



**NIGEL WRIGHT**  
GROUP  
RECRUITMENT

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# THE NORTH EAST OF ENGLAND

## IT

### SALARIES, SKILLS AND BENEFITS REPORT

#### 2020

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## INTRODUCTION

Welcome to Nigel Wright Recruitment's 2020 IT North East of England Salaries, Skills and Benefits Report.

The North East is a highly attractive market for technology companies and companies with IT departments, since it offers an attractive IT cluster and strong skill-base. Less expensive than London, Edinburgh and the Leeds-Manchester belt, the North East has a thriving IT sector. This includes over 30 large and impressive employers that help to define the region as a major tech location such as DXC Technology, Sage Group, Accenture, Atom Bank and Nissan.

There are also over 50 companies that Tech North East describes as the 'outstanding core,' which includes companies such as Nomad Digital, Leighton, Waterstons and Opencast, that are trading regionally, nationally and internationally and rapidly developing. Also, in the mix is a thriving sector of digital or information start-up companies, often working with emergent technology, that have chosen to locate in the region.

It goes without saying that salaries are obviously dependent upon the company and the job role, together with the specific skills and experience of the employee. Market conditions and dominant employers will affect local and regional market rates, as will supply and demand. Recruitment companies are obviously in an ideal position to be cognisant of market rates, since their customer base covers both employers and employees. The goal for the employer is to attract good talent and pay them fairly.

Market rates set candidates' expectations and employers' salary offers. Market rates are more established in some disciplines and levels than others. Certain disciplines will command a strong market rate especially when markets are buoyant and skilled workers are essential but in short supply. IT is one such discipline.

## ABOUT NIGEL WRIGHT RECRUITMENT

Nigel Wright Recruitment is the leading and largest, multi-discipline regional recruitment business specialising in the North of England, with deep expertise across every discipline.

Our clients trust us to quickly attract the highest calibre and most suitable candidates first time.

1. **We access candidates that others can't.**
2. **Our customers believe we enhance their employer brand.**
3. **We control the process and manage risk, allowing you to focus on your day job.**
4. **We deliver sustainable results that produce long term value.**

We create greater value than our competitors with an open market perception survey ranking us above all competitors across relationships, service, knowledge, quality and capability.

## SAMPLE BASE

Nigel Wright's annual survey is sent to over 30,000 professionals at all levels across the North East of England.

This Report has been compiled from the answers of people identifying themselves as having an IT discipline. As such it is the most comprehensive Report about what IT professionals in the North East are earning and what benefits they are enjoying, their opinions on what attracts and motivates them to stay with or leave their employers, and their remuneration structures.

The sample base is representative of the North East IT marketplace.

The majority are male (89%) and working in companies that draw heavily on IT professionals (61%: IT / Tech / Digital); a third are working in companies that deliver some form of professional, financial or consumer services; 24% are employed in the public or third sector.

96% of our IT sample are in full-time employment, and 76% described themselves as permanent, 22% as contract, 1% as interim and 2% as temporary. The results shown in this survey are based on permanent full-time workers.

FIGURE 1: RESPONDENTS' SECTOR

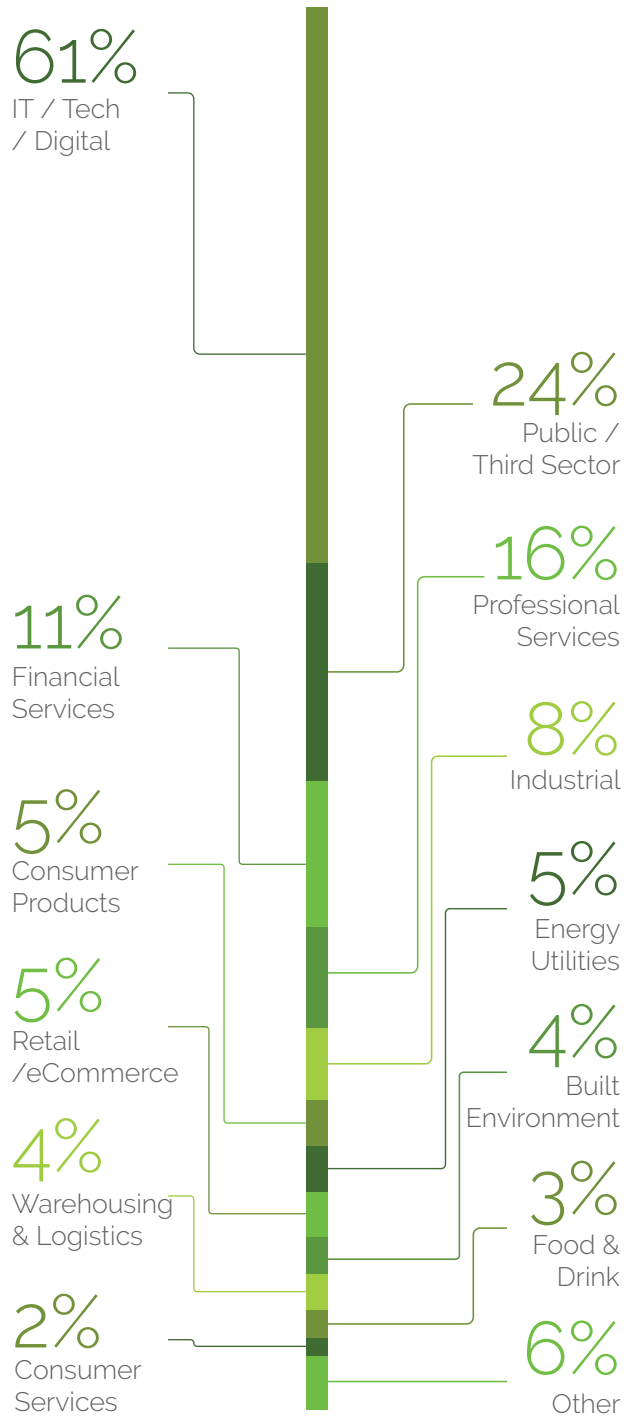
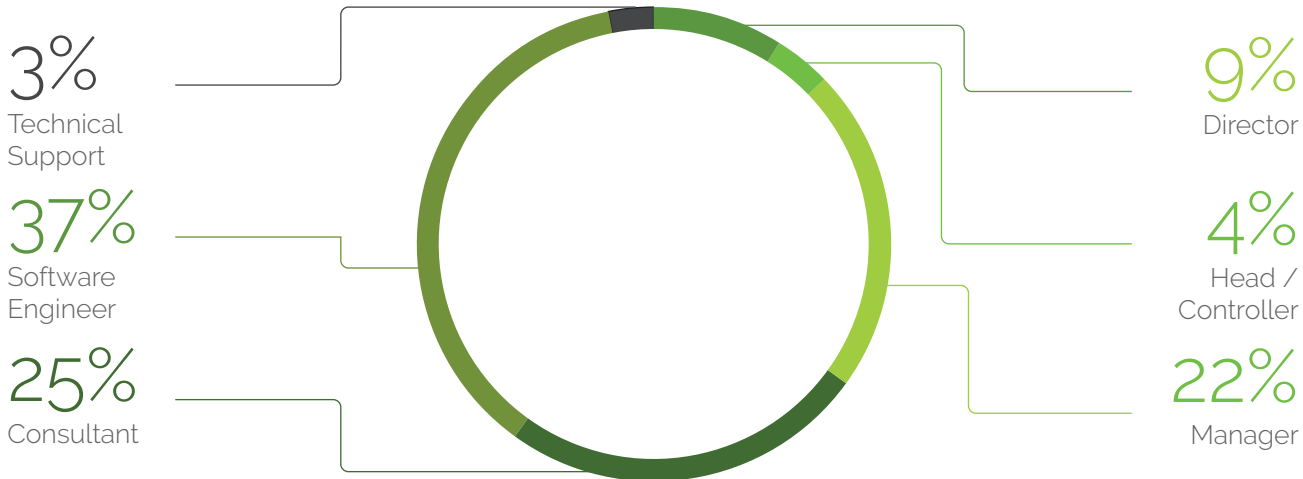




