



TECHNOLOGY

2025 SALARY GUIDE

**HENDERSON
SCOTT**

ALWAYS RAISING THE BAR

About Henderson Scott

At Henderson Scott, we're here to elevate both candidates and clients in Technology as they navigate a dynamic and evolving landscape.

For our clients, we offer expertise to meet immediate hiring needs and provide strategic insight to plan for sustainable growth. For candidates, we're committed to connecting you with roles that not only align with your skills and ambitions but help you raise the bar in your career.

Whether you're a professional aiming to take your career in Technology to new heights or a client in search of top talent to drive your business forward, our partnership-driven, insight-led approach ensures we're here for you at every stage. Together, we're creating opportunities for success that benefit professionals and organisations alike, making it easy to find the right match, no matter the challenge.

For clients looking for a tailored approach to workforce planning, our [Recruitment solutions](#) page offers a detailed view of how we support you with bespoke recruitment strategies. From temporary to permanent placements, we provide solutions that adapt to your business needs, helping you build resilient teams for the future. Explore our range of recruitment options and discover how Henderson Scott can be your strategic partner in achieving hiring success.

Methodology



This guide is informed by insights from our latest sentiment survey, shared with our extensive network of clients and candidates. Salary data has been meticulously compiled using information gathered across 2024 from our job board partners, candidate registrations, and Henderson Scott offices across the UK. It reflects current job listings, insights from our specialist consultants, and prevailing industry trends.

*All salaries are a guideline and there are several factors including industry, working pattern and wider cash/non-cash benefits that will play a part in the basic salary on offer.

** Inside IR35 rates will generally be uplifted by 20 - 40%.

Salaries

Software Design, Development & Testing	3
Cloud, Infrastructure, Networking & Support	5
Cyber & Information Security	7
Enterprise Architecture, SaaS & ERP	8
Digital & Business Transformation	11
GTM	13
Data Analytics	15

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SOFTWARE DESIGN, DEVELOPMENT & TESTING SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Brackets	£ Average	£ Brackets	£ Average	£ Brackets	£ Average	£ Brackets	£ Average	£ Brackets	£ Average	£ Range	£ Average
CTO	90,000 - 150,000	120,000	125,000 - 180,000	152,500	95,000 - 150,000	122,500	120,000 - 180,000	150,000	110,000 - 160,000	135,000	800 - 1,000	900
Head of Software Engineering	80,000 - 150,000	115,000	110,000 - 150,000	130,000	85,000 - 150,000	117,500	90,000 - 130,000	110,000	80,000 - 120,000	100,000	700 - 850	775
Software Engineering Manager	70,000 - 120,000	95,000	80,000 - 120,000	100,000	70,000 - 120,000	95,000	70,000 - 100,000	85,000	65,000 - 90,000	77,500	600 - 700	650
Solutions Architect	70,000 - 110,000	90,000	70,000 - 110,000	90,000	75,000 - 110,000	92,500	65,000 - 85,000	75,000	60,000 - 80,000	70,000	600 - 725	670
Mid-Level .Net Developer	50,000 - 80,000	65,000	50,000 - 80,000	65,000	45,000 - 55,000	50,000	55,000 - 70,000	62,500	50,000 - 65,000	57,500	400 - 500	450
Senior .Net Developer	60,000 - 90,000	75,000	60,000 - 90,000	75,000	60,000 - 90,000	75,000	70,000 - 85,000	77,500	65,000 - 80,000	72,500	500 - 600	550
Lead .Net Developer	60,000 - 100,000	80,000	60,000 - 100,000	80,000	70,000 - 110,000	90,000	85,000 - 110,000	97,500	80,000 - 10,500	45,250	600 - 700	650
Mid-Level Java Developer	50,000 - 80,000	65,000	50,000 - 80,000	65,000	50,000 - 80,000	65,000	60,000 - 90,000	75,000	50,000 - 80,000	65,000	400 - 500	450
Senior Java Developer	60,000 - 90,000	75,000	60,000 - 90,000	75,000	60,000 - 90,000	75,000	70,000 - 100,000	85,000	60,000 - 90,000	75,000	500 - 600	550
Lead Java Developer	70,000 - 110,000	90,000	70,000 - 110,000	90,000	70,000 - 110,000	90,000	80,000 - 120,000	100,000	70,000 - 110,000	90,000	600 - 700	650
Mid-Level Python Developer	50,000 - 80,000	65,000	50,000 - 80,000	65,000	50,000 - 80,000	65,000	60,000 - 90,000	75,000	50,000 - 80,000	65,000	425 - 525	475
Senior Python Developer	60,000 - 90,000	75,000	60,000 - 90,000	75,000	60,000 - 90,000	75,000	70,000 - 100,000	85,000	60,000 - 90,000	75,000	525 - 625	575
Lead Python Developer	70,000 - 110,000	90,000	70,000 - 110,000	90,000	70,000 - 110,000	90,000	80,000 - 120,000	100,000	70,000 - 110,000	90,000	625 - 725	675
Mid-Level Front End Developer	40,000 - 55,000	47,500	40,000 - 55,000	47,500	40,000 - 55,000	47,500	50,000 - 65,000	57,500	40,000 - 55,000	47,500	400 - 500	450
Senior Front End Developer	45,000 - 80,000	62,500	45,000 - 80,000	62,500	45,000 - 80,000	62,500	55,000 - 90,000	72,500	45,000 - 80,000	62,500	500 - 600	550

