

The background of the image is a close-up, textured pattern of teal-colored feathers. The feathers are layered and overlapping, creating a rich, organic texture. The color is a vibrant, slightly dark teal. The lighting highlights the fine details of the feather barbs.

ADLIB

Digital Technology Permanent Salary
Guide for London



Within the Tech sector, salaries are never stagnant, trends are consistently on the up. Year on year, there's always an increasing demand for talent, with the levels of experience remaining the same.

With more of a push for businesses to become digitally focused in order to keep up with market competition, the number of available candidates doesn't quite correlate.

The purpose of this guide is to provide a snapshot of salary bandings across a variety of Tech roles. The following rates are predominantly based on our work with businesses across the London region. Please note that with the recent surge in “working from home” being the norm, local averages need to be considered in the context of uk-wide averages to remain competitive.

At ADLIB, we’re always keeping close to market trends and how things can fluctuate between start-ups, scale-ups, agencies, software houses, larger organisations and corporates.

Here, we aim to provide an overall range of salaries based on a variety of roles. The following rates are based on our work with digital agencies, software houses and SMEs, rather than large enterprises or corporations.

Note: There are always factors to consider when assigning a salary to a role, such as the skill demand, the complexity of the technology, how popular it is in the market, level of responsibility as well as what other benefits are on offer, such as remote working.

It’s also worth noting that the ‘number of years’ of experience is not an ideal measure of technical proficiency. However, as a general guide, it should provide some ballparks and pointers...

Salary Benchmarks

Permanent Roles	Junior (0-2 years)	Mid-Level (2-4 years)	Senior (4-6 years)	Lead/Head (6+ years)
Front-End Developer HTML5, CSS3, JavaScript/JQuery, CMS, no JS MVC	£30K - £40K	£40K - £50K	£50K - £60K	£65K+
React/Angular/Vue Developer HTML5, CSS3, React/Angular/Vue	£30K - £45K	£40K - £60K	£60K - £90K	£80K+
Full-Stack JS Developer React/Angular/Vue & Node	£35K - £45K	£45K - £55K	£60K - £90K	£80K+
Node Developer Node.js	£35K - £45K	£45K - £55K	£60K - £80K	£80K+
PHP Developer PHP, MySQL, Laravel/Symfony, CMS: Drupal, Magento, WordPress	£35K - £45K	£40K - £50K	£50K - £65K	£65K+
Full-Stack PHP Developer PHP, JavaScript: React/Angular.Vue	£35K - £45K	£45K - £55K	£60K - £90K	£80K+

Salary Benchmarks

Permanent Roles	Junior (0-3 years)	Mid-Level (3-5 years)	Senior (5-8 years)	Lead/Architect (8+ years)
Ruby Developer Ruby, Rails, Heroku	£35K - £45K	£45K - £55K	£60K - £90K	£90K+
Python Developer Python, Django, Flask	£35K - £45K	£45K - £55K	£60K - £90K	£90K+
Mobile Developer IOS, Android, Kotlin, Swift, React Native, Xamarin	£35K - £40K	£40K - £50K	£50K - £70K	£70K+
Functional Programming Scala, Haskell, Clojure, Elixir, Erlang etc.	£35K - £45K	£45K - £55K	£60K - £90K	£90K+
Java Developer Java, Spring, Hibernate	£35K - £45K	£45K - £55K	£60K - £80K	£80K+

Salary Benchmarks

Permanent Roles	Junior (0-3 years)	Mid-Level (3-5 years)	Senior (5-8 years)	Lead/Architect (8+ years)
DevOps Engineer <small>AWS, GCP, Azure</small>	£40K - £50K	£60K - £70K	£80K - £100K	£100K+
Tester/QA <small>ISTQB, Selenium, Automation, Cucumber</small>	£25K - £35K	£35K - £45K	£45K - £60K	£60K+
Infrastructure Support <small>Linux, Windows, Helpdesk, IT Manager</small>	£20K - £30K	£30K - £40K	£40K - £60K	£60K+

If you find yourself between the scales, then you are likely to be at a point between junior and mid-level or if you find yourself at the top of one scale and have been there for a while, then maybe you are ready to take the next step up!

Contact us

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



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