



2023 SALARY SURVEY

UK Software Engineering
Salary Report

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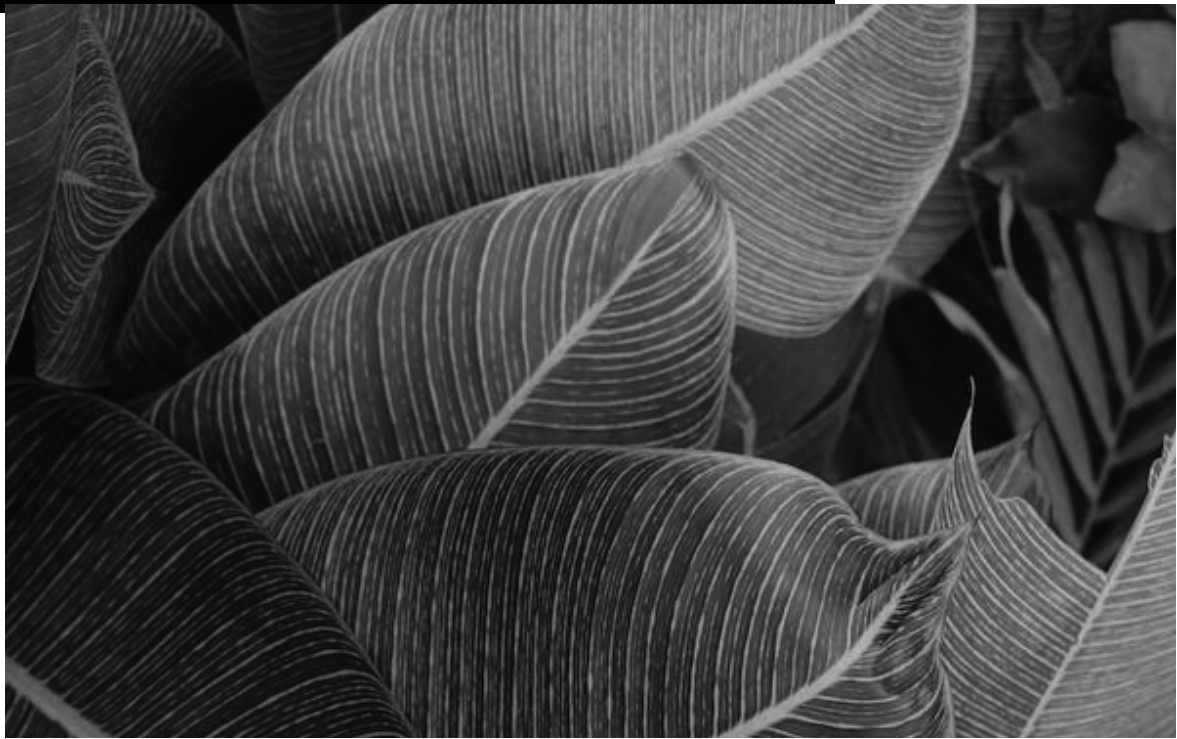
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OUR REPORT.

In this report, you will discover how workplace needs and wants have transformed in the past five years, leaving employers struggling to keep up. Amid hiring surges, the great resignation, and shifts in recruitment practices, finding qualified Developers has become an even greater challenge.

