# Anthropic offers £340k AI roles in London as US talent war hits Europe



US artificial intelligence firm Anthropic is offering base salaries of up to £340,000 for senior engineering roles in London, pushing the capital to the forefront of Europe’s AI talent race.

According to job listings and Sifted’s reporting, senior research engineers on Anthropic’s reinforcement-learning teams are being offered £225,000–£340,000, with senior security and systems roles in the £255,000–£325,000 range. Glassdoor data show similar figures across multiple research and machine-learning positions, far above typical UK market rates. Sifted notes eight AI-engineer roles in London carry minimum advertised salaries of about £225,000. Anthropic has been approached for comment.

The hiring drive is part of a wider European expansion. Reuters reported in April that the company planned more than 100 roles across Dublin and London, led by Guillaume Princen as head of EMEA. Anthropic’s Claude chatbot has already been adopted by companies including WPP, BMW and Novo Nordisk.

The pay levels have sharpened competition. “We are starting to see the US AI talent arms race spread to London,” Ellis Seder, founder of recruitment firm Santa Monica Talent, told Sifted. Raymond Siems of benchmarking platform Ravio said the “top end of the market for technical AI roles [is] rising rapidly… led by extremely well-funded AI-first companies pushing compensation to new heights.” Sifted’s figures suggest typical senior AI pay at European startups is around £90,000–£200,000.

Anthropic’s expansion comes amid heavy investment flows into generative AI. Sifted reported the firm has been in talks to raise about $5 billion; Bloomberg, via Investing, suggested a $3–5 billion round; and Reuters recently reported a $3.5 billion financing valuing the company at $61.5 billion.

Other US players are fuelling the contest. OpenAI has announced a Munich office, while Google and Microsoft are expanding in the UK. Microsoft has detailed plans for a London AI hub focused on large language model research and engineering.

European founders are responding with academic partnerships, targeted upskilling and AI-driven recruitment tools to attract candidates when they cannot match cash offers. Many see the current squeeze as a sharp but temporary phase while US entrants reset market expectations for senior technical pay.

For the UK, high salaries can anchor top engineers and draw further R&D investment, but risk raising salary floors and squeezing younger startups and smaller research labs. Sustaining competitiveness will require expanding the talent pipeline through more doctoral places, industry–academic mobility, retraining schemes and incentives for startups to compete with strong research agendas, equity and career development.

The arrival of major AI hubs and willingness to pay top rates underline the UK’s global appeal for AI talent. The challenge now is ensuring those benefits — skilled jobs, spin-outs and research excellence — are shared across the ecosystem, not just concentrated in a handful of well-funded companies.

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## Bibliography

1. <https://sifted.eu/articles/anthropic-salaries> - Please view link - unable to able to access data
2. <https://sifted.eu/articles/anthropic-salaries> - Article reports that Anthropic is offering salaries up to £340,000 to attract top AI engineers in London as it expands hiring across Europe. It says the company plans to hire more than 100 people on the continent and lists specific London roles paying from about £225,000 upwards, including reinforcement learning research engineers and security engineers. The piece describes intensified competition between US tech giants and European startups for scarce AI talent, notes high funding levels in the sector, and mentions Anthropic’s reported fundraising talks. It also states Anthropic advertises multiple London vacancies with starting salaries of at least £225,000 today.
3. <https://www.reuters.com/technology/ai-firm-anthropic-announces-100-roles-europe-new-emea-head-2025-04-07/> - Reuters reports that Anthropic will create more than 100 roles across Europe, mainly in Dublin and London, covering sales, engineering, research and business operations. The announcement accompanied the appointment of Guillaume Princen as head of EMEA to lead the regional expansion. Reuters notes that Anthropic’s Claude chatbot has been deployed by companies including WPP, BMW and Novo Nordisk and that the firm recently closed a $3.5 billion funding round which valued it at $61.5 billion. The article frames the recruitment drive as part of Anthropic’s broader strategy to deepen its European presence and support growing customer demand in the market.
4. <https://www.investing.com/news/stock-market-news/anthropic-nears-5-billion-funding-deal-at-170-billion-4158119> - Article relays Bloomberg reporting that Anthropic is close to securing a new funding round of between $3 billion and $5 billion that could value the company at roughly $170 billion. It says investment firm Iconiq Capital is expected to lead the round and that sovereign wealth funds and Middle Eastern investors have been approached, including the Qatar Investment Authority and Singapore’s GIC. The piece contrasts the potential megaround with Anthropic’s earlier March financing and notes how rapidly investor appetite for leading AI companies has grown. It frames the discussions as indicative of intense capital flows into generative AI startups worldwide.
5. <https://www.glassdoor.co.uk/Job/london-england-anthropic-jobs-SRCH_IL.0%2C14_IC2671300_KO15%2C24.htm> - Glassdoor’s listings for Anthropic’s London roles display several advertised positions with employer‑provided salary ranges, including research engineer and machine learning roles listed at £225,000–£340,000 and other research roles at around £250,000–£270,000. The page aggregates multiple London vacancies and highlights the company’s high compensation packages relative to typical UK tech salaries. It includes job titles across pre‑training, search and ML performance teams and indicates employer‑provided pay ranges for many listings. The Glassdoor view supports reporting that Anthropic is offering unusually high base pay for senior technical AI roles to attract experienced engineers in the UK market and is recruiting at pace.
6. <https://blogs.microsoft.com/blog/2024/04/07/announcing-new-microsoft-ai-hub-in-london/> - Microsoft’s official blog announces a new Microsoft AI hub in London, intended to advance consumer AI products, large language models and supporting infrastructure. The post says the hub will be led by Jordan Hoffmann and will be based in the Paddington office, collaborating with teams across Microsoft and with partners including OpenAI. Microsoft plans to hire AI scientists and engineers and to invest in the UK talent pool. The announcement frames the London hub as part of Microsoft’s wider strategy to scale AI research and tooling globally while focusing on safety and responsible deployment of foundation models in the region.
7. <https://sifted.eu/articles/munich-founders-open-ai> - Sifted reports that Munich founders fear a talent drain after OpenAI announced plans to open an office in the city, noting the arrival could make it harder for local startups to retain researchers and engineers. The article says OpenAI’s Munich facility would be its first German site and follows other regional offices, and observes German startups’ concerns about losing PhDs and engineers to better‑funded newcomers. It quotes founders warning about salary pressures and talent competition, and notes OpenAI published several job adverts for the new location. The piece frames the expansion as an opportunity and a challenge for Munich’s ecosystem.