

England Regions Salary Guide 2020

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Change & Transformation

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Change & Transformation						
Change Business Analyst	£35,000	£45,000	£45,000	£65,000	£65,000	£75,000
Regulatory Change Business Analyst	£35,000	£55,000	£55,000	£65,000	£65,000	£75,000
Change Project Manager	£35,000	£50,000	£50,000	£65,000	£65,000	£75,000
Regulatory Change Project Manager	£40,000	£50,000	£50,000	£65,000	£65,000	£75,000
Programme Manager	£50,000	£65,000	£65,000	£85,000	£85,000	£150,000
Business Transformation / Change Director	N/A	N/A	£95,000	£120,000	£120,000	£150,000
Business Manager	£35,000	£45,000	£45,000	£75,000	£75,000	£95,000
Senior PMO / Manager	£35,000	£45,000	£45,000	£75,000	£75,000	£95,000
Portfolio Manager	£40,000	£60,000	£60,000	£80,000	£80,000	£95,000
Process Excellence Manager (Lean / Six Sigma)	£50,000	£70,000	£70,000	£90,000	£90,000	£120,000
Agile Transformation Lead	£50,000	£80,000	£80,000	£120,000	£120,000	£150,000
Change Manager	£35,000	£55,000	£55,000	£65,000	£65,000	£95,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Change & Transformation						
Change Business Analyst	£300	£400	£400	£600	£600	£700
Regulatory Change Business Analyst	£300	£450	£450	£650	£650	£900
Change Project Manager	£300	£450	£450	£650	£650	£750
Regulatory Change Project Manager	£300	£500	£500	£700	£700	£1,000
Programme Manager	N/A	N/A	£600	£800	£800	£1,100
Business Transformation / Change Director	N/A	N/A	£700	£900	£900	£1,400
Business Manager	£300	£400	£400	£600	£600	£700
Senior PMO / Manager	£300	£400	£400	£600	£600	£700
Portfolio Manager	£300	£500	£500	£700	£700	£1,000
Process Excellence Manager (Lean / Six Sigma)	£450	£600	£600	£800	£800	£1,100
Agile Transformation Lead	£500	£700	£700	£900	£900	£1,400
Change Manager	£300	£450	£450	£650	£650	£750

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	£150	£250	£250	£350	£350	£450
Surveillance & Monitoring	£200	£300	£300	£450	£450	£600
Regulatory Compliance	£200	£350	£350	£450	£450	£600
Financial Crime	£200	£300	£300	£500	£500	£650
Control Room	£300	£420	£420	£550	£550	£650
Advisory	£200	£300	£300	£450	£450	£550

Cyber Security

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Cyber Security						
Analyst - Network Security	£30,000	£40,000	£40,000	£55,000	£55,000	£60,000
Analyst - Cyber Security	£35,000	£45,000	£45,000	£60,000	£60,000	£65,000
Analyst - Security Operations Centre	£25,000	£30,000	£30,000	£40,000	£40,000	£50,000
Engineer - Network Security	£40,000	£50,000	£50,000	£65,000	£65,000	£75,000
Engineer - Cyber Security	£40,000	£50,000	£50,000	£70,000	£70,000	£85,000
Engineer - Security Operations Centre	£35,000	£45,000	£45,000	£60,000	£60,000	£70,000
Information Security SME (Frameworks)	£40,000	£50,000	£50,000	£65,000	£65,000	£85,000
IT Risk / IT Audit SME	£45,000	£55,000	£55,000	£70,000	£70,000	£95,000
Project Manager - IT Security	£50,000	£60,000	£60,000	£70,000	£70,000	£85,000
Programme Manager - IT Security	£65,000	£75,000	£75,000	£90,000	£90,000	£110,000
IT Security Architect	£60,000	£70,000	£70,000	£90,000	£90,000	£120,000
Head of IT Security	£85,000	£100,000	£100,000	£120,000	£120,000	£140,000
CISO	£100,000	£120,000	£120,000	£145,000	£145,000	£175,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Cyber Security						
Analyst - Network Security	£300	£350	£350	£400	£400	£450
Analyst - Cyber Security	£325	£375	£375	£425	£425	£475
Analyst - Security Operations Centre	£250	£275	£275	£325	£325	£375
Engineer - Network Security	£350	£400	£400	£450	£450	£550
Engineer - Cyber Security	£400	£450	£450	£500	£500	£650
Engineer - Security Operations Centre	£350	£400	£400	£450	£450	£500
Information Security SME (Frameworks)	£400	£450	£450	£500	£500	£600
IT Risk / IT Audit SME	£450	£500	£500	£550	£550	£600
Project Manager - IT Security	£500	£550	£550	£600	£600	£650
Programme Manager - IT Security	£550	£600	£600	£650	£650	£750
IT Security Architect	£500	£550	£550	£650	£650	£700
Head of IT Security	£650	£750	£750	£850	£850	£1,000
CISO	£850	£1,000	£1,000	£1,200	£1,200	£1,500

