



# Livingston James

EXECUTIVE SEARCH & LEADERSHIP ADVISORY

## TECHNOLOGY SALARY GUIDE



 Livingston James

**ENGAGING LEADERS**



At Livingston James, we are a market-leading executive search business with global reach, sector specialisms and functional expertise. Technology is at the forefront of the leadership agenda, so whether you are a CEO, CFO, or CTO or other C-suite leader, Livingston James is here to help navigate the complex market and ensure organisations are equipped to develop technical teams which will allow them to be industry leaders.

A report by McKinsey & Company highlighted eight CEO priorities for 2024, with numbers one and two being tech-centric; GenAI & Outcompeting with Technology. Whilst CEOs become increasingly aware of the opportunity technology can create for a competitive advantage, embracing both new technical capabilities (tools, resources, infrastructure) and highly skilled people will be key to creating an outstanding offering. PwC reported that 88% of CEOs and other business executives struggle to capture value from their technology investments; raising the questions of are leadership investing in the right technological advancements, and is ROI and data being measured effectively.

Investing in the right people who not only understand the latest and greatest technology, but rather who understand the intricacies of an organisation will ensure investment is well placed. With the speed and breadth of development within technology, a discerning and analytical approach is required to ensure organisations are embracing the right opportunities, rather than all opportunities.

In today's rapidly evolving technological landscape, senior technical professionals play a pivotal role in shaping and executing the strategic vision of the C-suite. Their expertise and insight are indispensable in navigating complex technical investments and formulating effective strategies to drive innovation and growth.

Recognising the crucial role these professionals play, it is imperative for organisations to construct compensation packages that reflect their value and expertise. Competitive salaries, along with comprehensive benefits and incentives, are essential not only for attracting top-tier talent but also for retaining them in a competitive job market.

Projections for 2024 indicate that technical professionals in the UK can expect, a perhaps modest, average salary increase of 4.4%. This marks a decrease from the previous year's peak of over 5% in 2023. The dip in salary increments reflects a changing economic landscape, as employers adapt their financial strategies in response to factors influencing the job market and overall economic conditions.

2023 was an uncertain year for the tech market, with layoffs triggered by challenging economic conditions heightened by rising interest rates and the cost-of-living crisis, the resulting impact of the COVID-19 pandemic, and over-hiring in previous years. However, industry experts have been optimistic that most mass layoffs are behind us and hiring will soon return to normal levels. Supported by slowing inflation rates as we entered 2024, this will present a wealth of opportunities for tech leaders to close the gap in workloads and failing projects and for clients to appoint exceptional professionals as candidate availability has increased.

Regardless of the lower growth of IT salaries compared to last year, emerging technologies will hold an abundance of opportunities for both growth and innovation and the opportunity for tech professionals to embrace new career opportunities. In 2024, salaries will remain a determinant of career moves, however flexible working, career progression and job security will also remain front of mind for candidates. In 2024, the technology job market will continue to evolve at a rapid pace, shaped by emerging trends, such as advancements in artificial intelligence, and the ongoing digital transformation across industries.

# Introduction



Professional continuous learning and development will be key to being a leader in your chosen specialism. Ensuring employees are appropriately compensated will ensure the retention of highly skilled individuals and reduce skills shortages. Business sustainability and expansion remain stronger than worries over economic unpredictability, indicating a prosperous 2024 for the technology sector.

Our salary guide provides benchmarking for C-suite professionals and hiring managers looking to develop their permanent and contract teams in 2024.

**For advice regarding salaries or the technology market, please contact:**

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Permanent		Contract	
£40k	low salary	£400	
£50k	mid salary	£450	
£65k	high salary	£500	

## Web Developer

Permanent		Contract	
£40k	low salary	£375	
£50k	mid salary	£450	
£60k	high salary	£500	

## Unix / Linux Administrator

Permanent		Contract	
£35k	low salary	£350	
£45k	mid salary	£400	
£55k	high salary	£450	

## Application Support

Permanent		Contract	
£55k	low salary	£450	
£60k	mid salary	£500	
£65k	high salary	£550	

## Application Support Team Lead

Permanent		Contract	
£60k	low salary	£500	
£80k	mid salary	£600	
£100k	high salary	£700	

## AI / ML Specialist



Permanent		Contract	
£50k	low salary	£450	
£62k	mid salary	£550	
£75k	high salary	£650	

**Automation Tester**

Permanent		Contract	
£50k	low salary	£450	
£60k	mid salary	£525	
£70k	high salary	£600	

**Android Developer**

Permanent		Contract	
£50k	low salary	£550	
£60k	mid salary	£630	
£70k	high salary	£720	

**QA / Test Manager**

Permanent		Contract	
£45k	low salary	£480	
£55k	mid salary	£550	
£65k	high salary	£620	

**QA / Test Engineer**

Permanent		Contract	
£40k	low salary	£425	
£50k	mid salary	£500	
£60k	high salary	£575	