SOFTWARE DESIGN, DEVELOPMENT & TESTING SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Lead Front End Developer	70,000 - 100,000	85,000	70,000 - 100,000	85,000	70,000 - 100,000	85,000	80,000 - 110,000	95,000	70,000 - 100,000	85,000	600 - 700	650
Mid-Level Mobile Developer	50,000 - 80,000	65,000	50,000 - 80,000	65,000	50,000 - 80,000	65,000	60,000 - 90,000	75,000	50,000 - 80,000	65,000	400 - 450	425
Senior Mobile Developer	60,000 - 90,000	75,000	60,000 - 90,000	75,000	60,000 - 90,000	75,000	70,000 - 100,000	85,000	60,000 - 90,000	75,000	450 - 500	475
Lead Mobile Developer	70,000 - 100,000	85,000	70,000 - 100,000	85,000	70,000 - 100,000	85,000	80,000 - 110,000	95,000	70,000 - 100,000	85,000	550 - 600	575
Junior Test Engineer (Automation)	35,000 - 50,000	42,500	35,000 - 50,000	42,500	35,000 - 50,000	42,500	45,000 - 60,000	52,500	35,000 - 50,000	42,500	350 - 450	400
Test Engineer (Automation)	45,000 - 65,000	55,000	45,000 - 65,000	55,000	45,000 - 65,000	55,000	55,000 - 75,000	65,000	45,000 - 65,000	55,000	475 - 575	525
Senior Test Engineer (Automation)	50,000 - 80,000	65,000	50,000 - 80,000	65,000	50,000 - 80,000	65,000	60,000 - 90,000	75,000	50,000 - 80,000	65,000	575 - 625	600
Lead Test Engineer (Automation)	60,000 - 90,000	75,000	60,000 - 90,000	75,000	60,000 - 90,000	75,000	70,000 - 100,000	85,000	60,000 - 90,000	75,000	600 - 650	625
Junior Test Engineer (Manual)	30,000 - 40,000	35,000	30,000 - 40,000	35,000	30,000 - 40,000	35,000	35,000 - 45,000	40,000	30,000 - 40,000	35,000	225 - 275	250
Test Engineer (Manual)	35,000 - 45,000	40,000	35,000 - 45,000	40,000	35,000 - 45,000	40,000	45,000 - 55,000	50,000	40,000 - 50,000	45,000	275 - 375	325
Senior Test Engineer (Manual)	45,000 - 55,000	50,000	45,000 - 55,000	50,000	45,000 - 55,000	50,000	55,000 - 65,000	60,000	50,000 - 60,000	55,000	375 - 450	415
Lead Test Engineer (Manual)	50,000 - 65,000	57,500	50,000 - 65,000	57,500	50,000 - 65,000	57,500	65,000 - 75,000	70,000	60,000 - 70,000	65,000	450 - 500	475

