

SALARY SURVEY 2022/23



CORNUCOPIA
IT RESOURCING

FOREWORD

Having led Cornucopia through two recessions I have witnessed that in these times of uncertainty critical decision-making and efficiencies become more crucial for businesses than ever before. The businesses that have the best chance of not just riding the storm, but growing during these tougher times are the ones that have a solid infrastructure in place and top data and analytical talent providing essential data insights to the leadership teams enabling them to pivot quickly in changing market conditions.



Janek Formella
Managing Director

During the pandemic, when speaking to our network of candidates and clients we noticed a trend of Heads of Data reporting that they had to realign their data models to reflect the changing world we believe that these businesses are the ones that will be most prepared for the uncertainty ahead as they already have the insight.

Looking forward to next year, I believe there will continue to be demand for businesses to hire top talent to help steer their organisations through these tough economic times and that there will be competition to attract and retain talent. In this latest report, we will also look at how contracting will become key for businesses, how remote/hybrid working is here to stay and what challenges this may present, and how you can protect your recruitment activity from the recession.

40%

Increase in vacancies from
January-October 2021 to
January-October 2022
(ONS)

6%

Growth in average
total pay (including
bonuses) was 6.0%
(ONS)



HIRING TRENDS

Contracting will be key

In these uncertain times, many organisations are craving the flexibility to cut costs if they need to as we have seen with big tech companies reducing headcount. According to the CIPD's Resourcing and Talent Planning Report 2022, 63 percent of organisations aren't looking beyond the next twelve months when planning their current and future workforce requirements.

The current economic uncertainty, combined with the dynamic shifts driven by the COVID-19 pandemic, has led to an increased desire for flexibility from employers and employees alike. This has given rise to more project-based business models, which are starting to be reflected in the recruitment market through a greater number of contract roles. Employers can simply hire someone for the duration of a project, such as Cloud infrastructure migration or implementation, without having to commit to a permanent hire. This gives companies more flexibility to adapt their workforce as business needs change, scaling up or down as is necessary.

The flexibility of contract roles brings benefits to talent too. Short-term or part-time positions allow professionals to gain a broad range of experience in different roles, industries and businesses, which helps them to become more well-rounded and develop the adaptability required to apply their technical skills to a wide range of applications early on in their career. This could be particularly beneficial to a professional entering the data jobs market, who doesn't want to be tied down to a skill or industry too soon.

KEY HYBRID WORKING CHALLENGES

While some businesses are shifting back to full-time office-based work, many have accepted the fact that the majority of employees – 83% according to Accenture – prefer a hybrid model. People became accustomed to working remotely over the Covid-19 pandemic, and organisations must flex to accommodate new needs.

But hybrid working is more complex than simply giving employees a choice over whether they work from home or come into the office.

There are factors that require careful consideration. These include not only physical challenges, such as hot desk booking policies and making people feel comfortable when working in the office – but also intangible issues, such as managing collaborative working and communication.

Looking at hybrid working through a holistic lens is essential in ensuring it serves everyone. But what are the key challenges you can expect to face as you strive towards an efficient new way of operating, and how can you overcome them?

1. Nurturing culture

When it comes to implementing a successful hybrid framework, culture is an integral part of the foundation. Take the time to understand what currently motivates your employees; the things they enjoy both collectively and as individuals, and any

ideas they have for ensuring hybrid working is a success for your business. This not only makes them feel valued, but could also provide valuable insight into how to nurture culture going forward.

2. Clear communication

Recent research from McKinsey suggests that employees who lack clarity about the future vision for a business are almost three times as likely to report moderate to high levels of burnout symptoms.

Hybrid working models allow for casual conversations at the water cooler or during shared lunch breaks. But when it comes to business information – for instance, detail on new working arrangements – it is important to clearly communicate the message to the whole team, wherever they are.

To keep everyone in the loop, try scheduling regular all-team meetings which focus specifically on the business's operations and plans, and always ensure both office- and home-based employees can attend.

Leaders should also consider reaching out to individual employees for catch-ups that aren't devoted to ongoing work, or necessarily work-related at all. This allows various kinds of successful communication, however formal or informal, to be maintained.

3. Maintaining productivity

Companies – even those who were fully remote throughout the pandemic – acknowledge the need for in-person connection. The majority of high-revenue-growth companies (63%, according to Accenture) have enabled 'productivity anywhere' workforce models, by which employees have the option of working remotely or onsite. This has the potential to reap financial benefits and enable more social interaction.

But when implementing a hybrid model, how can you ensure that the novelty of attending the office doesn't lead to lowered productivity?

One way of avoiding this could be to put the ball in the employees' court. For instance, if you request that staff attend the workspace at least twice a week, allow them to choose which days they come in. This will not only convenience them, but could also help stagger office attendance. Providing people with a choice over when they attend the office can help to maintain productivity.

