



IT Monitor

May 2011

Your monthly guide to salary and recruitment trends in the UK IT market



This month Computer People's IT Monitor continues to equip candidates and hiring managers with the IT industry's most up to date and comprehensive salary and vacancy trends and analysis of the IT industry and the UK.

The contract market has picked up considerably since the start of 2011. Vacancies have been rising month on month. We expect this demand to continue rising as new budgets have now been signed off in April. This is largely due to the fact that whilst many projects were previously put on hold due to lack of funding the need never went away. Now, with budget freezes thawing and funding re-emerging, hiring managers are recruiting to deliver priority projects. There is a clear increase in projects pertaining to new business initiatives, which were previously put on hold as businesses internalised and cut costs during the recession. There is also a huge focus on process change to improve efficiency and create a leaner approach to back office operations. This will create an opportunity for those contractors who have Prince2, project management qualifications and experience.

In our opinion this strong contract demand will extend into Q2 and beyond. Contrary to 2010, permanent hiring will become the challenge this year. In a candidate led market up to half of permanent vacancies tend to convert to contract when hiring managers cannot find a permanent solution due to scarcity of resource. This started to happen in December 2010 and is gathering pace this year, we think we're fast approaching a candidate led market. This has not been seen since early 2009. This is the main reason for contract growth right now.

Regards

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Highlights from this month's results:

- A steadying in permanent and contractor hiring.
- Despite the publicity around public sector job cuts there has been a significant increase in both permanent and contractor vacancies.
- An upward trend in salaries for permanent and contract staff continues across the board.
- Developers once again top the "in demand list" for the month, however a trend for more business focused IT specialists is apparent. A rise in project managers, business analysts and business intelligence specialists suggests IT specialists with a strategic focus are in demand.

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Signs of a stabilising market

There has been little change over the past month in the overall number of vacancies across all sectors, representing stabilisation of the IT employment market. There were approximately 15,000 unique permanent IT vacancies and 6,000 unique contractor vacancies reported last month and the results are almost identical this month. A slight decline in the number of permanent vacancies of 0.31% compared to 0.03% decline in contractor vacancies shows a minor shift from the last month. The good news is that qualified candidates are more likely to find themselves in a position where they have options for the next step in their career and in some cases may find themselves with multiple job offers.

Number of vacancies: all sectors	Permanent		Contract	
	Vacancies	% Change	Vacancies	% Change
	15,543	↓0.31%	6,031	↓0.03%

Contract vacancies should remain strong however permanent recruitment may become a challenge for customers, as candidates are now receiving multiple permanent offers. We are seeing a lot of "buy backs" now where clients are offering massive counter offers to keep their permanent staff in place.

Sector breakdowns

Public sector and telecoms have taken a complete 360 degree turn around in the past month with a considerable increase in both permanent and contractor vacancies across the two sectors. The more interesting of the two is the 'against the grain' increases for the public sector considering the public spending cuts. This could be attributed to an overreaction to budget cuts. There is now a need for hiring managers to recruit to ensure that services can be maintained and that needs and priority projects are met and delivered. Many would have predicted that the service level demands on IT could not be maintained without a certain minimal level of human resource.

Public Sector

Permanent vacancies increased by 5.98% and contractor vacancies by 3.98% compared to last month where both were on the decline. This could be the beginning of a trend in the public sector. We expect to see a continued rise in public sector spending with new budgets being released and the backlog created by the hiring freezes of the past few months. This trend was seen in the private sector, again attributed to deeper cuts made too quickly whilst the need never subsided.

Telecoms

Telecoms permanent vacancies rose by 7.81% with contractor vacancies making a less substantial increase of 4.20%. These results are notable considering both permanent and contractor vacancies decreased by 0.43% and increased by 0.10% respectively in March. Telecoms is always at the forefront of new technology so will always demand the best talent. The growth in vacancies within the sector is inline with expectations as telecoms is making the most of the remaining few months of a client led market.

