

Job Family	Job Role	Role Level	Onshore	Offshore	
			Day Rate (£)	Day Rate (£)2	Level
Architecture roles	Business architect	1. Trainee business architect	300	195	Trainee
Architecture roles	Business architect	2. Associate business architect	725	471	Associate
Architecture roles	Business architect	3. Business architect	775	504	Mid level
Architecture roles	Business architect	4. Lead business architect	850	553	Lead
Architecture roles	Data architect	1. Data architect	775	504	Mid level
Architecture roles	Data architect	2. Senior data architect	800	520	Senior
Architecture roles	Data architect	3. Chief data architect	1550	1008	Chief
Architecture roles	Enterprise architect	1. Enterprise architect	800	520	Senior
Architecture roles	Enterprise architect	2. Senior enterprise architect	800	520	Senior
Architecture roles	Enterprise architect	3. Lead enterprise architect	850	553	Lead
Architecture roles	Enterprise architect	4. Principal enterprise architect	900	585	Principal
Architecture roles	Network architect	1. Associate network architect	725	471	Associate
Architecture roles	Network architect	2. Network architect	800	520	Senior
Architecture roles	Network architect	3. Lead network architect	850	553	Lead
Architecture roles	Security architect	1. Security architect	800	520	Senior
Architecture roles	Security architect	2. Lead security architect	850	553	Lead
Architecture roles	Security architect	3. Principal security architect	900	585	Principal
Architecture roles	Solution architect	1. Associate solution architect	725	471	Associate
Architecture roles	Solution architect	2. Solution architect	800	520	Senior
Architecture roles	Solution architect	3. Senior solution architect	800	520	Senior
Architecture roles	Solution architect	4. Lead solution architect	850	553	Lead
Architecture roles	Solution architect	5. Principal solution architect	900	585	Principal
Architecture roles	Technical architect	1. Associate technical architect	725	471	Associate
Architecture roles	Technical architect	2. Technical architect	800	520	Senior
Architecture roles	Technical architect	3. Senior technical architect	800	520	Senior
Architecture roles	Technical architect	4. Lead technical architect	850	553	Lead
Architecture roles	Technical architect	5. Principal technical architect	900	585	Principal
Chief digital and data roles	Chief data officer	1. Chief data officer	1550	1008	Chief
Chief digital and data roles	Chief information security officer	1. Chief information security officer	1550	1008	Chief
Chief digital and data roles	Chief technology officer	1. Chief technology officer	1550	1008	Chief
Cyber security roles	Cyber security audit and assurance	1. Lead cyber security audit and assurance	850	553	Lead
Cyber security roles	Cyber security audit and assurance	2. Principal cyber security audit and assurance	900	585	Principal
Cyber security roles	Cyber security governance and risk management	1. Associate cyber security governance and risk manager	725	471	Associate
Cyber security roles	Cyber security governance and risk management	2. Lead cyber security governance and risk manager	850	553	Lead
Cyber security roles	Cyber security governance and risk management	3. Principal cyber security governance and risk manager	900	585	Principal
Cyber security roles	Cyber security monitoring	1. Associate cyber security monitoring	725	471	Associate
Cyber security roles	Cyber security monitoring	2. Lead cyber security monitoring	850	553	Lead
Cyber security roles	Cyber security monitoring	3. Principal cyber security monitoring	900	585	Principal
Cyber security roles	Cyber security incident response	1. Associate cyber incident response	725	471	Associate
Cyber security roles	Cyber security incident response	2. Lead cyber security incident response	850	553	Lead
Cyber security roles	Cyber security incident response	3. Principal cyber security incident response	900	585	Principal
Cyber security roles	Cyber security vulnerability management	1. Associate cyber security vulnerability management	725	471	Associate
Cyber security roles	Cyber security vulnerability management	2. Lead cyber security vulnerability management	850	553	Lead
