Ashdown
Group

MARKET SURVEY

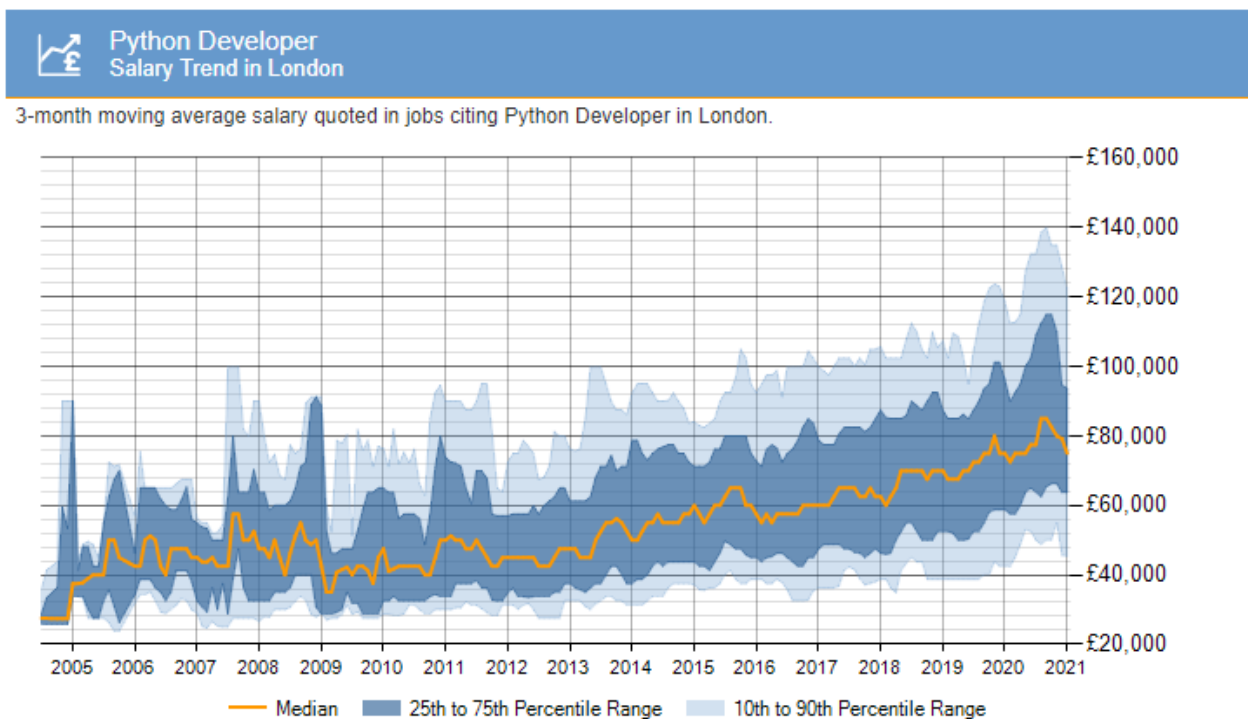## PYTHON DEVELOPER – LONDON
INDUSTRY SECTOR: MEDIA

BACKGROUND

The information provided has been drawn from market data sources that the Ashdown Group subscribe to, including all of the major IT job boards, along with our own data relating to Python Developer vacancies that we have assisted other customers with in the last 24 months, coupled with salary information that our Account Managers have recently collected from Python Developers, based in London.

Within this report we will present information relating to basic salary trends across London for Python Developers and will provide guidance regarding the market rate for mid-senior level.
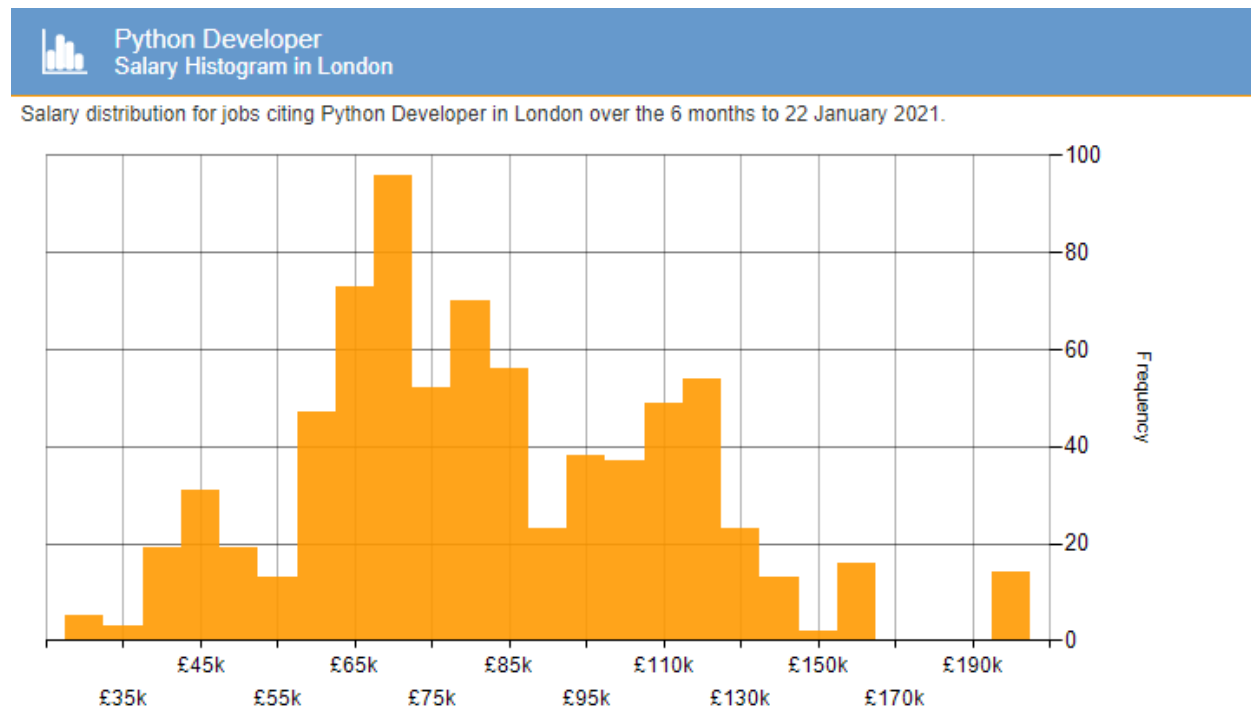
PYTHON DEVELOPER – LONDON SALARY TREND

