La Fosse

Salary Benchmark Report 2025

Leadership, Technology and Change

La Fosse

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Executive Summary

Ollie Whiting
Group CEO

In 2024, the technology and leadership hiring landscape remained dynamic, shaped by economic shifts, evolving workforce expectations, and rapid digital transformation. Despite macroeconomic uncertainties, competition for top talent persisted, particularly in specialist and leadership roles.

This year, our data shows a continued emphasis on salary as a primary driver for job moves, with 42% of candidates prioritising remuneration over company culture and career progression. Employers have responded with enhanced benefits, flexible work arrangements, and strategic salary adjustments to secure critical skills. However, with wage inflation plateauing in many sectors, businesses are seeking more sustainable approaches to attraction and retention.

The 2025 Salary Benchmark Report provides a comprehensive market overview, compiled from over 5,000 roles managed and placed by La Fosse in the past year. It includes insights from our specialist consultants and industry experts, offering key takeaways on talent trends, remuneration shifts, and evolving hiring strategies.

2024 was a year of recalibration for the technology and leadership market. Following hiring slowdowns in late 2023, we saw a resurgence in demand for strategic hires, particularly in areas like AI, data security, cloud engineering, and digital transformation.

Key findings from our research include:
- 42% of candidates prioritise salary over company culture and career progression.

- AI-driven and data-centric roles are seeing the steepest salary increases, with some exceeding 30%.

- A shift towards skills-based hiring is evident, as employers focus more on demonstrable expertise over traditional credentials.

- Leadership hiring remains competitive, with CIO, CTO, and transformation leader salaries increasing by an average of 15%.

This report offers deep dives into salary benchmarks across multiple disciplines, providing critical insights to help businesses navigate the evolving hiring landscape..

"Specialist roles in technology, product, and leadership continue to command 10-30% higher salaries than in 2024, despite a cooling in general wage inflation."

"Based on data collected from over 5000 roles, some specialist roles are commanding 15-30% higher salaries than in 2024."

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Talent solutions of today and tomorrow

At La Fosse, we work by your side to bring the right talent into your organisation. From recruitment and executive search to our Academy, we have all the capabilities needed to build bespoke talent solutions that solve your unique and evolving needs.

La Fosse Recruitment

We work beside you to build tailored solutions that go beyond hiring, from placing proven C-suite leaders and emerging stars, to shaping full delivery teams and solving transformation challenges. Whatever the brief, we bring the right people together to get it done.

✓ Talent at all levels
✓ Full range of capabilities
✓ Mix of engagement and hire options

Find out more →

La Fosse Executive

La Fosse Executive is a specialist in technology & transformation leadership. We deliver exceptional talent through Executive Search and Interim Management, working with high-growth businesses, listed enterprises and investor backed firms.

✓ Specialists in transformation
✓ Expertise across a range of C-suite and leadership roles
✓ Partnership across full growth lifecycle

Find out more →

Inovus by La Fosse

The Inovus Approach

Transformation is just the beginning. Our model combines deep expertise, flexible delivery, and an unwavering focus on outcomes, equipping your organisation for sustained success.

✓ Delivering teams
✓ Building a legacy
✓ Tailored solutions

Find out more →

La Fosse Academy

We are future-proofing the workforce, re-thinking how teams are built.

We train and place the tech and delivery superstars of tomorrow, bringing top-tier diverse talent to the workplace with a retention plan for the long term.

✓ Diverse and selective talent pool
✓ Versatile skill sets
✓ Building continuity and retention

Find out more →

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Salary averages are calculated across nearly 4,800 roles La Fosse has worked on in the past year, using information from candidates and input from our specialist consultants.

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InfoSec, Privacy, & Governance

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Cloud, Infrastructure, & DevOps   InfoSec, Privacy, & Governance

Cloud, Infrastructure, & DevOps

The cloud and infrastructure sector continues to mature, with organisations prioritising cost-optimisation strategies through FinOps, automation, and hybrid cloud solutions. Demand for DevOps professionals has seen significant growth as businesses seek engineers who can enhance scalability and efficiency in their operations. Permanent salaries for cloud engineers have risen by 10-15%, with contractor day rates experiencing similar increases due to a shortage of specialised talent. Additionally, certifications in major cloud platforms (AWS, Azure, GCP) remain pivotal in securing top-tier roles.

Infrastructure engineers with strong communication and troubleshooting skills are particularly sought after, with organisations emphasising collaborative capabilities alongside technical expertise. As more businesses adopt modern workplace technologies like M365, the demand for professionals with regulatory compliance knowledge, such as ISO 27001 and Cyber Essentials, has further accelerated.

For more information about roles in Cloud, Infrastructure, & DevOps, contact:

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	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Infrastructure Management							
Director of Technology/IT Director	£120,000	£175,000	£1,500	£1,750	£1,200	£1,500	
Head of / Director of Infrastructure	£90,000	£150,000	£1,200	£1,500	£1,000	£1,200	
Cloud and Infrastructure							
Head of Cloud	£90,000	£150,000	£1,200	£1,500	£1,000	£1,200	
Cloud Programme Manager	£75,000	£100,000	£850	£1,000	£700	£800	
Infrastructure Programme Manager	£75,000	£100,000	£750	£900	£650	£750	
Cloud Architect	£75,000	£100,000	£750	£850	£600	£700	£319
Infrastructure Architect	£75,000	£100,000	£750	£850	£600	£700	£319
Infrastructure Manager	£70,000	£90,000	£700	£800	£550	£700	
Cloud Engineer	£70,000	£85,000	£600	£750	£500	£600	£319
Cloud Project Manager	£65,000	£85,000	£600	£700	£500	£600	£319
Infrastructure Project Manager	£65,000	£85,000	£600	£700	£500	£600	£319
Infrastructure Engineer	£55,000	£70,000	£500	£600	£450	£550	£319
EUC / Desktop Engineer	£40,000	£50,000	£400	£450	£300	£400	£319
DevOps							
Senior DevOps Engineer	£100,000	£120,000	£800	£900	£650	£750	
DevOps Engineer	£75,000	£95,000	£650	£750	£550	£650	£319
Platform Engineer	£75,000	£95,000	£650	£750	£550	£650	£319
Site Reliability Engineer	£75,000	£95,000	£750	£800	£600	£700	£319
Release Manager	£60,000	£80,000	£450	£600	£400	£500	£319

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Cloud, Infrastructure, & DevOps   InfoSec, Privacy, & Governance

