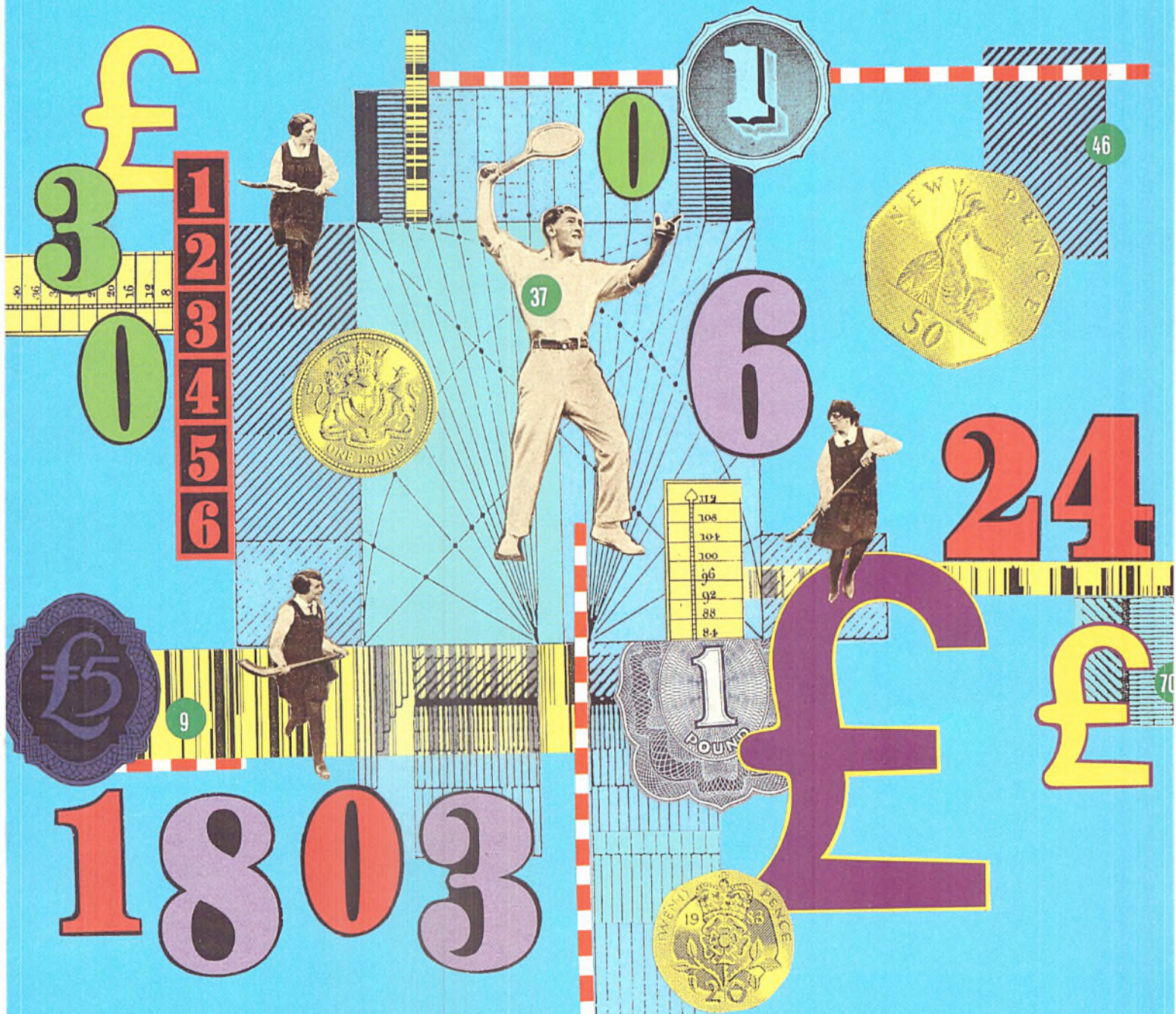


EXE

APRIL 1999



SALARY SURVEY

What are you really worth?

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What are you really worth?

What are your professional circumstances? Are you an incidental programmer or a long time developer?

Here's the chance to compare yourself to your peers.

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Welcome to our second salary survey for software developers. Thanks to all who took the time to fill out the questionnaire – 330 of you by the closing date (1st March) – which is slightly up on last year's total of 316. In general, for these sorts of survey, response goes down rather than up after the first year, so this increase came as a welcome surprise. It seems that this year's 330 and last year's 316 were not all the same readers, as the figures for 'current salary' last year and the figures for 'last year's salary' this year didn't exactly match; but it was close enough to conclude that once again our survey captured a representative sample of our readership.

Let me reassure you immediately. Software developers' salaries have increased compared to last year and you expect even bigger increases in the future. The average salary increased 15% compared with last year, and a further increase of 25% is anticipated in three years time.

Nearly three quarters of the respondents are employed full-time, the remainder being made up of contractors (plus seven self-employed and one part-timer, for the sake of completeness). We did change the questionnaire from last year to be more contractor-friendly, a policy which was obviously successful: 'Congratulations on a contractor-friendly questionnaire. My first ever!' was among the comments we received.

Obviously you enjoy working as software developers and are experienced, since half of the fully-employed and more than a quarter of contractors have held a similar position for more than 10 years. You tend to work in large companies with more than 100 employees in the UK – that's true for 56% of respondents. Over 60% of you work in teams of between two and twelve people. More than a third of respondents work in an IT company and another third are spread equally between the industry and service sectors. A large majority are paid to develop bespoke software.

Salaries and circumstances

There were two salary 'islands', around £26,000 and £50,000, where there were noticeably larger groups of developers, and the spread was similar for different languages. No one language skill appears to draw better or worse salaries. It does appear, however, that developers in the higher salary bands are more likely to be skilled in additional or complementary technologies like VBScript, Perl, JavaScript, or XML. Visual Basic and SQL are also quite common among high earners, although this does not necessarily imply that knowledge of VB, for instance, attracts high salaries in and of itself.

