

Scotland Salary Guide 2020

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Change & Transformation

PERMANENT

CONTRACT

Role	PERMANENT						CONTRACT					
	0 - 3 yrs		3 - 7 yrs		7 yrs plus		0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max	£Min	£Max	£Min	£Max	£Min	£Max
Change & Transformation												
Change Business Analyst	£30,000	£38,000	£38,000	£55,000	£60,000	£70,000	£250	£340	£340	£510	£510	£600
Regulatory Change Business Analyst	£30,000	£46,000	£46,000	£65,000	£70,000	£75,000	£250	£380	£340	£550	£550	£760
Change Project Manager	£30,000	£46,000	£46,000	£70,000	£70,000	£85,000	£250	£380	£380	£550	£550	£640
Regulatory Change Project Manager	£34,000	£50,000	£50,000	£75,000	£75,000	£95,000	£250	£420	£420	£600	£600	£850
Programme Manager	£42,000	£68,000	£68,000	£90,000	£95,000	£120,000	N/A	N/A	£510	£680	£680	£940
Business Transformation / Change Director	N/A	N/A	£80,000	£130,000	£130,000	£170,000	N/A	N/A	£600	£760	£760	£1,200
Business Manager	£30,000	£38,000	£38,000	£65,000	£65,000	£80,000	£250	£340	£340	£510	£510	£600
Senior PMO / Manager	£30,000	£38,000	£38,000	£65,000	£65,000	£80,000	£250	£340	£340	£510	£510	£600
Portfolio Manager	£34,000	£50,000	£50,000	£75,000	£75,000	£95,000	£250	£420	£420	£600	£600	£850
Process Excellence Manager (Lean / Six Sigma)	£42,000	£68,000	£68,000	£100,000	£100,000	£150,000	£380	£510	£510	£680	£680	£940
Agile Transformation Lead	£40,000	£60,000	£60,000	£80,000	£80,000	£110,000	£420	£600	£600	£760	£760	£1,200
Change Manager	£30,000	£46,000	£46,000	£60,000	£60,000	£75,000	£250	£380	£380	£550	£550	£640

Compliance

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Compliance						
KYC / Onboarding	£21,000	£35,000	£35,000	£60,000	£60,000	£85,000
Surveillance & Monitoring	£25,000	£38,000	£38,000	£68,000	£68,000	£85,000
Regulatory Compliance	£25,000	£38,000	£38,000	£63,000	£63,000	£85,000
Financial Crime	£30,000	£38,000	£38,000	£68,000	£68,000	£100,000
Control Room	£25,000	£38,000	£38,000	£63,000	£63,000	£80,000
Advisory	£30,000	£46,000	£46,000	£72,000	£72,000	£100,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Compliance						
KYC / Onboarding	£130	£210	£210	£400	£400	£600
Surveillance & Monitoring	£170	£250	£250	£400	£400	£700
Regulatory Compliance	£170	£250	£250	£500	£500	£800
Financial Crime	£170	£250	£250	£500	£500	£700
Control Room	£170	£250	£250	£400	£400	£600
Advisory	£170	£250	£250	£500	£500	£800

Cyber Security

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Cyber Security						
Analyst - Network Security	£25,000	£34,000	£34,000	£46,000	£46,000	£52,000
Analyst - Cyber Security	£30,000	£38,000	£38,000	£50,000	£50,000	£55,000
Analyst - Security Operations Centre	£21,000	£25,000	£25,000	£34,000	£34,000	£42,000
Engineer - Network Security	£34,000	£42,000	£42,000	£55,000	£55,000	£63,000
Engineer - Cyber Security	£34,000	£42,000	£42,000	£60,000	£60,000	£72,000
Engineer - Security Operations Centre	£30,000	£38,000	£38,000	£52,000	£52,000	£60,000
Information Security SME (Frameworks)	£34,000	£42,000	£42,000	£55,000	£55,000	£72,000
IT Risk / IT Audit SME	£38,000	£46,000	£46,000	£60,000	£60,000	£80,000
Project Manager - IT Security	£42,000	£52,000	£52,000	£60,000	£60,000	£72,000
Programme Manager - IT Security	£55,000	£63,000	£63,000	£76,000	£76,000	£95,000
IT Security Architect	£52,000	£60,000	£60,000	£76,000	£76,000	£100,000
Head of IT Security	£72,000	£85,000	£85,000	£100,000	£100,000	£120,000
CISO	£85,000	£100,000	£100,000	£100,000	£100,000	£150,000

