

European Salary Benchmarking 2023

talentUp.io

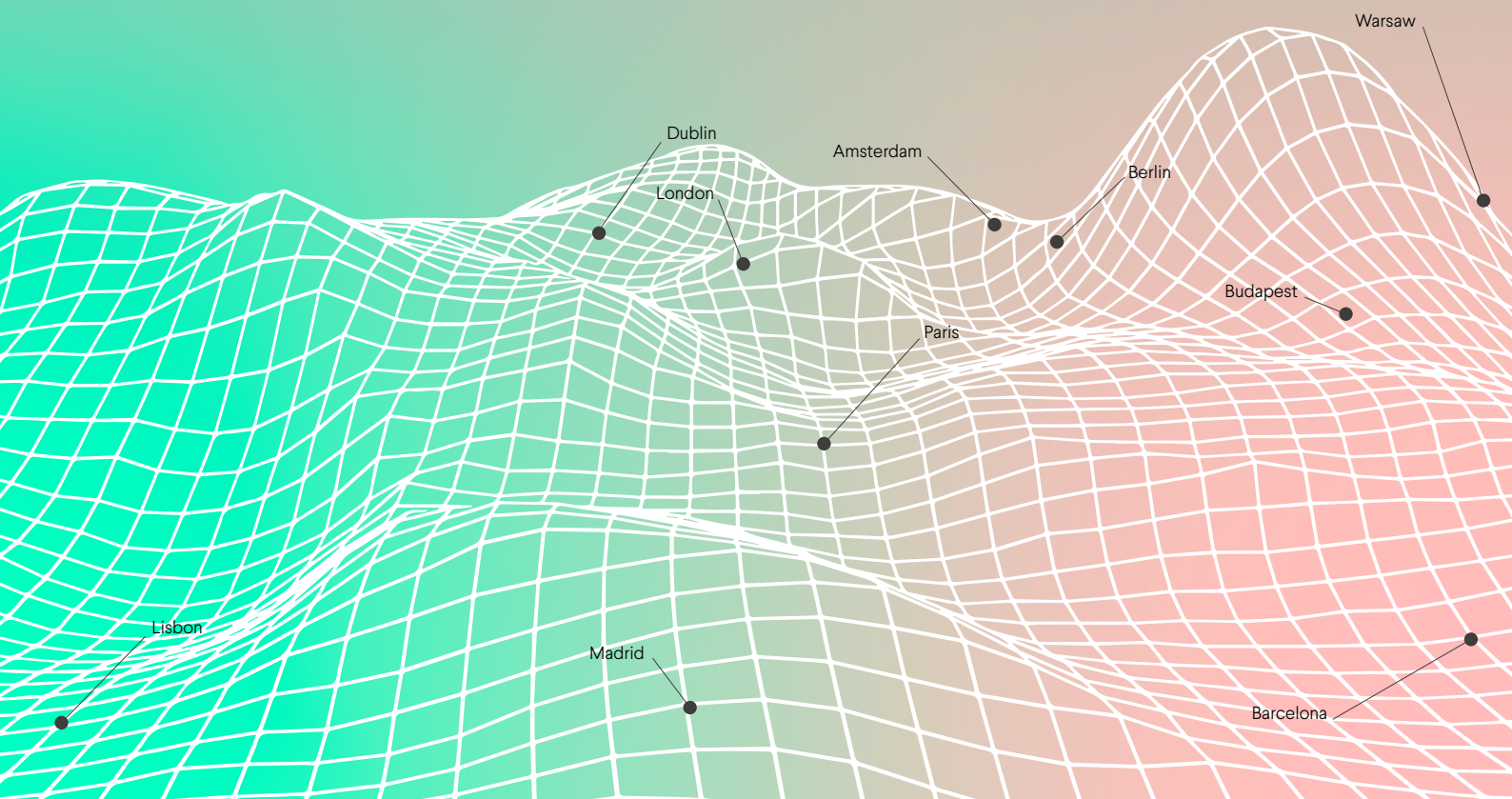


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About us

In recent years, the talent market has changed drastically. This new paradigm has given rise to a slew of new issues as well as new opportunities.

With the globalization of the talent market, it is now conceivable to compete for the same profiles with companies from all over the world, which was previously unthinkable. At the same time, this has allowed businesses to widen their search for people and explore prospects in other regions, which has several advantages.

In order to recruit and retain the talent that organizations demand, it is vital to have access to up-to-date wage information for various markets and positions in order to navigate this new reality. An IT expert spends an average of 19 months at a company, according to TalentUp research.

Consider the expense of employing and training an IT specialist only to have him or her leave after a year and a half. TalentUp pulls data from a range of job offers and professional profiles from multiple sources, processes and validates them,

and obtains actual and up-to-date data on the demand and salaries in the talent market.

All of this information is then published to TalentUp's Salary Platform, where our clients can review it. More than 300 roles are now available in more than 120 cities. Salaries are also revised every two weeks to reflect current market conditions. The platform also allows users to compare their salaries to those of the market to assess whether they are competitive. It is also feasible to compare salaries in various cities and conduct competitive research.

It is possible to obtain salary information for any position and location using our Salary Platform and the qualified data we provide, to sort by company and level of experience, to attract and retain top talent through competitive compensation, and to increase retention through the development of market-responsive promotion packages.




Jordi Arcas

CEO of TalentUp

In this evolving European market, vigilance in monitoring costs and salaries is crucial for HR professionals and companies. This is essential for retaining top talent due to the interconnected job market, navigating diverse labor regulations, and addressing the importance of equal pay.


As inflation recedes, maintaining competitive compensation is key for employee satisfaction and retention. Understanding European salary trends is both a legal obligation and a strategic imperative for success in today's competitive market.

 **250M working professionals**


Our database and Salary Platform are supported by data from over 250 million professionals and counting.

 **8M companies**


In addition, we gathered and processed public information and data from over 8 million businesses, making it easily accessible to our customers.

 **+ 120 cities around the world**

With salary data for over 120 cities worldwide, you can hire anywhere.

 **Updates every 2 weeks**

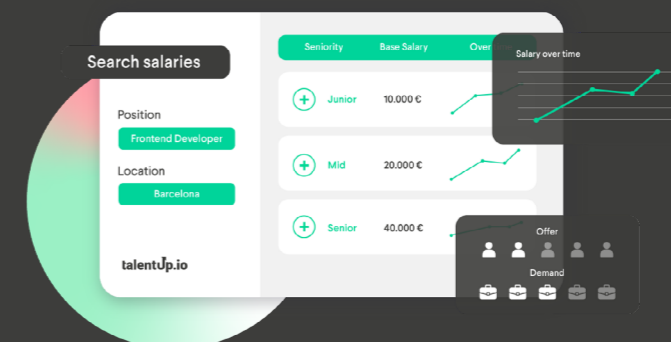
With our Salary Platform, you can have the most up-to-date data on the market, as it is updated every two weeks to show salary and strategic data in real-time.

 **+ 300 positions**

More than 300 positions are covered by our Salary Platform, which includes salary and strategic data.

 **30M salaries**

We have analyzed, cleaned, and compared over 30 million salaries.



Our main data sources:



Methodology

TalentUp provides access to a vast amount of data, including information on more than 250 million professionals, 30 million salaries, and 8 million businesses. This data is regularly updated every month, providing an up-to-date view of the market.

The platform enables users to compare worker salaries to market rates, conduct competitor research, and compare salaries across various cities. With a wide range of over 300 positions available in more than 120 cities, TalentUp equips you with the necessary insights to remain competitive in the current job market.

1



Collect data

We gather data from over 100 trusted sources, including job boards and social networks, ensuring it is comprehensive and up-to-date.

This collected data is consolidated into a user-friendly database, serving as a fundamental resource for our platform.

Clients can have confidence in the accuracy, reliability, and relevance of the data they receive when using TalentUp.

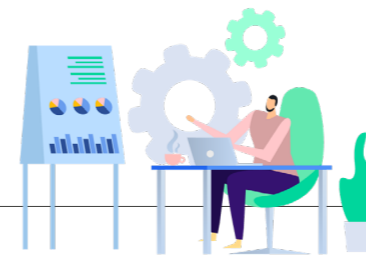
2

Normalize data

Our aim is to make data comparable, accurate, and user-friendly.

Our team of experts diligently transforms data from various languages, fields, and formats into standardized formats for in-depth analysis.

TalentUp simplifies data understanding, providing clients with clear and actionable insights that drive business progress.



Remove duplicate data

To ensure precision and currency, we eliminate duplicate data by cross-referencing information sources.

Using a sophisticated algorithm, we identify synonyms and variations in job titles, mapping them to a standardized title.

This meticulous approach guarantees the most precise and current information for clients.

3

4

Data validation

We validate data accuracy by examining patterns from various sources.

For instance, when assessing salaries, we consider factors such as seniority, experience, and required skills, comparing job profiles with similar ones in comparable companies.

Our experts use this methodology to assess new salary data, ensuring that the data clients receive is precise, dependable, and pertinent.



Regional diversity and economic landscape

Overview of the diverse economies within Europe, ranging from highly developed countries to emerging markets.

Europe is a continent characterized by a wide range of economies, from highly developed nations with advanced industries to emerging markets striving for growth. Historical, cultural, geographical, and political factors have shaped this diversity. As a result, the economic landscape of Europe is composed of countries with varying levels of economic development, industrialization, and market maturity.

- Highly developed countries:** Countries like Germany, France, the United Kingdom, and the Nordic nations have highly developed economies with strong industrial bases, advanced technology sectors, and well-established social welfare systems. These nations lead in terms of GDP per capita, innovation, and overall quality of life. Germany is the greatest example of all. As Europe's largest economy, this country is known for its strong industrial base, including manufacturing, automotive, and engineering sectors.
- Emerging markets:** Eastern and Southern European countries, such as Poland, Hungary, the Czech Republic, and Greece, are considered emerging markets. They have made significant economic progress since the fall of the Iron Curtain and the dissolution of the Soviet Union. These economies are undergoing structural reforms and attracting foreign investment.

- Transition economies:** Countries from the former Soviet bloc, including Russia and Ukraine, are still transitioning from planned economies to market-oriented systems. These economies face unique challenges in terms of political instability, corruption, and the need for comprehensive economic reforms. And especially now with the war, these two countries are facing more economic, social, and political instability.

Discussion of how regional differences influence business practices, including salary structures and employment trends.

1. Salary structures

In highly developed countries, employees often enjoy higher wages due to stronger labor unions, well-established industries, and higher costs of living. In contrast, emerging markets have lower average wages due to factors such as lower GDP per capita and less mature industries. And last but not least, transition economies struggle with income inequality and wage discrepancies as they navigate economic reforms.

Here's a general overview of average and minimum salaries in the EU and overall European countries, keeping in mind that these figures can change from year to year and might be subject to variations based on specific regions and professions.

As observable on the table, some of the most advanced countries, such as the Nordic nations (with the exception of Iceland), Liechtenstein, and Switzerland, in addition to Austria and Italy, do not have a legally established minimum wage. Nonetheless, they possess the highest average salaries.

Average and minimum monthly salary for European countries

Country	Net average monthly salary	Monthly minimum salary
Albania	497.00 €	305.00 €
Andorra	1,780.00 €	1,286.13 €
Austria	2,807.00 €	-
Average European Union	1,925.59 €	1,116.65 €
Average European countries	1,997.53 €	763.25 €
Belarus	591.00 €	205.00 €
Belgium	2,463.00 €	1,955.00 €
Bosnia and Herzegovina	652.00 €	360.00 €
Bulgaria	773.00 €	399.00 €
Croatia	1,150.00 €	700.00 €
Republic of Cyprus	1,904.00 €	940.00 €
Czech Republic	1,423.00 €	717.00 €
Denmark	4,159.00 €	-
Estonia	1,507.00 €	725.00 €
Finland	2,634.00 €	-
France	2,464.00 €	1,709.00 €
Germany	2,778.00 €	1,981.00 €
Greece	1,098.00 €	832.00 €
Hungary	1,016.00 €	579.00 €
Iceland	3,304.00 €	2,455.00 €
Ireland	3,086.00 €	1,910.00 €
Italy	1,740.00 €	-
Kosovo	432.00 €	264.00 €
Latvia	1,128.00 €	620.00 €
Liechtenstein	7,002.00 €	-
Lithuania	1,241.00 €	840.00 €
Luxembourg	3,699.00 €	2,387.00 €
Malta	1,335.00 €	835.00 €
Moldova	504.00 €	200.00 €
Monaco	5,225.00 €	1,904.63 €
Montenegro	797.00 €	532.50 €
Netherlands	3,145.00 €	1,934.40 €
North Macedonia	594.00 €	325.00 €
Norway	3,291.00 €	-
Poland	1,139.00 €	746.00 €
Portugal	1,162.00 €	887.00 €
Romania	931.00 €	606.00 €
Russia	609.00 €	190.00 €
San Marino	2,629.00 €	1,582.57 €
Serbia	975.00 €	2€/h
Slovakia	1,008.00 €	700.00 €
Slovenia	1,434.00 €	1,304.00 €
Spain	1,910.00 €	1,260.00 €
Sweden	2,857.00 €	-
Switzerland	5,688.00 €	-
Ukraine	293.00 €	170.00 €
United Kingdom	3,035.00 €	12€/h

● EU Countries

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Average and minimum salaries in Europe. Datasources: [Wage Indicator](#) and [Wikipedia](#)

Even though the minimum wage for EU countries almost doubles the minimum wage for all European countries, the average salary for EU countries and all European countries has approximately no difference.