The spread of languages used by respondents is similar to last year's, but with an increased penetration by the already popular C, C++, and Visual Basic. These languages truly represent the lingua-franca of software development.

Database skills, especially SQL, are strongly in demand. It should be noted that 51% use SQL – this surely represents a critical mass. Anyone still unfamiliar with this structured query language should get their hands on a primer.

One surprise is the apparent decrease of interest in Delphi (a 6% drop from last year). It seems that all the changes happening at Borland – becoming Inprise, then relaunching as borland.com – have shaken employers' confidence in the language. 4GLs took a dive too; little surprise there. As the traditional 3GLs continue to pile on Wizards, RAD features, and database functionality, 4GLs seem increasingly redundant.

What about geographical location? It is no surprise, with the big corporations of the City, that the capital is in pole position in the earnings league: Londoners get the best salaries, with a third earning more than £50,000. On the other hand the northerners (North East, North West, and Scotland), East Anglia and the Midlands tended to peak at £38,000. Of course, the cost of living varies widely from region to region, so one man's £38,000 may go further than another's £50,000.

Less than one in five respondents received a bonus, and when they did, it tended to be less than 10% of their salary. Only one respondent considers his salary too high, most of you find it either slightly low or about right. And there's the happy one: *'I like my company, but still was pleasantly surprised when I got a 25% pay rise, followed by a 7% pay rise and promotion six months later: ("Senior" in front of Analyst Programmer job title.)'* One respondent has found a way to increase a developer's salary: *'Developers should get commissions and not salesmen. Salesmen are the bane of a developer's life'*. Employers, take note.

Training

In a landscape where the possession of technical skills can be all-important, you would expect the role of training to be significant, and our survey confirms this. Over half the respondents have received job-related training, and – in what must represent a vote of confidence for their trainers – 91% believed that the training they had received was worthwhile.

The amount of training provided by an employer can be a significant non-financial 'perk'. While 13% of respondents received more than 10 days training in a year, at the other end of the spectrum 30% received less than 3 days. Training that was provided in-house does not seem to be viewed as a poor relation, because satisfaction was actually slightly greater here than for externally-supplied courses.

The cost of such a commitment to self-improvement should not be underestimated, because training does not come

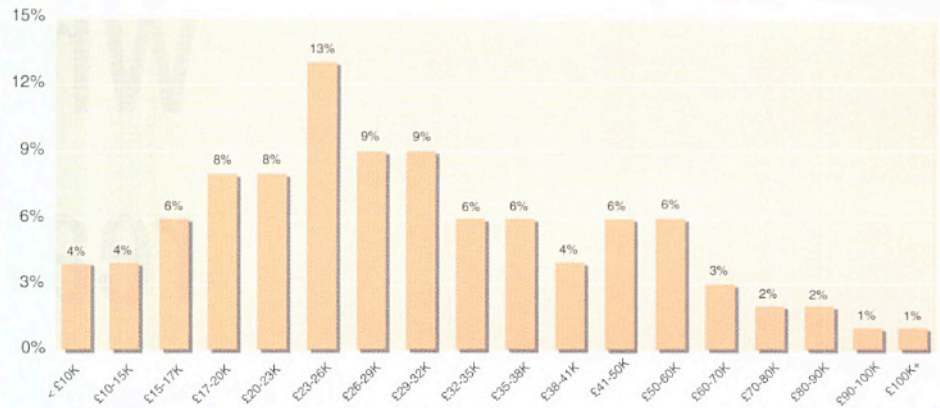


Figure 1 - Salary 12 months ago.

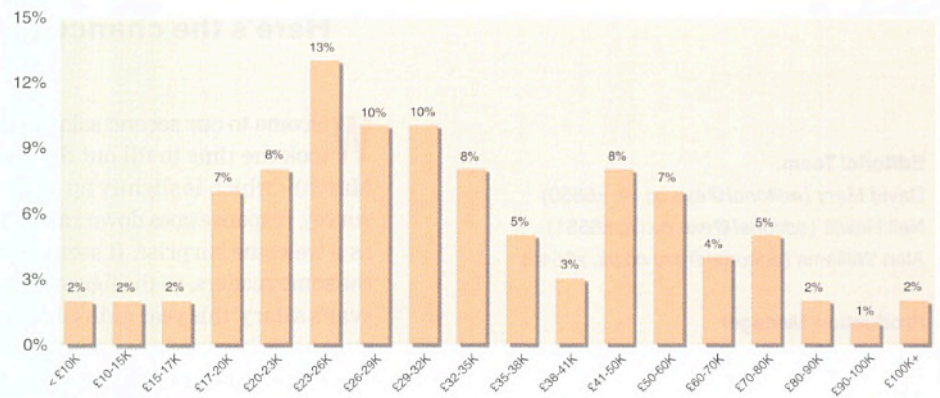


Figure 2 - Current salary.

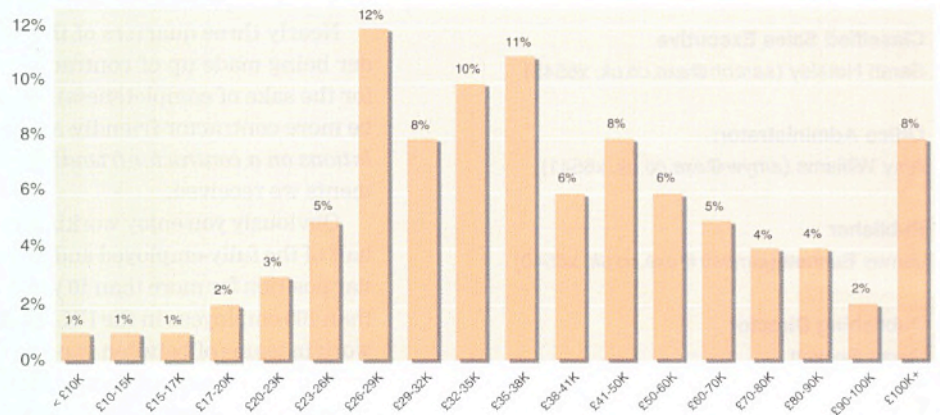


Figure 3 - Salary expectation in three years time.

