

Helpdesk Report: Lead Engineer – Network and Telecoms

by

Incomes Data Research

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This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Lead Engineer

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable 'triangulation' of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time Lead Engineer.

2.1.1. Official earnings data

The data provided below is based on the Government's latest Annual Survey of Hours and Earnings (ASHE), for April 2021. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational category. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

Annual pay - Gross (£)¹ - For full-time employee jobs: United Kingdom, 2021

Description	Code ²	No. of jobs (000s)	Median	Annual percentage change	Average	Annual percentage change
Information technology and telecommunications professionals	2139	116	42,091	9.0	47,101	7.6

Source: Table 14.7a, ASHE November 2021.

2.1.2. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Lead Network Engineers in the NHS are typically employed on Band 7 and the current salary range is between £40,057 and £42,121 a year outside of London and high-cost areas in the South East/South. Roles based in high-cost areas qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,608 and a maximum payment of £7,097;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,898 and a maximum payment of £4,967;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,066 and a maximum payment of £1,845.

¹ Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.

² Standard Occupational Classification (SOC) codes are a coding system used to classify occupations. A four-digit SOC indicates the closest occupational match. Three digits cover a slightly broader job group, while two and one-digit codes are broader still.

2.1.3. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service.³

IT Systems and Networks Engineer, job level 7

Sector	Company count	Lower quartile	Median	Upper quartile	Average
Whole economy	21	£40,894	£44,810	£50,200	£45,205
Public sector	13	£37,764	£41,870	£45,232	£41,662

Source: IDR Pay Benchmarker.

Senior Engineer, job level 7

Sector	Company count	Median	Average
Whole economy	28	£50,331	£49,569
Public sector	8	£43,492	£43,839

Source: IDR Pay Benchmarker.

2.1.4. Recruitment data

The data in this section is based on analysis of recruitment salaries for a similar role(s). It is a guide to starting pay for these roles, and in some cases also provides a guide to the maximum that might be achieved.

Technology, Cloud and Infrastructure

Job role	Range £pa	Typical £pa
Network Engineer, Wales	£38,000 - £55,000	£48,000

Source: Hay Salary Guide 2022.

³ Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.

3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

3.1.Data and summary

Lead Engineer - job advertisements

Reference ID	Organisation	Job title	Min	Max	Location
ID483	University of Surrey	Lead Network Engineer & Architect	£42,149	£61,819	Guildford
ID487	Telcom Group	Senior Network Engineer	£45,000	£55,000	Manchester

3.2.Job advertisements

The following pages present the job advertisements for the above vacancies.



Lead Network Engineer & Architect

University of Surrey - Networks Team

Location:	Guildford	Placed On:	24th January 2022
Salary:	£42,149 to £61,819 minimum, per annum	Closes:	18th February 2022
Hours:	Full Time	Job Ref:	088621
Contract Type:	Permanent		

[Apply](#)

At the University of Surrey, we are committed to delivering exciting and transformational change in how we deliver both teaching and support to our student community and how we support our academic and professional services colleagues to deliver this. We in IT Services are undertaking a number of change programmes in support of these key objectives and we are committed to ensuring we have the tools and infrastructure in place so that this can be delivered effectively and securely.

As a Lead Network Engineer & Architect, you will be acting in a senior role, bringing strategic vision to our Network Architecture in the University. We have recently undertaken a major network upgrade across all areas of the campus, including Wi-Fi, Core & Distribution, Edge and Data Centre, and we are looking to fully exploit the modern technologies and capabilities this brings. In addition, you will bring technical knowledge, enthusiasm and approachability to the role, along with managing a small team of Senior Network Engineers to lead in the design and implementation of network infrastructure and service developments.

This is an exciting time to be joining the University and an opportunity to bring your experience and skills into this role. You will have a positive impact on how we deliver Network Services, bringing well-developed understanding and expertise to your role, advising IT colleagues and key senior stakeholders on IT Network principles and solutions that are fit for purpose and meet current and future needs.

The heritage of the University shows a recurring theme of doing things differently and achieving notable results through inventive and forward-thinking. As a specialist in your area, you will also contribute to the wider IT community on knowledge sharing and best practice.

In addition to salary, you will receive a generous annual leave entitlement and excellent development opportunities. Benefits package includes generous salary package, pension scheme, childcare assistance and discounted membership to our world-renowned Surrey Sports Park.

Further details:

For more information and to apply online, please download the further details and click on the 'apply online' button above.