CLOUD, INFRASTRUCTURE, NETWORKING & SUPPORT SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Infrastructure Director	85,000 - 120,000	102,500	85,000 - 120,000	102,500	80,000 - 120,000	100,000	100,000 - 130,000	115,000	95,000 - 125,000	110,000	800 - 1,000	900
Head of IT / Infrastructure	60,000 - 85,000	72,500	60,000 - 85,000	72,500	65,000 - 85,000	75,000	80,000 - 100,000	90,000	75,000 - 95,000	85,000	700 - 800	750
Infrastructure Manager	45,000 - 65,000	55,000	50,000 - 70,000	60,000	50,000 - 70,000	60,000	65,000 - 80,000	72,500	60,000 - 75,000	67,500	550 - 700	625
IT Manager	50,000 - 70,000	60,000	45,000 - 70,000	57,500	45,000 - 70,000	57,500	60,000 - 80,000	70,000	55,000 - 75,000	65,000	500 - 600	550
Service Delivery Manager	45,000 - 75,000	60,000	45,000 - 70,000	57,500	45,000 - 70,000	57,500	55,000 - 75,000	65,000	50,000 - 70,000	60,000	450 - 550	500
Service Desk Manager	40,000 - 55,000	47,500	40,000 - 50,000	45,000	35,000 - 48,000	41,500	50,000 - 65,000	57,500	45,000 - 60,000	52,500	400 - 500	450
Network Architect	60,000 - 82,500	71,250	65,000 - 85,000	75,000	60,000 - 82,000	71,000	70,000 - 90,000	80,000	65,000 - 85,000	75,000	575 - 675	625
Infrastructure Architect	55,000 - 85,000	70,000	55,000 - 80,000	67,500	55,000 - 85,000	70,000	70,000 - 90,000	80,000	65,000 - 85,000	75,000	575 - 675	625
Network Engineer	35,000 - 65,000	50,000	35,000 - 50,000	42,500	38,000 - 50,000	44,000	45,000 - 65,000	55,000	40,000 - 60,000	50,000	425 - 525	475
Infrastructure Engineer	35,000 - 65,000	50,000	38,000 - 50,000	44,000	38,000 - 50,000	44,000	45,000 - 65,000	55,000	40,000 - 60,000	50,000	400 - 500	450
3rd Line Engineer	38,000 - 55,000	46,500	35,000 - 45,000	40,000	35,000 - 42,000	38,500	50,000 - 65,000	57,500	45,000 - 60,000	52,500	275 - 375	325
2nd Line Engineer	30,000 - 40,000	35,000	28,000 - 35,000	31,500	28,000 - 35,000	31,500	35,000 - 45,000	40,000	30,000 - 40,000	35,000	200 - 250	225
1st Line Engineer	25,000 - 30,000	27,500	25,000 - 30,000	27,500	25,000 - 30,000	27,500	28,000 - 35,000	31,500	23,000 - 30,000	26,500	160 - 180	170
Head of DevOps	90,000 - 130,000	110,000	90,000 - 120,000	105,000	90,000 - 120,000	105,000	100,000 - 130,000	115,000	95,000 - 125,000	110,000	700 - 800	750
DevOps Manager	85,000 - 115,000	100,000	85,000 - 110,000	97,500	80,000 - 110,000	95,000	90,000 - 110,000	100,000	85,000 - 105,000	95,000	650 - 750	700

CLOUD, INFRASTRUCTURE, NETWORKING & SUPPORT SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Lead DevOps Engineer	80,000 - 105,000	92,500	70,000 - 100,000	85,000	70,000 - 100,000	85,000	80,000 - 100,000	90,000	75,000 - 95,000	85,000	575 - 700	638
Senior DevOps Engineer	65,000 - 90,000	77,500	65,000 - 85,000	75,000	70,000 - 85,000	77,500	75,000 - 85,000	80,000	70,000 - 80,000	75,000	500 - 600	550
DevOps Engineer	50,000 - 70,000	60,000	55,000 - 70,000	62,500	60,000 - 75,000	67,500	60,000 - 75,000	67,500	55,000 - 70,000	62,500	400 - 500	450
Lead Site Reliability Engineer	80,000 - 110,000	95,000	75,000 - 85,000	80,000	80,000 - 90,000	85,000	80,000 - 90,000	85,000	75,000 - 85,000	80,000	675 - 725	700
Senior Site Reliability Engineer	70,000 - 100,000	85,000	65,000 - 75,000	70,000	70,000 - 80,000	75,000	70,000 - 80,000	75,000	65,000 - 75,000	70,000	625 - 675	650
Site Reliability Engineer	60,000 - 85,000	72,500	50,000 - 65,000	57,500	60,000 - 75,000	67,500	55,000 - 70,000	62,500	50,000 - 65,000	57,500	575 - 625	600
Lead Platform Engineer	75,000 - 105,000	90,000	70,000 - 90,000	80,000	75,000 - 95,000	85,000	75,000 - 95,000	85,000	70,000 - 90,000	80,000	600 - 650	625
Senior Platform Engineer	65,000 - 90,000	77,500	65,000 - 80,000	72,500	70,000 - 85,000	77,500	65,000 - 75,000	70,000	60,000 - 70,000	65,000	550 - 600	575
Platform Engineer	55,000 - 80,000	67,500	60,000 - 75,000	67,500	60,000 - 80,000	70,000	55,000 - 65,000	60,000	50,000 - 60,000	55,000	500 - 550	525