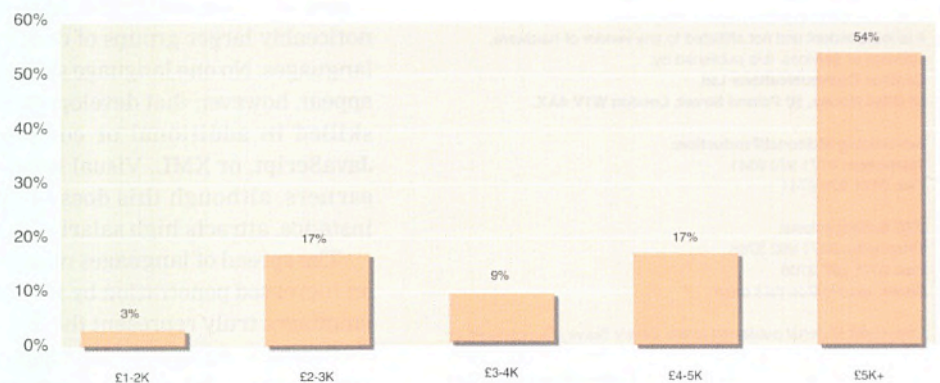


Figure 4 - Salary increase when changing job.

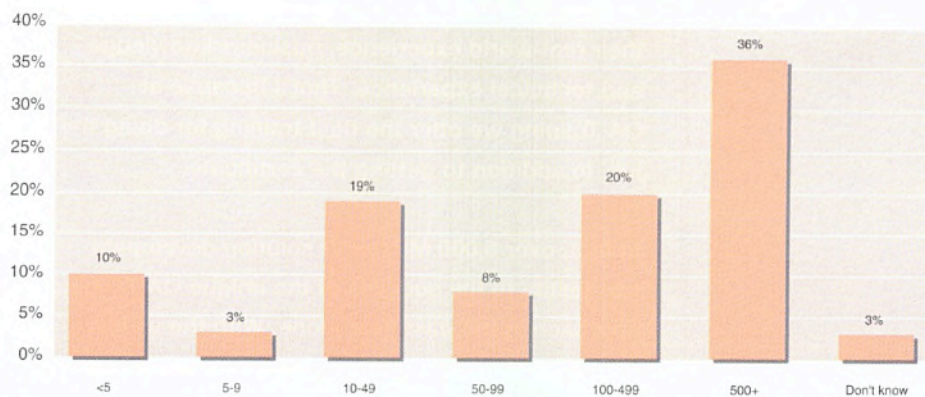


Figure 5 - Employees at your company/client in the UK.

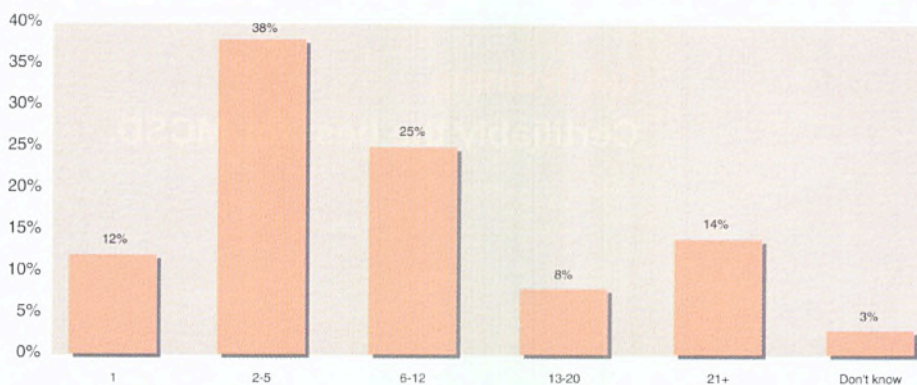


Figure 6 - Size of your software development team.

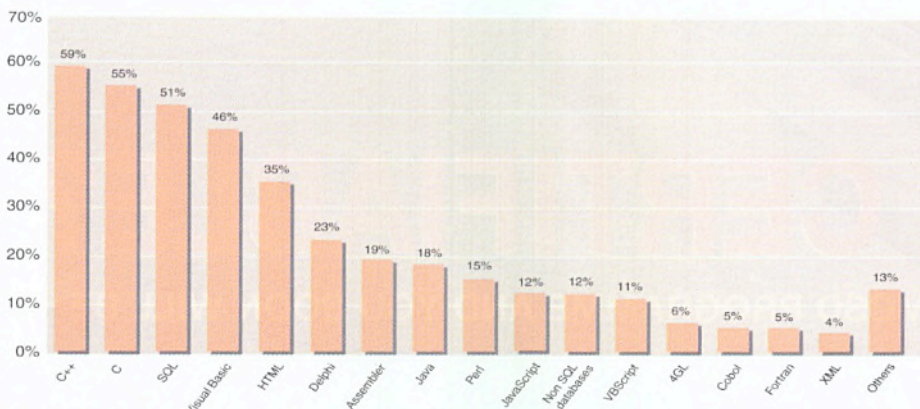


Figure 7 - Programming languages used at work.