	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Networks							
Network Programme Director	£100,000	£170,000	£800	£1,200	£750	£1,000	
Head of/Director of Networks	£95,000	£160,000	£1,000	£1,500	£800	£1,200	
Network Manager	£85,000	£135,000	£650	£850	£550	£750	
Network Programme Manager	£85,000	£135,000	£650	£850	£600	£750	
Unified Comms Engineer	£75,000	£120,000	£450	£550	£400	£500	
Senior Network Engineer	£75,000	£110,000	£500	£600	£450	£550	
Network Architect/Consultant	£70,000	£130,000	£600	£750	£550	£700	£319
Network Project Manager	£55,000	£110,000	£550	£650	£500	£600	£319
Network Engineer	£55,000	£75,000	£500	£550	£400	£450	£319
Unified Comms Architect / Consultant	£45,000	£75,000	£600	£700	£550	£650	

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Cloud, Infrastructure, & DevOps   InfoSec, Privacy, & Governance

	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
ITSM							
Head of / Director of Service Mgmt	£95,000	£140,000	£900	£1,100	£800	£1,000	
IT Supplier/Vendor Manager	£80,000	£90,000	£650	£750	£550	£700	
ServiceNow Developer	£70,000	£120,000	£650	£800	£600	£750	£319
Configuration Management	£65,000	£90,000	£550	£650	£500	£600	
Service Design & Architecture	£65,000	£90,000	£700	£850	£650	£800	
Change & Release Manager	£60,000	£80,000	£600	£700	£500	£600	
Major Incident Manager	£60,000	£80,000	£600	£700	£500	£600	
Service Transition Manager	£60,000	£80,000	£700	£850	£650	£800	£319
Service Desk/Delivery Manager	£60,000	£85,000	£600	£700	£500	£600	£319
IT Asset Management	£55,000	£70,000	£550	£650	£500	£600	
2nd Line Support	£35,000	£45,000	£250	£400	£250	£350	
1st Line Support	£30,000	£35,000	£230	£300	£200	£300	

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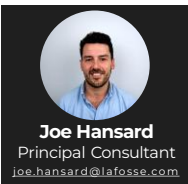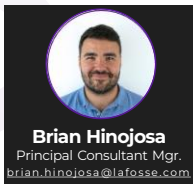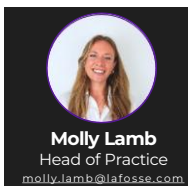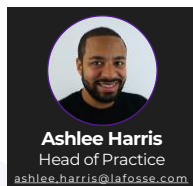Cloud, Infrastructure, & DevOps   InfoSec, Privacy, & Governance

InfoSec, Privacy, & Governance

Cybersecurity remains a top priority for organisations across all sectors. The rise of AI and automation technologies has introduced new vulnerabilities, intensifying the need for specialised security roles. In 2025, salaries for information security professionals have increased by 12-15%, with leadership positions like CISOs commanding even higher increments.

Private equity firms are increasingly investing in cybersecurity talent to protect their portfolios from growing threats, including ransomware and data breaches. Functional specialists, such as cloud security engineers and identity and access management (IDAM) experts, are in high demand as companies address specific maturity challenges. As the cyber skills gap widens, forward-thinking organisations are focusing on upskilling existing teams and building in-house capabilities to reduce dependency on external contractors.

Additionally, as regulatory frameworks become more complex, there is a growing emphasis on professionals who understand compliance and risk management. Cybersecurity analysts equipped to integrate AI into defence systems are especially sought after, while roles focusing on incident response and forensics have become critical for business continuity. The cybersecurity industry's evolution highlights the ongoing need for strategic investments in skills and infrastructure to mitigate ever-evolving threats.

For more information about roles in InfoSec, Privacy, & Governance, contact:
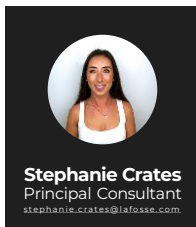
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	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Technical Roles							
Director of Product Security and Security Engineering	£120,000	£180,000	£900	£1,250	£750	£1,100	
Application Security Manager	£90,000	£140,000	£850	£1,100	£750	£950	
Security Engineering Practice Lead	£100,000	£140,000	£750	£1,100	£650	£850	£319
DevSecOps Engineer	£75,000	£100,000	£650	£850	£500	£750	
Senior Security Engineer	£75,000	£100,000	£750	£950	£600	£850	
Security Engineer	£50,000	£75,000	£550	£700	£400	£600	£319
Information Security							
Director\Head of Governance, Risk, and Compliance (GRC)	£120,000	£180,000	£800	£1,250	£700	£1,100	
Business Information Security Officer	£100,000	£160,000	£650	£900	£550	£800	
Head of Training and Awareness	£80,000	£130,000	£650	£850	£550	£800	
Manager - Information Security GRC	£70,000	£130,000	£600	£800	£500	£700	
Manager / Senior Manager – 3rd Party Security	£60,000	£120,000	£600	£800	£500	£750	
Analyst Senior – Information Security GRC	£45,000	£85,000	£500	£650	£350	£450	£319
Data Protection							
Director/Head of Data Protection	£90,000	£150,000	£750	£1,000	£500	£700	
Data Protection Officer	£80,000	£180,000	£750	£1,000	£500	£900	
Manager/Senior Manager - Data Protection	£60,000	£110,000	£600	£750	£400	£550	
Analyst/Senior Analyst	£40,000	£70,000	£400	£550	£250	£450	£319

Cloud, Infrastructure, & DevOps   InfoSec, Privacy, & Governance

	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Architect Roles							
Director of Security Architecture	£120,000	£180,000	£950	£1,250	£800	£1,100	
Security Architect	£90,000	£130,000	£700	£950	£600	£850	
Cloud Security Architect	£105,000	£140,000	£750	£1,200	£650	£1,100	
Project Management							
Cyber Security Programme Director	£130,000	£150,000	£1,000	£1,350	£850	£1,200	
Cyber Security Programme Manager	£110,000	£130,000	£750	£1,000	£650	£900	
Cyber Security Project Manager	£70,000	£90,000	£600	£850	£500	£700	
Cyber Security BA	£50,000	£65,000	£500	£700	£400	£600	£319
CISO Leadership							
CISO	£140,000	£350,000	£950	£2,000	£850	£1,500	
CISO (Fractional/Advisor)	N/A	N/A	N/A	N/A	£1,500	£2,500	
Director/Head of InfoSec	£120,000	£180,000	£800	£1000	£750	£950	