CONTRACT

0 - 3 yrs		3 - 7 yrs		7 yrs plus	
£Min	£Max	£Min	£Max	£Min	£Max
£255	£300	£300	£340	£340	£380
£280	£320	£320	£360	£360	£400
£210	£230	£230	£270	£270	£320
£300	£340	£340	£380	£380	£470
£340	£380	£380	£420	£420	£550
£300	£340	£340	£380	£380	£420
£340	£380	£380	£420	£420	£510
£380	£420	£420	£470	£470	£510
£420	£470	£470	£510	£510	£550
£470	£510	£510	£550	£550	£640
£420	£470	£470	£550	£550	£600
£550	£640	£640	£720	£720	£850
£720	£850	£850	£1,000	£1,000	£1,300

Data & Analytics

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Data & Analytics						
Big Data Developer	£34,000	£51,000	£51,000	£93,000	N/A	N/A
Data Scientist	£30,000	£42,000	£42,000	£100,000	N/A	N/A
Data Analyst	£21,000	£34,000	£34,000	£55,000	£55,000	£80,000
Business Objects Developer	£30,000	£38,000	£38,000	£55,000	£55,000	£85,000
Data Architect	£30,000	£38,000	£38,000	£72,000	£72,000	£100,000
Solution Architect	£34,000	£47,000	£47,000	£76,000	£76,000	£120,000
Enterprise Architect	£34,000	£47,000	£47,000	£80,000	£80,000	£130,000
SAS Developer	£30,000	£38,000	£38,000	£60,000	£60,000	£93,000
MI Analyst	£25,000	£34,000	£34,000	£55,000	£55,000	£80,000
BI Project Manager	£51,000	£63,000	£63,000	£76,000	£76,000	£130,000
BI BA	£34,000	£42,000	£42,000	£63,000	£63,000	£76,000
Visualisation Developer (QlikView/Tableau/Spotfire)	£34,000	£47,000	£47,000	£72,000	£72,000	£120,000
Data Modeller	£34,000	£47,000	£47,000	£68,000	£68,000	£85,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Data & Analytics						
Big Data Developer	£340	£420	£420	£640	N/A	N/A
Data Scientist	£300	£380	£380	£680	N/A	N/A
Data Analyst	£180	£250	£250	£460	£460	£550
Business Objects Developer	£180	£300	£300	£460	£460	£550
Data Architect	£210	£300	£300	£510	£510	£640
Solution Architect	£250	£340	£340	£550	£550	£680
Enterprise Architect	£250	£340	£340	£550	£550	£800
SAS Developer	£250	£340	£340	£510	£510	£550
MI Analyst	£170	£250	£250	£420	£420	£550
BI Project Manager	£250	£450	£450	£510	£510	£760
BI BA	£300	£380	£380	£510	£510	£640
Visualisation Developer (QlikView/Tableau/Spotfire)	£300	£380	£380	£550	N/A	N/A
Data Modeller	£250	£340	£340	£510	£510	£600

Data & Analytics

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Data & Analytics						
SQL Server Developer	£30,000	£42,000	£42,000	£60,000	£60,000	£93,000
SSAS (OLAP) Specialist	£38,000	£47,000	£47,000	£72,000	£72,000	£100,000
Data Governance BA	£34,000	£42,000	£42,000	£64,000	£64,000	£85,000
Data Governance PM	N/A	N/A	£46,000	£68,000	£68,000	£93,000
Market Data BA	£30,000	£42,000	£42,000	£64,000	£64,000	£76,000
Market Data PM	N/A	N/A	£42,000	£64,000	£64,000	£85,000

CONTRACT

0 - 3 yrs		3 - 7 yrs		7 yrs plus	
£170	£250	£250	£510	£510	£600
£300	£380	£380	£510	£510	£680
£300	£340	£340	£510	£510	£640
N/A	N/A	£420	£510	£510	£680
£250	£340	£340	£420	£420	£510
N/A	N/A	£380	£470	£470	£550