**SQL Developer**



Permanent		Contract	
£40k	low salary	£425	
£50k	mid salary	£500	
£60k	high salary	£575	

## SQL BI Developer

Permanent		Contract	
£40k	low salary	£420	
£45k	mid salary	£500	
£55k	high salary	£580	

## Systems Engineer

Permanent		Contract	
£65k	low salary	£550	
£75k	mid salary	£650	
£85k	high salary	£750	

## Technical Architect

Permanent		Contract	
£70k	low salary	£550	
£80k	mid salary	£650	
£95k	high salary	£750	

## Solutions Architect

Permanent		Contract	
£80k	low salary	£550	
£90k	mid salary	£650	
£100k	high salary	£800	

## Enterprise Architect



## Permanent

£45k

**low**  
salary

£55k

**mid**  
salary

£70k

**high**  
salary

## Contract

£500

£575

£650

### C# .Net Developer

## Permanent

£45k

**low**  
salary

£55k

**mid**  
salary

£70k

**high**  
salary

## Contract

£500

£575

£650

### Full Stack Developer

## Permanent

£45k

**low**  
salary

£55k

**mid**  
salary

£70k

**high**  
salary

## Contract

£500

£575

£650

### JavaScript Developer

## Permanent

£45k

**low**  
salary

£55k

**mid**  
salary

£65k

**high**  
salary

## Contract

£400

£450

£500

### C++ Developer





## Permanent

£55k

**low**  
salary

£62k

**mid**  
salary

£75k

**high**  
salary

## Contract

£500

£575

£650

## DevOps Engineer

### Permanent

£45k

**low**  
salary

£50k

**mid**  
salary

£55k

**high**  
salary

### Contract

£350

£400

£450

## Service Manager

### Permanent

£38k

**low**  
salary

£45k

**mid**  
salary

£55k

**high**  
salary

### Contract

£325

£400

£475

## Windows Systems Administrator

### Permanent

£45k

**low**  
salary

£55k

**mid**  
salary

£65k

**high**  
salary

### Contract

£400

£475

£550

## Network Security Engineer



## Permanent

£55k

**low**  
salary

£65k

**mid**  
salary

£75k

**high**  
salary

## Contract

£450

£500

£550

### Infrastructure Manager

## Permanent

£70k

**low**  
salary

£82k

**mid**  
salary

£95k

**high**  
salary

## Contract

£450

£550

£650

### Infrastructure Architect

## Permanent

£50k

**low**  
salary

£65k

**mid**  
salary

£80k

**high**  
salary

## Contract

£500

£600

£700

### Cloud Engineer



Permanent		Contract
£40k	low salary	£350
£50k	mid salary	£400
£60k	high salary	£450

## UX Designer

Permanent		Contract
£50k	low salary	£400
£60k	mid salary	£450
£70k	high salary	£500

## UX Manager

Permanent		Contract
£38k	low salary	£325
£45k	mid salary	£375
£58k	high salary	£425

## UI Designer

Permanent		Contract
£50k	low salary	£375
£58k	mid salary	£425
£65k	high salary	£475

## UI Manager



Permanent		Contract
£70k	low salary	£600
£85k	mid salary	£700
£100k	high salary	£800

## Cyber Security Architect

Permanent		Contract
£60k	low salary	£450
£75k	mid salary	£575
£90k	high salary	£700

## Information Security Manager

Permanent		Contract
£40k	low salary	£400
£48k	mid salary	£475
£55k	high salary	£550

## Information Security Analyst



Permanent		Contract
£50k	low salary	£400
£62k	mid salary	£500
£70k	high salary	£600

## Project Manager

Permanent		Contract
£65k	low salary	£600
£80k	mid salary	£700
£90k	high salary	£800

## Programme Manager

Permanent		Contract
£40k	low salary	£350
£55k	mid salary	£475
£70k	high salary	£600

## Business Analyst



Permanent		Contract	
£45k	low salary	£400	
£50k	mid salary	£475	
£55k	high salary	£550	

**Business Intelligence Developer**

Permanent		Contract	
£45k	low salary	£400	
£50k	mid salary	£475	
£55k	high salary	£550	

**Data Visualisation Developer**

Permanent		Contract	
£40k	low salary	£400	
£50k	mid salary	£475	
£65k	high salary	£550	

**Data Warehouse Developer**

Permanent		Contract	
£45k	low salary	£400	
£55k	mid salary	£500	
£62k	high salary	£550	

**Database Administrator**

Permanent		Contract	
£55k	low salary	£425	
£70k	mid salary	£500	
£80k	high salary	£650	

**Data Engineer**



Permanent		Contract	
£55k	low salary	£425	
£70k	mid salary	£500	
£80k	high salary	£600	

## Data Scientist

Permanent		Contract	
£70k	low salary	£500	
£95k	mid salary	£600	
£105k	high salary	£700	

