

| No | Category                            | Role                                      | Tier                               | Day Rate                                                                              |
|----|-------------------------------------|-------------------------------------------|------------------------------------|---------------------------------------------------------------------------------------|
|    |                                     |                                           |                                    | <i>In £'s - Max that can be charged, replicated in Pricing section of GC15 portal</i> |
| 1  | <b>Architecture Roles</b>           | <i>Business Architect</i>                 | Trainee business architect         | 500                                                                                   |
|    |                                     |                                           | Associate business architect       | 675                                                                                   |
|    |                                     |                                           | Business architect                 | 850                                                                                   |
|    |                                     |                                           | Lead business architect            | 1200                                                                                  |
|    |                                     | <i>Data Architect</i>                     | Data architect                     | 650                                                                                   |
|    |                                     |                                           | Senior data architect              | 850                                                                                   |
|    |                                     |                                           | Chief data architect               | 1100                                                                                  |
|    |                                     | <i>Enterprise Architect</i>               | Enterprise architect               | 800                                                                                   |
|    |                                     |                                           | Senior enterprise architect        | 900                                                                                   |
|    |                                     |                                           | Lead enterprise architect          | 1000                                                                                  |
|    |                                     |                                           | Principal enterprise architect     | 1200                                                                                  |
|    |                                     | <i>Network Architect</i>                  | Associate network architect        | 750                                                                                   |
|    |                                     |                                           | Network architect                  | 850                                                                                   |
|    |                                     |                                           | Lead network architect             | 1050                                                                                  |
|    |                                     | <i>Security Architect</i>                 | Security architect                 | 750                                                                                   |
|    |                                     |                                           | Lead security architect            | 850                                                                                   |
|    |                                     |                                           | Principal security architect       | 1050                                                                                  |
|    |                                     | <i>Solution Architect</i>                 | Associate solution architect       | 750                                                                                   |
|    |                                     |                                           | Solution architect                 | 800                                                                                   |
|    |                                     |                                           | Senior solution architect          | 850                                                                                   |
|    |                                     |                                           | Lead solution architect            | 950                                                                                   |
|    |                                     |                                           | Principal solution architect       | 1100                                                                                  |
|    |                                     | <i>Technical Architect</i>                | Associate technical architect      | 750                                                                                   |
|    |                                     |                                           | Technical architect                | 800                                                                                   |
|    |                                     |                                           | Senior technical architect         | 850                                                                                   |
|    |                                     |                                           | Lead technical architect           | 950                                                                                   |
|    |                                     |                                           | Principal technical architect      | 1100                                                                                  |
| 2  | <b>Chief Digital and Data Roles</b> | <i>Chief Data Officer</i>                 | Chief Data Officer                 | 1200                                                                                  |
|    |                                     | <i>Chief Information Security Officer</i> | Chief Information Security Officer | 1200                                                                                  |
|    |                                     | <i>Chief Technology Officer</i>           | Chief Technology Officer           | 1500                                                                                  |
| 3  | <b>Cyber Security Roles</b>         | <i>Cyber Security</i>                     | Cyber Security                     | 900                                                                                   |
| 4  | <b>Data Roles</b>                   | <i>Analytics Engineer</i>                 | Trainee analytics engineer         | 500                                                                                   |
|    |                                     |                                           | Analytics engineer                 | 600                                                                                   |
|    |                                     |                                           | Senior analytics engineer          | 700                                                                                   |
|    |                                     |                                           | Lead analytics engineer            | 800                                                                                   |
|    |                                     |                                           | Head of analytics engineering      | 1000                                                                                  |
|    |                                     | <i>Data Analyst</i>                       | Associate analyst                  | 500                                                                                   |
|    |                                     |                                           | Data analyst                       | 675                                                                                   |
|    |                                     |                                           | Senior data analyst                | 850                                                                                   |
|    |                                     |                                           | Principal data analyst             | 1200                                                                                  |
|    |                                     | <i>Data Engineer</i>                      | Data engineer                      | 500                                                                                   |
|    |                                     |                                           | Senior data engineer               | 675                                                                                   |
|    |                                     |                                           | Lead data engineer                 | 850                                                                                   |
|    |                                     |                                           | Head of data engineering           | 1200                                                                                  |
