

Rate Card Valid 1/7/2025 to 30/06/2026				
Role Level	Description of Capabilities	Grade	UK Rate	Offshore Rate
Director	Is a visionary in their approach, methodologies and disciplines. Operating at director level, with a career of project experience as well as significant experience in customer engagements. Is expert in directing complex customer programmes, directs multiple projects reporting directly to the executive board. Can coach, mentor and direct at all levels as well as manage programme delivery at a stakeholder level. Acts in a strategic role and is expert in working with senior stakeholders to drive innovative solutions to business challenges. Contributes as an innovator and leader when working with multiple interested parties. Acts as Executive Oversight on large programmes.	DR1	£1 970	£1 680
Adoption Champion - Managing Consultant	Is skilled in their methodologies and disciplines to an expert level. Is able to deliver complex customer projects, manages projects involving multiple work streams. Can coach, mentor and manage at all levels as well as manage project delivery at a fulfilment level. Can understand, plan and accomplish delivery of complex projects from vision to deployment. Expert in managing interface with customers at Stakeholder level. Contributes as a subject matter expert (SME) to complex programmes of work and is involved in all aspects of programme life cycle including financial aspects. Acts as Executive Oversight on large projects.	DR2	£1 440	£1 230

AI Specialist	Is highly informed in latest AI trends and capable technologies across all sectors; data, cyber, analytics, AGI, etc. Can identify and rationalise potential areas of AI Infusion into workflow, processes and product delivery. Can plan and lead the implementation of complex AI core capabilities at programme level, working with stakeholders to understand and achieve business outcomes. The AI Specialist covers broad remits, including but not limited to; data analytics, machine learning, predictive analytics, first and second order optimisation, LLMs, pattern identification, digital-human triage, etc. The AI Specialist researches and understands new models, architectures, possible new inference combinations, and local running/fine tuning of new models. The Specialist is highly experienced in Vector Databases, LLM frameworks, like Langchain or Microsoft Guidance and APIs /REST integration. The AI specialist works with Adoption Expert - Tech Leads to design the AI wrapper architecture and application design. Similarly, they work as part of the implementation scrum team as the AI SME.	AI1	£1 970	£1 680
AI Technician	Is highly skilled in one or more specific AI components, e.g., RPA, facial recognition, etc. Works within the scrum team as a delivery resource to implement the designs of the product design team. Analyses design and architectural parameters and is able to develop solutions to meet outcomes wrapped within any technology stack, may specialise in certain architectures and platforms, e.g., SAP, OutSystems, MS, etc. The AI Technician has knowledge and some experience of Vector Databases, LLM frameworks, like Langchain or Microsoft Guidance in addition to APIs /REST integration experience. Can coach and mentor other developers in the requirements of relevant AI components as required in the build stages. Is able to test/verify the capabilities of the installed components against acceptance criteria and assist QAT in developing tests used in the pre-deployment cycle.	AI2	£1 200	£1 020

Senior Delivery Specialist	Delivers at the programme and/or complex project level. Works directly with customers, programme managers and multiple vendor teams to facilitate expression and capture of their mission, vision, workflows, processes and user stories. Can develop user stories to a level where dev pods can commence development. Works with all parties to develop the project RAID Log and communicate/update as part of project governance. Works with technical and test leads to ensure prioritisation is understood and threaded into the sprint planning activities. Analyses customer needs and interprets their requirements for development activities. Provides a bridge between all parties in terms of workflow, UX, design and delivery at a requirements level. Drives reporting, issue resolution, risk mitigation and tier 1&2 escalations.	PM1	£1 200	£1 020
Delivery Specialist	Delivers at the project level. Works directly with the customers' project team to facilitate expression and capture of their epics, workflows, processes and user stories. Can develop user stories to a level where dev pods can commence development. Works with all parties to develop the project RAID Log and communicate/update as part of project governance. Works with technical and test leads to ensure prioritisation is understood and threaded into the sprint planning activities. Analyses customer needs and interprets their requirements for development activities. Provides a bridge between all parties in terms of workflow, UX, design and delivery at a requirements level. Drives reporting, issue resolution, risk mitigation and tier 1&2 escalations.	PM2	£1 040	£890
Associate Delivery Specialist	Supports Senior Delivery & Delivery Managers in all aspects of the PMO function; scheduling, preparing reports, calculating velocity/probabilities, manages JIRA Board (or similar), onboards resources, prepares briefings, manages documentation and security. Records all project metrics and issues, manages the RAID Log. Is capable of managing the project for a short periods of absence of the Senior DM. Faces off to customers' PMO or Project Assistant.	PM3	£830	£710