CYBER & INFORMATION SECURITY

SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Chief Information Security Officer (CISO)	100,000 - 150,000	125,000	100,000 - 150,000	125,000	100,000 - 150,000	125,000	120,000 - 180,000	150,000	110,000 - 160,000	135,000	900 - 1,200	1,050
Head of Information Security	75,000 - 110,000	92,500	70,000 - 110,000	90,000	70,000 - 110,000	90,000	90,000 - 130,000	110,000	80,000 - 120,000	100,000	700 - 900	800
Security Engineering Manager	80,000 - 140,000	110,000	75,000 - 125,000	100,000	75,000 - 125,000	100,000	85,000 - 110,000	97,500	80,000 - 105,000	92,500	600 - 700	650
SOC Manager	55,000 - 85,000	70,000	55,000 - 85,000	70,000	55,000 - 85,000	70,000	65,000 - 85,000	75,000	60,000 - 80,000	70,000	500 - 600	550
Security Architect	70,000 - 90,000	80,000	70,000 - 90,000	80,000	70,000 - 90,000	80,000	75,000 - 95,000	85,000	70,000 - 90,000	80,000	550 - 650	600
DevSecOps Engineer	60,000 - 90,000	75,000	55,000 - 75,000	65,000	55,000 - 75,000	65,000	65,000 - 80,000	72,500	60,000 - 75,000	67,500	500 - 600	550
Security Engineer	55,000 - 70,000	62,500	45,000 - 65,000	55,000	45,000 - 65,000	55,000	55,000 - 75,000	65,000	50,000 - 70,000	60,000	450 - 550	500
Penetration Tester	65,000 - 85,000	75,000	45,000 - 70,000	57,500	45,000 - 70,000	57,500	55,000 - 75,000	65,000	50,000 - 70,000	60,000	450 - 550	500
Identity & Access Management Analyst	45,000 - 64,000	54,500	45,000 - 65,000	55,000	45,000 - 65,000	55,000	55,000 - 75,000	65,000	50,000 - 70,000	60,000	400 - 500	450
SOC Analyst	37,500 - 50,000	43,750	30,000 - 50,000	40,000	30,000 - 50,000	40,000	40,000 - 60,000	50,000	35,000 - 55,000	45,000	300 - 400	350

ENTERPRISE ARCHITECTURE, SAAS & ERP

SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Head of Enterprise Architecture	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	115,000 - 135,000	125,000	950 - 1,150	1,050
Lead Enterprise Architect	110,000 - 130,000	120,000	110,000 - 130,000	120,000	110,000 - 130,000	120,000	110,000 - 130,000	120,000	105,000 - 125,000	115,000	800 - 900	850
Enterprise Architect	90,000 - 110,000	100,000	90,000 - 110,000	100,000	90,000 - 110,000	100,000	90,000 - 110,000	100,000	85,000 - 105,000	95,000	700 - 800	750
Chief SAP Architect	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	125,000 - 145,000	135,000	800 - 1,200	1,000
SAP Programme Director	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	125,000 - 145,000	135,000	800 - 1,200	1,000
SAP Programme Manager	90,000 - 120,000	105,000	90,000 - 120,000	105,000	90,000 - 120,000	105,000	90,000 - 120,000	105,000	95,000 - 125,000	110,000	750 - 850	800
SAP Project Manager	60,000 - 90,000	75,000	60,000 - 90,000	75,000	60,000 - 90,000	75,000	60,000 - 90,000	75,000	65,000 - 95,000	80,000	650 - 750	700
SAP Functional Consultant (HCM/FICO /SD/MM/EWM/SCM)	55,000 - 85,000	70,000	55,000 - 85,000	70,000	55,000 - 85,000	70,000	55,000 - 85,000	70,000	60,000 - 90,000	75,000	600 - 800	700
SAP Technical Consultant	55,000 - 85,000	70,000	55,000 - 85,000	70,000	55,000 - 85,000	70,000	55,000 - 85,000	70,000	60,000 - 90,000	75,000	600 - 700	650
SAP Basis Consultant	60,000 - 80,000	70,000	60,000 - 80,000	70,000	60,000 - 80,000	70,000	60,000 - 80,000	70,000	65,000 - 85,000	75,000	500 - 600	550
SAP ABAP Developer	60,000 - 80,000	70,000	60,000 - 80,000	70,000	60,000 - 80,000	70,000	60,000 - 80,000	70,000	65,000 - 85,000	75,000	500 - 600	550
SAP S/4HANA Developer	60,000 - 80,000	70,000	60,000 - 80,000	70,000	60,000 - 80,000	70,000	60,000 - 80,000	70,000	65,000 - 85,000	75,000	500 - 600	550
SAP Application Support Specialist	50,000 - 65,000	57,500	50,000 - 65,000	57,500	50,000 - 65,000	57,500	50,000 - 65,000	57,500	55,000 - 70,000	62,500	450 - 550	500
Chief Workday Architect	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	125,000 - 145,000	135,000	1,000 - 1,200	1,100
Workday Programme Director	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	125,000 - 145,000	135,000	1,000 - 1,200	1,100