	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Technical Roles							
Director of Security Operations	£120,000	£180,000	£850	£1,100	£700	£950	
OT Security Architect	£90,000	£130,000	£750	£950	£650	£850	
IAM Manager	£85,000	£110,000	£750	£850	£600	£750	
Senior Threat and Vulnerability Manager	£80,000	£100,000	£650	£800	£550	£650	
SOC Manager	£80,000	£100,000	£650	£850	£550	£750	
OT Security Engineer	£75,000	£95,000	£600	£800	£500	£700	
Security Operations Engineer	£65,000	£100,000	£650	£750	£500	£600	£319
Threat Hunting SOC Engineer	£70,000	£90,000	£550	£750	£450	£525	£319
Penetration Tester	£65,000	£100,000	£650	£1,000	£500	£850	
Vulnerability Management Analyst	£60,000	£80,000	£550	£750	£450	£600	£319
Incident Response Manager	£80,000	£100,000	£650	£800	£500	£700	
Incident Response Analyst	£60,000	£80,000	£550	£700	£450	£550	£319
IAM Analyst	£55,000	£75,000	£600	£750	£450	£650	£319
SOC Analyst	£45,000	£75,000	£500	£700	£400	£500	£319

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Data, Engineering & Digital

Product, UX, Design & Delivery

Software Engineering

Data & AI

IT Architecture

Product, UX, Design, & Delivery | Software Engineering | Data & AI | Architecture

Product, UX, Design, & Delivery

Investment in product and design roles remains strong, with organisations recognising their critical impact on customer retention and revenue growth. Mid-to-senior-level roles in product management have seen salary increases of up to 15%, driven by the heightened demand for user-centric solutions and improved digital experiences.

UX and design professionals with experience in prototyping, usability testing, and cross-functional collaboration are highly valued. The rise of AI-driven tools and analytics has further elevated the need for professionals who can integrate data insights into product strategies. As digital interfaces grow increasingly sophisticated, businesses are focusing on inclusive design to cater to diverse user needs, creating new opportunities for specialists in accessibility and adaptive design.

Moreover, the integration of generative AI into design workflows is transforming the field, enabling rapid prototyping and enhanced personalisation. Professionals with knowledge of tools like Figma, Sketch, and AI-enhanced software are in particularly high demand. Remote working has further expanded talent pools beyond traditional tech hubs, allowing organisations to tap into diverse expertise while maintaining competitive salaries.

As companies align their digital strategies with customer expectations, collaboration between product teams and business units has become paramount. Product managers who can demonstrate strategic leadership, financial acumen, and a deep understanding of customer needs are particularly well-positioned to secure premium roles in 2025.

"Generative AI is transforming design workflows, enabling rapid prototyping and enhanced personalisation."

For more information about roles in Product, UX, Design, & Delivery, contact:

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		Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
		Low	High	Low	High	Low	High	
Product								
Chief Product Officer		£140,000	£250,000+	£1000	£2000	£1000	£2000	
Director of Product		£120,000	£175,000	£900	£1200	£800	£1100	
Head of Product		£110,000	£130,000	£800	£1000	£700	£900	
Product Manager	Principal / Lead	£85,000	£110,000	£750	£900	£650	£800	
	Senior	£75,000	£90,000	£650	£750	£550	£650	
	Mid-Level	£60,000	£75,000	£550	£650	£450	£550	
Product Owner	Principal / Lead	£75,000	£95,000	£650	£800	£550	£700	
	Senior	£55,000	£75,000	£550	£650	£500	£600	
	Mid-Level	£45,000	£60,000	£450	£550	£400	£500	£319
Design								
Product Designer	Principal / Lead	£70,000	£115,000	£650	£720	£500	£650	
	Senior	£65,000	£85,000	£600	£720	£500	£650	
	Mid-Level	£45,000	£65,000	£550	£650	£400	£500	£319
Service Designer	Principal / Lead	£95,000	£115,000	£650	£800+	£550	£700+	
	Senior	£75,000	£90,000	£650	£750	£550	£650	
	Mid-Level	£50,000	£70,000	£600	£600	£500	£500	£319
UI / Visual Designer	Principal / Lead	£75,000	£100,000	£620	£720	£500	£650	
	Senior	£65,000	£85,000	£600	£700	£450	£600	
	Mid-Level	£45,000	£65,000	£500	£600	£350	£500	£319
User Researcher	Principal / Lead	£75,000	£100,000	£600	£750	£500	£650	
	Senior	£70,000	£90,000	£550	£700	£500	£650	
	Mid-Level	£45,000	£65,000	£500	£650	£450	£550	£319

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Product, UX, Design, & Delivery | Software Engineering | Data & AI | Architecture

		Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
		Low	High	Low	High	Low	High	
Design								
	Principal / Lead	£65,000	£115,000	£650	£750	£500	£650	
	Senior	£65,000	£85,000	£600	£750	£500	£650	
UX Designer	Mid-Level	£45,000	£65,000	£550	£650	£400	£500	£319
Delivery								
Agile Delivery Manager		£100,00	£130,000	£800	£1,000+	£700	£1,000+	£319
Agile Coach		£90,000	£110,000	£1,000+	£1,000+	£1,000+	£1,000+	£319
Scrum Master		£80,000	£90,000	£550	£700	£600	£600	£319
SAFE Programme Manager		£75,000	£100,000	£700	£850	£850	£850	£319

Product, UX, Design, & Delivery — **Software Engineering** — Data & AI — Architecture

Software Engineering

After stabilising in 2024, software engineering remains a dynamic and evolving field with increasing demand across niche and emerging areas. AI and machine learning engineers, in particular, are commanding 20-30% higher salaries due to their pivotal role in developing advanced systems that enhance automation, data analytics, and innovation across various sectors. Full-stack developers proficient in frameworks like React, Node.js, and Kubernetes continue to enjoy robust demand, driven by the rise of scalable, cloud-native applications.

Hybrid working models have made contractor roles more attractive, with companies offering competitive rates to secure top-tier talent for short-term yet impactful projects. The emphasis on microservices architecture and API development has further elevated the significance of QA automation and DevOps engineering. Additionally, mobile app development, especially in sectors like fintech and health tech, remains a critical focus, with experienced developers seeing significant salary growth.

Employers are increasingly seeking engineers who not only excel technically but also possess collaboration skills to work effectively in agile, cross-functional teams. Upskilling initiatives in AI, data engineering, and cloud technologies have become key strategies for organisations to retain their engineering workforce, fostering a culture of continuous learning and innovation. This ensures that software engineering remains a cornerstone of digital transformation in 2025.