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	£400	£500	£450	£700	N/A	N/A
Data Scientist	£350	£450	£400	£650	N/A	N/A
Data Analyst	£200	£280	£280	£330	£330	£400
Business Objects Developer	£200	£350	£350	£450	£450	£550
Data Architect	£350	£450	£450	£600	£600	£750
Solution Architect	£400	£550	£550	£650	£550	£750
Enterprise Architect	£400	£550	£550	£650	£650	£750
SAS Developer	£250	£350	£350	£450	£450	£550
MI Analyst	£250	£350	£350	£450	£450	£550
BI Project Manager	£350	£450	£450	£600	£600	£750
BI BA	£250	£350	£350	£450	£450	£550
Visualisation Developer (QlikView/Tableau/Spotfire)	£350	£450	£450	£550	N/A	N/A
Data Modeller	£200	£300	£300	£450	£450	£550

Data & Analytics

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Data and Analytics (cont.)						
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	
£Min	£Max	£Min	£Max	£Min	£Max
£200	£300	£300	£450	£450	£550
£300	£400	£400	£550	£550	£700
£300	£400	£400	£550	£550	£700
N/A	N/A	£450	£550	£550	£700
£250	£350	£350	£450	£450	£550
N/A	N/A	£400	£500	£500	£600

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

CONTRACT

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	£300	£420	£420	£550
Digital Campaign Management	£150	£170	£170	£300	£300	£420
Head of Digital Campaign Management	N/A	N/A	£300	£420	£420	£600
Digital Acquisition Executive / Manager	£150	£170	£170	£280	£280	£380
Head of Digital Acquisition	N/A	N/A	£300	£420	£420	£550
Web Analytics / Digital Marketing Analyst	£150	£200	£200	£300	£300	£510
Head of Web Analytics	N/A	N/A	£300	£420	£420	£640
Marketing Automation Specialist	£150	£170	£170	£270	£270	£420
Email Marketing Specialist / Manager	£150	£200	£200	£340	£340	£550
Digital Product Management	£170	£200	£200	£360	£360	£760
Head of Digital Product Management	N/A	N/A	£340	£510	£510	£1,000

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 and Audit						
Regulatory Reporting Accountant	£40,000	£60,000	£60,000	£75,000	£75,000	£110,000
Financial Control / Management Reporting	£45,000	£60,000	£60,000	£70,000	£70,000	£100,000
Internal Audit	£45,000	£60,000	£60,000	£70,000	£70,000	£100,000
Product Control	£45,000	£60,000	£60,000	£70,000	£70,000	£100,000
Project Management / Business Analysis	£38,000	£50,000	£50,000	£70,000	£70,000	£90,000
Treasury Accountant	£38,000	£50,000	£50,000	£70,000	£70,000	£90,000
Capital Management	£38,000	£50,000	£50,000	£70,000	£70,000	£90,000
ALM	£38,000	£50,000	£50,000	£70,000	£70,000	£90,000

