

Helpdesk Report: Head of Software Development

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):

- Head of Software Development

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 Head of Software Development.

2.1.1. 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.

Digital Technology, Development, Yorkshire and the Humber

Job role	Range £pa	Typical £pa
Development Manager	55,000-75,000	70,000

Source: Hays Salary and Recruiting Trends 2019.

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.

Head of Software Development in the NHS are typically employed on Band 8b and the current salary range is between £53,168 and £62,001 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 £4,474 and a maximum payment of £6,892;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,786 and a maximum payment of £4,824;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,037 and a maximum payment of £1,793.

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. ¹

IT Project Manager/Software Developer, whole economy, job level 8

Job level	Company count	Lower quartile	Median	Upper quartile	Average
Level 8	21	£54,960	£57,542	£67,190	£59,931

Source: IDR Pay Benchmarker.

¹ 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

Head of Software Development – advertised positions summary

	Minimum	Maximum
Average	£58,992	£66,758

Head of Software Development - job advertisements

Ref ID	Organisation	Job title	Min	Max
IN383	Sports Pursuit	Software Architect / Software Development Manager	£65,000	£70,000
IN380	Cabot Search	Software Development Manager	£55,000	£60,000
IN381	Pertemps Network Group	Software Development Manager	£65,000	£70,000
IN384	Hunter Selection	Software Development Manager	£55,000	£70,000
IDR47	Surrey and Borders Partnership NHS Foundation Trust	Head of Software Development (Power Platform)	£54,959	£63,792

3.2.Job advertisements

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

Software Architect / Software Development Manager

SportPursuit - London

£65,000 - £70,000 a year

Apply with Indeed

Saved

London

£65,000 - £70,000 a year

We're looking for a Software Architect / Software Development Manager with a significant focus on Operational Excellence and Data.

In this role you will lead our Development Teams in delivering features and systems that delight our customers, enhance our offer to our brand partners or create operational efficiency and excellence within our internal teams and for our third party warehouse.

As an e-commerce business at the scale-up stage this means delivery and development of all of our internal systems including:

- E-Commerce Platform for multiple branded websites
- ERP / Fulfilment
- Customer Services Helpdesk
- Data warehousing
- Mobile Applications

Reporting to our CIO and working alongside the Product, QA and DevSecOps teams the role consists of three core responsibility areas:

Technical Leadership

- Ownership of the overall systems architecture and roadmap to enable the delivery of business goals
- Technical authority and lead architect for all development efforts, including non-functional requirements and standards
- Create a clear view of the target architecture
- Scope and assess key component parts to create a clear vision of the long term platform
- Articulate the long term platform to the teams to enable them to make good decisions in terms of plans and priorities

Engineering Execution

- Owning and improving development processes to enable the teams to collaborate with the commercial teams delivering the right features on time, on budget and in high quality

Personnel Management

- Management of our in-house and remote development teams (including direct line management of the relevant Technical Leads)
- Recruitment and retention of development staff

Essential Skills and Experience

- Experience in technical leadership role
- Significant development experience of at least one of:

PHP

Python

Vue.js

React Native

Swift

- Extensive knowledge and experience of AWS based systems
- Recruiting and retaining technical staff
- Coaching and development of technical staff
- Software development processes and process improvements
- Keen eye for detail and a deep understanding of the use of data to improve business decisions
- Ability to communicate across the business, from new team members to Execs and to translate technical concepts to non-technical users
- Experience working with in-house and remote teams

Desired Experience

E-commerce experience would be beneficial but is not essential

Benefits

- Workplace pension - we're set up with The People's Pension to make sure we're contributing to help you save for retirement.
- Culture if you love being active you'll love our office

- Holiday 22 days of holiday a year, and we encourage you take it. Well also throw in an extra day off for your birthday.
- Socials A social budget which grows every time we hit budget, with a social team that just loves using it!
- The Workspace complex kitted out with showers, a cafe, and a Pure Gym.

About Us:

SportPursuit is the UKs leading private shopping community for sports men and women. We negotiate amazing offers on the best sports products and services from the worlds leading sports brands and offer them to our members in week long flash sales. Our deals are only available to our members behind our sign in wall; this gives our brands the confidence to deliver exclusive offers to our members whilst protecting their brands and their full price retailers from continual discounting.

If youre ambitious, talented, and want to shape the future of the business but dont mind getting your hands dirty this could be just the place for you.

SportPursuit - 30+ days ago - [report job](#) - [original job](#)

Software Engineering Manager jobs in London

Jobs at SportPursuit in London

Software Engineering Manager salaries in London

Software Development Manager

Cabot Search

Bath

£55,000 - £60,000 a year - Permanent

Job Title: Software Development Manager

Location: Somerset

Industry: Information Technology

Salary: £55-60 depending on experience

Role:

Organically grown and now one of the UK's most renowned name within the industry my client is looking for a Software Development Manager. The role is office based but you will be required to travel to other offices as and when required.

