



Technology & Digital

Salary Survey - South Wales & South West

2025



In this survey focusing on Technology & Digital roles across the South Wales & South West markets, we've outlined the average salary benchmarks to ensure your roles are competitive.

At Yolk, we're always tuned in to the latest market trends, understanding how they vary across different regions and skillsets.

Our aim is to offer a comprehensive overview of salary ranges across various roles in the Technology landscape. Factors like company size, team structure, location, client portfolio, duties, industry niche, and specialised skills all play a role in determining salary levels.

Attracting top talent goes beyond competitive pay. Offering options like flexible work arrangements, avenues for career development and progression, and an overall generous benefits package are essential in nurturing an environment wherein your employees will thrive.

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Software Engineering

Job title	Junior	Mid-Level	Senior	Lead
.NET Developer	£45,000	£57,000	£65,000	£75,000
Java Developer	£50,000	£70,000	£80,000	£80,000
Python Developer	£55,000	£70,000	£82,000	£80,000
Front End Developer	£50,000	£65,000	£75,000	£80,000
Back End Developer	£50,000	£55,000	£75,000	£80,000
Full Stack Developer	£50,000	£60,000	£70,000	£80,000
Architecture (Solutions/Enterprise)	£60,000	£80,000	£90,000	£95,000
QA/Test	£40,000	£50,000	£65,000	£70,000

Cloud & Infrastructure

Job title	Junior	Mid-Level	Senior	Lead
Infrastructure Engineer	£45,000	£50,000	£60,000	£75,000
Network Engineer	£52,000	£57,000	£63,000	£65,000
Network Admin	£30,000	£37,000	£43,000	£65,000
Support Engineer	£25,000	£32,000	£40,000	£55,000
Cloud Engineer	£52,000	£60,000	£65,000	£75,000
DevOps Engineer	£56,000	£65,000	£85,000	£90,000
Cloud Architect	£60,000	£75,000	£85,000	£90,000
SRE	£60,000	£70,000	£90,000	£95,000

Data & Analytics

Job title	Junior	Mid-Level	Senior	Lead
Data Engineer	£45,000	£65,000	£75,000	£85,000
Data Scientist	£55,000	£65,000	£85,000	£90,000
BI Developer	£40,000	£45,000	£55,000	£65,000
Data Analyst	£40,000	£45,000	£55,000	£70,000
AI/ML Engineer	£60,000	£75,000	£95,000	£100,000
Data Architect	£60,000	£80,000	£90,000	£95,000

Market Insight

"Hybrid working has now become the norm for most employers in the tech space, with many settling on flexible models. Choice around how many days per month employees need to be in the office is proving preferable, and candidates are more open to negotiating on salary if they know their work-life balance won't be compromised.

The demand for multi-skilled professionals – those who can take on the responsibilities of traditional developers, cloud engineers, and data engineers – is growing rapidly. These 'Full Stack Developers' or 'Full Stack Engineers' are now commanding significantly higher salaries as businesses look for versatility in their teams.

A surge in interest in Generative AI is likely as employers focus on automating routine tasks. This will be a key driver of change in how businesses approach their tech needs. Cloud computing and cybersecurity will remain pivotal. As many digital transformation projects reach completion, the overall focus is shifting to securing these systems. Cybersecurity continues to face a significant talent shortage, making professionals in this space some of the most sought-after in the market.

Businesses that stay ahead of these trends will, ultimately, be the ones to attract the best talent."



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If you'd like to hear more about how Yolk Recruitment can help reshape your recruitment needs, get in touch.

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