

Name	Role	Team	Percentile	Benchmark	Actual Salary	Salary Gap	Distance from target	Spend Type	Recommended Change	New Salary	% increase
Name one	Software Engineer	Engineering	75	£ 75,625	£ 60,000	£ 15,625	21%	CapEx	£ 7,500	£ 67,500	12.5%
Name two	Software Engineer	Engineering	80	£ 78,750	£ 65,000	£ 13,750	17%	CapEx	£ 6,500	£ 71,500	10.0%
Name three	Software Engineer	Engineering	85	£ 81,875	£ 72,500	£ 9,375	11%	CapEx	£ 4,000	£ 76,500	5.5%
Name four	DevOps Engineer	Engineering	75	£ 90,625	£ 85,000	£ 5,625	6%	CapEx	£ 2,500	£ 87,500	2.9%
Name five	Senior DevOps Engineer	Engineering	75	£ 97,500	£ 102,000	£ (4,500)	-5%	CapEx	£ -	£ 102,000	0.0%
<b>Total Gap</b>						<b>£ 38,750.00</b>		<b>Increase Budget</b>	<b>£ 18,000</b>		

Job Title	Reliability	Link	Team	Median	90th Percentile	Sample Size	Median Change %Y	Calibrated Median	Calibrated 90th Percentile	Comments
Associate Data Engineer	Low	<a href="https://www.jobswatch.co.uk/job/uk/junior%20data%20engineer.do">https://www.jobswatch.co.uk/job/uk/junior%20data%20engineer.do</a>	Data	£35,000	£48,750	14	17.65%	£35,000	£45,000	£45,000. Chose not to update as there was a massive 90th percentile outlier
Data Engineer	High	<a href="https://www.jobswatch.co.uk/job/uk/data%20engineer.do">https://www.jobswatch.co.uk/job/uk/data%20engineer.do</a>	Data	£70,000	£100,000	961	-	£70,000	£100,000	Tweaked band. Multiple seniorities in histogram
Senior Data Engineer	Medium	<a href="https://www.jobswatch.co.uk/job/uk/senior%20data%20engineer.do">https://www.jobswatch.co.uk/job/uk/senior%20data%20engineer.do</a>	Data	£77,500	£103,250	217	-3.13%	£77,500	£95,000	Manually calibrated top of band based on histogram. Bottom of band came up slightly
Associate Data Scientist	Low	<a href="https://www.jobswatch.co.uk/job/uk/junior%20data%20scientist.do">https://www.jobswatch.co.uk/job/uk/junior%20data%20scientist.do</a>	Data	£35,967	£47,492	8	-2.44%	£35,000	£60,000	Increased top end of band
Data Scientist	Medium	<a href="https://www.jobswatch.co.uk/job/uk/data%20scientist.do">https://www.jobswatch.co.uk/job/uk/data%20scientist.do</a>	Data	£70,000	£100,000	156	7.69%	£65,000	£90,000	Tightened band slightly
Senior Data Scientist	Medium	<a href="https://www.jobswatch.co.uk/job/uk/senior%20data%20scientist.do">https://www.jobswatch.co.uk/job/uk/senior%20data%20scientist.do</a>	Data	£85,000	£114,000	45	17.24%	£70,000	£98,000	Band dropped significantly
Principal Data Scientist	Low	<a href="https://www.jobswatch.co.uk/job/uk/principal%20data%20scientist.do">https://www.jobswatch.co.uk/job/uk/principal%20data%20scientist.do</a>	Data	£92,778	£109,750	17	15.97%	£80,000	£110,000	New role
Head of Data	Low	<a href="https://www.jobswatch.co.uk/job/uk/head%20of%20data%20science.do">https://www.jobswatch.co.uk/job/uk/head%20of%20data%20science.do</a>	Data	£122,500	£153,000	7	25.64%	£100,000	£130,000	Tightened band slightly
Associate Software Engineer	Medium	<a href="https://www.jobswatch.co.uk/job/uk/junior%20software%20engineer.do">https://www.jobswatch.co.uk/job/uk/junior%20software%20engineer.do</a>	Engineering	£42,500	£42,500	21	-	£40,000	£55,000	Band unchanged