Digital

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Digital						
Digital Marketing Executive / Manager	£21,000	£30,000	£30,000	£46,000	£46,000	£76,000
Head of Digital / Digital Marketing	N/A	N/A	£42,000	£60,000	£60,000	£145,000
Digital Strategy Manager	£25,000	£34,000	£34,000	£55,000	£55,000	£75,000
Head of Digital Strategy	N/A	N/A	£42,000	£64,000	£64,000	£120,000
SEO Specialist / Manager	£21,000	£30,000	£30,000	£42,000	£42,000	£55,000
Head of SEO	N/A	N/A	£38,000	£55,000	£55,000	£80,000
PPC Specialist / Manager	£21,000	£30,000	£30,000	£55,000	£55,000	£72,000
Head of PPC	N/A	N/A	£38,000	£60,000	£60,000	£76,000
Content Manager	£21,000	£30,000	£30,000	£42,000	£42,000	£55,000
Head of Content Management	N/A	N/A	£42,000	£51,000	£51,000	£63,000
Content Marketing Executive / Manager	£21,000	£30,000	£30,000	£42,000	£42,000	£63,000
Head of Content Marketing	N/A	N/A	£42,000	£60,000	£60,000	£72,000
Social Media Executive / Manager	£21,000	£30,000	£30,000	£46,000	£46,000	£72,000
Head of Social Media	N/A	N/A	£42,000	£55,000	£55,000	£72,000

CONTRACT

0 - 3 yrs		3 - 7 yrs		7 yrs plus	
£Min	£Max	£Min	£Max	£Min	£Max
£130	£170	£170	£300	£300	£420
N/A	N/A	£250	£380	£380	£850
£150	£190	£190	£340	£340	£470
N/A	N/A	£230	£420	£420	£1,000
£150	£190	£190	£250	£250	£380
N/A	N/A	£250	£340	£340	£550
£150	£190	£190	£250	£250	£380
N/A	N/A	£250	£340	£340	£550
£150	£190	£190	£300	£300	£470
N/A	N/A	£300	£420	£420	£550
£150	£190	£190	£250	£250	£380
N/A	N/A	£300	£420	£420	£550
£130	£170	£170	£280	£280	£380
N/A	N/A	£300	£420	£420	£600

Digital

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Digital (cont.)						
Head of Website Management	N/A	N/A	£42,000	£55,000	£55,000	£72,000
Digital Campaign Management	£21,000	£30,000	£30,000	£46,000	£46,000	£68,000
Head of Digital Campaign Management	N/A	N/A	£42,000	£55,000	£55,000	£76,000
Digital Acquisition Executive / Manager	£21,000	£30,000	£30,000	£46,000	£46,000	£64,000
Head of Digital Acquisition	N/A	N/A	£42,000	£60,000	£60,000	£72,000
Web Analytics / Digital Marketing Analyst	£21,000	£30,000	£30,000	£50,000	£50,000	£60,000
Head of Web Analytics	N/A	N/A	£45,000	£65,000	£65,000	£75,000
Marketing Automation Specialist	£21,000	£30,000	£30,000	£40,000	£40,000	£70,000
Email Marketing Specialist / Manager	£21,000	£30,000	£30,000	£40,000	£40,000	£60,000
Digital Product Management	£21,000	£30,000	£30,000	£40,000	£40,000	£75,000
Head of Digital Product Management	N/A	N/A	£45,000	£65,000	£65,000	£110,000
Digital Proposition Development	£21,000	£30,000	£30,000	£40,000	£40,000	£75,000

CONTRACT

0 - 3 yrs		3 - 7 yrs		7 yrs plus	
N/A	N/A	£300	£420	£420	£550
£150	£170	£170	£300	£300	£420
N/A	N/A	£300	£420	£420	£600
£150	£170	£170	£280	£280	£380
N/A	N/A	£300	£420	£420	£550
£150	£200	£200	£300	£300	£510
N/A	N/A	£300	£420	£420	£640
£150	£170	£170	£270	£270	£420
£150	£200	£200	£340	£340	£550
£170	£200	£200	£360	£360	£760
N/A	N/A	£340	£510	£510	£1,000
£170	£250	£250	£340	£340	£600

Digital

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Digital (cont.)						
Head of Digital Proposition	N/A	N/A	£45,000	£65,000	£65,000	£110,000
Digital Customer Journey / CX Manager	N/A	N/A	£30,000	£55,000	£55,000	£75,000
Head of Digital Customer Journey / CX	N/A	N/A	£45,000	£45,000	£45,000	£75,000
Digital Marketing Project Management	£21,000	£30,000	£30,000	£60,000	£60,000	£75,000
Digital Insight Manager	£21,000	£30,000	£30,000	£45,000	£45,000	£70,000
Head of Digital Insight	N/A	N/A	£40,000	£60,000	£60,000	£75,000
Agile Coach	N/A	N/A	£70,000	£100,000	£100,000	£130,000
Digital Programme Manager	N/A	N/A	£75,000	£100,000	£100,000	£130,000
Digital Project Manager	£42,000	£60,000	£60,000	£75,000	£75,000	£95,000
Digital Business Analyst	£34,000	£50,000	£50,000	£65,000	£65,000	£75,000
Scrum Master	£38,000	£55,000	£55,000	£75,000	£75,000	£85,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Digital (cont.)						
Head of Digital Proposition	N/A	N/A	£250	£420	£420	£1,000
Digital Customer Journey / CX Manager	N/A	N/A	£200	£300	£300	£680
Head of Digital Customer Journey / CX	N/A	N/A	£250	£470	£470	£1,000
Digital Marketing Project Management	£170	£210	£210	£340	£340	£510
Digital Insight Manager	£150	£190	£190	£340	£340	£470
Head of Digital Insight	N/A	N/A	£250	£420	£420	£640
Agile Coach	N/A	N/A	£420	£600	£600	£1,100
Digital Programme Manager	N/A	N/A	£550	£680	£680	£1,000
Digital Project Manager	£340	£470	£470	£640	£640	£760
Digital Business Analyst	£250	£340	£340	£550	£550	£680
Scrum Master	£300	£425	£425	£550	£550	£760