2. Employment trends

The World Economic Forum conducted a survey in 2023 that brings together the perspective of 803 companies across 27 industry clusters and 45 economies from all world regions. The Survey covers questions about macro trends and technology trends, their impact on jobs, their impact on skills, and the workforce transformation strategies businesses plan to use, across the 2023–2027 timeframe. Some of the key conclusions are:

- Environmental, technological, and economic factors have the greatest influence on the creation and elimination of jobs. The green transition of enterprises, the widespread application of ESG norms (Environmental, Social, and Governance), and the localization of supply chains are the macro trends that businesses expect to have the greatest net influence on job creation.
- In the next five years, companies expect the structure of the labor market to cause 23% of employment to change hands.
- Most businesses plan to give DEI programs' top priority to women (79%), young people (68%) under the age of 25, and people with impairments (51%).
- Jobs in cutting-edge fields like technology, finance, and research are more plentiful in highly developed nations.
- **Job availability and automation**
In advanced economies, there is a shift towards technology-driven industries. Automation and digitalization lead to increased demand for tech-related roles such as software developers, data analysts, and cybersecurity

experts. As a result of lower labor costs, labor-intensive industries like manufacturing continue to predominate in emerging markets.

- Companies currently believe that robots execute 34% of all business-related activities.
- Between 69 and 83 million jobs are predicted to be lost or gained in the long-term structure of the economy. Which means 2% of total employment would be lost. Plus, they anticipate that 42% of company processes will be automated by 2027.

- **Job security and gig economy**
While technological advancements create new opportunities, they can also lead to job displacement, particularly for routine tasks. This has given rise to the gig economy, with a growing number of professionals working on short-term contracts or on a freelance basis. Contrarily, traditional job security remains a priority in many emerging markets.
- **Aging workforce and talent retention**
Developed nations are experiencing an aging workforce, leading to talent shortages in certain industries. Some emerging markets are grappling with a “brain drain” as skilled professionals seek better opportunities abroad. Hence, efforts to retain local talent are crucial for sustainable economic growth.

3. Innovation and technology adoption

On the one hand, highly developed countries are often at the forefront of innovation and technology adoption, leading to different business practices in areas like e-commerce, digital services, and automation. On the other hand, emerging markets might have unique opportunities for leapfrogging traditional development stages and adopting new technologies more rapidly.

- Technology adoption will remain a key driver of business transformation in the next five years, according to over 85% of the organizations surveyed. Within technology adoption, big data, cloud computing, and AI feature highly on likelihood of adoption.

Salary and compensation benchmarking

1. Understanding industry-specific factors

Numerous factors specific to each sector have an impact on the variation in salary structures across industries and professions. For example, high-demand sectors like technology often offer more competitive salaries due to the scarcity of certain technical skills.

2. Skill and education requirements

The level of education and expertise required for different roles within industries significantly impacts salary levels. Professions that demand specialized qualifications, such as medical doctors or legal professionals, tend to command higher pay scales.

3. Market trends and economic conditions

During periods of economic growth, industries experiencing rapid expansion might offer more competitive salaries to attract talent. Emerging trends:

- **Remote work:** The rise of remote work due to the COVID-19 pandemic has prompted companies to rethink compensation based on location.
- **Skill shortages:** The demand for skills in artificial intelligence, machine learning, and other emerging fields is driving up salaries because of a limited talent pool.

4. Bonuses and incentives

Performance-based bonuses, profit-sharing, and sales commissions are common examples. Industries like finance and sales heavily emphasize these components providing an extra layer of motivation for employees.

5. Benefits and perks

These encompass a wide range of offerings, such as health insurance, retirement plans, stock options, and wellness programs. The nature and extent of these benefits can differ substantially between industries. For instance, technology companies may offer innovative wellness initiatives, while manufacturing sectors might focus more on retirement plans.

Summary

As we look to the future, the employment landscape in Europe is still changing as a result of trends such as technology adoption, demographic changes, and the green economy. The insights from this report serve as a compass for businesses, policymakers, and HR professionals, guiding them toward informed decisions and strategies in a world of dynamic change. Europe's diversity is not a challenge but an opportunity, and benchmarking practices enable organizations to harness this diversity, foster innovation, and enhance competitiveness on a broader scale.

Salary benchmarking

The following report contains gross salary data for senior professionals in ten IT European cities. To provide insight into compensation benchmarks, the tables show the distribution of salaries for selected job positions by percentile (25th, 50th, and 90th).

The tables in percentiles show which positions pay more than others. Salaries are shown by the department, hierarchy level, and city.

Furthermore, the section that follows provides a general overview of each city. The following are the insights contained in the city overview:

- **Amsterdam**
- **Barcelona**
- **Berlin**
- **Budapest**
- **Dublin**
- **Lisbon**
- **London**
- **Madrid**
- **Paris**
- **Warsaw**

In the page 194 can be found an annex with all the information necessary to understand the charts showed in each city.

Amsterdam

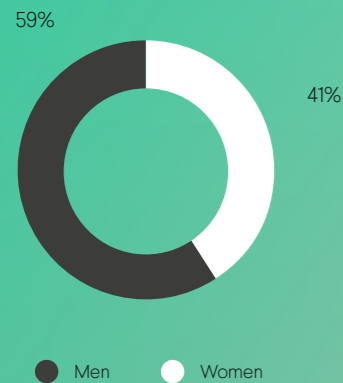
Amsterdam seamlessly melds its rich historical backdrop with the cutting-edge dynamics of its labor market. The city's populace of diverse professionals collectively serves to establish Amsterdam as an indisputable nucleus of European tech prowess and financial acumen. Amsterdam's strategic connectivity at a global scale, coupled with an enviably business-friendly environment, continues to allure

and anchor multinational conglomerates seeking an optimal launching pad into the heart of the European markets. In this harmonious blend of tradition and relentless progress, Amsterdam confidently asserts its status as the premier, multifaceted hub for an ever-thriving domain of trade, commerce, and unparalleled innovation.¹

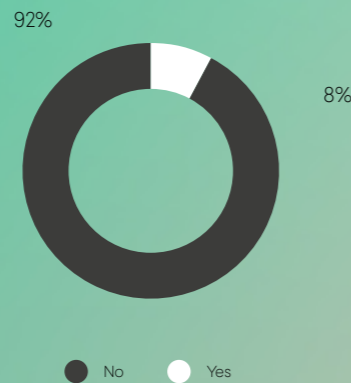


* Public Holidays: 7 days / year * Working hours: 45 h / week *

Gender occupation²



Remote work³



Population⁴: 820k people

GDP⁵: 184.4B€

Cost of living⁶: 81.7

*For more information about the insights, see annex on page 194

Amsterdam Companies⁹



Ayden
(Payment processing company)



Booking.com
(Online travel Agency)



TomTom
(Navigation technology company)

Minimum wage: 1,934.4€

Ratio professionals/
job opening⁷: 8,79

Benefits:
· Diversity
· Relocation package
· Professional development

Average country
salary/month⁸: 3,145€

Amsterdam

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Administrator	27k-31k€	Low	81.20%	🔗
Accounting Assistant	31k-44k€	Low	97.20%	🔗
Accounting Specialist	38k-47k€	Low	93.70%	🔗
Bookkeeper	45k-54k€	Low	94.30%	🔗
Commercial Agent	24k-35k€	Low	100.00%	🔗
Credit Manager	64k-82k€	Low	88.80%	🔗
Customer Care Representative	29k-32k€	High	87.30%	🔗
Data Processor	57k-65k€	Low	96.50%	🔗
Human Resources Assistant	30k-39k€	Low	99.50%	🔗
Office Assistant	27k-33k€	Low	94.90%	🔗
Office Coordinator	33k-41k€	Low	100.00%	🔗
Office Manager	48k-53k€	High	88.70%	🔗
Team Administrator	24k-29k€	Low	96.50%	🔗
Technical Support Coordinator	33k-40k€	Low	99.30%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	41k-52k€	Low	94.30%	🔗
Customer Service Representative	26k-29k€	High	97.90%	🔗
Customer Support Agent	26k-42k€	High	99.00%	🔗
Customer Support Manager	49k-56k€	Medium	96.40%	🔗
Customer Support Supervisor	18k-24k€	High	73.70%	🔗
Desktop Support	25k-30k€	High	100.00%	🔗
Helpdesk Technician	31k-39k€	High	100.00%	🔗
Service Manager	75k-88k€	Low	90.60%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
3D Artist	45k-52k€	Low	92.20%	🔗
Game Designer	60k-64k€	Low	100.00%	🔗
Graphic Designer	40k-47k€	High	89.40%	🔗
Instructional Designer	44k-54k€	Medium	84.30%	🔗
Media Designer	27k-36k€	Low	93.20%	🔗
User Experience Designer	57k-69k€	High	83.90%	🔗

User Experience Manager	77k-84k€	Low	90.70%	🔗
User Interface Designer	57k-67k€	Low	93.70%	🔗
Visual Designer	46k-51k€	Low	90.30%	🔗
Web Designer	56k-64k€	Low	94.00%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	54k-59k€	High	97.90%	🔗
Accounts Payable Manager	51k-61k€	Low	92.30%	🔗
Accounts Payable Specialist	46k-54k€	Medium	87.90%	🔗
Accounts Receivable Manager	45k-49k€	Low	99.50%	🔗
Administrative Assistant	30k-31k€	High	99.50%	🔗
Analyst	51k-58k€	Low	91.30%	🔗
Back Office Specialist	24k-29k€	High	84.40%	🔗
Business Process Analyst	50k-59k€	Low	99.00%	🔗
Claims Assistant	30k-34k€	Low	97.80%	🔗
Claims Manager	34k-60k€	Low	93.90%	🔗
Compliance Specialist	48k-52k€	Low	100.00%	🔗
Comptroller	72k-83k€	Low	84.60%	🔗
Demand Planner	42k-48k€	High	99.00%	🔗
Event Manager	38k-42k€	Low	97.70%	🔗

Finance Analyst	52k-57k€	Low	92.90%	🔗
Finance Assistant	27k-31k€	Low	97.20%	🔗
Finance Consultant	67k-83k€	Medium	99.30%	🔗
Finance Manager	86k-94k€	Medium	92.20%	🔗
Financial Analyst	64k-69k€	High	100.00%	🔗
Financial Controller	56k-61k€	High	97.10%	🔗
Financial Planning Analyst	57k-62k€	Low	91.60%	🔗
Financial Planning Manager	77k-104k€	Low	85.60%	🔗
Human Resources Advisor	41k-45k€	Low	97.30%	🔗
Investor Relations Manager	30k-63k€	Low	91.70%	🔗
Management Accountant	52k-58k€	Low	85.10%	🔗
Marketer	50k-74k€	Low	90.50%	🔗
Middle Office Specialist	71k-88k€	Low	100.00%	🔗
Pricing Analyst	51k-54k€	Low	93.20%	🔗
Procurement Manager	108k-120k€	Low	86.60%	🔗
Procurement Specialist	49k-54k€	Low	96.20%	🔗
Purchasing Manager	72k-72k€	Low	86.50%	🔗
Quantitative Analyst	59k-70k€	Low	96.00%	🔗
Revenue Accountant	52k-57k€	Low	96.40%	🔗
Risk Manager	62k-62k€	High	92.30%	🔗
Technical Trainer	62k-72k€	Low	84.30%	🔗
Trainer	36k-44k€	Low	99.00%	🔗
Treasury Analyst	58k-65k€	Medium	94.90%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Analyst	59k-62k€	Low	96.20%	🔗
Laboratory Manager	52k-61k€	Low	89.10%	🔗
Medical Science Liaison	72k-78k€	High	85.80%	🔗
Principal Scientist	107k-118k€	Low	92.60%	🔗
Quality Control Chemist	40k-44k€	Low	95.20%	🔗
Research Technician	31k-35k€	Low	96.50%	🔗
Scientist	63k-70k€	Low	90.50%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	30k-33k€	High	97.90%	🔗
Human Resources Business Partner	66k-76k€	Medium	96.20%	🔗
Human Resources Coordinator	34k-38k€	High	96.60%	🔗
Human Resources Manager	49k-59k€	High	93.40%	🔗
Human Resources Specialist	42k-49k€	Medium	96.70%	🔗
Human Resources Systems Specialist	57k-57k€	Low	96.90%	🔗
People Operations	57k-85k€	High	98.80%	🔗