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	£425

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	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
Generalist HR												
HR Director	£80,000		£160,000		£300,000		£500		£900		£1,700	
Head of HR	£70,000		£90,000		£130,000		£450		£700		£1,200	
HR Business Partner	£60,000		£90,000		£120,000		£400		£550		£800	
HR Manager	£45,000		£55,000		£65,000		£300		£400		£500	
HR Advisor	£30,000		£40,000		£50,000		£200		£300		£350	
HR Administrator	£20,000		£28,000		£35,000		£125		£185		£250	
HR Shared Services												
Head of	£60,000		£80,000		£100,000		£400		£550		£800	
Manager	£40,000		£55,000		£70,000		£275		£350		£450	
Advisor	£25,000		£35,000		£45,000		£175		£250		£325	
L&D / Talent Management												
Director	£80,000		£120,000		£150,000		£500		£900		£1,400	
Manager	£40,000		£65,000		£80,000		£275		£450		£600	
Advisor	£30,000		£40,000		£45,000		£200		£300		£350	
Administrator	£20,000		£28,000		£35,000		£125		£185		£250	

Human Resources

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
HR Change / OD / Transformation						
Head of	£80,000		£100,000		£180,000	
Consultant	£50,000		£80,000		£110,000	
Compensation & Benefits / Reward						
Director	£68,000		£100,000		£130,000	
Head of	£60,000		£76,000		£95,000	
Manager	£42,000		£60,000		£68,000	
Advisor	£30,000		£38,000		£50,000	
Administrator	£20,000		£23,000		£32,000	
Recruitment / Talent Acquisition						
Director	£68,000		£85,000		£130,000	
Manager	£50,000		£68,000		£80,000	
Advisor	£30,000		£42,000		£55,000	
Administrator	£18,000		£21,000		£23,000	

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
HR Change / OD / Transformation						
Head of	£500		£800		£1,600	
Consultant	£325		£550		£900	
Compensation & Benefits / Reward						
Director	£420		£760		£1,200	
Head of	£380		£600		£850	
Manager	£300		£420		£510	
Advisor	£210		£300		£380	
Administrator	£130		£170		£220	
Recruitment / Talent Acquisition						
Director	£420		£680		£1,200	
Manager	£300		£380		£550	
Advisor	£210		£300		£380	
Administrator	£100		£150		£170	

Human Resources

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Graduate Recruitment						
Director	£68,000		£85,000		£100,000	
Manager	£38,000		£55,000		£72,000	
Advisor	£23,000		£30,000		£38,000	
HRIS Analytics / Implementation						
Director	£68,000		£85,000		£130,000	
Senior Consultant	£42,000		£50,000		£68,000	
Junior Consultant	£25,000		£34,000		£38,000	
Employee Relations						
Head of	£60,000		£80,000		£100,000	
Manager	£38,000		£55,000		£65,000	
Consultant	£30,000		£38,000		£46,000	
Diversity & Inclusion						
Head of	£60,000		£80,000		£100,000	
Consultant	£38,000		£55,000		£68,000	

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Graduate Recruitment						
Director	£420		£680		£950	
Manager	£300		£380		£470	
Advisor	£170		£200		£300	
HRIS Analytics / Implementation						
Director	£420		£680		£1,000	
Senior Consultant	£340		£380		£470	
Junior Consultant	£210		£300		£380	
Employee Relations						
Head of	£340		£640		£850	
Manager	£300		£380		£510	
Consultant	£210		£300		£340	
Diversity & Inclusion						
Head of	£340		£640		£850	
Consultant	£300		£380		£550	