- Responsible for the day-to-day management of the Development team.
- Guiding and nurturing the developers and leading in innovative ways of working
- Application design/ architecture and coding skills are essential in directing and supporting the developers, but the day-to-day role is not focused on application development
- Working closely with GHAD and Lead Developers- Develop and iterate clear application development, architectural, coding, test and deployment standards
- Produce and execute development plans
- Reporting to GHAD and Board of Directors

MUST HAVE EXPERIENCE

- Turning technical designs in to working software
- Evolving a growing code base, technology stack and architecture
- Designing, implementing and continuously improving software lifecycles
- Understanding the value of high- quality code
- Managing technical debt, suggesting appropriate improvements and initiatives
- Delivering maintainable/ clean code and guiding others
- Within a technical background in a .Net environment
- And understanding of TDD, BDD and Test First Development
- Conducting code reviews
- Managing a team of developers

If you would like to find out more about the role, please do send over your CV in the first instance

Job Types: Full-time, Permanent

Salary: £55,000.00 to £60,000.00 /year

Experience:

- Software Development: 3 years (Preferred)

1 day ago - report job

Software Development Manager

Pertemps Network Group - Brighton

£65,000 - £70,000 a year - Permanent

Apply Now

Saved

Pertemps Network Group



573 reviews

Read what people are saying about working here.

Brighton

Permanent

£65,000 - £70,000 a year

Software Development Manager

Exciting Global organisation is looking for a Software Development Manager with experience managing multiple scrum teams and a background in C# development from earlier in your career.

The successful Development Manager will have the following skills and experience:

- Managing multiple Scrum teams
- Background in software development:

o C#, VB.Net, ASP.net, HTML5, RDBMS, Oracle and SQL server

o Microsoft Azure (and toolset)

o Web Service and API's, including RESTful and SOAP

- A good people manager with strong leadership
- Agile working environment
- 3rd party management experience
- Excellent interpersonal, communication skills

In return you will be rewarded with a fantastic package including a generous basic of up to £70k, bonus (10%), generous holidays, private medical, life assurance and a very good pension and some home working.

This truly is an exceptional opportunity with a great culture and a fantastic working environment. If this is of interest please send your CV ASAP!

If you are interested please apply ASAP. The People Network is an employment agency and will

respond to all applicants within three - five working days. If you do not hear within these timescales please feel free to get in touch.

Pertemps Network Group - 15 days ago - [report job](#) - [original job](#)

Software Engineering Manager jobs in Brighton

Jobs at Pertemps Network Group in Brighton

Software Engineering Manager salaries in Brighton

Software Development Manager

[Hunter Selection](#)

Wiltshire
Permanent
£55,000 - £70,000 a year

Software Development Manager
Wiltshire
£Neg

An experienced Software Development Manager is required to join a forward thinking organisation to oversee the management of the development team.

You will guide and nurture the developers, leading them in innovative, new ways of working. You will provide day-to-day support to individual developers to help them resolve problems and validate their approach to solving technical challenges.

Application design / architecture and coding skills are essential, with a strong technical background in a .Net environment to both direct and support the developers, but the day-to-day role is not focused on application development.

If you are interested in this role or looking for something similar please contact our Managing Consultant Richard Frost directly at richardf@hunterselection.co.uk or call them for a confidential discussion on 01275 378 899

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Hunter Selection - 2 days ago - report job - [original job](#)

JOB DESCRIPTION / PROFILE

Job Title	Head of Software Development (Power Platform)
Agenda for Change Band	8b
Directorate	SABP Digital
Job Description Reference	SABPDIGITAL_23

My job makes better lives by

Leading the Software Development team who create a safe, sustainable but bespoke applications that empower the Trust to enhance the delivery of its services, ultimately improving the outcomes for people using those services in harmony with our vision and values.

Job Overview

The Head of Software Development (HoSD) is a leadership role accountable for the successful delivery of low code but significant software applications for the Trust and its partners. Managing both internal and external teams of developers and IT specialists, the HoSD will work closely with the service design and data teams in order to deliver software and IT services that meet user needs in alignment with our strategic vision of a wrap around app ecosystem. The role will work with clinicians, people that use our services, Trust management, other staff, relevant NHS and external parties to define, create and develop high quality solutions to meet the changing demands on health and social care.

This is a high-level position that requires a broad and deep blend of strategic, technical and operational knowledge. The HoSD will be responsible for the creation and delivery of bespoke applications, transition to sustainable use, and strategic investment in low code and automation platforms. In addition, the HoSD is accountable for the growth of a 'citizen developer' approach, empowering expert users to design and build application technologies, ensuring this is done safely and to the benefit of the Trust and its partners.