4. Equal opportunities

A WorkNest report found that only 52% of employees are confident that office-based and home-based workers receive fair, even treatment when it comes to hybrid working arrangements.

Employees who are more inclined or more able to attend the office should not be favoured over those who are remote. But this doesn't just boil down to pay rises and promotions. It's also about providing everyone with equal opportunity to have their voices heard.

Crucially, business leaders need to ensure they're listening to their employees when structuring a hybrid working model. In addition, the right office space in terms of size, facilities and location will play an instrumental role in ensuring the success of this new way of working.



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PROTECTING YOUR RECRUITMENT ACTIVITY FROM THE RECESSION.

The cost of living is soaring, strikes in the public sector abound, energy costs are at an all-time high and the price of the supermarket shop is increasing. And added to this, interest rates are rising, as is the threat of recession.

Overall, regardless of how you look at it, there is a noticeable economic downturn. This started with the pandemic, where workers have been made redundant or resigned due to an inequitable work/life balance. This resulted in a large number of vacancies and a very healthy recruitment market.

However, the shrinking economy has recently seen uncertainty in the job market as a result. It has become very important for hiring managers to evaluate their recruitment activities and ensure they protect themselves from any impending recession.



Remuneration

When workers were leaving their jobs in an almost wholesale manner, this produced more vacancies than the employment market could provide. This meant one of the greatest freedoms of job choice seen for a generation resulting in a highly-competitive job market. Employers had no option but to inflate their salary options to attract the talent they needed. Many suggest this has created a false economy, with ramifications that can only be seen in the near future.

However, with the spiralling cost of living, irrespective of inflated salaries, the expectation that salaries will cope with these costs has now been embedded and continue to inflate salaries to attract the best. Candidates will only now accept around a 6% increase in salary as a carrot for a career move compared with around 3% before the pandemic, keeping the ball firmly in the candidate's hand.

Benefits

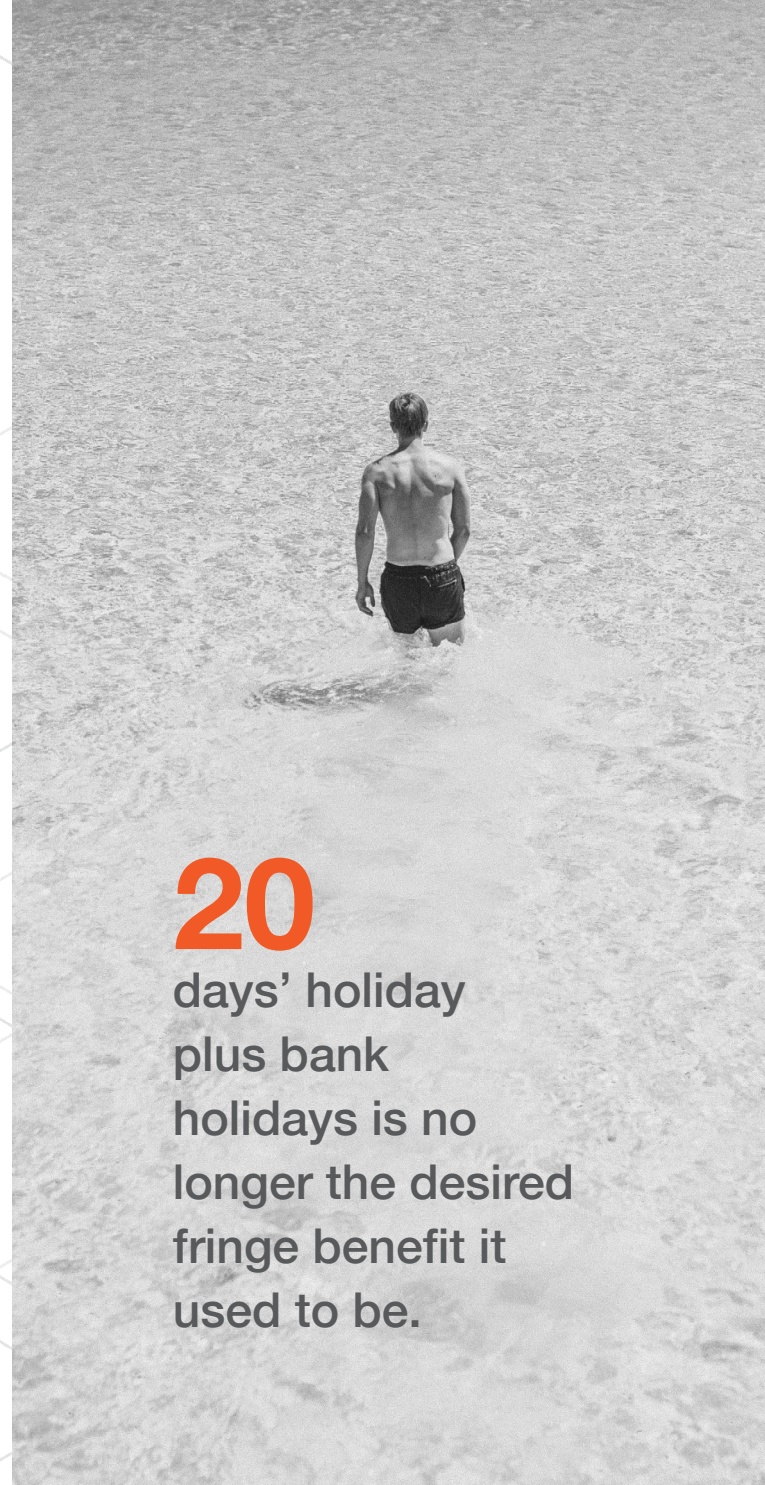
20 days' holiday plus bank holidays is no longer the desired fringe benefit it used to be. It has now become an expected inclusion. Candidates have become savvier, where flexibility, health and wellbeing, pension, travel, discounts, diversity and sustainability have become the top 'wants'. With the rise of remote and flexible working, this has become a crucial attraction tool as candidates look to have the best work-life balance possible.