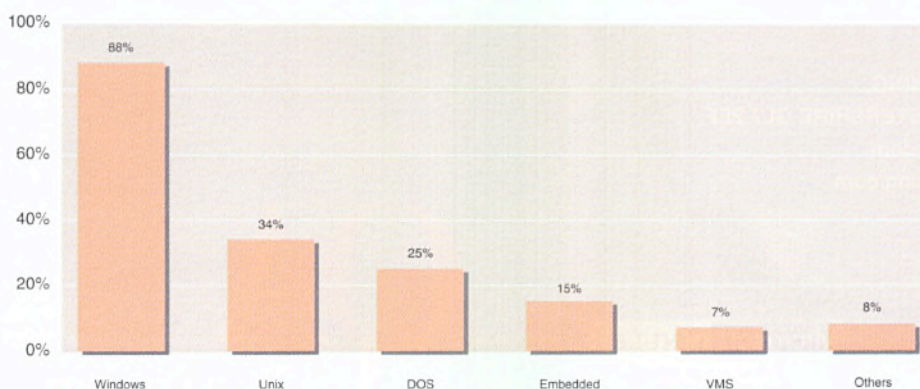


Figure 8 - Platforms you develop for.

cheap: a third of the training that was paid for by the developers themselves was provided at a cost of up to £500, but 39% cost £1,000 or more. The importance of training can only grow, but its cost will ensure that developers choose very carefully.

In doing so, you have favoured content rather than any certification scheme. One respondent considers that *'the trend to MCSE, MCP, etc stinks. One should not be tied to a technology. It is the equivalent of wearing a "Nike" T-shirt. Marketing, and very American.'* It is not known whether his opinion is widespread, however less than 10% have invested in MCP, ONC, MCSE, or MCSP qualifications.

Time for a change


Here's a paradox: more than three hundred of you took the time to fill in the whole questionnaire and post it back to us, so obviously you do have a strong interest in how your salary compares to others. At the same time, for a resounding 84% of you, earning potential is not the main reason you work within the IT industry. Two-thirds of you have been involved in software development for more than 8 years and nearly a quarter have been in the same job for the past 5 years, while a third have been with their current employer for the past four years.

When you really felt you had to change job, the main reasons were career development, job satisfaction, or for a new contract. One issue raised was the *'distinct lack of recognition given for commercial and strategic issues that IT personnel assist with. The reluctance to promote IT staff to board level'*. When looking for another job, the two preponderant ways of finding it are recruitment consultants and newspaper or magazine ads.

Getting personal

On matters sartorial, the 'formal' approach to dress at work is not dominant. Perhaps the American fad of casual-dress Fridays has successfully spread its effect to these shores. Just under half of the respondents dress 'smartly' and slightly more than a quarter dress 'casually', with about the same number having to dress 'formally'. Flexi-time remains the right of a minority: only 22% have any freedom as to exactly when they do their work. Employers are apparently still keen on strictly formal working hours, if not formal dress.

'Why do the age ranges stop at 51? I'm 59 and still going strong'. Even though the number of over-51s doubled from last year's



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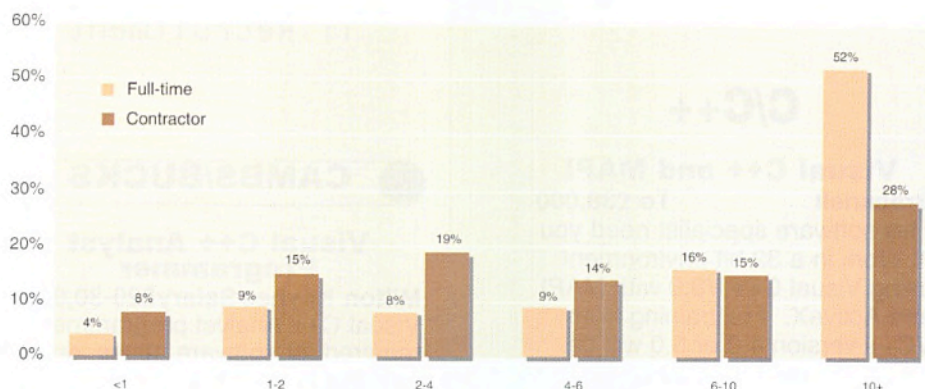


Figure 9 - Number of years being full-time employed or contractor.

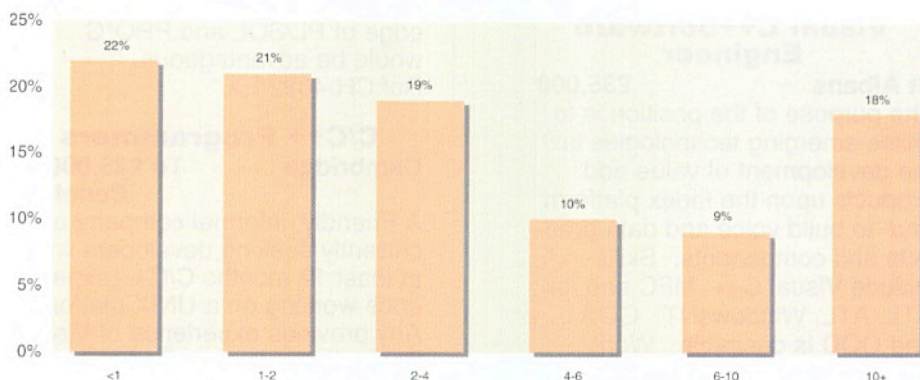


Figure 10 - Number of years working for the current employer/client.

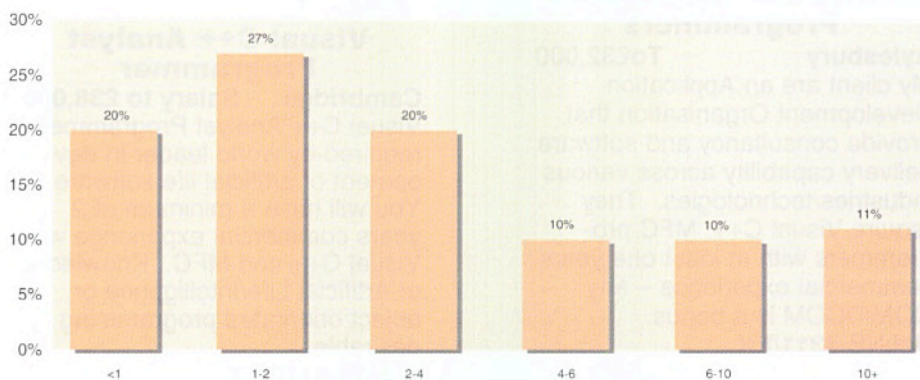


Figure 11 - Number of years holding your current job title.