The following chart presents average basic salary information for Python Developer roles advertised across London, irrespective of industry sector:

Source: ITJobsWatch.co.uk

As you can see the available market information suggests a steady increase in average salary for Python Developers with the average salary currently at £75,000 per annum.

The following graph provides a pictorial representation of the advertised salaries for Python Developers in London over the last 6 months.

Python Developer
Salary Histogram in London

Salary distribution for jobs citing Python Developer in London over the 6 months to 22 January 2021.
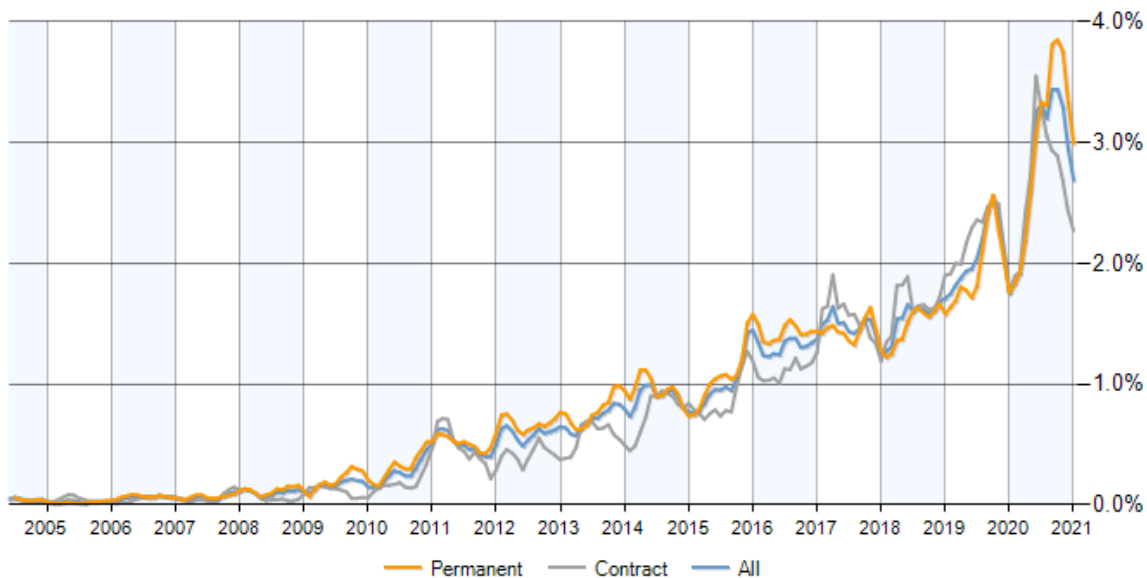
It is clear on the basis of this information that in order to attract credible candidates to your role we will need to position the basic salary within the £65,000 to £85,000 per annum range. There have also been a number of roles advertised above £100,000 but these appear to be largely within the financial markets. Anything less than £65,000 would mean that your role is placed at the bottom end of the market and you are therefore unlikely to be able to compete with other organisations for the best talent.

It is also noteworthy that there is a reasonably strong and growing demand for Python Developers, both in a permanent and contract capacity (please see below). This means that the experinced candidates looking for new jobs with this skill set are likely to be interviewing at multiple businesses and may well receive numerous offers. Usually a sharp increase in contract demand suggests a skill shortage for permanent positions. This is likely to result in an uplift in basic salaries to tempt contractors back into permanent roles or to attract those looking for permanent work to choose the higher paying posts. With this in mind, it is essential that we place your role at a competitive level in terms of basic salary so that you can compete with these other organisations for the very best talent.

Python Developer
Job Vacancy Trend in London

Job postings that featured Python Developer in the job title as a proportion of all IT jobs advertised in London.

Legend: Permanent — Contract — All

SALARY RECOMMENDATIONS

Typical salary ranges within the London market for Python Developers in London are as follows:

- Mid-Senior Python Developer working in London ~£65,000 - £85,000

Opinion:

Our findings show that demand for Python Developers is robust and candidate availability for cross-filling roles (so in this instance, taking an accomplished Engineer from one leading organisation to another) is a significant challenge.

If you were to ask us to undertake a search and selection campaign for an accomplished Developer we would recommend an initial starting basic salary of no less than £65,000 per annum.

As your budget is below the market average, an alternative approach could be to take on an individual at an earlier stage in their career with the right attributes, values and with a strong academic history.

Ashdown Group