Marketing & Communications

PERMANENT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Marketing						
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						
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 (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
Proposition 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 (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
Proposition Development	£100	£130	£130	£170	£170	£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	£40,000	£50,000	£70,000	£70,000	£120,000
Java / Development - No Product Knowledge	£20,000	£35,000	£40,000	£65,000	£65,000	£100,000
Java GUI / SWING	£20,000	£40,000	£45,000	£70,000	£70,000	£100,000
Excel / Access VBA RAD / Front Office	£20,000	£35,000	£40,000	£70,000	£70,000	N/A
Excel VBA Developer Back / Middle Office	£20,000	£30,000	£40,000	£70,000	£70,000	N/A
C++ / NT / COM / DCOM - Front Office	£45,000	£60,000	£55,000	£80,000	£80,000	£120,000
C++ / NT / COM / DCOM - Middle / Back Office	£35,000	£55,000	£50,000	£80,000	£80,000	£90,000
Quantitative Developer	£45,000	£65,000	£65,000	£80,000	£80,000	£120,000
Python Developer	£35,000	£55,000	£50,000	£80,000	£80,000	£100,000
C++ / Unix Developer	£30,000	£40,000	£45,000	£85,000	£85,000	£105,000
C# / .NET / WPF - Front Office - Multithreading	£40,000	£50,000	£50,000	£70,000	£70,000	£100,000
C# / .NET / WPF - Back / Middle Office - Multithreading	£30,000	£40,000	£50,000	£75,000	£75,000	£105,000

CONTRACT

0 - 3 yrs		3 - 7 yrs		7 yrs plus	
£Min	£Max	£Min	£Max	£Min	£Max
£350	£450	£450	£550	£550	£600
£300	£350	£350	£500	£500	£600
£350	£400	£400	£550	£550	£600
£300	£400	£400	£500	£500	£600
£300	£350	£350	£450	£450	£600
£350	£450	£450	£600	£600	£800
£300	£400	£400	£550	£550	£650
£400	£500	£500	£600	£600	£700
£350	£450	£450	£600	£600	£700
£350	£450	£450	£600	£600	£700
£350	£450	£450	£600	£600	£700
£300	£400	£400	£500	£500	£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	£40,000	£45,000	£65,000	£65,000	£90,000
Java Technical Lead	£30,000	£40,000	£45,000	£60,000	£60,000	£90,000
C# Technical Lead	N/A	N/A	£60,000	£70,000	£70,000	£110,000
Functional Programmer	£30,000	£40,000	£60,000	£75,000	£75,000	£105,000
Scala Developer	£35,000	£50,000	£50,000	£70,000	£70,000	£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	£400	£400	£500	£500	£600
Java Technical Lead	£400	£500	£500	£650	£650	£750
C# Technical Lead	£400	£500	£500	£650	£650	£750
Functional Programmer	£350	£450	£450	£600	£600	£750
Scala Developer	£350	£450	£450	£600	£600	£750
Application Support						
Front Office Application Support Analyst	£210	£340	£340	£400	£400	£500
FX Application Support Analyst	£210	£340	£340	£400	£400	£500
FIX Onboarding Analyst / Lead	£250	£340	£340	£420	£420	£500
3rd Party Systems Support Analyst	£250	£340	£340	£420	£420	£500
Back Office Application Support Analyst	£250	£300	£300	£380	£380	£420
Application Support Manager	£340	£400	£400	£500	£500	£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	£100,000
Business Analysis						
Technical with Front Office	£35,000	£45,000	£40,000	£55,000	£50,000	£60,000
Technical with Back / Middle Office	£35,000	£45,000	£40,000	£55,000	£50,000	£60,000
Technical - no specific product knowledge	£30,000	£40,000	£35,000	£45,000	£45,000	£50,000
Regulatory BA	£35,000	£45,000	£40,000	£55,000	£50,000	£60,000
Data BA	£35,000	£45,000	£40,000	£55,000	£50,000	£60,000
Payments BA	£35,000	£35,000	£40,000	£55,000	£50,000	£60,000
Digital BA	£25,000	£30,000	£35,000	£45,000	£40,000	£50,000

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	£300	£400	£400	£500	£500	£600
Technical with Back / Middle Office	£300	£400	£400	£500	£500	£600
Technical - no specific product knowledge	£250	£350	£350	£450	£450	£500
Regulatory BA	£300	£400	£400	£500	£500	£600
Data BA	£300	£400	£400	£500	£500	£750
Payments BA	£300	£400	£400	£500	£500	£600
Digital BA	£300	£400	£400	£500	£500	£600

