

Salary Benchmark

January 2024



Permanent SOFTWARE ENGINEERING	Day Rate (Outside IR35)		Day Rate (Inside IR35)	
	LOW	HIGH	LOW	HIGH
Principal Software Engineer	£112,000	£155,000	£750	£900
Lead Software Engineer	£95,000	£125,000	£650	£800
Senior Developer:				
Java	£80,000	£110,000	£550	£650
Frontend JavaScript	£80,000	£120,000	£600	£650
Golang	£80,000	£100,000	£600	£700
Backend JavaScript	£90,000	£120,000	£600	£750
Full-stack	£90,000	£120,000	£600	£750
JavaScript .Net / C#	£82,000	£120,000	£550	£600
Scala	£80,000	£105,000	£600	£700
Kotlin	£95,000	£110,000	£600	£700
PHP	£60,000	£76,000	£500	£600
Python	£70,000	£100,000	£600	£700
C++	£80,000	£115,000	£600	£700
Ruby	£70,000	£90,000	£450	£600
Data	£78,000	£100,000	£700	£800
Clojure	£80,000	£100,000	£700	£800
iOS	£80,000	£120,000	£550	£650
Flutter	£80,000	£120,000	£600	£750
Android	£80,000	£120,000	£550	£650
React Native	£80,000	£130,000	£600	£750
Mid-Level Engineer:				
Java	£60,000	£80,000	£500	£550
Frontend JavaScript	£60,000	£80,000	£450	£550
Backend JavaScript	£60,000	£80,000	£500	£600
Full-stack	£60,000	£80,000	£500	£600
JavaScript .Net / C#	£52,000	£75,000	£450	£550
Golang	£60,000	£80,000	£500	£600
Kotlin	£70,000	£85,000	£550	£600
Scala	£60,000	£80,000	£500	£600
PHP	£45,000	£60,000	£400	£500
Python	£50,000	£70,000	£500	£600
Data	£60,000	£80,000	£600	£700
C++	£60,000	£80,000	£500	£600
Ruby	£52,000	£70,000	£350	£450
Clojure	£60,000	£80,000	£600	£700
iOS	£60,000	£80,000	£450	£550
Android	£60,000	£80,000	£450	£550
React Native	£68,000	£90,000	£500	£650
Flutter	£65,000	£85,000	£500	£600
Junior Level Developer	£42,000	£60,000	£350	£450
Entry Level Developer	£30,000	£42,000	N/A	N/A