

Job family	Job role	Role level	Day Rate
Architecture roles	Business architect	1. Trainee business architect	£ 350.00
		2. Associate business architect	£ 550.00
		3. Business architect	£ 750.00
		4. Lead business architect	£ 950.00
	Data architect	1. Data architect	£ 750.00
		2. Senior data architect	£ 850.00
		3. Chief data architect	£ 1,250.00
	Enterprise architect	1. Enterprise architect	£ 750.00
		2. Senior enterprise architect	£ 850.00
		3. Lead enterprise architect	£ 950.00
		4. Principal enterprise architect	£ 1,100.00
	Network architect	1. Associate network architect	£ 550.00
		2. Network architect	£ 750.00
		3. Lead network architect	£ 950.00
	Security architect	1. Security architect	£ 750.00
		2. Lead security architect	£ 950.00
		3. Principal security architect	£ 1,100.00
	Solution architect	1. Associate solution architect	£ 550.00
		2. Solution architect	£ 750.00
		3. Senior solution architect	£ 850.00
		4. Lead solution architect	£ 950.00
		5. Principal solution architect	£ 1,100.00
	Technical architect	1. Associate technical architect	£ 550.00
		2. Technical architect	£ 750.00
		3. Senior technical architect	£ 850.00
		4. Lead technical architect	£ 950.00
		5. Principal technical architect	£ 1,100.00

Chief digital and data roles	Chief data officer	1. Chief data officer	£ 1,250.00
	Chief information security officer	1. Chief information security officer	£ 1,250.00
	Chief technology officer	1. Chief technology officer	£ 1,250.00
Cyber security roles	Cyber security audit and assurance	1. Lead cyber security audit and assurance	£ 1,250.00
		2. Principal cyber security audit and assurance	£ 1,250.00
	Cyber security governance and risk management	1. Associate cyber security governance and risk manager	£ 550.00
		2. Lead cyber security governance and risk manager	£ 1,100.00
		3. Principal cyber security governance and risk manager	£ 1,250.00
	Cyber security monitoring	1. Associate cyber security monitoring	£ 500.00
		2. Lead cyber security monitoring	£ 1,100.00
		3. Principal cyber security monitoring	£ 1,250.00
	Cyber security incident response	1. Associate cyber incident response	£ 500.00
		2. Lead cyber security incident response	£ 1,100.00
		3. Principal cyber security incident response	£ 1,250.00
	Cyber security vulnerability management	1. Associate cyber security vulnerability management	£ 500.00
		2. Lead cyber security vulnerability management	£ 1,100.00
		3. Principal cyber security vulnerability management	£ 1,250.00
	Cyber security digital forensics	1. Associate cyber security digital forensics	£ 500.00
		2. Lead cyber security digital forensics	£ 1,100.00
		3. Principal cyber security digital forensics	£ 1,250.00
	Cyber security testing	1. Associate cyber security testing	£ 500.00
		2. Lead cyber security penetration testing	£ 1,100.00
		3. Principal cyber security testing	£ 1,250.00

	Cyber security secure design	1. Associate cyber security secure systems architecture and design	£ 500.00
		2. Lead cyber security secure systems architecture and design	£ 1,100.00
		3. Principal cyber security secure systems architecture and design	£ 1,250.00
Data roles	Analytics engineer	1. Trainee analytics engineer	£ 400.00
		2. Analytics engineer	£ 650.00
		3. Senior analytics engineer	£ 950.00
		4. Lead analytics engineer	£ 1,100.00
		5. Head of analytics engineering	£ 1,450.00
	Data analyst	1. Associate analyst	£ 500.00
		2. Data analyst	£ 650.00
		3. Senior data analyst	£ 950.00
		4. Principal data analyst	£ 1,250.00
	Data engineer	1. Data engineer	£ 650.00
		2. Senior data engineer	£ 950.00
		3. Lead data engineer	£ 1,100.00
		4. Head of data engineering	£ 1,450.00
	Data ethicist	1. Data ethics lead	£ 1,100.00
		2. Head of data ethics	£ 1,450.00
	Data governance manager	1. Data governance manager	£ 650.00
		2. Lead data governance manager	£ 1,100.00
		3. Head of data governance	£ 1,450.00
	Data scientist	1. Trainee data scientist	£ 400.00
		2. Associate data scientist	£ 500.00
		3. Data scientist	£ 650.00
		4. Principal data scientist	£ 1,250.00
		5. Lead data scientist	£ 1,100.00
		6. Head of data science	£ 1,450.00
		1. Senior machine learning engineer	£ 950.00

