

# Helpdesk Report: Front End Developer

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.

Any queries relating to this report should be directed to:

t: +44 (0) 1702 669549

e: [marketdata@incomesdataresearch.co.uk](mailto:marketdata@incomesdataresearch.co.uk)

Incomes Data Research Limited. Registered in England & Wales. Company No. 09327550.  
Registered address: 71-75 Shelton Street, London WC2H 9JQ

Correspondence address: Incomes Data Research, The Studio, The Old Gasworks, 43 Progress Road, Leigh on Sea, Essex SS9 5PR

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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):

- Front End Developer

## 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 Front End Developer.

#### 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 (£)<sup>1</sup> - For full-time employee jobs: United Kingdom, 2021

Description	Code <sup>2</sup>	No. of jobs (000s)	Median	Annual percentage change	Average	Annual percentage change
Web design and development professionals	2137	43	33,490	4.9	33,409	3.6

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.

Software Developer roles in the NHS are typically employed on Band 6 or 7 and the current salary ranges are between £32,306 and £39,027 (Band 6) and £40,057 and £45,839 (Band 7) 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.

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

<sup>2</sup> 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.

### 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.<sup>3</sup>

#### IT software developer, job level 6

Sector	Company count	Lower quartile	Median	Upper quartile	Average
Whole economy	19	£33,320	£35,360	£37,060	£35,513
Public sector	16	£32,724	£34,050	£36,562	£34,738

Source: IDR Pay Benchmarker.

### 2.1.3. 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, software development, private sector

Job role	Range £pa	Typical £pa
Front End Developer, Yorkshire and the Humber	£30,000 - £45,000	£42,000

Source: Hay Salary Guide 2022.

<sup>3</sup> 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

##### Front End Developer – advertised positions summary

Minimum		Maximum
Average	£31,667*	£40,000

\*Excludes Evri

##### Front End Developer – job advertisements

Organisation	Job title	Min	Max	Location
ICS Digital	Front end developer	£28,000	£30,000	Leeds
Pharmacy2U	Front end UX developer	£35,000	£45,000	Leeds
Age Partnership	Front end web developer	£32,000	£38,000	Leeds
Evri	Front end developer		£47,000	Leeds

#### 3.2.Job advertisements

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

# Frontend Developer

## Ready for a frontend role with a difference?

Joining one of the fastest-growing digital agencies in Leeds, you will be working across a diverse range of projects and briefs, with the aim of creating unique and bespoke linkable assets for our clients' creative campaigns.

You will be able to build reactive testable, reusable and scalable JavaScript applications that have good functionality at their core. UX principles will be at the forefront, ensuring that assets not only look award-winning, but are also user friendly and easy for the audience to digest.

## The role:

- Salary: £28-30k p/a
- Conceptualise, mock-up and execute a number of frontend web development projects with our Creative, Web Development and Digital PR teams
- Build modular and reusable libraries, and implement frontend components with the progressive Vue.js framework (training provided on Vue.js)
- Design and develop innovative landing pages and web applications that draw the





experience in response to client and internal briefs

- Write reusable, effective, and scalable JavaScript code

## Requirements:

- Strong working knowledge of HTML5, CSS, JavaScript ES6 and demonstrable experience in Vue.js or a similar JS reactive framework
- Experience building responsive mobile-friendly sites with HTML5 and CSS3
- A working knowledge of version control systems such as Git
- Knowledge of server-side rendering
- Comfortable working in a fast-paced environment

## Benefits:

- 33 paid holiday days per year
- Birthdays off work
- Competitive pension scheme, with matched contributions up to 7%
- Hybrid working with flexible start/finish times
- Life assurance
- Private Bupa healthcare
- Free access to Udemy Business, to complete courses of your choice
- Enhanced maternity/paternity leave
- Mental health assistance whenever required

- Exclusive discounts through Perkbox
- Monthly raffle prizes including cash prizes, echo dots, AirPods, champagne, coffee machines and more!

