



MastarRec – 2025 UK Salary Benchmark Guide

This guide outlines 2025 UK base salary benchmarks (typical full-time permanent packages) across MastarRec's core niches:

- Cybersecurity
- Financial Technology (FinTech)
- Sustainable Energy
- Biotechnology
- Healthcare Technology (HealthTech)

Salary ranges reflect common mid senior hiring ranges in the UK market. Actual offers vary based on location, depth of experience, compliance exposure, leadership scope, and clearance requirements.

Cybersecurity – 2025 UK Salary Benchmarks

Role	Typical Base Salary (GBP)	Notes / Context
Cloud Security Engineer	£70,000 – £95,000	Cloud hardening, incident response, AWS / Azure / GCP security
GRC Consultant	£60,000 – £85,000	ISO 27001, SOC2, NIS2, audit readiness, risk frameworks
Security Analyst / SOC Analyst	£45,000 – £65,000	Monitoring, alert triage, threat response
Threat Intelligence Expert	£70,000 – £90,000	Threat modelling, intel gathering, external threat landscape
Information Security Analyst	£50,000 – £70,000	Policy, access control, reporting to stakeholders
Cyber Threat Intelligence Expert	£75,000 – £95,000	Proactive threat hunting, APT tracking, dark web monitoring
Ethical Hacker / Red Team	£65,000 – £90,000	Pen testing, adversary simulation, offensive security
Penetration Tester	£60,000 – £85,000	App / infra testing, remediation reporting, client advisory

Financial Technology (FinTech) – 2025 UK Salary Benchmarks

Role	Typical Base Salary (GBP)	Notes / Context
Digital Banking Consultant	£75,000 – £100,000	Digital product rollout, core banking transformation
Backend / Full Stack Engineer	£70,000 – £95,000	Scalable payments systems, secure API build
Blockchain Specialist	£80,000 – £110,000	Smart contracts, custody solutions, on-ledger security
Compliance Analyst	£50,000 – £70,000	AML, KYC, transaction monitoring, fraud escalation
Payment Solution Architect	£85,000 – £120,000	High-volume payments design, PCI-DSS, resilience
Product Manager – Payments / Lending	£80,000 – £110,000	Owns roadmap for payments, lending, credit products
Regulatory Analyst	£55,000 – £75,000	FCA / PRA alignment, PSD3, DORA, policy impact tracking

Sustainable Energy – 2025 UK Salary Benchmarks

Role	Typical Base Salary (GBP)	Notes / Context
Grid Analyst	£55,000 – £75,000	Grid stability modelling, forecasting, capacity planning
Sustainable Programme Manager	£70,000 – £90,000	Net-zero / decarbonisation programme delivery
Battery Technology Expert	£75,000 – £100,000	Battery systems, safety, performance, lifecycle optimisation
Energy Efficiency Consultant	£60,000 – £80,000	Energy audit, carbon reduction strategy, compliance
Renewable Energy Engineer	£65,000 – £90,000	Wind / solar / storage systems design and delivery
Energy Storage Engineer	£70,000 – £95,000	Grid-scale storage integration and optimisation

Biotechnology – 2025 UK Salary Benchmarks

Role	Typical Base Salary (GBP)	Notes / Context
Laboratory Scientist	£40,000 – £55,000	Wet lab work, regulated environments, GMP / GLP
Bioinformatics Analyst	£55,000 – £75,000	Genomics data processing, reporting, data pipelines
Bioinformatics Scientist	£70,000 – £95,000	Computational biology, modelling, discovery support
Clinical Trial Manager	£70,000 – £90,000	Clinical operations, CRO/vendor management, MHRA / EMA
Genetic Engineer	£75,000 – £105,000	Gene editing, CRISPR, molecular design
Regulatory Affairs Specialist	£60,000 – £80,000	Reg submissions, compliance, QA alignment
Clinical Research Coordinator	£40,000 – £55,000	Site coordination, ethics documentation, study tracking

Healthcare Technology (HealthTech) – 2025 UK Salary Benchmarks

Role	Typical Base Salary (GBP)	Notes / Context
Clinical AI Engineer	£80,000 – £110,000	Safety-tested ML models, clinical validation, auditability
Medical Software Developer	£65,000 – £90,000	Clinical systems, interoperability, regulated codebases
Clinical Systems Analyst	£55,000 – £75,000	Workflow mapping, EMR/EHR integration, stakeholder liaison
Data Privacy Officer	£70,000 – £95,000	GDPR, health data governance, DPIA, audit support
Health Data Analyst	£55,000 – £75,000	Patient outcomes, analytics dashboards, operational insight
HealthTech Product Manager	£75,000 – £100,000	Digital health product roadmap, clinical safety input
Telemedicine Consultant	£60,000 – £80,000	Virtual care models, service design, patient experience

About MasterRec

MasterRec is a specialist recruitment partner for high-growth sectors including Cybersecurity, FinTech, HealthTech, Biotechnology, and Sustainable Energy. We combine data-driven insight with a personal approach to deliver impactful hiring solutions that move businesses and careers forward.

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