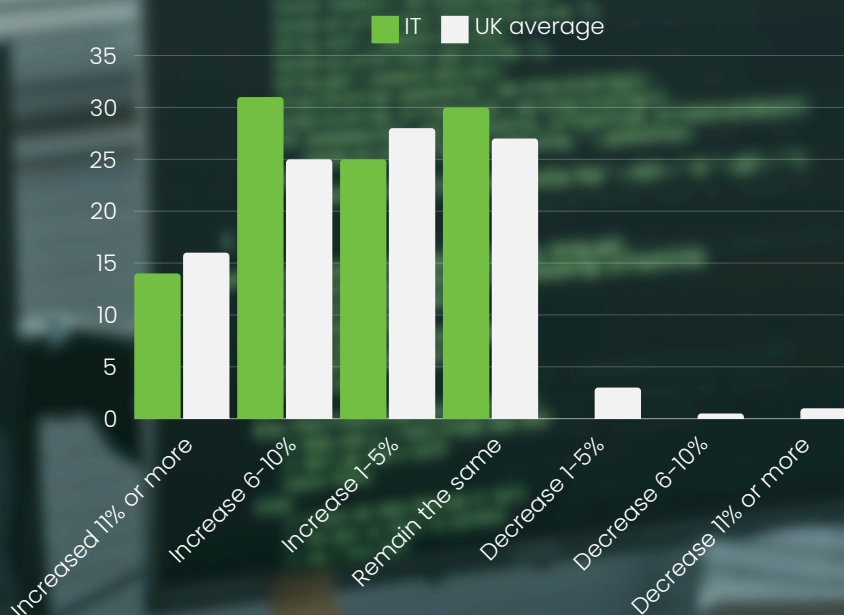
Salary expectations

IT professionals are optimistic of future pay, with 70% expecting an increase in the next 12 months.

How do you expect your salary to change in the next year?

70%
Increase

30%
Stay the same

0%
Decrease

IT professionals were slighlty more optimistic of salary increase of over 5% than the UK average.

IT ■ UK average

Categories: Increased 11% or more, Increase 6-10%, Increase 1-5%, Remain the same, Decrease 1-5%, Decrease 6-10%, Decrease 11% or more

Employee Profile

The IT sector is still seen as great place to work, but levels of satisfaction have fallen compared to previous surveys. Not surprisingly, IT professionals that are dissatisfied with their current role, say they intend to move jobs in the next 12 months.
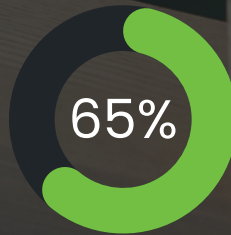
Gaining a higher salary and career progression were stated as the top reasons for moving jobs with those dissatisfied with their current role.

Satisfaction level

| Satisfaction level	percentage %
Very satisfied	~14
Slightly satisfied	~16
Neither satisfied or disatisfied	~22
Slightly unsatisfied	~33
Very unsatisfied	~14

percentage % (axis: 0, 5, 10, 15, 20, 25, 30, 35)

Out of the IT professionals that were unsatisfied in their role...

82%
said that there was no scope for progression within their current role.

65%
stated that they had not received any training in the past 12 months.
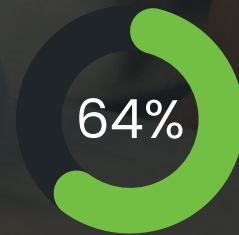
64%
said they would move jobs for a higher salary.

Employee Wellbeing

Career progression has been seen to have a big impact on job satisfaction, half of IT professionals said they felt there was room for progression within their current role.

Do you feel there is scope for progression in your current role?

51%
Yes

Levels of job satisfaction were much higher amongst those that felt their role had career progression – 76% said they were satisfied in their role.

Of those that couldn't see any scope for career progression, 51% said they were dissatisfied in their job.

89% said they intend to move jobs within the next 12 months.

49%
No

Skills & Training

Although most IT professionals feel they have the skills to complete their role, it is somewhat surprising given the pace of change in the IT sector that 46% had received no training in the past 12 months.

Most IT professionals that hadn't received any training still felt able to perform their role but were less likely to have job satisfaction.