ENTERPRISE ARCHITECTURE, SAAS & ERP

SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Workday Programme Manager	90,000 - 110,000	100,000	90,000 - 110,000	100,000	90,000 - 110,000	100,000	90,000 - 110,000	100,000	95,000 - 115,000	105,000	750 - 850	800
Workday Project Manager	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	70,000 - 90,000	80,000	650 - 750	700
Workday Functional Consultant	55,000 - 85,000	70,000	55,000 - 85,000	70,000	55,000 - 85,000	70,000	55,000 - 85,000	70,000	60,000 - 90,000	75,000	600 - 700	650
Workday Technical Consultant	55,000 - 85,000	70,000	55,000 - 85,000	70,000	55,000 - 85,000	70,000	55,000 - 85,000	70,000	60,000 - 90,000	75,000	600 - 700	650
Workday Configuration Analyst	45,000 - 60,000	52,500	45,000 - 60,000	52,500	45,000 - 60,000	52,500	45,000 - 60,000	52,500	50,000 - 65,000	57,500	500 - 600	550
Workday Report Developer	50,000 - 60,000	55,000	50,000 - 60,000	55,000	50,000 - 60,000	55,000	50,000 - 60,000	55,000	55,000 - 65,000	60,000	550 - 650	600
Workday Implementation Consultant	65,000 - 75,000	70,000	65,000 - 75,000	70,000	65,000 - 75,000	70,000	65,000 - 75,000	70,000	70,000 - 80,000	75,000	600 - 700	650
Workday HCM Consultant	65,000 - 75,000	70,000	65,000 - 75,000	70,000	65,000 - 75,000	70,000	65,000 - 75,000	70,000	70,000 - 80,000	75,000	600 - 700	650
Workday Financials Consultant	65,000 - 75,000	70,000	65,000 - 75,000	70,000	65,000 - 75,000	70,000	65,000 - 75,000	70,000	70,000 - 80,000	75,000	600 - 700	650
Workday Trainer	60,000 - 70,000	65,000	60,000 - 70,000	65,000	60,000 - 70,000	65,000	60,000 - 70,000	65,000	65,000 - 75,000	70,000	500 - 600	550
Chief Dynamics Architect	110,000 - 130,000	120,000	110,000 - 130,000	120,000	110,000 - 130,000	120,000	110,000 - 130,000	120,000	115,000 - 135,000	125,000	800 - 900	850
Dynamics 365 Functional Consultant	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	70,000 - 90,000	80,000	550 - 650	600
Dynamics 365 Technical Consultant	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	70,000 - 90,000	80,000	550 - 650	600
Dynamics 365 Developer	55,000 - 75,000	65,000	55,000 - 75,000	65,000	55,000 - 75,000	65,000	55,000 - 75,000	65,000	60,000 - 80,000	70,000	500 - 600	550
Power Platform Developer	55,000 - 75,000	65,000	55,000 - 75,000	65,000	55,000 - 75,000	65,000	55,000 - 75,000	65,000	60,000 - 80,000	70,000	500 - 600	550