FIGURE 2: RESPONDENTS' JOB TITLE



In terms of position, **37%** of our sample work in software engineering. A third are employed in a management capacity, including **9%** who identify themselves as Directors. One in four respondents are IT consultants, while **3%** work in technical support roles.



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**1.0**

# THE WORKING ENVIRONMENT

“ I like to gain enough experience in a role, then seek a change which requires me to upskill ”

## 1.1 SATISFACTION LEVELS & CHANGING JOBS

TABLE 1: JOB AND SALARY SATISFACTION

	Current job		Current salary	
	IT	All disciplines	IT	All disciplines
Very satisfied	14%	13%	15%	17%
Moderately satisfied	46%	46%	44%	45%
Neither satisfied nor dissatisfied	17%	16%	13%	15%
Moderately dissatisfied	14%	17%	22%	17%
Very dissatisfied	10%	7%	6%	7%

The survey found that around six out of ten permanent IT professionals in the North East are satisfied with their current job (14% are very satisfied, 46% moderately satisfied).

Not surprisingly, this tends to mirror how they feel about their current remuneration, but when the two statements are analysed in conjunction with each other, there is a hard core of 15% of workers who are dissatisfied with both their job and their salary.

This is eclipsed by the 48% who say they are satisfied with their job and their remuneration, and the remaining 37% fall somewhere in between these two poles.

“ There's a lack of client focus here; decision making is completely driven by cost-cutting. ”

“ This isn't a happy or comfortable working environment. The level of support isn't there when needed. ”

FIGURE 3: SATISFACTION MATRIX

		Salary satisfaction		
		Satisfied	Neither satisfied nor dissatisfied	Unsatisfied
Job satisfaction	Satisfied	48%	4%	7%
	Neither satisfied nor dissatisfied	5%	6%	6%
	Unsatisfied	6%	3%	15%

48% are satisfied with both their job and their remuneration.

“I'd like to move away from consulting and earn a higher salary.”



TABLE 2: CHANGING JOBS

	IT	All disciplines
Changing job now (within a month or so)	10%	11%
Within the next year	30%	30%
In the next 1 - 2 years	17%	17%
In the next 2 - 3 years	9%	8%
In 3+ years	3%	3%
Not planning to change job	32%	31%

When we asked permanent IT professionals if they were planning to change jobs, **68%** told us they were planning to do so. **57%** of our sample base said they are planning to change jobs within the next two years. **10%** told us they were currently in process, and **40%** said they were looking to move within the next year.

These findings are also borne out by the fact that only **27%** of our sample have worked for their current employer for more than five years, with **17%** having been in their current position for more than five years. Our research finds that only when people reach the age of 50+ does the urge to change jobs start diminishing.

57% say they will be looking to change jobs in the next two years (40% within the year ahead).

10% told us they were currently in process to change jobs.

# Why IT professionals change jobs

TABLE 3: FACTORS INFLUENCING A CHANGE OF ROLES

	IT	All disciplines
Higher salary	80%	70%
Agile / flexible working	73%	61%
Feel valued / have influence / make an impact	69%	75%
Location	69%	64%
Career progression	59%	59%
Company's values & culture	57%	61%
New challenges	53%	57%
Generous holiday entitlement	49%	50%
Generous employer contributory pension	48%	44%
Latest technologies	35%	18%
Health insurance	28%	25%
Profit share / bonus / commission levels	28%	25%
Car allowance / loan	18%	18%
Corporate social responsibility initiatives	12%	14%
Environmental & sustainability credentials	11%	15%

We asked permanent IT professionals to select from a series of factors that were important to them when looking for a new role, and also asked them to tell us their main reason for changing jobs. Overall, the top four reasons selected were to earn a higher salary (80%), agile / flexible working (73%), feel valued and make a difference (69%), and location (69%). IT professionals prioritise earning a higher salary above all other disciplines.

Least likely to influence a permanent IT professionals' decision to change roles are a company's corporate social responsibility initiatives and environmental / sustainability credentials. In addition to earning a higher salary and agile / flexible working, IT professionals also value having access to the latest technologies more so than those working in other disciplines.

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The main reasons that IT professionals change jobs is to earn a higher salary; enjoy agile or flexible working benefits; feel valued and make a difference, or to work in a new location.