Recruiter	42k-50k€	Low	95.70%	🔗
Sourcer	49k-58k€	Low	91.40%	🔗
Talent Acquisition Manager	70k-85k€	Low	100.00%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	58k-67k€	Medium	98.50%	🔗
ABAP Developer	62k-70k€	High	88.00%	🔗
Actuary	106k-117k€	Low	95.10%	🔗
Android Developer	60k-69k€	Low	92.90%	🔗
Application Developer	56k-60k€	Low	90.40%	🔗
Applications Developer	56k-61k€	Low	96.10%	🔗
Applications Support Engineer	55k-60k€	Low	98.60%	🔗
Automation Engineer	69k-76k€	High	92.90%	🔗
Backend Developer	81k-124k€	High	92.00%	🔗
Blockchain Developer	64k-69k€	Low	100.00%	🔗
Business Analyst	54k-61k€	Low	97.50%	🔗
Business Intelligence Developer	58k-64k€	High	93.30%	🔗
Business Intelligence Manager	89k-103k€	High	89.30%	🔗
C++ Developer	48k-62k€	High	83.00%	🔗
CRM Developer	58k-78k€	Medium	93.30%	🔗

Cloud Engineer	51k-59k€	High	85.30%	🔗
Cyber Security Analyst	57k-66k€	Low	88.50%	🔗
Data Analyst	50k-60k€	Low	91.40%	🔗
Data Consultant	66k-77k€	Low	90.60%	🔗
Data Engineer	108k-130k€	High	81.80%	🔗
Data Manager	66k-75k€	Low	98.60%	🔗
Data Processing Manager	60k-61k€	Low	80.00%	🔗
Data Quality Specialist	59k-64k€	Low	96.00%	🔗
Data Scientist	59k-69k€	Low	94.80%	🔗
Data Specialist	57k-69k€	Low	99.00%	🔗
Database Administrator	68k-78k€	Low	94.90%	🔗
Database Developer	64k-74k€	Low	99.80%	🔗
DevOps Engineer	72k-90k€	High	95.90%	🔗
Developer	51k-64k€	Low	93.80%	🔗
ERP Consultant	60k-76k€	High	98.60%	🔗
ERP Developer	66k-68k€	High	99.30%	🔗
Elixir Developer	57k-79k€	Low	94.40%	🔗
Embedded Engineer	59k-75k€	High	94.40%	🔗
Engineer	83k-96k€	High	100.00%	🔗
Engineering Manager	108k-120k€	Low	86.90%	🔗
Frontend Developer	62k-70k€	Low	94.40%	🔗
Full Stack Developer	60k-73k€	High	93.50%	🔗

Functional Consultant	55k-60k€	Low	97.10%	🔗
GIS Specialist	50k-60k€	High	78.50%	🔗
Game Developer	55k-57k€	Low	96.00%	🔗
Golang Developer	70k-82k€	High	99.80%	🔗
IOT Engineer	58k-62k€	Low	99.30%	🔗
IT Consultant	55k-64k€	Low	92.20%	🔗
IT Developer	94k-106k€	High	96.90%	🔗
IT Manager	122k-148k€	Medium	63.60%	🔗
IT Project Manager	143k-145k€	High	66.10%	🔗
Integration Engineer	56k-64k€	Low	99.60%	🔗
Java Developer	79k-100k€	High	86.50%	🔗
Machine Learning Engineer	60k-79k€	Low	93.10%	🔗
Mobile Developer	56k-84k€	Low	100.00%	🔗
NetOps Engineer	30k-72k€	Low	98.60%	🔗
Network Engineer	60k-63k€	Low	100.00%	🔗
Network Manager	104k-131k€	Low	94.00%	🔗
Nodejs Developer	51k-67k€	High	84.40%	🔗
PHP Developer	58k-65k€	High	88.10%	🔗
Platform Engineer	80k-101k€	Low	82.50%	🔗
Python Developer	62k-73k€	High	91.10%	🔗
Quality Assurance Analyst	62k-70k€	High	96.00%	🔗
Quality Assurance Engineer	55k-63k€	Low	94.70%	🔗

React Developer	55k-64k€	High	92.40%	🔗
Research Analyst	60k-68k€	Low	92.20%	🔗
Research Manager	70k-80k€	High	96.70%	🔗
Researcher	44k-53k€	Low	96.20%	🔗
Ruby Developer	55k-66k€	High	85.50%	🔗
SAP FI	58k-64k€	Low	98.50%	🔗
SAP HANA Consultant	60k-70k€	High	83.70%	🔗
SAP HCM	56k-60k€	Low	99.30%	🔗
SAP MM	56k-63k€	High	78.80%	🔗
SAP SD	64k-66k€	Medium	97.90%	🔗
Salesforce Administrator	58k-63k€	Low	89.70%	🔗
Salesforce Developer	98k-128k€	Low	79.50%	🔗
Security Consultant	91k-98k€	Medium	88.00%	🔗
Security Engineer	67k-72k€	Low	91.20%	🔗
Security Manager	81k-92k€	Medium	100.00%	🔗
Site Reliability Engineer	88k-110k€	High	71.60%	🔗
Software Architect	80k-90k€	Low	91.30%	🔗
Software Developer	53k-61k€	Low	92.70%	🔗
Software Engineer	63k-76k€	High	96.90%	🔗
Solution Architect	94k-123k€	Medium	98.70%	🔗
Solutions Analyst	53k-63k€	Low	97.50%	🔗
Support Technician	32k-38k€	Low	92.90%	🔗

Systems Administrator	62k-67k€	Low	87.70%	🔗
Systems Architect	59k-64k€	Low	98.40%	🔗
Systems Engineer	60k-68k€	Low	92.00%	🔗
Systems Technician	59k-66k€	Low	72.20%	🔗
Technical Analyst	55k-62k€	Low	95.40%	🔗
Technical Manager	134k-142k€	Low	74.70%	🔗
Technical Specialist	48k-66k€	Low	96.20%	🔗
Technical Support Engineer	57k-65k€	Low	97.90%	🔗
Technical Support Manager	68k-71k€	Medium	98.10%	🔗
Technical Support Representative	27k-31k€	Low	100.00%	🔗
Technical Support Specialist	31k-36k€	Low	94.20%	🔗
Test Automation Engineer	59k-66k€	Low	92.40%	🔗
Test Engineer	55k-61k€	Low	96.10%	🔗
Unreal Developer	50k-70k€	Medium	81.20%	🔗
User Researcher	55k-64k€	Low	95.60%	🔗
Web Developer	53k-64k€	Low	93.20%	🔗
iOS Developer	53k-63k€	Low	97.10%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	70k-82k€	Low	83.80%	🔗
Brand Manager	75k-84k€	Low	93.90%	🔗
CRM Manager	73k-80k€	Low	90.30%	🔗
Communication Specialist	38k-45k€	Low	95.40%	🔗
Community Manager	57k-74k€	High	66.50%	🔗
Content Writer	35k-44k€	Low	99.30%	🔗
Demand Generation Manager	60k-65k€	Low	96.70%	🔗
Digital Marketing Strategist	70k-92k€	High	86.50%	🔗
Email Marketing Specialist	45k-47k€	High	96.50%	🔗
Growth Marketing	76k-86k€	High	89.50%	🔗
Marketing Assistant	26k-29k€	Low	95.20%	🔗
Marketing Communications Manager	59k-67k€	Low	94.30%	🔗
Marketing Manager	66k-75k€	Low	95.10%	🔗
Marketing Specialist	50k-56k€	Low	96.70%	🔗
Partnerships Manager	44k-51k€	Low	92.30%	🔗
Pricing Manager	79k-88k€	Low	99.30%	🔗
Public Relations Specialist	48k-50k€	Low	100.00%	🔗
Search Engine Optimizer	47k-53k€	Low	100.00%	🔗
Social Media Manager	44k-50k€	Low	94.80%	🔗

Social Media Specialist	35k-42k€	Low	80.90%	🔗
Technical Writer	50k-59k€	Low	91.40%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	64k-76k€	Medium	83.70%	🔗
Administrator	28k-35k€	Medium	86.60%	🔗
Area Manager	72k-80k€	Low	90.00%	🔗
Assistant Manager	54k-68k€	Low	87.60%	🔗
Communications Manager	81k-92k€	Low	88.60%	🔗
Compliance Manager	64k-71k€	Low	96.50%	🔗
Compliance Officer	69k-75k€	Medium	94.80%	🔗
Customer Operations Manager	36k-65k€	Low	88.30%	🔗
Delivery Manager	64k-74k€	Medium	87.30%	🔗
Electrical and Instrumentation Technician	44k-48k€	Low	95.30%	🔗
Field Service Technician	33k-35k€	Medium	99.50%	🔗
Fleet Manager	51k-56k€	Low	83.80%	🔗
Forklift Driver	30k-32k€	High	96.90%	🔗
Health and Safety Coordinator	37k-44k€	Low	100.00%	🔗
Logistics Manager	79k-89k€	Low	85.50%	🔗

Maintenance Technician	34k-36k€	High	99.80%	🔗
Manufacturing Technician	37k-43k€	High	84.60%	🔗
Mechanical Maintenance	26k-41k€	High	97.00%	🔗
Operations Engineer	50k-61k€	Medium	95.50%	🔗
Operations Manager	70k-86k€	High	92.30%	🔗
Operations Specialist	54k-66k€	Low	100.00%	🔗
Operations Support Manager	73k-88k€	Low	90.80%	🔗
Plant Technician	41k-52k€	Low	81.00%	🔗
Program Manager	92k-103k€	Low	93.90%	🔗
Project Coordinator	41k-49k€	Low	99.30%	🔗
Project Manager	58k-72k€	Low	100.00%	🔗
Quality Assurance Manager	67k-79k€	Low	99.00%	🔗
Quality Lead	43k-51k€	High	99.00%	🔗
Revenue Manager	52k-62k€	High	92.60%	🔗
Safety Manager	81k-91k€	Low	94.40%	🔗
Safety Specialist	52k-63k€	Medium	90.70%	🔗
Shift Manager	55k-74k€	High	87.30%	🔗
Software Delivery Manager	64k-76k€	High	90.50%	🔗
Strategy Manager	72k-84k€	Low	98.40%	🔗
Supply Chain Manager	65k-76k€	Low	97.20%	🔗
Traffic Agent	23k-30k€	Low	100.00%	🔗
Traffic Manager	48k-53k€	Low	98.10%	🔗

Transport Controller	72k-84k€	Low	99.30%	🔗
Transportation Manager	59k-64k€	High	92.50%	🔗
Warehouse Associate	23k-26k€	High	93.90%	🔗
Warehouse Lead	37k-39k€	Low	90.50%	🔗
Warehouse Manager	59k-67k€	High	88.80%	🔗
Warehouse Worker	24k-25k€	High	77.30%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	89k-104k€	Low	89.80%	🔗
Group Product Manager	97k-99k€	Low	90.60%	🔗
Implementation Specialist	56k-63k€	Low	98.60%	🔗
Product Analyst	53k-57k€	High	100.00%	🔗
Product Designer	64k-72k€	High	97.40%	🔗
Product Manager	76k-86k€	Low	93.80%	🔗
Product Marketing Manager	80k-85k€	High	95.00%	🔗
Product Owner	63k-73k€	Low	79.20%	🔗
Product Specialist	52k-59k€	Low	96.40%	🔗
Scrum Master	89k-100k€	Low	98.30%	🔗
Team Leader	76k-106k€	Low	63.10%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	43k-56k€	Medium	98.60%	🔗
Account Manager	60k-68k€	Low	96.40%	🔗
Area Sales Manager	67k-75k€	High	89.30%	🔗
Branch Manager	45k-60k€	High	99.00%	🔗
Business Developer	54k-67k€	Low	96.20%	🔗
Business Development Manager	66k-77k€	High	77.90%	🔗
Business Development Representative	34k-41k€	Medium	86.00%	🔗
Channel Sales	82k-93k€	Low	93.60%	🔗
Commercial Manager	63k-78k€	Low	99.80%	🔗
Customer Onboarding Specialist	58k-61k€	High	75.80%	🔗
Customer Success	32k-38k€	High	99.00%	🔗
Customer Success Manager	46k-56k€	Low	90.10%	🔗
Inbound Sales	28k-31k€	Low	75.90%	🔗
Key Account Manager	48k-54k€	High	98.80%	🔗
National Account Manager	56k-64k€	Medium	94.40%	🔗
Presales Consultant	69k-74k€	Medium	99.50%	🔗
Sales Analyst	43k-53k€	Low	100.00%	🔗
Sales Assistant	51k-55k€	Low	79.10%	🔗
Sales Associate	75k-91k€	High	82.50%	🔗

Sales Development Manager	69k-75k€	Low	99.00%	🔗
Sales Engineer	88k-110k€	Medium	82.70%	🔗
Sales Executive	44k-53k€	Medium	91.30%	🔗
Sales Manager	72k-89k€	Low	89.80%	🔗
Sales Operations	78k-85k€	Low	92.20%	🔗
Sales Representative	50k-69k€	Low	91.90%	🔗
Sales Support Manager	59k-66k€	Low	84.90%	🔗

Barcelona

Barcelona stands as a testament to cultural vibrancy while concurrently serving as a strategic linchpin in the economic tapestry.