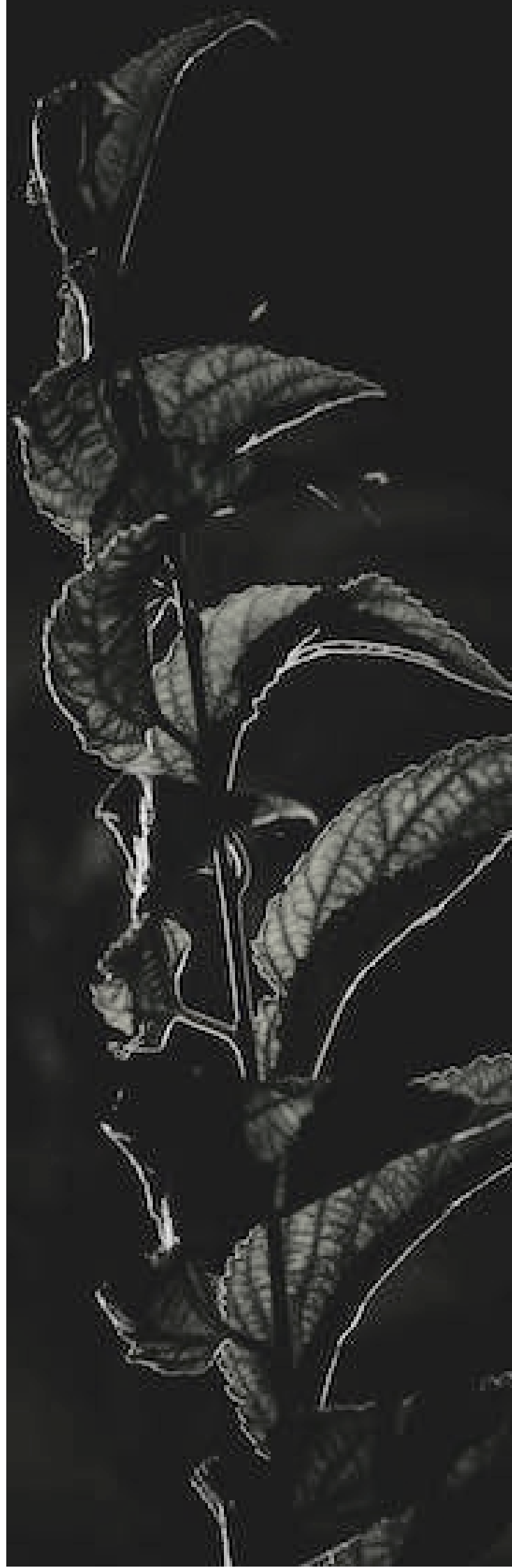
At develop, we understand that money isn't everything. Job satisfaction, stability, and work-life balance carry more weight than a hefty paycheck in today's market.

To stay competitive, it is crucial for companies to adapt to these trends and changes. Keeping up with the latest in salary and workplace needs is essential.

That's why we surveyed almost 400 individuals in the tech industry to uncover their wants and needs. From salary and benefits to CSR commitments, we covered the key areas that job seekers care about.

Whilst reading this report, consider the economic uncertainties and rising interest rates that may have influenced our respondents' answers as you read this report.

Get an exclusive look at our in-depth salary report, which compiles the survey findings. We're excited to share these with you.



KEY FINDINGS.

Nearly 400 developers in England's technology industry, ranging from start-ups to large-scale corporations, took part in our survey. Their participation provided valuable insights that have the potential to enhance and improve their future workplace experience.

We have collected meaningful insights on salaries, and impactful benefits that hold significance for talented professionals.

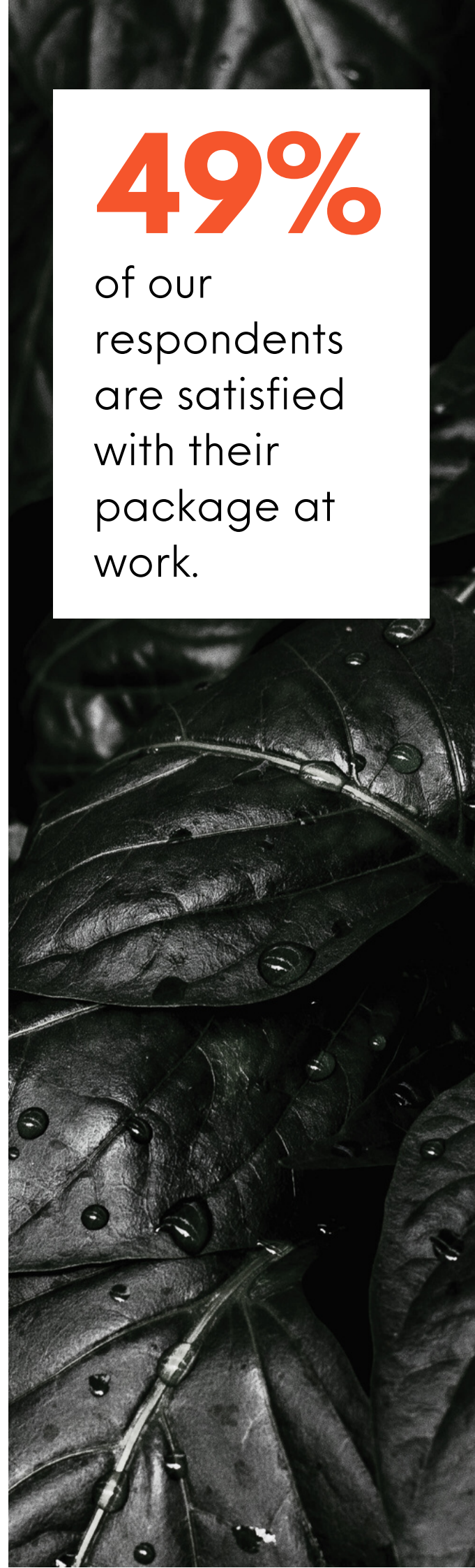
Discover what matters to talent.

