



Bruin

DATA

Q1 2024 MARKET COMMENTARY

Market Overview

The UK Data Market remains active, and across all of the main skillsets, we've seen an increase in demand for skills when compared to Q1 2023.

At the leadership level, demand is a little lower due to the fact that some organisations are considering moving their data initiatives under a Chief Information or Technology Officer, rightly or wrongly due to a belief that this may increase effective communication and integration between technology and data teams.

Salaries have remained relatively static in the last 12 months, although we have seen a 7% reduction in advertised Data Engineering salaries, a 4% reduction in Data Analyst salaries, but 7% increase in salaries across Data Management/Governance and Data Science skillsets, which gives a good indication as to a shift in demand for these skills.

Bonuses and benefits remain important, with some businesses offering up to 20% of base salary to achieve stretch targets. Organisations offering discretionary, undefined bonuses or no bonus at all are behind the market conditions for these skillsets.

In terms of hybrid and flexible working arrangements, this varies largely depending upon the skillset. Because of the challenge in securing highly skilled Data Engineers with strong cloud experience, many hiring organisations are still content to hire these people on a predominantly remote basis – appetite from candidates to go into the office on a regular basis is low and is expected to remain this way.

Our experience with other skillsets such as Data Scientists, Analysts and Architects is slightly different – due to the large requirement to build stakeholder relationships and develop an in-depth understanding of business problems/priorities, many businesses are now asking for at least one day per week in the office. Whilst some candidates will rule themselves out on this basis, we are also seeing an increase in appetite from many candidates to have some time in the office, as they feel this helps with developing business understanding, and also supports social and mental well-being. In this way, there appears to be a good synergy between employer and employee wants and needs.

Data Scientist

CANDIDATE TESTIMONIAL

“Sarah is a very professional and friendly recruiter who also has very good knowledge about the fast-evolving data industry. She spends time to listen and understand the expectations and preferences of both the employers and potential candidates, making sure the recruitment would be a good fit for both sides.

She is one of the best recruiters I have worked with and helped me get my current Data Scientist job. I would definitely recommend Sarah to anyone who is recruiting or open to new opportunities in the data/tech industry ”

Role Profiles

The most in-demand roles currently in the UK Data Market are as follows:

- Data Engineer
- Data Scientist
- BI / Analytics Engineer
- Data, ML and Insights Analyst
- ML Engineers
- Data Architect

Predictions

We expect the upwards trend in data vacancies to continue for the remainder of 2024 as the economy makes slow signs of recovery, and nervousness in hiring starts to reduce. As some companies change their stance on remote working, we're also likely to see higher vacancies for 'replacement' rather than 'growth' roles as employees who are requested back in the office secure new roles in more flexible environments.

In terms of AI, we're seeing an increase in businesses employing "AI Strategists" who can start to map out what AI means to businesses, both now and in the future.

Examples of Recent Data Team Hires

Role	Location	
Data Management Lead	London	£600 per day
Data Engineering Manager	Remote	£90,000
Senior Data Scientist	London	£65,000
Data Scientist	Remote	£45,000
Data Engineer	Remote	£55,000
Data Analyst	London	£58,000
Pricing Data Analyst	Manchester	£45,000
Senior Data Scientist	London	£85,000
Data Architect	Chester	£700 per day
Data Governance Manager	London	£70,000
Data Scientist	London	£70,000
Lead Data Engineer	Remote	£90,000

Executive Director, International Development Business

CLIENT TESTIMONIAL

“Sarah made some pretty ambitious commitments on an important recruitment and I was hopeful but slightly skeptical.

The initial shortlist made me feel more confident and the ultimate competition between some excellent candidates led to an imminent appointment. Results are what counts but we have also maintained a strong dialogue throughout.”

KEY CONTACTS

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