DEESON PAY SCALES April 21 to March 22	Scorecard rating t	J.5-3, increments	or 0.25, rating	of 2 is benchmark a	average Salary		
Updated March 2021							
	1.5	1.75	2	2.25	2.5	2.75	3
TECHNICAL CHAPTER	1.3	1.73		2.23	2.0	2.73	
Junior Developer	£21,840	£23,400	£24,960	£26,395	£27,830	£29,266	£30,701
Developer	£27,300	£29,250	£31,200	£32,994	£34,788	£36,582	£38,376
Senior Developer	£39,140	£40,170	£41,200	£43,054	£44,908	£46,762	£48,616
Lead Developer	£51,700	£53,350	£55,000	£56,650	£58,300	£59,950	£61,600
Dev Manager	£61,100	£63,050	£65,000	£66,300	£67,600	£68,900	£70,200
Technical Director	£68,250	£69,125	£70,000	£71,400	£72,800	£74,200	£75,600
STRATEGY & CREATIVE CHAPTER							
Junior Designer	£21,840	£23,400	£24,960	£26,395	£27,830	£29,266	£30,701
Junior User Researcher	£29,450	£30,225	£31,000	£32,163	£33,325	£34,488	£35,650
User Researcher	£34,875	£36,813	£38,750	£39,719	£40,688	£41,656	£42,625
Designer	£28,800	£30,400	£32,000	£33,360	£34,720	£36,080	£37,440
Lead Designer	£39,140	£40,170	£41,200	£43,054	£44,908	£46,762	£48,616
Creative Strategist	£46,550	£47,775	£49,000	£50,838	£52,675	£54,513	£56,350
Creative Technologist	£46,550	£47,775	£49,000	£50,838	£52,675	£54,513	£56,350
Design Manager	£50,700	£51,350	£52,000	£53,950	£55,900	£57,850	£59,800
Strategist	£42,300	£45,000	£47,000	£48,175	£49,350	£50,525	£51,700
Product Manager	£42,300	£45,000	£47,000	£48,175	£49,350	£50,525	£51,700
Head of Strategy	£49,500	£52,250	£55,000	£56,375	£57,750	£59,125	£60,500
Strategy Director	£68,250	£69,125	£70,000	£71,400	£72,800	£74,200	£75,600
DELIVERY							
Delivery Manager	£44,850	£45,425	£46,000	£47,150	£48,300	£49,450	£50,600
Senior Delivery Manager	£49,725	£50,363	£51,000	£52,913	£54,825	£56,738	£58,650
Delivery Director	£68,250	£69,125	£70,000	£71,400	£72,800	£74,200	£75,600
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COMMERCIAL SERVICES							
Account Manager	£33,250	£34,125	£35,000	£35,875	£36,750	£37,625	£38,500
Marketing Manager	£40,000	£41,500	£43,000	£44,075	£45,150	£46,225	£47,300
Senior Account Manager	£42,750	£43,875	£45,000	£46,125	£47,250	£48,375	£49,500
Head of Client Services	£58,438	£60,469	£62,500	£64,063	£65,625	£67,188	£68,750
Commercial Director	£63,750	£69,375	£75,000	£76,875	£78,750	£80,625	£82,500
BUSINESS SUPPORT							
Finance and Operations Assistant	£21,275	£22,138	£23,000	£23,863	£24,725	£25,588	£26,450
Finance and Operations Manager	£32,000	£36,000	£40,000	£42,000	£44,000	£46,000	£48,000