Cyber security roles	Cyber security vulnerability management	3. Principal cyber security vulnerability management	900	585	Principal
Cyber security roles	Cyber security digital forensics	1. Associate cyber security digital forensics	725	471	Associate
Cyber security roles	Cyber security digital forensics	2. Lead cyber security digital forensics	850	553	Lead
Cyber security roles	Cyber security digital forensics	3. Principal cyber security digital forensics	900	585	Principal
Cyber security roles	Cyber security testing	1. Associate cyber security testing	725	471	Associate
Cyber security roles	Cyber security testing	2. Lead cyber security penetration testing	850	553	Lead
Cyber security roles	Cyber security testing	3. Principal cyber security testing	900	585	Principal
Cyber security roles	Cyber security secure design	1. Associate cyber security secure systems architecture and design	725	471	Associate
Cyber security roles	Cyber security secure design	2. Lead cyber security secure systems architecture and design	850	553	Lead
Cyber security roles	Cyber security secure design	3. Principal cyber security secure systems architecture and design	900	585	Principal
Data roles	Analytics engineer	1. Trainee analytics engineer	300	195	Trainee
Data roles	Analytics engineer	2. Analytics engineer	750	488	Engineer
Data roles	Analytics engineer	3. Senior analytics engineer	800	520	Senior
Data roles	Analytics engineer	4. Lead analytics engineer	850	553	Lead
Data roles	Analytics engineer	5. Head of analytics engineering	950	618	Head of

	Onshore		Offshore	
	GBP	Euro	GBP	Euro
Chief	£1,550	€1,783	£1,008	€1,159
Director	£1,050	€1,208	£683	€785
Head of	£950	€1,093	£618	€710
Principal	£900	€1,035	£585	€673
Senior Manager	£900	€1,035	£585	€673
Lead	£850	€978	£553	€635
Senior	£800	€920	£520	€598
Mid level	£775	€891	£504	€579
Analyst	£750	€863	£488	€561
Engineer	£750	€863	£488	€561
Developer	£750	€863	£488	€561
Designer	£750	€863	£488	€561
Associate	£725	£834	£471	£542
Junior	£400	£460	£260	£299
Trainee	£300	£345	£195	£224

Data roles	Data analyst	1. Associate analyst	725	471	Associate
Data roles	Data analyst	2. Data analyst	750	488	Analyst
Data roles	Data analyst	3. Senior data analyst	800	520	Senior
Data roles	Data analyst	4. Principal data analyst	900	585	Principal
Data roles	Data engineer	1. Data engineer	750	488	Engineer
Data roles	Data engineer	2. Senior data engineer	800	520	Senior
Data roles	Data engineer	3. Lead data engineer	850	553	Lead
Data roles	Data engineer	4. Head of data engineering	950	618	Head of
Data roles	Data ethicist	1. Data ethics lead	850	553	Lead
Data roles	Data ethicist	2. Head of data ethics	950	618	Head of
Data roles	Data governance manager	1. Data governance manager	800	520	Senior
Data roles	Data governance manager	2. Lead data governance manager	850	553	Lead
Data roles	Data governance manager	3. Head of data governance	950	618	Head of
Data roles	Data scientist	1. Trainee data scientist	300	195	Trainee
Data roles	Data scientist	2. Associate data scientist	725	471	Associate
Data roles	Data scientist	3. Data scientist	775	504	Mid level
Data roles	Data scientist	4. Principal data scientist	900	585	Principal
Data roles	Data scientist	5. Lead data scientist	850	553	Lead
Data roles	Data scientist	6. Head of data science	950	618	Head of
Data roles	Machine learning engineer	1. Senior machine learning engineer	800	520	Senior
Data roles	Machine learning engineer	2. Lead machine learning engineer	850	553	Lead
Data roles	Performance analyst	1. Associate performance analyst	725	471	Associate
Data roles	Performance analyst	2. Performance analyst	750	488	Analyst
Data roles	Performance analyst	3. Senior performance analyst	800	520	Senior
Data roles	Performance analyst	4. Lead performance analyst	850	553	Lead
Data roles	Performance analyst	5. Head of performance analysis	950	618	Head of
IT operations roles	Application operations engineer	1. Associate application operations engineer	725	471	Associate
IT operations roles	Application operations engineer	2. Application operations engineer	750	488	Engineer
IT operations roles	Application operations engineer	3. Senior application operations engineer	800	520	Senior
