

salary guides for software development and electronic engineers.

Software Engineers / Developers (C/C++/Visual C++)

job title / main skills	low	high
Graduate Embedded Engineer (Recent Graduate – 2/3 yrs Commercial Experience)	£30K	£35K
Embedded Engineer (3-5 Years Experience)	£35K / £47.50ph	£45K / £50ph
Senior Embedded Software Engineer	£45K / £57.50ph	Variable* / £60ph
Principal Embedded Software Engineer	£55K / £62ph	Variable* / £65ph

Hardware / Electronics / RF Engineers

Engineer (Recent Graduate – 2/3 yrs Commercial Experience)	£30K / NA	£35K / NA
Engineer	£35 / £52ph	£45K / 57.50ph
Principal Engineer / Team Lead	£48K / £58.50ph	Variable* / £62.50ph

FPGA Engineers

Entry Level – 2/3 yrs Commercial Experience	£30K / NA	£38K / NA
Engineer – i.e. IC Layout Engineer	£35K / £47.50ph	£45K / £50ph
Senior Engineer	£45K / £48ph	£55K / £52.50ph
Principal Engineer / Team Lead	£50K / £58.50ph	Variable* / £62.50ph
Senior Silicon Architect	£65K / £67.50ph	Variable* / £75ph

*High end salary bandings often vary dependant on (but are not limited to) the following factors

- Length of Service
- Management Responsibility (size of team)
- Size of Company
- Level of Technical Expertise
- Specialism (how niche the technical skill set is)

For more information on our services and how we may be able to help your company, please contact Danny Young

T: +44 (0)117 311 6483

M: +44 (0)781 4844 582

E: danny.young@randstad.co.uk

salary guides for mechanical and electrical engineering.

Role	Jnr (salary / day rate)	Mid (salary / day rate)	Snr (salary / day rate)
Design & Development Engineering CAD / Analysis / Stress / Systems / Product & Industrial Design / Materials	£30-£35K	£35-40K / £350pd	£40-55K / £450pd
Project Engineering Project Manager / Program Manager / Commercial Manager / Contract Manager	£30-35k	£35-50K / £500pd	£50-70K / £700pd
Quality Engineering Assurance / Control / Supplier / Inspection / Test	£30-35k	£30-40K / £300pd	£40-50K / £400pd
Manufacturing Engineering NPI / Six Sigma / Lean Manufacturing / Continuous Improvement / Process Improvement	£30-35k	£35-40K / £300pd	£40-50K / £400pd
Controls & Automation Engineering Electrical Design / PLC programming / HMI / SCADA / EC&I	£30-35k	£35-50K / £500pd	£50-60K / £600pd
Engineering Management Production / Manufacturing / Operations / General / Design	£45-50k / £500pd	£50-60K / £600pd	£60-70K / £700pd
Senior Appointments Operations Director / Production Director / Manufacturing Director / Design Director / Technical Director / CEO / CTO / COO	£70-80k / £800pd	£80-100K / £900pd	£100K / £1000pd

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