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Banking, finance & insurance and retail

We have seen a slight increase (0.06%) in the number of permanent vacancies this month in the banking, finance & insurance sector while retail had a more significant (2.52%) rise. However decreases of 1.30% and 2.50% respectively have been reported against the number of contractor vacancies in these sectors. The small decline in demand for banking and retail in contractor vacancies can be explained as a slowing in growth but still high demand. These two sectors traditionally ramp up first after a downturn, so demand tends to plateau first once they have staffed up.

Media, new media and creative

Vacancies in the media, new media and creative sector appear to have slumped this month with an overall decrease in permanent vacancies of 6.80% and 0.63% for contractor vacancies. The demand within the sector is still highly comparable to other sectors (media and creative vacancies have the second highest number of vacancies across all sectors). As with the telecoms sector, media and creative are leaders in technological advancement and would have recruited early in the economic recovery to ensure they get the best candidates. It is likely that recruitment in this area will plateau or possibly decline over the coming months, so now is a good time for candidates to find a placement in the sector.

Number of vacancies: major sector	Permanent		Contract (per hour)	
	Vacancies	% Change	Vacancies	% Change
Banking, Insurance and Finance	1,611	↑0.06%	758	↓-1.30%
Retail	650	↑2.52%	111	↓-2.50%
Telecoms	566	↑7.81%	116	↑4.20%
Media, New Media and Creative	685	↓-6.80%	158	↓-0.63%
Public Sector	319	↑5.98%	235	↑3.98%

Monthly salary trends

Salaries continued to rise in April, making this the 4th consecutive month of consistent increases across the industry. Year on year the results show the war for talent is heating up with a 6.12% increase in permanent salaries and a 5.41% increase on hourly rate for contractors. This is obviously positive for those looking to change roles, in that they may find with a change in role comes an increase in salary, even if it's a side step. But this puts added pressure on hiring managers' staffing budgets.

Permanent salary rises could be attributed to the market shift towards being candidate led in Q1 of this calendar year. Candidates have more choice now and it is costing more to hire them and more to replace them. In 2010 there were fewer jobs but, because candidates are now more in demand, Q1 has swung significantly to a candidate led market on the permanent side.

% change in salary/ contract rates	Permanent (Monthly)	Permanent (Yearly)	Contract (Monthly)	Contract (Yearly)
		↑0.07%	↑6.12%	↑1.14%

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Job title	Permanent (per annum)			Contract (per hour)		
	Average salary	% Average change (Monthly)	% Average change (Year-on-year)	Average salary	% Average change (Monthly)	% Average change (Year-on-year)
.Net / C#	£39,298	↑0.10%	↑6.56%	£38	↑1.02%	↑3.29%
Java	£47,869	↑0.02%	↑0.20%	£47	↑0.40%	↑5.00%
Oracle	£52,294	↑0.08%	↑7.62%	£49	↑1.60%	↑0.10%
SQL Server	£38,344	↑0.00%	↑4.24%	£39	↓-1.23%	↑7.29%
Business Intelligence	£53,174	↑0.03%	↑11.07%	£50	↓-0.30%	↑0.61%
Web Developer	£32,661	↓-0.02%	↑3.08%	£35	↓-0.45%	↑10.80%
Project Manager	£52,032	↑0.09%	↑5.05%	£51	↑0.30%	↑7.90%
SAP	£67,266	↓-0.07%	↑4.10%	£63	↑2.43%	↑5.45%
Testing	£47,152	↓-0.09%	↑6.14%	£41	↓-1.10%	↑1.38%
Database	£40,783	↓-0.05%	↑0.55%	£45	↓-1.20%	↑7.20%
IT Director	£76,387	↓-0.05%	↑3.61%	£96	↑3.80%	↑10.10%

Salaries continue to increase for those specialising in Oracle, continuing the previous month's growth. There is a surge in .Net / C# salaries on the permanent and contract side and a significant increase in SAP for contractors at 2.43%. Oracle, SAP and .Net are premium skills that are integral to the future of any organisation looking to maximise efficiency or increase performance. As demand increases across the board and supply reduces, pay rates will increase. IT director contractor salaries continue to increase against yearly average with an increase to £96 per hour, up 10.1% against yearly average.