The city's labor market thrives as the pulsating core of a Mediterranean trade center. Encompassing a workforce that seamlessly integrates local talents with an influx of global acumen, Barcelona propels an extensive spectrum of industries, ranging from the

technological realm to the evergreen allure of tourism.

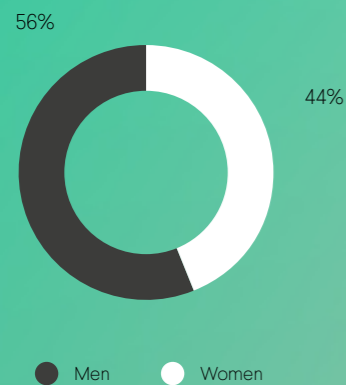
The city exerts an irresistible magnetism on businesses that cast their sights on the expansive European markets.

This all-encompassing adaptability, harmoniously fused with an array of competitive strengths, positions Barcelona as an alluring epicenter of trade and commerce.¹

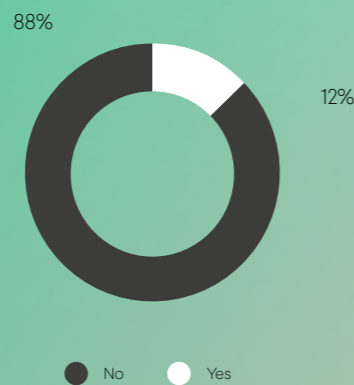


* Public Holidays: 10 days / year * Working hours: 40 h / week *

Gender occupation²



Remote work³



Population⁴: 1.6M people

GDP⁵: 159.8B€

Cost of living⁶: 62.8

*For more information about the insights, see annex on page 194

Minimum wage: 1080€

Ratio professionals/ job opening⁷: 5,6

Benefits:
 · Professional development
 · Health insurance
 · Diversity

Average country salary/month⁸: 1,910€

Barcelona Companies⁹



SEAT
(Automobile manufacturer)



Rakuten Viber
(Instant messaging and VoIP app)



Glovo
(On-demand delivery platform)

Barcelona

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Administrator	22k-24k€	Medium	83.80%	🔗
Accounting Assistant	25k-33k€	Low	99.30%	🔗
Accounting Specialist	30k-38k€	Medium	96.00%	🔗
Bookkeeper	37k-44k€	High	99.50%	🔗
Commercial Agent	16k-22k€	High	91.50%	🔗
Credit Manager	25k-38k€	Medium	88.10%	🔗
Customer Care Representative	35k-44k€	High	69.10%	🔗
Data Processor	32k-38k€	Low	95.70%	🔗
Human Resources Assistant	26k-37k€	Low	87.90%	🔗
Office Assistant	25k-30k€	Low	85.30%	🔗
Office Coordinator	25k-27k€	Low	94.70%	🔗
Office Manager	35k-44k€	High	87.00%	🔗
Team Administrator	19k-23k€	Low	98.30%	🔗
Technical Support Coordinator	28k-29k€	Low	100.00%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	32k-34k€	High	98.40%	🔗
Customer Service Representative	20k-23k€	High	98.60%	🔗
Customer Support Agent	26k-30k€	High	89.30%	🔗
Customer Support Manager	34k-36k€	High	99.80%	🔗
Customer Support Supervisor	16k-24k€	Low	77.00%	🔗
Desktop Support	20k-23k€	High	100.00%	🔗
Helpdesk Technician	28k-34k€	High	89.30%	🔗
Service Manager	58k-68k€	Low	94.00%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
3D Artist	30k-33k€	Low	90.40%	🔗
Game Designer	42k-44k€	Low	95.50%	🔗
Graphic Designer	24k-28k€	High	95.40%	🔗
Instructional Designer	35k-39k€	High	90.20%	🔗
Media Designer	24k-30k€	Low	98.70%	🔗
User Experience Designer	57k-70k€	High	85.60%	🔗

User Experience Manager	74k-81k€	Low	76.10%	🔗
User Interface Designer	40k-46k€	Medium	93.50%	🔗
Visual Designer	45k-51k€	Low	86.30%	🔗
Web Designer	27k-30k€	Low	96.10%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	43k-47k€	High	92.50%	🔗
Accounts Payable Specialist	35k-40k€	High	90.30%	🔗
Accounts Receivable Manager	33k-41k€	Medium	90.90%	🔗
Administrative Assistant	25k-28k€	Low	84.90%	🔗
Analyst	38k-44k€	Low	87.70%	🔗
Back Office Specialist	28k-36k€	Medium	93.30%	🔗
Business Process Analyst	42k-50k€	Low	95.30%	🔗
Claims Assistant	26k-28k€	Low	100.00%	🔗
Claims Manager	27k-47k€	Medium	98.10%	🔗
Compliance Specialist	39k-41k€	Medium	100.00%	🔗
Comptroller	40k-48k€	Low	90.40%	🔗
Demand Planner	35k-40k€	Medium	86.50%	🔗
Event Manager	31k-34k€	Low	99.80%	🔗
Finance Analyst	34k-45k€	Low	90.10%	🔗

Finance Assistant	22k-24k€	High	99.50%	🔗
Finance Consultant	38k-47k€	Medium	95.20%	🔗
Finance Manager	67k-73k€	Low	96.00%	🔗
Financial Analyst	38k-40k€	Low	100.00%	🔗
Financial Controller	44k-48k€	High	88.60%	🔗
Financial Planning Analyst	44k-48k€	Low	84.50%	🔗
Financial Planning Manager	49k-71k€	Low	96.50%	🔗
Human Resources Advisor	31k-36k€	Low	97.50%	🔗
Investor Relations Manager	34k-71k€	Low	82.70%	🔗
Management Accountant	42k-46k€	High	93.40%	🔗
Marketer	42k-49k€	Low	94.40%	🔗
Middle Office Specialist	55k-69k€	High	100.00%	🔗
Pricing Analyst	35k-38k€	Low	84.70%	🔗
Procurement Manager	60k-68k€	Low	91.90%	🔗
Procurement Specialist	35k-40k€	High	100.00%	🔗
Purchasing Manager	47k-54k€	Low	98.60%	🔗
Quantitative Analyst	45k-53k€	Low	82.70%	🔗
Revenue Accountant	36k-39k€	Low	100.00%	🔗
Risk Manager	48k-50k€	Low	91.60%	🔗
Technical Trainer	46k-54k€	Low	84.80%	🔗
Trainer	29k-35k€	Low	99.00%	🔗
Treasury Analyst	32k-37k€	High	96.00%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Analyst	36k-38k€	Medium	98.80%	🔗
Laboratory Manager	56k-61k€	Low	92.90%	🔗
Medical Science Liaison	56k-61k€	Low	90.90%	🔗
Principal Scientist	58k-68k€	High	91.30%	🔗
Quality Control Chemist	36k-40k€	High	89.10%	🔗
Research Technician	29k-33k€	Low	97.40%	🔗
Scientist	49k-55k€	Low	91.00%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	24k-28k€	Low	99.30%	🔗
Human Resources Business Partner	52k-58k€	Low	100.00%	🔗
Human Resources Coordinator	39k-45k€	High	93.20%	🔗
Human Resources Manager	43k-52k€	High	91.90%	🔗
Human Resources Specialist	42k-45k€	Low	91.20%	🔗
Human Resources Systems Specialist	36k-39k€	Low	85.50%	🔗
People Operations	48k-65k€	High	91.00%	🔗

Recruiter	33k-40k€	Low	95.90%	🔗
Sourcer	39k-45k€	Low	86.30%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	48k-56k€	High	96.00%	🔗
ABAP Developer	45k-49k€	Low	87.60%	🔗
Actuary	70k-77k€	Low	89.30%	🔗
Android Developer	48k-55k€	Low	84.20%	🔗
Application Developer	33k-37k€	Low	89.70%	🔗
Applications Developer	53k-59k€	High	100.00%	🔗
Applications Support Engineer	43k-46k€	High	98.60%	🔗
Automation Engineer	41k-44k€	Medium	91.90%	🔗
Backend Developer	43k-49k€	High	93.40%	🔗
Blockchain Developer	43k-51k€	High	95.30%	🔗
Business Analyst	35k-40k€	Low	91.50%	🔗
Business Intelligence Developer	38k-43k€	Medium	89.30%	🔗
Business Intelligence Manager	64k-88k€	High	89.30%	🔗
C++ Developer	41k-48k€	High	79.20%	🔗
CRM Developer	38k-51k€	Medium	91.50%	🔗
Cloud Engineer	39k-45k€	High	85.10%	🔗

Cyber Security Analyst	35k-47k€	Low	87.10%	🔗
Data Analyst	39k-47k€	High	93.60%	🔗
Data Consultant	42k-43k€	Low	93.70%	🔗
Data Engineer	71k-85k€	High	88.30%	🔗
Data Manager	53k-61k€	Medium	99.30%	🔗
Data Processing Manager	49k-49k€	Low	100.00%	🔗
Data Quality Specialist	36k-38k€	High	98.80%	🔗
Data Scientist	46k-54k€	High	93.00%	🔗
Data Specialist	45k-61k€	Low	95.80%	🔗
Database Administrator	54k-62k€	Medium	90.40%	🔗
Database Developer	42k-55k€	Low	95.20%	🔗
DevOps Engineer	60k-74k€	High	92.70%	🔗
Developer	38k-52k€	Low	90.60%	🔗
ERP Consultant	43k-48k€	Medium	86.90%	🔗
ERP Developer	41k-48k€	Low	95.50%	🔗
Elixir Developer	42k-61k€	Low	94.10%	🔗
Embedded Engineer	38k-50k€	High	87.60%	🔗
Engineer	50k-60k€	High	96.70%	🔗
Engineering Manager	90k-104k€	High	86.80%	🔗
Frontend Developer	40k-48k€	High	86.70%	🔗
Full Stack Developer	45k-55k€	High	92.50%	🔗
Functional Consultant	41k-44k€	Low	100.00%	🔗

GIS Specialist	41k-49k€	Low	81.70%	🔗
Game Developer	42k-47k€	Low	100.00%	🔗
Golang Developer	56k-66k€	High	97.30%	🔗
IOT Engineer	43k-44k€	High	100.00%	🔗
IT Consultant	40k-44k€	Low	94.70%	🔗
IT Developer	73k-82k€	High	100.00%	🔗
IT Manager	80k-97k€	Medium	62.80%	🔗
IT Project Manager	94k-95k€	Medium	73.30%	🔗
Integration Engineer	42k-46k€	Low	84.70%	🔗
Java Developer	52k-65k€	High	88.80%	🔗
Machine Learning Engineer	48k-64k€	High	95.60%	🔗
Mobile Developer	40k-48k€	High	93.40%	🔗
NetOps Engineer	28k-45k€	Low	93.10%	🔗
Network Engineer	50k-53k€	Medium	85.60%	🔗
Network Manager	68k-86k€	Low	96.80%	🔗
Nodejs Developer	40k-50k€	High	95.50%	🔗
PHP Developer	42k-47k€	High	87.80%	🔗
Platform Engineer	52k-66k€	High	89.60%	🔗
Python Developer	41k-51k€	High	100.00%	🔗
Quality Assurance Analyst	30k-37k€	High	80.60%	🔗
Quality Assurance Engineer	38k-44k€	Low	88.40%	🔗
React Developer	40k-48k€	High	90.00%	🔗