## Data Architect

Permanent		Contract	
£75k	low salary	£550	
£100k	mid salary	£650	
£120k	high salary	£800	

## Big Data Architect

Permanent		Contract	
£90k	low salary	£700	
£110k	mid salary	£850	
£130k	high salary	£1000	

## Head of Data Engineering

Permanent		Contract	
£90k	low salary	£700	
£110k	mid salary	£850	
£130k	high salary	£1000	

## Head of Data Science



Permanent		Contract
£100k	low salary	£850
£130k	mid salary	£1000
£160k	high salary	£1200

## Chief Information Officer

Permanent		Contract
£100k	low salary	£850
£130k	mid salary	£1000
£160k	high salary	£1200

## Chief Technology Officer

Permanent		Contract
£90k	low salary	£750
£130k	mid salary	£1000
£170k	high salary	£1250

## Chief Information Security Officer

# Get In Touch with Our Specialists



*Our Purpose is to advise and support people and organisations to realise their potential so that together we can impact lives and communities for the better.*

Get in touch with our team for support with your technology recruitment needs:



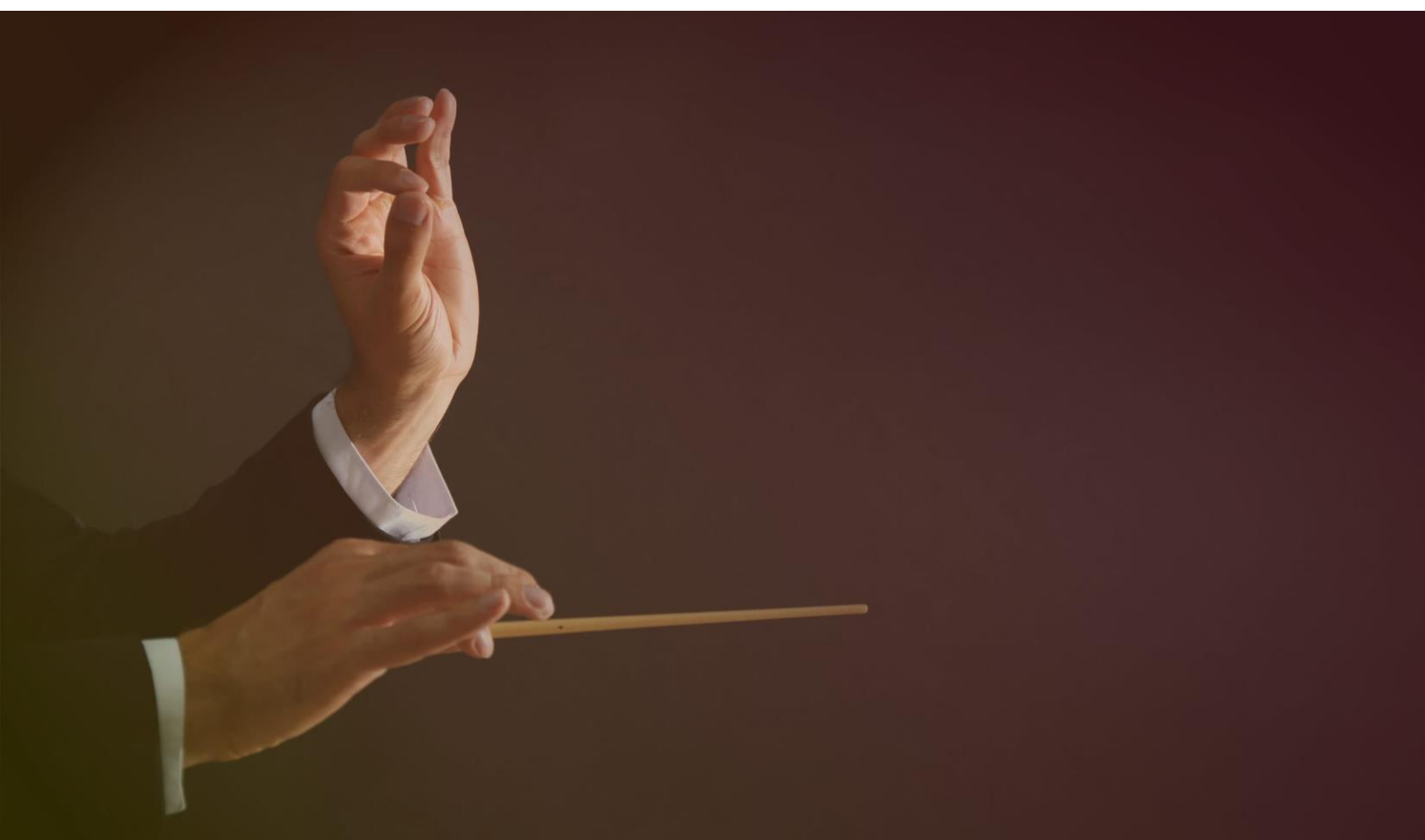
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