Key findings from our report include:

- Almost half (48%) of our respondents receive a salary that's higher than the UK tech average.
- Flexibility is key. Work from home, flexible hours and hybrid working options are the most offered benefit to the UK workforce.
- Despite the changes made in the industry post pandemic, we found that half of the Developers we surveyed are dissatisfied with the benefits offered to them.
- Changing educational pathways: traditional routes into the tech industry are changing. 56% of our respondents have a STEM degree, followed closely by 38% of respondents who are self-taught.
- There's an increasing trend of professionals transitioning into tech careers, with more investing in their personal development. 17% of respondents have retrained with the average age being 31.

49%

of our respondents are satisfied with their package at work.



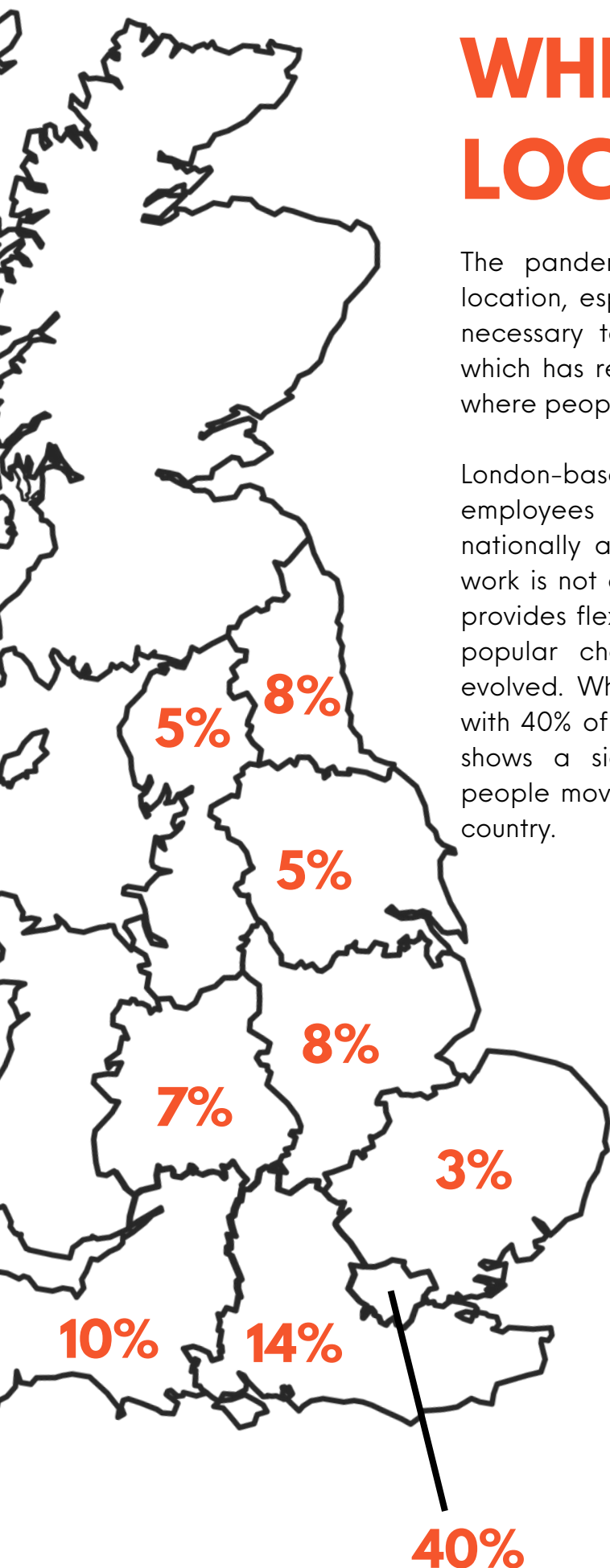
WHERE IS TALENT LOCATED?

