



2018/19

# STOCKPORT SALARY SURVEY

Helping employers attract the best candidates to Stockport

# TECHNOLOGY

Technology continues to be one of the most heavily invested in areas of business growth and development across the North West and nationwide. Driven by industry-wide calls for digitisation and automation, there is increased pressure on technology businesses resulting in greater investment in IT-related projects. For Stockport companies, like elsewhere in Greater Manchester, the most common focus on digitally enhanced selling, improving customer service and data analytics for performance management.

Consequently, these projects are driving demand for skilled technology professionals and resourcing these individuals is becoming a critical element in long-term business planning.

The use of IT contract staff is therefore continuing to rise, although salaries have dropped slightly. This suggests that instead of looking to contractors to manage large-scale specialist projects, local firms are using them to plug short-term skills gaps and free up the time of permanent staff to focus on the more complex initiatives.

There are other notable areas of demand locally, particularly for IT security skills as high-profile breaches are more commonplace and in preparation for GDPR regulations coming into effect. However, this has also led to an increase in recruitment within other areas, as employers in Stockport recognise that IT security is too important to be the responsibility of one department alone and

incorporate its adoption across a range of both technical and non-technical disciplines.

For Stockport businesses large and small however, the greatest demand and shortage is for developers. Junior developers are hardest to find with starting salaries much higher locally than the Greater Manchester average - perhaps reflecting greater investment in 'growing your own' to counter shortages at senior levels.





Whilst attracting and competing for developer skills is challenging, so too is retaining them within the organisation as long-term employees are well positioned to negotiate pay rises and prone to approaches from competitors.

Other areas of demand are for big data professionals, particularly data scientists and machine-learning skill-sets.

Local firms recognise the need to act more quickly in their hiring processes as well as be innovative in the overall employment offering. Bonuses and strong pension provision seem to be highly valued, as well as CSR and working environment.

Traditional career progression is seen as less important, due to an increase in project

teams, less hierarchical structures and devolved decision-making shifting the focus to collaboration and innovation through shared learning and experience. New skills and the opportunity to work with the latest technologies will always be the biggest driver for applicants..

With the identified skill shortages only set to continue and gender diversity a key issue, local tech firms will need to consider their investment in training and succession planning. Whilst graduates are still the preferred option, apprenticeships and work experience are on the rise.

Other options will need to be explored to ensure that applicants are ready to embrace more complex, volatile and agile business challenges.

## SALARY TABLE

IT / Technical	Low	High	Average	GM
1 <sup>st</sup> /2 <sup>nd</sup> Line Support				
3 <sup>rd</sup> Line Support				
Network Support				
Developer (Junior)				
Developer (Senior)				
Developer (Other)				
Business Analyst				
Project Manager				
Tester				
IT Manager				
IT Director				
IT Security				



## EMPLOYER COMMENTS

"CDL is one of the top providers of technology solutions to the insurance industry employing 670 people in Stockport.

*"We continually strive to recruit high performing talent and be one of the best employers in the North West."*

We are very proud of achieving the Top Employer Accreditation for the second year.

The attraction and retention of top talent is a challenge for us with Developers typically being the hardest roles to fill. As technology is incredibly fast paced and we are constantly innovating to meet the demands of our clients, the skills sets required from candidates are in high demand, which often means competing with other North West organisations on salaries and benefits.

We have a high investment in training in order to prepare our existing workforce for future demand of skills and our Apprenticeship and Graduate Programmes provide a good pipeline of future talent.

We have a strong focus on working with education establishments in Stockport on employability skills and the digital agenda. We merge educational activities with the employment experience, which include career workshops, visits to our campus and providing support on introducing technology into the curriculum. We also have an emphasis on encouraging more females to take an interest in STEM subjects.

As an employer, we pride ourselves on providing a positive and rewarding environment for our people. As well as competitive salaries and generous holidays, we make sure we support our people to do well and excel in their careers. From providing internal and external training to fostering a culture of recognition, we actively encourage people to achieve their ambitions and potential."

Emma Lord, HR Manager