Permanent business intelligence salaries have seen their salaries rise 11.07% year on year; however contract has had only a minor increase of 0.6% but decreased month on month by 0.3%. This could be due to business intelligence becoming a higher internal priority and a higher commercial priority for senior managers to have decision making information in real time.

With 60% of all UK recruitment being based in London and the South East it is no surprise that business intelligence has shown such a surge in demand and salary levels. Business intelligence drives efficiency and performance and this is characterising the needs of the business landscape right now. There is a "war for talent" right now and candidates with business intelligence skills are most in demand.

Jobs in demand

Developers continue to top the "in demand" table on both a permanent and contract basis this month. In terms of skills, demand for core development languages is increasing each month and this is as expected given how essential these skills

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are for new projects. The public sector appears to have a skills gap amongst IT managers and analysts, possibly attributed to knowledge and skills lost through budget cuts.

Project managers, business intelligence staff and analysts are back in high demand across all sectors, possibly because the number of projects which were previously postponed due to budget cuts are now coming live again.

The jobs in demand trends appear to be consistent month in and out, meaning candidates who want to remain competitive should be looking at ways to increase their skill set particularly in the areas of project management and business analysis.

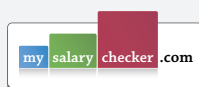
	Permanent	Contract
Jobs in demand		
IT Industry	Developer	Developer
	Project Manager	Analyst
	Architect	Business Analyst
	Business Analyst	Project Manager
	Web Developer	Software Engineer
	Senior Developer	Consultant
	Software Engineer	Architect
	Administrator	Designer
	Java Developer	Administrator
	Designer	Java Developer
	Support Analyst	Test Analyst
Banking, Insurance and Finance	Developer	Analyst
	Analyst	Business Analyst
	Business Analyst	Developer
	Project Manager	Project Manager
	Consultant	Java Developer
	Java Developer	Test Analyst
	Senior Developer	Architect
	Support Analyst	Engineer
	C# Developer	Consultant
	Senior Analyst	Senior Analyst

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	Permanent	Contract
Jobs in demand Media, New Media and Creative	Developer	Developer
	Web Developer	Analyst
	Project Manager	Project Manager
	Designer	Engineer
	PHP Developer	Designer
	Consultant	Business Analyst
	Architect	Web Developer
	Business Analyst	Architect
	Senior Developer	PHP Developer
	Administrator	Flash Developer
Telecommunications	Developer	Engineer
	Consultant	Analyst
	Project Manager	Developer
	Architect	Project Manager
	Project Manager	Consultant
	Software Engineer	Architect
	Development Manager	Business Analyst
Public Sector	Manager	Analyst
	Analyst	Developer
	Developer	Manager
	Consultant	Engineer
	Engineer	Consultant
	Architect	Project Manager
	Project Manager	Business Analyst

This month's results show that a number of organisations are slowly making their way back into the hiring market and looking to recruit talented individuals to drive their IT strategy and their business forward. Delays in hiring decisions due to



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economic uncertainty seem to have subsided, largely attributed to a combination of market confidence and businesses not being able to hold off on projects any longer. This, in turn, has forced the hand of many organisations to recruit. It appears that the market is now in a position where clients are actively looking to recruit but there is a clear shortage of quality candidates available in certain disciplines and sectors. Demand is increasing where the supply is not.

This trend will continue to push salaries up so there is pressure on hiring managers to retain quality staff through increased employee engagement. For additional information on employee engagement visit <http://www.aguki-resources.co.uk/computer-people/docs/Recruitment-Guide-Employee-engagement.pdf>

Salaries by region

Permanent and contractor pay is on the rise across all areas of the UK. .Net across all regions has fared particularly well with increases in both permanent and contractor salaries last month. This is inline with demand for developers.

