



Job Family	Job Role	Role Level	Rate
Architecture roles	Business architect	1. Trainee business architect	£600
		2. Associate business architect	£800
		3. Business architect	£1,000
		4. Lead business architect	£1,050
	Data architect	1. Data architect	£1,000
		2. Senior data architect	£1,100
		3. Chief data architect	£1,300
	Enterprise architect	1. Enterprise architect	£950
		2. Senior enterprise architect	£1,025
		3. Lead enterprise architect	£1,075
		4. Principal enterprise architect	£1,200
	Network architect	1. Associate network architect	£800
		2. Network architect	£910
		3. Lead network architect	£1,125
	Security architect	1. Security architect	£1,000
		2. Lead security architect	£1,100
		3. Principal security architect	£1,225
	Solution architect	1. Associate solution architect	£825
		2. Solution architect	£950
		3. Senior solution architect	£1,025
		4. Lead solution architect	£1,250
		5. Principal solution architect	£1,400
	Technical architect	1. Associate technical architect	£850
		2. Technical architect	£900
		3. Senior technical architect	£1,000
		4. Lead technical architect	£1,225
		5. Principal technical architect	£1,375
Chief digital and data roles	Chief data officer	1. Chief data officer	£1,700
	Chief information security officer	1. Chief information security officer	£1,750
	Chief technology officer	1. Chief technology officer	£2,000
Cyber security roles	Cyber security audit and assurance	1. Lead cyber security audit and assurance	£1,050
		2. Principal cyber security audit and assurance	£1,200
	Cyber security governance and risk management	1. Associate cyber security governance and risk manager	£815
		2. Lead cyber security governance and risk manager	£1,005



		3. Principal cyber security governance and risk manager	£1,175
	Cyber security monitoring	1. Associate cyber security monitoring	£725
		2. Lead cyber security monitoring	£975
		3. Principal cyber security monitoring	£1,115
	Cyber security incident response	1. Associate cyber incident response	£900
		2. Lead cyber security incident response	£1,150
		3. Principal cyber security incident response	£1,300
	Cyber security vulnerability management	1. Associate cyber security vulnerability management	£825
		2. Lead cyber security vulnerability management	£1,005
		3. Principal cyber security vulnerability management	£1,285
	Cyber security digital forensics	1. Associate cyber security digital forensics	£900
		2. Lead cyber security digital forensics	£1,100
		3. Principal cyber security digital forensics	£1,300
	Cyber security testing	1. Associate cyber security testing	£875
		2. Lead cyber security penetration testing	£1,000
		3. Principal cyber security testing	£1,225
	Cyber security secure design	1. Associate cyber security secure systems architecture and design	£975
		2. Lead cyber security secure systems architecture and design	£1,215
		3. Principal cyber security secure systems architecture and design	£1,425
Data roles	Analytics engineer	1. Trainee analytics engineer	£695
		2. Analytics engineer	£825
		3. Senior analytics engineer	£950
		4. Lead analytics engineer	£1,100
		5. Head of analytics engineering	£1,400
	Data analyst	1. Associate analyst	£725
		2. Data analyst	£850
		3. Senior data analyst	£1,100
		4. Principal data analyst	£1,220



	Data engineer	1. Data engineer	£865
		2. Senior data engineer	£985
		3. Lead data engineer	£1,145
		4. Head of data engineering	£1,235
	Data ethicist	1. Data ethics lead	£980
		2. Head of data ethics	£1,115
	Data governance manager	1. Data governance manager	£1,010
		2. Lead data governance manager	£1,180
		3. Head of data governance	£1,390
	Data scientist	1. Trainee data scientist	£775
		2. Associate data scientist	£950
		3. Data scientist	£1,100
		4. Principal data scientist	£1,215
		5. Lead data scientist	£1,425
		6. Head of data science	£1,800
	Machine learning engineer	1. Senior machine learning engineer	£975
		2. Lead machine learning engineer	£1,140
	Performance analyst	1. Associate performance analyst	£740
		2. Performance analyst	£840
		3. Senior performance analyst	£990
		4. Lead performance analyst	£1,080
		5. Head of performance analysis	£1,275
IT operations roles	Application operations engineer	1. Associate application operations engineer	£700
		2. Application operations engineer	£785
		3. Senior application operations engineer	£855
		4. Lead application operations engineer	£1,015
		5. Principal application operations engineer	£1,120
	Business relationship manager	1. Business relationship manager	£800
		2. Senior business relationship manager	£1,000
		3. Lead business relationship manager	£1,200
	Change and release manager	1. Configuration analyst	£690
		2. Change and release analyst	£780
		3. Change and release manager	£900



