

Unlocking the Potential

Insurtech Talent Q4 2022



Least to say 2022 has been a whirlwind of a year, with the end of Covid restrictions, and return to workplaces it all sounds like rainbows and sprinkles.

However, the potential recession, and general short in demand to meet the supply of tech talent has created a rather unpredictable candidate market.

Over 2022 the UK economy has certainly experienced highs and lows. Now we are about to enter 2023 many businesses are gearing up for what we expect to be another challenging year.

Regardless of the looming recession, it appears, particularly in Insurtech, business confidence still reaming strong, the demand for talent is still very much apparent, creating stiff competition for the best talent.

Unfortunately, with the uncertainty in the UK economy, the same confidence is dwindling amongst the talent pool. A large proportion of passive candidates that have good tenure with their current employer are relatively reluctant to change roles under the circumstances. And those that are considering a move are requiring greater incentives compared to the start of the year, causing a significant upwards shift in market salaries.



Unlock your potential

Salary Guide

Tech Talent

Title	Low	High	Median
Chief Product Officer	£160,000	£230,000	£195,000
Chief Technology Officer	£180,000	£240,000	£210,000
Chief Architect	£120,000	£180,000	£150,000
Head of Product	£110,000	£160,000	£135,000
Head of Architecture	£100,000	£160,000	£130,000
Head of Engineering	£110,000	£160,000	£135,000
Tech Lead	£100,000	£130,000	£120,000
Product Manager	£70,000	£100,000	£85,000
Product Owner	£60,000	£80,000	£70,000
UX / UI Specialist	£70,000	£90,000	£80,000
Full Stack Engineer	£65,000	£90,000	£77,500
BE or FE Engineer	£60,000	£80,000	£70,000
DevOps Engineer	£70,000	£95,000	£82,500
QA / Test Lead	£60,000	£80,000	£70,000
QA / Test Analyst	£50,000	£75,000	£62,500
Data Scientist	£90,000	£130,000	£110,000

*Please note these are base salaries not full package. Exact figures will vary depending on specific skills/experience required, benefits package, bonus, EMI/share options / equity, WFH/Office balance, etc.

The data for this table was gathered from multiple sources. We have screened approximately 500 candidates working in these markets, drawn upon our much larger talent cloud of thousands of tech professionals as well as current advertised vacancies and over 200 applications.