The pandemic has changed our perception of location, especially in terms of work. It's no longer necessary to be physically present in the office, which has resulted in a significant shift in how and where people live.

London-based roles, for instance, no longer confine employees to the city as they've relocated nationally and globally. This new trend of remote work is not only convenient for employees but also provides flexibility for employers. Consequently, the popular choice of location for work has also evolved. While London remains the most popular, with 40% of all respondents living there, the report shows a significant increase in the number of people moving out of the city to other parts of the country.

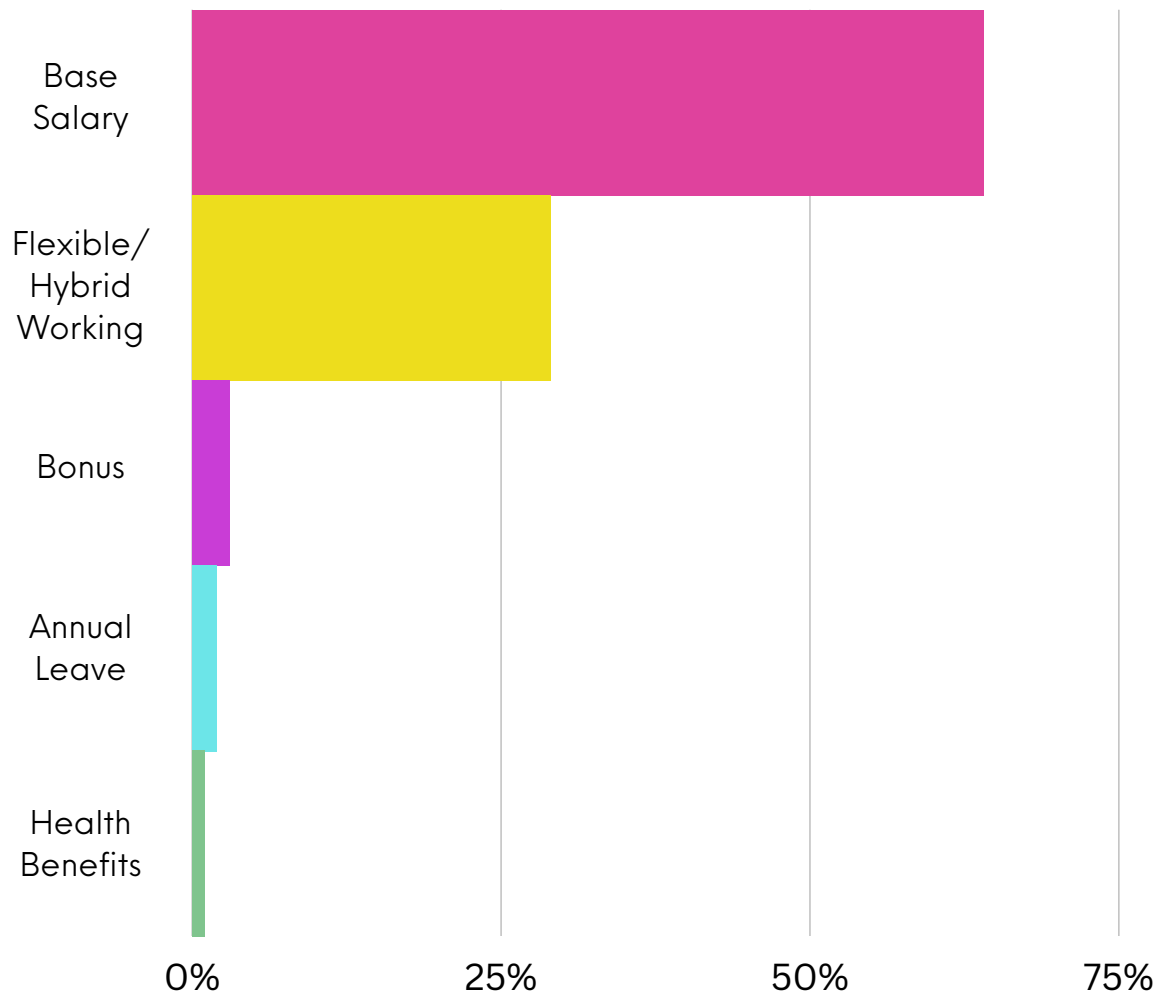
Interestingly, the South East and South West have emerged as popular choices for those seeking a change of scenery, closely followed by the northern part of England. It seems that people are taking advantage of this new work-life balance and making bold moves.

