

TECH REVIEW

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Specialist Design, Marketing, Digital &
Ecommerce recruiters since 2002

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The technical market is levelling up at a rapid pace. Our intel suggests that business leaders are looking to lock in and leverage an integrated suite of emerging technologies, including GenAI to revolutionise operations across the board.

In navigating this new landscape, leaders are making crucial investments to enhance the robustness of their digital infrastructure to support. Cyber security being at the centre of these supportive areas, investments will continue to be essential to ensure secure and resilient business performance.

Additionally, cloud computing has gained significant traction, particularly within enterprise operations. It will be a pivotal enabler for emerging technologies such as robotics and the Internet of Things (IoT), facilitating access to extensive data sets and driving innovation.

The convergence of AI, cloud, and sustainable practices signals a transformative era for technology. As it continues to become far more integrative, the demand for a new breed of professionals skilled in these cutting-edge domains grows further.



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PERM

JOB TITLE	AVG	RANGE
SOFTWARE ENGINEER (.NET)	£47,500	£45,000-£50,000
SENIOR SOFTWARE ENGINEER (.NET)	£65,000	£60,000-£70,0000
SOFTWARE ENGINEER (PHP)	£47,500	£45,000-£50,000
MAGENTO DEVELOPER	£65,000	£55,000-£75,000
SOFTWARE ENGINEER (JAVA)	£47,700	£45,000-£50,000
SENIOR SOFTWARE ENGINEER (JAVA)	£67,500	£60,000-£75,000
FRONTEND DEVELOPER (WORDPRESS)	£42,500	£40,000-£45,000
FRONTEND DEVELOPER (REACT/ANGULAR/VUE)	£60,000	£55,000-£65,000
SENIOR FRONTEND DEVELOPER (REACT/ANGULAR/VUE)	£80,000	£75,000-£85,000
DEVELOPMENT MANAGER	£77,500	£70,000-£85,000
HEAD OF DEVELOPMENT	£107,500	£95,000-£120,000

FREELANCE

JOB TITLE	AVG	RANGE
SOFTWARE ENGINEER (.NET)	£350	£300-£400
SENIOR SOFTWARE ENGINEER (.NET)	£450	£400-£500
SOFTWARE ENGINEER (PHP)	£300	£250-£350
MAGENTO DEVELOPER	£300	£250-£350
SOFTWARE ENGINEER (JAVA)	£400	£350-£450
SENIOR SOFTWARE ENGINEER (JAVA)	£450	£400-£500
FRONTEND DEVELOPER (WORDPRESS)	£300	£250-£350
FRONTEND DEVELOPER (REACT/ANGULAR/VUE)	£350	£300-£400
SENIOR FRONTEND DEVELOPER (REACT/ANGULAR/VUE)	£500	£400-£600
DEVELOPMENT MANAGER	£600	£500-£700
HEAD OF DEVELOPMENT	£600	£500-£700

SOFTWARE

SOFTWARE

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PERM

JOB TITLE	AVG	RANGE
PROGRAMME DIRECTOR	£160,000	£120,000-£200,000
PROGRAMME MANAGER	£145,000	£110,000-£180,000
HEAD OF PROGRAMMES	£160,000	£120,000-£200,000
PMO DIRECTOR	£160,000	£120,000-£200,000
HEAD OF PMO	£102,500	£85,000-£120,000
PMO MANAGER	£72,500	£60,000-£90,000
PROJECT MANAGER	£72,500	£60,000-£85,000
BUSINESS ANALYST	£72,500	£60,000-£85,000
SCRUM MASTER	£72,500	£65,000 - £80,000

FREELANCE

JOB TITLE	AVG	RANGE
PROGRAMME DIRECTOR	£1000	£800-£1200
PROGRAMME MANAGER	£600	£500-£700
HEAD OF PROGRAMMES	£1000	£800-£1200
PMO DIRECTOR	£850	£700-£1000
HEAD OF PMO	£1000	£800 -£1200
PMO MANAGER	£700	£650-£750
PROJECT MANAGER	£500	£400-£600
BUSINESS ANALYST	£400	£350-£450
SCRUM MASTER	£400	£350-£450