Business intelligence permanent pay has increased by a significant 11.15% in London. This correlates with trends of increasing IT emphasis on business intelligence and the number of top IT organisations moving into business intelligence.

In the South East contractor salaries increased by 2.98% for SAP last month whilst testing decreased substantially by 1.80%. Permanent .Net pay increased by 0.91% in April, testing is more likely to increase as projects mature and demand shifts.

In the South West contractor database developer salaries decreased last month by 1.42%, but increased 8.10% year on year.

In the East Midlands salaries for business intelligence contractors decreased in April by 1.33% with most other salaries remaining fairly stable.

SQL server contractors' salaries decreased last month with a 1.35% dip in West Midlands, most other salaries remained fairly stable within the region.

In the East of England salaries for permanent web developers rose this month by 0.91% and business intelligence rose by 0.89%. This trend for web developers and business intelligence is evident across the UK in salaries and demand. Business intelligence has also increased year on year by 8.99%. Oracle has also increased by significant numbers year on year with increases of 7.11%.

Major changes in Yorkshire and Humberside in April for permanent staff salaries are in SQL and testing with increases of 0.96% and 1.02%. Project management pay has also seen a decent increase of 0.85%. Project management is in high demand across IT at present due to the resurgence of projects.

Salaries in Scotland for permanent staff increased last month as well, compared to last years' results. This month's business biggest increase is in Java (1.11%) and again business intelligence has increased year on year by 10.17%. It is evident that business intelligence is seeing a surge across the UK as businesses become more dependent on real time information for management decision making.

In Wales there are increases in permanent salaries this month in .Net and web development by 1.17% reinforcing that new projects are boosting salaries particularly in software development and web site development.

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Salaries by region

London	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£50,444	↑0.71%	↑6.87%	£44	↑1.12%	↑3.30%
Java	£57,914	↑0.13%	↑0.17%	£56	↑0.50%	↑5.90%
Oracle	£58,349	↓-0.16%	↑5.34%	£50	↑1.40%	↑0.25%
SQL Server	£45,347	↓-0.16%	↑3.76%	£45	↓-1.33%	↑7.80%
Business Intelligence	£64,132	↓-0.07%	↑11.15%	£55	↓-0.33%	↑0.65%
Web Developer	£38,155	↑0.47%	↑3.10%	£38	↓-0.55%	↑11.65%
Project Manager	£58,185	↑0.53%	↑5.30%	£55	↑0.31%	↑8.10%
SAP	£67,154	↓-0.02%	↑4.22%	£65	↑1.98%	↑5.60%
Testing	£53,713	↑0.25%	↑6.34%	£44	↓-1.10%	↑1.38%
Database	£45,532	↑0.80%	↑0.75%	£47	↓-1.22%	↑7.55%
CIO	£88,600	↑0.03%	↑0.01%	-	-	-
IT Director	£69,941	↓-0.08%	↑5.59%	£120	↑3.90%	↑10.80%

South East	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£37,227	↑0.91%	↑4.80%	£36	↑0.15%	↑2.80%
Java	£39,810	↑0.02%	↑0.20%	£36	↑0.80%	↑6.20%
Oracle	£45,620	↑0.17%	↑4.86%	£36	↑1.40%	↑1.22%
SQL Server	£36,356	↑0.44%	↑2.90%	£36	↓-0.38%	↑4.80%
Business Intelligence	£48,664	↑0.19%	↑9.82%	£36	↓-0.33%	↑1.65%
Web Developer	£32,411	↑0.66%	↑3.24%	£36	↑0.20%	↑8.25%
Project Manager	£49,469	↓-0.09%	↑5.00%	£36	↑0.31%	↑7.70%
SAP	£58,782	↑0.05%	↑4.46%	£36	↑2.98%	↑5.10%
Testing	£55,002	↑0.51%	↑7.22%	£36	↓-1.80%	↑3.20%
Database	£41,181	↓-0.10%	↑1.34%	£36	↓-1.65%	↑4.26%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