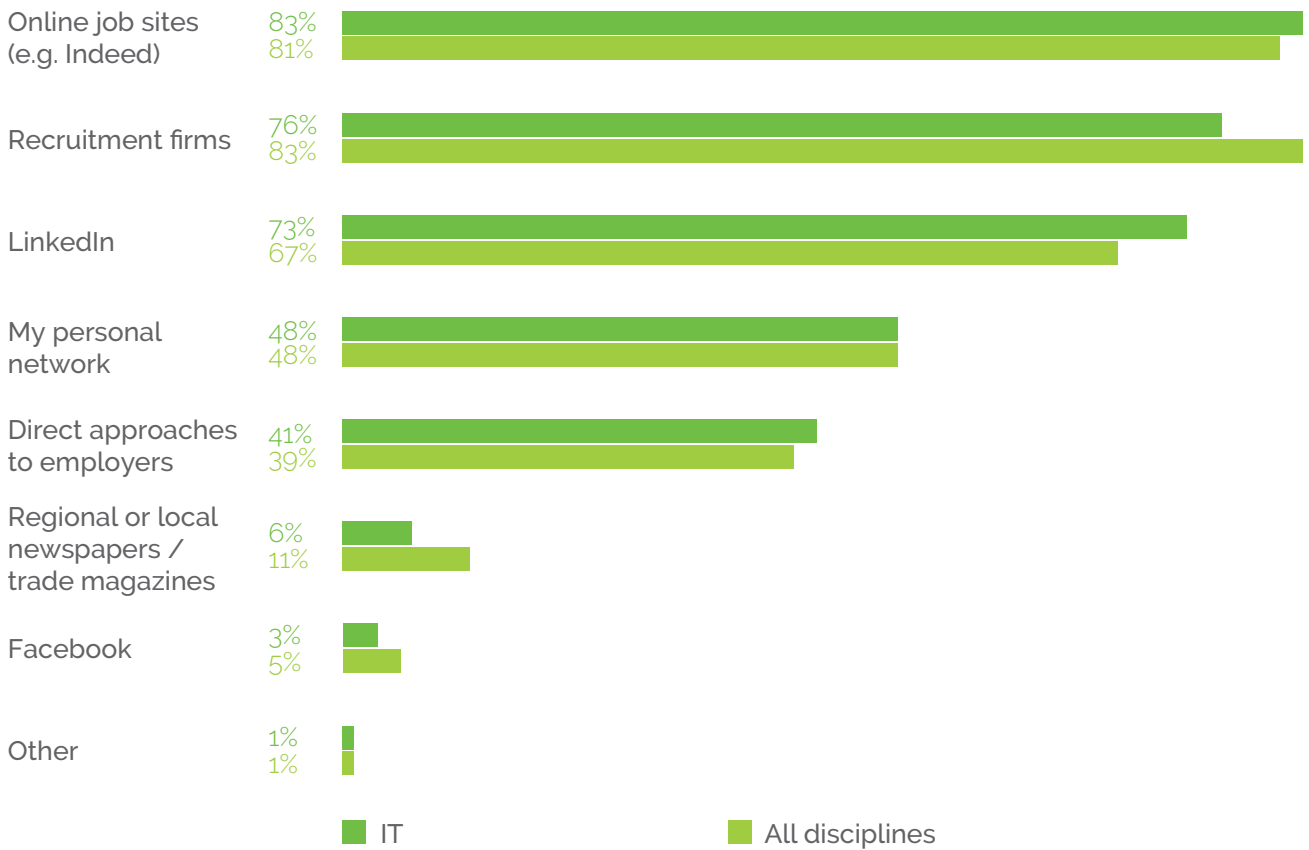
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“ My remuneration doesn't reflect the requirements of the role. ”

“ Location, travel time and costs, benefits, flexible working, and paid overtime are all factors I consider when changing jobs. ”

# How IT professionals look for jobs

FIGURE 3: METHODS USED TO SEARCH FOR A NEW ROLE



Once seeking new employment, the first ports of call are online job sites (83%), recruitment firms (76%) and LinkedIn (73%). Permanent IT professionals are more likely to approach their personal network (48%) than make direct approaches to employers (41%).

“I’m seeking an environment where there is better employee engagement, reward and recognition, career development and opportunities for promotion.”



## 1.2 SALARY INCREASES, BONUSES & BENEFITS

### Basic salaries

TABLE 4: AVERAGE SALARY INCREASE RECEIVED AND EXPECTED

	Last salary review		Next salary review	
	IT	All disciplines	IT	All disciplines
Zero	28%	24%	17%	16%
Up to 1%	10%	8%	10%	8%
Between 1 - 2%	17%	24%	16%	21%
Between 2 - 3%	20%	21%	20%	24%
Between 3 - 4%	5%	6%	8%	7%
Between 4 - 5%	5%	5%	6%	4%
Between 5 - 10%	8%	6%	8%	6%
Between 10 - 15%	5%	3%	1%	1%
Between 15 - 20%	1%	1%	1%	1%
20%+	3%	2%	1%	0%
Don't know	-	-	12%	11%

Over a quarter (**28%**) of permanent IT professionals told us they received no increase at their last pay review and a further **27%** received an increase of 2% or less. With the UK annual inflation rate averaging 1.8% in 2019, this means that **55%** had an effective decrease in the value of their basic salary. Our sample were hopeful that they would receive a more generous pay increase at their next salary review, but still **43%** are anticipating less than 2%.

27% received a pay increase of up to 2%.

28% received no increase to their basic salary at their last pay review.

TABLE 5: BONUS AND COMMISSION PAYMENTS

	Guaranteed	Personal performance	Company performance
Payment type received	4%	19%	26%
0 - 1 %	0%	10%	24%
1 - 5%	33%	43%	37%
5 - 10%	33%	27%	22%
10 - 15%	17%	7%	5%
15 - 20%	17%	13%	7%
20 - 40%	0%	0%	5%
40%+	0%	0%	0%

Base: All permanent employees receiving some form of bonus / commission

**40%** of permanent IT professionals told us they get some form of financial bonus or commission payment on top of their basic salary.

**40% receive a bonus or commission.**

We looked specifically at company performance, personal bonus and guaranteed bonus payments, and the one that was most commonly received was company performance bonus payments which was received by **26%** of our sample.

For most permanent IT professionals who receive a company performance bonus (**83%**) it will represent less than 10% of their salary. For those receiving a personal bonus payment, **20%** are receiving over 10%.

