

A man in a dark pinstriped suit, white shirt, and red tie is holding a large black umbrella. He has a surprised expression with his mouth open and eyes wide. Numerous gold coins are falling all around him against a white background. The text 'IT careers and salaries: What to expect in 2015' is overlaid on the right side of the image.

# IT careers and salaries: What to expect in 2015

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IT and technology salaries rise 2.5% in 12 months

More women needed in recruitment process, say industry experts

IT professionals value training but employers do not, survey reveals

IT professionals see above national average salary increases of 4%

*Several reports this year have highlighted the rise in IT salaries due to an increasing skills gap. With attractive salaries and flexible working options employers are encouraging more females to consider a career in technology to foster a more diverse working environment. However, despite evidence of an increasing IT skills gap employers are still unwilling to pay for training to retain talent.*

*This e-guide gives an overview of the 2015 IT career landscape for professionals seeking to progress in their existing technology careers or those looking to move into the sector for the first time.*

### IT and technology salaries rise 2.5% in 12 months

**Kayleigh Bateman, Special Projects Editor, Computer Weekly**

IT and technology salaries are on the rise, increasing 2.5% over the past year, according to the Market Insight report from recruiter Greythorn.



VIOLETKAIPA - FOTOLIA

The report found that the average salary now stands at £50,276, up from £49,027 12 months ago.

According to the ONS Annual Survey of Hours and Earnings 2013, which surveyed the same period, 25,000 new roles have been created in the sector. The largest rise

was seen in programmers and software development professionals which saw a spike of 12,000 new positions. 5,000 more web development roles have also been created in the last 12 months.

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However, the Greythorn's survey found salaries amongst IT directors has fallen 11.5% in the past year, as well as the number of IT managers plummeting by 6,000.

Mark Baxter, managing director of Greythorn said: "IT and Tech is at the vanguard of the economy and the sector is growing year by year. It is extremely important in maintaining a global advantage for businesses in every sector and talented staff are at the very heart of this.

"A huge number of new roles are being created, and skilled professionals have never been more in demand particularly in emerging technologies. Those that have the skills can demand increased salaries and bonuses, knowing they hold the power in any negotiations."

According to the survey the past year has been positive for IT professionals overall. Of those surveyed 81% said they are now optimistic about the economy, compared to just 51% last year.

In addition, 41% have changed jobs in the last 12 months and 32% managed to find roles in less than a month.

Junior level roles saw the most growth in terms of salary and headcount, suggesting newly established industries related to emerging technologies are thriving.

Baxter added: "Even with the increasing proliferation of smartphones, tablets and other new technology, web development still tops the list of sought after skills this year.

"This shows it is crucial that IT professionals keep their online skillsets up to scratch. Those who continue to refresh and enhance their web based skills

will reap the best rewards given such expertise and knowledge continues to be in very high in demand across the sector.”

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## More women needed in recruitment process, say industry experts

**Kayleigh Bateman, Special Projects Editor, Computer Weekly**

More women need to be involved in the recruitment process to attract and retain female talent, said industry experts at a recent FDM everywoman roundtable discussion.

The roundtable took place on the morning of the [recent FDM everywoman in Technology Awards](#).



Jo-Ann Feely, head of the banking sector for Alexander Mann Solutions, said: “We need to create an interviewing panel with diversity and role models.

“We need to ensure that senior-level women are involved. For example, Lyn Grobler, vice-president and CIO of IT strategy

and corporate functions at BP, makes the effort to sit in on interviews and this is having an impact.”

Jacqueline de Rojas, board member of TechUK, said: “We have to challenge the policy of who is actually doing the recruiting. Our industry is male dominated and it will remain that way until we engage more female or diverse recruiters.”

“techUK has four initiatives in its manifesto and one of them includes getting more women into FTSE 350 board rooms. Part of this initiative involves putting next-generation digital talent in front of the executive search firms so that shortlists include women.”

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According to de Rojas, there is an issue with getting the female talent pool back into work after career breaks: "We acknowledge that our industry progresses at breakneck speed and after a career break women can suffer from lack of confidence.

"TechUK intends to create a programme for women, which will enable them to rediscover their ability to project themselves with confidence back into the talent pool."

"Senior executives will put them through a panel and certify them, even acting as references. This gives the women something tangible and a sense of achievement and increases confidence."