South West	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£33,641	↑0.87%	↑5.22%	£34	↑0.12%	↑3.30%
Java	£35,868	↑0.40%	↑1.20%	£37	↑0.70%	↑3.20%
Oracle	£45,223	↑0.64%	↑4.86%	£50	↑0.40%	↑1.25%
SQL Server	£34,668	↑1.01%	↑3.81%	£31	↓-1.00%	↑4.80%
Business Intelligence	£37,570	↑0.80%	↑7.82%	£45	↑0.53%	↑1.24%
Web Developer	£29,175	↑0.66%	↑2.98%	£25	↑0.60%	↑8.65%
Project Manager	£45,373	↓-0.10%	↑4.65%	£47	↑0.40%	↑6.70%
SAP	£70,986	↓-0.10%	↑3.99%	£55	↑2.50%	↑4.20%
Testing	-	-	-	£35	↓-1.15%	↑2.28%
Database	£33,121	↓-0.06%	↑1.63%	£25	↓-1.42%	↑8.10%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

East Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£32,552	↑0.76%	↑2.17%	£25	↑0.78%	↑3.30%
Java	£35,042	↑1.07%	↑1.76%	£38	↓-0.50%	↑6.10%
Oracle	£44,128	↑0.41%	↑4.98%	£38	↓-0.10%	↑2.10%
SQL Server	£32,702	↑0.10%	↑3.37%	£31	↑0.45%	↑5.80%
Business Intelligence	£29,555	↓-0.12%	↑3.94%	£45	↓-1.33%	↑1.65%
Web Developer	£28,653	↑1.00%	↑1.29%	£20	↓-0.52%	↑5.10%
Project Manager	£43,456	↑0.30%	↑4.56%	£50	↑0.41%	↑6.90%
SAP	£62,361	↑0.13%	↑4.18%	£50	↑0.12%	↑4.20%
Testing	£39,003	↑0.41%	↑5.37%	£35	↑1.10%	↑1.45%
Database	£42,638	↑0.87%	↑0.16%	£30	↑1.28%	↑3.33%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

West Midlands	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£35,084	↑0.15%	↑6.26%	£38	↑0.1%	↑2.30%
Java	£40,875	↓-0.15%	↑1.05%	£38	↓-0.52%	↑5.90%
Oracle	£41,462	↑0.66%	↑5.91%	£38	↑1.00%	↑0.25%
SQL Server	£34,867	↑0.29%	↑6.34%	£38	↓-1.35%	↑6.80%
Business Intelligence	£45,074	↑0.16%	↑10.22%	£48	↓-0.23%	↑0.65%
Web Developer	£29,928	↑0.41%	↑2.41%	£35	↑0.45%	↑8.45%
Project Manager	£44,530	↑0.85%	↑5.70%	£41	↑0.48%	↑7.90%
SAP	£61,171	↑0.26%	↑4.04%	£50	↑1.90%	↑4.20%
Testing	-	-	-	£35	↓-0.10%	↑1.38%
Database	£39,706	↑0.55%	↑0.20%	£30	↑0.22%	↑7.26%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

East of England	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£36,115	↑0.35%	↑5.14%	£31	↑0.1%	↑3.30%
Java	£39,208	↑0.50%	↑0.81%	£38	↑0.12%	↑4.90%
Oracle	£44,750	↑0.33%	↑7.11%	£47	↑1.00%	↑0.25%
SQL Server	£37,201	↑0.92%	↑4.01%	£31	↓-0.35%	↑7.80%
Business Intelligence	£27,745	↑0.89%	↑8.99%	£45	↓-0.23%	↑3.65%
Web Developer	£30,003	↑0.91%	↑3.65%	£25	↑0.46%	↑8.45%
Project Manager	£46,766	↑0.09%	↑5.26%	£44	↑0.48%	↑4.90%
SAP	£67,250	↑0.51%	↑3.91%	£56	↑1.90%	↑2.20%
Testing	£39,591	↑0.60%	↑5.12%	£32	↑0.10%	↑1.38%
Database	£39,513	↑0.02%	↑1.28%	£28	↑0.20%	↑6.26%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