PERM

JOB TITLE	AVG	RANGE
BI MANAGER	£85,000	£70,000-£100,000
BI DEVELOPER	£77,500	£65,000-£90,000
SQL DEVELOPER	£70,000	£60,000-£80,000
HEAD OF BI	£102,000	£100,000-£104,000
HEAD OF DATA	£160,000	£120,000-£200,000
DATA SCIENTIST	£82,500	£65,000-£100,000

JOB TITLE	AVG	RANGE
HEAD OF PRODUCT	£162,500	£130,000-£195,000
PRODUCT MANAGER	£132,500	£85,000-£180,000
PRODUCT OWNER	£102,500	£75,000-£130,000
UX DESIGNER/DEVELOPER	£77,500	£65,000-£90,000
UI DESIGNER/DEVELOPER	£77,500	£65,000-£90,000

FREELANCE

JOB TITLE	AVG	RANGE
BI MANAGER	£400	£350-£450
BI DEVELOPER	£300	£250-£350
SQL DEVELOPER	£400	£300-£500
HEAD OF BI	£550	£500-£600
HEAD OF DATA	£900	£800-£1000
DATA SCIENTIST	£550	£500-£600

JOB TITLE	AVG	RANGE
HEAD OF PRODUCT	£850	£700-£1000
PRODUCT MANAGER	£550	£500-£600
PRODUCT OWNER	£450	£400-£500
UX DESIGNER/DEVELOPER	£400	£350-£450
UI DESIGNER/DEVELOPER	£400	£350-£450

PERM

JOB TITLE	AVG	RANGE
1ST/2ND LINE SUPPORT	£25,000	£30,000-£35,000
3RD LINE SUPPORT	£40,000	£45,000-£50,000
SOLUTIONS ARCHITECT	£60,000	£70,000-£80,000
TECHNICAL ARCHITECT	£55,000	£65,000-£75,000
CLOUD ARCHITECT	£65,000	£75,000-£85,000
CLOUD ENGINEER	£40,000	£45,000-£50,000
NETWORK ENGINEER	£40,000	£45,000-£50,000
DEVOPS	£50,000	£60,000-£75,000

FREELANCE

JOB TITLE	AVG	RANGE
1ST/2ND LINE SUPPORT	£150	£100-£200
3RD LINE SUPPORT	£225	£200-£250
SOLUTIONS ARCHITECT	£600	£500-£700
TECHNICAL ARCHITECT	£600	£500-£700
CLOUD ARCHITECT	£750	£700-£800
CLOUD ENGINEER	£275	£250-£300
NETWORK ENGINEER	£300	£250-£350
DEVOPS	£500	£400-£600

PERM

JOB TITLE	AVG	RANGE
CHIEF TECHNOLOGY OFFICER (CTO)	£160,000	£120,000-£200,000
IT DIRECTOR	£115,000	£95,000-£135,000
HEAD OF IT	£115,000	£95,000-£135,000

FREELANCE

JOB TITLE	AVG	RANGE
CHIEF TECHNOLOGY OFFICER (CTO)	£750	£700-£800
IT DIRECTOR	£750	£700-£800
HEAD OF IT	£550	£500-£600



ABOUT PROFILES CREATIVE

We are the UK's leading digital and creative recruitment specialists and have been at the cutting edge of talent solutions within agencies and brands since 2002.

Headquartered in London since 2002, we've partnered with our clients - helping to enhance their business and supporting them to deliver incredible results.

Established with both creative and marketing divisions, we have constantly grown alongside our clients. We honed in on digital and ecommerce early in the game and combined our established expertise with the tools to stay current. This dynamism remains at the centre of what we do, and every single member of our team contributes to this.

We've been at the forefront of creative, digital and marketing recruitment in a constantly changing market, and 21 years on, we're still evolving.

Ready to step into your next era of growth? Let's talk.

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