Research Analyst	35k-43k€	Low	92.90%	🔗
Research Manager	51k-60k€	Medium	98.10%	🔗
Researcher	36k-42k€	Low	95.00%	🔗
Ruby Developer	58k-72k€	High	86.70%	🔗
SAP FI	45k-52k€	Low	96.70%	🔗
SAP HANA Consultant	42k-47k€	Low	83.90%	🔗
SAP HCM	51k-52k€	Low	95.70%	🔗
SAP MM	41k-46k€	Medium	85.50%	🔗
SAP SD	47k-60k€	Low	91.90%	🔗
Salesforce Administrator	42k-43k€	High	87.10%	🔗
Salesforce Developer	64k-84k€	High	83.40%	🔗
Security Consultant	59k-64k€	High	99.30%	🔗
Security Engineer	52k-56k€	High	90.10%	🔗
Security Manager	58k-63k€	Medium	96.30%	🔗
Site Reliability Engineer	58k-72k€	High	80.90%	🔗
Software Architect	46k-53k€	Low	100.00%	🔗
Software Developer	48k-55k€	Low	93.30%	🔗
Software Engineer	47k-56k€	Medium	96.30%	🔗
Solution Architect	98k-134k€	High	96.70%	🔗
Solutions Analyst	34k-40k€	Low	87.30%	🔗
Support Technician	31k-35k€	High	98.10%	🔗
Systems Administrator	44k-48k€	High	82.70%	🔗

Systems Architect	57k-63k€	Low	97.80%	🔗
Systems Engineer	54k-64k€	Medium	100.00%	🔗
Systems Technician	26k-28k€	High	85.60%	🔗
Technical Analyst	36k-39k€	Low	85.00%	🔗
Technical Manager	88k-93k€	Low	83.30%	🔗
Technical Specialist	35k-48k€	Low	91.60%	🔗
Technical Support Engineer	36k-44k€	High	100.00%	🔗
Technical Support Manager	49k-51k€	Medium	94.20%	🔗
Technical Support Representative	29k-35k€	Low	90.60%	🔗
Technical Support Specialist	24k-28k€	Low	95.00%	🔗
Test Automation Engineer	46k-52k€	Medium	92.40%	🔗
Test Engineer	33k-43k€	Low	81.40%	🔗
Unreal Developer	38k-44k€	Low	76.40%	🔗
User Researcher	39k-46k€	Low	88.50%	🔗
Web Developer	37k-42k€	Low	85.60%	🔗
iOS Developer	46k-54k€	Medium	98.90%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	46k-53k€	Medium	87.60%	🔗
Brand Manager	56k-64k€	Medium	80.90%	🔗
CRM Manager	57k-62k€	High	97.80%	🔗
Communication Specialist	30k-33k€	Low	86.30%	🔗
Community Manager	28k-34k€	High	85.20%	🔗
Content Writer	26k-33k€	High	99.30%	🔗
Demand Generation Manager	47k-51k€	Low	98.00%	🔗
Digital Marketing Strategist	46k-60k€	Low	97.70%	🔗
Email Marketing Specialist	34k-35k€	High	85.80%	🔗
Growth Marketing	44k-49k€	High	88.50%	🔗
Marketing Assistant	21k-22k€	Low	87.10%	🔗
Marketing Communications Manager	39k-44k€	Low	92.10%	🔗
Marketing Manager	53k-62k€	Low	95.80%	🔗
Marketing Specialist	41k-43k€	Low	96.50%	🔗
Partnerships Manager	47k-56k€	High	95.30%	🔗
Pricing Manager	62k-69k€	Medium	94.10%	🔗
Public Relations Specialist	35k-39k€	Medium	98.10%	🔗
Search Engine Optimizer	29k-30k€	Low	91.90%	🔗
Social Media Manager	28k-32k€	Medium	90.50%	🔗

Social Media Specialist	26k-28k€	High	90.20%	🔗
Technical Writer	40k-46k€	Low	93.40%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	45k-56k€	Low	88.50%	🔗
Administrator	40k-52k€	Low	100.00%	🔗
Area Manager	61k-64k€	Low	90.00%	🔗
Assistant Manager	45k-53k€	Low	90.60%	🔗
Communications Manager	54k-56k€	Low	92.90%	🔗
Compliance Manager	49k-56k€	Low	96.70%	🔗
Compliance Officer	52k-60k€	Medium	89.50%	🔗
Customer Operations Manager	35k-56k€	High	79.70%	🔗
Delivery Manager	53k-62k€	High	85.30%	🔗
Electrical and Instrumentation Technician	25k-28k€	Low	97.90%	🔗
Field Service Technician	26k-28k€	High	99.00%	🔗
Fleet Manager	52k-57k€	Low	89.70%	🔗
Forklift Driver	26k-28k€	Low	88.00%	🔗
Health and Safety Coordinator	26k-29k€	Low	93.90%	🔗
Logistics Manager	36k-44k€	Low	98.60%	🔗

Maintenance Technician	26k-28k€	High	97.70%	🔗
Operations Engineer	49k-57k€	Low	90.50%	🔗
Operations Manager	57k-68k€	High	91.70%	🔗
Operations Specialist	41k-48k€	Low	99.00%	🔗
Operations Support Manager	61k-74k€	Low	95.40%	🔗
Operations Technician	29k-34k€	Low	95.30%	🔗
Plant Technician	25k-31k€	Low	96.40%	🔗
Project Coordinator	30k-37k€	Low	98.60%	🔗
Project Manager	48k-59k€	Low	100.00%	🔗
Quality Assurance Manager	69k-81k€	Medium	88.20%	🔗
Quality Lead	41k-43k€	High	100.00%	🔗
Revenue Manager	46k-56k€	Low	98.10%	🔗
Safety Manager	54k-60k€	Low	96.20%	🔗
Safety Specialist	39k-49k€	Low	90.70%	🔗
Shift Manager	32k-42k€	Low	71.60%	🔗
Software Delivery Manager	50k-59k€	Low	93.70%	🔗
Strategy Manager	56k-66k€	Low	97.70%	🔗
Supply Chain Manager	51k-59k€	Low	96.70%	🔗
Traffic Agent	17k-25k€	Low	100.00%	🔗
Traffic Manager	43k-59k€	Low	93.20%	🔗
Transport Controller	67k-89k€	Low	82.00%	🔗
Transportation Manager	56k-60k€	High	94.90%	🔗

Warehouse Associate	18k-21k€	Low	92.20%	🔗
Warehouse Lead	32k-34k€	Low	85.40%	🔗
Warehouse Manager	58k-66k€	Low	93.10%	🔗
Warehouse Worker	24k-25k€	Low	93.20%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	63k-76k€	Low	86.50%	🔗
Group Product Manager	60k-61k€	Medium	85.00%	🔗
Implementation Specialist	42k-49k€	Low	94.40%	🔗
Product Analyst	33k-38k€	High	96.80%	🔗
Product Designer	37k-44k€	High	86.10%	🔗
Product Manager	47k-56k€	Medium	95.20%	🔗
Product Marketing Manager	51k-54k€	High	94.70%	🔗
Product Owner	48k-55k€	High	81.30%	🔗
Product Specialist	45k-52k€	Low	100.00%	🔗
Scrum Master	50k-54k€	Medium	93.60%	🔗
Team Leader	57k-73k€	Low	92.20%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	28k-35k€	High	100.00%	🔗
Account Manager	42k-50k€	Low	100.00%	🔗
Area Sales Manager	37k-40k€	Low	92.80%	🔗
Branch Manager	36k-52k€	Low	99.00%	🔗
Business Developer	42k-54k€	Medium	96.20%	🔗
Business Development Manager	67k-78k€	High	77.70%	🔗
Business Development Representative	27k-32k€	High	92.50%	🔗
Channel Sales	54k-61k€	High	98.00%	🔗
Commercial Manager	48k-57k€	Low	81.40%	🔗
Customer Onboarding Specialist	24k-28k€	Low	92.10%	🔗
Customer Success	28k-35k€	High	92.70%	🔗
Customer Success Manager	38k-50k€	Medium	90.50%	🔗
Inbound Sales	25k-28k€	High	87.30%	🔗
Inside Sales Representative	32k-33k€	High	97.60%	🔗
Key Account Manager	44k-46k€	High	89.50%	🔗
National Account Manager	44k-50k€	Low	90.30%	🔗
Presales Consultant	62k-65k€	Low	86.30%	🔗
Sales Analyst	33k-45k€	High	95.90%	🔗
Sales Assistant	46k-47k€	Low	77.80%	🔗

Sales Associate	46k-60k€	High	86.20%	🔗
Sales Development Manager	67k-77k€	High	94.40%	🔗
Sales Engineer	58k-72k€	Low	92.10%	🔗
Sales Executive	34k-39k€	High	93.90%	🔗
Sales Manager	74k-90k€	Low	81.00%	🔗
Sales Operations	44k-52k€	Medium	84.00%	🔗
Sales Representative	40k-51k€	Low	93.00%	🔗
Sales Support Manager	74k-83k€	Low	82.20%	🔗

Berlin

Berlin, stands resilient at the crossroads of historical significance and unyielding innovation.

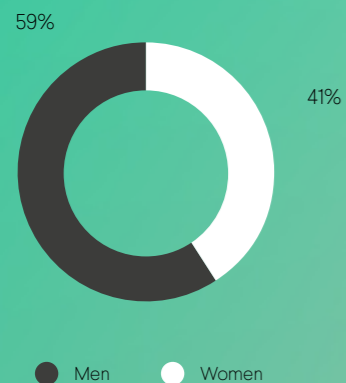
Berlin possesses a skilled and adaptable workforce that finds its fuel in this unparalleled creative ambiance.

Tech and startup sectors flourish in this nurturing environment, one where the city's central European location and commendably affordable living standards jointly beckon aspiring

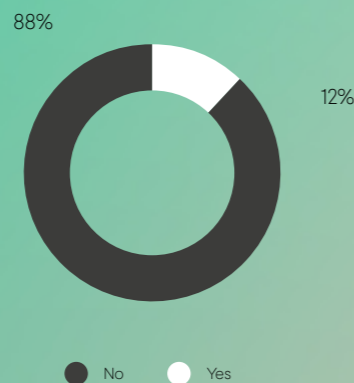
entrepreneurs and established conglomerates alike, forging a fertile terrain for vibrant trade and commerce.

Berlin's unique amalgamation of creative vigor and operational efficiency crafts the perfect proscenium for the unfolding of a myriad of opportunities, encapsulating the very essence of what it means to thrive on the precipice of historical legacy and technological progress.¹

Gender occupation²



Remote work³



Population⁴: 3.65M people

GDP⁵: 205.1B€

Cost of living⁶: 69.8

*For more information about the insights, see annex on page 194



* Public Holidays: 9 days / year * Working hours: 40 h / week *

Minimum wage: 1,997€

Ratio professionals/ job opening⁷: 3.68

Benefits:
 · Professional development
 · Work from home
 · Health insurance

Average country salary/month⁸: 2,654€

Berlin Companies⁹



Zalando
(Online fashion retailer)



Delivery Hero
(Online food delivery platform)



SoundCloud
(Audio distribution platform)

Berlin

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Administrator	25k-28k€	Low	81.50%	🔗
Accounting Assistant	31k-43k€	Low	84.00%	🔗
Accounting Specialist	35k-44k€	Low	93.40%	🔗
Bookkeeper	42k-52k€	High	96.90%	🔗
Commercial Agent	25k-32k€	High	69.60%	🔗
Credit Manager	40k-57k€	Low	95.80%	🔗
Customer Care Representative	30k-35k€	Low	87.30%	🔗
Data Processor	60k-68k€	Low	87.80%	🔗
Human Resources Assistant	28k-38k€	Low	97.70%	🔗
Office Assistant	24k-32k€	Low	95.50%	🔗
Office Coordinator	32k-37k€	Low	96.20%	🔗
Office Manager	40k-45k€	High	92.80%	🔗
Team Administrator	23k-27k€	Low	96.90%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	38k-49k€	Medium	79.90%	🔗
Customer Service Representative	25k-27k€	Medium	98.40%	🔗
Customer Support Agent	37k-56k€	Low	100.00%	🔗
Customer Support Manager	43k-48k€	High	95.70%	🔗
Customer Support Supervisor	21k-27k€	Low	84.10%	🔗
Desktop Support	24k-28k€	High	94.10%	🔗
Service Manager	70k-80k€	Low	92.10%	🔗
Technical Support Coordinator	21k-22k€	Low	79.10%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
3D Artist	42k-48k€	Low	97.20%	🔗
Game Designer	53k-58k€	Low	100.00%	🔗
Graphic Designer	37k-44k€	High	89.50%	🔗
Instructional Designer	44k-50k€	High	85.70%	🔗
Media Designer	25k-32k€	Low	93.20%	🔗
User Experience Designer	63k-75k€	High	81.60%	🔗