Employers need to check what their competitors are offering as fringe benefits as well as to check what benefits, in general, are available in their particular industry sector. Make sure you understand your own benefits package before discussing it with the

candidate. It makes sense to prioritise your offering in this respect to stay ahead of the pack. Discuss this early on, as it may have a direct impact on the package the candidate already receives from their current employer. You will certainly have to equal or better it.

Offering personalised benefits packages can be a great way to attract and retain talent, not all candidates want the same thing and having the ability to tailor a benefits package to individual needs can be a real point of differentiation from your competitors looking to secure the same candidate

We are in a time of considerable change when it comes to recruitment and employment. Taking the above steps will help you remain competitive and recession-proof in your recruitment hiring and retention activities, despite current economic uncertainty.



20
days' holiday
plus bank
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SALARY SURVEY 2022/23

Cornucopia are pleased to present our 2022/2023 salary survey snapshot for the Data, Cyber and Architecture sector in the UK.

We have collated the information in this salary survey through research of our own data from our placements this year and available data in the public domain and advertised roles online

In this report we have split each position by different levels:

Experienced Hire Experienced hands-on position, remaining in a technical capacity and possibly leading projects.

Lead Within a role that has moved from technical work and into a management position, or having a senior technical hands-on position.

Head of Leading business units comprising of one or more technical teams within one vertical/ specialism.

We hope that you find this information useful and if you would require a bespoke salary survey for a particular region / country, experience level and/or discipline we are more than happy to provide this for you.



DATA

London South East

	Experienced Hire		Lead		Head of	
Data Analyst	35,000	50,000	50,000	65,000	65,000	95,000
Data Engineer	35,000	50,000	50,000	65,000	65,000	95,000
Information Analyst	35,000	50,000	50,000	65,000	65,000	95,000
Data Manager	40,000	60,000	60,000	90,000	90,000	120,000
BI Developer	40,000	60,000	60,000	85,000	85,000	115,000
BI Analyst	40,000	60,000	60,000	85,000	85,000	115,000
Data Warehouse	40,000	65,000	65,000	90,000	90,000	120,000
Data Scientist	50,000	70,000	70,000	100,000	100,000	130,000
Web Analytics	35,000	45,000	45,000	60,000	60,000	90,000
Deep Learning & AI	50,000	70,000	75,000	95,000	95,000	125,000
Machine Learning Engineering	55,000	75,000	80,000	100,000	100,000	130,000

Midlands/North

	Experienced Hire		Lead		Head of	
Data Analyst	35,000	50,000	50,000	60,000	60,000	90,000
Data Engineer	35,000	50,000	50,000	60,000	60,000	90,000
Information Analyst	35,000	50,000	50,000	65,000	65,000	95,000
Data Manager	40,000	60,000	60,000	90,000	90,000	120,000
BI Developer	40,000	60,000	60,000	85,000	85,000	115,000
BI Analyst	40,000	60,000	60,000	85,000	85,000	115,000
Data Warehouse	40,000	65,000	65,000	90,000	90,000	120,000
Data Scientist	50,000	65,000	65,000	90,000	90,000	120,000
Web Analytics	35,000	45,000	45,000	60,000	60,000	90,000
Deep Learning & AI	45,000	65,000	70,000	90,000	90,000	120,000
Machine Learning Engineering	50,000	70,000	75,000	95,000	95,000	125,000