For more information about roles in Software Engineering, contact:
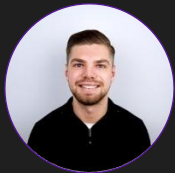
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Parag Patel
Principal Consultant
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		Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
		Low	High	Low	High	Low	High	
CTO		£170,000	£350,000	£1,500	£2,500	£1,250	£1,800	
CTO Start Up/Scale Up		£140,000	£200,000	£1,000	£1,500	£900	£1,400	
CTO (Fractional/Advisor)		N/A	N/A	N/A	N/A	£1,500	£2,500	
VP/SVP Engineering		£130,000	£165,000	£1,200	£1,700	£1,100	£1,600	
Director/Sr Director		£130,000	£150,000	£1,200	£1,400	£1,000	£1,200	
Head of Engineering		£130,000	£150,000	£1,000	£1,100	£900	£1,000	
Head of Platform		£110,000	£130,000	£1,000	£1,200	£900	£1,000	
Head of QA/Testing		£95,000	£130,000	£900	£1,200	£800	£1,000	
Development Manager		£90,000	£120,000	£800	£950	£750	£900	
Engineering Manager		£90,000	£120,000	£800	£950	£750	£900	
Technical Lead		£90,000	£120,000	£750	£900	£650	£750	
C#/.Net Developer	Principal	£105,000	£150,000	£700	£850	£600	£700	
	Senior	£75,000	£105,000	£600	£700	£500	£600	
	Mid	£55,000	£75,000	£500	£600	£400	£500	£319
Golang Developer	Principal	£110,000	£120,000	£800	£850	£650	£700	
	Senior	£85,000	£110,000	£700	£800	£550	£650	
	Mid	£60,000	£80,000	£600	£700	£500	£550	£319
Java Developer	Principal	£110,000	£140,000	£800	£850	£650	£700	
	Senior	£85,000	£110,000	£700	£800	£550	£650	
	Mid	£60,000	£85,000	£600	£700	£500	£550	£319

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Product, UX, Design, & Delivery   Software Engineering   Data & AI   Architecture

		Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
		Low	High	Low	High	Low	High	
Kotlin Developer	Principal	£110,000	£140,000	£800	£850	£650	£700	
	Senior	£85,000	£110,000	£700	£800	£550	£650	
	Mid	£60,000	£85,000	£600	£700	£500	£550	£319
Scala Developer	Principal	£110,000	£140,000	£800	£850	£650	£700	
	Senior	£85,000	£110,000	£700	£800	£550	£650	
	Mid	£60,000	£110,000	£600	£700	£500	£550	£319
Python Developer	Principal	£100,000	£130,000	£800	£950	£700	£850	
	Senior	£80,000	£100,000	£600	£800	£500	£700	
	Mid	£60,000	£80,000	£500	£600	£400	£500	£319
Ruby Developer	Principal	£100,000	£130,000	£800	£950	£700	£850	
	Senior	£80,000	£100,000	£600	£800	£500	£700	
	Mid	£60,000	£80,000	£500	£650	£400	£500	£319
SDET (Software Development Engineer in Test)	Principal	£100,000	£120,000	£800	£900	£700	£850	
	Senior	£80,000	£100,000	£600	£750	£500	£650	
	Mid	£60,000	£80,000	£500	£600	£400	£475	£319
Test Engineer	Principal	£80,000	£100,000	£650	£750	£600	£700	
	Senior	£70000	£80,000	£550	£650	£500	£600	
	Mid	£55,000	£70,000	£500	£600	£400	£450	£319
Frontend JavaScript Engineer	Principal	£90,000	£120,000	£750	£900	£650	£800	
	Senior	£70,000	£90,000	£650	£800	£550	£650	
	Mid	£50,000	£70,000	£500	£600	£400	£500	£319

		Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
		Low	High	Low	High	Low	High	
Node.js Engineer	Principal / Lead	£100,000	£130,000	£800	£950	£700	£850	
	Senior	£80,000	£100,000	£600	£800	£500	£700	
	Mid	£60,000	£80,000	£550	£650	£500	£600	£319
JavaScript Engineering Management	Principal / Lead	£135,000	£160,000	£1,200	£1,400	£1,100	£1,300	
	Senior	£110,000	£135,000	£1,000	£1,200	£950	£1,100	
	Mid	£90,000	£110,000	£850	£1,000	£750	£950	£319
PHP Developer	Principal / Lead	£75,000	£110,000	£800	£900	£650	£800	
	Senior	£55,000	£75,000	£550	£800	£500	£650	
	Mid	£40,000	£55,000	£400	£550	£350	£500	£319
React Native Developer	Principal / Lead	£100,000	£130,000	£800	£950	£700	£850	
	Senior	£80,000	£100,000	£600	£800	£500	£700	
	Mid	£60,000	£80,000	£550	£650	£500	£600	£319
Android Developer	Principal / Lead	£100,000	£130,000	£800	£950	£700	£850	
	Senior	£80,000	£100,000	£600	£800	£500	£700	
	Mid	£60,000	£80,000	£500	£600	£400	£500	£319
IOS Developer	Principal / Lead	£100,000	£130,000	£800	£950	£700	£850	
	Senior	£80,000	£100,000	£600	£800	£500	£700	
	Mid	£60,000	£80,000	£500	£650	£400	£500	£319
Flutter Developer	Principal / Lead	£100,000	£130,000	£800	£950	£700	£850	
	Senior	£80,000	£100,000	£600	£800	£500	£700	
	Mid	£60,000	£80,000	£500	£650	£400	£500	£319

Product, UX, Design, & Delivery   Software Engineering   Data & AI   Architecture

Data & AI

With generative AI and large language models reshaping the industry, 2025 has seen an unprecedented demand for data scientists and engineers. Salaries for professionals in data governance, analytics engineering, and AI-driven technologies have surged by over 25%, reflecting their critical role in organisational decision-making.

The adoption of real-time analytics platforms has accelerated, with businesses seeking talent proficient in tools such as Kafka, Looker, and Power BI. Data professionals who understand regulatory compliance, including GDPR and emerging AI governance frameworks, are highly sought after as organisations navigate the ethical implications of data use. Companies are also prioritising predictive analytics, with a strong focus on forecasting trends and optimising supply chains.

Organisations are increasingly building data-centric cultures, prioritising professionals who can upskill internal teams and bridge gaps between technical insights and actionable business strategies. Analytics leaders with experience in cross-functional collaboration and delivering measurable ROI from data initiatives remain in particularly high demand, ensuring their ability to drive transformative value within organisations.

"Businesses are prioritising predictive analytics to optimise supply chains and forecast trends."

