



SOFTWARE TESTING

UK MARKET INSIGHTS

Q4 - 2024

SOFTWARE TESTING UK TALENT POOL



10,099

PROFESSIONALS

The number of professionals on LinkedIn within this talent pool



1,119

CHANGED JOBS

The number of these professionals who changed companies during the past year.



253

JOB POSTS

The number of full-time open job posts in software testing across the UK.



TOP 5 LOCATIONS FOR SOFTWARE TESTING TALENT

2,929 London Area, United Kingdom

569 Manchester Area, United Kingdom

432 Greater Leeds Area

218 Greater Bristol Area, United Kingdom

213 Greater Glasgow Area



VERY HIGH



HIRING DEMAND

This talent is very hard for employers to hire based upon available talent and competition for job vacancies

GENDER DIVERSITY



34% FEMALE
66% MALE

Less than 1% could be identified as another gender identity, so we have shown gender composition using only male and female data points.

MEDIAN TENURE



1.9 YEARS

This is when professionals are most likely to switch jobs



TOP 5 JOB TITLES FOR THIS TALENT:

2,708	Software Tester	(27%)
1,677	Software Test Engineer	(17%)
1,320	Software Engineer in Test	(13%)
765	Penetration Tester	(8%)
705	Software Test Analyst	(7%)

SOFTWARE TESTING EMPLOYERS

COMPANIES EMPLOYING THE HIGHEST LEVELS OF SOFTWARE TESTING PROFESSIONALS



Sky
116 Professionals



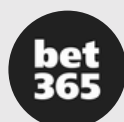
CGI
42 Professionals



Tata Consultancy Services
97 Professionals



Accenture
40 Professionals



bet365
74 Professionals



Global Relay
37 Professionals



Cognizant
71 Professionals



BT Group
35 Professionals



IBM
70 Professionals



BBC
35 Professionals



Capgemini
66 Professionals



nFocus Testing
32 Professionals



uTest
62 Professionals



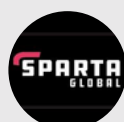
Almac Group
28 Professionals



FDM Group
55 Professionals



Lloyds Banking Group
27 Professionals



Sparta Global
47 Professionals



Barclays
27 Professionals



bjss
44 Professionals



Fujitsu
26 Professionals

Based on professionals on LinkedIn with job titles: Software Test Engineer, Software Testing Specialist, Software Test Manager, Software Engineer in Test, Software Tester, Senior Software Test Engineer, Software Test Analyst, Test Automation Specialist, Automation Test Lead, Automation Test Analyst, Senior Software Development Tester, Software Test Lead, Testing Manager, Testing Engineer, Testing Analyst, Technical Tester, Software Test Consultant, Application Tester, Software Quality Specialist, Performance Test Analyst, Test Designer, Software QA Tester, Technical Test Analyst, Test Automation Consultant, Penetration Tester - 04.09.2024.

SOFTWARE TESTING DESIRED EVP'S

WHAT EMPLOYER VALUE PROPOSITIONS ARE MOST IMPORTANT FOR THIS TALENT?