IT operations roles	Application operations engineer	4. Lead application operations engineer	850	553	Lead
IT operations roles	Application operations engineer	5. Principal application operations engineer	900	585	Principal
IT operations roles	Business relationship manager	1. Business relationship manager	0	504	Mid level
IT operations roles	Business relationship manager	2. Senior business relationship manager	0	520	Senior
IT operations roles	Business relationship manager	3. Lead business relationship manager	0	553	Lead
IT operations roles	Change and release manager	1. Configuration analyst	750	488	Analyst
IT operations roles	Change and release manager	2. Change and release analyst	750	488	Analyst
IT operations roles	Change and release manager	3. Change and release manager	775	504	Mid level
IT operations roles	Command and control centre manager	1. Operations analyst	750	488	Analyst
IT operations roles	Command and control centre manager	2. Senior operations analyst	800	520	Senior
IT operations roles	Command and control centre manager	3. Operational control manager	775	504	Mid level
IT operations roles	Command and control centre manager	4. Head of command and control	950	618	Head of
IT operations roles	End user computing engineer	1. Associate end user computing engineer	725	471	Associate
IT operations roles	End user computing engineer	2. End user computing engineer	750	488	Engineer
IT operations roles	End user computing engineer	3. Senior end user computing engineer	800	520	Senior
IT operations roles	End user computing engineer	4. Lead end user computing engineer	850	553	Lead
IT operations roles	End user computing engineer	5. Principal end user computing engineer	900	585	Principal
IT operations roles	IT service manager	1. IT service analyst	750	488	Analyst
IT operations roles	IT service manager	2. IT service manager	775	504	Mid level
IT operations roles	IT service manager	3. Senior IT service manager	800	520	Senior
IT operations roles	IT service manager	4. Head of IT service management	950	618	Head of
IT operations roles	Incident manager	1. Incident manager	775	504	Mid level
IT operations roles	Incident manager	2. Major incident manager	775	504	Mid level
IT operations roles	Infrastructure engineer	1. Associate infrastructure engineer	725	471	Associate
IT operations roles	Infrastructure engineer	2. Infrastructure engineer	750	488	Engineer
IT operations roles	Infrastructure engineer	3. Senior infrastructure engineer	800	520	Senior
IT operations roles	Infrastructure engineer	4. Lead infrastructure engineer	850	553	Lead
IT operations roles	Infrastructure engineer	5. Principal infrastructure engineer	900	585	Principal
IT operations roles	Infrastructure operations engineer	1. Associate infrastructure operations engineer	725	471	Associate
IT operations roles	Infrastructure operations engineer	2. Infrastructure operations engineer	750	488	Engineer
IT operations roles	Infrastructure operations engineer	3. Senior infrastructure operations engineer	800	520	Senior

IT operations roles	Infrastructure operations engineer	4. Lead infrastructure operations engineer	850	553	Lead
IT operations roles	Infrastructure operations engineer	5. Principal infrastructure operations engineer	900	585	Principal
IT operations roles	Problem manager	1. Problem analyst	750	488	Analyst
IT operations roles	Problem manager	2. Problem manager	775	504	Mid level
IT operations roles	Service desk manager	1. Service desk analyst	750	488	Analyst
IT operations roles	Service desk manager	2. Senior service desk analyst	800	520	Senior
IT operations roles	Service desk manager	3. Service desk manager	775	504	Mid level
IT operations roles	Service desk manager	4. Head of service desk	950	618	Head of
IT operations roles	Service transition manager	1. Service acceptance analyst	750	488	Analyst
IT operations roles	Service transition manager	2. Service readiness analyst	750	488	Analyst
IT operations roles	Service transition manager	3. Service transition manager	775	504	Mid level
IT operations roles	Service transition manager	4. Lead service transition manager	850	553	Lead
Product and delivery roles	Business analyst	1. Trainee business analyst	750	488	Analyst
