



Talent Insights Report

Engineering and Design 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 engineering and design roles within the defence & space manufacturing and aviation & aerospace industries.

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 July 2026. We hope you find this information of interest.

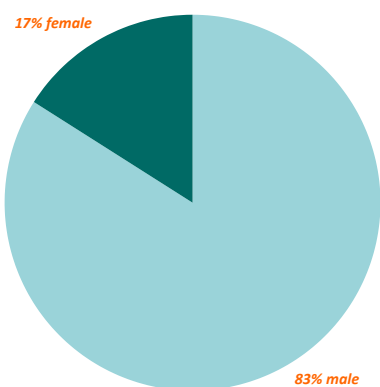
If you would like to discuss further or have any queries please contact the team at website@jonlee.co.uk.

Talent Pool Insights

There were **32,209** of these professionals in the UK on LinkedIn. London was the top location in which they were based, followed by Bristol and Glasgow.

Helensburgh, Solihull and Cambridge 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 **3%** in the last 12 months.



The gender diversity split of these professionals was **84% male** and **16% female**.

3,828 of the **32,209** had changed jobs in the last year.

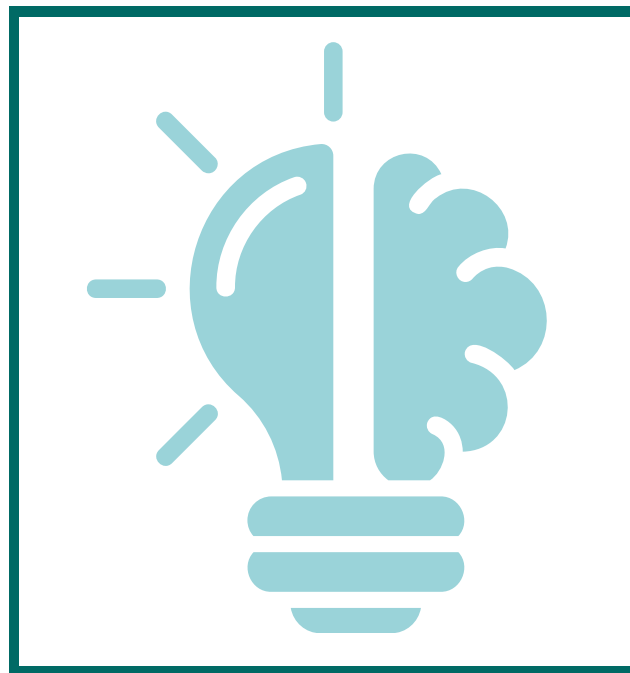
47% attained a **Bachelor's or Associate's Degree** and **41%** attained a **Master's Degree** as their highest level of education.

Based on the data found on LinkedIn the median tenure for these professionals was **2.3 years**. There were also **726 active job posts** for these roles advertised on LinkedIn as of 15 July 2026.

Skills Insights

According to our findings, the skills claimed by these **32,209** professionals were varied and wide-ranging. The following were among the top 20 common skills:

- Systems Engineering
- Aerospace
- Aeronautics
- MATLAB
- Mechanical Engineering
- Systems Design
- Computer-Aided Design (CAD)
- Python
- CATIA



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:

- Engine Development
- Satellite Systems Engineering
- Avionics Integration
- Military Communications
- Simulink
- Computer-Aided Engineering (CAE)

Salary Averages

Below we outline the average salary range for the United Kingdom.

Job Title	Pay Range
Head of Engineering	£74,000 - £120,000
Engineering Manager	£57,000 - £90,000
Chief Engineer	£80,000 - £100,000
Programme Manager	£60,000 - £80,000
Design Manager	£58,000 - £80,000
Principal Engineer	£60,000 - £80,000
PLM Manager	£55,000 - £70,000
Senior Hardware Engineer	£65,000 - £80,000
Senior Electronics Engineer	£55,000 - £72,000
Senior Systems Engineer	£55,000 - £75,000
Test Development Manager	£55,000 - £63,000
Senior Software Engineer	£52,000 - £80,000
Senior Modelling & Simulation Engineer	£50,000 - £65,000
Senior Controls Engineer	£50,000 - £60,000
Senior Mechanical Design Engineer	£45,000 - £65,000
Project Manager	£50,000 - £75,000
Systems Engineer	£45,000 - £65,000

Salary Averages

Power Electronics Engineer	£45,000 - £80,000
Modelling & Simulation Engineer	£42,000 - £55,000
Test Development Engineer	£40,000 - £55,000
Hardware Engineer	£40,000 - £60,000
NPI Manager	£50,000 - £80,000
Mechanical Design Engineer	£45,000 - £60,000
Automation Engineer	£39,000 - £55,000
Software Engineer	£45,000 - £65,000
Materials Engineer	£35,000 - £45,000
CAD Technician	£30,000 - £45,000
BOM Co-ordinator	£28,000 - £45,000



Aerospace and Defence Team

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

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If you would like any further information regarding the insights shared in this report, or to discuss how we can assist you with any recruitment needs please get in touch.