



Technology & Digital
(Contractor Rate Card)



In this survey focusing on Technology & Digital roles across UK markets, we've outlined the average day rate benchmarks (outside IR35) to ensure your roles are competitive. At Yolk, we're always tuned in to the latest market trends, understanding how they vary across different regions and skillsets.

Our aim is to offer a comprehensive overview of salary ranges across various roles in the Technology landscape. Factors like company size, team structure, location, client portfolio, duties, industry niche, and specialised skills all play a role in determining salary levels.

Attracting top talent goes beyond competitive pay. Offering options like flexible work arrangements, avenues for career development and progression, and an overall generous benefits package are essential in nurturing an environment wherein your employees will thrive.

Technology & Digital (Contract) Salary Survey – South Wales & South West

2025

Projects & Change

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
Programme Manager	£500	£675	£575
Portfolio Manager	£450	£675	£560
Product Manager	£500	£725	£600
Product Owner	£450	£675	£550
Change Manager	£400	£550	£500
Senior Project Manager	£450	£540	£500
Project Manager	£400	£500	£450
PMO Manager	£450	£540	£475
Scrum Master	£400	£550	£475
Release Manager	£350	£450	£425
Senior Business Analyst	£450	£525	£475

Projects & Change (cont.)

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
Business Analyst	£405	£500	£450
PMO Analyst/Coordinator	£225	£325	£300
Project Coordinator/Support	£180	£275	£225

Testing

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
Test Manager	£450	£550	£500
Test Lead	£400	£500	£450
Senior Test Analyst	£400	£475	£425
Test Analyst	£350	£450	£400
QA Analyst	£350	£450	£400

Development

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
Senior Developer Java/Opensource	£400	£500	£450
Senior Developer Microsoft Stack	£400	£500	£450
SharePoint Developer	£400	£500	£450
UI/UX Developer	£350	£450	£400
Developer Java/Opensource	£350	£450	£400
Developer Microsoft Stack	£350	£450	£400
Senior Front End Developer	£400	£500	£450
Front End Developer	£325	£400	£350



Data & Analytics

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
BI Developer	£360	£450	£400
BI Analyst	£325	£425	£375
Database Administrator	£325	£425	£375
Database Developer	£360	£450	£400
Lead Data Engineer	£425	£525	£475
Data Engineer	£360	£450	£400
Data Analyst	£250	£425	£350
Data Scientist	£425	£525	£475
Lead Data Scientist	£450	£550	£500
Machine Learning/Deep Learning Engineer	£450	£550	£500
Machine Learning Scientist	£450	£550	£500

Infrastructure

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
Helpdesk/Service Desk Analyst	£120	£180	£150
Desktop Support Analyst/2nd Line	£180	£225	£200
Field Engineer	£160	£225	£225
Application Support Analyst	£275	£375	£325
Windows Systems Administrator	£325	£425	£375
Network Engineer	£350	£450	£425
Service Delivery Manager	£400	£500	£450



Cloud

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
Senior Engineer AWS/Azure	£450	£575	£525
Senior Engineer VMware	£475	£550	£475
Engineer AWS/Azure	£425	£500	£450
Engineer VMware	£425	£500	£450
DevOps Engineer	£450	£600	£525
Site Reliability Engineer	£400	£500	£450
Platform Engineer	£400	£550	£475



Cyber

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
Chief Information Security Officer	£720	£1350	£925
Head of Cyber Security	£630	£900	£775
Head of Information Security	£585	£900	£625
Information Security Manager	£495	£675	£575
Cyber Security Manager	£540	£750	£575
Security Engineer	£495	£675	£550
Cyber Security Analyst	£405	£550	£525
Information Security Analyst	£360	£550	£475
Penetration Tester	£450	£750	£575
Cyber Security Architect	£630	£900	£775
Information Security Architect	£630	£900	£675

Dynamics

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
Dynamics Support Consultant	£375	£450	£400
Dynamics Functional Consultant	£525	£625	£575
Dynamics Technical Consultant	£575	£700	£600
Dynamics Developer	£575	£625	£575
Dynamics 365 Tech Lead	£600	£850	£675



Salesforce

Job title	Min. Day Rate	Max. Day Rate	Avg. Day Rate
Salesforce Solutions Architect	£650	£900	£800
Salesforce Technical Architect	£650	£900	£825
Salesforce Developer	£450	£775	£600
Salesforce Administrator	£250	£525	£350
Salesforce Tester	£350	£600	£450
Salesforce Functional Consultant	£500	£725	£600
Salesforce Trainer	£350	£600	£475

Market Insight

"Hybrid working has now become the norm for most employers in the tech space, with many settling on flexible models. Choice around how many days per month employees need to be in the office is proving preferable, and candidates are more open to negotiating on salary if they know their work-life balance won't be compromised.

The demand for multi-skilled professionals – those who can take on the responsibilities of traditional developers, cloud engineers, and data engineers – is growing rapidly. These 'Full Stack Developers' or 'Full Stack Engineers' are now commanding significantly higher salaries as businesses look for versatility in their teams.

A surge in interest in Generative AI is likely as employers focus on automating routine tasks. This will be a key driver of change in how businesses approach their tech needs. Cloud computing and cybersecurity will remain pivotal. As many digital transformation projects reach completion, the overall focus is shifting to securing these systems. Cybersecurity continues to face a significant talent shortage, making professionals in this space some of the most sought-after in the market.

Businesses that stay ahead of these trends will, ultimately, be the ones to attract the best talent."



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For more information about current market trends and recruitment into this area, please contact a member of the Technology & Digital team:



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If you'd like to hear more about how Yolk
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