De Rojas said the industry should stop talking about technology in technology terms and instead talk about its digital outcomes to make the sector more appealing to females: "We need to change the rhetoric. Talk about digital outcomes and what it can achieve, rather than pepper our conversations with technical acronyms, which render our sector inaccessible and unappealing!"

Karen Gill, co-founder of everywoman agreed by saying: "The technical aspects of the music industry or fashion industry are more likely to attract young women to begin learning technology subjects at school."

David Parry-Jones, regional director for UK and Ireland at VMware, said the supplier looked into the wording of its job specs and identified ways to make a career in technology more appealing for women: "We have made great strides in improving gender diversity at VMware, and I personally ensure that this is kept front of mind when hiring for my UK sales teams.

"Within VMware the culture is very technical and we have daily challenges to overcome; the broader thinking offered by a diverse workforce is vital. We launched a pilot graduate programme in 2013 and, as a result, the majority hired were female."

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Parry-Jones said women who apply for jobs at VMware also have access to other women to explain the role and give some insight.

Sheila Flavell, chief operating officer of FDM Group, advised: "Aim to recruit as many women as possible."

She explained that four out of five women join FDM because of the service provider's Women in IT programme which aims to encourage, support and nurture women."

Flavell raised the importance of a diverse workforce not just in terms of gender, but age, and past experience. FDM recently hired a retired ex-forces Colonel to encourage more ex-military into the organisation: "Ex-soldiers in their mid 20-30s are great candidates. We have to give our clients what they want and they want to see a diverse workforce."

### Headcount

De Rojas highlighted the issue of employee head count and measuring revenue per head when two employees share a role: "If women choose to job share then this is classed as two heads. This prevents companies offering job-sharing opportunities to working mothers who need flexibility".

"This is a legacy accounting practice mainly seen in US companies where a measure of success is based on revenue per employee, but when there are job share partners it lowers the revenue per head measurement. There is too much focus on numbers and not enough focus on outcomes."

Sarah Hester, director of human resources UK and Ireland of Alcatel-Lucent, said her employer has open, flexible working practices: "Women coming back to work may sometimes struggle after an extended break like maternity leave to quickly reintegrate back into a very fast moving environment whilst also managing parental duties.

"Our Flexible working policies and practices aim to support our employees in their role as a parent or guardian. We need to support these women and say 'it's ok' to ask for flexibility."

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Feely agreed and said: "We need to change the dialogue so that it is about the outcome of the role. We need to talk about the outcomes of the workforce rather than the headcount."

### **Work and life balance**

Anne-Marie Neatham, Chief Operating Officer at Ocado Technology, said more men are now broaching the idea of taking time off instead of their wives, meaning flexibility and job-sharing is not just an issue for females anymore: "Men coming back from paternity leave have the same issues as women. Two weeks is not enough and often they want the opportunity to support for longer at home."

"We think it is vital to have diversity in the technical workforce so that we have both female and male technical input into how we build everything. The majority of people using our website are female, many are technically savvy.

"We would like to see women like these being encouraged to take technical subjects at school or to actively take up technical development training later in their careers."

Hester commented: "It will be very interesting to see what happens to the ratio of male to female requests for shared parental leave when legislation changes."

On flexible working Gill said board level have to be visible in making a balance in both their work and life for others to feel they can follow: "Senior level men and women need to be visible in work life balance and show examples of flexible working."

"We have to stop saying women need to do this and men need to do that – we need to look at our working environments," added Gill.

Although Flavell said it is important to listen to female employees needs she said: "We need balance, not to pander to women but not to be too rigid. Flexibility and support are key".

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### **Unconscious bias**

All attendees agreed that tackling the issue of unconscious biasness in business is vital.

Gillian Arnold, chair of the British Computer Society's (BCS) Women's Group, said: "IBM did some great work working with board level members to tackle unconscious bias."

Hester agreed and said: "It's all too easy for unconscious bias (in relation to gender) to cloud the judgement of recruiters. It's all too easy to without realising it, to interview someone and think 'can she handle the travel, long hours etc'. At Alcatel-Lucent we have developed gender diversity awareness sessions in an attempt to ensure that these biases are identified. Jobs must be gained on merit."

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### **IT professionals value training but employers do not, survey reveals**

**Kayleigh Bateman, Special Projects Editor, Computer Weekly**

The majority (84%) of IT professionals believe IT training is valuable, viewing it as a way to increase job opportunities and boost salaries, a survey has found.

Spiceworks surveyed 850 IT professionals from North America and EMEA for its *Making the Tech Grade* report, gathering opinions about IT training, certification priorities and future career plans.

