

DEESON PAY SCALES April 21 to March 22			Scorecard rating 0.5-3, increments of 0.25, rating of 2 is benchmark average salary					
Updated March 2021								
			1.5	1.75	2	2.25	2.5	2.75
								3
TECHNICAL CHAPTER								
Junior Developer			£21,840	£23,400	£24,960	£26,395	£27,830	£29,266
Developer			£27,300	£29,250	£31,200	£32,994	£34,788	£36,582
Senior Developer			£39,140	£40,170	£41,200	£43,054	£44,908	£46,762
Lead Developer			£51,700	£53,350	£55,000	£56,650	£58,300	£59,950
Dev Manager			£61,100	£63,050	£65,000	£66,300	£67,600	£68,900
Technical Director			£68,250	£69,125	£70,000	£71,400	£72,800	£74,200
STRATEGY & CREATIVE CHAPTER								
Junior Designer			£21,840	£23,400	£24,960	£26,395	£27,830	£29,266
Junior User Researcher			£29,450	£30,225	£31,000	£32,163	£33,325	£34,488
User Researcher			£34,875	£36,813	£38,750	£39,719	£40,688	£41,656
Designer			£28,800	£30,400	£32,000	£33,360	£34,720	£36,080
Lead Designer			£39,140	£40,170	£41,200	£43,054	£44,908	£46,762
Creative Strategist			£46,550	£47,775	£49,000	£50,838	£52,675	£54,513
Creative Technologist			£46,550	£47,775	£49,000	£50,838	£52,675	£54,513
Design Manager			£50,700	£51,350	£52,000	£53,950	£55,900	£57,850
Strategist			£42,300	£45,000	£47,000	£48,175	£49,350	£50,525
Product Manager			£42,300	£45,000	£47,000	£48,175	£49,350	£50,525
Head of Strategy			£49,500	£52,250	£55,000	£56,375	£57,750	£59,125
Strategy Director			£68,250	£69,125	£70,000	£71,400	£72,800	£74,200
DELIVERY								
Delivery Manager			£44,850	£45,425	£46,000	£47,150	£48,300	£49,450
Senior Delivery Manager			£49,725	£50,363	£51,000	£52,913	£54,825	£56,738
Delivery Director			£68,250	£69,125	£70,000	£71,400	£72,800	£74,200

[illegible]