Flexible work-from-home options present new opportunities for the tech industry, allowing companies to attract top talent from all corners of the country regardless of location which has previously limited companies and where they can hire.



MONEY TALKS.

We asked for the following to be rated in order of priority, and the results were interesting. On a scale of one to five rate your priorities: flexible / hybrid working, annual leave, base salary, bonus, health benefits.



The tech market in the UK has undergone a massive transformation in the past few years. As per recent surveys, the average salary for a Developer in the UK is around £65,000, which is a considerable increase compared to 2021 where the average salary was £55,000 according to IT Jobs Watch.

48% of our respondents receive a salary that's higher than the UK average of £65,000.



MORE THAN MONEY.

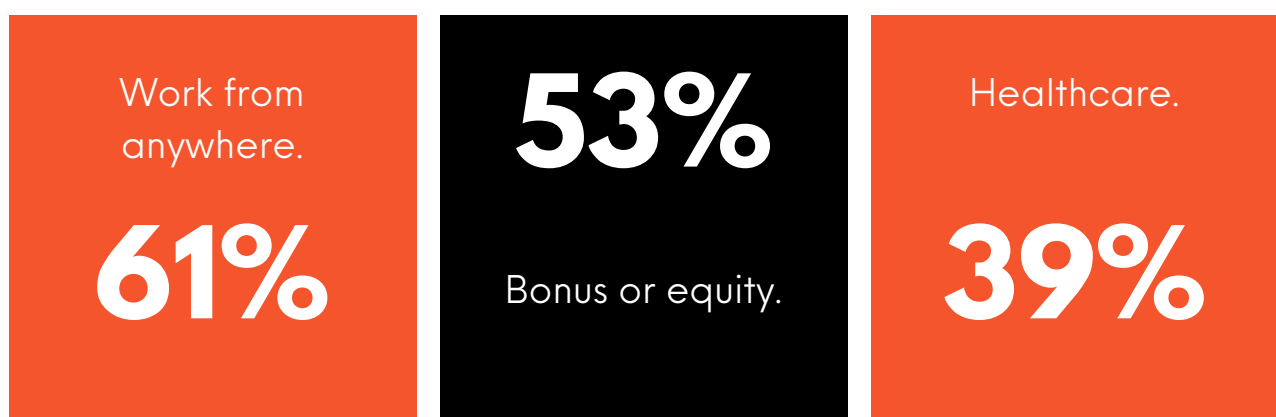
It's understandable that people are seeking a good base salary in today's climate, especially with the rising cost of living and economic uncertainty. However, when it comes to attracting and retaining top talent, companies need to offer more than just a paycheck.

Many workers these days are interested in other benefits and perks, like flexible work arrangements. According to our survey, an overwhelming amount of employees wish they had the option to work from anywhere, with 61% saying this was one perk they wish they had. Working from home was the second desired benefit among individuals, if their company does not provide this option. However, 76% of the people surveyed already enjoy this advantage in their workplace.

Employers looking to retain their tech talent must seriously consider this new demand in their recruitment strategies.