Yorkshire and Humberside	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£34,160	↑0.24%	↑6.23%	£34	↑1.00%	↑3.30%
Java	£37,160	↑0.11%	↑1.08%	£38	↑0.50%	↑4.90%
Oracle	£40,107	↑0.52%	↑5.33%	£43	↓-1.50%	↑2.20%
SQL Server	£34,810	↑0.96%	↑4.35%	£30	↓-1.33%	↑4.80%
Business Intelligence	£35,814	↑0.04%	↑8.74%	£42	↓-0.00%	↑0.65%
Web Developer	£28,060	↓-0.30%	↑2.95%	£29	↓-0.55%	↑7.65%
Project Manager	£43,620	↑0.85%	↑5.41%	£44	↑0.31%	↑5.90%
SAP	£53,300	↑0.48%	↑3.05%	£55	↑0.20%	↑3.20%
Testing	£30,305	↑1.02%	↑4.26%	£34	↓-1.10%	↑2.38%
Database	£35,985	↑0.87%	↑2.55%	£25	↓-1.20%	↑5.26%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

Scotland	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£34,920	↑0.35%	↑4.27%	£34	↑0.9%	↑3.30%
Java	£35,098	↑1.11%	↑0.99%	£38	↓-0.50%	↑4.90%
Oracle	£40,111	↑0.55%	↑6.93%	£38	↓-0.60%	↑2.20%
SQL Server	£34,898	↑0.53%	↑3.98%	£30	↑0.23%	↑4.80%
Business Intelligence	£50,235	↑0.47%	↑10.17%	£40	↑0.12%	↑0.65%
Web Developer	£33,362	↑0.46%	↑3.60%	£25	↑0.25%	↑7.65%
Project Manager	£38,294	↑0.82%	↑5.10%	£44	↑1.10%	↑5.90%
SAP	£45,232	↑0.33%	↑4.34%	£50	↑0.22%	↑3.20%
Testing	-	-	-	£34	↓-0.50%	↑2.38%
Database	£39,513	↑0.67%	↑4.13%	£30	↑1.02%	↑5.26%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

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Salaries by region

Wales	Permanent			Contract		
	Average Salary	% Change (Monthly)	% Change (Yearly)	Average hourly rate	% Change (Monthly)	% Change (Yearly)
.Net	£33,990	↑1.17%	↑6.91%	£34	↓-0.10%	↑3.35%
Java	£31,481	↓-0.23%	↑0.22%	£38	↑0.10%	↑4.65%
Oracle	£44,199	↑0.91%	↑8.49%	£38	↑0.50%	↑2.10%
SQL Server	£33,446	↑0.70%	↑4.68%	£30	↑0.25%	↑2.80%
Business Intelligence	-	-	-	£40	↑0.70%	↑1.60%
Web Developer	£28,949	↑1.35%	↑2.12%	£25	↓-0.15%	↑3.70%
Project Manager	£43,178	↑0.46%	↑3.47%	£44	↑0.31%	↑4.90%
SAP	-	-	-	£50	↑0.20%	↑2.25%
Testing	-	-	-	£32	↑0.90%	↑2.45%
Database	£30,161	↑0.54%	↑3.18%	£25	↓-1.10%	↑4.26%
CIO	-	-	-	-	-	-
IT Director	-	-	-	-	-	-

It's all about you

Work with Computer People and you will be working with genuine people dedicated to helping you achieve your career heights and realise your full potential. Help us understand your real career goals and we'll use our energy, commitment and know-how to seek out career opportunities on your behalf. As an employer, you'll find that we get a real buzz from helping businesses thrive and prosper by sourcing the right people with the right skills and attitude to propel your business to new heights. And because we focus on building strong relationships with jobseekers, we can move quickly to help you find the right talent. We understand fully the dramatic effect we can have on your future, your life and your business. Because you really matter to us.