Finance & Audit

PERMANENT

Role	Associate		AVP		VP	
	£Min	£Max	£Min	£Max	£Min	£Max
Finance & Audit						
Regulatory Reporting Accountant	£42,000	£60,000	£60,000	£72,000	£72,000	£100,000
Financial Control / Management Reporting	£46,000	£60,000	£60,000	£68,000	£68,000	£95,000
Internal Audit	£46,000	£60,000	£60,000	£76,000	£76,000	£95,000
Product Control	£46,000	£60,000	£60,000	£72,000	£72,000	£95,000
Project Management / Business Analysis	£50,000	£60,000	£60,000	£72,000	£72,000	£98,000
Treasury Accountant	£42,000	£50,000	£50,000	£60,000	£60,000	£76,000
Capital Management	£38,000	£50,000	£50,000	£68,000	£68,000	£76,000
ALM	£38,000	£46,000	£46,000	£62,000	£62,000	£76,000

CONTRACT

Associate		AVP		VP	
£Min	£Max	£Min	£Max	£Min	£Max
£250	£340	£340	£380	£380	£510
£230	£300	£300	£360	£360	£470
£230	£300	£300	£360	£360	£470
£230	£300	£300	£380	£380	£470
£300	£420	£420	£480	£480	N/A
£230	£300	£300	£360	£380	£470
£230	£300	£300	£360	£360	£470
£200	£250	£270	£340	£340	£420

Financial Crime

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Financial Crime						
Deputy MLRO	N/A	N/A	£60,000	£110,000	£110,000	£130,000+
MLRO	N/A	N/A	£90,000	£120,000	£120,000	£150,000+
Sanctions and Screening Officer	£40,000	£60,000	£60,000	£90,000	£90,000	£140,000+
Head of Financial Crime	N/A	N/A	£80,000	£110,000	£110,000	£150,000+

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Financial Crime						
Deputy MLRO	N/A	N/A	£300	£500	£500	£600
MLRO	N/A	N/A	£400	£600	£600	£700+
Sanctions and Screening Officer	£150	£300	£300	£450	£450	£650+
Head of Financial Crime	N/A	N/A	£350	£500	£500	£700+

Human Resources

PERMANENT

CONTRACT

Role	PERMANENT			CONTRACT		
	0 - 3 yrs	3 - 7 yrs	7 yrs plus	0 - 3 yrs	3 - 7 yrs	7 yrs plus
Generalist HR						
HR Director	£68,000	£135,000	£255,000	£420	£760	£1,450
Head of HR	£60,000	£75,000	£110,000	£380	£600	£1,000
HR Business Partner	£50,000	£75,000	£100,000	£340	£460	£680
HR Manager	£38,000	£46,000	£55,000	£250	£340	£420
HR Advisor	£25,000	£34,000	£42,000	£170	£250	£300
HR Administrator	£18,000	£22,000	£30,000	£100	£160	£210
HR Shared Services						
Head of	£50,000	£68,000	£85,000	£340	£460	£680
Manager	£34,000	£46,000	£60,000	£230	£300	£380
Advisor	£20,000	£30,000	£38,000	£150	£210	£270
L&D / Talent Management						
Director	£68,000	£100,000	£130,000	£420	£760	£1,200
Manager	£34,000	£55,000	£68,000	£230	£380	£510
Advisor	£25,000	£34,000	£38,000	£170	£250	£300
Administrator	£18,000	£23,000	£30,000	£100	£160	£210