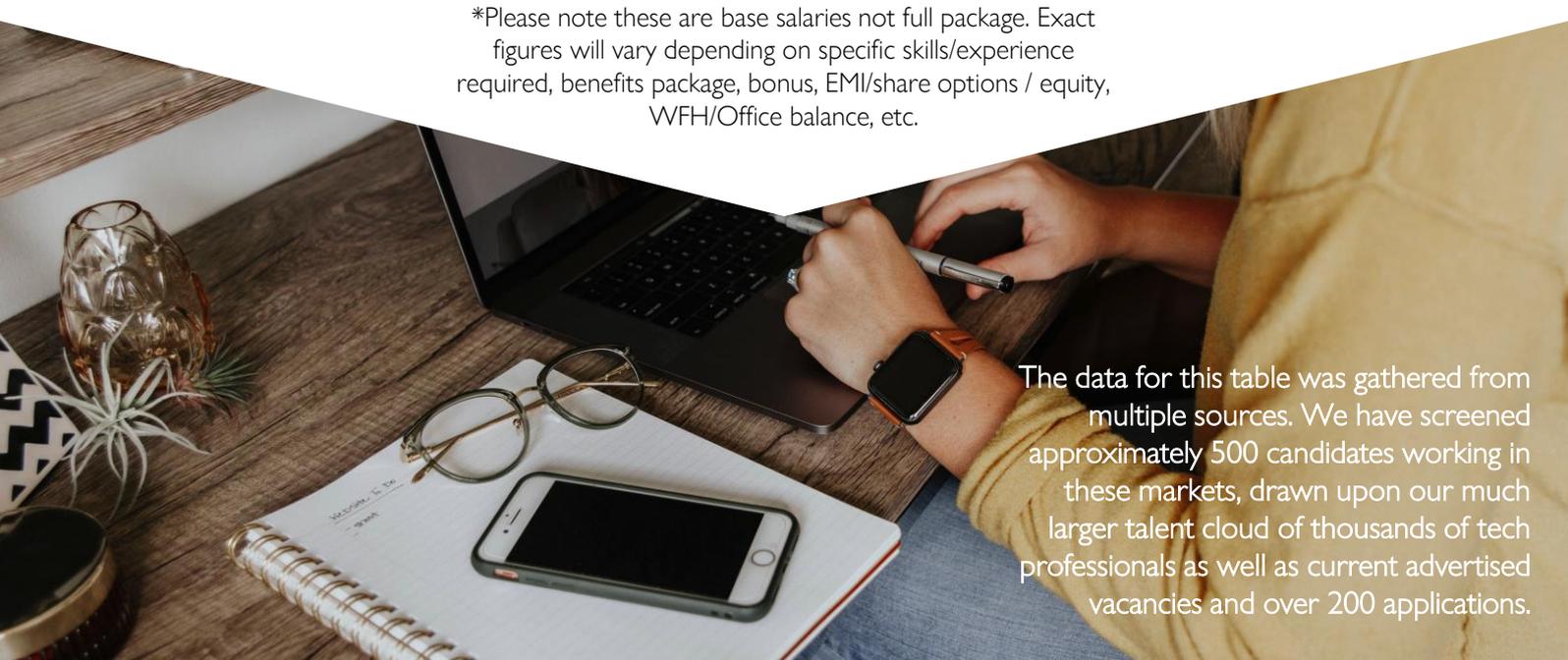
Unlock your potential

Salary Guide

Project and Business Talent

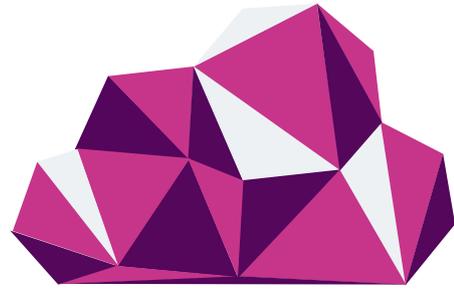
Title	Low	High	Median
Chief Executive Officer	£200,000	£400,000	£300,000
Chief Financial Officer	£200,000	£300,000	£250,000
Programme Director	£120,000	£180,000	£160,000
BA Manager	£100,000	£140,000	£120,000
BA Lead	£95,000	£120,000	£107,500
Programme Manager	£90,000	£120,000	£105,000
Project Manager	£60,000	£85,000	£72,500
Business Analyst	£55,000	£85,000	£70,000
PMO Manager	£60,000	£85,000	£72,500
PMO Analyst	£40,000	£60,000	£50,000
Marketing Manager	£50,000	£65,000	£52,500
Marketing Executive	£35,000	£50,000	£42,500
Personal / Executive Assistant	£35,000	£50,000	£42,500

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Challenges for Scaling Businesses and Teams



In Insurtech, especially over 2022, the number of successful investments and funding rounds in industry has shown just how strong the industry is, However, when you think that between 2012 and H1 2022, UK insurtech companies secured £1.56b worth of equity investment, across more than 200 announced funding rounds, you can clearly see several hundreds of companies have likely faced many of the same challenges in terms of scaling their businesses...

- How can we scale quickly enough?
- How can we get the best talent?
- How can we ensure this doesn't eat into my day job?
- How can I make sure it doesn't cost me the earth?
- How can I monitor candidate applications?

rpo on demand

by rullion

Whether you've got an urgent project or an always-in-demand talent requirement, RPO on Demand is an agile recruitment solution designed to tackle your permanent hiring challenges. We become part of your team, providing our 40 years' expertise and trusted resource, to help you to attract, secure and retain top talent to your business.

RPO on Demand can be successful in any organisation, from start-ups to large corporates, it's not about how many hires, it's about how we help you hire.



There's no long term commitment required



Best value for money, reducing your overall agency spend



An exceptional candidate experience with one clear, consistent message



It's scalable - easy to flex up and down



It's flexible, we offer a full end-to-end solution or single modules



We'll improve your overall time to hire

Current Assignments

Our typical clients are top UK and international Insurers and Brokers, large consultancies and Insurtech providers including start-up and scale-ups. We are actively working several vacancies in the sector.



Business Analyst Manager
Hybrid / London
£110,000
Insurtech Scale Up
SaaS / B2B



Senior Business Analyst
Hybrid / London
£80,000
Top Tier Insurer
SDLC / SQL / Claims



Tech Lead
Remote
£120,000
B2B Insurtech Start Up
C#, Asp .Net



CTO
Hybrid / Remote
£200,000
Expanding Insurtech
B2B/SaaS



QA Test Analyst
Hybrid / London
£45,000
Automation, Selenium
JavaScript, Cypress



Software Engineer.
Remote
£80,000
Insurtech Scale Up
Node JS, C#, JavaScript,

“

“With recruitment consultants often totally focused on their clients, as a candidate you can feel like an after-thought, a means to an end. Return your phone calls? Keep you the candidate update? This was never the case with Kim who proactively kept me informed at key moments along the way and was a pleasure to work with.

She clearly had gone to great lengths to understand her client, the role and what I might have to offer before our initial conversation, after which I knew this was the role I wanted. The pre-interview collateral that Kim provided was also outstanding.”

Chief Financial Officer

“Having worked with Kim in a dual capacity, Kim is brilliant to work with!

She is a great advisor who provides quality insights and thorough due diligence for both candidates & organisations.”

Programme Director

“I was put in contact with Kim through a recommendation from a previous colleague and she did an excellent job helping to secure me a new role. She supported me throughout the process, listened to and understood my requirements and only suggested roles that suited me. Very organised and direct approach with no faffing about. Thank you Kim for your efforts.”

Business Analyst



Get in touch:

Kimberley Woolley

Kim.Woolley@rullion.co.uk

www.rullion.co.uk

079434 27618