This highlights that training should be considered as much for employee motivation as training people to perform their roles.

Only

25%

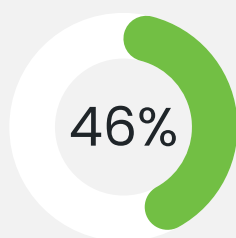of candidates that hadn't received training said were satisfied are satisfied in their role.

Have you had any training in the last 12 months?

54%

Yes

46%
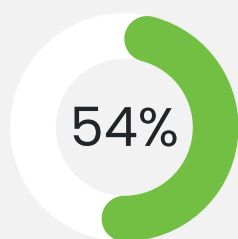
No

90% of people that hadn't received training still felt they had the skills to perform their job.

Only 2% who had been on training felt they still didn't have all the sills required for their role.

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Moving jobs

The IT sector is recognised as being dynamic and fast-paced, with new technology, solutions and investments often bringing new opportunities and changes to the workforce.

This has created a relatively transient workforce which is happy to move jobs in search of new opportunities. 65% of respondents said they intended to move jobs within the next 12 months.

Almost two thirds of the IT workforce are looking to move jobs within the next year.

When do you think you'll move jobs?

41%
within 6 months.

24%
6 - 12 months.

13%
1 - 2 years.

10%
2 - 3 years.

12%
not looking to move.

Important factors

What are the main drivers behind IT professionals looking to move jobs?

As to be expected, gaining a higher salary is the most significant factor, especially with those that hadn't had a salary increase in the past 12 months. However, career progression is also a major contributary factor and was higher for IT professionals than the UK average.

Legend: IT | UK Average
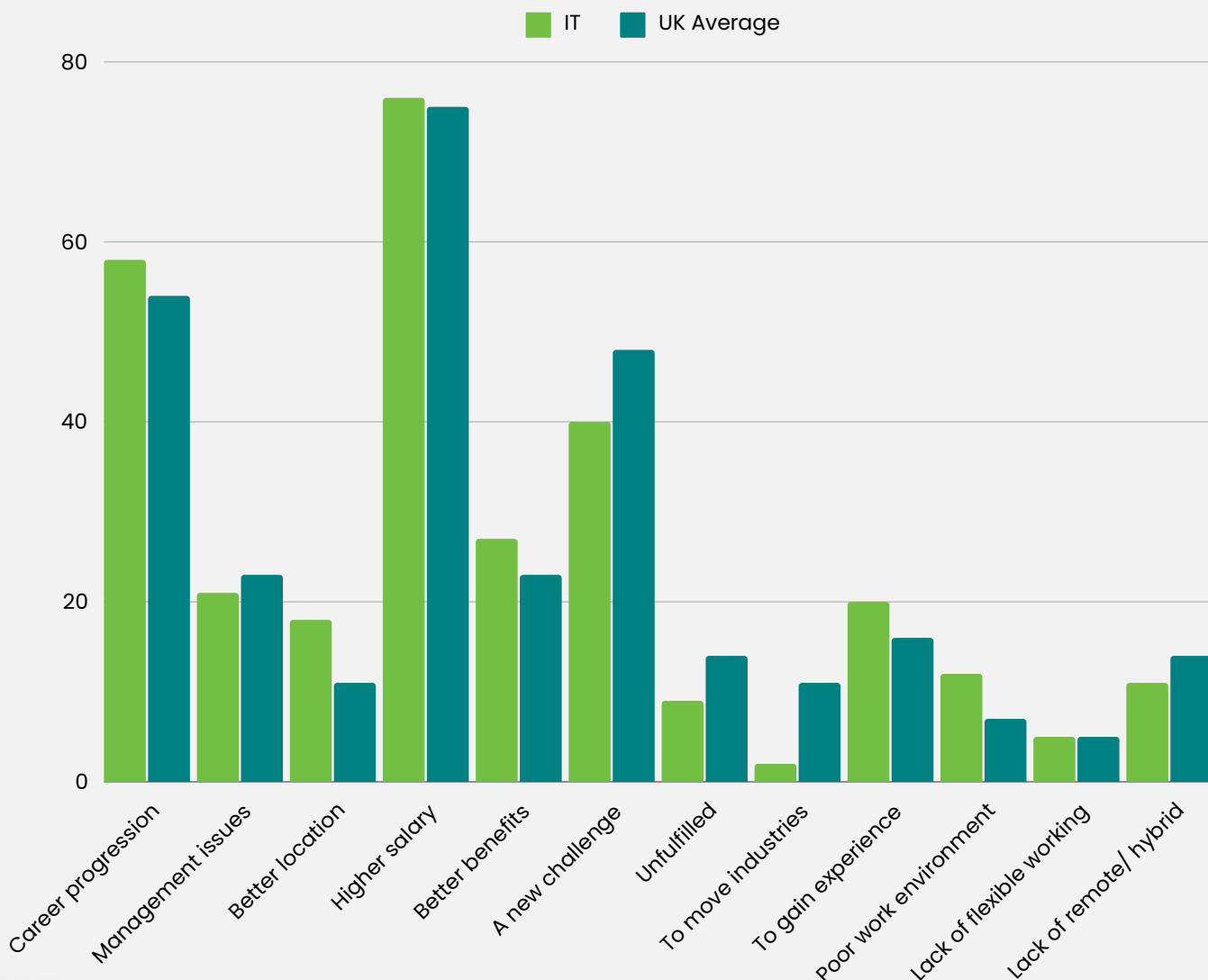
Two thirds of IT professionals said that gaining a higher salary would be the main reason for moving jobs.