**FIGURE 5: NEXT EXPECTED BONUS / COMMISSION**



Base: All permanent employees receiving some form of bonus / commission

In order to get an understanding of what overall level bonus / commission payments represent, we asked what the overall level received would be compared to basic salary (Table 6). **50%** said it would represent less than 10%, and only **2%** said it would be over 50%. **27%** said they expected to achieve more bonus / commission next year (Figure 5).

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**66% who receive a bonus find it's worth up to 20% of their salary.**

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TABLE 6: MAXIMUM LEVEL OF TOTAL BONUS OR COMMISSION PAID

	IT	All disciplines
Under 10% of basic salary	50%	42%
Between 10 - 20% of basic salary	16%	27%
Between 20 - 30% of basic salary	13%	9%
Between 30 - 50% of basic salary	3%	5%
Between 50 - 75% of basic salary	2%	2%
Between 75 - 100% of basic salary	0%	1%
Over 100% of basic salary	0%	3%
Not certain / don't know	16%	12%

Base: All receiving some form of bonus / commission payment



## Benefits received

TABLE 7: BENEFITS CURRENTLY RECEIVED

	IT	All disciplines
Death / injury in service benefits	64%	61%
Car parking (free parking / reimbursement of daily parking)	39%	44%
Buy / sell holidays	38%	30%
Private healthcare insurance (self only)	28%	22%
Help with career development costs (e.g. professional qualifications)	27%	28%
Private healthcare (self & family)	16%	17%
Company car / car allowance	15%	19%
Help with commuting costs	9%	6%
Mutual pay (profit share scheme)	6%	5%
Interest free loans	6%	3%
Travel insurance	5%	5%
Other	21%	17%

64% receive death / injury in service benefits.

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We asked permanent IT professionals to tell us which benefits they received. Death / injury in service benefit is the most frequent one received. Healthcare (either for themselves or family) is received by **44%** of our sample and help with the costs of career development is received by **27%**. **38%** told us they were able to buy or sell holidays.

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28% get healthcare just for themselves  
and 16% have healthcare for themselves  
and family.

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# Pension

FIGURE 6: YEARS IN PENSION POT

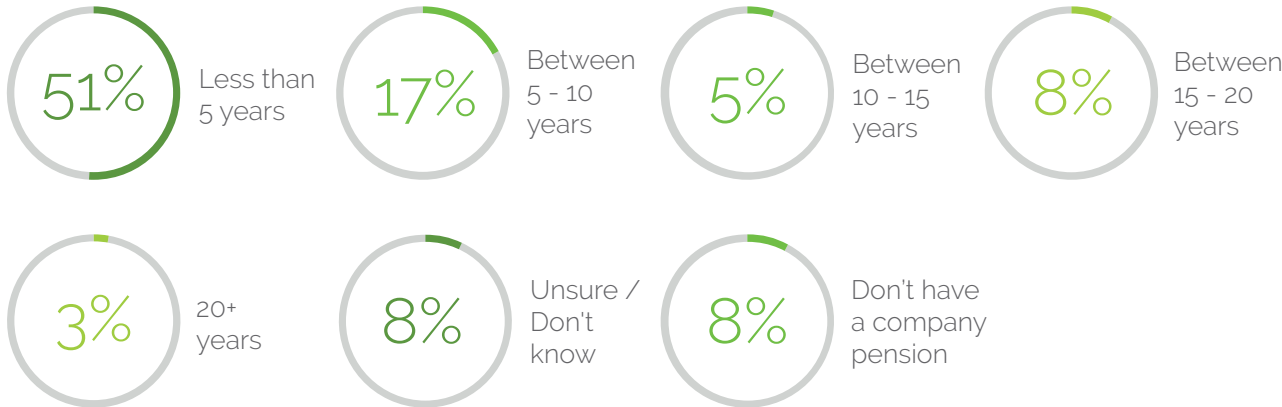
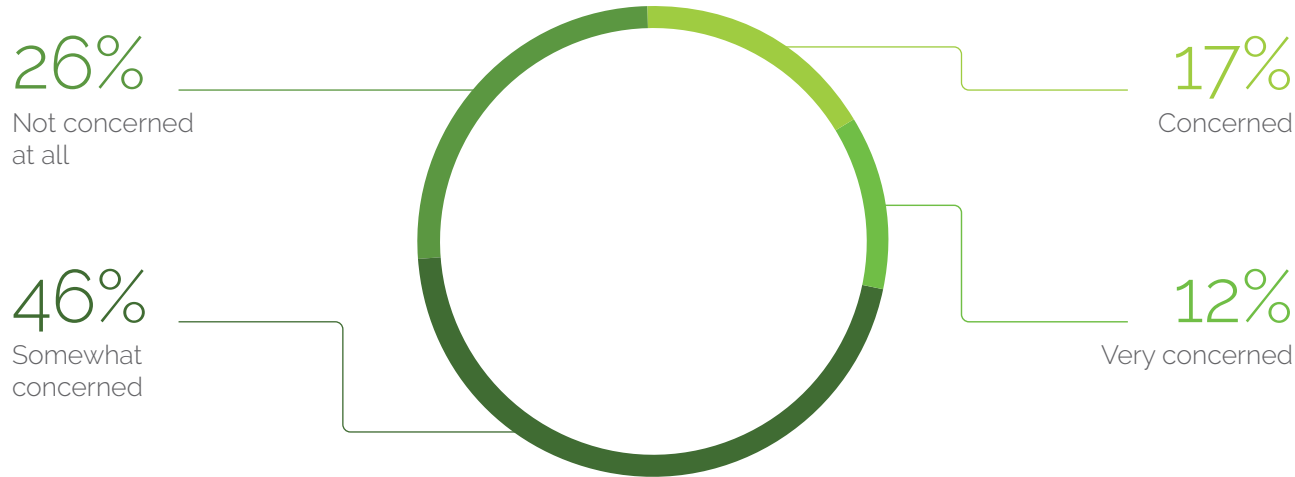


FIGURE 7: PENSION CONCERNS



75% are concerned about the size of their final pension pot.

