

High-value tech jobs boom across the UK

- 1.7m digital tech economy job openings across the UK in 2018
- Tech becoming major employer across sectors in UK's biggest cities
- 230,000 non-tech jobs in the tech sector advertised in 2018
- Tech provides roles with salaries on average 10 per cent higher
- Tech Nation launch Bright Tech Future awards to recognise the 99 per cent of people working in tech

London, 12 June 2019

UK tech jobs spread right across the country

New analysis of the 2.1 million people that work in the digital tech sector and live job adverts has captured the extent to which the digital tech sector is spreading beyond its stronghold in London and the South East. [Research](#) for the Government's Digital Economy Council by Tech Nation looked at data from ONS, jobs website Adzuna and cost of living database Numbeo to shed new light on the opportunities the digital economy is creating across the country.

Tech becoming major employer in many cities

Analysis shows that in five UK cities - Oxford, Cambridge, Reading, Belfast and Newcastle - more than 10% of the population are now employed in the digital tech sector. In Cambridge, half the working population are employed in the digital tech sector, while in Reading it is a third.

1	2	3	4	5	6	7	8	9	10	11
UK Cluster	Total Digital Economy Jobs (2017)	Unicorns	Total Digital Economy Job openings (2018)	% Jobs in Digital Tech	Median Salary - all Tech roles in Digital Economy (2018)	Digital Tech Salary vs City Average	Tech Jobs in all companies (2017)	Jobs in Digital Tech (2017)	Total Non-Tech Jobs in Digital Tech companies (2017)	Non-Tech Digital as % of Digital
London	574,562	45	915,471	6%	£53,296	26.90%	256,082	318,480	62,398	10.86%
Manchester	100,520	5	164,043	4%	£35,000	2.94%	38,414	9,704	39,154	38.95%
Reading	100,507		48,742	33%	£40,000	8.11%	25,416	10,258	15,711	15.63%
Belfast	60,041		16,853	20%	£40,000	17.65%	26,999	24,754	42,101	70.12%
Birmingham	59,131		75,401	2%	£37,500	7.14%	41,550	17,581	23,969	40.54%
Cambridge	52,196	5	85,679	50%	£39,000	2.63%	69,837	30,683	21,190	40.60%
Bristol	51,753	2	86,247	5%	£35,520	4.47%	51,071	8,970	2,245	4.34%

Edinburgh	48,118	3	44,879	4%	£42,500	14.86%	34,742	12,103	28,710	59.67%
Leeds	46,845	2	88,042	6%	£35,000	9.38%	36,693	15,503	22,639	48.33%
Oxford	37,458	5	72,844	25%	£36,000	5.88%	25,637	11,821	13,816	36.88%
Newcastle	35,674		29,760	11%	£35,000	6.06%	42,398	58,109	15,158	42.49%
Sheffield	28,243		26,059	2%	£32,500	8.33%	21,508	4,640	15,825	56.03%
Cardiff	26,148		24,923	2%	£35,000	6.06%	22,034	6,209	16,868	64.51%

Higher salaries

Cities including Sheffield, Leeds, Manchester and Cardiff are also developing significant tech clusters. In Edinburgh, 48,118 people are employed in the digital tech sector on salaries almost 15% higher than average, while in Reading there are 100,507 people employed in the digital tech sector on salaries that are 8.11% higher. In Belfast the rapidly growing digital tech sector now employs 60,000 people, with salaries that are 17% higher than the national average.

Thousands of job openings being created in regions

These fast-growing tech hubs are adding jobs at a rapid rate - with almost 1.7m positions advertised during 2018 across the 12 biggest tech centres. Outside London, the cities with the most tech openings were Manchester, where digital commerce and marketing is strong, with 164,000 roles and Leeds, with 88,000 jobs.

Best places to work are often outside London

When cost of living is taken into account, cities including Leeds and Belfast are even better places to be looking for work than London. For example, a data scientist would be better off working in Leeds than in London and the best place in the country to find a job as a software developer or a full stack developer is in Belfast, where demand for tech roles has risen by 120% in the past four years.

The UK's fast-growing clusters around the country, particularly Edinburgh, Glasgow and Belfast are competing with London and the South East for people with high-level skills and are paying to get them. For those looking for work as an analyst, Edinburgh is the best place to work; while a Python developer is best off in Glasgow and an IT system architect would be best off taking a job in Cardiff.

Role	Digital job openings (2018)	Median Salary	Cost of living adjusted – best place to work	Median salary (London)
Software Developer	130,158	£39,430	Belfast	£55,000
Front End Developer	32,431	£35,286	London	£50,000
Project Manager	31,721	£47,500	Glasgow	£56,000
Consultant	23,879	£55,000	Sheffield	£60,000
Devops Engineer	23,690	£50,500	London	£67,500
IT System Architect	17,340	£63,857	Cardiff	£77,500
Full Stack Developer	16,753	£40,964	Belfast	£55,000
Analyst	10,452	£33,929	Edinburgh	£45,000
Python Developer	10,100	£43,893	Glasgow	£60,000
Data Engineer	6,950	£35,553	London	£60,000
Data Scientist	6,287	£45,714	Leeds	£60,000

Inclusive tech sector

Companies of all sizes are hiring staff with broader business skills including consultants, accountants, PRs and marketers. The report reveals a strong need for HR and legal professionals across the digital tech sector. In some cities, as many as a third of those jobs advertised in the tech sector are for people in non-tech roles, which gives an indication of how fast-growing tech companies are rapidly becoming larger organisations that require many different roles and professionals.