The 2nd most popular reason for moving jobs would be for career progression, followed by a new challenge.

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Benefits packages

How important are benefits when considering a new role?

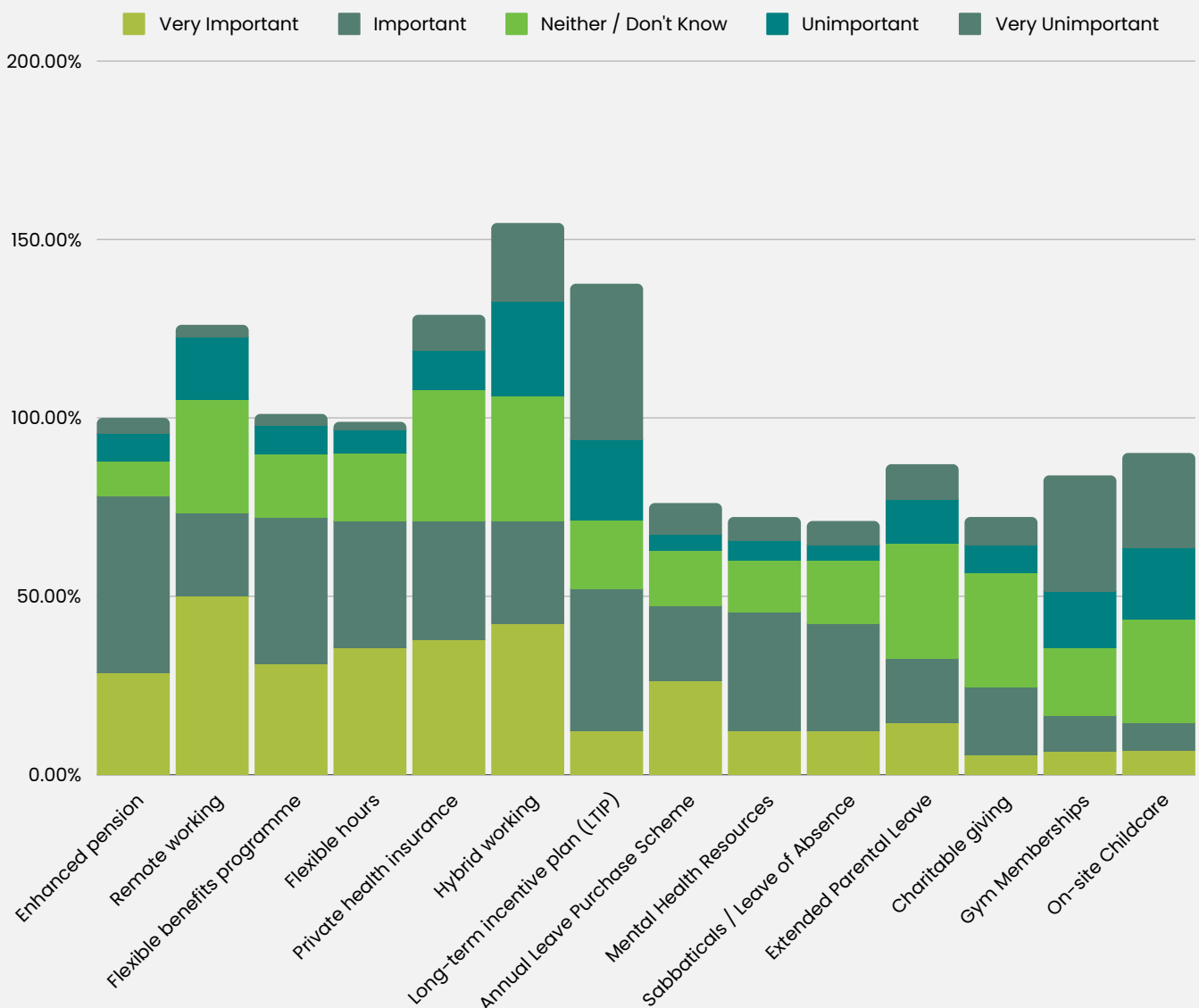IT respondents offered a range of benefits that they consider important when choosing a new permanent role. An enhanced pension was seen as the most important benefit as well as remote and hybrid working and flexible hours.