TABLE 8: PERCENTAGE CONTRIBUTION TO PENSION

	Employers' contribution		Personal contribution	
	IT	All disciplines	IT	All disciplines
Up to 3%	19%	17%	15%	13%
Between 3 - 5%	30%	31%	34%	38%
Between 5 - 7%	17%	18%	24%	21%
Between 7 - 10%	11%	14%	12%	14%
Between 10 - 15%	8%	7%	1%	4%
Between 15 - 20%	1%	3%	2%	2%
Over 20%	2%	2%	1%	1%
N/A / don't know	12%	8%	11%	7%

Base: All permanent employees

One in four IT professionals (**26%**) say they have no concerns about their pension, although almost half of respondents (**46%**) say they are "somewhat concerned." **12%** are "very concerned" about their final pension pot. Only **11%** are working for companies who contribute 10% or more into a pension, and **49%** say their personal contribution is less than 5%.

# Holidays

TABLE 9: STANDARD HOLIDAY ENTITLEMENT

	£
20 days or less	3%
21 - 24 days	12%
25 days	48%
26 - 30 days	28%
31+ days	9%

In terms of holidays, **85%** of permanent IT professionals were getting at least 25 days. Unsurprisingly, the larger the company, the more generous the holiday entitlement.

**37% have 26+ days holiday per year.**

## 1.3 FLEXIBLE WORKING

FIGURE 8: FLEXIBLE WORKING OPTIONS

	On offer		Ideal scenario	
	IT	All disciplines	IT	All disciplines
Agile working (work where, when and how you choose)	22%	18%	56%	47%
Flexi-time that includes a 'core' period of the day during which you are required to be at work	34%	27%	49%	47%
Working from home regularly	24%	18%	47%	33%
Working from home occasionally	57%	42%	39%	37%
Informal permission to start late / leave work early	49%	47%	37%	33%
Compressed hours (same hours over fewer days)	10%	8%	31%	26%
Part-time working	10%	10%	5%	7%
Term-time working	4%	3%	5%	5%
Annual hours	2%	2%	3%	4%
Job sharing	6%	5%	2%	2%
Other	2%	1%	1%	1%
None	12%	19%	2%	1%
Not possible with my role	3%	6%	0%	3%

In this year's survey, we asked permanent IT professionals to tell us what flexible working options they are offered through their employer and which would represent an ideal working scenario. We already know through earlier questioning that **73%** say that flexible working is important to them when seeking a new role (reference Table 3).

Not everyone can work flexibly: **12%** said their company offered no options to do so and **3%** said that it wasn't possible with their role. **57%** said their company lets them work from home occasionally, **24%** said they can work this way regularly, and **49%** say their employer provides informal permission to start late / leave work early.

However, these do not represent permanent IT professionals' ideal working scenario. Agile working and flexi-time are the most popular options and **80%** of the sample chose at least one or both of these as representing their ideal working conditions.

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80% work for a company that offers some form of flexible working.

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80% consider agile working or flexi-time to be an ideal form of working.

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15% are unable to enjoy any form of flexible working options.

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“I'd like more flexible working hours or even the chance to work part-time hours.”



## 1.4 THE DAILY COMMUTE

TABLE 10: LENGTH OF COMMUTE TO WORK

	Current journey	Maximum acceptable
Up to 30 minutes	47%	14%
Up to 45 minutes	26%	27%
Up to 1 hour	13%	39%
Up to 1 hour 15 minutes	6%	10%
Up to 1 hour 30 minutes	4%	7%
Up to 2 hours	1%	1%
Over 2 hours	4%	3%

This year we asked about the length and cost of people's daily journey to work, and we also asked about the maximum time they would consider commuting.

Almost half of our sample (47%) told us that door to door, their journey is less than 30 minutes, and 42% said their weekly travel costs were less than £20. Only 15% travel for more than an hour each way and 24% say they spend over £40 per week.

60% of our sample said they would consider a commute of over 45 minutes, and a fifth (21%) are prepared to have a journey time of over an hour. Only 17% would consider travel costs in excess of £60 a week. 73% of our sample told us that they drive to work each day, with only 16% using public transport.

“ It's factors like better location, travel time and costs that would persuade me to change employers. ”

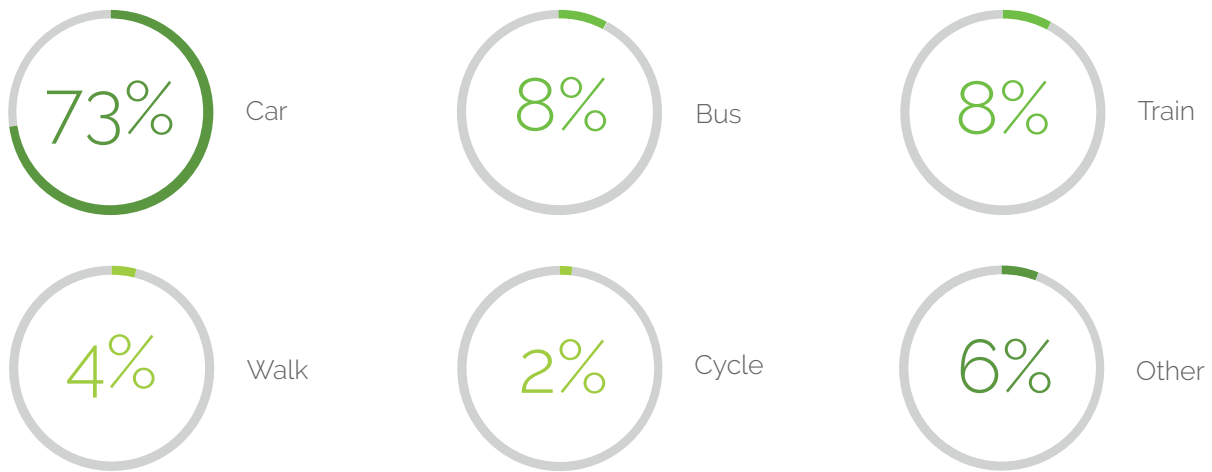
TABLE 11: WEEKLY COMMUTING COSTS

	Current journey	Maximum acceptable
Less than £10	19%	3%
Between £10 - £20 per week	23%	11%
Between £20 - £30 per week	22%	27%
Between £30 - £40 per week	13%	23%
Between £40 - £60 per week	15%	20%
Between £60 - £80 per week	3%	10%
Between £80 - £100 per week	3%	4%
Over £100 per week	3%	3%

73% of IT professionals commute for up to 45 minutes to work.