Product and delivery roles	Business analyst	2. Junior business analyst	400	260	Junior
Product and delivery roles	Business analyst	3. Business analyst	750	488	Analyst
Product and delivery roles	Business analyst	4. Senior business analyst	800	520	Senior
Product and delivery roles	Business analyst	5. Lead business analyst	850	553	Lead
Product and delivery roles	Business analyst	6. Head of business analysis	950	618	Head of
Product and delivery roles	Delivery manager	1. Associate delivery manager	725	471	Associate
Product and delivery roles	Delivery manager	2. Delivery manager	775	504	Mid level
Product and delivery roles	Delivery manager	3. Senior delivery manager	800	520	Senior
Product and delivery roles	Delivery manager	4. Head of (Agile) delivery management	950	618	Head of
Product and delivery roles	Digital portfolio manager	1. Digital portfolio analyst	750	488	Analyst
Product and delivery roles	Digital portfolio manager	2. Digital portfolio manager	775	504	Mid level
Product and delivery roles	Digital portfolio manager	3. Senior digital portfolio manager	800	520	Senior
Product and delivery roles	Digital portfolio manager	4. Head of portfolio	950	618	Head of
Product and delivery roles	Product manager	1. Associate product manager	725	471	Associate
Product and delivery roles	Product manager	2. Product manager	775	504	Mid level
Product and delivery roles	Product manager	3. Senior product manager	800	520	Senior
Product and delivery roles	Product manager	4. Lead product manager	850	553	Lead
Product and delivery roles	Product manager	5. Head of product	950	618	Head of
Product and delivery roles	Programme delivery manager	1. Programme delivery manager	775	504	Mid level
Product and delivery roles	Service owner	1. Service owner	775	504	Mid level
Quality assurance testing (QAT) roles	Quality assurance testing (QAT) analyst	1. Tester (QAT)	725	471	Associate
Quality assurance testing (QAT) roles	Quality assurance testing (QAT) analyst	2. QAT analyst	750	488	Analyst
Quality assurance testing (QAT) roles	Quality assurance testing (QAT) analyst	3. Senior QAT analyst	800	520	Senior
Quality assurance testing (QAT) roles	Quality assurance testing (QAT) analyst	4. Lead QAT analyst	850	553	Lead
Quality assurance testing (QAT) roles	Test engineer	1. Tester (test engineer)	750	488	Engineer
Quality assurance testing (QAT) roles	Test engineer	2. Test engineer	750	488	Engineer
Quality assurance testing (QAT) roles	Test engineer	3. Senior test engineer	800	520	Senior
Quality assurance testing (QAT) roles	Test engineer	4. Lead test engineer	850	553	Lead
Quality assurance testing (QAT) roles	Test manager	1. Test manager	775	504	Mid level
Quality assurance testing (QAT) roles	Test manager	2. Head of test	950	618	Head of
Software development roles	Development operations (DevOps) engineer	1. Apprentice DevOps engineer	300	195	Trainee
Software development roles	Development operations (DevOps) engineer	2. Junior DevOps engineer	400	260	Junior
Software development roles	Development operations (DevOps) engineer	3. DevOps engineer	750	488	Engineer
Software development roles	Development operations (DevOps) engineer	4. Senior DevOps engineer	800	520	Senior
Software development roles	Development operations (DevOps) engineer	5. Senior DevOps engineer - management	800	520	Senior
Software development roles	Development operations (DevOps) engineer	6. Lead DevOps engineer	850	553	Lead
Software development roles	Development operations (DevOps) engineer	7. Lead DevOps engineer - management	850	553	Lead
Software development roles	Development operations (DevOps) engineer	8. Principal DevOps engineer	900	585	Principal
Software development roles	Development operations (DevOps) engineer	9. Principal DevOps engineer - management	900	585	Principal
Software development roles	Frontend developer	1. Apprentice frontend developer	300	195	Trainee
Software development roles	Frontend developer	2. Junior frontend developer	400	260	Junior
Software development roles	Frontend developer	3. Frontend developer	750	488	Developer
Software development roles	Frontend developer	4. Senior frontend developer	800	520	Senior