Legend: Very Important · Important · Neither / Don't Know · Unimportant · Very Unimportant

Categories: Enhanced pension, Remote working, Flexible benefits programme, Flexible hours, Private health insurance, Hybrid working, Long-term incentive plan (LTIP), Annual Leave Purchase Scheme, Mental Health Resources, Sabbaticals | Leave of Absence, Extended Parental Leave, Charitable giving, Gym Memberships, On-site Childcare

Mental health resources has seen a significant increase in the number of workers that see as important.

Remote and hybrid working as well as flexible hours are all seen as important factors.

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Contractors

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Contractors

The majority of IT contractors are serving long-term contracts and almost two-thirds have received an extension in the past 12 months.

64%

of the IT contract workers had received an extension within the past 12 months

52%

of IT contractors last contract was for more than 6 months.

Length of contract

Up to 1 month
11%

1-2 months
9%

2-3 months
2%

3-4 months
5%

5-6 months
21%

6 month or more
52%
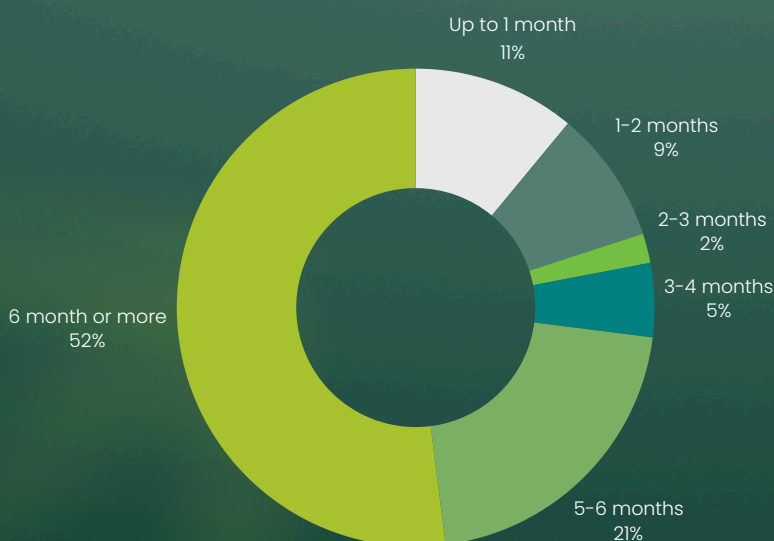
> " We've noticed a rise in demand for contract workers.
>
> As bonuses decrease, organisations are boosting other benefits to attract top talent."

Robert Taylor
Business Development Director

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Moving jobs

Contractors

The levels of satisfaction amongst IT contractors is high. However 66% stated they would consider a permanent role.

