

	RATES 2024			
	Project Rates			
		Hourly Rate	Published Day Rate	Over £100k
			Over £250k	
	XCP - Commerce & Platforms Roles			
	Solutions Architect	225	£1,575.00	£1,496.25
	Senior Back End Developer	175	£1,225.00	£1,163.75
	Back End Developer	130	£910.00	£864.50
	Jnr Back End Developer	90	£630.00	£598.50
	Senior Javascript Developer	170	£1,190.00	£1,130.50
	Javascript Developer	150	£1,050.00	£997.50
	Senior Front End Developer	135	£945.00	£897.75
	Front End Developer	105	£735.00	£698.25
	Senior QA Engineer	125	£875.00	£831.25
	QA Engineer	85	£595.00	£565.25
	Senior Business Analyst	195	£1,365.00	£1,296.75
	Business Analyst	150	£1,050.00	£997.50
	Cloud & DevOps			
	DevOps	125	£875.00	£831.25
	Delivery			
	Programme Manager (head of)	225	£1,575.00	£1,496.25
	Scrum Master	125	£875.00	£831.25
	Project Manager	110	£770.00	£731.50
	Experience			
	Lead Consultant	170	£1,190.00	£1,130.50
	Consultant	125	£875.00	£831.25
	SEO	90	£630.00	£598.50
	PPC	105	£735.00	£698.25
	CRO	125	£875.00	£831.25
	UX	125	£875.00	£831.25
	UI Design	125	£875.00	£831.25
	Content / Implementer	75	£525.00	£498.75
	Client Success			
	Group Account Director	125	£875.00	£831.25
	Account Manager	80	£560.00	£532.00
	None	0	£0.00	£0.00
	DATA & CRM			
	SF Engagement Manager	255	£1,785.00	£1,695.75
	SF Solution Architect	155	£1,085.00	£1,030.75
	SF Technical Architect	200	£1,400.00	£1,330.00

SF Functional Lead	140	£980.00	£931.00	£882.00
SF Technical Lead	140	£980.00	£931.00	£882.00
SF Technical Consultant	110	£770.00	£731.50	£693.00
SF Functional Consultant	110	£770.00	£731.50	£693.00
SF Associate Consultant/Analyst	105	£735.00	£698.25	£661.50

BTR Rates 2024			
	1 Year Day Rate (+5%)	2 Year Day Rate (+10%)	Base rate
Engineering			
Solutions Architect	£1,346.63	£1,275.75	£1,417.50
Senior Back End Developer	£1,047.38	£992.25	£1,102.50
Back End Developer	£778.05	£737.10	£819.00
Jnr Back End Developer	£538.65	£510.30	£567.00
Senior Javascript Developer	£1,017.45	£963.90	£1,071.00
Javascript Developer	£897.75	£850.50	£945.00
Senior Front End Developer	£807.98	£765.45	£850.50
Front End Developer	£628.43	£595.35	£661.50
Senior QA Engineer	£748.13	£708.75	£787.50
QA Engineer	£508.73	£481.95	£535.50
Senior Business Analyst	£1,167.08	£1,105.65	£1,228.50
Business Analyst	£897.75	£850.50	£945.00
Cloud & DevOps			
DevOps	£748.13	£708.75	£787.50
Delivery			
Programme Manager (head of)	£1,346.63	£1,275.75	£1,417.50
Scrum Master	£748.13	£708.75	£787.50
Project Manager	£658.35	£623.70	£693.00
Experience			
Lead Consultant	£1,017.45	£963.90	£1,071.00
Consultant	£748.13	£708.75	£787.50
SEO	£538.65	£510.30	£567.00
PPC	£628.43	£595.35	£661.50
CRO	£748.13	£708.75	£787.50
UX	£748.13	£708.75	£787.50
UI Design	£748.13	£708.75	£787.50
Content / Implementer	£448.88	£425.25	£472.50
Client Success			
Group Account Director	£748.13	£708.75	£787.50
Account manager	£478.80	£453.60	£504.00
None	£0.00	£0.00	£0.00

DATA & CRM			
SF Engagement Manager	£1,526.18	£1,445.85	£1,606.50
SF Solution Architect	£927.68	£878.85	£976.50
SF Technical Architect	£1,197.00	£1,134.00	£1,260.00
SF Functional Lead	£837.90	£793.80	£882.00
SF Technical Lead	£837.90	£793.80	£882.00
SF Technical Consultant	£658.35	£623.70	£693.00
SF Functional Consultant	£658.35	£623.70	£693.00
SF Associate Consultant/Analyst	£628.43	£595.35	£661.50