Human Resources

PERMANENT

CONTRACT

Role	PERMANENT			CONTRACT		
	0 - 3 yrs	3 - 7 yrs	7 yrs plus	0 - 3 yrs	3 - 7 yrs	7 yrs plus
HR Change / OD / Transformation						
Head of	£68,000	£85,000	£150,000	£420	£680	£1,360
Consultant	£42,000	£68,000	£95,000	£270	£460	£760
Compensation & Benefits / Reward						
Director	£68,000	£100,000	£130,000	£420	£760	£1,200
Head of	£60,000	£76,000	£95,000	£380	£600	£850
Manager	£42,000	£60,000	£68,000	£300	£420	£510
Advisor	£30,000	£38,000	£50,000	£210	£300	£380
Recruitment / Talent Acquisition						
Director	£68,000	£85,000	£130,000	£420	£680	£1,200
Manager	£60,000	£68,000	£80,000	£300	£380	£550
Advisor	£30,000	£42,000	£55,000	£210	£300	£380
Administrator	£18,000	£21,000	£23,000	£100	£150	£170

Human Resources

PERMANENT

CONTRACT

Role	PERMANENT			CONTRACT		
	0 - 3 yrs	3 - 7 yrs	7 yrs plus	0 - 3 yrs	3 - 7 yrs	7 yrs plus
Graduate Recruitment						
Director	£68,000	£85,000	£100,000	£420	£680	£950
Manager	£38,000	£55,000	£72,000	£300	£380	£470
Advisor	£23,000	£30,000	£38,000	£170	£200	£300
HRIS Analytics / Implementation						
Director	£68,000	£85,000	£130,000	£420	£680	£1,000
Senior Consultant	£42,000	£50,000	£68,000	£340	£380	£470
Junior Consultant	£25,000	£34,000	£38,000	£210	£300	£380
Employee Relations						
Head of	£60,000	£80,000	£100,000	£340	£640	£850
Manager	£38,000	£55,000	£65,000	£300	£380	£510
Consultant	£30,000	£38,000	£46,000	£210	£300	£340
Diversity & Inclusion						
Head of	£60,000	£80,000	£100,000	£340	£640	£850
Consultant	£38,000	£55,000	£68,000	£300	£380	£550

Marketing & Communications

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Marketing & Communications						
Marketing Communications	£18,000	£30,000	£30,000	£46,000	£46,000	£150,000
Campaign Management	£18,000	£30,000	£30,000	£46,000	£46,000	£150,000
Direct marketing	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
Digital Marketing (SEM, SEO, PPC)	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
Digital Product Management	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
Digital Content	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
Digital Strategy	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
Customer Experience (CX)	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
Brand & Advertising	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
PR & Corporate Communications	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
Internal Communications	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
Change / Programme Communications	£18,000	£30,000	£30,000	£42,000	£42,000	£50,000
RFP	£21,000	£30,000	£30,000	£46,000	£46,000	£50,000
Investment Writing / Communications	£21,000	£30,000	£30,000	£46,000	£46,000	£50,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Marketing & Communications						
Marketing Communications	£80	£130	£130	£210	£210	£380
Campaign Management	£80	£130	£130	£210	£210	£380
Direct marketing	£80	£130	£130	£210	£210	£380
Digital Marketing (SEM, SEO, PPC)	£90	£130	£130	£210	£210	£380
Digital Product Management	£100	£130	£130	£210	£210	£380
Digital Content	£80	£130	£130	£210	£210	£380
Digital Strategy	£80	£130	£130	£210	£210	£380
Customer Experience (CX)	£100	£130	£130	£210	£210	£380
Brand & Advertising	£80	£130	£130	£210	£210	£380
PR & Corporate Communications	£80	£130	£130	£210	£210	£380
Internal Communications	£80	£130	£130	£210	£210	£380
Change / Programme Communications	£80	£130	£130	£170	£170	£300
RFP	£100	£130	£130	£170	£170	£300
Investment Writing / Communications	£100	£130	£130	£170	£170	£300