Satisfaction level

Category	Value
Very satisfied	~41
Slightly satisfied	~18
Neither satisfied or disatisfied	~27
Slightly unsatisfied	~7
Very unsatisfied	~7

(Axis: 0 10 20 30 40 50)
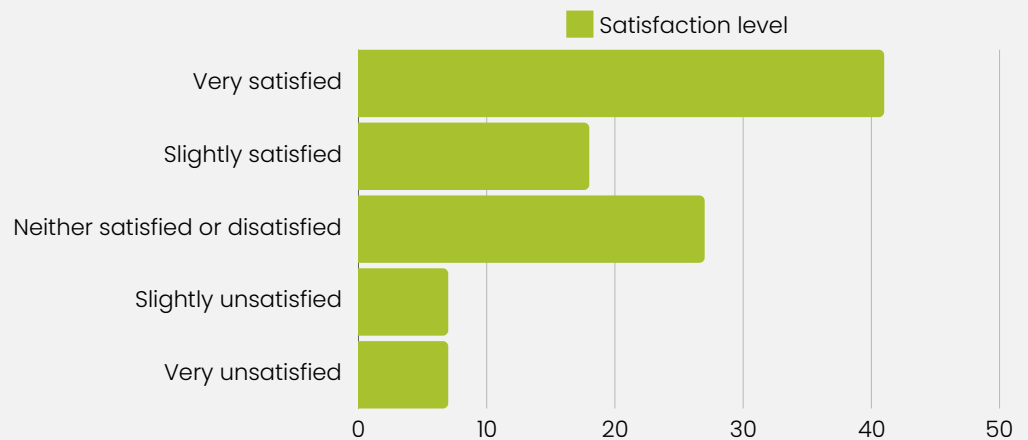
How soon before the end of a contract do you start looking for a new role?

34%
1-2 weeks

34%
3-4 weeks

9%
6 weeks

23%
More than 6 weeks

Benefits packages

Contractors

How important are benefits when considering a new role?

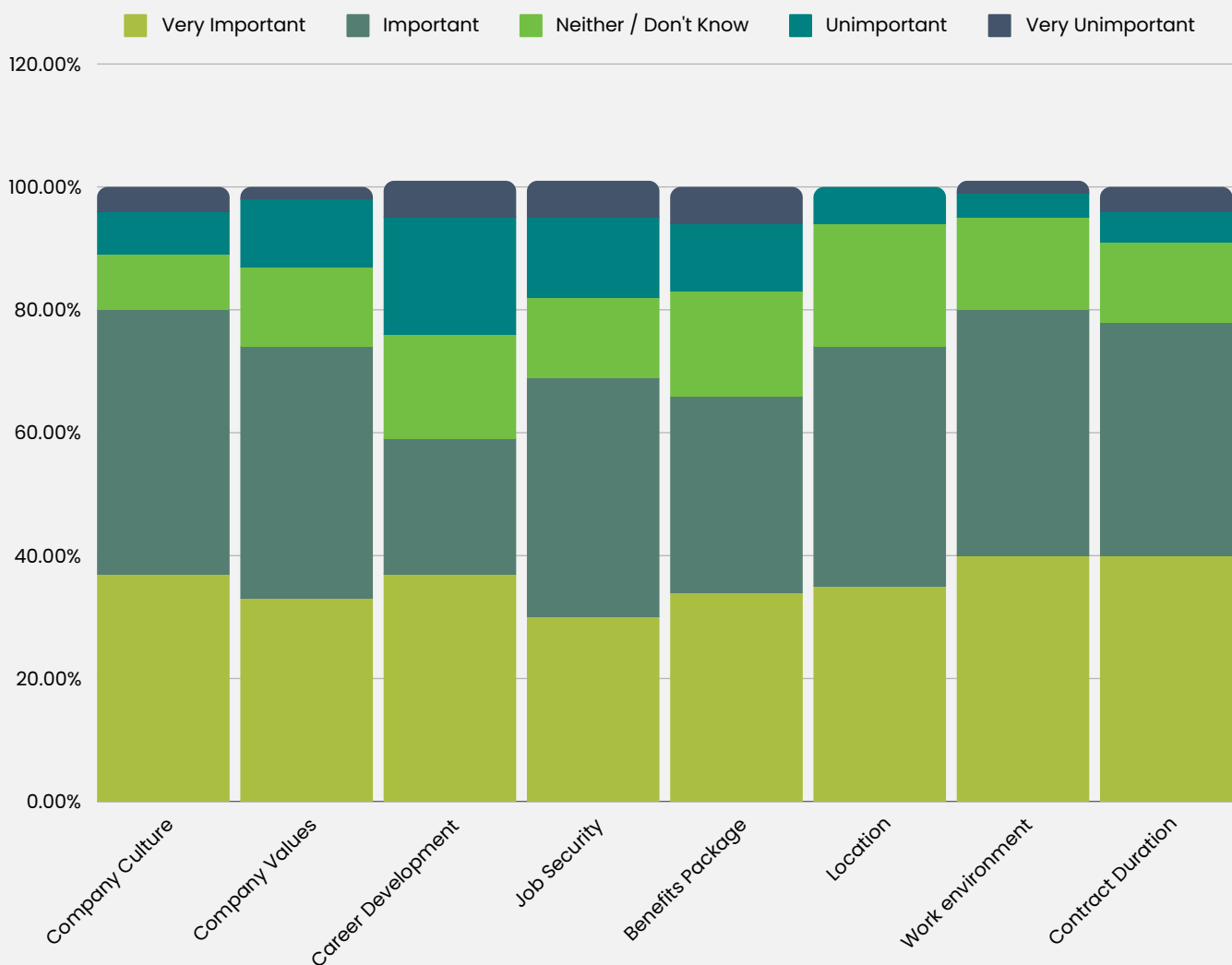IT respondents offered a range of benefits that they consider important when choosing a new contract role. Work environment and company culture were considered the most important factors

