



Talent Insights Report

Engineering Insights



About Us

For over four decades, Jonathan Lee Recruitment has been working in partnership with our clients, ranging from start-ups and SMEs to large corporates both in the UK and overseas.

Our mission is to deliver solutions that help people to succeed and organisations to flourish, contributing to a better future for everyone.

Our passionate, experienced team provides world-class permanent, contract and interim recruitment solutions supporting a wide range of roles.

With **over 85% repeat business** annually, we build relationships for the long-term.

What to expect

Within this Talent Insights Report, we have utilised our technology-based solutions to provide you with up-to-date, real-world data, focusing on a wide range of engineering roles within the automotive, EV and alternate fuel industries, as well as salary information on engineering roles in the UK.

The insights provided are collated from LinkedIn and Glassdoor, as well as from proprietary data and our experienced recruitment teams.

These insights are accurate as of August 2025. We hope you find this information of interest.

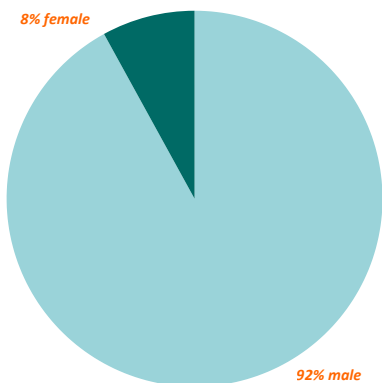
If you would like to discuss further or have any queries please contact the team at website@jonlee.co.uk.

Talent Pool Insights

There were **50,415** of these professionals in the UK on LinkedIn. London was the top location in which they were based, followed by Coventry and Birmingham.

Midlands, Warwickshire and London were all among the largest growth areas year-on-year in which these professionals were based.

The total number of professionals within this talent pool increased by **11%** in the last 12 months.



The gender diversity split of these professionals was **92% male** and **8% female**.

6,323 of the **50,415** had changed jobs in the last year.

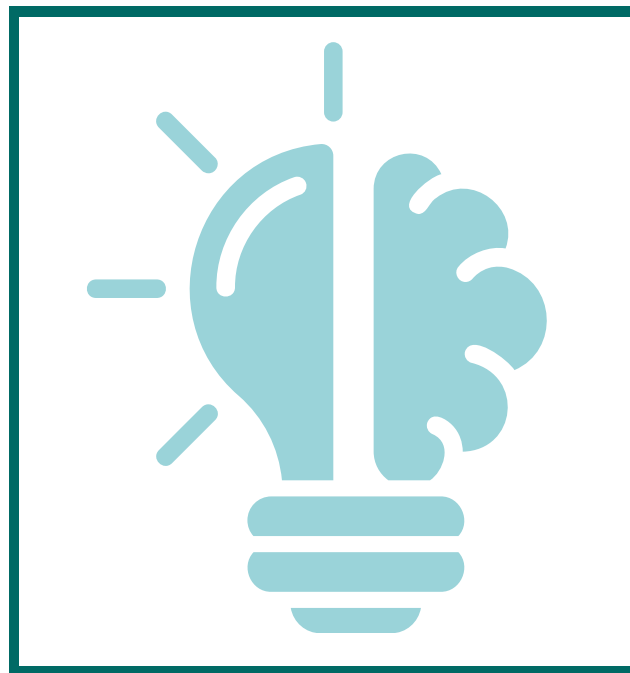
49% attained a **Bachelor's or Associate's Degree** and **42%** attained a **Master's Degree** as their highest level of education.

Based on the data found on LinkedIn the median tenure for these professionals was **1.8 years**. There were also **753 active job posts** for these roles advertised on LinkedIn as of 28 August 2025.

Skills Insights

According to our findings, the skills claimed by these **50,415** professionals were as follows:

- 29%** Automotive Manufacturing
- 22%** Engineering
- 21%** Automotive Design
- 21%** Automotive Electronics
- 19%** Computer-Aided Engineering (CAE)
- 17%** CATIA
- 16%** Engineering Analysis
- 16%** Metal Fabrication
- 16%** Failure Mode and Effects Analysis (FMEA)
- 14%** Hybrid Vehicles



Some of the fastest growing skills are listed below showing the percentage change in the number of professionals with this skill, compared to one year prior:

- 186%** Software Quality
- 120%** Automotive Manufacturing
- 100%** Mobile Product Development
- 100%** On Board Diagnostics
- 43%** Electric Motors
- 37%** Electric Vehicle Design



Salary Ranges

Below we outline the average salary ranges for a variety of senior to principal engineering roles

Job Title	Pay Range
Software Engineer	£40,000 - £72,000
Systems Engineer	£45,000 - £70,000
Manufacturing Process Engineer	£40,000 - £60,000
Hardware Engineer	£40,000 - £70,000
Design Engineer	£45,000 - £70,000
Project Engineer	£50,000 - £68,000
Power Electronics Engineer	£42,000 - £75,000
Test and Development Engineer	£50,000 - £65,000

Jonathan Lee Recruitment Automotive Team

When you partner with Jonathan Lee Recruitment, finding the perfect candidates for your automotive job openings becomes hassle-free. Our dedicated and experienced team of recruitment professionals is committed to delivering a focused and tailored service, saving you time and resources whilst identifying the best talent for your business.

If you would like any specific insights to help with your recruitment plans or talent management activities, we would be delighted to discuss how we can support you. Please get in touch: E: website@jonlee.co.uk | T: 01384 397555