Marketing & Communications

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Marketing & Communications (cont.)						
Sales Support	£21,000	£30,000	£30,000	£42,000	£42,000	£50,000
Copywriter/Editor	£18,000	£25,000	£25,000	£46,000	£46,000	£50,000
Event Management	£18,000	£27,000	£27,000	£42,000	£42,000	£48,000
Roadshow Management	£18,000	£27,000	£27,000	£38,000	£38,000	£50,000
Marketing Strategy	£22,000	£30,000	£30,000	£46,000	£46,000	55,000
Product Management & Development	£22,000	£30,000	£30,000	£46,000	£46,000	£50,000
Product Marketing	£23,000	£30,000	£30,000	£42,000	£42,000	£46,000
Marketing Research	£23,000	£30,000	£30,000	£42,000	£30,000	£46,000
Marketing Analysis	£23,000	£30,000	£30,000	£42,000	£42,000	£46,000
Customer Insight	£23,000	£30,000	£30,000	£42,000	£42,000	£46,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Marketing & Communications (cont.)						
Sales Support	£80	£130	£130	£170	£170	£300
Copywriter/Editor	£80	£130	£130	£170	£170	£300
Event Management	£80	£130	£130	£170	£170	£300
Roadshow Management	£80	£130	£130	£170	£170	£300
Marketing Strategy	£130	£150	£150	£210	£210	£340
Product Management & Development	£100	£130	£130	£210	£210	£340
Product Marketing	£100	£130	£130	£170	£170	£340
Marketing Research	£85	£130	£130	£170	£170	£300
Marketing Analysis	£85	£130	£130	£170	£170	£300
Customer Insight	£100	£130	£130	£170	£170	£300

Risk

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Risk						
Business Risk Analyst	£34,000	£51,000	£51,000	£68,000	£68,000	£93,000
Risk Controller	£25,000	£51,000	£51,000	£59,000	£59,000	£85,000
Quantitative Analyst	£42,000	£59,000	£59,000	£76,000	£76,000	£120,000
Credit Analyst	£25,000	£51,000	£51,000	£59,000	£59,000	£93,000
Liquidity Analyst	£25,000	£51,000	£51,000	£59,000	£59,000	£100,000
Market Risk Analyst	£34,000	£59,000	£59,000	£80,000	£80,000	£110,000
Operations Risk Analyst	£25,000	£51,000	£51,000	£63,000	£63,000	£93,000
Regulatory Risk	£25,000	£59,000	£59,000	£68,000	£68,000	£100,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Risk						
Business Risk Analyst	£170	£250	£250	£500	£500	£600
Risk Controller	£170	£250	£250	£500	£500	£600
Quantitative Analyst	£250	£340	£340	£600	£600	£1,000
Credit Analyst	£170	£250	£250	£500	£500	£600
Liquidity Analyst	£170	£250	£250	£500	£500	£600
Market Risk Analyst	£170	£250	£250	£550	£550	£640
Operations Risk Analyst	£170	£250	£250	£500	£500	£600
Regulatory Risk	£210	£300	£300	£500	£500	£600

Technology

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Application Development						
Java / Development - Product Knowledge	£25,000	£38,000	£38,000	£60,000	£60,000	£120,000
Java / Development - No Product Knowledge	£21,000	£34,000	£34,000	£65,000	£65,000	£100,000
Java GUI / SWING	£21,000	£38,000	£38,000	£70,000	£70,000	£100,000
Excel / Access VBA RAD / Front Office	£21,000	£34,000	£34,000	£70,000	£70,000	N/A
Excel VBA Developer Back / Middle Office	£21,000	£30,000	£30,000	£70,000	£70,000	N/A
C++ / NT / COM / DCOM - Front Office	£42,000	£63,000	£63,000	£103,000	£103,000	£120,000
C++ / NT / COM / DCOM - Middle / Back Office	£34,000	£51,000	£51,000	£86,000	£86,000	£93,000
Quantitative Developer	£42,000	£59,000	£59,000	£103,000	£103,000	£120,000
Python Developer	£34,000	£51,000	£51,000	£86,000	£86,000	£100,000
C++ / Unix Developer	£30,000	£42,000	£42,000	£82,000	£82,000	£105,000
C# / .NET / WPF - Front Office - Multithreading	£38,000	£51,000	£51,000	£86,000	£86,000	£100,000
C# / .NET / WPF - Back / Middle Office - Multithreading	£30,000	£42,000	£42,000	£82,000	£82,000	£105,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Application Development						
Java / Development - Product Knowledge	£340	£420	£420	£510	£510	£680
Java / Development - No Product Knowledge	£300	£380	£380	£470	£470	£550
Java GUI / SWING	£340	£380	£380	£510	£510	£600
Excel / Access VBA RAD / Front Office	£300	£380	£380	£470	£470	£600
Excel VBA Developer Back / Middle Office	£250	£340	£340	£420	£420	£550
C++ / NT / COM / DCOM - Front Office	£340	£420	£420	£600	£600	£750
C++ / NT / COM / DCOM - Middle / Back Office	£300	£380	£380	£510	£510	£640
Quantitative Developer	£380	£470	£470	£550	£550	£680
Python Developer	£340	£420	£420	£550	£550	£680
C++ / Unix Developer	£340	£420	£420	£550	£550	£680
C# / .NET / WPF - Front Office - Multithreading	£340	£420	£420	£550	£550	£680
C# / .NET / WPF - Back / Middle Office - Multithreading	£300	£380	£380	£470	£470	£600