|    |                                     | <i>Data Ethicist</i>                      | Data ethics lead                   |                                                                                       |
|    |                                     |                                           | Head of data ethics                |                                                                                       |
|    |                                     | <i>Data Governance Manager</i>            | Data governance manager            |                                                                                       |
|    |                                     |                                           | Lead data governance manager       |                                                                                       |
|    |                                     |                                           | Head of data governance            |                                                                                       |

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| <b>5 IT Operations Roles</b> | <i>Data Scientist</i>                     | Trainee data scientist                       |      |
|                              |                                           | Associate data scientist                     |      |
|                              |                                           | Data scientist                               |      |
|                              |                                           | Principal data scientist                     |      |
|                              |                                           | Lead data scientist                          |      |
|                              |                                           | Head of data science                         |      |
|                              | <i>Machine Learning Engineer</i>          | Senior machine learning engineer             |      |
|                              |                                           | Lead machine learning engineer               |      |
|                              | <i>Performance Analyst</i>                | Associate performance analyst                | 550  |
|                              |                                           | Performance analyst                          | 600  |
|                              |                                           | Senior performance analyst                   | 650  |
|                              |                                           | Lead performance analyst                     | 750  |
|                              |                                           | Head of performance analysis                 | 900  |
|                              | <i>Application Operations Engineer</i>    | Associate application operations engineer    | 500  |
|                              |                                           | Application operations engineer              | 600  |
|                              |                                           | Senior application operations engineer       | 650  |
|                              |                                           | Lead application operations engineer         | 700  |
|                              |                                           | Principal application operations engineer    | 850  |
|                              | <i>Business Relationship Manager</i>      | Business relationship manager                | 600  |
|                              |                                           | Senior business relationship manager         | 700  |
|                              |                                           | Lead business relationship manager           | 850  |
|                              | <i>Change and Release Manager</i>         | Configuration analyst                        | 550  |
|                              |                                           | Change and release analyst                   | 650  |
|                              |                                           | Change and release manager                   | 850  |
|                              | <i>Command and Control Centre Manager</i> | Operations analyst                           | 600  |
|                              |                                           | Senior operations analyst                    | 700  |
|                              |                                           | Operational control manager                  | 900  |
|                              |                                           | Head of command and control                  | 1050 |
|                              | <i>End User Computing Engineer</i>        | Associate end user computing engineer        | 550  |
|                              |                                           | End user computing engineer                  | 600  |
|                              |                                           | Senior end user computing engineer           | 700  |
|                              |                                           | Lead end user computing engineer             | 800  |
|                              |                                           | Principal end user computing engineer        | 900  |
|                              | <i>IT Service Manager</i>                 | IT service analyst                           | 600  |
|                              |                                           | IT service manager                           | 700  |
|                              |                                           | Senior IT service manager                    | 800  |
|                              |                                           | Head of IT service management                | 1000 |
|                              | <i>Incident Manager</i>                   | Incident manager                             | 600  |
|                              |                                           | Major incident manager                       | 800  |
|                              | <i>Infrastructure Engineer</i>            | Associate infrastructure engineer            | 550  |
|                              |                                           | Infrastructure engineer                      | 650  |
|                              |                                           | Senior infrastructure engineer               | 750  |
|                              |                                           | Lead infrastructure engineer                 | 850  |
|                              |                                           | Principal infrastructure engineer            | 950  |
|                              | <i>Infrastructure Operations Engineer</i> | Associate infrastructure operations engineer | 550  |
|                              |                                           | Infrastructure operations engineer           | 650  |
|                              |                                           | Senior infrastructure operations engineer    | 750  |
|                              |                                           | Lead infrastructure operations engineer      | 850  |
|                              |                                           | Principal infrastructure operations engineer | 950  |

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| 6 | <b>Product and Delivery Roles</b>            | <i>Problem Manager</i>                          | Problem analyst<br>Problem manager                                                                                                                                                                                                                                           | 600<br>700                             |
|   |                                              | <i>Service Desk Manager</i>                     | Service desk analyst<br>Senior service desk analyst<br>Service desk manager<br>Head of service desk                                                                                                                                                                          | 500<br>650<br>750<br>950               |
|   |                                              | <i>Service Transition Manager</i>               | Service acceptance analyst<br>Service readiness analyst<br>Service transition manager<br>Lead service transition manager                                                                                                                                                     | 550<br>650<br>750<br>850               |
|   |                                              | <i>Business Analyst</i>                         | Trainee business analyst<br>Junior business analyst<br>Business analyst<br>Senior business analyst<br>Lead business analyst<br>Head of business analysis                                                                                                                     | 500<br>550<br>600<br>700<br>800<br>900 |
|   |                                              | <i>Delivery Manager</i>                         | Associate delivery manager<br>Delivery manager<br>Senior delivery manager<br>Head of (Agile) delivery management                                                                                                                                                             | 600<br>675<br>750<br>900               |
|   |                                              | <i>Digital Portfolio Manager</i>                | Digital portfolio analyst<br>Digital portfolio manager<br>Senior digital portfolio manager<br>Head of portfolio                                                                                                                                                              | 600<br>700<br>850<br>1100              |