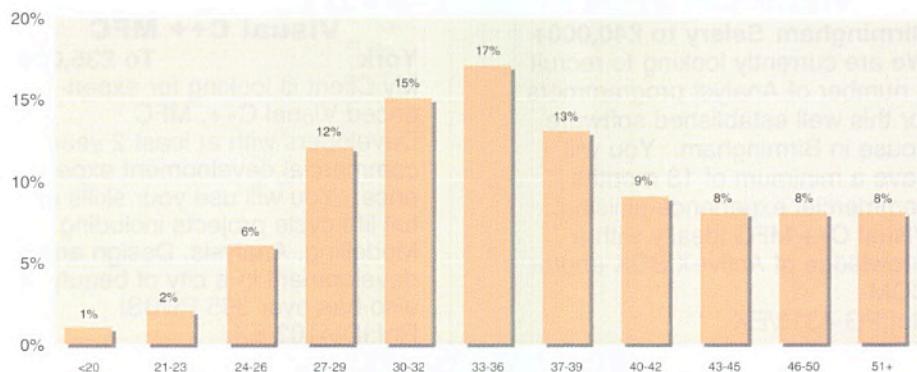


Figure 12 - Age range.

survey, you still represent a minority of only 8%. More than half the respondents are between 27 and 39 years old, with a peak at around 33. Does this mean that software is truly a young man's game?

Of the 330 responses there were only 16 from women, a mere 5% of the total number received. That's an improvement on the 3% of last year, but still far from large enough to exert any influence on the results. The question was appreciated: *'Please draw out any male/female differences if they occur'*. Unfortunately, the number of female respondents is just too small to safely draw any strong conclusions.

The usual cliché of the anti-social lonely developer is definitely shattered, though. Two-thirds of the respondents are married or cohabiting. One person refused to answer: this question *'is an abuse of data protection principle, ie don't be nosey!'* We must confess that we find it an interesting notion that an anonymous questionnaire could be in breach of any privacy directive. (This almost leads us to a request from the editor: he would really appreciate receiving an email from the single woman based in London who replied with nice violet handwriting.) Unfortunately, we forgot to ask about fast food and high-caffeine Cola consumption, so that's one part of the stereotype that must – for this year at least – remain unchallenged.

A lottery

Finally, we committed to pay one pound per questionnaire received to one of two worthy charities. Thanks to the respondent who claimed to *'approve of your £1 donation, rather than a bribe or a lottery'*. Consequently, we'll be sending a cheque for £179 to the Bletchley Park Trust (www.cranfield.ac.uk/cc/bpark/) and one for £146 to the Disaster Emergency Committee Hurricane Appeal (www.oneworld.org/oxfam/atwork/emerg/mitchdec.htm). Somewhat surprisingly, five respondents didn't want us to give anything to either of the two charities. A difference of 10% in favour of Bletchley Park shows that you are concerned about keeping alive the history of computing and helping the wonderful work done at Bletchley Park. Well worth a visit, if you haven't been yet.

The Editorial Team

We would like to thank, in addition to all who responded, Francis Glassborow from ACCU and Joanna Pooley from BUG for distributing some of the questionnaires.

C/C++

LONDON

COM based Visual C++ Development

London(City) £28,000 upwards
This successful UK developer of advanced windows systems needs talented C++ /MFC developers to work on their COM based financial applications. You will need between 2-5 years visual ActiveX, SQL server or DCOM. Ref:DL-4110/EX

'C' C++ Analyst Programmers

London £25,000+
A leading pharmaceutical development company require analyst programmers. You must have 2 years programming expertise within 'C' and C++ and a knowledge of a Unix environment, exposure to Java, Perl and HTML will be an advantage. It is essential that you come from a Bioinformatics background. Ref:LW-4100/EX

'C'/Unix Software Developers

West London £26,000-£29,000
A marketing consultancy with an impressive blue-chip client list requires graduates with two years of commercial software development experience, at least six months of which must be 'C'. Any experience of Oracle, PL/SQL, Forms or VMS would be hugely advantageous. Ref:JA-4202/EX

M3/M4 CORRIDOR

C/C++, Borland C++ OO Development Telecomms

Fleet, Hants To£35,000
Experienced object orientated software engineers specialising in C/C++ Borland C++ or Visual C++. Working for a leading telecomms solution provider on a number of leading edge development projects for clients throughout the globe. Lively, Friendly working environment with excellent career potential. Ref:JS-4201/EX

Visual C++ and MAPI

Bracknell To £38,000
This software specialist need you !!! Work in a 32 bit environment using Visual C++ V6.0 with MAPI and ActiveX. Full training from VC++ version 4.0 or 5.0 will be given. 1 year of Visual C++ experience in a 32-bit environment is essential. Ref:MD-4109/EX

Visual C++Software Engineer

St Albans £35,000
The purpose of the position is to utilise emerging technologies in the development of value add products upon the Index platform and to build voice and data products and components. Skills include Visual C++, MFC and /or STL, ATL, WindowsNT. OOA and OOD is desirable. Work environments should include real-time, voice and telecoms. Ref:VP-4320/EX

Visual C++ Application Programmers

Aylesbury To£32,000
My client are an Application Development Organisation that provide consultancy and software delivery capability across various industries/technologies. They require Visual C++, MFC programmers with at least one years commercial experience - any COM/DCOM is a bonus. Ref:NB-4311/EX