User Experience Manager	72k-82k€	Low	99.00%	🔗
User Interface Designer	61k-68k€	Low	94.80%	🔗
Visual Designer	42k-47k€	Low	88.40%	🔗
Web Designer	52k-59k€	Low	89.60%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	51k-56k€	High	98.10%	🔗
Accounts Payable Manager	47k-56k€	Low	91.10%	🔗
Accounts Payable Specialist	39k-47k€	High	96.20%	🔗
Accounts Receivable Manager	48k-51k€	Low	94.70%	🔗
Administrative Assistant	27k-29k€	Low	99.30%	🔗
Analyst	46k-56k€	Low	92.00%	🔗
Back Office Specialist	21k-22k€	Low	83.50%	🔗
Business Process Analyst	47k-55k€	Low	92.30%	🔗
Claims Assistant	33k-38k€	Low	98.10%	🔗
Claims Manager	32k-56k€	Low	93.90%	🔗
Compliance Specialist	45k-49k€	Low	99.30%	🔗
Comptroller	78k-85k€	Medium	95.30%	🔗
Demand Planner	42k-48k€	High	80.60%	🔗
Event Manager	35k-39k€	Low	93.50%	🔗

Finance Analyst	48k-53k€	Low	91.40%	🔗
Finance Assistant	30k-37k€	Low	98.10%	🔗
Finance Consultant	67k-83k€	High	91.30%	🔗
Finance Manager	80k-87k€	Low	94.00%	🔗
Financial Analyst	64k-69k€	Low	100.00%	🔗
Financial Controller	65k-72k€	High	82.70%	🔗
Financial Planning Analyst	52k-58k€	Low	92.40%	🔗
Financial Planning Manager	59k-83k€	Low	96.80%	🔗
Human Resources Advisor	36k-41k€	Low	94.50%	🔗
Investor Relations Manager	28k-59k€	Low	91.90%	🔗
Management Accountant	48k-53k€	Low	79.60%	🔗
Marketer	47k-64k€	Low	97.70%	🔗
Middle Office Specialist	66k-82k€	High	99.70%	🔗
Pricing Analyst	55k-60k€	Low	90.30%	🔗
Procurement Manager	83k-92k€	Low	98.40%	🔗
Procurement Specialist	45k-50k€	Low	94.80%	🔗
Quantitative Analyst	70k-82k€	Low	96.40%	🔗
Revenue Accountant	51k-55k€	Low	96.80%	🔗
Risk Manager	57k-58k€	High	92.70%	🔗
Technical Trainer	63k-72k€	High	87.60%	🔗
Trainer	34k-41k€	Low	98.80%	🔗
Treasury Analyst	60k-67k€	Low	91.10%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Analyst	62k-66k€	Low	95.10%	🔗
Laboratory Manager	74k-84k€	Low	90.60%	🔗
Medical Science Liaison	67k-72k€	Low	86.50%	🔗
Principal Scientist	84k-92k€	Medium	100.00%	🔗
Quality Control Chemist	44k-50k€	Low	91.20%	🔗
Research Technician	62k-65k€	Low	84.20%	🔗
Scientist	58k-66k€	Low	89.50%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	28k-31k€	High	94.60%	🔗
Human Resources Business Partner	61k-70k€	Low	95.50%	🔗
Human Resources Coordinator	53k-54k€	High	90.10%	🔗
Human Resources Manager	46k-55k€	High	94.40%	🔗
Human Resources Specialist	39k-46k€	Medium	93.10%	🔗
Human Resources Systems Specialist	53k-54k€	Low	100.00%	🔗
People Operations	54k-78k€	High	96.20%	🔗

Recruiter	38k-47k€	Low	92.60%	🔗
Sourcer	46k-54k€	Low	87.30%	🔗
Talent Acquisition Manager	66k-80k€	Low	92.10%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	58k-66k€	High	100.00%	🔗
ABAP Developer	58k-65k€	High	84.30%	🔗
Actuary	83k-91k€	Low	100.00%	🔗
Android Developer	62k-71k€	Low	89.60%	🔗
Application Developer	57k-63k€	Low	97.20%	🔗
Applications Developer	66k-79k€	High	96.70%	🔗
Applications Support Engineer	59k-63k€	Low	97.90%	🔗
Automation Engineer	64k-71k€	Low	99.40%	🔗
Backend Developer	64k-75k€	High	98.20%	🔗
Blockchain Developer	58k-68k€	High	100.00%	🔗
Business Analyst	65k-76k€	Low	98.30%	🔗
Business Intelligence Developer	56k-65k€	High	98.30%	🔗
Business Intelligence Manager	43k-65k€	High	77.40%	🔗
C++ Developer	56k-68k€	High	88.00%	🔗
CRM Developer	61k-83k€	High	100.00%	🔗

Cloud Engineer	47k-54k€	High	85.10%	🔗
Cyber Security Analyst	49k-56k€	Low	85.30%	🔗
Data Analyst	47k-58k€	Low	90.00%	🔗
Data Consultant	63k-73k€	Medium	94.70%	🔗
Data Engineer	84k-101k€	High	93.60%	🔗
Data Manager	74k-86k€	Low	94.70%	🔗
Data Processing Manager	62k-62k€	Low	79.00%	🔗
Data Quality Specialist	61k-66k€	High	95.90%	🔗
Data Scientist	55k-64k€	Low	98.80%	🔗
Data Specialist	65k-81k€	Low	92.70%	🔗
Database Developer	60k-64k€	Low	100.00%	🔗
DevOps Engineer	71k-87k€	High	97.80%	🔗
Developer	48k-59k€	Low	92.30%	🔗
ERP Consultant	56k-71k€	High	97.60%	🔗
ERP Developer	70k-72k€	High	81.40%	🔗
Elixir Developer	52k-72k€	Low	94.10%	🔗
Embedded Engineer	61k-73k€	High	95.70%	🔗
Engineer	66k-76k€	High	92.40%	🔗
Engineering Manager	100k-111k€	Low	93.90%	🔗
Frontend Developer	64k-77k€	High	96.90%	🔗
Full Stack Developer	57k-65k€	High	89.70%	🔗
Functional Consultant	50k-53k€	Low	100.00%	🔗

GIS Specialist	43k-50k€	Low	100.00%	🔗
Game Developer	56k-61k€	Low	100.00%	🔗
Golang Developer	63k-76k€	High	100.00%	🔗
Helpdesk Technician	40k-48k€	Low	100.00%	🔗
IOT Engineer	63k-67k€	High	100.00%	🔗
IT Consultant	65k-77k€	High	88.50%	🔗
IT Developer	87k-98k€	High	100.00%	🔗
IT Manager	95k-115k€	High	87.90%	🔗
IT Project Manager	111k-113k€	High	77.20%	🔗
Integration Engineer	63k-72k€	Medium	89.20%	🔗
Java Developer	61k-78k€	High	96.80%	🔗
Machine Learning Engineer	56k-76k€	Medium	99.80%	🔗
Mobile Developer	43k-65k€	Medium	96.10%	🔗
NetOps Engineer	32k-54k€	Low	91.90%	🔗
Network Engineer	65k-73k€	Low	100.00%	🔗
Network Manager	81k-102k€	Medium	96.80%	🔗
Nodejs Developer	57k-67k€	Low	85.30%	🔗
PHP Developer	60k-66k€	High	98.70%	🔗
Platform Engineer	62k-79k€	Low	86.10%	🔗
Python Developer	58k-68k€	Medium	93.00%	🔗
Quality Assurance Analyst	59k-64k€	High	100.00%	🔗
Quality Assurance Engineer	46k-54k€	Low	86.60%	🔗

React Developer	57k-68k€	High	100.00%	🔗
Research Analyst	56k-66k€	Low	92.40%	🔗
Research Manager	71k-77k€	Medium	93.30%	🔗
Researcher	42k-50k€	Low	94.30%	🔗
Ruby Developer	60k-73k€	Low	100.00%	🔗
SAP FI	54k-59k€	High	98.50%	🔗
SAP HANA Consultant	55k-65k€	High	82.40%	🔗
SAP HCM	52k-60k€	High	95.10%	🔗
SAP MM	58k-71k€	High	80.80%	🔗
SAP SD	44k-60k€	High	79.50%	🔗
Salesforce Administrator	59k-61k€	Low	89.30%	🔗
Salesforce Developer	76k-100k€	High	97.20%	🔗
Security Consultant	70k-76k€	Medium	99.30%	🔗
Security Engineer	78k-88k€	High	98.80%	🔗
Security Manager	75k-80k€	High	99.80%	🔗
Security Specialist	56k-62k€	Medium	100.00%	🔗
Site Reliability Engineer	69k-86k€	High	85.40%	🔗
Software Architect	55k-62k€	High	96.20%	🔗
Software Developer	50k-56k€	Low	90.50%	🔗
Software Engineer	59k-71k€	Low	100.00%	🔗
Solution Architect	94k-123k€	High	95.40%	🔗
Solutions Analyst	62k-72k€	Low	100.00%	🔗

Support Technician	31k-35k€	Low	90.10%	🔗
Systems Administrator	53k-58k€	Low	86.40%	🔗
Systems Architect	55k-60k€	Medium	95.80%	🔗
Systems Engineer	56k-63k€	Low	91.00%	🔗
Systems Technician	71k-77k€	High	98.70%	🔗
Technical Analyst	54k-64k€	Low	93.40%	🔗
Technical Manager	104k-111k€	Low	83.10%	🔗
Technical Specialist	59k-76k€	Low	97.50%	🔗
Technical Support Engineer	42k-51k€	Low	97.50%	🔗
Technical Support Manager	86k-91k€	Low	93.50%	🔗
Technical Support Representative	27k-32k€	Low	93.30%	🔗
Technical Support Specialist	29k-34k€	Low	95.30%	🔗
Test Automation Engineer	55k-62k€	Low	91.90%	🔗
Test Engineer	48k-53k€	Low	96.10%	🔗
Unreal Developer	54k-75k€	Low	99.00%	🔗
User Researcher	50k-56k€	High	94.20%	🔗
Web Developer	43k-50k€	Low	84.10%	🔗
iOS Developer	49k-59k€	Low	98.30%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	66k-77k€	Low	84.40%	🔗
Brand Manager	60k-69k€	Medium	97.70%	🔗
CRM Manager	101k-114k€	Low	79.30%	🔗
Communication Specialist	35k-39k€	Low	96.70%	🔗
Community Manager	53k-68k€	High	67.20%	🔗
Content Writer	31k-39k€	Medium	99.30%	🔗
Demand Generation Manager	56k-60k€	Medium	98.00%	🔗
Digital Marketing Strategist	55k-72k€	Medium	97.70%	🔗
Email Marketing Specialist	45k-46k€	Low	100.00%	🔗
Growth Marketing	65k-75k€	High	88.30%	🔗
Marketing Assistant	31k-34k€	Low	91.30%	🔗
Marketing Communications Manager	73k-81k€	Low	85.30%	🔗
Marketing Manager	54k-62k€	Low	100.00%	🔗
Marketing Specialist	54k-60k€	Low	97.60%	🔗
Partnerships Manager	43k-51k€	Low	98.10%	🔗
Pricing Manager	74k-82k€	Medium	98.60%	🔗
Public Relations Specialist	44k-48k€	Low	100.00%	🔗
Search Engine Optimizer	42k-48k€	Low	100.00%	🔗
Social Media Manager	36k-43k€	Low	96.70%	🔗

Social Media Specialist	30k-35k€	Low	89.30%	🔗
Technical Writer	47k-50k€	Low	89.60%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	62k-72k€	High	80.20%	🔗
Administrator	50k-61k€	Low	97.50%	🔗
Advisor	41k-53k€	Low	99.30%	🔗
Area Manager	69k-74k€	Low	90.00%	🔗
Assistant Manager	52k-64k€	Low	88.50%	🔗
Communications Manager	71k-79k€	Low	91.30%	🔗
Compliance Manager	70k-80k€	Low	96.80%	🔗
Compliance Officer	66k-71k€	Medium	100.00%	🔗
Customer Operations Manager	33k-60k€	Low	87.80%	🔗
Delivery Manager	60k-69k€	Low	84.40%	🔗
Electrical and Instrumentation Technician	48k-54k€	Low	96.70%	🔗
Field Service Technician	31k-32k€	High	98.40%	🔗
Fleet Manager	47k-51k€	Low	82.80%	🔗
Forklift Driver	30k-32k€	Low	84.30%	🔗
Health and Safety Coordinator	27k-41k€	Low	98.10%	🔗