Software development roles	Frontend developer	5. Lead frontend developer	850	553	Lead
Software development roles	Frontend developer	6. Head of frontend development	950	618	Head of
Software development roles	Software developer	1. Apprentice developer	300	195	Trainee
Software development roles	Software developer	2. Junior developer	400	260	Junior

Software development roles	Software developer	3. Developer	750	488 Developer
Software development roles	Software developer	4. Senior developer	800	520 Senior
Software development roles	Software developer	5. Senior developer - management	800	520 Senior
Software development roles	Software developer	6. Lead developer	850	553 Lead
Software development roles	Software developer	7. Lead developer - management	850	553 Lead
Software development roles	Software developer	8. Principal developer	900	585 Principal
Software development roles	Software developer	9. Principal developer - management	900	585 Principal
User-centred design roles	Accessibility specialist	1. Junior accessibility specialist	400	260 Junior
User-centred design roles	Accessibility specialist	2. Accessibility specialist	775	504 Mid level
User-centred design roles	Accessibility specialist	3. Senior accessibility specialist	800	520 Senior
User-centred design roles	Accessibility specialist	4. Head of accessibility	950	618 Head of
User-centred design roles	Content designer	1. Associate content designer	725	471 Associate
User-centred design roles	Content designer	2. Junior content designer	400	260 Junior
User-centred design roles	Content designer	3. Content designer	750	488 Designer
User-centred design roles	Content designer	4. Senior content designer	800	520 Senior
User-centred design roles	Content designer	5. Lead content designer	850	553 Lead
User-centred design roles	Content designer	6. Head of content design	950	618 Head of
User-centred design roles	Content strategist	1. Content strategist	775	504 Mid level
User-centred design roles	Graphic designer	1. Associate graphic designer	725	471 Associate
User-centred design roles	Graphic designer	2. Junior graphic designer	400	260 Junior
User-centred design roles	Graphic designer	3. Graphic designer	750	488 Designer
User-centred design roles	Graphic designer	4. Senior graphic designer	800	520 Senior
User-centred design roles	Graphic designer	5. Lead graphic designer	850	553 Lead
User-centred design roles	Graphic designer	6. Head of graphic design	950	618 Head of
User-centred design roles	Interaction designer	1. Associate interaction designer	725	471 Associate
User-centred design roles	Interaction designer	2. Junior interaction designer	400	260 Junior
User-centred design roles	Interaction designer	3. Interaction designer	750	488 Designer
User-centred design roles	Interaction designer	4. Senior interaction designer	800	520 Senior
User-centred design roles	Interaction designer	5. Lead interaction designer	850	553 Lead
User-centred design roles	Interaction designer	6. Head of interaction design	950	618 Head of
User-centred design roles	Service designer	1. Associate service designer	725	471 Associate
User-centred design roles	Service designer	2. Junior service designer	400	260 Junior
User-centred design roles	Service designer	3. Service designer	750	488 Designer
User-centred design roles	Service designer	4. Senior service designer	800	520 Senior
User-centred design roles	Service designer	5. Lead service designer	850	553 Lead
User-centred design roles	Service designer	6. Head of service design	950	618 Head of
User-centred design roles	Technical writer	1. Technical writer	775	504 Mid level
User-centred design roles	Technical writer	2. Lead technical writer	850	553 Lead
User-centred design roles	User researcher	1. Associate user researcher	725	471 Associate
User-centred design roles	User researcher	2. Junior user researcher	400	260 Junior
User-centred design roles	User researcher	3. User researcher	775	504 Mid level
User-centred design roles	User researcher	4. Senior user researcher	800	520 Senior
User-centred design roles	User researcher	5. Lead user researcher	850	553 Lead
User-centred design roles	User researcher	6. Head of user research	950	618 Head of