



2025 Salary Guide

Your Complete
Guide to **Tech** Sector
Salaries, Trends,
and Insights



Executive Summary

2025 looks set to be a promising year for the UK's technology sector. Innovation, investment and infrastructure are all contributing to a digital economy that is driving growth and keeping businesses competitive. As companies invest in digital transformation and cutting-edge technologies, the demand for skilled professionals is rapidly increasing.

At IntaPeople, we're dedicated to keeping you ahead of the curve with insights into the latest trends, in-demand skills, and expected salary changes. This guide offers a comprehensive overview of market dynamics, including emerging tech trends, regional salary variations, and the benefits that matter most to candidates. It is designed to help both employers and candidates navigate the competitive tech market, highlighting the most sought-after roles and how compensation is shifting across the UK. Use this guide to make informed decisions, whether you're hiring top talent or planning your next career move in the tech sector.

Arran Warner
Managing Director



Most Challenging Tech Roles to Fill



Cybersecurity



Software Developer



Cloud Engineer



DevOps Engineer



Digital Transformation Lead



Software Engineer



Data Engineer

Technology Market Update

After several years of complex challenges and muted growth, the level of confidence in the UK's technology sector is rising. 60% of UK tech companies surveyed for **Tech Market View's Autumn 2024 Tech Confidence Index** are anticipating improved market conditions for the year ahead and we are seeing several businesses looking to expand their tech teams. So, what is prompting this positive outlook?

Increased private and government investment, including **£6.3 billion in UK data centres**, combined with innovations in AI, automation and cloud computing are creating new tech and digital roles and driving the growth in demand for cloud engineers, cybersecurity experts, and AI professionals.

However, hiring remains complex. While many companies say skills shortages aren't currently impacting them, others report that talent gaps are limiting their ability to advance digital transformation projects, meet demand and facilitate growth.

Meeting the Challenges of Recruitment

- To meet the challenges of sourcing tech talent, businesses are turning to new strategies. **Remote and hybrid setups** expand the talent pool allowing companies to attract candidates regardless of location. This flexibility not only helps in sourcing talent but can improve retention by giving employees a better work-life balance.
- Businesses are also **embracing technology** as part of the recruitment process. AI and automation can be used to streamline candidate screening, reduce time-to-hire, and identify skills that match job requirements more accurately.
- In addition, many firms are **prioritising diversity**, recognising that a varied workforce drives innovation and problem-solving. By implementing inclusive hiring practices, companies aim to build stronger, more creative teams that can navigate the complexities of the rapidly evolving tech landscape.
- Increased demand in the market is also **reshaping compensation** packages. Companies are offering more diverse compensation packages that combine competitive salaries with better benefits, and flexible work arrangements to attract and retain top talent. From comprehensive healthcare to shares and sustainability incentives, tech firms are going beyond the basics to meet employee expectations.

Perm vs Contract Hiring Trends

- Permanent hiring is on the rise, with businesses seeking stability as they invest in long-term digital transformation projects. Positions like cybersecurity analysts, cloud engineers, and DevOps professionals are expected to see the highest demand.
- However, the contract market remains strong for project-based roles, particularly in AI, software development, and data engineering. The flexibility of contract work is appealing to companies needing specialised skills for specific projects or to scale quickly. This balance is likely to continue, with an emphasis on flexibility and adaptability.

Technology Salaries

Technology salaries are continuing their upward trend as firms compete for the best talent. Entry-level professionals are demanding higher salaries due to greater exposure to emerging technologies in education. Senior roles are also seeing increases, particularly for specialists in cloud computing, AI, and cybersecurity. Companies are willing to pay a premium for professionals with niche skills, as the market remains highly competitive.

The salary gap between junior and senior tech roles is widening. While juniors entering the workforce with advanced skills in AI and cloud computing can expect competitive starting salaries, companies are recognising the value of experience, particularly for roles requiring decision-making capabilities. For senior roles, a combination of deep technical expertise and leadership abilities is leading to higher compensation packages.

Regional salary variation remains. However, remote working is closing this gap, allowing companies to tap into talent nationwide without being tied to local salary expectations. The type and size of the company also plays a key role—large, established firms tend to offer higher compensation compared to startups or SMEs. Access to local educational resources and tech hubs is further influencing salary levels, with regions investing in tech education seeing a more competitive market.

Skills High in Demand

- Software Development
- Cloud Computing
- Data and Analytics
- Artificial Intelligence
- Cybersecurity
- Business Development
- Management Skills



Job Title	Junior Salary	Mid-Level Salary	Senior Salary
Software Engineer	£27,000 - £35,000	£35,000 - £50,000	£55,000 - £70,000
Data Engineer	£30,000 - £35,000	£40,000 - £50,000	£50,000 - £75,000
Infrastructure Engineer	£27,000 - £30,000	£35,000 - £40,000	£40,000 - £50,000
DevOps Engineer	£27,000 - £35,000	£40,000 - £55,000	£65,000 - £90,000
Software Tester (Manual)	£27,000 - £30,000	£35,000 - £40,000	£45,000 - £55,000
Software Tester (Automation)	£30,000 - £35,000	£35,000 - £45,000	£55,000 - £65,000
Business Analyst	£30,000 - £35,000	£35,000 - £45,000	£50,000 - £60,000
Project Manager	£30,000 - £35,000	£35,000 - £45,000	£50,000 - £60,000
Information Security Manager	£40,000 - £45,000	£45,000 - £55,000	£55,000 - £75,000
Security Engineer	£35,000 - £40,000	£40,000 - £50,000	£55,000 - £65,000
Security Analyst	£27,000 - £30,000	£35,000 - £40,000	£40,000 - £45,000

Management Salary Ranges

Lead Software Engineer

£75,000 - £90,000

Software Engineering Manager

£80,000 - £100,000

Head of Software Development/ Engineering/Chief Technology Officer

£90,000 - £120,000

Looking to hire top tech talent or advance your career in 2025?

At IntaPeople, we're here to support you with market-leading insights and recruitment services tailored to the technology sector.

Get in touch with our expert team to explore opportunities and ensure you're ahead of the competition.

Email: info@intapeople.com
Tel: +44 (0)29 20 252 500

www.intapeople.com