Logistics Manager	74k-85k€	Low	82.80%	🔗
Maintenance Technician	32k-33k€	High	96.40%	🔗
Manufacturing Technician	41k-49k€	Low	79.80%	🔗
Mechanical Maintenance	38k-43k€	Low	95.10%	🔗
Operations Engineer	58k-68k€	Low	99.50%	🔗
Operations Manager	64k-75k€	High	91.20%	🔗
Operations Specialist	49k-60k€	Low	100.00%	🔗
Operations Support Manager	74k-88k€	Low	94.90%	🔗
Operations Technician	36k-40k€	Low	95.30%	🔗
Plant Technician	55k-57k€	Low	95.20%	🔗
Program Manager	102k-115k€	Low	83.50%	🔗
Project Coordinator	51k-58k€	Low	93.60%	🔗
Project Manager	59k-72k€	Low	100.00%	🔗
Quality Assurance Manager	65k-76k€	Low	85.30%	🔗
Quality Lead	50k-55k€	Medium	100.00%	🔗
Revenue Manager	71k-81k€	Medium	86.40%	🔗
Safety Manager	74k-83k€	Medium	93.00%	🔗
Safety Specialist	45k-59k€	Low	90.30%	🔗
Shift Manager	56k-78k€	Low	85.40%	🔗
Software Delivery Manager	59k-70k€	Low	86.90%	🔗
Strategy Manager	67k-78k€	Low	96.00%	🔗
Supply Chain Manager	60k-70k€	Low	97.20%	🔗
Traffic Agent	23k-31k€	Low	100.00%	🔗

Traffic Manager	68k-77k€	Low	76.20%	🔗
Transport Controller	68k-86k€	Low	80.70%	🔗
Transportation Manager	66k-70k€	High	94.50%	🔗
Warehouse Associate	21k-24k€	High	95.80%	🔗
Warehouse Lead	37k-40k€	Low	88.40%	🔗
Warehouse Manager	73k-84k€	Low	82.40%	🔗
Warehouse Worker	26k-27k€	High	97.80%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	72k-87k€	Low	92.40%	🔗
Group Product Manager	87k-88k€	High	95.50%	🔗
Implementation Specialist	42k-48k€	Low	97.10%	🔗
Product Analyst	52k-62k€	High	100.00%	🔗
Product Designer	59k-67k€	High	100.00%	🔗
Product Manager	75k-88k€	Low	97.90%	🔗
Product Marketing Manager	75k-82k€	High	94.50%	🔗
Product Owner	59k-68k€	High	75.80%	🔗
Product Specialist	60k-70k€	Low	91.60%	🔗
Scrum Master	78k-87k€	Medium	100.00%	🔗
Team Leader	77k-104k€	Low	96.00%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	35k-43k€	High	95.30%	🔗
Account Manager	52k-64k€	Low	99.50%	🔗
Area Sales Manager	72k-78k€	Low	86.20%	🔗
Branch Manager	41k-57k€	Low	93.80%	🔗
Business Developer	49k-65k€	Low	96.50%	🔗
Business Development Manager	64k-74k€	High	89.30%	🔗
Business Development Representative	32k-38k€	High	86.50%	🔗
Channel Sales	64k-73k€	High	77.50%	🔗
Commercial Manager	66k-80k€	Low	99.80%	🔗
Customer Onboarding Specialist	51k-56k€	Low	77.10%	🔗
Customer Success	37k-43k€	High	96.40%	🔗
Customer Success Manager	59k-72k€	Low	93.00%	🔗
Inbound Sales	51k-57k€	High	99.70%	🔗
Key Account Manager	55k-63k€	High	89.20%	🔗
National Account Manager	93k-108k€	Low	95.00%	🔗
Presales Consultant	75k-82k€	Low	96.40%	🔗
Sales Analyst	40k-50k€	Low	93.70%	🔗
Sales Assistant	48k-49k€	Low	85.70%	🔗
Sales Associate	45k-55k€	High	91.50%	🔗

Sales Development Manager	75k-82k€	High	89.50%	🔗
Sales Engineer	68k-85k€	Low	96.40%	🔗
Sales Executive	43k-51k€	Medium	94.40%	🔗
Sales Manager	80k-98k€	Low	94.70%	🔗
Sales Operations	74k-81k€	High	99.20%	🔗
Sales Representative	46k-64k€	Low	95.00%	🔗
Sales Support Manager	79k-94k€	Low	90.40%	🔗

Budapest

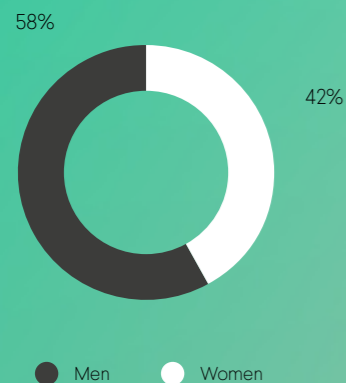
Budapest boasts of a labor market that's as much a repository of historical legacy as it is an embodiment of staggering potential.

The city's educated professionals, indelibly influenced by the cultural heritage that pervades its every facet, lend their expertise to drive burgeoning industries, most notably the ever-evolving realms of IT and shared services.

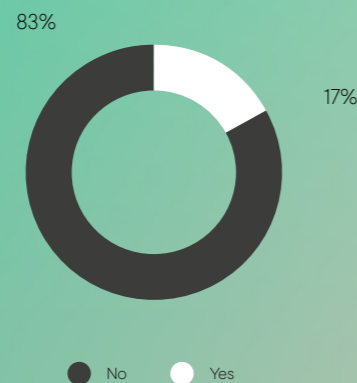
Positioned strategically at the heart of Central Europe, Budapest's allure is further amplified by its competitive costs, thereby making it an irresistible prospect for companies seeking a foothold in the region. Here, a seamless fusion of time-honored traditions and the allure of modernity form the fertile soil on which the seeds of trade and commerce blossom.¹



Gender occupation²



Remote work³




Population⁴: 1.76M people


GDP⁵: 73.5B€


Cost of living⁶: 44.5

*For more information about the insights, see annex on page 194


* Public Holidays: 11 days / year * Working hours: 40 h / week *

 Minimum wage: 690,39€

 Ratio professionals/ job opening⁷: 3.24

 Benefits:

- Mobile phone
- Health insurance
- Casual dress code

 Average country salary/month⁸: 1,061€

Budapest Companies⁹

 MOLGROUP

MOL Group
(Oil and gas company)

 Prezi

Prezi
(Presentation software company)

 Wizz

Wizz Air
(Low-cost airline)

Budapest

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Administrator	5.0M-5.4M Ft (13k-14k€)	Low	84.10%	🔗
Accounting Assistant	5.0M-6.9M Ft (13k-18k€)	Low	100.00%	🔗
Accounting Specialist	7.3M-8.1M Ft (19k-21k€)	High	93.30%	🔗
Bookkeeper	9.2M-11.1M Ft (24k-29k€)	Low	94.40%	🔗
Commercial Agent	4.6M-6.1M Ft (12k-16k€)	Low	94.30%	🔗
Credit Manager	10.0M-13.4M Ft (26k-35k€)	Low	91.40%	🔗
Customer Care Representative	3.5M-5.0M Ft (9k-13k€)	Low	91.20%	🔗
Data Processor	4.6M-6.9M Ft (12k-18k€)	Low	87.00%	🔗
Office Assistant	9.6M-13.4M Ft (25k-35k€)	Low	94.90%	🔗
Office Coordinator	5.4M-6.9M Ft (14k-18k€)	High	91.20%	🔗
Office Manager	16.1M-19.6M Ft (42k-51k€)	High	90.20%	🔗
Team Administrator	4.2M-5.4M Ft (11k-14k€)	High	98.40%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	6.5M-8.1M Ft (17k-21k€)	High	95.80%	🔗
Customer Service Representative	4.6M-5.0M Ft (12k-13k€)	High	100.00%	🔗
Customer Support Agent	3.1M-4.2M Ft (8k-11k€)	Low	100.00%	🔗
Customer Support Manager	8.5M-8.8M Ft (22k-23k€)	High	96.40%	🔗
Customer Support Supervisor	5.8M-8.1M Ft (15k-21k€)	High	73.20%	🔗
Desktop Support	4.2M-5.0M Ft (11k-13k€)	Medium	100.00%	🔗
Helpdesk Technician	3.1M-4.2M Ft (8k-11k€)	Low	83.30%	🔗
Service Manager	12.7M-14.6M Ft (33k-38k€)	Low	87.50%	🔗
Technical Support Coordinator	3.1M-4.6M Ft (8k-12k€)	Low	84.70%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
3D Artist	6.5M-7.3M Ft (17k-19k€)	Low	83.00%	🔗
Game Designer	8.5M-9.2M Ft (22k-24k€)	High	90.70%	🔗
Graphic Designer	9.2M-10.4M Ft (24k-27k€)	High	88.00%	🔗
Instructional Designer	8.8M-10.8M Ft (23k-28k€)	High	90.60%	🔗
Media Designer	4.6M-5.8M Ft (12k-15k€)	Low	93.20%	🔗

User Experience Designer	11.1M-11.9M Ft (29k-31k€)	High	86.00%	🔗
User Experience Manager	14.6M-15.4M Ft (38k-40k€)	High	83.80%	🔗
User Interface Designer	9.6M-11.1M Ft (25k-29k€)	Low	91.10%	🔗
Visual Designer	10.4M-11.5M Ft (27k-30k€)	Medium	82.80%	🔗
Web Designer	6.9M-8.1M Ft (18k-21k€)	Medium	84.00%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	9.2M-10.4M Ft (24k-27k€)	High	91.70%	🔗
Accounts Payable Manager	8.1M-8.5M Ft (21k-22k€)	High	88.60%	🔗
Accounts Payable Specialist	7.7M-7.7M Ft (20k-20k€)	High	89.00%	🔗
Administrative Assistant	6.9M-6.9M Ft (18k-18k€)	Low	88.00%	🔗
Analyst	9.2M-11.1M Ft (24k-29k€)	Low	86.30%	🔗
Back Office Specialist	6.9M-7.7M Ft (18k-20k€)	High	100.00%	🔗
Business Process Analyst	8.5M-10.8M Ft (22k-28k€)	High	96.60%	🔗
Claims Assistant	5.4M-6.5M Ft (14k-17k€)	Low	80.70%	🔗
Claims Manager	8.1M-13.4M Ft (21k-35k€)	Low	100.00%	🔗
Compliance Specialist	7.7M-9.2M Ft (20k-24k€)	Low	91.10%	🔗
Comptroller	12.3M-14.6M Ft (32k-38k€)	Low	92.70%	🔗
Demand Planner	5.8M-6.5M Ft (15k-17k€)	High	92.30%	🔗
Event Manager	8.5M-8.8M Ft (22k-23k€)	Low	85.40%	🔗

Finance Analyst	8.5M-9.6M Ft (22k-25k€)	Low	90.20%	🔗
Finance Assistant	4.6M-5.8M Ft (12k-15k€)	Low	100.00%	🔗
Finance Consultant	8.1M-11.1M Ft (21k-29k€)	High	88.20%	🔗
Finance Manager	12.7M-15.4M Ft (33k-40k€)	High	100.00%	🔗
Financial Controller	11.9M-13.1M Ft (31k-34k€)	High	90.60%	🔗
Financial Planning Analyst	9.6M-10.4M Ft (25k-27k€)	High	88.20%	🔗
Financial Planning Manager	10.4M-16.1M Ft (27k-42k€)	High	96.50%	🔗
Human Resources Advisor	6.5M-9.6M Ft (17k-25k€)	Low	97.30%	🔗
Investor Relations Manager	8.8M-17.7M Ft (23k-46k€)	Low	82.70%	🔗
Management Accountant	10.0M-10.0M Ft (26k-26k€)	High	83.30%	🔗
Marketer	9.6M-12.3M Ft (25k-32k€)	High	95.90%	🔗
Middle Office Specialist	11.9M-15.0M Ft (31k-39k€)	Low	84.00%	🔗
Pricing Analyst	8.5M-10.0M Ft (22k-26k€)	Low	91.60%	🔗
Procurement Manager	7.3M-10.4M Ft (19k-27k€)	High	95.30%	🔗
Procurement Specialist	6.9M-8.5M Ft (18k-22k€)	Low	94.30%	🔗
Purchasing Manager	10.0M-10.4M Ft (26k-27k€)	High	93.40%	🔗
Quantitative Analyst	19.2M-20.4M Ft (50k-53k€)	High	83.60%	🔗
Revenue Accountant	6.9M-8.8M Ft (18k-23k€)	High	100.00%	🔗
Risk Manager	11.1M-13.8M Ft (29k-36k€)	High	79.90%	🔗
Technical Trainer	10.0M-11.9M Ft (26k-31k€)	High	80.00%	🔗
Trainer	5.0M-6.9M Ft (13k-18k€)	Low	85.70%	🔗
Treasury Analyst	7.3M-9.2M Ft (19k-24k€)	High	91.80%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Analyst	7.3M-8.1M Ft (19k-21k€)	Low	92.70%	🔗
Laboratory Manager	9.6M-10.8M Ft (25k-28k€)	Low	88.10%	🔗
Medical Science Liaison	54.2M-57.6M Ft (141k-150k€)	High	65.30%	🔗
Principal Scientist	15.4M-16.9M Ft (40k-44k€)	Low	90.50%	🔗
Quality Control Chemist	7.7M-9.6M Ft (20k-25k€)	Low	85.50%	🔗
Research Technician	5.4M-7.7M Ft (14k-20k€)	Low	96.80%	🔗
Scientist	10.4M-11.5M Ft (27k-30k€)	Low	84.10%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	4.6M-6.9M Ft (12k-18k€)	High	89.60%	🔗
Human Resources Business Partner	11.1M-11.5M Ft (29k-30k€)	Medium	95.20%	🔗
Human Resources Coordinator	5.8M-8.1M Ft (15k-21k€)	Medium	90.40%	🔗
Human Resources Manager	9.6M-10.0M Ft (25k-26k€)	High	91.40%	🔗
Human Resources Systems Specialist	6.9M-7.7M Ft (18k-20k€)	Low	89.50%	🔗
People Operations	12.3M-20.7M Ft (32k-54k€)	High	88.60%	🔗
Recruiter	6.5M-8.1M Ft (17k-21k€)	Low	94.90%	🔗

