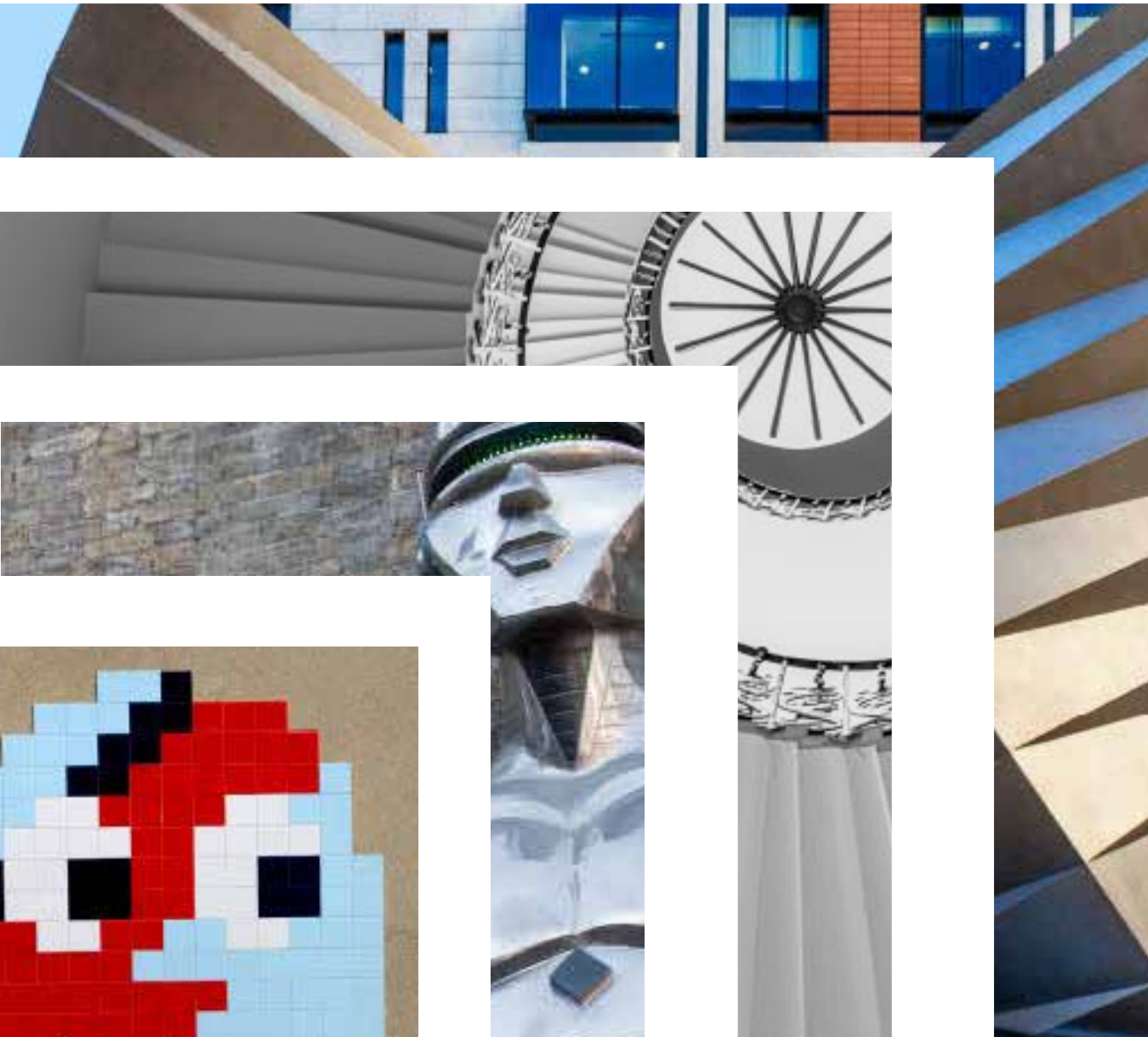


2018 *Salary Expectations Report*



About Our Salary Survey

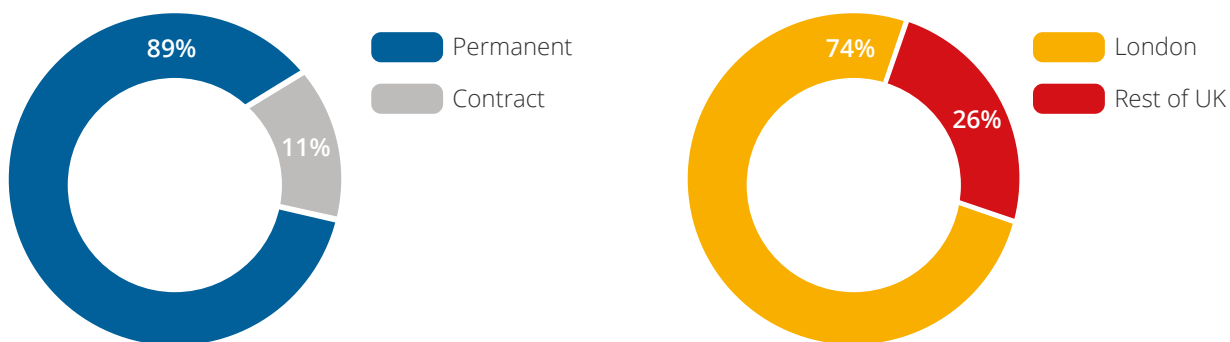
The recruitment market is currently in a unique position.

On one hand, we have very high employment rates creating job security and placing upward pressure on wages. Yet on the other, we have economic uncertainty across Europe with the unpredictable results of Brexit on the UK horizon.

So how is this unique position affecting current salary expectations?

To find out JITR conducted an anonymous survey of 500 people. We wanted to find out how much salaries had changed over the last year, and the expectations had for 2018. The results paint a fascinating picture of the current market individuals.

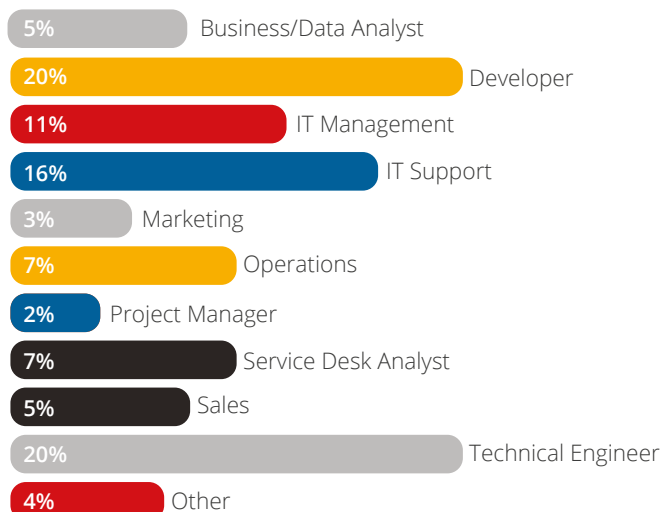
Who completed the survey?



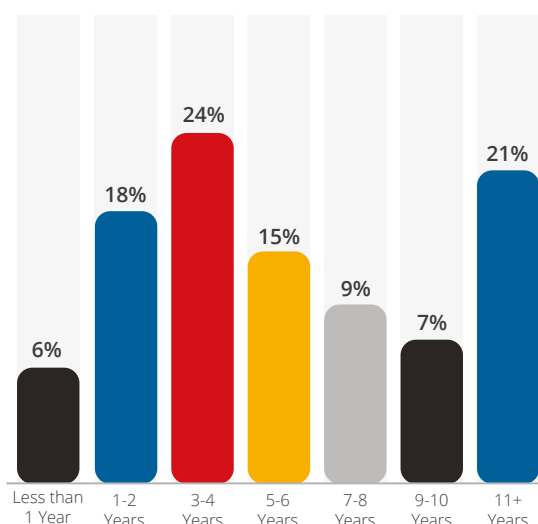
We surveyed a selection of our own customers and contacts, so the results reflect the key markets where we work.

The majority of respondents were working in permanent positions within the tech and digital industries, primarily within London. However enough respondents were outside of this criteria for interesting comparisons to be drawn.

Job Sector Breakdown



Years Experience Breakdown



Overall Salary Changes & Expectations



Average Salary Increases

Salary Increase in 2017

10.8%

Expected Salary Increase in 2018

10.2%

It is important to recognise that when reporting and predicting their salary changes, respondents are taking into account their year-on-year increasing levels of experience and seniority. This means that salary changes are likely to be higher than government salary inflation figures or simple inflation.

