



UK-Based Technology Recruiter Xcede Announces the Launch of Its 2023 Salary Survey Report

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Global technology recruitment agency Xcede has announced the release of its 2023 Salary Survey, a detailed report documenting the biggest salary trends and insights from the UK job market in 2022 and for the upcoming year.

The report identifies several factors that had a significant impact on the UK job market in 2022 such as inflation, the increasing cost of living, and the conflict in Ukraine. Moreover, the company also scrutinises the role that the post-pandemic 'Great Resignation' has had on the technology labour pool. Although, the economy is currently experiencing record-low unemployment and pay growth peaks, the prospect of an imminent recession presents several challenges for businesses and employees alike. Readers can download the Xcede 2023 Salary Survey here: <https://www.xcede.com/explore-our-2023-salary-survey>

To thoroughly understand the UK job market, Xcede analysed over 3600 vacancies across 22 high-tech industries. The company's 2023 Salary Survey, then, contains a brief overview of hiring trends and guidance on remuneration for permanent as well as contract roles in five industry sectors - Data, Product, Software, Cloud, and Cybersecurity. The report lists the top average salaries for junior, mid-level and senior-level

positions in each sector with clearly identified roles that demand them.

The Xcede 2023 Salary Survey also presents a short overview of the expected change in each industry sector and the subsequent change in salaries for professionals working in it, compared to the previous year. Next, the report offers quotes from industry leaders sharing their insight on the technologies and trends that are likely to have the most impact on the particular sector going forward. Finally, Xcede supplements the industry view with its own expert opinion based on the experience of the report's authors.

The data-intensive nature of the 2023 Salary Survey also means that readers, both employers and job seekers alike, will find a detailed breakdown of the average salaries for Junior, Mid-Level, Senior, Lead, and Head Of positions for various roles in the five key industry sectors. For example, for the Data industry, the report lists the salaries for various career levels in an easy-to-read table such as data engineering, data science, BI & data warehousing, machine learning engineering, and more. The report also looks at the Inside IR35 and Outside IR35 for the same roles.

Matthew Jones, Director of Permanent Recruitment at Xcede (Data, Tech, & Product) and one of the authors of the report, summarises his thoughts on the UK job market by saying, "In the first three quarters of 2022, the demand for skilled professionals who can guide a corporation to success in a competitive global market was higher than ever. Senior Individual Contributors were being courted with high salaries. Companies were also onboarding junior talent to hopefully have a sustainable long-term advantage. However, rising inflation, decreased consumer spending, and VC pressure have now led businesses to re-evaluate their growth strategies for the future. Coupled with the mass layoffs in the tech sector in the last quarter of 2022, the surge of senior employees who are now looking for new opportunities has created a plateau in the salaries being offered. For 2023, we expect a lot of specialisation in tech roles, and a widening gap between the skillset that experienced and fresher employees bring to the table."

Founded in 2003, Xcede is an ISO 9001 and ISO 27001 registered technology recruiting specialist that helps all kinds of businesses, from start-ups to established global brands, find project-based or permanent talent that enables innovation in line with their vision and goals. The company's vertical specialists provide clients with global talent in critical technology sectors such as Data, Product, Software, Cloud, and Cybersecurity. Xcede's dedication to delivering excellence for its clients, candidates, and colleagues has earned it an impressive average customer rating of 4.8 out of 5.0 on its Feefo profile from over 500 verified reviews.

Job seekers can head over to the technology recruiter's website to submit their CVs here by completing the form. Similarly, employers looking to bolster their ranks can get in touch with Xcede +44 (0) 203 301 9900 for inquiries or here to submit a brief.

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For more information about Xcede , contact the company here: Xcede Jan Gok 0203 301 9928
info@xcede.com 3-8 Carburton Street The Media Centre London W1W5AJ

Xcede

Founded in 2003, our vertical recruitment specialists provide global transformational talent in data, product, software, cloud and cyber.

Website: <https://www.xcede.com/>

Email: info@xcede.com

Phone: 0203 301 9928