In return we offer a generous pension, relocation assistance, flexible working options including job share and blended home/campus working locations (dependent on work duties), access to world-class leisure facilities on campus, a range of travel schemes and supportive family friendly benefits including an excellent on-site nursery.

Senior Network Engineer



Telcom Group

Manchester • Remote

£45,000 - £55,000 a year - Full-time, Permanent

[Apply now](#)



The Role

As a Senior Network Engineer you will take responsibility for the design, plan and technical implementation of layer 2 and layer 3 WAN, enterprise LAN/WiFi and Voice services for business customers ranging from SME to global enterprise.

The customer is the heart of everything we do so of course we want your technical experience but what is really important is the ability to take ownership of queries and projects and managing through to completion, ability to effectively liaise with colleagues to ensure best practice, and continual improvement in standards, process and delivery.

Remote working is available and fully supported with at least 2-3 days per week in Manchester HQ..

Responsibilities:

- Own the design, technical implementation and deployment of new customer services across access, aggregation and core
- Design, build, document and maintain layer 3 and layer 2 WAN, enterprise LAN/WiFi and Voice services for our business customers
- Contribute to best practices on the Telcom network in for form of configuration templates, documentation standards and sign-off/handover processes
- Understand Telcom's network and infrastructure as well as the customer's, making recommendations on diversity, redundancy and scalability
- Be the technical lead on major projects, attend technical customer meetings and give presentations
- Work with project managers, service delivery and 3rd party vendors to provide technical authority and direction in the implementation of new deployments, POPs and customers projects

- Work with operational teams and 3rd party suppliers to build, provision and upgrade circuits on a variety of bearer types such as on-net/off-net full fibre Ethernet, fixed wireless, DSL and 3/4/5G
- Produce and update documentation on WAN and customer networks including device configurations, schematics and peer review process
- Make changes on in-life services, considering the impact of the change and any possible outage caused
- Provide 3rd line escalation and troubleshooting and ensure team acts as a 24x7 escalation point for the NOC/Support team when dealing with complex faults
- Support the mentoring and up skilling of Network and Support Engineers
- Work with our in-house field engineering and infrastructure teams on installation, maintenance, and problem resolution

Requirements (necessary):

- Strong knowledge of provisioning service provider networks and associated customer services
- Knowledge and demonstrable experience in supporting carrier/enterprise grade network infrastructure such as Juniper, Nokia, Cisco, Fortinet, Ruckus, VyOS/Vyatta
- In-depth understanding and experience of networking technologies, topologies and routing protocols
- Strong hands-on background in telecoms and comfortable in a multi-vendor, multi-protocol, service provider environment
- Strong analytical and troubleshooting skills - gather evidence, investigate solutions, consider implications for business
- Self-motivated and able to motivate others, reliable and to be able to act with responsibility
- Composed, resilient and resourceful in a customer-centric team atmosphere

- Takes pride in solution designs and deployments that they and their team provide to ensure the highest quality of delivery
- Builds long-term relationships both internally & externally across different cultures
- Excellent written and verbal communication skills

Requirements (desired):

- Experience of the design and deployment of optical or fixed wireless services
- Experience with configuration and management of enterprise LAN services including switching, WiFi and VoIP
- Experience with python, software development and automation
- Experience with Linux-based operating systems and system administration

What will you get from us?

Telcom Group was founded to change the country's internet and set an example the world can follow. We believe in giving as you grow, impacting lives and won't stop until Britain is transformed from the 2nd worst for fibre deployment in Europe to being ranked amongst the best in the world.

Culture is everything at Telcom and we do our utmost to preserve that culture. You'll be joining more than just a company, you'll be joining a professional sports team of like minded individuals very much bonded together as a family.

This is a terrific opportunity to join the Telcom team at a pivotal moment as we head into a period of significant growth.

Equality is important to us

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status or disability status.

We're committed to providing equal opportunities to all applicants and employees, in fact this is at the heart of our company culture and values. We welcome applications from candidates with diverse backgrounds.

What happens next?

- You apply.
- We carefully review your application over a decent cup of coffee.
- We'll get back to you. Even if it's a no (at the moment).

Salary range: £45,000 - £55,000 depending on experience.

Job Types: Full-time, Permanent

Salary: £45,000.00-£55,000.00 per year

Benefits:

- Casual dress
- Company events
- Company pension
- Flexible schedule
- Sick pay
- Work from home

Schedule:

- Monday to Friday

Experience:

- multi-vendor, multi-protocol, ISP environment: 5 years (required)
- (TCP/IP, NAT, DHCP, BGP, OSPF, ISIS, MPLS, L3VPN, L2VPN): 5 years (required)