MIDLANDS

Visual C++ MFC

Birmingham Salary to £40,000+
We are currently looking to recruit a number of Analyst programmers for this well established software house in Birmingham. You will have a minimum of 18 months commercial experience utilising Visual C++ MFC ideally with a knowledge of ActiveX, SDK and/or COM. Ref:PG-4313/EX

CAMBS/BUCKS

Visual C++ Analyst Programmer

Milton Keynes Salary£20-30,000
Visual C++ Analyst programmers required for software house, specialising in the UK Electricity Industry. You will be involved in developing their metering systems. Knowledge of Visual C++ with MFC is essential, any knowledge of PL/SQL and PRO*C would be advantageous. Ref:CH-4032/EX

C/C++ Programmers

Cambridge To £25,000 + Benefits
A Friendly, informal company are currently seeking developers with at least 12 months C/C++ experience working on a UNIX platform. Any previous experience of Visual Basic, SQL, Java or Perl is advantageous. This position offers a tremendous package and fantastic opportunities. Ref:DW-4203/EX

Visual C++ Analyst Programmer

Cambridge Salary to £38,000
Visual C++ Analyst Programmer required by world leader in development of artificial life software. You will have a minimum of 2 years commercial experience with Visual C++ and MFC. Knowledge of Artificial Life/Intelligence or object orientated programming is desirable. Ref:NT-4110/EX

NORTH

Visual C++ MFC

York To £35,000
My Client is looking for experienced Visual C++, MFC Developers with at least 2 years commercial development experience. You will use your skills on full life cycle projects including Modelling, Analysis, Design and development in a city of beauty, it also has over 365 PUBS! Ref:ID-4103/EX

Visual Basic

LONDON

Visual Basic Engineering Consultant

London £25,000

Established Software house require enthusiastic, self motivated individuals to join a growing team of highly skilled consultants. You must have 2 years programming experience within visual basic, knowledge of visual C++ and power builder would be an advantage. You will be working on client sites so flexibility towards travel must exist.

Ref:LW-4102/EX

Visual Basic Senior Developers

London Circa £35,000

Senior Visual basic developers required by Leading IT solutions provider this Novell and Microsoft accredited constancy are looking for experienced developers for a multi project in environment with at least 3 years development experience in Visual Basic to at least V5. In addition you will have skills in OOD, OOA, and SQL. A brilliant opportunity for career seekers.

Ref: PJ-4101/EX

Visual Basic Senior Developers

West End Circa £45,000

Visual basic developers required by prestigious asset management organisation. This ideal opportunity is for developers with at least 3 years experience in either an asset backed or banking environment who have extensive experience in GUI development techniques. Knowledge of SQL required.

Ref:PJ-4102/EX

Visual Basic and MSAccess

London and Essex £24-35,000 + bens

A Visual Basic developer with a minimum of 2 years commercial experience is sought by this major UK software house. Any additional exposure to Internet technologies such as Java or HTML would be of use. You will be working with blue chip clients so you will need to be presentable and posses good communication skills.

Ref:DL-4113/EX

M3/M4 CORRIDOR

Visual Basic for the Web

St. Albans To £26,000

Visual Basic and active server pages for a fast growing Internet constancy company. Work on the World Wide Web developing the Latest SQL Server backed ASP's. One year of practical VB V5 knowledge is essential.

Ref:MD-4111/EX

Visual Basic Analyst programmers

Maidenhead To £30,000+Car

Do you have over 18 months of solid commercial visual basic development experience - yes, read on. On top of your good visual basic development experience you will also have good team skills. If you want to be part of a fast growing software house, then please call.

Ref:NB-4310/EX

Visual Basic, SQL Server Analyst programmer

Reading To £35,000

Leading software house with offices based close to Reading Town Centre require an experienced Visual Basic, GUI analyst programmer to work on client projects. This is a very customer focused position and will require extensive client contact. Ideally you will also have good database knowledge, preferably in SQL server though Oracle considered.

Ref: JS-4202/EX

MIDLANDS

Visual Basic Developers

Oxfordshire £30,000

Urgently required Visual Basic developer to work on leading edge development projects. You should have 2 years experience of application development, worked with COM and ActiveX along with other technologies such as active server pages MS, SQL, Server and MS transaction server.

Ref:VP-4321/EX

Visual Basic Developers

Birmingham Salary to £35,000+

This well established software house that specialises in financial software for industry and retail is looking to recruit experienced developers. You will have a minimum of 18 months commercial experience utilising Visual Basic and or C++ in a Windows environment.

Ref:PG-4312/EX

CAMBS/BUCKS

Windows Development Engineer

Milton Keynes Salary £37,000

International Software house require a Windows Development engineer for the development, deployment and maintenance of data warehouse solutions. You will have proven record of Object Orientated design and implementation using Java, C++ or Visual Basic. Knowledge of Win 32, API, RDBMS, UNIX or SQL is advantageous.

Ref:CH-4031/EX

Visual Basic Developer

Milton Keynes

Salary to £36,000 and overtime

Visual Basic developer required by leading supplier to the newspaper printing industry. You will have at least 12 months commercial experience with Visual Basic and ideally knowledge of SQL server and Windows NT. Sponsorship to gain (MCSD) certification is available.

Ref:NT-4117/EX

NORTH

Visual Basic

Bradford To £30,000

Visual basic support analyst with at least 2 years post graduation experience are required by International Consultancy firm. Additional skills in SQL * server, oracle or sybase would be advantageous they specialise in pushing the limit of client server and Internet applications.

