



2025 Salary Guide

Your Complete
Guide to **Engineering**
Sector Salaries, Trends,
and Insights

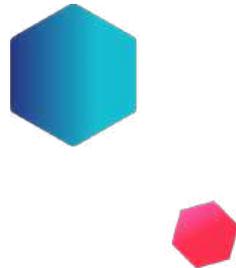


Executive Summary

The engineering sector in the UK is at a pivotal point, with 2025 set to be a year of both opportunity and challenge. As companies continue to invest in new technology, demand for skilled engineers remains high. However, persistent talent shortages and skills gaps are putting pressure on businesses to compete for top professionals. At IntaPeople, we understand the importance of staying up to date with industry trends and salary expectations, particularly in this fast-evolving market.

This guide provides a comprehensive overview of the current hiring landscape, highlighting the latest salary and hiring trends and the benefits that matter most to candidates. We aim to equip both employers and candidates with the information they need to make informed decisions. The right talent can transform a business, and our goal is to connect you with the skills you need to succeed in 2025.

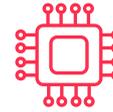
Arran Warner
Managing Director



Most In-Demand Engineering Roles for the Year Ahead



Embedded Software Engineer



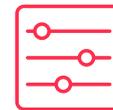
Electronics Design Engineer



Firmware Engineer



Electrical Design Engineer



Controls Engineer

Engineering Market Update

The UK's engineering sector is poised for steady growth in 2025, driven by ongoing advancements in electronics, embedded systems, and automation. As industries shift towards smarter and more sustainable technologies, the need for skilled engineers is increasing.

However, recruitment is not without its challenges. A shortage of new talent entering the field, combined with fierce competition for experienced professionals, is making hiring more difficult. Additionally, the rapid pace of technological change means that many companies face a skills gap, struggling to find candidates with expertise in cutting-edge areas like IoT, AI integration, and advanced electronics.

Challenges Facing Recruitment in Engineering

Talent shortages remain the foremost issue, with a limited number of skilled engineers entering the workforce. This scarcity is compounded by fierce competition. High demand is driving companies to compete aggressively for talent. Additionally, there is a noticeable skills gap, making it difficult for employers to find candidates with the specialised technical expertise needed for various roles.

Retaining skilled engineers has also become increasingly challenging. High turnover rates are exacerbated by competitors extending attractive offers to lure talent away. The rise of remote work and hybrid models adds another layer of complexity. Companies must balance flexible working with a need for on-site collaboration. An emphasis on diversity and inclusion, is also pushing organisations to build teams that reflect a variety of perspectives and backgrounds.

To address these challenges, hybrid work models are becoming standard, helping companies broaden talent searches. Additionally, AI and automation in recruitment are playing a larger role, making hiring processes more efficient and aiding in the identification of suitable candidates.

Most In-Demand Skills

Technical Skills

- Embedded Systems
- Electronics Engineering
- Electrical Design

Soft Skills

- Adaptability and Flexibility
- Emotional Intelligence
- Collaboration and Teamwork

Benefits and Incentives

What Companies are Offering



Competitive Salaries



Flexible and Remote Work Options



High Pension Contributions



Career Development and Learning Opportunities



Paid Time Off and Parental Leave



Well-Being and Mental Health Support



Sustainability and Social Responsibility Initiatives

What Candidates Expect



Fair Salary Packages, Bonuses, and Share Options



Flexibility in Remote and Hybrid Work



Clear Career Development Pathways



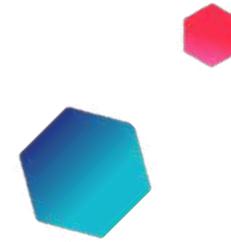
Health and Well-Being Support



High-Rate Pension Contributions



A Commitment to Sustainability and Ethical Practices



Engineering Salaries

Demand for engineering skills remains strong, salaries for engineering roles are expected to remain relatively static thanks to ongoing economic uncertainty. Companies are offering competitive salaries, but wider market conditions mean that significant salary increases are unlikely. However, firms are still investing in perks and non-monetary benefits to attract top talent.

Junior and entry-level salaries have seen significant increases over the past few years, as companies recognised the need to attract fresh talent. This trend has now plateaued, with salaries expected to stabilise in 2025. Senior roles continue to command high pay, particularly in specialised fields like electronics and embedded engineering, but major salary jumps are not anticipated unless market conditions shift.

Engineering salaries continue to show regional variations, with South Wales typically offering salaries around 10% lower than in nearby regions like Bristol. In areas with strong aerospace and defence industries, salaries can be higher for in-demand skill sets. These differences are influenced by the cost of living, regional industry focus, and the presence of large firms that can afford to offer higher compensation. However, remote working is narrowing regional salary differences, allowing companies to tap into talent across the UK.



Job Title	Junior Salary	Mid-Level Salary	Senior Salary
Mechanical Design Engineer	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000
Electronic Engineer	£35,000 - £45,000	£45,000 - £55,000	£55,000 - £65,000
Embedded Software Engineer	£35,000 - £45,000	£45,000 - £55,000	£55,000 - £70,000
Firmware Engineer	£35,000 - £45,000	£45,000 - £55,000	£55,000 - £70,000
Electrical Design Engineer	£30,000 - £40,000	£40,000 - £50,000	£50,000 - £55,000
Process Development Engineer	£30,000 - £40,000	£40,000 - £45,000	£45,000 - £55,000
Process Improvement Engineer	£30,000 - £40,000	£40,000 - £45,000	£45,000 - £55,000
New Product Introduction Engineer	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £55,000
Production Engineer	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £50,000
Manufacturing Engineer	£30,000 - £35,000	£35,000 - £45,000	£45,000 - £50,000
Quality Engineer	£30,000- £40,000	£35,000 - £45,000	£45,000 - £55,000
Project Engineer	£30,000- £40,000	£40,000 - £45,000	£45,000 - £50,000
Control Systems Engineer	£30,000- £40,000	£40,000 - £45,000	£45,000 - £50,000
Continuous Improvement/Lean Engineer	£30,000- £35,000	£35,000 - £45,000	£45,000 - £55,000
Maintenance Engineer	£25,000 - £30,000*	£30,000 - £40,000*	£40,000 - £45,000*
Test Engineer	£25,000 - £30,000	£30,000 - £40,000	£40,000 - £50,000

*(basic + shift allowance if applicable)

Looking to hire top engineering talent or advance your career in 2025?

At IntaPeople, we're here to support you with market-leading insights and recruitment services tailored to the engineering sector.

Get in touch with our expert team to explore opportunities and ensure you're ahead of the competition.

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