ENTERPRISE ARCHITECTURE, SAAS & ERP

SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Dynamics CRM Administrator	45,000 - 55,000	50,000	45,000 - 55,000	50,000	45,000 - 55,000	50,000	45,000 - 55,000	50,000	50,000 - 60,000	55,000	350 - 450	400
Dynamics Project Manager	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	70,000 - 90,000	80,000	500 - 600	550
Dynamics Implementation Consultant	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	65,000 - 85,000	75,000	70,000 - 90,000	80,000	500 - 600	550
Dynamics Trainer	55,000 - 70,000	62,500	55,000 - 70,000	62,500	55,000 - 70,000	62,500	55,000 - 70,000	62,500	60,000 - 75,000	67,500	450 - 550	500
Chief Salesforce Architect	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	120,000 - 140,000	130,000	125,000 - 145,000	135,000	900 - 1,200	1,050
Salesforce Developer	60,000 - 70,000	65,000	60,000 - 70,000	65,000	60,000 - 70,000	65,000	60,000 - 70,000	65,000	65,000 - 75,000	70,000	450 - 550	500
Salesforce Technical Architect	90,000 - 120,000	105,000	90,000 - 120,000	105,000	90,000 - 120,000	105,000	90,000 - 120,000	105,000	95,000 - 125,000	110,000	600 - 750	675
Salesforce Solution Architect	90,000 - 120,000	105,000	90,000 - 120,000	105,000	90,000 - 120,000	105,000	90,000 - 120,000	105,000	95,000 - 125,000	110,000	600 - 750	675
Salesforce Administrator	35,000 - 45,000	40,000	35,000 - 45,000	40,000	35,000 - 45,000	40,000	35,000 - 45,000	40,000	40,000 - 50,000	45,000	300 - 400	350
Salesforce Business Analyst	50,000 - 60,000	55,000	50,000 - 60,000	55,000	50,000 - 60,000	55,000	50,000 - 60,000	55,000	55,000 - 65,000	60,000	450 - 550	500
Salesforce Project Manager	55,000 - 75,000	65,000	55,000 - 75,000	65,000	55,000 - 75,000	65,000	55,000 - 75,000	65,000	60,000 - 80,000	70,000	500 - 600	550
Salesforce Implementation Consultant	65,000 - 75,000	70,000	65,000 - 75,000	70,000	65,000 - 75,000	70,000	65,000 - 75,000	70,000	70,000 - 80,000	75,000	500 - 600	550
Salesforce Reporting Analyst	45,000 - 55,000	50,000	45,000 - 55,000	50,000	45,000 - 55,000	50,000	45,000 - 55,000	50,000	50,000 - 60,000	55,000	400 - 500	450

DIGITAL & BUSINESS TRANSFORMATION

SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Chief Transformation Officer	90,000 - 150,000	120,000	90,000 - 150,000	120,000	90,000 - 150,000	120,000	100,000 - 160,000	130,000	90,000 - 150,000	120,000	N/A - N/A	N/A
Chief Digital Officer	90,000 - 150,000	120,000	90,000 - 150,000	120,000	90,000 - 150,000	120,000	100,000 - 160,000	130,000	90,000 - 150,000	120,000	N/A - N/A	N/A
Transformation Director	85,000 - 100,000	92,500	85,000 - 120,000	102,500	85,000 - 120,000	102,500	95,000 - 130,000	112,500	85,000 - 120,000	102,500	900 - 1,250	1,075
Head of Business Change	80,000 - 110,000	95,000	65,000 - 100,000	82,500	65,000 - 100,000	82,500	75,000 - 110,000	92,500	65,000 - 100,000	82,500	N/A - N/A	N/A
Head of Project Management	75,000 - 100,000	87,500	65,000 - 100,000	82,500	65,000 - 100,000	82,500	75,000 - 110,000	92,500	65,000 - 100,000	82,500	N/A - N/A	N/A
Business Architect	75,000 - 100,000	87,500	65,000 - 90,000	77,500	65,000 - 90,000	77,500	75,000 - 100,000	87,500	65,000 - 90,000	77,500	600 - 700	650
Programme Director	80,000 - 120,000	100,000	80,000 - 120,000	100,000	80,000 - 120,000	100,000	90,000 - 130,000	110,000	80,000 - 120,000	100,000	850 - 1,000	925
Programme Manager	65,000 - 95,000	80,000	65,000 - 90,000	77,500	65,000 - 90,000	77,500	75,000 - 100,000	87,500	65,000 - 90,000	77,500	650 - 750	700
Senior Project Manager	55,000 - 75,000	65,000	55,000 - 70,000	62,500	55,000 - 70,000	62,500	65,000 - 80,000	72,500	55,000 - 70,000	62,500	600 - 700	650
Project Manager	45,000 - 60,000	52,500	45,000 - 65,000	55,000	45,000 - 65,000	55,000	55,000 - 75,000	65,000	45,000 - 65,000	55,000	550 - 650	600
Lead Business Analyst	50,000 - 70,000	60,000	55,000 - 70,000	62,500	55,000 - 70,000	62,500	65,000 - 80,000	72,500	55,000 - 70,000	62,500	600 - 650	625
Senior Business Analyst	45,000 - 65,000	55,000	45,000 - 65,000	55,000	45,000 - 65,000	55,000	55,000 - 75,000	65,000	45,000 - 65,000	55,000	550 - 600	575
Business Analyst	40,000 - 55,000	47,500	40,000 - 55,000	47,500	40,000 - 55,000	47,500	50,000 - 65,000	57,500	40,000 - 55,000	47,500	450 - 550	500
Change Lead	50,000 - 70,000	60,000	50,000 - 70,000	60,000	50,000 - 70,000	60,000	60,000 - 80,000	70,000	50,000 - 70,000	60,000	400 - 450	425
Change Analyst	30,000 - 50,000	40,000	30,000 - 50,000	40,000	30,000 - 50,000	40,000	40,000 - 60,000	50,000	30,000 - 50,000	40,000	330 - 400	365

