

# Systems Engineering Salary Survey 2023

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As we head further into 2023, the system engineering profession is facing a serious skills shortage. The need for new skills and expertise is increasing faster than the rate at which people are acquiring them, creating an imbalance in supply and demand.

Inflation rose by 10.1% in the 12 months to January 2023, however, our survey results show that only 16.4% of respondents received a pay rise to match inflation with 21.8% not receiving a pay rise at all. To keep up with the talent shortage, organisations must ensure they are offering the right remuneration to attract and retain talent, especially with 73% of respondents considering a career move this year.

To address this shortage, companies should consider more compelling recruitment efforts and provide consistent and thorough training and development opportunities for new hires with a benefits package that focuses on wellbeing. Rather than focusing solely on short-term needs, businesses should seriously consider the possibility of new talent and invest in their growth and development.

## In total, salaries of over 5000 people were considered.

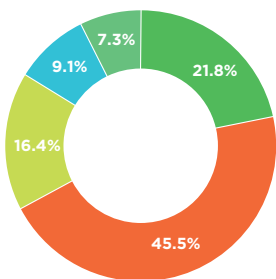
- Contractors earn more, on average, than permanent workers.
- Most Systems Engineers working in contractor roles are outside of IR35 (the more senior the role the higher the likelihood that it will be outside).
- Women on average are paid up to 10% less than men and are outnumbered 32:1.
- The highest earners have at least 8 years' experience.

## Permanent Salaries

The rates below are for basic annual salary and do not include any bonus or benefits. These are modal averages. All figures are given in £sterling.

	Minimum	Average	Maximum
Systems Engineer	£38,000	£45,000	£75,000
Principal Systems Engineer	£42,000	£58,000	£80,000
Senior Systems Engineer	£45,000	£67,500	£83,000
Systems Engineer Consultant	£50,000	£65,000	£120,000
Systems Engineering Manager	£55,000	£75,000	£120,000

## Have you received a pay rise in the past year?



- No
- Yes, 11-20%
- Yes, 2-5%
- Yes, 21%+
- Yes, 6-10%

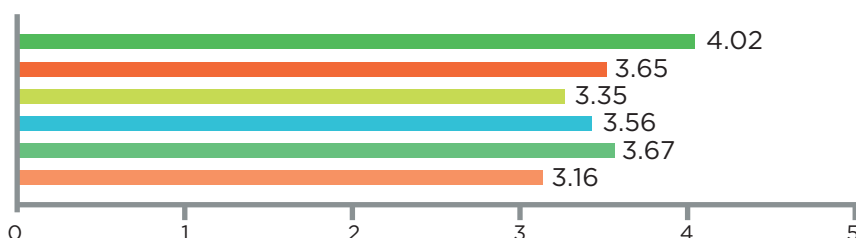
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Average Number of holiday days

73%

considering a career move in next 12 months

## How satisfied are you with the following: 1 = Extremely dissatisfied 5 = Extremely Satisfied



- Basic remuneration
- Pension Contributions
- Holiday Allowance
- Overall Benefits Package
- Commute
- Flexibility Work

A new survey by Bullhorn has found that 63% of temporary workers had thought about moving to permanent, part-time or full-time work. When asked why they wanted to make the switch, more than half (52%) said they were concerned about job security. A smaller percentage of temporary workers (29%) said they were motivated to switch because of pay.

However, our survey results indicate that contract workers are happy to stay where they are or remain contracting. It is interesting to see that although pay is high on contractors priority list, an interesting project and length of contract both land higher on the priority list, showing that job security and career satisfaction play a major part.

## Contractor rates

The rates below are for hourly rates (outside of IR35) and do not include any overtime or enhancements. All figures are given in £sterling.