We appreciate that employing people with a broad range of life experiences and ways of thinking adds value to our organisation. If you require any additional support or reasonable adjustments that will help you to perform at your best and be happy in the workplace, please let us know.

Please apply using the link below and your application will be picked up by Faye, our Talent Acquisition Manager:

**<https://apply.workable.com/j/2004690311>**

Apply now



## Fast-Paced, Flexible and Fun

We are always looking for brilliant digital minds, creative visionaries and specialist content creators

Careers

## Front End UX Developer

£45,000 per annum

Leeds, West Yorkshire

[Home](#) > [News](#) > [Careers](#) > [Front End UX Developer](#)

**Role** – Front End UX Developer

**Location** – Remote

**Salary** – up to £45,000

### About Us

Pharmacy2U is the UK's first and largest online pharmacy, we're a market leader in the pharmacy world, with 20 years' experience, helping over 600,000 patients in England manage their NHS repeat prescriptions from request through to delivery. Our aim is to further disrupt the industry for the benefit of patients with leadership that is passionate about building the skills and expertise of our teams- "come and join the rocket ship"- CEO Mark Livingstone.

### Role

Hands on Development of all Front-End UI across all P2U internal systems and public facing services (Web & App), with ability to Design and advise on UX/CX.

### What are we looking for?

We are looking for people that love to learn and want to grow with a company that is a leader in its market. Our Front-End Developers should be passionate about UX/CX, interacting with stakeholders and working as part of a driven team of experts.

### What kind of technology do we use?

We do most of our work in HTML/CSS/JavaScript/jQuery and use .NET with C# for our back-end platforms and Xamarin Forms for app development. We have recently moved all platforms into Azure and our in the process of modernising our back end monolithic codebase into Micro Service Architecture using .net Core, Umbraco is our chosen CMS which we have started to migrate some Front-End platforms and we are migrating legacy javascript into React.

### Essential Skills

- Knowledge of responsive web design with a mobile first approach
- Proficient understanding of web mark-up, including HTML5, CSS3
- Basic understanding of server-side CSS pre-processing platforms, such as LESS and SASS
- Proficient understanding of client-side scripting and JavaScript frameworks, such as ReactJS/JSX/JQuery
- Clean reusable code
- Knowledge and experience of source control such as Git
- Good understanding of asynchronous request handling, partial page updates, and AJAX
- Proficient understanding of cross-browser compatibility issues and ways to work around them.
- Good understanding of SEO principles and ensuring that application will adhere to them
- Experiencing using A/B testing tools (A/B Tasty or Equivalent)
- Experience using Google Analytics and Google Tag Manager
- Experience with supporting UI / content design in Adobe Photoshop and Illustrator
- Experience with Umbraco CMS or equivalent

### Desirable Skills

- Experience with supporting App development projects, ideally Xamarin
- Experience of using Visual Studio, MVC, Razor C#,
- Experience of working on collaborative projects with peers as well as other teams
- Experience coding front end features whilst considering optimisation for the web
- Knowledge of bootstrap framework
- Using task runner such as Gulp with NPM and Node
- Working with 3rd party scripts for data analytics
- Experience with JIRA/Confluence
- Experience in e-commerce
- Knowledge of image authoring tools, to be able to crop, resize, or perform small adjustments on an image. Familiarity with tools such as Photoshop or Gimp is a plus

What are you waiting for? Apply today!

**Applicants must be able to prove they have the Right to Work in the UK**

Share this role:

<https://www.linkedin.com/company/pharmacy2u/sharesArticle?text=&url=https://www.pharmacy2u.co.uk/careers/front-end-ux-developer/&title=Front%20End%20UX%20Developer&summary=&source=pharmacy2u>

### How to apply

If you are interested in this role or would like further information please get in touch via email [recruitment@pharmacy2u.co.uk](mailto:recruitment@pharmacy2u.co.uk) ([mailto:recruitment@pharmacy2u.co.uk?subject=Job reference: Front End UX Developer](mailto:recruitment@pharmacy2u.co.uk?subject=Job%20reference%20Front%20End%20UX%20Developer))

# Front End Web Developer

## About us

Established in 2004, Age Partnership has held true to its pledge to improve the markets in which we operate for the benefit of customers. We do this by delivering world-class customer experiences, continually innovating and embracing digital technology to make dealing with the company both efficient and engaging.