73%

of businesses report prioritising IT architecture modernisation to support digital transformation initiatives in 2025.
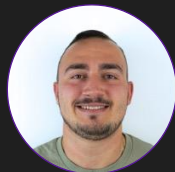
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	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Data Leadership							
Chief Data Officer	£180,000	£250,000	£1,300	£1,500	£1,200	£1,400	
Chief Data Officer (Fractional/Advisor)	N/A	N/A	N/A	N/A	£1,500	£2,000	
Director of Data	£150,000	£200,000	£1,000	£1,200	£1,000	£1,100	
Head of Data	£120,000	£150,000	£900	£1,100	£800	£1,000	
Head of Analytics	£120,000	£135,000	£800	£900	£750	£850	
Head of Data Science	£120,000	£130,000	£850	£1,000	£800	£950	
Head of Data Insights	£110,000	£130,000	£750	£850	£700	£800	
Head of Data Governance	£110,000	£130,000	£800	£900	£750	£850	
Analytics and Insights							
Data/BI/Insight Analyst	£50,000	£80,000	£500	£550	£450	£500	£319
Web/Digital/Implementation/ Product Analyst	£40,000	£75,000	£550	£600	£500	£550	£319
Customer Insight	£40,000	£65,000	£500	£550	£450	£500	£319
CRM and Marketing Analytics	£35,000	£75,000	£550	£650	£500	£600	£319
Data Science							
Principal Data Scientist	£110,000	£130,000	£800	£900	£750	£850	
Lead Data Scientist or Data Science Manager	£100,000	£125,000	£800	£800	£750	£850	
Data Scientist	£45,000	£90,000	£750	£850	£700	£800	£319
Data Engineering, Development & Architecture							
Data Architect	£110,000	£130,000	£800	£1,000	£700	£900	
Lead data Engineer or Data Engineering Manager	£90,000	£115,000	£800	£900	£700	£800	
BI Developer/Engineer	£50,000	£85,000	£550	£600	£500	£550	£319

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Product, UX, Design, & Delivery   Software Engineering   Data & AI   Architecture

	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Data Engineering, Development & Architecture							
Data Engineer	£45,000	£90,000	£700	£800	£600	£700	£319
Analytics Engineer	£45,000	£85,000	£550	£650	£500	£600	£319
Data Warehouse Developer	£40,000	£70,000	£550	£600	£500	£550	£319
Machine Learning							
Head of Machine Learning	£130,000	£140,000	£900	£1,000	£800	£ 900	
Machine Learning Engineer	£80,000	£120,000	£800	£900	£700	£800	
ML Researcher	£80,000	£120,000	£750	£800	£650	£750	
Large Language Models Engineer	£80,000	£110,000	£750	£850	£650	£800	
Computer Vision Engineer	£80,000	£105,000	£600	£750	£550	£650	
MLOps Engineer	£75,000	£110,000	£750	£850	£700	£800	
NLP Engineer	£75,000	£90,000	£700	£800	£600	£700	
Data Engineering, Development & Architecture							
Data Product Manager	£65,000	£80,000	£650	£750	£600	£700	
Data Governance / Quality / Management	£60,000	£95,000	£600	£700	£550	£650	
Data Project Manager	£60,000	£80,000	£700	£800	£600	£700	£319
Data Business Analyst	£60,000	£90,000	£500	£550	£450	£550	£319

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Architecture

The architecture market has evolved significantly, stabilising after a period of intense activity in 2022 and 2023. Organisations are doubling down on transformation projects previously delayed by the pandemic, with a particular focus on leveraging cutting-edge cloud and data technologies. This shift has increased demand for specialists over generalists, creating a dynamic job market. Permanent salaries for IT architects have seen an average increase of 7%, while contractor day rates continue to rise as companies prioritise flexibility in project execution.

Demand for cloud and software-specific expertise has driven substantial hiring across both blue-chip enterprises and high-growth firms. Businesses are investing heavily in digitisation to enhance customer experiences and streamline operations, which has further elevated the role of IT architects in achieving strategic objectives.

Moreover, the ongoing expansion of roles inside IR35 reflects broader shifts in workforce regulation and planning. In 2025, successful IT architects must balance technical knowledge with business acumen, ensuring they can deliver scalable solutions in increasingly complex environments.

"The growing need for specialists over generalists is reshaping the architecture landscape in 2025."
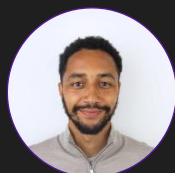
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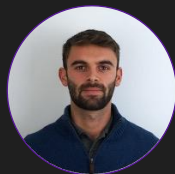
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	Permanent		Contract Inside IR35		Contract Outside IR35	
	Low	High	Low	High	Low	High
CTO	£170,000	£350,000	£1,500	£2,500	£1,250	£1,800
CTO Start Up/Scale Up	£140,000	£200,000	£1,000	£1,500	£900	£1,400
CTO (Fractional/Advisor)	N/A	N/A	N/A	N/A	£1,500	£2,500
Chief Architect	£150,000	£250,000	£1,000	£1,500	£850	£1,200
Head of Architecture	£120,000	£175,000	£1,000	£1,500	£850	£1,200
Integration Architect	£100,000	£125,000	£750	£1,000	£650	£800
Cloud Architect	£100,000	£125,000	£700	£900	£600	£800
Application Architect	£100,000	£125,000	£750	£900	£650	£750
Enterprise Architect	£100,000	£125,000	£850	£1,100	£750	£950
Business Architect	£100,000	£120,000	£750	£950	£700	£900
Data Architect	£90,000	£130,000	£750	£950	£700	£900
Digital / Platform Architect	£90,000	£130,000	£750	£950	£650	£850
Solution Architect	£85,000	£120,000	£700	£900	£600	£800
Technical Architect	£85,000	£115,000	£650	£800	£550	£700
Infrastructure Architect	£100,000	£120,000	£800	£900	£650	£750

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ERP

CRM

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Change & Transformation (Business, Digital & IT)   ERP   CRM

Change & Transformation (Business, Digital & IT)

Now, more than ever, businesses need to deliver transformation and change programmes in order to operate more efficiently, offer a better-quality customer experience, and stay competitive in an ever-changing market.

Many organisations who were quick to adopt and invest in digital transformation and flexible working practices have seen high growth, and so businesses today continue to look for ways to use technology to work more effectively and efficiently.

Increased spending on change and transformation has led to a higher demand for roles within this sector. As a result, we've seen an average increase of 10% for both permanent salaries and contractor day rates.