Ref:ID-4105/EX

Delphi/Web

LONDON

Delphi Programmers

London £30,000
A great opportunity for a Delphi developer, you must have over two years programming experience within a commercial environment. Knowledge of Delphi version 1 and 3 is essential and understanding of Delphi version 2 will be an advantage.
Ref:Lw-4106/EX

'C' Unix Developers

London Circa£30,000
'C' UNIX with PEARL developers required by the third largest Internet dial up company in the UK. You will ideally have three years development experience in a web or Internet related role, with a strong desire for a rewarding career. Networking technologies useful.
Ref:PJ-4100/EX

Web Master

London Circa£30,000
Web Master required by International Leader in Internet services. This excellent role is for experienced developers in HTML, HTTP Servers, Multi media, PEARL and 'C'. Three years commercial experience essential as is the ability to provide UNIX systems administration and web creation. This role is a must for all Internet enthusiasts.
Ref:PJ-4103/EX

Perl, Java & Oracle SQL - Broadcasting

London Up to £45,000
For the online division of a huge name in the world of Broadcasting: minimum of 2 years commercial experience of : webobjects, javascript, Unix, TCP/IP, HTML, XML, CGI. Highly creative environment.
Ref: JA-4201/EX

Delphi and SQL Server

London (City) £25-35,000+Bens
Developer required with at least 18 months Delphi experience of producing GUI applications for an SQL database server. New Technology. An ideal first moved for a career motivated developer.
Re:DL-4112/EX

Web Developer

Abingdon, Oxford
Salary to £25,000 + Equity Options + Bonus
With at least 2 years experience in creating and managing Web sites, you will be eligible for this forward thinking Internet based Travel Company. With a flair for design and skills such as PhotoShop, HTML, Illustrator, Freehand, or any other Web design tools you should contact me now.
Ref: NN-4109/EX

Technical Consultant

Harefield, Middlesex
Salary to £33,000
A minimum of one year's experience of Internet design and development using such skills as HTML, Java, ActiveX etc. you are able to apply to this renowned global software house. You will also need exposure to WindowsNT/95 and /or Unix operating systems. Exposure to Visual Basic or 'C'/C++ is essential.
Ref:NN-4100/EX

M3/M4 CORRIDOR

Enter the Internet Zone

Horsham, West Sussex Up to £30,000
Company specialising in software engineering and consultancy services for dynamic spatial information systems require junior and Senior Internet developers. You will be educated to degree level and have experience be it academic of C++, Java and/or HTML. Opportunity to cross train in other areas.
Ref:JC-4120/EX

Do you know how to Delphi!

Portsmouth, Havant
Up to £35,000
Leading Delphi Consultancy require developers to join their expanding team. You will have required commercial experience in a variety of disciplines including Delphi, Visual Basic ad Windows 95/NT. Varied and interesting role within a team environment therefore the ability to communicate on all levels in essential.
Ref:JC-4121/EX

MIDLANDS

Delphi Developers

Birmingham £18,000-£25,000
One of the UK's market leaders in the development of professional Office Automation systems, Accountancy and Tax Self assessment software currently has vacancies for Delphi developers with at least 12 months commercial development experience and some exposure to SQL *Server.
Ref:ID-4103/EX

CAMBS/BUCKS

Perl Developers

Milton Keynes To £35,000 + Benefits
We are urgently seeking a number of Perl programmers. Candidates should have 12 months commercial experience of Perl, ASP and SQL with any RDBMS n a UNIX environment. This is a superb opportunity to join a fast growing Internet company who offer great future prospects.
Ref:DW-4201/EX

NORTH

Internet Application Developers

Chelford, Cheshire Salary to £30,000 +
Internet application developers with at least 3 years of 'C', UNIX, Perl, Java, HTML or Shell Scripts are required urgently. This large Internet Facilities Management and Telecommunications organisation are seeking individuals with a minimum of 12 months commercial experience.
Ref:PG-4109/EX

LANGUAGES IN I.T.

VISUAL
BASIC

JAVA

PERL

HTML

ACCESS

SQL

DELPHI

PROGRESS
4GL

GUI

ORACLE

C/C++

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£ NEG

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£ NEG

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WINDOWS DEVELOPERS

Up to £35,000

Ideally having at least 1-2 years Windows development using C++, you will be experienced with developing for **Windows API's in particular Win32**. You will also be experienced with Object Oriented Development using either **ATL, MFC or OWL** methodologies. Understanding of database technology would be desirable and knowledge of **COM/DCOM** would also be advantageous. This is an exciting opportunity for Windows 95/98 and NT developers.

ACCESS DEVELOPMENT SUPPORT ENGINEER

Up to £28,000 + Benefits

This role will require you to become involved with development problems at Operating System or compiler source code level. Your main focus at this company will include customer service, support, technical expertise and problem solving. Along with your Degree or relevant work experience, you will also be an experienced **Access developer** with at least 2 years commercial experience. If you have integrated **Excel** and **Word** with **Access** applications this will also count in your favour.

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Up to £28,000 + Benefits

Take your minimum of 3 years development experience with **Visual Basic 4 and 5 in a 32bit environment**, and complement this with your Degree or related work experience. An excellent benefits package and the opportunity to work for a world leader in software solutions where the potential for your own personal growth is enormous. This is an opportunity to be a part of future software developments to the PC market and be the first to use them as well.

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Strong development skills with **SQL** and **RDBMS** skills are essential for this role. If you have developer-level knowledge of **Oracle, DEC, IBM** or **Unix** then this would also hold you in good stead. A strong business background in major blue-chip organisations and/or experience dealing with a systems technology consulting firm is also required. You will develop enterprise solutions and maintain strong working relationships with your customers. You will help with technology assessments, prototyping, application design reviews and performance benchmarks.

URGENT

Visual Basic Programmers

Systems Developers

Junior Software Engineer

Junior Oracle Developer

Analyst Programmer

GUI Developers

Web Programmers

Graphic Designer

Games Programmer

Software Developers

Systems Development Manager

Technical Consultant

Software Design Engineer X2

Application Engineer - Visual Basic

Software/Systems Engineer - X 2

Software Developers

Software Engineers

Junior Software Engineer

Systems Development Manager

Web Support Specialist - Apache, NT

Visual Basic 6, Visual Studio 6, 1yr+

RAD techniques, C, UNIX, Oracle V7

VB5, Windows 95/NT, degree, 1yr+

Oracle 7/8, Windows 95/NT, degree, 1yr+

VB5/6, Access, SQL server, ADO, 2yrs+

GUI, Uniface, ILOG Views, Visual C++

Active Server Press, VB Script, JavaScript

Internet, Web, printing background, 3yr exp

C/C++, Assembler, Console, 5yrs+ exp

C, Assembler, all levels!

