UK Salary Benchmark: 17/10/19

What Is This Document?

- This is a summary-level guide, based on internal data, to current salary levels in UK FinTech

- It is not a definitive, or guaranteed, benchmark of a fair salary for any given position

- It is not a guide on how to attract and secure employees

Who Are Storm2; What Is Their Access To Information?

- Storm2 are a FinTech-specific recruiter covering London, Stockholm & Amsterdam, engaging with approx. 6,000 candidates per month in specialist areas;

- 20 recruitment consultants split into teams across Front/Back End/Mobile, Data Science, DevOps & SRE, Product Management, Data Engineering, Machine Learning

- Private Equity backed & Patrons of the UK Emerging Payments Association

Working Findings or Assumptions:

- Start-Up positions often involve more equity/assumed personal buy-in with the mission

- Salary levels generally increase as companies scale and gain more funding, yet the salary levels above 100 employees do not particularly vary

- Funding round cycles play a major role in salary structures including bonus or incentive schemes

Outside of FinTech:

- Generally, salaries offered in SaaS outside of FinTech benchmark at 5%-15% less

- Creative fields such as Digital or Media benchmark at 12%-15% less

- Regional locations such as Cambridge, Bristol, Southampton, Oxford, Edinburgh are 8%-20% lower depending on seniority of position

'000 GBP

Cross Stack & Mobile	1-25 Employees			25-100 Employees			100+ Employees		
	Low	Mid	High	Low	Mid	High	Low	Mid	High
Software Engineer	40	45	50	50	55	60	50	65	80
Senior Engineer	60	70	75	60	75	80	80	85	90
Lead Engineer	65	75	90	80	90	100	90	100	110

Product	Low	Mid	High	Low	Mid	High	Low	Mid	High
Product Manager	60	65	75	65	75	85	70	80	90
Head of Product	80	85	90	90	100	120	100	115	125
Chief Product Officer	100	110	120	120	135	150	125	150	200

Machine Learning	Low	Mid	High	Low	Mid	High	Low	Mid	High
ML Engineer	40	55	65	45	60	70	55	65	75
Senior ML Engineer	55	65	75	60	70	80	70	80	100
Head of ML	65	70	85	80	90	110	90	100	125

Data Science	Low	Mid	High	Low	Mid	High	Low	Mid	High
Data Scientist	40	50	65	50	60	75	65	70	85
Lead Data Scientist	60	65	75	70	75	90	75	85	100
Head of Data Science	85	100	120	100	120	130	120	135	150

Data Engineering	Low	Mid	High	Low	Mid	High	Low	Mid	High
Data Engineer	50	65	75	65	75	85	75	85	90
Lead Data Engineer	75	85	90	80	90	100	90	100	120
Head of Data Engineering	85	105	115	100	110	120	115	135	150

DevOps / Cloud / SRE	Low	Mid	High	Low	Mid	High	Low	Mid	High
Engineer	60	70	80	65	75	85	75	80	85
Lead	75	85	100	85	100	110	90	110	125
Head Of	80	90	100	100	115	125	110	125	140