	Command and control centre manager	1. Operations analyst	£705
		2. Senior operations analyst	£815
		3. Operational control manager	£920
		4. Head of command and control	£1,015
	End user computing engineer	1. Associate end user computing engineer	£655
		2. End user computing engineer	£765
		3. Senior end user computing engineer	£875
		4. Lead end user computing engineer	£950
		5. Principal end user computing engineer	£1,010
	IT service manager	1. IT service analyst	£750
		2. IT service manager	£925
		3. Senior IT service manager	£1,190
		4. Head of IT service management	£1,240
	Incident manager	1. Incident manager	£1,135
		2. Major incident manager	£1,325
	Infrastructure engineer	1. Associate infrastructure engineer	£650
		2. Infrastructure engineer	£850
		3. Senior infrastructure engineer	£980
		4. Lead infrastructure engineer	£1,100
		5. Principal infrastructure engineer	£1,250
	Infrastructure operations engineer	1. Associate infrastructure operations engineer	£635
		2. Infrastructure operations engineer	£835
		3. Senior infrastructure operations engineer	£970
		4. Lead infrastructure operations engineer	£1,075
		5. Principal infrastructure operations engineer	£1,205
	Problem manager	1. Problem analyst	£810
		2. Problem manager	£955
	Service desk manager	1. Service desk analyst	£650
		2. Senior service desk analyst	£850
		3. Service desk manager	£1,000
		4. Head of service desk	£1,125
	Service transition manager	1. Service acceptance analyst	£650



		2. Service readiness analyst	£800
		3. Service transition manager	£980
		4. Lead service transition manager	£1,110
Product and delivery roles	Business analyst	1. Trainee business analyst	£575
		2. Junior business analyst	£700
		3. Business analyst	£790
		4. Senior business analyst	£910
		5. Lead business analyst	£1,015
		6. Head of business analysis	£1,190
	Delivery manager	1. Associate delivery manager	£800
		2. Delivery manager	£915
		3. Senior delivery manager	£1,090
		4. Head of (Agile) delivery management	£1,310
	Digital portfolio manager	1. Digital portfolio analyst	£705
		2. Digital portfolio manager	£810
		3. Senior digital portfolio manager	£920
		4. Head of portfolio	£1,050
	Product manager	1. Associate product manager	£700
		2. Product manager	£800
		3. Senior product manager	£900
		4. Lead product manager	£1,000
		5. Head of product	£1,100
	Programme delivery manager	1. Programme delivery manager	£1,450
	Service owner	1. Service owner	£1,300
Quality assurance testing (QAT) roles	Quality assurance testing (QAT) analyst	1. Tester (QAT)	£700
		2. QAT analyst	£750
		3. Senior QAT analyst	£850
		4. Lead QAT analyst	£950
	Test engineer	1. Tester (test engineer)	£700
		2. Test engineer	£800
		3. Senior test engineer	£900
		4. Lead test engineer	£1,000
	Test manager	1. Test manager	£1,200
		2. Head of test	£1,300
Software development roles	Development operations (DevOps) engineer	1. Apprentice DevOps engineer	£625
		2. Junior DevOps engineer	£715
		3. DevOps engineer	£825
		4. Senior DevOps engineer	£925



		5. Senior DevOps engineer - management	£1,000
		6. Lead DevOps engineer	£1,100
		7. Lead DevOps engineer - management	£1,150
		8. Principal DevOps engineer	£1,225
		9. Principal DevOps engineer - management	£1,275
	Frontend developer	1. Apprentice frontend developer	£560
		2. Junior frontend developer	£725
		3. Frontend developer	£845
		4. Senior frontend developer	£940
		5. Lead frontend developer	£1,030
		6. Head of frontend development	£1,210
	Software developer	1. Apprentice developer	£550
		2. Junior developer	£695
		3. Developer	£805
		4. Senior developer	£910
		5. Senior developer - management	£960
		6. Lead developer	£1,020
		7. Lead developer - management	£1,070
		8. Principal developer	£1,110
		9. Principal developer - management	£1,185
User-centred design roles	Accessibility specialist	1. Junior accessibility specialist	£600
		2. Accessibility specialist	£800
		3. Senior accessibility specialist	£1,000
		4. Head of accessibility	£1,215
	Content designer	1. Associate content designer	£605
		2. Junior content designer	£705
		3. Content designer	£820
		4. Senior content designer	£955
		5. Lead content designer	£1,035
		6. Head of content design	£1,165
	Content strategist	1. Content strategist	£1,245
	Graphic designer	1. Associate graphic designer	£585
		2. Junior graphic designer	£615
		3. Graphic designer	£765
		4. Senior graphic designer	£855
		5. Lead graphic designer	£925
		6. Head of graphic design	£1,050
	Interaction designer	1. Associate interaction designer	£595
		2. Junior interaction designer	£695
		3. Interaction designer	£790



		4. Senior interaction designer	£885
		5. Lead interaction designer	£995
		6. Head of interaction design	£1,100
	Service designer	1. Associate service designer	£620
		2. Junior service designer	£710
		3. Service designer	£835
		4. Senior service designer	£925
		5. Lead service designer	£1,015
		6. Head of service design	£1,195
	Technical writer	1. Technical writer	£765
		2. Lead technical writer	£865
	User researcher	1. Associate user researcher	£545
		2. Junior user researcher	£610
		3. User researcher	£715
		4. Senior user researcher	£825
		5. Lead user researcher	£895
		6. Head of user research	£1,010