64% of IT professionals incur weekly commuting costs of up to £30.

FIGURE 9: MAIN TYPE OF TRANSPORT TO WORK



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73% of IT professionals drive to work.

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## 1.5 LEARNING & DEVELOPMENT OPPORTUNITIES

TABLE 12: LEARNING & DEVELOPMENT OPPORTUNITIES

	IT	All disciplines
Those working at companies offering L&D opportunities	64%	64%
Online learning platform	76%	63%
Professional development programmes	42%	44%
Leadership programme	38%	44%
Personal development programmes	37%	37%
Professional memberships	32%	48%
Leadership training for those who don't want to manage people	14%	15%
Enable employees to pursue their passions (e.g. learn a new language)	10%	8%
Ability to retrain	9%	7%

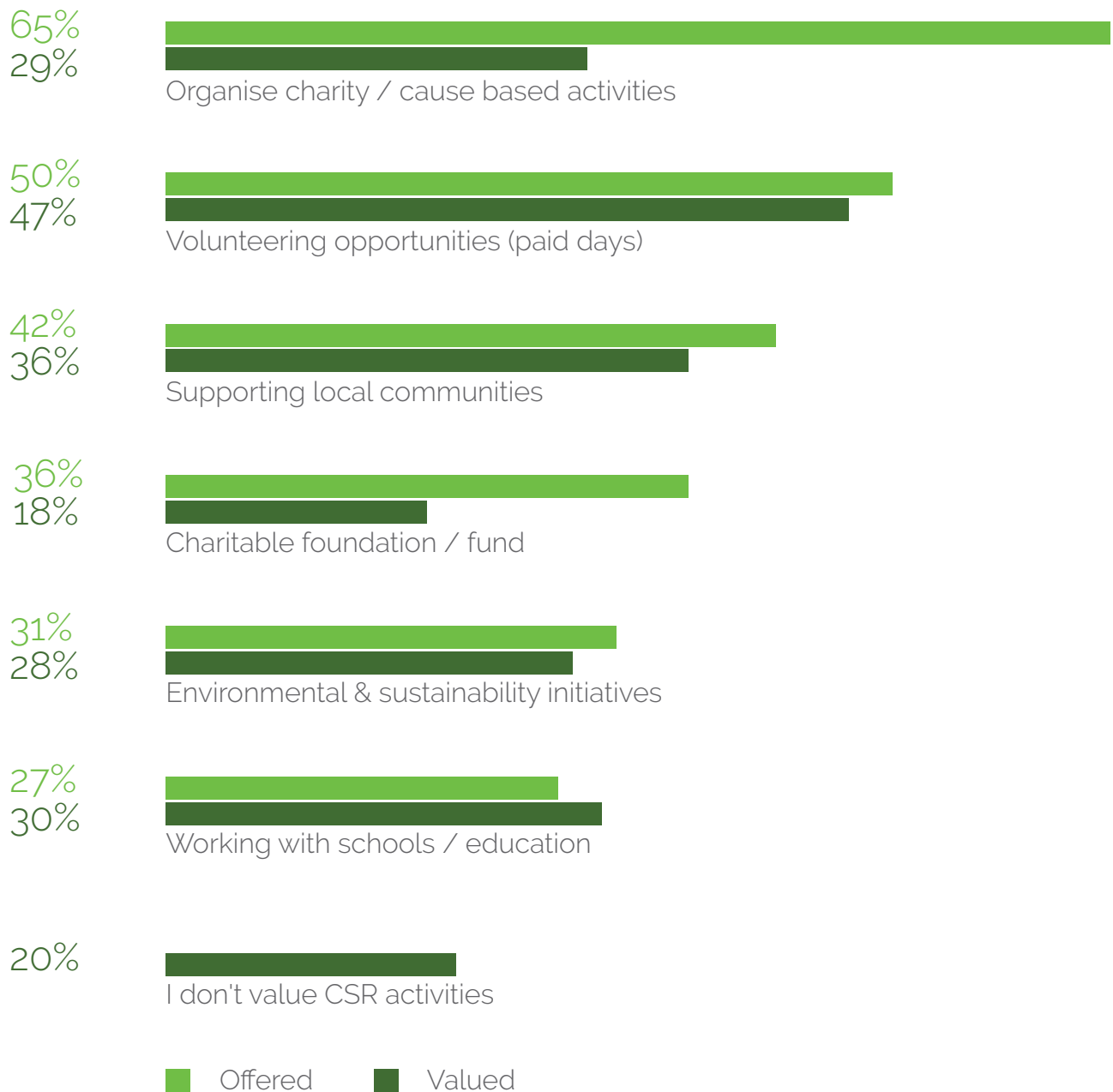
Base: All permanent employees at companies providing L&D

Within companies offering L&D, the most common opportunity offered to IT professionals was access to an online learning platform (76%) and the least likely was the ability to retrain.

64% of our sample told us their employer offered them L&D opportunities.

## 1.6 CORPORATE SOCIAL RESPONSIBILITY

FIGURE 10: CORPORATE SOCIAL RESPONSIBILITY ACTIVITIES (OFFERED & PERSONALLY VALUED)



The most common CSR activities encouraged are charity-based activities. But, according to our survey, IT professionals prefer paid volunteering opportunities and supporting their local communities.

It is assumed that one of the benefits of CSR is increased employee engagement and satisfaction. It is also assumed that employees want to work for a company involved in positive initiatives and with a strong public image, and that CSR initiatives will attract valuable and engaged employees.

However, our earlier questions about what is important to IT professionals when they are looking for a new role does imply that CSR is one of the least likely factors to influence a change of job (reference Table 3). In fact, **20%** say they don't value CSR activities at all.

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78% say their company offers CSR activities.

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20% say they don't value CSR activities.

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Volunteering and supporting local communities are highly valued by IT professionals.

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## 1.7 SKILL SHORTAGES

TABLE 13: ACTIONS TAKEN BY EMPLOYERS TO ADDRESS SKILL SHORTAGES.