At Age Partnership we accept nothing other than being the best at what we do, and this objective is reinforced by an environment in which colleagues are encouraged to engage, to learn and to flourish. Significant in-house training and development facilities and empowerment of colleagues are just a couple of components that have helped this culture to thrive.

We strive in becoming a household name that is synonymous with excellence. Added to this we want to work, collaborating with all our partners and suppliers to enable our customers benefit from the relationship. It sounds simple but it needs to be worked on to achieve.



## Overview

We're looking for a mid-level-to-senior front-end web developer to join our team. You'll be working as part of a delivery team with a mix of skills and experience, helping to design, build and maintain high quality front-end interfaces and customer journeys using PHP frameworks and our custom in-house web platform.

You will work on a range of website, widget and web application builds for business-wide projects and external partnerships, as well as internal development projects driven by the web team. You will work with other teams both within and outside of the department to deliver projects, liaising with project managers and acting as front-end technical lead in some cases.

T&D plays a big part in our culture, and you will be involved in training and mentoring our more junior members of the team and new starters, as well as presenting new ideas or technologies to the wider team in our frequent Show and Tell sessions. You'll also be working alongside our existing front-end team to help shape and deliver our technical strategy.

The role offers hybrid working with flexible hours, split between our agency-style Hebden Bridge office, head office in Leeds, and remote working if desired. In the office you'll find video games, board games and a well-stocked biscuit tin, plus team lunches and quizzes on a Friday and regular social outings – it's pretty neat!

## Key outputs

- Work as part of a team to specify and deliver web projects to a high standard, acting as front-end lead in some cases
- Conform to industry standards and best practises for front-end development and testing
- Identify and champion both technical and usability improvements and innovations throughout the team
- Support and mentor other members of the team to improve their skills and knowledge
- Support and improve current web systems based on business needs
- Work with other departments and colleagues within the business to manage delivery of projects
- Other ad-hoc duties as and when required by the business

# The Person

## Overview

You will be a self-motivated, detail-oriented and user-focused individual with at least 3 years' experience working in the web industry.

You will display an enthusiastic approach to work, be innovative, have good communication skills and be a team player.

You will make an active contribution to the front-end team, identifying improvements and innovation within our technical strategy and championing this throughout the team.

You will be keen to continue learning and developing your own skills as well as to help others develop theirs. ^

## Essential

- In-depth knowledge of HTML, CSS & SCSS, and familiarity with usability, accessibility, and SEO best practises
- Experience faithfully rendering user interfaces across browsers and devices based on designs and specifications
- Experience using templating languages such as Twig or Smarty
- Experience using command line development tools and task runners (e.g. npm, Node, Gulp, Grunt)
- Experience working as part of a team to deliver development projects
- Excellent attention to detail
- Excellent communication skills

## Desirable

Some familiarity with the technologies and skills below would be a bonus:

- UX development & design (wireframing, prototyping, user testing, etc)
- PHP & Symfony
- JavaScript, including libraries and frameworks
- Automated acceptance testing
- Version control, particularly Git & Git Flow
- Email templating and the Acoustic Campaign platform
- Travis CI
- Experience of technical leadership / managing project delivery

## Qualifications

- Minimum of 3 years industry experience in Front End Web Development.
- Degree education level desirable, but not required.

## Reports to

Web Front End Lead

## Location

Hebden Bridge (primary) & Leeds, with hybrid home working if desired

## Package

£32-38k per annum depending on experience + Generous Benefits Package:

- Flexible working hours
- 25 days holiday + bank holidays and birthday day off
- Holiday purchase and selling scheme, up to 5 days per year



- Cycle to work scheme
- Life assurance
- Gym discounts
- Enhanced maternity and paternity pay
- and more!