But the report, sponsored by New Horizons, stated that 39% of the IT professionals surveyed said their employers placed limited to no value on IT training.

Over half (54%) said they would pay for all or at least some of their training courses themselves, with 47% having taken at least one training course last year and 78% planning to enroll in a course this year.

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would study virtualisation, 39% networking, and 34% planned to take courses in operating system and information security.

Of the respondents undergoing training this year, 62% said they planned to attend a self-paced, online course and 44% planned to attend an instructor-led class.

Kathryn Pribish, voice of IT programme manager at Spiceworks, said: "IT professionals are responsible for making sure organisations of every size and shape are running in peak condition.

"However, the technology industry is constantly evolving, new threats and challenges are emerging, and IT departments are constantly asked to do more with less. IT training is crucial in not only the professional development of technology professionals but in helping them stay on top of the latest technology trends while keeping their organisations up and running at all times."

The majority of respondents (90%) said they viewed supplier certifications as extremely valuable, despite only 19% saying they received a new certification in 2013. Some 41% said they were planning to gain new certifications in

Of those not planning to take training courses in 2014, 67% said they planned to train themselves, 63% said training was too expensive and 62% said they did not have enough time.

Of those who planned to take training courses this year, 43% said they

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2014. Certifications from Microsoft, Cisco and VMware were rated as most important.

Of those surveyed, 67% agreed that certifications could help increase job opportunities available to them and 55% said they could improve credibility. Half of the respondents agreed that certifications could increase salaries or contract rates.

## IT professionals see above national average salary increases of 4%

Keyleigh Bateman, Special Projects Editor, Computer Weekly

IT roles in big data analytics, ecommerce, mobile, and IT security will see a 4% salary rise this year, compared to the UK average of 2.5%, a survey from Robert Half Technology has found.

Role	UK 2014 salary range	London 2014 salary range	% rise over 2013
Database/Business Intelligence Developer	£40,000 - £63,500	£51,500 - £82,000	4.0%
Web Designer	£38,500 - £52,500	£50,000 - £67,750	4.0%
Information Security Manager	£65,000 - £90,500	£83,750 - £116,750	4.0%
Information Security Officer	£40,000 - £65,250	£51,500 - £84,250	4.0%
Mobile Applications Developer	£33,500 - £62,500	£43,250 - £80,750	4.1%

The [Robert Half Technology 2014 Salary Guide](#) found that between 2013 and 2014, salaries will increase by 4% for web designers, information security managers and officers, and database and business intelligence developers, while mobile applications developers will see a rise of 4.1% (see image 1).

Other roles to see an increase in salary include chief information officer (2.3%), chief technology officer (1.5%), chief information security officer

### Image 1

(3.5%), chief architect (2.4%), IT director (2.2%) and IT manager/head of IT (1.9%) (See image 2 below).

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Phil Sheridan, senior managing director at Robert Half Technology, said: “Technology is a key element in the recovery of the UK economy, whether it’s supporting new propositions or helping to improve business operations.

“Candidates with the most sought after skills are receiving multiple job offers and employers looking to secure the industry’s top talent are finding that lengthy interview rounds are prompting their top choices to accept competing offers.

Robert Half Technology believe the trend is being driven by the need for businesses to remain commercially focused through improving employee

productivity with desktop and business application updates in addition to improving their customers online experience through website moderations.

Role	UK 2014 salary range	London 2014 salary range	% rise over 2013
Chief Information Officer (CIO)	£120,500 - £230,000+	£155,500 - £297,000+	2.3%
Chief Technology Officer (CTO)	£79,750 - £150,250	£103,000 - £193,750+	1.5%
Chief Information Security Officer (CISO)	£75,000 - £134,500	£96,750 - £173,500	3.5%
Chief Architect	£78,750 - £143,500	£101,500 - £185,000	2.4%
IT Director	£89,250 - £120,750	£115,250 - £115,750	2.2%
IT Manager/Head of IT	£77,000 - £108,500	£99,250 - £140,000	1.9%

A [report](#) from the UK Commission for Employment and Skills (UKCES) found that employment in the IT industry grew 5.5% between 2009 and 2012, more than three times faster than the UK average.

Sheridan added: “Companies will use technology to grow their

### Image 2

businesses as we emerge from the economic downturn: candidates with a strong sense of commerciality and business acumen as well as technical skills are increasingly called on to manage product development lifecycles and deliver business solutions.”



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