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	N/A	N/A	N/A	N/A	N/A	N/A
Project Manager with Back / Middle	N/A	N/A	N/A	N/A	N/A	N/A
Product Manager with no specific product knowledge	£38,000	£50,000	£50,000	£65,000	£65,000	£70,000
Programme Manager with Front Office	N/A	N/A	N/A	N/A	N/A	N/A
Programme Manager with Back / Middle Office	N/A	N/A	N/A	N/A	N/A	N/A
Programme Manager with no specific product knowledge	£58,000	£75,000	£75,000	£90,000	£90,000	£120,000
Strategic Development Manager	£60,000	£85,000	£85,000	£120,000	£120,000	£165,000
Tactical Development Manager	£59,000	£85,000	£85,000	£120,000	£120,000	£165,000
PMO / Business Manager	£35,000	£50,000	£50,000	£60,000	£60,000	£80,000
PMO Analyst	£28,000	£32,000	£32,000	£40,000	£40,000	£55,000
Outsource Project Manager	N/A	N/A	N/A	N/A	N/A	N/A

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	£300	£400	£350	£500	£500	£600
Project Manager with Back / Middle	£300	£400	£350	£500	£500	£600
Product Manager with no specific product knowledge	£300	£400	£350	£500	£450	£550
Programme Manager with Front Office	£450	£550	£550	£700	£700	£950
Programme Manager with Back / Middle Office	£450	£550	£550	£700	£700	£950
Programme Manager with no specific product knowledge	£450	£550	£550	£650	£650	£800
Strategic Development Manager	£450	£550	£550	£700	£700	£950
Tactical Development Manager	£300	£400	£375	£450	£425	£550
PMO / Business Manager	£300	£400	£375	£450	£425	£550
PMO Analyst	£250	£350	£300	£400	£375	£500
Outsource Project Manager	£300	£400	£350	£500	£500	£600

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	£90,000	£90,000	£110,000	£110,000	£120,000
Programme Test Manager	£65,000	£85,000	£85,000	£90,000	£90,000	£110,000
Testing Co-ordinator	£38,000	£45,000	£45,000	£65,000	£65,000	£75,000
Test Manager	£40,000	£45,000	£45,000	£65,000	£65,000	£75,000
Test Team Lead	£38,000	£55,000	£55,000	£60,000	£60,000	£65,000
Test Analyst	£28,000	£35,000	£35,000	£40,000	£40,000	£48,000
Automation QA	£35,000	£42,000	£42,000	£50,000	£50,000	£60,000
Automation Lead / Manager	£50,000	£60,000	£60,000	£80,000	£80,000	£100,000
Front Office Test Analyst	£50,000	£60,000	£60,000	£80,000	£80,000	£90,000

CONTRACT

Role	0 - 3 yrs		3 - 7 yrs		7 yrs plus	
	£Min	£Max	£Min	£Max	£Min	£Max
Testing / QA & Support						
Global Head of Test	£400	£500	£500	£600	£600	£700
Programme Test Manager	£250	£320	£320	£400	£400	£500
Testing Co-ordinator	£250	£320	£320	£400	£400	£500
Test Manager	£250	£320	£320	£400	£400	£500
Test Team Lead	£180	£220	£220	£310	£310	£400
Test Analyst	£220	£260	£260	£350	£350	£440
Automation QA	£250	£320	£320	£400	£400	£500
Automation Lead / Manager	£300	£400	£400	£450	£450	£550
Front Office Test Analyst	£300	£400	£400	£450	£450	£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	£150	£250	£250	£400	£400	£450
Unix SA	£300	£350	£350	£450	£450	£550
Cyber Security Engineer	£350	£400	£400	£500	£500	£700
VMWare Specialist	£250	£350	£350	£450	£450	£550
Cloud Engineer (Private / Public)	£350	£450	£450	£550	£550	£700
Infrastructure Platform Engineer	£300	£350	£350	£450	£450	£550
Network Engineer	£300	£350	£350	£450	£450	£550
Windows SA	£250	£300	£300	£450	£500	£650
DevOps Engineer	N/A	N/A	£400	£500	£500	£650
Infrastructure Architect	N/A	N/A	£400	£500	£500	£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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