

ADLIB

Data, Insight and Analytics
Employment within specialist area
Data Engineering & Development

Skill sets in demand

Based on our data, these are the skills that are in highest demand in the UK amongst Data Engineering & Development talent within Data and Analytics teams :

- 1 Cloud experience:**
AWS, GCP, Azure, Snowflake, Digital Ocean
- 2 Python, Scala or Java Programming**
- 3 SQL Server Management Studio**
- 4 Databricks / Spark**
- 5 ETL Tools/Data flow**
e.g. SSIS, Talend, Airflow, Luigi

- 6 Docker**
- 7 Kubernetes**
- 8 Real-time streaming**
e.g. Kafka, Kinesis
- 9 Hadoop Ecosystem**
- 10 API Connectors**

Key trends within Data & Technology

As more companies migrate to cloud services for their data needs, Data Engineers are now requiring a broader set of skills. This will include utilising object-oriented or functional programming to create and manage data pipelines, connect databases and services to APIs and to optimise operations.

The rise of real-time analytics capabilities (or near enough to) necessitates the modern Data Engineer to understand, build and maintain streaming pipelines so that data is available and bottlenecks are avoided. Coupled to this, container usage is growing for storing data and also the procedures to manipulate data.

Due to the myriad of tools out there, the best advice we have received from Senior Data Engineers is to understand the underlying theory and best practices associated with software engineering; enabling talent to be adaptable to change. Consequently, we are seeing Hiring Managers now relax specific technical tool skills experience as requirements and are instead focusing on, that incoming talent, have the fundamental data knowledge and understanding of the services used e.g data modelling, ETL, data types, structures, cloud services.

Once candidates have data lake or real-time streaming experience, salaries on the permanent side inflate considerably as these skills are in high-demand in an already extremely candidate short market. As such, these highly skilled candidates know that they have leverage, so working arrangements and salaries are currently the best ways to secure them in the post-covid world. Key industries to source data engineering talent from are Banking, Insurance, Energy, Telco, Consultancy.

Salaries.

Salaries within Data & Technology - Bristol

Entry Level / Graduate Data Engineer	Up to £30K
Data Engineer (1 - 2 years' experience)	£30K - £40K
Mid Level Data Engineer (2 - 3 years' experience)	£40K - £60K
Senior Data Engineer (3 - 5 years' experience)	£60K - £80K
Lead Data Engineer (4 - 5 years+)	£80K - £90K
Data Engineering Manager	£85K - £100K
Head of Data Engineering	£100K+

Salaries.

Salaries within Data & Technology - London

Entry Level / Graduate Data Engineer	Up to £35K
Data Engineer (1 - 2 years' experience)	£35K - £50K
Mid Level Data Engineer (2 - 3 years' experience)	£50K - £70K
Senior Data Engineer (3 - 5 years' experience)	£70K - £90K
Lead Data Engineer (4 - 5 years+)	£80K - £100K
Data Engineering Manager	£85K - £100K
Head of Data Engineering	£100K+

Salaries.

Salaries within Data & Technology - Western Europe

(Now a consideration due to remote working options for highly skilled candidates)

Entry Level / Graduate Data Engineer	Up to £35K
Data Engineer (1 - 2 years' experience)	£35K - £45K
Mid Level Data Engineer (2 - 3 years' experience)	£45K - £60K
Senior Data Engineer (3 - 5 years' experience)	£60K - £75K
Lead Data Engineer (4 - 5 years+)	£75K - £90K
Data Engineering Manager	£85K - £100K
Head of Data Engineering	£100K+

Retention and engagement

As Data Engineers are in such high demand, natural churn is a regular occurrence for many companies, with the average tenure from 18 to 24 months. Based on our internal data, the 10 most important factors in retaining Data & Technology talent within Data and Analytics teams are:

- 1 Impactful work**
- 2 Remote working**
- 3 Salaries in-line with market rate**
- 4 Career progression**
- 5 Establishing an engineering culture**
- 6 Modern tech stack updating when needed**
- 7 Modern equipment and support**
- 8 Flexible working for night owls and early birds**
- 9 Backed data strategy**
- 10 Engagement in the tech community**

Contact us

If you'd like market specific information please feel free to get in touch with the ADLIB team.



Technology



Data



Engineering



Science



Sustainability



eCommerce



Marketing



Design

Find us at St Bartholomews House, Bristol, BS1 2NH and contact us on **0117 926 9530**

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