To facilitate transformation, businesses are restructuring, and so the demand for target operating model specialists and business architects has increased. We're also seeing a greater need for business analysts and process analysts as more companies invest in process improvement and robotic process automation (RPA) in order to cut expenditure and streamline key business processes.

For more information about roles in Change & Transformation, contact:
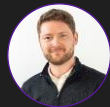
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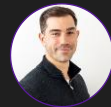
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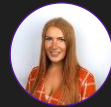
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	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Transformation Director/Head of Transformation	£120,000	£220,000	£1,000	£2,500	£1,000	£2,000	
Change Director	£120,000	£180,000	£1,200	£2,500	£900	£2,000	
Strategy Director	£120,000	£180,000	£1,200+		£1,000+		
Programme Director	£90,000	£150,000	£1,000	£2,500	£900	£2,000	
Head of Change	£90,000	£130,000	£900	£1,400	£800	£1,200	
Lean Six Sigma Specialist	£75,000	£100,000+	£600	£700	£550		
Head of PMO	£80,000	£130,000	£600	£800+	£550	£750	
Strategy Manager	£80,000	£140,000	£500	£800+	£750		
Programme Manager	£75,000	£100,000	£800	£1,200	£600	£1,000	
Head of Business Analysis	£75,000	£100,000	£850+		£750+		
Portfolio Manager	£80,000	£110,000	£750	£1,000+	£700	£1,000+	
PMO Manager	£60,000	£90,000	£550	£750+	£500	£700+	
PMO Lead / Senior PMO Analyst	£60,000	£80,000	£550	£650	£500	£600	
Communications Manager/Lead	£65,000	£85,000	£500	£800+	£400	£800+	
Training Manager/Lead	£55,000	£75,000	£500+		£400	£500+	
Business Change Manager	£65,000	£95,,000	£550	£700+	£500	£700	
Lead BA/Business Analysis Manager	£65,000	£90,000	£500	£700	£600+		

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Change & Transformation (Business, Digital & IT)   ERP   CRM

	Permanent		Contract inside IR35		Contract outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Process Analysis	£50,000	£80,000	£500	£700	£475	£650	£319
Business Analyst	£45,000	£80,000	£500	£750	£400	£650	£319
Project Manager	£45,000	£85,000	£500	£700	£400	£600	£319
Project Support Officer / Administrator	£40,000	£55,000	£300	£400	£250	£350	£319
Junior Project Manager	£38,000	£45,000	£350	£475	£300	£425	£319
PMO Analyst	£30,000	£65,000	£400	£550	£400	£550	£319

"Target operating model specialists and business architects continue to be critical for delivering successful transformation."

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Change & Transformation (Business, Digital & IT)   ERP   CRM

ERP

ERP roles have seen renewed demand as organisations prioritise cloud migrations and operational scalability. Salaries for ERP specialists have increased by 10-15%, with contractors commanding day rates that are 8-12% higher than in 2024. Skills in SAP, Oracle, and Microsoft Dynamics remain essential, but there is also increasing interest in emerging ERP solutions tailored for mid-market organisations.

As businesses look to modernise their core systems, ERP consultants with experience in multi-cloud environments and process automation are particularly valued. These roles are critical for organisations aiming to integrate ERP platforms with advanced analytics and AI-driven insights. Additionally, ERP specialists who can support change management and user adoption are becoming indispensable for successful implementations.

The focus on aligning ERP systems with organisational goals has driven demand for professionals who can deliver on-time and cost-effective implementations. Skills in business process reengineering and ERP project management remain essential, ensuring organisations achieve maximum value from their technology investments.

"The move to cloud ERP continues as a solution to support remote/hybrid working, and this transition is only going to continue."

For more information about roles in ERP, contact:

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	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Programme Director	£150,000	£200,000	£1,500	£2,000	£1,300	£1,500	
Programme Manager	£90,000	£130,000	£1,200	£1,400	£1,000	£1,200	
Test Manager	£70,000	£98,000	£800	£1,000	£700	£800	
Development Manager	£68,000	£95,000	£700	£900	£600	£700	
Consultants	£65,000	£110,000	£800	£1,100	£700	£900	
Project Manager	£60,000	£100,000	£800	£1,000	£700	£800	
Training Consultants/Manager	N/A		£800	£1,000	£700	£800	
Integration Consultant/Lead/ Manager	£50,000	£55,000	£800	£900	£700	£800	
Test Analyst	£50,000	£52,000	£550	£650	£400	£550	£319
Release/CutoverManager	£48,000	£80,000	£800	£1,000	£700	£800	
Business Analyst	£45,000	£94,000	£500	£750	£500	£600	£319
Change Lead/Manager	£42,500	£85,000	£900	£1,100	£800	£1,000	
Data Migration Consultant/Lead/ Manager	N/A		£700	£1,100	£600	£800	
Reporting Consultant / Lead / Manager	N/A		£650		£650		
Delivery Manager	£60,000	£130,000	£500	£900	£500	£800	
Enterprise Architect	£100,000	£150,000	£1,100	£1,500	£800	£1,200	
Solution Architect	£90,000	£130,000	£900	£1,200	£750	£1,000	
Functional Consultant	£60,000	£110,000	£800	£1,100	£700	£900	£319

Change & Transformation (Business, Digital & IT)   ERP   CRM

	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Technical Architect	See IT Architecture		£800	£1,000	£650	£850	
Support Consultant	£40,000		£525		£525		£319
DBA	£40,000	£82,800	£433	£575	£400	£575	
Data Analyst	£37,000	£78,000	£650	£700	£425	£575	£319
Developer	£30,000	£120,000	£500	£700	£450	£600	£319
Technical Consultant	£35,000	£90,000	£800	£1,100	£700	£900	£319

These permanent salary and contract day rate ranges take into consideration variants across different sectors and Tier 1 ERP systems.

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Change & Transformation (Business, Digital & IT)   ERP   CRM

CRM

The UK CRM market continues to grow steadily as organisations seek to enhance customer engagement, streamline sales operations, and leverage data-driven insights. Demand for CRM professionals has risen notably, with permanent salaries increasing by 8-12% and contractor day rates up by 10-14% compared to 2024.

Tier 1 platforms such as Salesforce and Microsoft Dynamics 365 remain dominant across enterprise and mid-sized organisations. Salesforce continues to lead in complex, enterprise-grade deployments, while Microsoft Dynamics remains the go-to for businesses seeking seamless integration across the Microsoft ecosystem. HubSpot's strong traction in marketing and SME segments has been further bolstered by product maturity and competitive pricing.