Technology

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Application Development (cont.)						
ASP .NET Developer	£30,000	£42,000	£42,000	£73,000	£73,000	£85,000
Java Technical Lead	£30,000	£42,000	£42,000	£70,000	£70,000	£85,000
C# Technical Lead	N/A	N/A	£60,000	£78,000	£78,000	£110,000
Functional Programmer	£30,000	£42,000	£60,000	£82,000	£82,000	£105,000
Scala Developer	£34,000	£51,000	£51,000	£86,000	£86,000	£100,000
Application Support						
Front Office Application Support Analyst	£30,000	£47,000	£47,000	£64,000	£64,000	£85,000
FX Application Support Analyst	£30,000	£47,000	£47,000	£64,000	£64,000	£85,000
FIX Onboarding Analyst / Lead	£21,000	£38,000	£38,000	£51,000	£51,000	£64,000
3rd Party Systems Support Analyst	£25,000	£47,000	£47,000	£68,000	£68,000	£85,000
Back Office Application Support Analyst	£21,000	£38,000	£38,000	£47,000	£47,000	£55,000
Application Support Manager	£47,000	£59,000	£59,000	£76,000	£76,000	£94,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Application Development (cont.)						
ASP .NET Developer	£300	£380	£380	£470	£470	£600
Java Technical Lead	£380	£470	£470	£600	£600	£720
C# Technical Lead	£380	£470	£470	£600	£600	£720
Functional Programmer	£340	£420	£420	£550	£550	£720
Scala Developer	£340	£420	£420	£550	£550	£720
Application Support						
Front Office Application Support Analyst	£210	£340	£340	£380	£380	£510
FX Application Support Analyst	£210	£340	£340	£380	£380	£510
FIX Onboarding Analyst / Lead	£250	£340	£340	£420	£420	£510
3rd Party Systems Support Analyst	£250	£340	£340	£420	£420	£510
Back Office Application Support Analyst	£250	£300	£300	£380	£380	£420
Application Support Manager	£340	£380	£380	£510	£510	£600

Technology

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
3rd Party Software						
Development Calypso	£34,000	£47,000	£47,000	£64,000	£64,000	£85,000
Development Wall Street	£34,000	£47,000	£47,000	£64,000	£64,000	£85,000
Development Murex	£38,000	£51,000	£51,000	£85,000	£85,000	£105,000
Business Analysis						
Technical with Front Office	£38,000	£51,000	£51,000	£76,000	£76,000	£110,000
Technical with Back / Middle Office	£35,000	£46,000	£46,000	£72,000	£72,000	£105,000
Technical - no specific product knowledge	£32,000	£42,000	£42,000	£63,000	£63,000	£90,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
3rd Party Software						
Development Calypso	£300	£380	£380	£600	£600	£760
Development Wall Street	£300	£380	£380	£600	£600	£760
Development Murex	£300	£380	£380	£600	£600	£760
Business Analysis						
Technical with Front Office	£340	£425	£425	£550	£550	£700
Technical with Back / Middle Office	£300	£380	£380	£510	£510	£650
Technical - no specific product knowledge	£250	£340	£340	£420	£420	£550

Technology

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Project / Programme Management						
Project Manager with Front Office	£38,000	£60,000	£60,000	£95,000	£95,000	£120,000
Project Manager with Back / Middle	£35,000	£55,000	£55,000	£90,000	£90,000	£120,000
Product Manager with no specific product knowledge	£32,000	£50,000	£50,000	£80,000	£80,000	£110,000
Programme Manager with Front Office	£51,000	£76,000	£76,000	£110,000	£110,000	£150,000
Programme Manager with Back / Middle Office	£50,000	£63,000	£63,000	£90,000	£90,000	£120,000
Programme Manager with no specific product knowledge	£51,000	£72,000	£72,000	£100,000	£100,000	£140,000
Strategic Development Manager	£51,000	£72,000	£72,000	£100,000	£100,000	£140,000
Tactical Development Manager	£59,000	£85,000	£85,000	£120,000	£120,000	£165,000
PMO / Business Manager	£30,000	£42,000	£42,000	£60,000	£60,000	£80,000
PMO Analyst	£28,000	£32,000	£32,000	£40,000	£40,000	£55,000
Outsource Project Manager	£36,000	£46,000	£46,000	£68,000	£68,000	£100,000
Infrastructure Project Manager	£30,000	£38,000	£38,000	£60,000	£60,000	£75,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Project / Programme Management						
Project Manager with Front Office	£380	£470	£470	£630	£630	£720
Project Manager with Back / Middle	£340	£420	£420	£600	£600	£680
Product Manager with no specific product knowledge	£340	£400	£400	£510	£510	£610
Programme Manager with Front Office	£420	£600	£600	£760	£760	£1,000
Programme Manager with Back / Middle Office	£420	£550	£550	£720	£720	£1,000
Programme Manager with no specific product knowledge	£420	£550	£550	£640	£640	£850
Strategic Development Manager	£420	£550	£550	£720	£720	£1,000
Tactical Development Manager	£380	£420	£420	£510	£510	£680
PMO / Business Manager	£420	£550	£550	£700	£700	£850
PMO Analyst	£420	£550	£550	£700	£700	£850
Outsource Project Manager	£300	£420	£420	£500	£500	£700
Infrastructure Project Manager	£250	£400	£400	£500	£500	£700