Visual Basic, 2yrs DBA, Telecomms

Visual Basic 3-5, SQL, NT4

Visual C++, STL, MFC, 2-3yrs+

C/C++ under Win32 API,

C++, Unix/NT, 2-3yrs Exp

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To £24K

To £24K

To £30K

To £35K

To £40K

To £28K

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Visual Basic

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Windows NT
ASP
OS/2

Contact: -

For further information on the specific posts referred to above, please contact Grant Whelan at ESS Limited on 0181 977-4848 or e-mail your CV to: grant.whelan@esslimited.com

WINDOWS

VISUAL C++

3.1/NT/95

VISUAL BASIC

'C'/C++

DELPHI

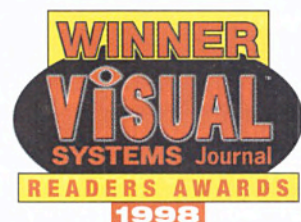
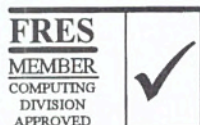
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APPLE

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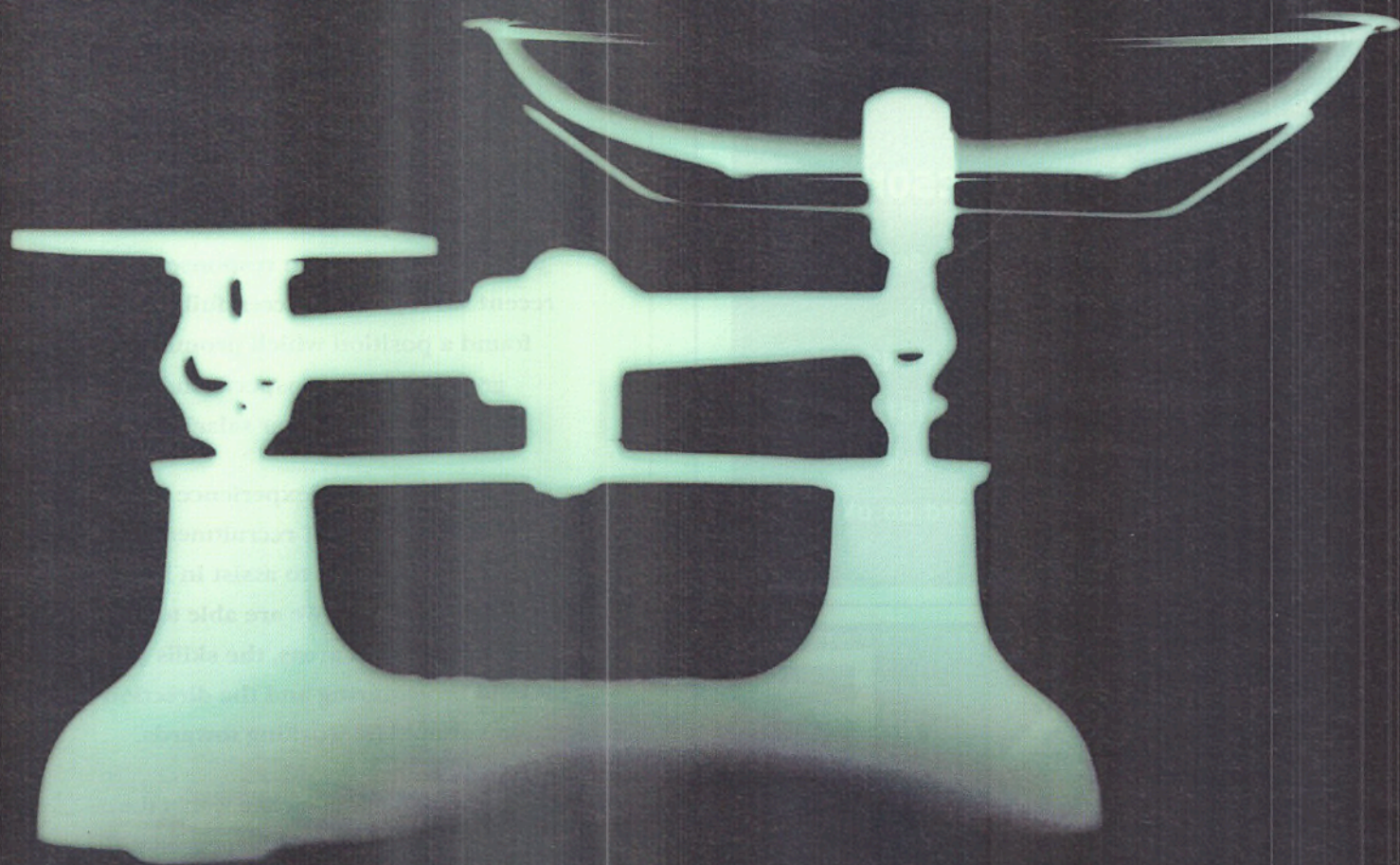
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Visual Basic Developers

Bristol outskirts

£25,000 to £35,000

Agresso Ltd is a wholly owned subsidiary of Agresso Group ASA, based in Oslo. They are one of the leading providers of complex financial software, which they provide to medium and large sized corporate users who have complex information needs. In the past three years they have twice been voted the top supplier by BASDA and they are experiencing considerable success with an impressive year on year rate of growth. Their product is a true client server system that runs under Microsoft Windows and supports the major RDBMS.

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We wish to recruit a number of experienced Windows based developers with a minimum of one years experience using either of the above languages. Opportunities exist at both developer and team leader level, for the latter experience of designing and specifying systems will be necessary.

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