Digital Secretary Jeremy Wright said: "We are one of the best places in the world to start and grow a tech business and this new data shows the success is bringing good jobs and helping spread prosperity across the country.

"We are determined to seize the future opportunities for technology to improve people's lives by investing heavily to boost the nation's digital skills.

"Alongside the fantastic talent coming from our world-leading universities, we have revamped the computer science curriculum, announced new funding to support thousands of AI and data science training courses, are rolling out a new National Retraining Scheme, and are investing £84 million in a new centre for computing education led by tech experts."

Secretary of State for Scotland, Rt Hon David Mundell MP said: "Scotland's tech sector is thriving, with numerous innovative companies that are based here making major contributions in artificial intelligence, fintech and gaming. I am pleased to see Edinburgh is one of only two places in the UK that can command higher salaries than the London average, with the median salary for tech roles more than

£40,000. The UK Government continues to champion Scotland's booming tech sector, supporting its growth and ensuring it continues to offer high quality jobs."

Secretary of State for Northern Ireland, Rt Hon Karen Bradley MP, said: "I welcome the fantastic findings from Tech Nation that Belfast is the best place to be a skilled tech worker outside London. It also has the highest growth in digital job advertisements in the UK. Tech vacancies in Belfast grew by 120 per cent from 2015 to 2018. This shows that the industry is booming and companies are keen to tap into the tremendous talent in the region. These findings show that Northern Ireland is a great place to start and grow a tech business and invest in world-class talent."

George Windsor, Head of Insights, Tech Nation, said: "With over 2.1 million people working in digital technology in 2018, the tech economy is bigger than sectors like hospitality and construction. However, increasingly, those lines are getting blurred, with technology jobs crossing over into the mainstream sectors like financial services and health, helping them evolve and stay competitive and productive. As countries transition to network based economies in a globalised future, the need for tech jobs and skills is reaching a generational high point, which is why this report is so timely and important in highlighting how the demand for tech skills continues to evolve and grow over time across the UK."

Guillaume Pousaz, founder & CEO of Checkout.com: "I started my fintech business in the UK because of the quality of the engineering talent, forward thinking regulator and overall energy of the start-up scene. We are building a global company from London and are excited about offering a better way for businesses to process e-commerce transactions, while creating jobs for future generations."

David Richards, CEO and co-founder of WANdisco said "The numbers speak for themselves. The digital sector is the way forward, both in terms of societal progress and job creation. While London is rightfully celebrated for the unique place it holds in the global tech landscape, the likes of Bristol, Leeds and Belfast – where we have an office – are showing that Britain has phenomenal potential and ability to innovate, and is doing so in a range of different regions. We have tremendously talented people across the country, building businesses and generating ideas that are world beating. Technology is the ultimate democratising force, and the growth we've seen in cities beyond London is a testament to that. Let's now back British businesses in every region, and offer capital that facilitates their scaling."

Sabby Gill, Managing Director, UK & Ireland, Sage said: "The *Bright Tech Future* report reveals the extent to which well-paid digital tech jobs are proliferating right across the UK. You no longer need to move to London or the Thames Valley for a good job because there are tens of thousands of jobs available in cities right across the country. At Sage, we have long known about the depth of talent in the North East with continued growth in our investment in the region. It is gratifying to see that this is now being recognised by others who want to locate or invest here."

Tom McGillicuddy, CEO, Tickr said: "The UK has no shortage of accelerator programmes, tech events or government support, encouraging entrepreneurs to kick start their businesses. And it's not just London that's drawing in tech talent. Coming from Liverpool, tickr is proof of the inventive talent being mobilised in cities outside of London, and we are proud to be challenging traditional assumptions about impact investment from our base in the North."

This research backs up the findings of the recent [Tech Nation Report 2019](#) which revealed that the UK digital tech sector was punching well above its weight. This report found that the total venture capital

invested in UK tech last year reached £6.3bn – higher than any other European country – with a third of the continent’s unicorn companies originating in Britain.

Joel Farrow, MD EMEA, Hibob, said: “Competition to attract and retain the best tech talent is tougher than ever, and today’s report from Tech Nation has confirmed this. As a wider scope of roles and a higher volume of jobs become available, HR and talent acquisition are now even more essential. Offering the right employee experience, culture, and benefits is the only way to compete with the other roles that these forward thinking, innovators and game changers are undoubtedly applying for. At Hibob we champion the combination of external data along with your own internal, people focused data and systems to create the perfect environment for finding and retaining best of breed employees. Without this level of insight, it has become almost impossible for companies to build the teams they need to succeed, wherever they are in the UK.”

Bright Tech Future awards

In a bid to recognise the depth and strength of the UK’s tech talent and to spread the message that the sector provides plentiful opportunities for meaningful, well-paid careers, the Digital Economy Council and Tech Nation will shortly launch the *Bright Tech Future* awards to recognise excellence in the tech workforce. These prestigious national awards will be aimed at those below the C-suite who have made a significant contribution to the success of their company.

Nominations will be sought from companies across the UK and the awards will be celebrated at the end of the year.

Link to the full report technation.io/bright-tech-future

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Contacts:

antonella@burlington.cc

sayula@burlington.cc

About Tech Nation:

Tech Nation, the leading scaleup network for entrepreneurs, works to make the UK the best place in the world to grow a digital tech business. Its mission is to empower tech entrepreneurs to grow faster through knowledge and connections, to build a UK economy that is fit for the next generation. It does this by running growth programmes, developing digital entrepreneurship skills through its online Digital Business Academy, through its visa scheme for exceptional talent and by championing the UK’s digital sector through data and media campaigns, including the annual Tech Nation Report. Technation.io/report2019