|   |                                              | <i>Product Manager</i>                          | Associate product manager<br>Product manager<br>Senior product manager<br>Lead product manager<br>Head of product                                                                                                                                                            | 600<br>675<br>750<br>850<br>1000       |
|   |                                              | <i>Programme Delivery Manager</i>               | Programme Delivery Manager                                                                                                                                                                                                                                                   | 1000                                   |
|   |                                              | <i>Service Owner</i>                            | Service Owner                                                                                                                                                                                                                                                                | 900                                    |
|   |                                              |                                                 |                                                                                                                                                                                                                                                                              |                                        |
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| 7 | <b>Quality Assurance Testing (QAT) Roles</b> | <i>Quality Assurance Testing Analyst</i>        | Tester (QAT)<br>QAT analyst<br>Senior QAT analyst<br>Lead QAT analyst                                                                                                                                                                                                        | 550<br>650<br>700<br>800               |
|   |                                              | <i>Test Engineer</i>                            | Tester (test engineer)<br>Test engineer<br>Senior test engineer<br>Lead test engineer                                                                                                                                                                                        | 550<br>650<br>700<br>800               |
|   |                                              | <i>Test Manager</i>                             | Test manager<br>Head of test                                                                                                                                                                                                                                                 | 700<br>1000                            |
|   |                                              |                                                 |                                                                                                                                                                                                                                                                              |                                        |
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| 8 | <b>Software Development Roles</b>            | <i>Development Operations (DevOps) Engineer</i> | Apprentice DevOps engineer<br>Junior DevOps engineer<br>DevOps engineer<br>Senior DevOps engineer<br>Senior DevOps engineer - management<br>Lead DevOps engineer<br>Lead DevOps engineer - management<br>Principal DevOps engineer<br>Principal DevOps engineer - management |                                        |
|   |                                              | <i>Frontend Developer</i>                       | Apprentice frontend developer<br>Junior frontend developer<br>Frontend developer<br>Senior frontend developer<br>Lead frontend developer                                                                                                                                     |                                        |

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|---|----------------------------------|---------------------------------|----------------------------------|------|
| 9 | <b>User Centred Design Roles</b> | <i>Software Developer</i>       | Head of frontend development     |      |
|   |                                  |                                 | Apprentice developer             |      |
|   |                                  |                                 | Junior developer                 |      |
|   |                                  |                                 | Developer                        |      |
|   |                                  |                                 | Senior developer                 |      |
|   |                                  |                                 | Senior developer - management    |      |
|   |                                  |                                 | Lead developer                   |      |
|   |                                  |                                 | Lead developer - management      |      |
|   |                                  |                                 | Principal developer              |      |
|   |                                  |                                 | Principal developer - management |      |
|   | <b>User Centred Design Roles</b> | <i>Accessibility Specialist</i> | Junior accessibility specialist  |      |
|   |                                  |                                 | Accessibility specialist         |      |
|   |                                  |                                 | Senior accessibility specialist  |      |
|   |                                  |                                 | Head of accessibility            |      |
|   |                                  | <i>Content Designer</i>         | Associate content designer       |      |
|   |                                  |                                 | Junior content designer          |      |
|   |                                  |                                 | Content designer                 |      |
|   |                                  |                                 | Senior content designer          |      |
|   |                                  |                                 | Lead content designer            |      |
|   |                                  |                                 | Head of content design           |      |
|   |                                  | <i>Content Strategist</i>       | Content Strategist               |      |
|   |                                  | <i>Graphic Designer</i>         | Associate graphic designer       |      |
|   |                                  |                                 | Junior graphic designer          |      |
|   |                                  |                                 | Graphic designer                 |      |
|   |                                  |                                 | Senior graphic designer          |      |
|   |                                  |                                 | Lead graphic designer            |      |
|   |                                  |                                 | Head of graphic design           |      |
|   |                                  | <i>Interaction Designer</i>     | Associate interaction designer   |      |
|   |                                  |                                 | Junior interaction designer      |      |
|   |                                  |                                 | Interaction designer             |      |
|   |                                  |                                 | Senior interaction designer      |      |
|   |                                  |                                 | Lead interaction designer        |      |
|   |                                  |                                 | Head of interaction design       |      |
|   |                                  | <i>Service Designer</i>         | Associate service designer       |      |
|   |                                  |                                 | Junior service designer          |      |
|   |                                  |                                 | Service designer                 |      |
|   |                                  |                                 | Senior service designer          |      |
|   |                                  |                                 | Lead service designer            |      |
|   |                                  |                                 | Head of service design           |      |
|   |                                  | <i>Technical Writer</i>         | Technical writer                 | 600  |
|   |                                  |                                 | Lead technical writer            | 800  |
|   |                                  | <i>User Researcher</i>          | Associate user researcher        | 550  |
|   |                                  |                                 | Junior user researcher           | 600  |
|   |                                  |                                 | User researcher                  | 650  |
|   |                                  |                                 | Senior user researcher           | 700  |
|   |                                  |                                 | Lead user researcher             | 800  |
|   |                                  |                                 | Head of user research            | 1000 |