Forecasts predict that companies will revert back to pre-covid ways of working, removing the flexibility to work from home completely. So, it will be interesting to see how companies respond to this trend and whether they will adapt to accommodate the changing needs of their employees.

DEVELOPERS WANT:

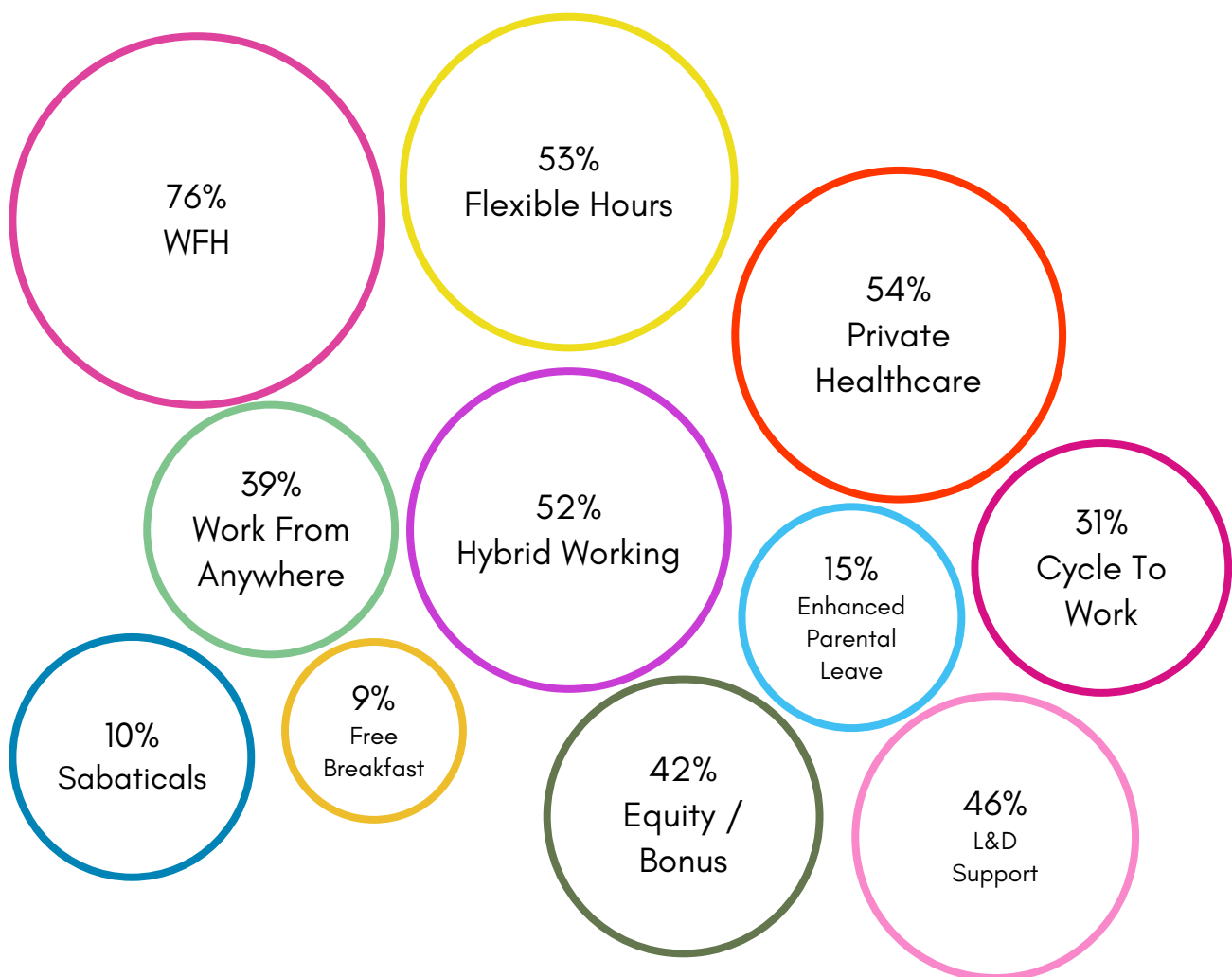


BENEFITS.

The days of happy hours and free meals have drifted down the order of priorities for today's candidates, and today they're looking for more from their potential employers. They want a company that not only meets their needs but also respects their personal circumstances.

