

We're Storm2

FINTECH MARKET REPORT UK 2020/21

Salaries and In-Demand Skills



Connecting FinTech Talent

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WHAT TO EXPECT

- ✓ This is a summary-level guide, based on internal data & market research, to current salary levels in UK FinTech, along with a market view on the most in-demand skills & hiring priorities
- ✓ It is not a definitive, or guaranteed, benchmark of a fair salary for any given position
- ✓ It is not a guide on how to attract and secure employees



WHO ARE STORM2?

- ✓ Storm2 is a specialist FinTech recruiter covering Europe, Asia and North America, engaging with approx. 6,000 candidates a month in specialist areas
- ✓ We are based out of 3 offices (London, Singapore and Amsterdam) and cover key FinTech verticals in Engineering, DevOps Product Management, Risk & Compliance, Commercial and Finance and Operations.
- ✓ Private Equity backed & Patrons of the UK Emerging Payments Association and FinTech Alliance

Recent Placements		
Chief Product Officer	Payments (FX)	London
COO	Open Banking API	London
CTO	WealthTech	Stockholm
Engineering Manager	Invoice Finance Tech	Toronto
Commercial Director	InsurTech StartUp	Stockholm
Finance Director	Consumer Finance Tech	Amsterdam
VP Data Science	RegTech (Risk & Reg)	Toronto
Lead DevOps Engineer	Pension Tech	London
CFO	Mobile Banking	London
VP Engineering	Payments	Toronto
Lead DevOps Engineer	RegTech (Fraud)	Amsterdam

THE DATA

WORKING FINDINGS & ASSUMPTIONS

- Start-up positions often involve equity/assumed personal buy-in with the mission
- Salary levels generally increase as companies scale and gain more funding, yet the salary levels above 100 employees do not vary particularly
- Funding round cycles play a major role in salary structures including bonus or incentive schemes
- All the salaries listed are in annual 000s of GBP

OUTSIDE OF FINTECH

- Generally, salaries offered in SaaS outside of FinTech benchmark at 5%-15% less
- Creative fields such as Digital or Media benchmark at 12%-15% less
- Regional locations such as Cambridge, Bristol, Southampton, Oxford and Edinburgh are 8%-20% lower than London depending on seniority or complexity of position

EMPLOYEE SALARY LEVELS

	1-25 Employees			25-100 Employees			100+ Employees		
Full-Stack Engineering	Low	Mid	High	Low	Mid	High	Low	Mid	High
Software Engineer	40	45	50	50	55	60	50	65	80
Senior Engineer	60	70	75	60	75	80	80	85	90
Lead Engineer	65	75	90	80	90	100	90	100	110
DevOps / Cloud / SRE	Low	Mid	High	Low	Mid	High	Low	Mid	High
Engineer	60	70	80	65	75	85	75	80	85
Lead	75	85	100	85	100	110	90	110	125
Head of / Director	80	90	100	100	115	125	110	125	140
Technology / Engineering	Low	Mid	High	Low	Mid	High	Low	Mid	High
Head of Engineering	85	95	110	105	125	135	110	130	155
Chief Technology Officer	90	105	125	130	140	150	140	150	200+

