



# 2025 UK Tech Salary Guide



# Introduction

Hiring top tech talent in 2025? Understanding salary benchmarks is key to attracting and retaining skilled professionals. This guide provides up-to-date salary data for key tech roles across the UK, regional variations, and insights into hiring trends.







# Tech Salary Benchmarks (UK 2025)

Job Role	Junior (0-2 yrs)	Mid-Level (3-5 yrs)	Senior (5+ yrs)	Lead/Principal
Software Engineer	£35,000 - £50,000	£50,000 - £75,000	£75,000 - £100,000	£100,000+
Data Scientist	£40,000 - £55,000	£55,000 - £80,000	£80,000 - £110,000	£110,000+
Cloud Engineer	£45,000 - £60,000	£60,000 - £85,000	£85,000 - £120,000	£120,000+
Cybersecurity Analyst	£40,000 - £55,000	£55,000 - £85,000	£85,000 - £115,000	£115,000+
AI/ML Engineer	£45,000 - £65,000	£65,000 - £95,000	£95,000 - £130,000	£130,000+
DevOps Engineer	£45,000 - £60,000	£60,000 - £90,000	£90,000 - £120,000	£120,000+
Product Manager	£50,000 - £70,000	£70,000 - £100,000	£100,000 - £130,000	£130,000+
UX/UI Designer	£35,000 - £50,000	£50,000 - £75,000	£75,000 - £95,000	£95,000+
IT Support Engineer	£25,000 - £35,000	£35,000 - £50,000	£50,000 - £65,000	£65,000+

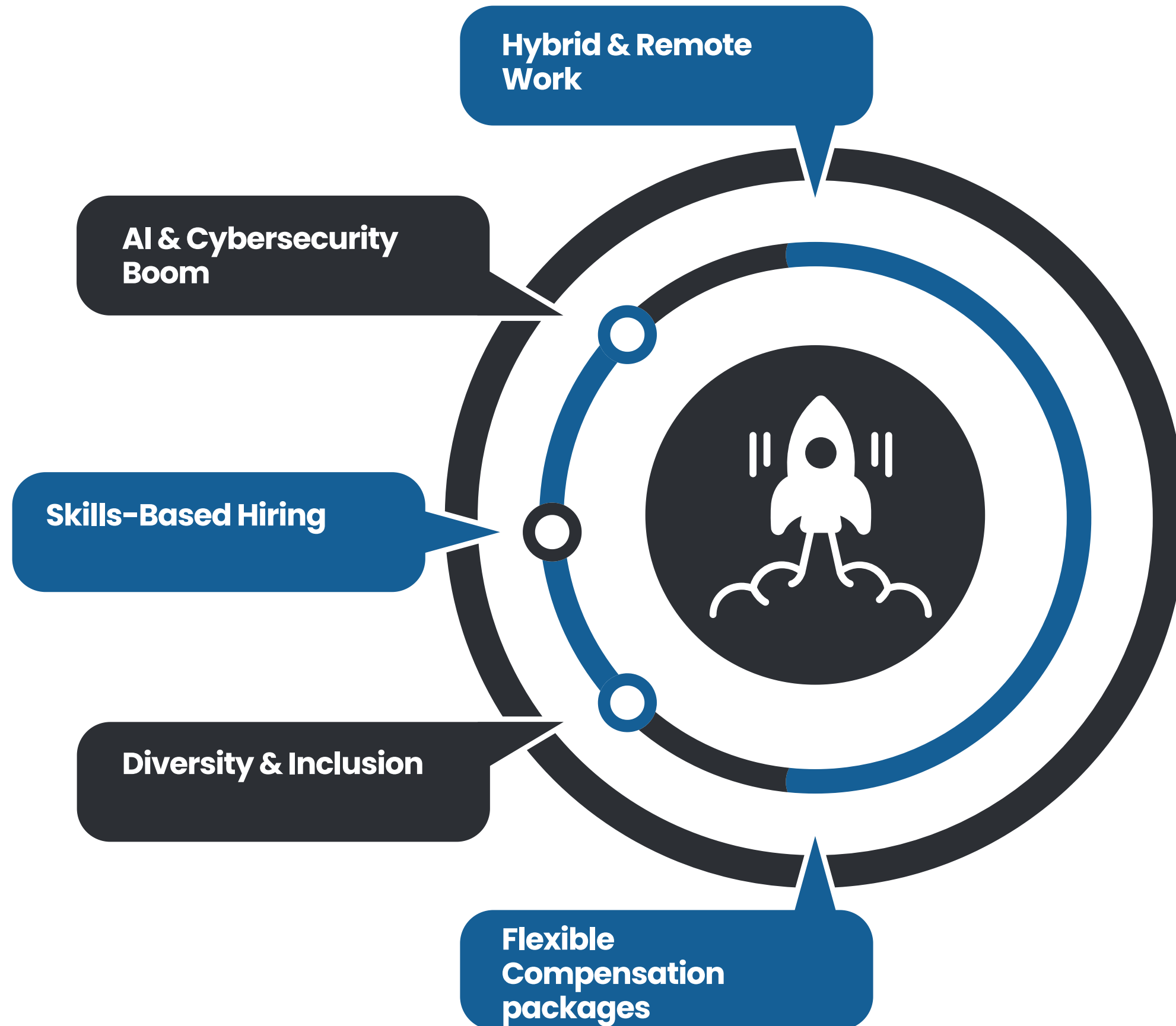
Regional Variations: Salaries in London tend to be 10-20% higher than other major cities.  
Remote roles often align with London rates due to demand.



# Additional Compensation Insights

- **Bonuses & Equity:** Many tech professionals receive performance-based bonuses or stock options, particularly in startups and senior roles.
- **Contract vs. Permanent Rates:** Contractors often earn 50-100% more per day than permanent employees, but without benefits.
- **Perks & Benefits:** Competitive packages include flexible working, wellness stipends, learning budgets, and relocation assistance.





## Key Hiring Trends in 2025

- Hybrid & Remote Work: Over 70% of tech roles now offer flexible work options.
- AI & Cybersecurity Boom: Strong demand for AI, Cloud, and Cybersecurity professionals.
- Skills-Based Hiring: Employers prioritizing hands-on skills over degrees.
- Diversity & Inclusion: Companies focusing on inclusive hiring practices.
- Flexible Compensation Packages: Equity, sign-on bonuses, and work-from-anywhere perks are becoming standard.



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