DIGITAL & BUSINESS TRANSFORMATION

SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
PMO Lead	55,000 - 75,000	65,000	55,000 - 75,000	65,000	55,000 - 75,000	65,000	65,000 - 85,000	75,000	55,000 - 75,000	65,000	475 - 525	500
Senior PMO Analyst	45,000 - 65,000	55,000	45,000 - 65,000	55,000	45,000 - 65,000	55,000	55,000 - 75,000	65,000	45,000 - 65,000	55,000	400 - 450	425
PMO Analyst	35,000 - 50,000	42,500	35,000 - 50,000	42,500	35,000 - 50,000	42,500	45,000 - 60,000	52,500	35,000 - 50,000	42,500	350 - 400	375

GTM

SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Chief Product Officer	90,000 - 140,000	115,000	90,000 - 140,000	115,000	90,000 - 140,000	115,000	95,000 - 150,000	122,500	95,000 - 150,000	122,500	N/A - N/A	N/A
Head of Product	70,000 - 100,000	85,000	70,000 - 100,000	85,000	70,000 - 100,000	85,000	75,000 - 110,000	92,500	75,000 - 110,000	92,500	N/A - N/A	N/A
Product Manager	55,000 - 75,000	65,000	55,000 - 75,000	65,000	55,000 - 75,000	65,000	60,000 - 80,000	70,000	60,000 - 80,000	70,000	500 - 750	625
Product Owner	45,000 - 65,000	55,000	45,000 - 65,000	55,000	45,000 - 65,000	55,000	50,000 - 70,000	60,000	50,000 - 70,000	60,000	475 - 700	588
Sales Development Representative (SDR)	27,000 - 50,000	38,500	27,000 - 50,000	38,500	27,000 - 50,000	38,500	30,000 - 55,000	42,500	30,000 - 50,000	40,000	N/A - N/A	N/A
Account Executive (AE)	67,500 - 115,000	91,250	67,500 - 115,000	91,250	67,500 - 115,000	91,250	75,000 - 130,000	102,500	75,000 - 130,000	102,500	N/A - N/A	N/A
Customer Success Manager (CSM)	45,000 - 90,000	67,500	45,000 - 90,000	67,500	45,000 - 90,000	67,500	50,000 - 100,000	75,000	50,000 - 100,000	75,000	N/A - N/A	N/A
Technical Account Manager (TAM)	55,000 - 95,000	75,000	55,000 - 95,000	75,000	55,000 - 95,000	75,000	60,000 - 110,000	85,000	60,000 - 110,000	85,000	N/A - N/A	N/A
Chief Revenue Officer (CRO)	180,000 - 315,000	247,500	180,000 - 315,000	247,500	180,000 - 315,000	247,500	200,000 - 350,000	275,000	200,000 - 350,000	275,000	N/A - N/A	N/A
VP of Sales / Sales Director	135,000 - 200,000	167,500	135,000 - 200,000	167,500	135,000 - 200,000	167,500	150,000 - 225,000	187,500	150,000 - 225,000	187,500	N/A - N/A	N/A
VP of Marketing	105,000 - 155,000	130,000	105,000 - 155,000	130,000	105,000 - 155,000	130,000	120,000 - 175,000	147,500	120,000 - 175,000	147,500	N/A - N/A	N/A
Channel Director	90,000 - 135,000	112,500	90,000 - 135,000	112,500	90,000 - 135,000	112,500	100,000 - 150,000	125,000	100,000 - 150,000	125,000	N/A - N/A	N/A
Channel Manager	55,000 - 90,000	72,500	55,000 - 90,000	72,500	55,000 - 90,000	72,500	65,000 - 100,000	82,500	65,000 - 100,000	82,500	N/A - N/A	N/A
Sales Engineer / PreSales Engineer	70,000 - 112,500	91,250	70,000 - 112,500	91,250	70,000 - 112,500	91,250	80,000 - 125,000	102,500	80,000 - 125,000	102,500	N/A - N/A	N/A
Product Marketing Manager	70,000 - 105,000	87,500	70,000 - 105,000	87,500	70,000 - 105,000	87,500	80,000 - 120,000	100,000	80,000 - 120,000	100,000	N/A - N/A	N/A