Home Counties and South West

	Experienced Hire		Lead		Head of	
Data Analyst	40,000	55,000	60,000	75,000	75,000	105,000
Data Analyst	40,000	55,000	60,000	75,000	75,000	105,000
Information Analyst	34,000	45,000	45,000	65,000	65,000	95,000
Data Manager	40,000	60,000	60,000	90,000	90,000	120,000
BI Developer	40,000	60,000	60,000	85,000	85,000	115,000
BI Analyst	40,000	60,000	60,000	85,000	85,000	115,000
Data Warehouse	40,000	65,000	65,000	90,000	90,000	120,000
Data Scientist	50,000	65,000	65,000	95,000	95,000	125,000
Web Analytics	35,000	45,000	45,000	60,000	60,000	90,000
Deep Learning & AI	45000	65000	70000	90000	90000	120,000
Machine Learning Engineering	50000	70000	75000	95000	95000	125,000

CYBER SECURITY

London South East

	Experienced Hire		Lead		Head of	
Cyber Security Analyst	45,000	60,000	65,000	75,000	75,000	105,000
Enterprise Security	50,000	70,000	70,000	95,000	95,000	125,000
Cyber Security Manager	60,000	70,000	70,000	85,000	85,000	115,000
Cyber Security Information and risk	50,000	70,000	70,000	100,000	100,000	130,000
Cyber Security Architect	75,000	90,000	90,000	120,000	120,000	150,000
Security Operations Analyst	45,000	60,000	60,000	80,000	80,000	110,000
Information Security Manager	50,000	70,000	70,000	90,000	90,000	120,000

Midlands/North

	Experienced Hire		Lead		Head of	
Cyber Security Analyst	30,000	40,000	45,000	55,000	55,000	85,000
Enterprise Security	45,000	55,000	60,000	80,000	80,000	110,000
Cyber Security Manager	50,000	60,000	60,000	70,000	70,000	100,000
Cyber Security Information and risk	45,000	60,000	60,000	85,000	85,000	115,000
Cyber Security Architect	65,000	80,000	80,000	95,000	95,000	125,000
Security Operations Analyst	50,000	70,000	70,000	70,000	70,000	100,000
Information Security Manager	50,000	60,000	60,000	70,000	70,000	100,000

Home Counties and South West

	Experienced Hire		Lead		Head of	
Cyber Security Analyst	35,000	50,000	50,000	60,000	60,000	90,000
Enterprise Security	50,000	70,000	70,000	95,000	95,000	125,000
Cyber Security Manager	55,000	65,000	65,000	75,000	75,000	105,000
Cyber Security Information and risk	50,000	70,000	70,000	100,000	100,000	130,000
Cyber Security Architect	75,000	90,000	90,000	110,000	110,000	140,000
Security Operations Analyst	50,000	70,000	70,000	80,000	80,000	110,000
Information Security Manager	55,500	65,000	65,000	75,000	75,000	105,000

ARCHITECTURE

London South East

	Architect		Head of	
Enterprise Architect	68,000	75,000	75,000	130,000
Solutions Architect	65,000	75,000	85,000	110,000
Data Architect	75,000	85,000	90,000	110,000
BI Architect	70,000	80,000	85,000	100,000
Technical Architect	60,000	70,000	70,000	95,000
Cloud Architect	70,000	80,000	90,000	110,000
Network Architect	70,000	80,000	80,000	90,000
Security Architect	75,000	85,000	90,000	110,000
ITSM Solutions Architect	60,000	70,000	70,000	90,000

Home Counties and South West

	Architect		Head of	
Enterprise Architect	80,000	90,000	90,000	110,000
Solutions Architect	60,000	70,000	70,000	95,000
Data Architect	70,000	80,000	85,000	100,000
BI Architect	65,000	75,000	75,000	85,000
Technical Architect	58,000	70,000	70,000	80,000
Cloud Architect	70,000	80,000	90,000	100,000
Network Architect	60,000	70,000	70,000	80,000
Security Architect	75,000	85,000	90,000	95,000
ITSM Solutions Architect	58,000	68,000	68,000	85,000

Midlands/North

	Architect		Head of	
Enterprise Architect	70,000	80,000	80,000	100,000
Solutions Architect	60,000	65,000	65,000	85,000
Data Architect	70,000	80,000	85,000	100,000
BI Architect	65,000	75,000	75,000	85,000
Technical Architect	55,000	60,000	65,000	75,000
Cloud Architect	70,000	75,000	75,000	85,000
Network Architect	60,000	70,000	70,000	80,000
Security Architect	70,000	75,000	75,000	95,000
ITSM Solutions Architect	55,000	60,000	60,000	75,000



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