However, even taking this into account, respondents reported a very **significant average growth in their personal salary of 10.8%** over the previous year, resulting in an average salary of £42,133.

Looking forward, they also predicted that this strong growth would continue by reporting an **average expected salary rise of 10.2% during 2018** which would result in an average salary of £46,447 for 2018.



Respondents expect an average salary rise of 10.2% during 2018 compared to a 10.8% rise through 2017.

Salary Expectations By Job Sector

JOB TYPE	AVERAGE SALARY	SALARY INCREASE IN 2017	EXPECTED SALARY IN 2018
Business / Data Analyst	£50,636	9%	10%
Developer	£44,343	10%	12%
IT Management	£58,009	9%	8%
IT Support	£27,901	14%	8%
Marketing	£36,267	10%	3%
Operations	£43,018	7%	5%
Project Manager	£61,722	16%	12%
Sales	£39,806	16%	16%
Service Desk Analyst	£33,144	12%	15%
Technical Engineer	£44,174	10%	7%
Other	£35,124	19%	10%

Excluding 'Other' which held a number of different classifications, those in Sales saw the largest salary increase over the previous year of 16%. They were also the most positive about 2018, predicting a further 16% rise. This would total a 32% rise for 2 years of additional experience.

Those working in tech and digital roles all reported strong salary growth over the last year of between 9% and 14%.



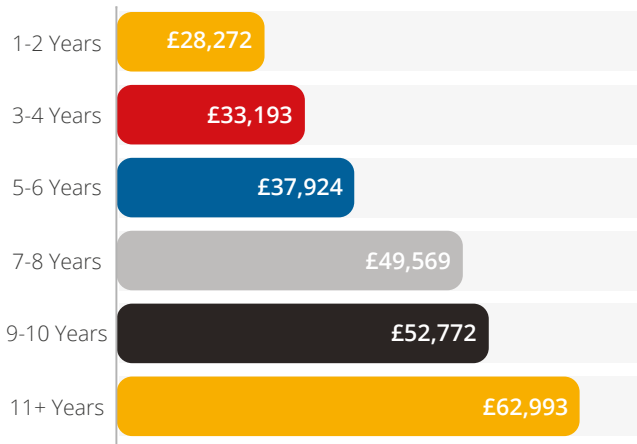
Nearly all job roles expected a slowdown in the rate of growth for 2018. **The only exceptions to this were Developers and Service Desk Analysts** who predicted that their salaries would grow at a faster rate within 2018 – perhaps reflecting the increasing skill shortages across these particular roles.

The tech skills shortage's effect on salary growth is clearest when compared with the two main non-tech related sector roles - Marketing and Operations (Finance, HR, Office Administration etc).

Those working in these roles were least optimistic about their salary growth, predicting just a 3% rise and 5% rise respectively – both significantly lower than the rise they received in the previous year.

Salary Expectations By Years Of Experience

Average Earning By Years Experience



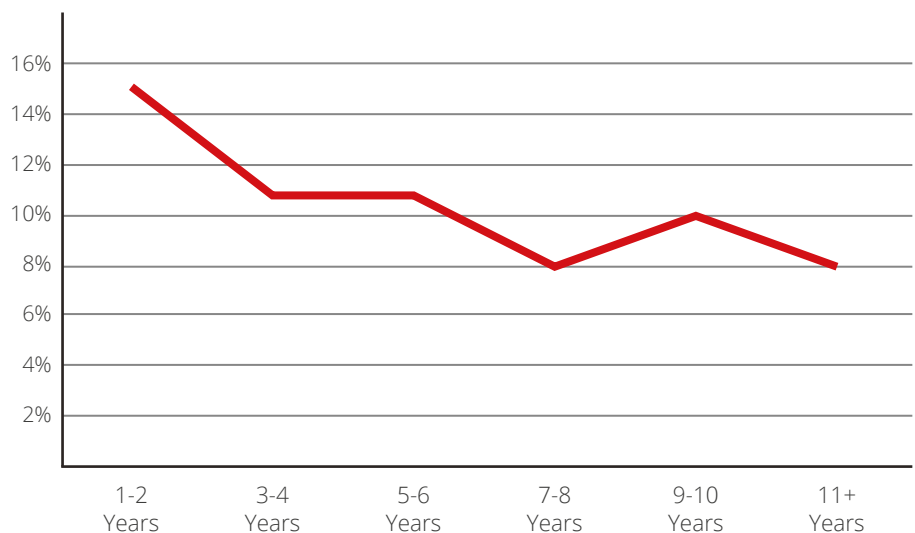
Average salary levels remain directly related to years experience in the industry.