GTM

SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Demand Generation Manager	55,000 - 90,000	72,500	55,000 - 90,000	72,500	55,000 - 90,000	72,500	60,000 - 100,000	80,000	60,000 - 100,000	80,000	N/A - N/A	N/A - N/A
Digital Marketing Manager	55,000 - 90,000	72,500	55,000 - 90,000	72,500	55,000 - 90,000	72,500	60,000 - 100,000	80,000	60,000 - 100,000	80,000	N/A - N/A	N/A - N/A
Content Marketing Manager	55,000 - 90,000	72,500	55,000 - 90,000	72,500	55,000 - 90,000	72,500	60,000 - 100,000	80,000	60,000 - 100,000	80,000	N/A - N/A	N/A - N/A
Enterprise Account Executive	85,500 - 115,000	100,250	85,500 - 115,000	100,250	85,500 - 115,000	100,250	95,000 - 130,000	112,500	95,000 - 130,000	112,500	N/A - N/A	N/A - N/A
Commercial Account Executive	55,000 - 85,500	70,250	55,000 - 85,500	70,250	55,000 - 85,500	70,250	60,000 - 95,000	77,500	60,000 - 95,000	77,500	N/A - N/A	N/A - N/A

DATA ANALYTICS

SALARIES

Job title	Scotland		North of England		Midlands		London		South		Contract / Freelance (outside IR35)	
	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average	£ Range	£ Average
Chief Data Officer	90,000 - 150,000	120,000	90,000 - 150,000	120,000	90,000 - 150,000	120,000	100,000 - 160,000	130,000	90,000 - 150,000	120,000	N/A - N/A	N/A
Head of Data Engineering	75,000 - 150,000	112,500	75,000 - 150,000	112,500	75,000 - 150,000	112,500	85,000 - 160,000	122,500	75,000 - 150,000	112,500	N/A - N/A	N/A
Data Engineering Manager	57,500 - 110,000	83,750	57,500 - 110,000	83,750	57,500 - 110,000	83,750	67,500 - 120,000	93,750	57,500 - 110,000	83,750	N/A - N/A	N/A
Lead Data Architect	90,000 - 140,000	115,000	85,000 - 125,000	105,000	85,000 - 125,000	105,000	95,000 - 135,000	115,000	85,000 - 125,000	105,000	650 - 800	725
Data Architect	75,000 - 110,000	92,500	70,000 - 100,000	85,000	70,000 - 100,000	85,000	80,000 - 110,000	95,000	70,000 - 100,000	85,000	600 - 700	650
Business Intelligence Developer	37,500 - 55,000	46,250	37,500 - 55,000	46,250	37,500 - 55,000	46,250	47,500 - 65,000	56,250	37,500 - 55,000	46,250	450 - 550	500
Database Administrator	50,000 - 75,000	62,500	35,000 - 55,000	45,000	35,000 - 55,000	45,000	45,000 - 65,000	55,000	35,000 - 55,000	45,000	425 - 525	475
Data Scientist	50,000 - 85,000	67,500	50,000 - 85,000	67,500	50,000 - 85,000	67,500	60,000 - 95,000	77,500	50,000 - 85,000	67,500	525 - 650	588
Data Analyst	35,000 - 50,000	42,500	30,000 - 50,000	40,000	30,000 - 50,000	40,000	40,000 - 60,000	50,000	30,000 - 50,000	40,000	300 - 400	350
Big Data Engineer	50,000 - 90,000	70,000	50,000 - 90,000	70,000	50,000 - 90,000	70,000	60,000 - 100,000	80,000	50,000 - 90,000	70,000	550 - 700	625
Machine Learning Engineer	50,000 - 80,000	65,000	50,000 - 80,000	65,000	50,000 - 80,000	65,000	60,000 - 90,000	75,000	50,000 - 80,000	65,000	500 - 600	550

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