In order to stay ahead in the market, forward-thinking companies are offering a variety of flexible benefits that prioritise the personal growth and family lives of their employees. In-office perks are a thing of the past; now, it's all about flexibility and achieving a healthy work-life balance.

By offering a diverse range of benefits, companies can attract and include underrepresented groups in their organisation. We asked our participants what lifestyle benefits their companies currently offer. Here's what they said.



ARE PEOPLE SATISFIED?

Are people content with their current role, or do they feel under-valued and underpaid? Job satisfaction plays a significant role in productivity, employee morale, and loyalty. So, are people satisfied?



The debate surrounding job satisfaction is unclear. But one thing that is certain is that companies that invest in their employees thrive.

Committing to an employee's growth, and offering fair compensation and benefits, whilst fostering a welcoming work culture usually enjoy better retention rates.

A significant number of people we surveyed were either actively looking or passively job searching. 31% answered that they were looking for a new role, and another 44% stated that they were open to new opportunities.

Candidates are on the move.

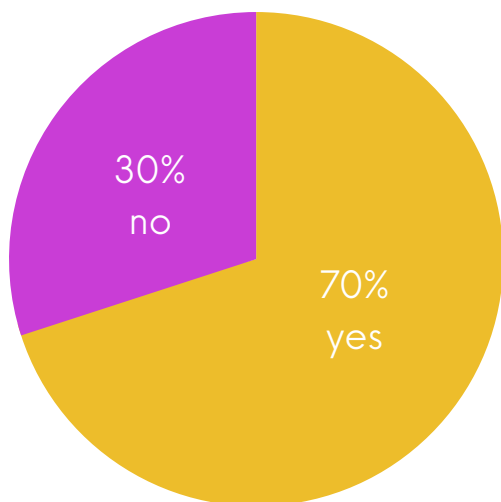
This speaks volumes about the current job market and the desire for professional growth and development. Whether it's due to dissatisfaction with their current role, a need for a change of pace, or a desire to explore new possibilities, it's clear that people are actively seeking out opportunities that align with their career goals.



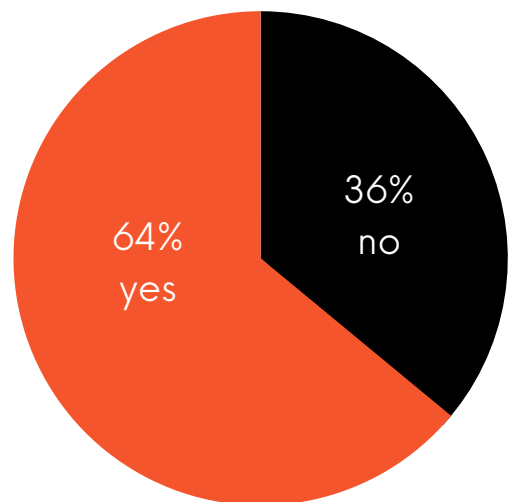
IS A DEGREE NECESSARY?

As technology rapidly evolves, it can be difficult to stay on top of the latest advances, and the route into a career in tech is changing. The perceptions that a degree is necessary for a job is a thing of the past, and more people are entering the tech industry with a range of experience.

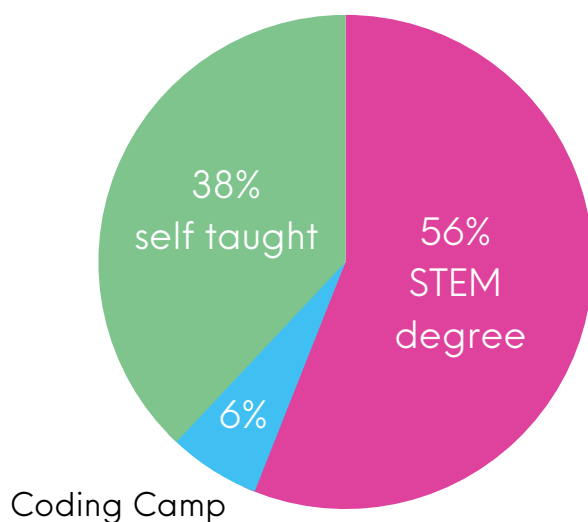
DID YOU STUDY TECHNOLOGY AT SCHOOL OR UNIVERSITY?