Meanwhile, Tier 2 CRM platforms are gaining ground among mid-market and scale-up businesses. These solutions offer flexibility, lower implementation costs, and faster time-to-value, making them attractive options for agile teams seeking rapid growth enablement without the overhead of enterprise-scale platforms.

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Head of Practice
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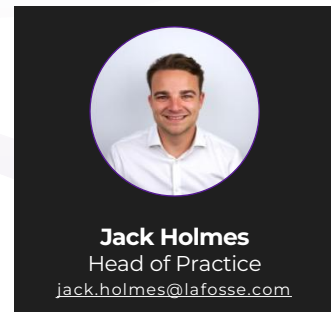
As businesses prioritise personalisation, automation, and customer journey orchestration, CRM professionals with skills in workflow automation, API integration, customer data platforms (CDPs), and AI-driven analytics are in high demand. Experience in Salesforce Marketing Cloud, Dynamics Customer Insights, and HubSpot Operations Hub is particularly valued.

In parallel, the ability to drive user adoption, data quality governance, and cross-platform integration has become essential. CRM specialists who can bridge technical capability with business value - particularly in sales enablement, customer success, and marketing operations - are seen as strategic hires.

	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
CRM Programme Director	£150,000	£200,000	£1,500	£2,000	£1,000	£1,500	
CRM Programme Manager	£90,000	£130,000	£1,200	£1,800	£700	£1,200	
CRM Project Manager	£70,000	£90,000	£800	£1,000	£550	£750	
CRM Change Manager	£70,000	£100,000	£700	£1,000	£500	£700	
CRM Business Analyst	£60,000	£90,000	£800	£1,000	£500	£650	£319
Product Owner/Manager	£55,000	£100,000	£650	£900	£500	£700	£319
Developer	£50,000	£100,000	£800	£1,200	£450	£750	£319
Administrator	£35,000	£65,000	£500	£700	£350	£550	£319
Test Analyst	£40,000	£65,000	£550	£750	£400	£600	£319
Data Consultant	£50,000	£100,000	£700	£1,200	£500	£1,000	£319
Architecture	£70,000	£150,000	£900	£1,500	£650	£1,500	£319
Training Consultants/Manager	£45,000	£75,000	£550	£850	£400	£650	
Functional Consultant	£60,000	£90,000	£700	£1,000	£500	£750	£319
Technical Consultant	£60,000	£100,000	£700	£1,200	£450	£850	£319

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HR   Finance Transformation

HR

HR functions have undergone a transformation as organisations focus on increasingly adopting technologies such as AI-driven recruitment tools, applicant tracking systems (ATS), and HR analytics platforms, as well as creating resilient, inclusive, and agile workforces. DE&I initiatives remain important, with demand for HR leaders who can design and execute effective strategies. Organisations prioritise retention and employee engagement, where remote and hybrid work arrangements continues, necessitating HR strategies that support distributed teams and digital collaboration.

Permanent salaries for HR professionals have risen by 7-10% across Europe, with contractor day rates staying the same as in 2024. HR specialists with experience in digital tools like Workday and SAP SuccessFactors are in high demand, reflecting a broader trend towards the digitisation of HR functions.

Senior HR leaders who can align people strategies with broader business goals are seeing particularly strong demand, with salary packages that often include performance-based incentives.

HR professionals are expected to take on expanded roles in workforce planning, well-being initiatives, and change management. The growing emphasis on AI tools, employee experience and retention has also driven demand for HR leaders who can implement forward thinking strategies to improve workplace satisfaction and productivity.

For more information about roles in HR, contact:

Alejandro Agustin Cano
Principal Consultant
alejandro.cano@lafosse.com

"**Senior HR leaders are driving innovation in hybrid workforce models and employee engagement strategies.**"
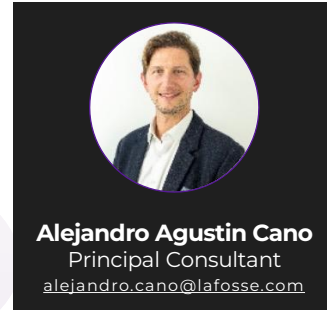
	Permanent		Contract inside IR35		Contract Outside IR35	
	Low	High	Low	High	Low	High
HR						
Chief People Officer/CHRO	£140,000	£250,000	£1,200	£1,800	£1,000	£1,600
VP of HR	£130,000	£220,000	£1,100	£1,600	£1,000	£1,500
HR Director	£120,000	£180,000	£1,000	£1,400	£900	£1,200
HR Business Partner	£75,000	£110,000	£600	£800	£550	£700
HR Manager	£60,000	£100,000	£550	£650	£450	£600
L&D Manager	£50,000	£80,000	£350	£500	£300	£450
HR Payroll Advisor	£45,000	£60,000	£200	£250	£150	£200
HR Officer/HR Admin	£30,000	£45,000	£200	£250	£150	£200
Talent						
VP of Talent	£120,000	£200,000	£1,100	£1,600	£1,000	£1,500
Director of Talent Acquisition	£110,000	£175,000	£1,000	£1,400	£900	£1,200
Head of Talent Acquisition	£85,000	£120,000	£600	£800	£550	£700
Talent Acquisition Manager	£65,000	£85,000	£550	£650	£450	£600
Talent Acquisition Specialist	£45,,000	£65,000	£350	£500	£300	£450

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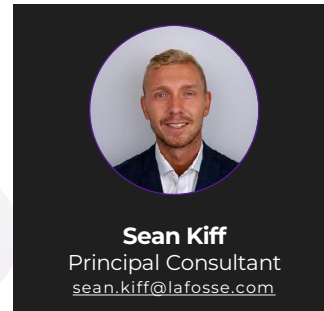
HR   Finance Transformation

Finance Transformation

The digitisation of finance functions continues to dominate transformation agendas, with roles in finance transformation seeing salary increases of 15-20%. Professionals experienced in ERP implementations, automation, and AI-driven financial analytics are especially sought after. The focus has shifted to leveraging real-time data insights to improve forecasting accuracy and drive smarter decision-making.

Organisations are increasingly looking for finance leaders who can align transformation strategies with broader business objectives, focusing on cost efficiency, risk management, and scalability. Contract roles are also seeing growth, with day rates rising by 12-15% for finance transformation consultants. Additionally, professionals with experience in integrating ESG (Environmental, Social, and Governance) metrics into financial strategies are in high demand, reflecting the growing importance of sustainability.