## Hours of work

37.5 hours per week (hours of work will be flexible and dictated by the needs of the business, therefore it is expected that the successful applicant will work those hours necessary to successfully discharge the duties of the role).

# Culture Commitments

## Support


- Be Respectful – Treat customers and colleagues at all levels with dignity and respect.
- Collaborate & Share – Be generous with your time and ideas, working with and for the wider team.
- Show awareness – Be aware of how your actions and behaviours affect customers, colleagues and the business.
- Appreciate others – Recognise the contribution made by every colleague to the success of our business.

## Improve

- Be Accountable – Take responsibility for your actions and learn from any mistakes.
- Embrace Change – Treat change as an opportunity to improve, welcoming new ideas and ways of working.
- Commit to Development – Take responsibility for your personal development and that of the business.
- Be Courageous & Honest – Speak up for what you believe in and welcome the opportunity to give and receive constructive feedback.

## Deliver

- Keep Your Promises – Do what you say you'll do, when you say you'll do it.
- Focus on Solutions – Show resilience and determination, focusing on the solution not the problem.
- Go Above & Beyond – Always aim to exceed expectations, giving your very best to every customer and colleague.
- Be Proud & Lead By Example – Take pride in yourself and your work, acting as a positive role model for others.

This job description is not exhaustive and serves only as a broad outline of the duties required. T description may be amended as necessary. 

# Front End Developer

Vacancy Salary up to £47,000 plus bonus

Vacancy Location Leeds Tech Hub/Hybrid

*This is a permanent, full time vacancy that will close in 2 months at 23:59 BST.*

## The Vacancy

### Overview:

The Front End (FE) Developer is responsible for designing and implementing high-quality software in line with established policies and technology stack

This role will carry out some or all of the following **activities**:

- Maintaining documentation, ensuring that the knowledge acquired is available across the organisation and built into the squads as a discipline
- Supporting the UX team in realising their vision for the various products at Evri
- Develop intuitive and easy to use web applications
- Design, code, verify, test, document, amend and refactor complex software.
- Participate in estimation and planning work with an adaptive (iterative/agile) approach.
- Staying up to date with the latest tech innovations and evaluate their value

### You will be accountable for:

- Developing fast, scalable, intuitive, and easy to use web/native apps
- Making sure engineering policies and selected tools are adhered to
- Making sure agreed test coverage is implemented and daily progress communicated
- Keeping code repositories and Version Control up to date



## **Technical & People Skills:**

- HTML/CSS/SASS
- TypeScript/JavaScript/React/VueJS/Redux
- REST API (JSON) & WebSockets
- Client-Side and Server-Side rendering
- Agile, Scrum, BDD, TDD, Pull Request, CI/CD
- Good working knowledge of unit testing & integration testing frameworks
- Excellent communication skills (oral/written)
- Collaborative and keen to share knowledge with others

## **Knowledge & Experience:**

- 3+ years' experience front-end software engineering
- Experience with JavaScript/React/Redux is a must
- Experience working with an agile framework (Scrum/Kanban)
- Experience working with mobile-first products (Native Apps & PWA) is desirable

## **Qualifications:**

- BS in Computer Science or equivalent experience
- Agile certifications are desirable

## **About Us**

*Every parcel, every person, every place – every delivery made for you.*

Evri is leading the way in creating responsible delivery experiences for everyone, everywhere. And we're doing that by offering the most convenient way to send, receive and return parcels without costing the earth.

Whether it's a customer sending a present to a friend, a marketplace trader shipping in bulk or a major retailer such as John Lewis, Asda or Next, we've got it covered. With our team of 30,000 couriers, thousands of local ParcelShops and a growing network of hubs and depots across the country, we safely get parcels from A to everywhere.