	IT	All disciplines
Those working for companies with skill shortages	25%	26%
Increased external hiring	49%	50%
Recruited apprentices / graduates	33%	39%
Reskilled our current workforce	31%	34%
Recruited from other industries or professions	18%	22%
Utilising AI / automation	15%	14%
Recruited from further afield in the UK	13%	15%
Recruited workers from other countries	13%	15%
Other	28%	19%

Base: All working for companies with skill shortages



One in four (**25%**) IT professionals reported that the companies they work for are experiencing skill shortages. To counter this, those companies were seen to have taken various actions to address those skill shortages – the most common being increased external hiring (**49%**) followed by recruiting apprentices or graduates (**33%**).

When we asked for more details about skill shortages, the issue mentioned most often was finding experienced people with the right IT languages, which obviously differs from company to company.

Certainly, it is technical skills that are the key issue for most employers, rather than a lack of management, leadership or development talent. Singled out were the difficulties in attracting experienced Architects, DevOps and database professionals and companies needing experienced people for legacy systems.

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**25% say their company is experiencing skill shortages.**

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**53% of companies will experience problems finding suitable candidates**

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“ We need skilled developers to work on moving legacy code to a newer code base. ”

“ There are certain roles that are a struggle to fill and retain. We are not aligned where the market is in terms of salaries. ”

“ It's hard to recruit Business Analysts, Project Managers and Solution Architects in the North East with the right level of capability. ”

## 1.8 RECRUITMENT

TABLE 14: HOW WILL THE NUMBER OF PEOPLE RECRUITED BY YOUR COMPANY CHANGE COMPARED TO LAST YEAR?

	IT	All disciplines
Recruit more	41%	41%
No change	18%	24%
Recruit less	8%	11%
Don't know	34%	24%

We asked respondents whether they thought their organisation would be recruiting more people in the next 12 months and whilst a third admitted they didn't know, **41%** said they expected to see an increase on current recruitment levels, and only **8%** said there would be less recruitment.

**59%** say their companies will recruit at least the same or more people during 2020.

“ We are going through an industry wide digital transformation, so we are trying to upskill our existing employees by adding people with computing backgrounds. ”

“ The company keeps recruiting recent graduates into scientific roles, when they should recruit those with significant experience of working in a similar role. ”

**TABLE 15: WHAT CHALLENGES DO YOU THINK YOUR COMPANY EXPECTS TO ENCOUNTER WHEN RECRUITING STAFF?**

	IT	All disciplines
Shortage of suitable candidates	53%	54%
Competition from other employers	44%	37%
Issues relating to Brexit	18%	17%
Applicants with unrealistic salary requirements	17%	22%
Immigration restrictions	4%	5%
Don't know	20%	19%
Not planning to recruit	8%	11%

53% think the companies they work for will have problems finding suitable candidates.

We also asked about the difficulties that employers face in recruitment. The key issue highlighted was a shortage of suitable candidates – but this is an issue that people from other disciplines also highlighted and at the same level of magnitude.

Whilst IT professionals believe that most of their organisations will recruit staff during the year ahead, the majority expect a shortage of suitable candidates. This is compounded by competition from other employers.



2.0

# ANALYSIS OF SALARIES IN RELATION TO DISCIPLINE

## 2.4 INFORMATION TECHNOLOGY

JOB TITLE	AVERAGE	MINIMUM	MAXIMUM
<b>MANAGEMENT</b>			
Chief Technology Officer / CIO (board)	£150,000	£90,000	£220,000
Global IT Director	£120,000	£95,000	£190,000
Head of Digital (technology based - non board)	£86,000	£70,000	£120,000
IT Director / Head of IT (non-board)	£92,000	£65,000	£120,000
Enterprise Architect	£79,000	£60,000	£110,000
Head of Service Delivery	£78,000	£60,000	£90,000
Architect	£66,000	£55,000	£90,000
IT Manager	£52,000	£40,000	£70,000
<b>PROJECT</b>			
Head of Programmes / Programme Director	£89,000	£74,000	£126,000
Programme Manager	£70,500	£53,000	£102,000
Senior Project Manager	£60,000	£52,000	£84,000
Digital Project Manager	£55,000	£45,000	£75,000
Project Manager	£47,000	£38,000	£88,000
Project Analyst	£36,000	£25,000	£38,000
Project Officer	£26,000	£20,000	£32,000
<b>SECURITY</b>			
Information Security Manager	£72,500	£37,000	£90,000
Information Security Analyst	£44,500	£35,000	£51,000
IT Security Officer	£30,000	£23,000	£37,000
<b>INFRASTRUCTURE</b>			
Head of Service Delivery	£78,000	£60,000	£90,000
Infrastructure Systems Manager	£47,000	£29,000	£58,000
Senior Infrastructure Analyst	£41,000	£32,000	£45,000
Infrastructure Support	£36,000	£25,000	£42,000
Desktop Support	£25,000	£21,000	£29,000
Helpdesk	£19,000	£17,000	£22,000

## 2.4 INFORMATION TECHNOLOGY

JOB TITLE	AVERAGE	MINIMUM	MAXIMUM
<b>INFORMATION SECURITY</b>			
Information Security Manager	£60,000	£45,000	£80,000
Information Security Analyst	£38,000	£30,000	£45,000
Cyber Security Analyst	£36,000	£25,000	£45,000
Information Governance Officer	£31,000	£25,000	£40,000
<b>DEVELOPERS</b>			
Head of Development	£75,000	£60,000	£90,000
Development Team Lead	£57,500	£50,000	£65,000
Java / J2EE	£46,000	£26,000	£61,000
C#	£38,000	£22,000	£60,000
Javascript / HTML / CSS	£35,000	£18,000	£55,000
PHP / MySQL	£32,000	£18,000	£42,000
<b>OTHER</b>			
DevOps Engineer	£45,000	£35,000	£65,000
Data Scientist	£52,000	£45,000	£60,000
Data Analyst	£28,000	£25,000	£38,000
UX / UI	£33,000	£18,000	£55,000
Test Manager / Lead	£44,000	£33,000	£55,000
Software Tester / Quality Assurance	£35,000	£26,000	£41,000
Business Analyst	£42,000	£33,000	£52,000
Database Administrator	£48,000	£40,000	£60,000

# IT CAREER PYRAMID

## MAIN ACTIVITIES & TYPICAL SALARY

CIO/ITD focus on leadership & strategic management

Architects – enterprise systems or application architecture to support current and future wider business

**£65k - £220k**

Period of refining and developing skills. Generally has leadership responsibility or will concentrate on specific technical specialism.