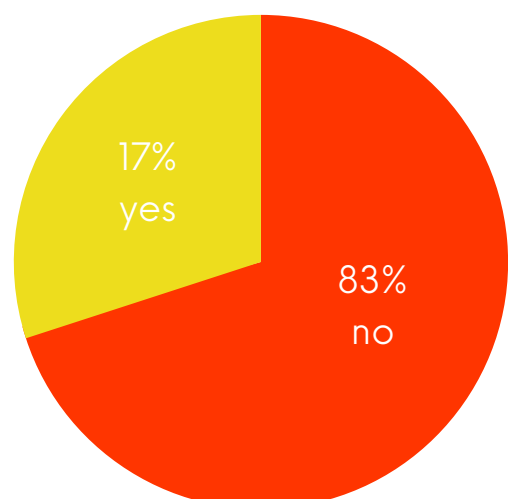
DO YOU THINK A DEGREE IS NECESSARY TO WORK IN TECH?



WHAT ARE YOUR TECH QUALIFICATIONS?



HAVE YOU RECENTLY RETRAINED AND CHANGED CAREERS TO TECH?



31

is the average age of those who have retrained



THE INTERVIEW PROCESS.

In today's market, dropouts and counteroffers are far too common and they're a new norm for many companies.

Losing a candidate throughout the interview process can be discouraging, especially if they possess a skillset that your organisation needs. It's important to evaluate the interview process and determine if it's too long or whether the panel is diverse and representative of the organisation.

Understanding why candidates are dropping out of the process can ensure future success and help attract top talent to your organisation.

We found that two or three stage interview processes are the most popular option. Two stage processes are preferred by 45% of tech talent, and three stages are favoured by 40% of talent.

After a three stage interview process talent is less likely to proceed in a process with 4 stages and 5 stages receiving 4% of the votes each.



INTERVIEW STAGES.

3
STAGES

or less are preferred by

93%

of Developers surveyed.

The job searching process can be a daunting task for both Developers and businesses alike.

The competition for positions is fierce, and the vetting process can be lengthy and time-consuming. However, beyond the initial application and resume review, one crucial aspect that must be considered are the steps involved in the interview.

Interviews are a chance for employers to get to know the candidates and for the candidates to showcase their skills and experience. Thus, it's crucial for businesses to ensure they're conducting thorough interviews that are effective in identifying the best candidate for the position. And for Developers, it's essential to come prepared, ready to answer any questions that may arise, and make a great first impression.

It's important to know what candidates prefer in an interview so you can make the process as positive as possible for them.

45% of job seekers enjoy technical discussions, while 19% prefer technical tests. On the other hand, 31% of candidates dislike being tested technically during the interview process. These statistics may seem minor, but small tweaks in your interview methods can make a big difference in finding the right candidate for the job.



WHERE TALENT SEARCHES.

Today, job searching has become an art form. Gone are the days of simply scanning classified ads in the paper. Now, prospective employees have endless resources to explore when looking for their next career opportunity.

60% of job seekers utilise a range of sources such as Indeed, LinkedIn, and Recruiters in their quest for a new role. However, when it comes to the top-choice website for job searching, there's one clear winner:

31%

use LinkedIn
only



6%

use Indeed
only



3%

use Recruiters
only



WHAT'S NEXT?

It's clear that the needs and wants of employees have changed significantly in the past five years. As employers scramble to keep up with hiring surges, there are several important areas for employers to consider in order to ensure they remain competitive and attract qualified developers.

Staying on top of market trends such as industry salaries, benefits, and CSR commitments are essential for companies in order to attract top talent.

In today's market, job satisfaction, stability, and work-life balance combined carry more weight than salary alone.

With so many unknowns ahead, businesses should remain open-minded and be prepared to both embrace change and pivot where necessary. To learn more send us a message, our Consultants are true experts in their respective niche markets. We'd love to chat.

CONTACT US

www.developrec.net

marketing@developrec.net



0207 733 0430

