



# 2026 UK Salary Benchmark Guide

## Board-Level Executive Intelligence Report

Confidential | Strategic Market Insights Cybersecurity • FinTech • Sustainable Energy •  
Biotechnology • HealthTech

# Executive Overview

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The 2026 United Kingdom hiring landscape continues to demonstrate strong demand for specialist and leadership talent across innovation-led sectors. Regulatory reform, digital transformation, sustainability mandates, and capital investment are key drivers of compensation growth across mid-to-senior roles.

London and major regional hubs including Manchester, Cambridge, Oxford, and Edinburgh continue to show upward salary pressure, particularly within venture-backed and highly regulated environments.

## Key UK Trends:

- Continued salary growth in regulated sectors
- Premium demand for compliance and risk expertise
- Leadership roles commanding strong bonus structures
- Increased hybrid and flexible hiring models

# Cybersecurity – 2026 UK Benchmarks

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Growing cyber threats and regulatory scrutiny continue to drive demand for security leadership and cloud-focused expertise.

Role	Typical Base Salary (GBP)
Cloud Security Engineer	£70,000 – £95,000
GRC Consultant	£60,000 – £85,000
Security Architect	£90,000 – £130,000
Threat Intelligence Lead	£75,000 – £100,000
Chief Information Security Officer (CISO)	£130,000 – £200,000+

# Financial Technology – 2026 UK Benchmarks

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Digital banking transformation and evolving FCA / PRA regulation continue to influence compensation growth in UK FinTech markets.

Role	Typical Base Salary (GBP)
Backend / Full Stack Engineer	£70,000 – £95,000
Blockchain Specialist	£80,000 – £110,000
Payment Solutions Architect	£85,000 – £120,000
Head of Compliance	£110,000 – £160,000
Chief Product Officer	£150,000 – £220,000+

# Sustainable Energy – 2026 UK Benchmarks

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Net-zero commitments and renewable infrastructure investment drive increased demand for engineering and sustainability leadership talent.

Role	Typical Base Salary (GBP)
Renewable Energy Engineer	£55,000 – £85,000
Energy Storage Engineer	£65,000 – £95,000
Grid Infrastructure Director	£110,000 – £160,000
Chief Sustainability Officer	£120,000 – £180,000+

# Biotechnology – 2026 UK Benchmarks

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Clinical innovation and regulatory complexity continue to accelerate demand for scientific and regulatory leadership.

Role	Typical Base Salary (GBP)
Research Scientist	£40,000 – £65,000
Clinical Trial Director	£90,000 – £130,000
Regulatory Affairs Director	£100,000 – £150,000
Chief Scientific Officer (CSO)	£150,000 – £230,000+

# Healthcare Technology – 2026 UK Benchmarks

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Digital health expansion and NHS digital transformation initiatives continue to elevate demand for HealthTech expertise.

Role	Typical Base Salary (GBP)
HealthTech Product Director	£90,000 – £130,000
Medical Software Engineer	£65,000 – £95,000
Clinical Systems Leader	£95,000 – £140,000
Chief Technology Officer (HealthTech)	£140,000 – £220,000+