Legend: Very Important | Important | Neither / Don't Know | Unimportant | Very Unimportant

Categories: Company Culture, Company Values, Career Development, Job Security, Benefits Package, Location, Work environment, Contract Duration

Mental health resources has seen a significant increase in the number of workers that see as important.

Remote and hybrid working as well as flexible hours are all seen as important factors.

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Salary benchmarking

C suite

Job Title	Low	High
Chief Technology Officer	£150,000	£220,000
Chief Product Officer	£140,000	£200,000
Chief Data Officer	£130,000	£200,000
CISO	£110,000	£200,000
CIO	£85,000	£120,000

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Salary benchmarking

Cloud, Infrastructure & Architecture

Job Title	Low	High	Average	Day Rate
Cloud Engineer	£40,000	£60,000	£50,000	£450
Desktop Support	£30,000	£40,000	£35,000	£300
Head of Service Delivery	£80,000	£120,000	£100,000	£900
Infrastructure Engineer	£38,000	£55,000	£45,000	£400
IT Consultant	£65,000	£75,000	£70,000	£400
Network Architect	£75,000	£90,000	£80,000	£700
Network Consultant	£55,000	£75,000	£67,500	£600
Network Engineer	£35,000	£50,000	£45,000	£400
Portfolio Manager	£60,000	£80,000	£75,000	£650
Service Delivery Manager	£55,000	£75,000	£68,000	£500
Service Desk Manager	£50,000	£70,000	£60,000	£500

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Salary benchmarking

Business Transformation

Job Title	Low	High	Average	Day Rate
Business Analyst	£45,000	£70,000	£57,500	£550
Head of Delivery	£80,000	£100,000	£90,000	£700
PMO Support	£35,000	£45,000	£40,000	£400
Product Manager	£60,000	£80,000	£70,000	£600
Programme Manager	£75,000	£100,000	£80,000	£675
Project Manager	£45,000	£75,000	£65,000	£550