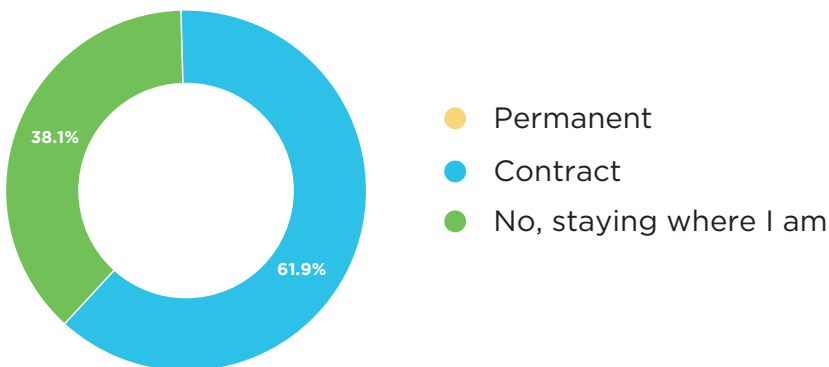
	Minimum	Average	Maximum
Systems Engineer	£25	£35	£50
Principal Systems Engineer	£35	£48	£60
Senior Systems Engineer	£40	£51	£60
Systems Engineer Consultant	£50	£61	£72
Systems Engineering Manager	£56	£65	£85

\*outside IR35

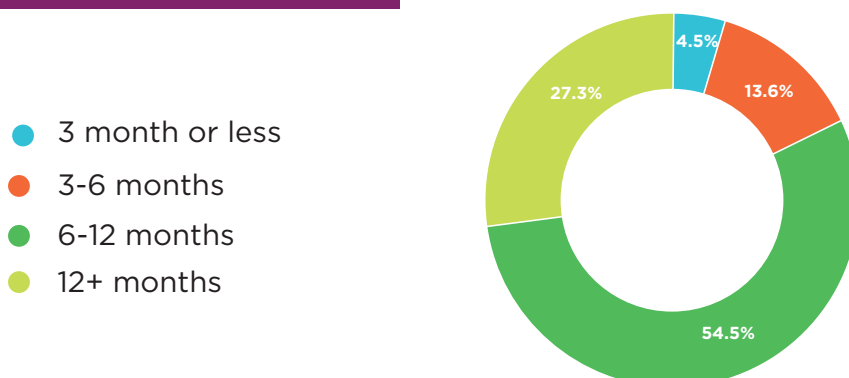
## In order of preference, what are the main areas you'd look for in your next contract role?



## Will you be looking for a Permanent job or new Contract within the next 6 months?



## What is your average length of contract?



The ranges given in the salary survey are intended to be a guide only. Local conditions, such as industry density, demographics and the local economic environment are all important factors. We are also proud to offer a free bespoke salary benchmark service (without obligation). This will take into consideration the specifics of a vacancy, the size of the organisation and team, the local economy, and a competitor analysis. This is undertaken independently by our in-house research department and specialist consultants.

The figures for this year's salary survey were derived through a range of research and quantitative based techniques.

These include:

- A review of the placements made by JAM in the past 6 months
- Local published vacancies
- Market knowledge of our consultants
- An in-depth survey conducted amongst clients and candidates on our database

## GET IN TOUCH

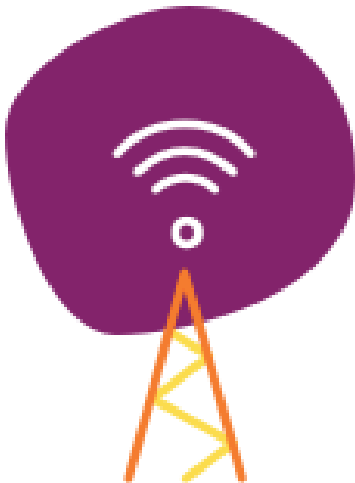
Since 2000, JAM has delivered contract and permanent staffing solutions to Engineering and Technology businesses across the globe. We provide tailored staffing solutions alongside best practice techniques that are fully scalable and flexible to the needs of both our candidates and clients.

Our UK salary guide serves as a bespoke source of information to help clients and candidates understand salary data across different industries and disciplines.

Should you need any further assistance, please contact Emily at:

01612 498 198  
e.stapley@jamrecruitment.co.uk  
www.jamrecruitment.co.uk

Cheadle, Cheadle Royal Business Park  
Brooks Drive  
Manchester, SK8 3TD



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