IT operations roles	Machine learning engineer	2. Lead machine learning engineer	£ 1,100.00
	Performance analyst	1. Associate performance analyst	£ 500.00
		2. Performance analyst	£ 650.00
		3. Senior performance analyst	£ 950.00
		4. Lead performance analyst	£ 1,100.00
		5. Head of performance analysis	£ 1,450.00
	Application operations engineer	1. Associate application operations engineer	£ 225.00
		2. Application operations engineer	£ 350.00
		3. Senior application operations engineer	£ 500.00
		4. Lead application operations engineer	£ 650.00
		5. Principal application operations engineer	£ 850.00
	Business relationship manager	1. Business relationship manager	£ 500.00
		2. Senior business relationship manager	£ 750.00
		3. Lead business relationship manager	£ 850.00
	Change and release manager	1. Configuration analyst	£ 500.00
		2. Change and release analyst	£ 750.00
		3. Change and release manager	£ 850.00
	Command and control centre manager	1. Operations analyst	£ 500.00
		2. Senior operations analyst	£ 750.00
		3. Operational control manager	£ 850.00
		4. Head of command and control	£ 1,000.00
	End user computing engineer	1. Associate end user computing engineer	£ 225.00
		2. End user computing engineer	£ 350.00
		3. Senior end user computing engineer	£ 500.00
		4. Lead end user computing engineer	£ 650.00
		5. Principal end user computing engineer	£ 850.00

	IT service manager	1. IT service analyst	£ 225.00
		2. IT service manager	£ 500.00
		3. Senior IT service manager	£ 850.00
		4. Head of IT service management	£ 1,000.00
	Incident manager	1. Incident manager	£ 500.00
		2. Major incident manager	£ 650.00
	Infrastructure engineer	1. Associate infrastructure engineer	£ 350.00
		2. Infrastructure engineer	£ 500.00
		3. Senior infrastructure engineer	£ 850.00
		4. Lead infrastructure engineer	£ 1,100.00
		5. Principal infrastructure engineer	£ 1,450.00
	Infrastructure operations engineer	1. Associate infrastructure operations engineer	£ 350.00
		2. Infrastructure operations engineer	£ 500.00
		3. Senior infrastructure operations engineer	£ 850.00
		4. Lead infrastructure operations engineer	£ 1,100.00
		5. Principal infrastructure operations engineer	£ 1,450.00
	Problem manager	1. Problem analyst	£ 350.00
		2. Problem manager	£ 500.00
	Service desk manager	1. Service desk analyst	£ 350.00
		2. Senior service desk analyst	£ 500.00
		3. Service desk manager	£ 850.00
		4. Head of service desk	£ 1,000.00
	Service transition manager	1. Service acceptance analyst	£ 350.00
		2. Service readiness analyst	£ 500.00
		3. Service transition manager	£ 850.00
		4. Lead service transition manager	£ 1,000.00
	Business analyst	1. Trainee business analyst	£ 350.00