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Adoption Expert - Technical Lead	Is skilled in their method/platforms/technologies to an advanced level of certification, as well as significant experience in a wider commercial role including project delivery responsibility. Is able to deliver complex user stories without supervision, works as part of a development pod as the project lead. Can coach, mentor and manage grade 3 and 2 technicians as well as manage project delivery at a product level. Can understand, plan and accomplish delivery of projects for which the pod is responsible from design to test/QA, assign tasks and manage all aspects of in-flight delivery. Fully capable of managing interface with customers at Product Owner level. Contributes as a subject matter expert (SME) in more complex scenarios and is involved in key design activities, workshops and pre-sales when needed. Specialisms may include: API Integration, Data Modelling, Infrastructure and Platform Operations.	DEV1	£1 200	£1 020
Business Analyst	Is skilled in all aspects of analysis for all levels of projects, uses advanced AI agents to assimilate information and produce high quality backlog assets for approval by the customer. Is able to unpick complex strategic objectives and business requirements to generate sprint goals, structure and prioritisation. Understands the importance of analysis to achieving planned goals and is able to visualise and communicate workflows and processes.	BA1	£1 040	£890
Lead Developer	Is skilled in their method/platforms/technologies to the intermediate level of certification. Is able to deliver complex user stories with minimal supervision, works as part of a development pod as a lead technician. Can coach, mentor and manage grade 3 & 4 technicians as well as manage project delivery at a sprint level. Can understand, plan and accomplish delivery of user stories for which the pod is responsible from design to test/QA.	DEV2	£1 040	£890
Developer	Is skilled in their method/platforms/technologies to a competent level of certification. Is able to independently deliver user stories with some supervision, works as part of a development pod. Can work independently or mentored by more senior technicians, as well as mentor Grade 4. Can understand, plan and accomplish delivery of user stories for which they are responsible from design to test/QA.	DEV3	£830	£710
Lead QAT Analyst	Is skilled in all aspects of testing to an advanced level, as well significant experience in complex projects having sole responsibility for developing test plans, strategies, execution of testing methodologies, reporting and risk analysis. Can coach, mentor and train testers and QA analysts to a competent level without assistance. Fully capable of working with large scrum teams to deliver world-class test driven development and to ensure QA meets delivery expectations.	QA1	£1 200	£1 020

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QAT Analyst	Is skilled in all aspects of automated testing. Can plan and execute automation testing activities and implement CI/CD. Can deploy test tools as required, e.g. appcheck and is able to act independently or embedded in a development team. Has a good understanding of the platform technologies. Builds test scripts and can implement automated testing regimes.	QA2	£830	£710
Test Engineer	Is skilled in all aspects of manual testing. Can plan and execute tactical testing activities. Can deploy test tools as required, e.g. AppCheck and is able to act independently or embedded in a development team. Has a good understanding of the platform technologies.	QA3	£640	£550
Trainee (not used for pricing purposes)	Is skilled in their method/platforms/technologies to the basic level of certification. Is able to independently deliver basic user stories with regular supervision, works as part of a development pod coached and mentored by more senior technicians. Can understand, plan and accomplish delivery of basic user stories for which they are responsible from design to test/QA.	n/a	n/a	n/a
Notes				
The above rates are provided for T&M engagements. Fixed price engagements are based on agreed price and outcomes.				
Standby Rates (including out of hours and weekends/bank holidays) are at 50% of stated rates				