Technology

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Testing / QA & Support						
Global Head of Test	£65,000	£76,000	£76,000	£95,000	£95,000	£100,000
Programme Test Manager	£60,000	£72,000	£72,000	£85,000	£85,000	£90,000
Testing Co-ordinator	£42,000	£46,000	£46,000	£60,000	£60,000	£65,000
Test Manager	£42,000	£46,000	£46,000	£60,000	£60,000	£65,000
Test Team Lead	£38,000	£46,000	£46,000	£50,000	£50,000	£55,000
Test Analyst	£30,000	£38,000	£38,000	£42,000	£42,000	£46,000
Automation QA	£38,000	£42,000	£42,000	£60,000	£60,000	£72,000
Automation Lead / Manager	£46,000	£52,000	£52,000	£68,000	£68,000	£85,000
Front Office Test Analyst	£46,000	£52,000	£52,000	£68,000	£68,000	£75,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Testing / QA & Support						
Global Head of Test	£420	£460	£460	£550	£550	£640
Programme Test Manager	£340	£380	£380	£460	£460	£510
Testing Co-ordinator	£340	£420	£420	£550	£550	£600
Test Manager	£300	£380	£380	£460	£460	£510
Test Team Lead	£250	£340	£340	£420	£420	£460
Test Analyst	£340	£380	£380	£460	£460	£550
Automation QA	£340	£380	£380	£460	£460	£550
Automation Lead / Manager	£380	£420	£420	£510	£510	£600
Front Office Test Analyst	£340	£380	£380	£460	£460	£550

Technology

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Infrastructure						
Desktop / Tradefloor Support	£17,000	£25,000	£25,000	£42,000	£42,000	£55,000
Unix SA	£30,000	£34,000	£34,000	£51,000	£51,000	£76,000
Cyber Security Engineer	£34,000	£38,000	£38,000	£55,000	£55,000	£80,000
VMWare Specialist	£30,000	£34,000	£34,000	£51,000	£51,000	£76,000
Cloud Engineer (Private / Public)	£38,000	£42,000	£42,000	£59,000	£59,000	£80,000
Infrastructure Platform Engineer	£34,000	£38,000	£38,000	£59,000	£59,000	£76,000
Network Engineer	£30,000	£42,000	£42,000	£59,000	£59,000	£80,000
Windows SA	£30,000	£38,000	£38,000	£55,000	£55,000	£80,000
DevOps Engineer	N/A	N/A	£42,000	£63,000	£63,000	£93,000
Infrastructure Architect	N/A	N/A	£46,000	£63,000	£63,000	£93,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Infrastructure						
Desktop / Tradefloor Support	£130	£210	£210	£340	£340	£380
Unix SA	£250	£300	£340	£380	£380	£470
Cyber Security Engineer	£300	£340	£380	£420	£420	£600
VMWare Specialist	£210	£300	£340	£380	£380	£470
Cloud Engineer (Private / Public)	£300	£380	£420	£470	£470	£600
Infrastructure Platform Engineer	£250	£300	£340	£380	£380	£470
Network Engineer	£250	£300	£340	£380	£380	£470
Windows SA	£210	£250	£250	£380	£380	£550
DevOps Engineer	N/A	N/A	£340	£420	£420	£550
Infrastructure Architect	N/A	N/A	£340	£420	£420	£800

*Contractor Rates correct as of January 2020 but subject to change post 6th April 2020 due to the IR35 Off-Payroll Regulations. Rates will be impacted depending on payment model - e.g. PAYE, Umbrella, etc.

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