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Salary benchmarking

Data, Development & Digital

Job Title	Low	High	Average	Day Rate
Analytics Manager	£45,000	£55,000	£50,000	£500
Data Consultant	£60,000	£85,000	£72,500	£450
Data Engineer	£55,000	£75,000	£65,000	£400
Data Manager	£73,000	£80,000	£76,500	£575
Data Scientist	£60,000	£105,000	£82,500	£540
Data Analyst	£37,000	£45,000	£41,000	£425
Insight Analyst	£40,000	£50,000	£45,000	£375
Head of Analytics	£60,000	£100,000	£80,000	£750
Head of BI	£110,000	£130,000	£120,000	£700
Head of Data	£120,000	£150,000	£135,000	£800
Head of Insight	£110,000	£130,000	£120,000	£700

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Salary benchmarking

Digital Developer

Job Title	Low	High	Average	Day Rate
Back End Developer	£47,000	£75,000	£62,000	£500
Front End Developer	£43,800	£70,000	£60,000	£500
Full Stack Developer	£54,200	£67,000	£61,000	£475
Java Developer	£55,600	£69,900	£62,700	£575
Lead Developer	£65,000	£80,000	£72,500	£600
QA Tester	£34,375	£57,500	£45,000	£475
Web Developer	£50,000	£70,000	£60,000	£450

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Salary benchmarking

Design

Job Title	Low	High	Average	Day Rate
Digital Designer	£35,000	£40,000	£38,750	£350
Graphic Designer	£25,000	£37,500	£31,250	£325
Lead Designers	£55,000	£90,000	£72,500	£575
Illustrators	£26,000	£42,500	£34,250	£325
Motion Developers	£32,000	£43,000	£30,000	£450
Web Developer	£35,000	£55,000	£45,000	£450
UI Designer	£45,000	£65,000	£55,000	£550
UX Designer	£45,000	£65,000	£55,000	£550

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Salary benchmarking

Information & Cyber Security

Job Title	Low	High	Average	Day Rate
Cyber Security Engineer	£40,000	£60,000	£55,000	£550
Cyber Security Consultant	£60,000	£70,000	£65,000	£600
Head of Information Security	£85,000	£120,000	£100,000	£800
Head of Penetration Testing	£90,000	£100,000	£95,000	£700
Pen Tester	£60,000	£80,000	£70,000	£600
Security Architect	£75,000	£85,000	£80,000	£700
Security Consultant	£65,000	£85,000	£75,000	£600
SOC Analyst	£45,000	£60,000	£55,000	£500
SOC Manager	£75,000	£85,000	£75,000	£700

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Additional resources

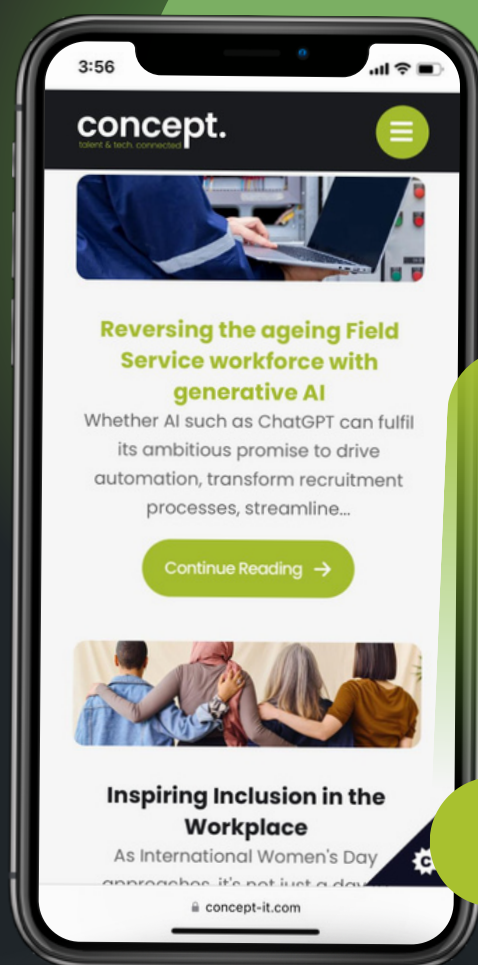Unlock more industry insights using the links below.

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✉ **info@concept-it.com**

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📍 **Head Office**
Concept,
Unit 10 Castle Court 2,
Castlegate Way,
Dudley DY1 4RH

📍 **Milton Keynes**
Concept,
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