EMPLOYEE SALARY LEVELS

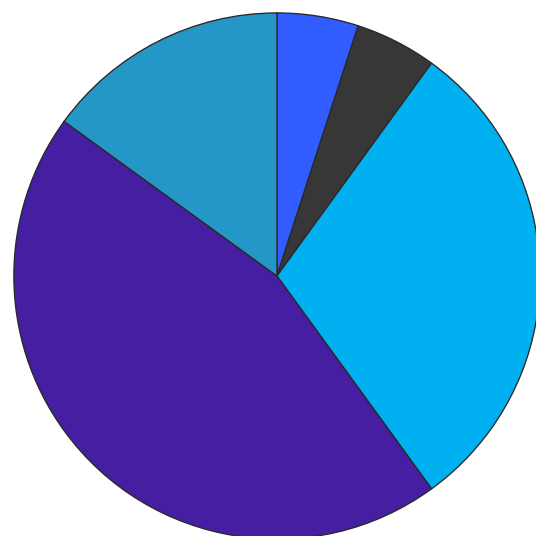
	1-25 Employees			25-100 Employees			100+ Employees		
Risk / Compliance	Low	Mid	High	Lower	Mid	High	Low	Mid	High
Risk / Compliance Analyst	55	60	65	60	65	70	70	75	85
Risk / Compliance Manager	60	70	75	70	75	80	75	80	85
Head of / Director	90	100	125	110	120	140	125	130	155
Chief Risk / Compliance Officer	120	130	140	140	155	180	140	180	200+
Compliance	Low	Mid	High	Lower	Mid	High	Low	Mid	High
Compliance Analyst	55	60	65	60	65	70	70	75	85
Compliance Manager	60	70	75	70	75	80	75	80	90
Head of / Director	90	95	100	110	115	120	125	130	140
Chief Compliance Officer	120	130	140	140	155	180	140	180	200+
Product	Low	Mid	High	Low	Mid	High	Low	Mid	High
Product Manager	60	65	80	65	75	90	70	80	95
Head of Product	80	85	90	90	100	120	100	115	125
Chief Product Officer	100	110	120	120	135	150	125	150	200+

EMPLOYEE SALARY LEVELS

	1-25 Employees			25-100 Employees			100+ Employees		
Commercial/Sales/Partnerships	Low	Mid	High	Low	Mid	High	Low	Mid	High
Director	70	85	105	80	95	115	90	115	125
Head of	80	105	140	90	110	140	100	120	150
Chief Revenue Officer	105	140	170	120	150	175	130	170	200+
Operations	Low	Mid	High	Low	Mid	High	Low	Mid	High
Operations Manager	50	60	65	60	65	70	70	75	85
Head of / Director	70	95	100	90	115	120	90	125	140
Chief Operating Officer	90	100	120	140	165	180	150	190	200+
Finance	Low	Mid	High	Lower	Mid	High	Low	Mid	High
Finance Analyst	55	60	65	60	65	70	65	75	80
FP&A Manager	65	70	75	70	75	80	75	85	100
Head of / Director	70	80	90	75	100	135	100	125	155
Chief Financial Officer	90	100	120	140	165	180	150	190	200+

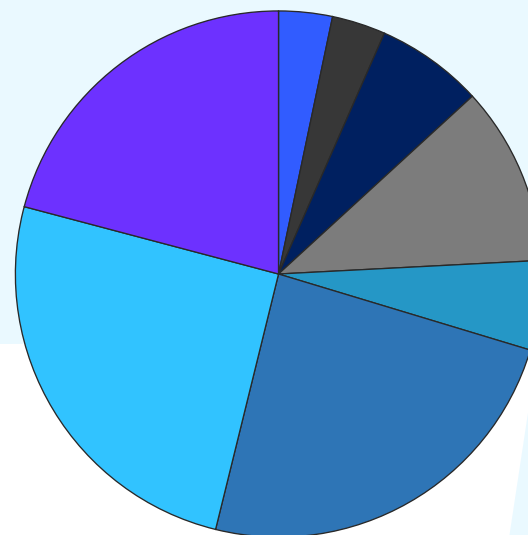
HIRING MANAGERS ARE LOOKING FOR

HIGHEST HIRING
PRIORITY



- FinTech Experience
- Visa Requirement
- Education & Qualifications
- Gender Diversity
- Cultural Fit

MOST IN DEMAND
TECH SKILLS



- AWS
- Kubernetes
- C# .NET
- Artificial Intelligence
- Google Cloud Platform
- DevOps Tools
- Java
- Software Engineering

We're Storm2

FIND OUT MORE

[Learn more](#)