Software Engineer	High	<a href="https://www.jobswatch.co.uk/job/uk/software%20engineer.do">https://www.jobswatch.co.uk/job/uk/software%20engineer.do</a>	Engineering	£67,500	£122,500	286	-	£60,000	£85,000	Band unchanged
Senior Software Engineer	High	<a href="https://www.jobswatch.co.uk/job/uk/senior%20software%20engineer.do">https://www.jobswatch.co.uk/job/uk/senior%20software%20engineer.do</a>	Engineering	£65,000	£99,000	465	-7.14%	£65,000	£100,000	Band unchanged
Principal Software Engineer	Medium	<a href="https://www.jobswatch.co.uk/job/uk/principal%20software%20engineer.do">https://www.jobswatch.co.uk/job/uk/principal%20software%20engineer.do</a>	Engineering	£87,500	£122,500	187	6.06%	£90,000	£125,000	Widened the band a little
Associate DevOps Engineer	Medium	<a href="https://www.jobswatch.co.uk/job/uk/junior%20devops%20engineer.do">https://www.jobswatch.co.uk/job/uk/junior%20devops%20engineer.do</a>	Engineering	£45,000	£62,500	25	-12.20%	£50,000	£60,000	Bottom of the benchmark dropped a touch
DevOps Engineer	High	<a href="https://www.jobswatch.co.uk/job/uk/devops%20engineer.do">https://www.jobswatch.co.uk/job/uk/devops%20engineer.do</a>	Engineering	£75,000	£112,250	1,231	-	£75,000	£100,000	Band unchanged
Senior DevOps Engineer	High	<a href="https://www.jobswatch.co.uk/job/uk/senior%20devops%20engineer.do">https://www.jobswatch.co.uk/job/uk/senior%20devops%20engineer.do</a>	Engineering	£82,500	£115,625	326	-	£85,000	£105,000	Dropped top end of band slightly
Associate Quality Engineer	Low	<a href="https://www.jobswatch.co.uk/job/uk/junior%20qa%20engineer.do">https://www.jobswatch.co.uk/job/uk/junior%20qa%20engineer.do</a>	Engineering	£37,500	-	4	3.45%	£37,500	£40,000	Drop top end of band
Quality Engineer	Medium	<a href="https://www.jobswatch.co.uk/job/uk/qa%20engineer.do">https://www.jobswatch.co.uk/job/uk/qa%20engineer.do</a>	Engineering	£42,000	£84,000	13	-30.00%	£65,000	£85,000	Band moved up £5k
Senior Quality Engineer	Medium	<a href="https://www.jobswatch.co.uk/job/uk/senior%20qa%20engineer.do">https://www.jobswatch.co.uk/job/uk/senior%20qa%20engineer.do</a>	Engineering	£80,000	-	3	14.29%	£80,000	£90,000	Dropped top end of band quite a lot
Engineering Lead	High	<a href="https://www.jobswatch.co.uk/job/uk/engineering%20manager.do">https://www.jobswatch.co.uk/job/uk/engineering%20manager.do</a>	Engineering	£65,000	£99,000	465	-7.14%	£75,000	£100,000	Band unchanged
Engineering Manager	High	<a href="https://www.jobswatch.co.uk/job/uk/engineering%20manager.do">https://www.jobswatch.co.uk/job/uk/engineering%20manager.do</a>	Engineering	£88,750	£120,875	144	-1.98%	£90,000	£130,000	Dropped band a little in-line with market
Head of Engineering	High	<a href="https://www.jobswatch.co.uk/job/uk/head%20of%20engineering.do">https://www.jobswatch.co.uk/job/uk/head%20of%20engineering.do</a>	Engineering	£120,000	£155,000	78	-	£125,000	£150,000	Bottom of band increased significantly

Updated as of 14.11.2023