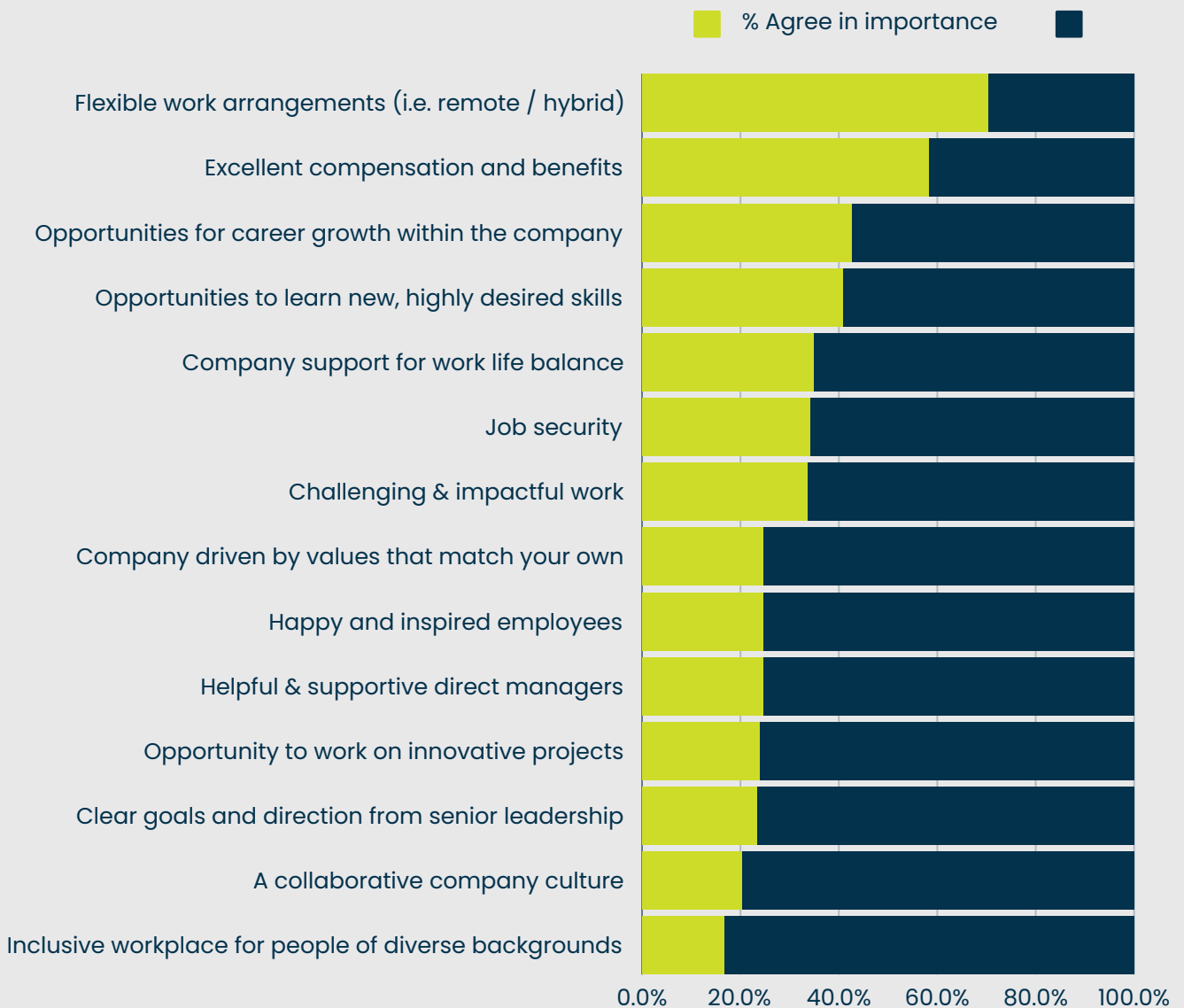
#1 FLEXIBLE WORKING



#2 SALARY & BENEFITS



#3 CAREER GROWTH



Source: LinkedIn Employer Value Propositions Survey between September 2023 - August 2024

SOFTWARE TESTING AVERAGE SALARIES

TEST ANALYST

PERM:

UK WIDE: £37,500

LDN: £52,500

QA ENGINEER

PERM:

UK WIDE: £45,000

LDN: £60,000

SOFTWARE DEVELOPER IN TEST

PERM:

UK WIDE: £55,000

LDN: £70,000

TEST LEAD

PERM:

UK WIDE: £60,000

LDN: £75,000

QA ENGINEERING MANAGER

PERM:

UK WIDE: £70,000

LDN: £85,000

SOFTWARE TESTING REVIEWS



In September 2023 I was looking for Software Testing opportunities in the Merseyside area. I worked with Gabbi Trotter and within 3 weeks, I had an interview at a Liverpool-based company that was looking for a QA Test Engineer to fill a hybrid remote/office role. I had a job offer from said company within 24 hours of the interview that I was very happy to accept, and I started work the following week. If you're not impressed with the speed of that turnaround I must assume you have a personal assistant handling all of your business liaisons. It's nearly 6 months later now, and I'm absolutely loving this new role. It's been challenging adapting to a hybrid role in a new city, but that smooth start was a huge help to making things work, and Searchability were THE reason it went so smoothly. Thank you to Gabbi and all of her team. You absolutely knocked it out of the park.

Matt



Very professional and easy to deal with. I went to Searchability first because I know Gabbi Trotter and the great work she does with the Ministry of Testing in Manchester. Great experience and great job in 4 days!

Chris



I worked with Gabbi who was absolutely amazing. She was very quick to respond to messages, found amazing positions for me and helped me throughout the process. I would recommend Gabbi to any tester looking for a new role.

Helen



Gabbi got in contact with me following following an online application for a role being advertised by Searchability on LinkedIn. Initially I was worried I would fall into that usual recruiter cycle, but Gabbi had read my CV and was genuinely interested in the skills I had to offer, and was able to establish quickly my suitability for the role. Gabbi made the process super easy from here as she arranged the interviews, provided updates when necessary and great advise and support. I would definitely recommend Searchability as they will find you a role that suits you.

Lewis



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