Building broader skills to develop their career.

**£40k - £85k**

Key period for acquisition of skills that will define career. Includes practical experience and study

**£19k - £60k**

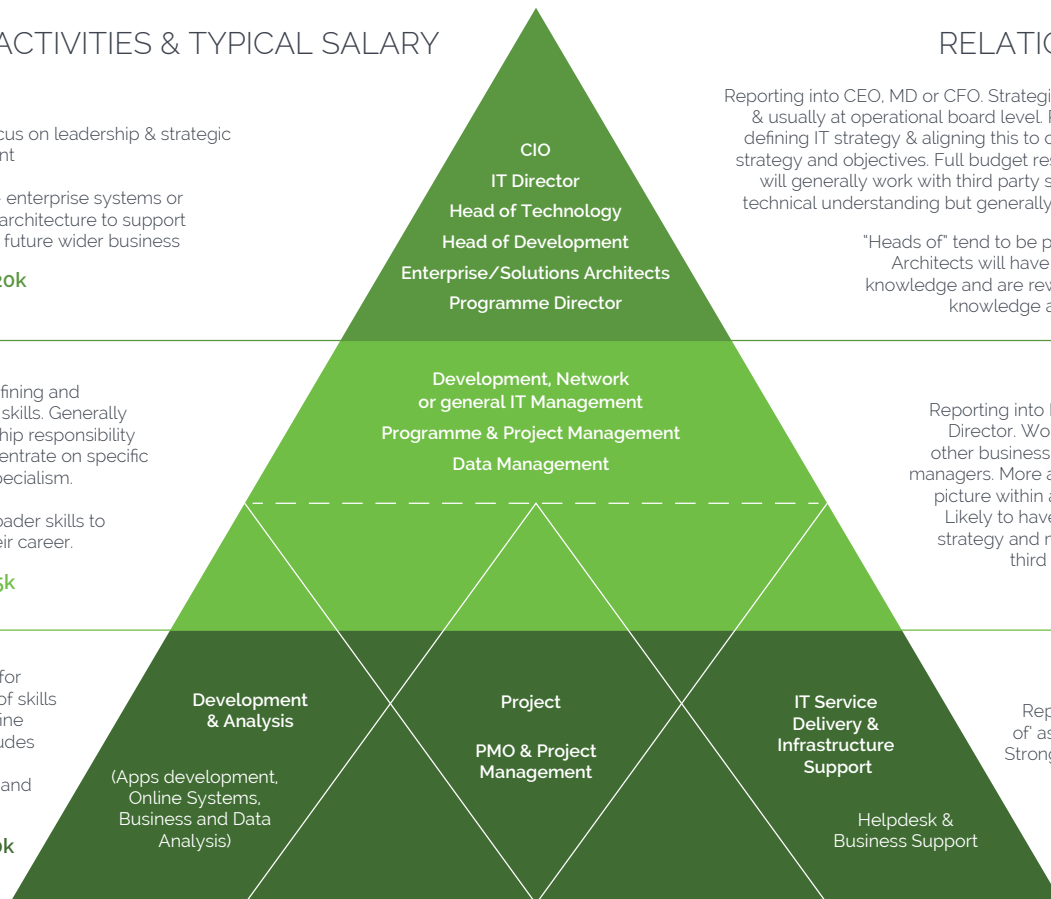
## RELATIONSHIPS

Reporting into CEO, MD or CFO. Strategic management & usually at operational board level. Responsible for defining IT strategy & aligning this to overall business strategy and objectives. Full budget responsibility and will generally work with third party suppliers. Broad technical understanding but generally less hands-on.

"Heads of" tend to be player/coaches. Architects will have deep technical knowledge and are rewarded for their knowledge and experience.

Reporting into Head of IT or IT Director. Works closely with other business leaders/senior managers. More aware of bigger picture within an organisation. Likely to have input to the IT strategy and management of third party suppliers.

Reporting to 'Head of' as Line Manager. Strong team working and will have operational responsibility.



For further information on your recruitment needs or on a particular role within IT, please contact:

**Sue Ormerod - Regional Director for IT Executive roles**

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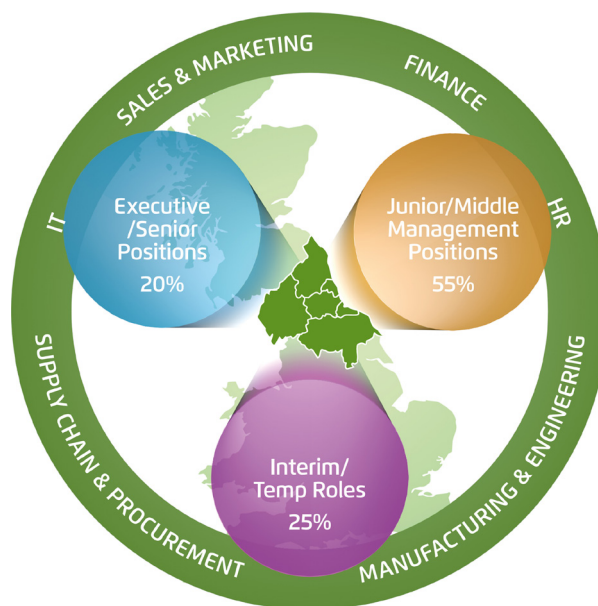


# NIGEL WRIGHT: OUR PROPOSITION

Nigel Wright Group has 2 specialist recruitment divisions:

1. The leading and largest, multi-discipline recruitment business specialising in the North of England, with deep expertise across every discipline.
2. We are Europe's number one consumer sector recruitment specialist.

## OUR REGIONAL PROPOSITION



Nigel Wright has been the preferred talent partner for the last 30 years.

1. We have significant experience in bringing together high-calibre candidates and local/global organisations for individual assignments and as part of a long-term account.
2. Our depth and breadth of experience for handling large scale, transformational recruitment projects is extensive and we have the capacity and capabilities required to provide clients with excellent service levels whilst helping achieve their objectives.

Our clients trust us to quickly attract the highest calibre and most suitable candidates first time.

1. We access candidates that others can't
2. Our customers believe we enhance their employer brand
3. We control the process and manage risk, allowing you to focus on your day job
4. We deliver sustainable results that produce long term value

## OUR OFFICES

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