

Software Salary Benchmarking Report

Produced by
Oscar Associates
UK

Oscar[™]
Technology

Current Market Analysis

The development market in 2024 hasn't been as buoyant as years gone by, however in recent months we are seeing positive signs of gradual improvement. The year has seen some big players go through large rounds of redundancies including the likes of Microsoft, leaving a lot of talented developers on the market with not enough roles to go between them.

Many companies were skeptical to "pull the trigger" on developers that would have been snapped up in previous markets due to the uncertainty of what was ahead and most likely wider issues such as elections, national budgets and more playing a part in this. The companies that were most successful in 2024 were still able to cater for developer needs, promoting flexibility with remote working and have been able to capitalise on top quality candidates being available.

Moving into 2025, we have seen that skepticism slowly start to fade away with more companies and developers themselves start to look at what is available. Meaning we should return to a more stable market.



Salary Guide

| Job Title | Mid - Level | Senior - Level |
|-----------------------------|-------------------|-------------------|
| Software Engineer/Developer | £40,000 - £50,000 | £55,000 - £70,000 |
| Web Developer | £35,000 - £45,000 | £45,000 - £60,000 |
| PHP Developer | £45,000 - £55,000 | £55,000 - £65,000 |
| Magento Developer | £40,000 - £50,000 | £50,000 - £60,000 |
| Project Manager | £35,000 - £45,000 | £50,000 - £60,000 |
| Product Manager | £45,000 - £55,000 | £55,000 - £65,000 |
| Business Analyst | £45,000 - £55,000 | £55,000 - £65,000 |