Product and delivery roles		2. Junior business analyst	£ 500.00
		3. Business analyst	£ 850.00
		4. Senior business analyst	£ 1,000.00
		5. Lead business analyst	£ 1,450.00
		6. Head of business analysis	£ 1,250.00
	Delivery manager	1. Associate delivery manager	£ 500.00
		2. Delivery manager	£ 850.00
		3. Senior delivery manager	£ 1,000.00
		4. Head of (Agile) delivery management	£ 1,250.00
	Digital portfolio manager	1. Digital portfolio analyst	£ 450.00
		2. Digital portfolio manager	£ 500.00
		3. Senior digital portfolio manager	£ 650.00
		4. Head of portfolio	£ 1,250.00
	Product manager	1. Associate product manager	£ 500.00
		2. Product manager	£ 850.00
		3. Senior product manager	£ 1,100.00
		4. Lead product manager	£ 1,250.00
		5. Head of product	£ 1,450.00
	Programme delivery manager	1. Programme delivery manager	£ 450.00
	Service owner	1. Service owner	£ 450.00
Quality assurance testing (QAT) roles	Quality assurance testing (QAT) analyst	1. Tester (QAT)	£ 650.00
		2. QAT analyst	£ 650.00
		3. Senior QAT analyst	£ 950.00
		4. Lead QAT analyst	£ 1,000.00
	Test engineer	1. Tester (test engineer)	£ 650.00
		2. Test engineer	£ 650.00
		3. Senior test engineer	£ 950.00
		4. Lead test engineer	£ 1,000.00

	Test manager	1. Test manager	£ 650.00
		2. Head of test	£ 1,450.00
Software development roles	Development operations (DevOps) engineer	1. Apprentice DevOps engineer	£ 225.00
		2. Junior DevOps engineer	£ 350.00
		3. DevOps engineer	£ 450.00
		4. Senior DevOps engineer	£ 500.00
		5. Senior DevOps engineer - management	£ 850.00
		6. Lead DevOps engineer	£ 950.00
		7. Lead DevOps engineer - management	£ 1,100.00
		8. Principal DevOps engineer	£ 1,250.00
		9. Principal DevOps engineer - management	£ 1,450.00
	Frontend developer	1. Apprentice frontend developer	£ 225.00
		2. Junior frontend developer	£ 350.00
		3. Frontend developer	£ 450.00
		4. Senior frontend developer	£ 500.00
		5. Lead frontend developer	£ 850.00
		6. Head of frontend development	£ 950.00
	Software developer	1. Apprentice developer	£ 225.00
		2. Junior developer	£ 350.00
		3. Developer	£ 450.00
		4. Senior developer	£ 500.00
		5. Senior developer - management	£ 850.00
		6. Lead developer	£ 950.00
		7. Lead developer - management	£ 1,100.00
		8. Principal developer	£ 1,250.00
		9. Principal developer - management	£ 1,450.00
User-centred design roles	Accessibility specialist	1. Junior accessibility specialist	£ 350.00
		2. Accessibility specialist	£ 550.00

	3. Senior accessibility specialist	£ 750.00
	4. Head of accessibility	£ 950.00
Content designer	1. Associate content designer	£ 350.00
	2. Junior content designer	£ 550.00
	3. Content designer	£ 750.00
	4. Senior content designer	£ 950.00
	5. Lead content designer	£ 1,100.00
	6. Head of content design	£ 1,250.00
Content strategist	1. Content strategist	£ 450.00
Graphic designer	1. Associate graphic designer	£ 350.00
	2. Junior graphic designer	£ 550.00
	3. Graphic designer	£ 750.00
	4. Senior graphic designer	£ 950.00
	5. Lead graphic designer	£ 1,100.00
	6. Head of graphic design	£ 1,250.00
Interaction designer	1. Associate interaction designer	£ 350.00
	2. Junior interaction designer	£ 550.00
	3. Interaction designer	£ 750.00
	4. Senior interaction designer	£ 950.00
	5. Lead interaction designer	£ 1,100.00
	6. Head of interaction design	£ 1,250.00
Service designer	1. Associate service designer	£ 350.00
	2. Junior service designer	£ 550.00
	3. Service designer	£ 750.00
	4. Senior service designer	£ 950.00
	5. Lead service designer	£ 1,100.00
	6. Head of service design	£ 1,250.00
Technical writer	1. Technical writer	£ 450.00

		2. Lead technical writer	£ 800.00
	User researcher	1. Associate user researcher	£ 350.00
		2. Junior user researcher	£ 550.00
		3. User researcher	£ 750.00
		4. Senior user researcher	£ 950.00
		5. Lead user researcher	£ 1,100.00
		6. Head of user research	£ 1,250.00