

Colossus Associates 2021 Salary Survey

Salary Survey Findings
Development And Testing Roles



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Greetings from the Colossus Team

As a market leader in the IT recruitment sector it is important that we stay one step ahead of the sector and keep track of wage trends across the UK.

We recently sent out a survey to our clients and compiled the findings into a handy salary guide for you to use in 2021.

We hope you find this useful, and want to thank everyone that took part.

The Year Ahead

2021 brings a mix of challenges and opportunities across the IT sector and we are excited to see continued demand for skilled workers as businesses take on new projects and grow their digital footprint.

The development and testing market is heavily driven by candidate availability and new expectations, such as remote working, have brought opportunities for businesses to expand their scope and recruit further afield.

The sector is dynamic and requires an efficient recruitment process to attract and secure the best talent, which is why it is all the more important to work with a recruitment team that can source the very best talent for your business, saving you money and ultimately leaving you free to focus on your aims.



The Colossus Team

Directors

Ian Tunnicliff
James Long

Core Members:

Reiss Watts
Daniel Knott
Victoria Attwood

Development and Testing

London

Role	Lower	Average	Upper
Software Engineer	£57,900	£67,100	£76,200
Application Developer	£64,000	£72,400	£80,700
Web Apps Developer	£42,100	£48,800	£55,500
.NET Developer	£53,200	£61,200	£69,200
Front End Developer	£59,600	£67,200	£74,900
Full Stack Developer	£60,600	£68,800	£77,100
Java Developer	£71,000	£79,500	£88,000
PHP Developer	£49,000	£55,000	£60,900
JavaScript Developer	£65,200	£73,500	£81,700
Test Manager	£71,700	£79,300	£87,000
User Experience Designer Developer	£55,700	£62,000	£68,300
Mobile Developer	£55,800	£65,100	£74,500
Software Development Manager	£58,900	£65,500	£72,000
Software Architect	£60,800	£70,000	£79,300
Manual Test Analyst	£42,900	£47,500	£52,100
Automation Test Analyst	£46,600	£51,900	£57,300
Software Test Engineer	£37,800	£43,500	£49,200

Midlands

Role	Lower	Average	Upper
Software Engineer	£41,000	£47,400.	£53,800
Application Developer	£41,100	£46,700	£52,400
Web Apps Developer	£36,600	£41,200	£45,800
.NET Developer	£36,900	£44,200	£51,600
Front End Developer	£36,900	£42,800	£48,600
Full Stack Developer	£40,800	£47,100	£53,500
Java Developer	£44,700	£50,900	£57,200
PHP Developer	£35,400	£40,500	£45,700
JavaScript Developer	£41,600	£48,900	£56,200
Test Manager	£51,600	£57,000	£62,200
User Experience Designer Developer	£51,800	£57,700	£63,500
Mobile Developer	£55,800	£65,100	£74,500
Software Development Manager	£56,900	£63,400	£69,800
Software Architect	£60,800	£70,000	£79,300
Manual Test Analyst	£35,000	£38,800	£42,500
Automation Test Analyst	£43,400	£49,000	£54,500
Software Test Engineer	£35,200	£40,300	£45,400

Development and Testing

North

Role	Lower	Average	Upper
Software Engineer	£39,200	£46,500	£53,800
Application Developer	£41,500	£47,400	£53,400
Web Apps Developer	£34,300	£39,800	£45,300
.NET Developer	£38,000	£45,000	£51,900
Front End Developer	£36,500	£42,000	£47,500
Full Stack Developer	£39,800	£46,300	£52,700
Java Developer	£48,500	£54,900	£61,400
PHP Developer	£35,700	£40,800	£45,900
JavaScript Developer	£42,400	£48,600	£54,800
Test Manager	£53,900	£59,000	£64,000
User Experience Designer Developer	£55,700	£62,000	£68,300
Mobile Developer	£55,800	£65,100	£74,500
Software Development Manager	£56,900	£63,400	£69,800
Software Architect	£60,800	£70,000	£79,300
Manual Test Analyst	£35,000	£38,800	£42,500
Automation Test Analyst	£43,400	£49,000	£54,500
Software Test Engineer	£35,200	£40,300	£45,400

Scotland

Role	Lower	Average	Upper
Software Engineer	£40,200	£49,100	£58,000
Application Developer	£44,700	£51,200	£57,400
Web Apps Developer	£35,800	£41,500	£47,200
.NET Developer	£40,200	£50,000	£59,700
Front End Developer	£39,700	£48,400	£57,200
Full Stack Developer	£46,900	£53,700	£60,700
Java Developer	£47,000	£58,700	£70,300
PHP Developer	£37,500	£42,800	£49,100
JavaScript Developer	£48,800	£56,500	£64,000
Test Manager	£61,000	£67,500	£74,000
User Experience Designer Developer	£55,700	£62,000	£68,300
Mobile Developer	£54,100	£63,100	£72,300
Software Development Manager	£57,100	£63,500	£69,800
Software Architect	£59,000	£67,900	£76,900
Manual Test Analyst	£36,500	£40,400	£44,300
Automation Test Analyst	£46,600	£51,900	£57,300
Software Test Engineer	£37,800	£43,500	£49,200



Development and Testing Wales

Role	Lower	Average	Upper
Software Engineer	£41,400	£46,600	£51,800
Application Developer	£39,800	£46,700	£51,200
Web Apps Developer	£35,100	£40,700	£48,300
.NET Developer	£34,700	£42,600	£50,420
Front End Developer	£39,800	£46,700	£51,600
Full Stack Developer	£38,700	£44,350	£49,990
Java Developer	£47,100	£55,400	£59,700
PHP Developer	£37,600	£40,200	£44,900
JavaScript Developer	£48,800	£56,600	£62,500
Test Manager	£50,500	£53,675	£59,800
User Experience Designer Developer	£55,700	£62,000	£68,300
Mobile Developer	£56,800	£65,100	£74,500
Software Development Manager	£58,900	£65,500	£73,120
Software Architect	£60,800	£70,000	£79,300
Manual Test Analyst	£35,700	£39,600	£43,400
Automation Test Analyst	£43,400	£49,000	£54,500
Software Test Engineer	£35,200	£40,300	£45,400

South

Role	Lower	Average	Upper
Software Engineer	£41,000	£47,400	£53,800
Application Developer	£41,100	£46,700	£52,400
Web Apps Developer	£36,600	£41,200	£45,800
.NET Developer	£36,900	£44,200	£51,600
Front End Developer	£36,900	£42,800	£48,600
Full Stack Developer	£40,800	£47,100	£53,500
Java Developer	£44,700	£50,900	£57,200
PHP Developer	£35,400	£40,500	£45,700
JavaScript Developer	£41,600	£48,900	£56,200
Test Manager	£51,600	£57,000	£62,200
User Experience Designer Developer	£51,800	£57,700	£63,500
Mobile Developer	£55,800	£65,100	£74,500
Software Development Manager	£56,900	£63,400	£69,800
Software Architect	£60,800	£70,000	£79,300
Manual Test Analyst	£35,000	£38,800	£42,500
Automation Test Analyst	£43,400	£49,000	£54,500
Software Test Engineer	£35,200	£40,300	£45,400



Choose The Best Recruitment Partner



Our Commitment

The year ahead brings plenty of opportunity for growth and renewal with Colossus Associates there to support your business throughout.

We are committed to providing a first class service you can trust. We offer advice, 24/7 support and access to the best technology candidates on the market.

Contact the team

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[The Colossus Associates weekly blog can be found here.](#)