The need for finance leaders who can effectively lead digital transformation efforts is critical, particularly in organisations navigating complex regulatory environments. Professionals with a deep understanding of financial technologies, including blockchain and predictive analytics, are poised to play a central role in shaping the future of finance.

"Digital finance leaders are reshaping forecasting and decision-making with real-time analytics."

For more information about roles in Finance Transformation, contact:

Sean Kiff
Principal Consultant
sean.kiff@lafosse.com

	Permanent		Contract Inside IR35		Contract Outside IR35		Academy rate
	Low	High	Low	High	Low	High	
Finance Transformation / Programme Director	£150,000	£200,000	£1,400	£1,800	£1,000	£1,600	
Head of Finance Shared Services	£130,000	£180,000	£1,200	£1,500	£1,000	£1,200	
Finance Design/TOM Lead	£110,000	£150,000	£1,000	£1,200	£750	£1,000	
Finance Transformation / Programme Director	£100,000	£150,000	£1,000	£1,200	£800	£1,000	
Finance Process Owner/Lead	£100,000	£140,000	£800	£900	£650	£750	
Finance Change Manager	£85,000	£100,000	£750	£850	£600	£700	
Finance Project Manager	£80,000	£100,000	£750	£850	£650	£750	
Finance Training Manager/Lead	£80,000	£100,000	£700	£800	£600	£700	
Finance Business/Process Analyst	£70,000	£80,000	£650	£750	£550	£650	£319

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About La Fosse

Executive Talent to Transform your Business

La Fosse Executive is a specialist in technology & transformation leadership. We deliver exceptional talent through Executive Search and Interim Management, working with high-growth businesses, listed enterprises and investor backed firms.

Our consultants focus solely within their specialist domains, working with pace and precision. Whether the goal is efficiency, resilience or innovation, we know the leaders who make it happen.

When it comes to technology & transformation leadership, salary expectations can vary significantly depending on a range of factors - sector background, international experience and strategic milestones (e.g. IPO history) are just a few that can dramatically shift the benchmark. That's why standardised data, can often fall short.

We offer tailored, insight-led benchmarking that reflects the realities of today's tech and transformation leadership market. If you'd like our team to benchmark a potential hire that takes into account the industries, competencies and experiences you are looking for, then please get in touch with the relevant specialist:

- **Technology and Product:** Dominic Bosher (dominic.bosher@lafosse.com) and John Bridger (john.bridger@lafosse.com)

- **Transformation:** Sam Potter (samuel.potter@lafosse.com) and Will Setterfield (william.setterfield@lafosse.com)

- **Engineering**: Kamni Sharma (kamni.sharma@lafosse.com)

- **Cyber Security:** Molly Lamb (molly.lamb@lafosse.com)

- **Data and AI:** Kirsten Coleman (kirsten.coleman@lafosse.com)

500+

Placements in the last five years

30+ countries that we have successfully placed Executives in

17+

Years of Executive Search experience

For more information about Executive Hires contact:

Ross Tanner
Managing Partner – La Fosse Executive
ross.tanner@lafosse.com

Find out more →

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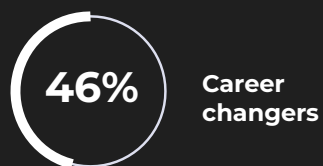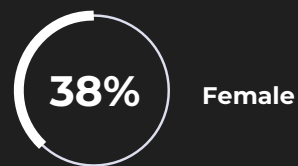TRANSFORM YOUR BUSINESS

How are you bridging the skills gap?

The biggest challenge for tech companies today is a shortage of tech skills.

Persistent talent shortages in critical areas like AI, cybersecurity, and digital transformation are forcing organisations to rethink their approaches to workforce development. Businesses are turning to a combination of innovative strategies and traditional solutions to address these challenges, ensuring they remain competitive in an increasingly digital world.

- **Upskilling and Reskilling Initiatives:** Companies are heavily investing in internal training programs to equip their existing workforce with the skills needed for future demands. AI and data science training programs, for instance, have grown by over 30% globally. By focusing on employee development, organisations are creating resilient workforces capable of adapting to technological advancements.

- **Strategic Collaborations:** Partnering with universities, coding bootcamps, and private training organisations has proven to be a successful method for generating new talent pipelines. These collaborations not only provide access to skilled graduates but also align training programs with the specific needs of industries.

- **Flexible Work Environments:** The expansion of hybrid and remote roles has allowed organisations to tap into global talent pools, attracting specialists who may not have been previously accessible. Flexible work policies have also improved retention rates by catering to the evolving expectations of employees.

The La Fosse Academy has taken a leading role in addressing these challenges. By offering tailored programs that train and place high-potential candidates in technology and leadership roles, the Academy ensures businesses can access a diverse talent pool equipped with the skills required for success. These initiatives are helping organisations build future-ready workforces, reducing dependency on external hires and fostering long-term growth.

Our Associate cohorts consist of

85% Lower income backgrounds

57% Ethnic minority

38% Female

46% Career changers

To find out more about how we can help you to build a diverse and sustainable workforce, get in touch with a member of the La Fosse Academy team.

Find out more →

Claudia Cohen
Associate Director
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Transform your business

Our enhanced capability service – Inovus by La Fosse – builds, deploys, and manages teams that solve your business challenges and provide strategic tech capability for today and tomorrow.

The digital age shows no signs of slowing down, and the need for continuous business evolution and growth drives the agenda. In this ever-evolving environment, resources are stretched, tech skills are at a premium, and competitors are emerging around every corner. At La Fosse, we are here to help you adapt, innovate, and accelerate in this dynamic landscape.

Delivered in partnership, we work collaboratively with our customers to build expert teams from our pre-qualified, trusted bench of tech specialists. These teams establish lasting in-house capabilities through upskilling existing teams, ensuring you retain both the expertise and the legacy to continue thriving independently.

With our extensive experience and proven track record, we provide impactful solutions that rapidly deploy teams and accelerate your processes. From day one, our consultants are ready to shape your requirements, scale as needed, and provide ongoing support.

Whether overcoming digital hurdles or delivering large-scale transformations, we ensure your success, no matter your size or budget.

Our Process

01

Together we explore your business and project challenges, identifying skills gaps and determining where delivery capacity is needed.

02

Utilising our blended talent services, we create tailored solutions that deliver against your specific objectives.

03

Offering strategic, advisory, and management support throughout, our agile process adapts to your requirements and consistently measures against precise milestones.

For more information about our Inovus by La Fosse offer, contact:

Krikor Hindoian
Head of Client Partnerships
Krikor.hindoian@lafosse.com

Find out more →

La Fosse

Thank you