NHS Competency	Level
Communication	4
Personal and People Development	4
Health, Safety and Security	3
Service Improvement	4
Quality	4
Equality and Diversity	3
IT	4
Statutory Requirements	
Not applicable for this post	

SABP Leadership Competency	
Strategic Leadership	3
People Leadership	3
Performance Leadership	3
Track Record	3
Personal Motivation	3
Values	
Treat People Well	
Involve not Ignore	
Open, inclusive and accountable	

Qualifications required

- Masters degree level education or equivalent relevant experience
- Postgraduate qualification or evidence of pursuit of further qualifications (e.g. Agile, CSDP)
- Certificate in Power Platform or Low Code No Code (Desirable)

Experience required

- Minimum of 3 years' recent experience in leading development in a management role
- Experience in effective leadership of multi-disciplinary teams, ensuring design decisions are based on evidenced user research and translating these into application development and service output.
- Strong understanding of the practical application of the Agile software development cycle and its principles.
- Proven experience of developing solutions using low code platforms (preferably Microsoft Power Platform/SharePoint/CDS) with an ability to demonstrate the development and evolution of a team to meet operational need across the whole technology lifecycle.
- Financial management of budgets up to £1m as well as management of multiple concurrent projects.

Suitable for someone who

Has a proven track record of building, leading and managing successful development teams, and who is able to demonstrate a continual learning approach and application to improve how we use leading technology to deliver services. The person will have a leading capability, able to define, deliver and understand concepts within a complex health environment, implementing best practice aligned to delivering user-centred app developments built around the Microsoft Power Platform.

Key accountabilities in the role are:

- Lead the building of Software Development teams that incorporate essential capabilities to meet Trust needs, and that can engage in the complete lifecycle of large application development projects.
- Establish best practice design standards to ensure a consistent look and feel using the appropriate local and national NHS Digital methods, guidelines, policies and standards for design i.e. The NHS Digital Service Manual, NHS Identity Branding Guidelines, Government Digital Service manual.
- Lead and manage the software development teams (both internal and external) to deliver software and experiences that meets the needs of users.
- Work to extend safely the ability to develop apps to 'citizen developers' with a programme of learning, adoption and alignment of appropriate lifecycle understanding to prevent a proliferation of non-complaint applications.
- Create and maintain a programme to enable consistent Agile and best practice processes to be applied across the teams.
- Collaborate with Product Managers and Product Owners to ensure delivery of application solutions that are adaptable to Trust priorities .
- Create, implement and maintain a continuous improvement plan for software development and low code platforms, and establish and embed mechanisms to monitor, manage and provide progress on all software development activities.
- Develop and manage the application development lifecycle including road mapping and release schedules, ensuring appropriate change and release management is undertaken in line with industry best practice.
- Act as a facilitating consultant to related projects advising on all matters relating to digital transformation including evaluating and selection of technology platforms, recognising the impact of change and appropriate alignment of resources.
- Collaborate with the appropriate functions and users to evaluate and identify technology platforms for delivering trust clinical services.

- Work closely with Digital Operations and Services to ensure smooth transition of projects to Business as Usual activities, ensuring enough resource and knowledge is present.
- Ensure appropriate due diligence and governance processes are applied (e.g. DPIA, cybersecurity and clinical safety assurances), identifying and mitigating service risks, dependencies and issues as necessary.
- Lead the development of business cases and bids where software development is involved, providing a quality check ensuring that all resourcing requirements and costs are identified and that expected benefits and outcomes are capable of being achieved and delivered.
- Oversee the procurement of Digital services and supplies, ensuring that procurement processes are followed and that value for money is obtained.
- Manage relationships with key 3rd party suppliers of IT services and other external parties.
- Direct and manage the exit plans of suppliers, data transition and services transfer arrangements with suppliers and service providers to ensure respective parties' obligations are met ensuring an orderly transfer of the services or any replacement provider on exit.
- Management of budgets (£1M+) and maintaining compliance with standing financial instructions.
- Provide advice and take action, where necessary, in response to audit findings and recommendations in respect of application development, associated systems and IT service provision.
- Lead on the delivery of solutions compliant with the relevant national and organisational standards, policies and strategic roadmaps. Ensure national guidance and policy is implemented across the Trust and its partners and act as an influencer and contributor to national developments and decision making.
- Horizon scan for new application strategies and initiatives and have the vision to understand their implications, including cost/ benefits across the organisation. Research and understand new and emerging technologies and practices to support the development of innovative and creative business solutions.
- Utilise multiple complex communication techniques effectively across a wide range of people and levels of understanding, including both technical and non-technical audiences, using a range of verbal and non-verbal methods.
- Lead and promote the Trusts Digital strategy and clinical agenda, encouraging engagement from all levels of the hierarchy, establishing a clear pathway for application development, improvements and innovation to occur.
- Contribute to and support the continuous development of the Trust Digital strategy, taking specific ownership of application elements, supporting periodic reviews to ensure that the strategy is being delivered and that it is aligned to the changing health and social care environment.
- Provide line management, identifying gaps in competencies, and provide training and coaching to nurture talent and develop team capabilities.
- Contribute to the development of organisational excellence; championing and promoting at every opportunity the importance of equality, diversity and inclusion, driving continuous commitment to a diverse and inclusive workforce.
- Provide management cover for other Digital Teams as required, including deputising for the Digital Leadership team as Required.