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# 2024 Salary & Remuneration Report

Financial & Professional Services Recruitment Specialists

Data, Analytics & AI



# SALARY BENCHMARKING

## KEY CONTACTS:

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- Chief Data Officer and Heads of Data salaries vary largely depending upon the size of the business and maturity level of the data function.
- 65% of respondents feel they are paid the market rate.
- We asked respondents to give their most important area for improvement in order to stay in their current role. 61% of respondents answered with salary, 10% answered with bonus, 18% with improved flexibility or remote working, 7% answered with pension, 3% answered with training, 1% answered with improved culture.
- 100% of respondents claimed that hybrid working supports their mental health, and 97% of respondents reported an increase in their productivity with hybrid working

Bonus Range (as % of annual salary)	Response
0 - 10 %	19.35%
10 - 20%	50.02%
20 - 30%	20.28%
30% +	10.35%

	Chief Data Officer	Head of Data	Data Architect	Analytics Engineer	Data Engineer	Data Scientist	Data Analyst
	Salary (£)	Salary (£)	Salary (£)	Salary (£)	Salary (£)	Salary (£)	Salary (£)
Junior	X	X	X	X	32,000 – 37,000	32,000 – 35,000	30,000 – 38,000
Mid	X	X	60,000 - 68,000	60,000 - 65,000	65,000 – 75,000	45,000 – 57,000	47,000 – 55,000
Senior	X	X	76,000 - 90,000	67,000 - 75,000	75,000 – 90,000	72,000 – 78,000	55,000 – 60,000
Lead / Principal	X	X	85,000 – 105,000	75,000 – 80,000	80,000- 100,000	89,000 – 97,000	75,000 – 82,000
Manager	X	X	X	X	96,000 – 120,000	85,000 – 110,000	73,500 – 80,500
Head of / Director	145,000 - 195,000	110,000 - 140,000	84,000 - 102,000	X	120,000 – 140,000	100,000 - 130,000	75,000 – 90,000



# THANK YOU

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