The breakdown of average earnings by years of experience shows that average salary levels remain directly related to years in industry. **The disruptive reputation of tech** in allowing younger, less experienced workers to earn big **doesn't seem to be changing the underlying trend.**

What is clear from the data, is that those with more experience do not have the same expectations regarding percentage salary growth.

Years of Experience vs. Expected Salary Increase in 2018



Those with just 1-2 years' experience expect a substantial average 15% pay increase in 2018.

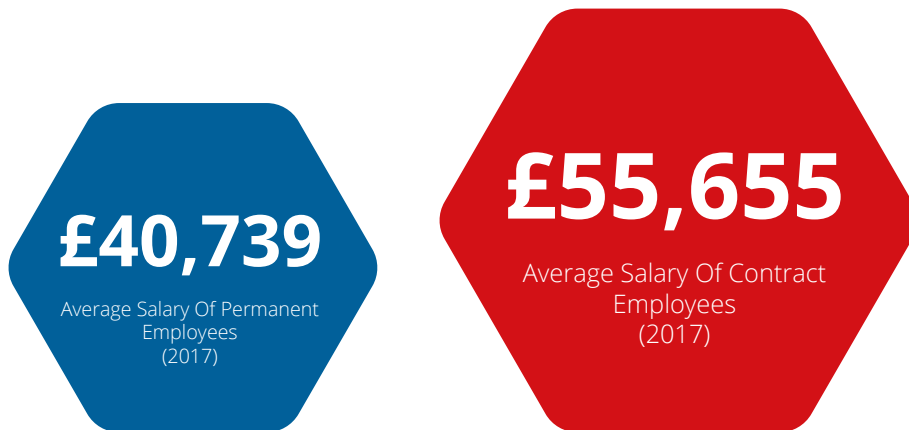
It is those early in their careers who expect to see quick salary growth over the next year. Individuals with just **1-2 years' experience expect a substantial 15% pay increase** to their average £28,272 salary in 2018.

Those with **7 years of experience expect to see their salary grow by 8%-10%** in 2018.

Salary Expectations By Permanent or Contract Employment

The tech and digital industries have seen a significant growth in contracting and our survey suggests that the market is lucrative for current contractors.

Average Salary - Permanent vs. Contract



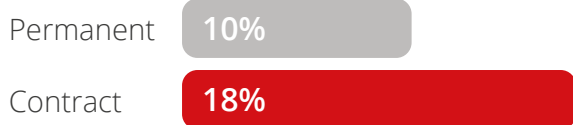
Current contractors saw their incomes grow by a massive 18% over 2017.



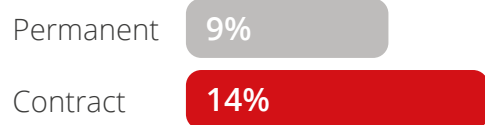
Contractors earned an average salary of £55,655 compared to £40,739 for permanent employees, although this in part reflects their higher levels of experience.

The bigger news for the contracting market is that current contractors saw their incomes grow by a massive 18% over 2017, compared to just 10% for permanent employees. They are also expecting significant salary growth of a further 14% in 2018.

Salary Increase in 2017



Expected Salary Increase in 2018



Salary Expectations By Location

The majority of our respondents were living and working in London. However enough were based from across the UK to illustrate how salaries differ inside and outside of the capital.

Average Salary - London vs. Rest Of The UK

£43,033

Average Salary Of Participants
in London
(2017)

£39,522

Average Salary Of Participants
in the Rest Of The UK
(2017)

Our data suggests the gap in salaries between both locations is slowly increasing, rather than closing.



Unsurprisingly, average salary levels were higher in London than the rest of the UK by just over £3500 per annum.

Our data suggests that this gap is slowly increasing, rather than closing. **Those in London saw an 11% pay increase in 2017 compared to 10% for the rest of the UK**, and had higher salary increase expectations for 2018.

Salary Increase in 2017

London

11%

Rest Of UK

10%

Expected Salary Increase in 2018

London

23%

Rest Of UK

20%

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