Sourcer	8.1M-10.4M Ft (21k-27k€)	High	84.40%	🔗
Talent Acquisition Manager	11.5M-14.2M Ft (30k-37k€)	High	91.30%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	11.1M-11.9M Ft (29k-31k€)	High	99.80%	🔗
ABAP Developer	11.5M-13.1M Ft (30k-34k€)	High	91.80%	🔗
Actuary	15.4M-16.9M Ft (40k-44k€)	Low	90.50%	🔗
Android Developer	14.6M-15.4M Ft (38k-40k€)	High	83.10%	🔗
Application Developer	6.9M-8.5M Ft (18k-22k€)	Low	79.90%	🔗
Applications Developer	11.5M-13.1M Ft (30k-34k€)	High	100.00%	🔗
Applications Support Engineer	10.0M-10.8M Ft (26k-28k€)	High	98.50%	🔗
Automation Engineer	11.9M-11.9M Ft (31k-31k€)	High	95.30%	🔗
Backend Developer	11.5M-17.7M Ft (30k-46k€)	High	96.70%	🔗
Blockchain Developer	9.6M-10.8M Ft (25k-28k€)	High	98.30%	🔗
Business Analyst	12.3M-13.8M Ft (32k-36k€)	Medium	87.10%	🔗
Business Intelligence Developer	10.4M-11.5M Ft (27k-30k€)	High	97.60%	🔗
C++ Developer	14.6M-16.1M Ft (38k-42k€)	High	92.30%	🔗
CRM Developer	11.9M-15.4M Ft (31k-40k€)	High	90.80%	🔗
Cloud Engineer	13.1M-15.0M Ft (34k-39k€)	High	80.90%	🔗
Cyber Security Analyst	8.1M-10.8M Ft (21k-28k€)	Low	79.70%	🔗

Data Analyst	8.5M-10.4M Ft (22k-27k€)	High	92.30%	🔗
Data Consultant	11.1M-13.8M Ft (29k-36k€)	High	96.40%	🔗
Data Engineer	15.4M-18.4M Ft (40k-48k€)	High	88.50%	🔗
Data Manager	15.0M-16.1M Ft (39k-42k€)	High	90.30%	🔗
Data Processing Manager	12.3M-14.6M Ft (32k-38k€)	Low	92.60%	🔗
Data Quality Specialist	8.1M-8.5M Ft (21k-22k€)	Low	99.00%	🔗
Data Scientist	11.5M-13.4M Ft (30k-35k€)	High	94.10%	🔗
Data Specialist	9.6M-10.4M Ft (25k-27k€)	High	100.00%	🔗
Database Administrator	11.5M-13.8M Ft (30k-36k€)	High	95.10%	🔗
Database Developer	10.4M-10.8M Ft (27k-28k€)	Medium	100.00%	🔗
DevOps Engineer	13.1M-16.1M Ft (34k-42k€)	High	96.40%	🔗
Developer	8.5M-11.5M Ft (22k-30k€)	Low	88.60%	🔗
ERP Consultant	10.4M-12.3M Ft (27k-32k€)	High	88.70%	🔗
ERP Developer	11.5M-17.7M Ft (30k-46k€)	Low	71.40%	🔗
Elixir Developer	9.2M-12.3M Ft (24k-32k€)	High	94.10%	🔗
Embedded Engineer	10.4M-13.1M Ft (27k-34k€)	High	84.70%	🔗
Engineer	13.1M-15.7M Ft (34k-41k€)	High	96.70%	🔗
Engineering Manager	19.6M-22.7M Ft (51k-59k€)	High	86.80%	🔗
Frontend Developer	13.4M-15.7M Ft (35k-41k€)	High	91.70%	🔗
Full Stack Developer	10.4M-12.3M Ft (27k-32k€)	High	82.80%	🔗
Functional Consultant	11.1M-11.9M Ft (29k-31k€)	High	99.30%	🔗
Game Developer	9.6M-10.8M Ft (25k-28k€)	High	97.70%	🔗

Golang Developer	14.2M-18.8M Ft (37k-49k€)	High	100.00%	🔗
IOT Engineer	11.1M-12.3M Ft (29k-32k€)	Low	98.10%	🔗
IT Consultant	11.9M-12.7M Ft (31k-33k€)	Medium	89.70%	🔗
IT Developer	15.7M-17.7M Ft (41k-46k€)	High	87.80%	🔗
IT Manager	17.3M-21.1M Ft (45k-55k€)	High	77.60%	🔗
IT Project Manager	20.4M-20.7M Ft (53k-54k€)	High	68.70%	🔗
Integration Engineer	10.8M-11.5M Ft (28k-30k€)	Medium	90.90%	🔗
Java Developer	11.1M-14.2M Ft (29k-37k€)	High	92.10%	🔗
Machine Learning Engineer	11.5M-15.0M Ft (30k-39k€)	High	97.50%	🔗
Mobile Developer	8.1M-11.9M Ft (21k-31k€)	High	95.70%	🔗
NetOps Engineer	8.8M-9.6M Ft (23k-25k€)	Low	98.40%	🔗
Network Engineer	10.8M-11.1M Ft (28k-29k€)	High	83.00%	🔗
Network Manager	14.6M-18.8M Ft (38k-49k€)	High	96.80%	🔗
Nodejs Developer	8.5M-10.4M Ft (22k-27k€)	High	84.00%	🔗
PHP Developer	12.3M-13.4M Ft (32k-35k€)	High	89.40%	🔗
Platform Engineer	11.5M-14.6M Ft (30k-38k€)	High	86.10%	🔗
Python Developer	9.2M-11.5M Ft (24k-30k€)	High	92.70%	🔗
Quality Assurance Analyst	7.3M-11.9M Ft (19k-31k€)	High	89.20%	🔗
Quality Assurance Engineer	8.1M-9.6M Ft (21k-25k€)	High	85.80%	🔗
React Developer	12.3M-13.8M Ft (32k-36k€)	High	98.60%	🔗
Research Analyst	9.2M-12.7M Ft (24k-33k€)	Low	90.60%	🔗
Research Manager	12.7M-15.7M Ft (33k-41k€)	Low	92.90%	🔗

Researcher	8.1M-10.8M Ft (21k-28k€)	High	90.40%	🔗
Ruby Developer	10.8M-11.9M Ft (28k-31k€)	High	86.80%	🔗
SAP FI	10.4M-12.3M Ft (27k-32k€)	High	92.70%	🔗
SAP HANA Consultant	8.8M-10.0M Ft (23k-26k€)	High	76.80%	🔗
SAP HCM	11.1M-11.5M Ft (29k-30k€)	High	83.70%	🔗
SAP MM	10.0M-10.8M Ft (26k-28k€)	High	85.50%	🔗
SAP SD	11.5M-11.5M Ft (30k-30k€)	High	99.00%	🔗
Salesforce Administrator	9.6M-12.3M Ft (25k-32k€)	High	86.60%	🔗
Salesforce Developer	13.1M-15.7M Ft (34k-41k€)	High	84.10%	🔗
Security Consultant	13.1M-13.8M Ft (34k-36k€)	High	99.30%	🔗
Security Engineer	14.2M-16.1M Ft (37k-42k€)	High	98.50%	🔗
Security Manager	15.0M-15.0M Ft (39k-39k€)	High	92.50%	🔗
Security Specialist	12.7M-15.0M Ft (33k-39k€)	Low	96.80%	🔗
Site Reliability Engineer	12.7M-15.7M Ft (33k-41k€)	High	85.40%	🔗
Software Architect	13.4M-15.4M Ft (35k-40k€)	High	92.70%	🔗
Software Developer	11.5M-13.4M Ft (30k-35k€)	Low	86.60%	🔗
Software Engineer	11.9M-13.8M Ft (31k-36k€)	High	93.80%	🔗
Solution Architect	12.3M-14.6M Ft (32k-38k€)	High	100.00%	🔗
Solutions Analyst	9.6M-10.4M Ft (25k-27k€)	High	99.70%	🔗
Support Technician	9.6M-10.8M Ft (25k-28k€)	Low	85.10%	🔗
Systems Administrator	10.0M-11.5M Ft (26k-30k€)	High	86.30%	🔗
Systems Architect	12.3M-13.8M Ft (32k-36k€)	High	99.00%	🔗

Systems Engineer	11.9M-13.8M Ft (31k-36k€)	High	100.00%	🔗
Systems Technician	7.3M-7.7M Ft (19k-20k€)	Low	86.70%	🔗
Technical Analyst	9.6M-10.4M Ft (25k-27k€)	Medium	91.30%	🔗
Technical Manager	19.2M-20.4M Ft (50k-53k€)	High	83.50%	🔗
Technical Specialist	8.1M-10.8M Ft (21k-28k€)	Low	90.30%	🔗
Technical Support Engineer	6.9M-8.5M Ft (18k-22k€)	High	94.10%	🔗
Technical Support Manager	13.8M-14.6M Ft (36k-38k€)	Low	89.80%	🔗
Technical Support Representative	7.3M-8.5M Ft (19k-22k€)	High	90.50%	🔗
Test Automation Engineer	10.4M-10.8M Ft (27k-28k€)	High	79.50%	🔗
Test Engineer	6.9M-9.2M Ft (18k-24k€)	Medium	82.30%	🔗
Unreal Developer	7.3M-10.0M Ft (19k-26k€)	Low	91.70%	🔗
User Researcher	9.2M-10.0M Ft (24k-26k€)	Low	92.10%	🔗
Web Developer	8.5M-8.5M Ft (22k-22k€)	Low	87.10%	🔗
iOS Developer	11.1M-12.3M Ft (29k-32k€)	High	88.00%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	10.8M-13.4M Ft (28k-35k€)	High	87.20%	🔗
Brand Manager	9.6M-13.1M Ft (25k-34k€)	High	85.20%	🔗
CRM Manager	12.3M-13.8M Ft (32k-36k€)	High	97.80%	🔗
Communication Specialist	7.7M-11.1M Ft (20k-29k€)	Low	100.00%	🔗

Community Manager	10.0M-13.4M Ft (26k-35k€)	High	77.30%	🔗
Content Writer	5.8M-6.9M Ft (15k-18k€)	High	89.90%	🔗
Demand Generation Manager	52.2M-58.0M Ft (136k-151k€)	High	69.50%	🔗
Digital Marketing Strategist	10.0M-13.1M Ft (26k-34k€)	High	97.70%	🔗
Email Marketing Specialist	9.6M-10.0M Ft (25k-26k€)	High	100.00%	🔗
Growth Marketing	11.5M-12.3M Ft (30k-32k€)	High	90.60%	🔗
Marketing Assistant	6.1M-6.5M Ft (16k-17k€)	Low	88.80%	🔗
Marketing Communications Manager	10.8M-13.1M Ft (28k-34k€)	High	91.90%	🔗
Marketing Manager	13.1M-15.0M Ft (34k-39k€)	High	78.50%	🔗
Marketing Specialist	8.8M-10.0M Ft (23k-26k€)	Medium	90.50%	🔗
Partnerships Manager	13.8M-14.6M Ft (36k-38k€)	High	82.20%	🔗
Pricing Manager	13.4M-15.0M Ft (35k-39k€)	High	91.70%	🔗
Public Relations Specialist	7.3M-9.2M Ft (19k-24k€)	High	90.80%	🔗
Search Engine Optimizer	6.5M-7.7M Ft (17k-20k€)	Low	88.90%	🔗
Social Media Manager	7.7M-8.5M Ft (20k-22k€)	High	88.30%	🔗
Social Media Specialist	6.9M-7.3M Ft (18k-19k€)	High	90.90%	🔗
Technical Writer	8.8M-10.4M Ft (23k-27k€)	High	91.30%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	6.5M-8.8M Ft (17k-23k€)	Low	91.00%	🔗
Administrator	8.5M-10.8M Ft (22k-28k€)	High	100.00%	🔗
Advisor	11.1M-13.1M Ft (29k-34k€)	High	90.20%	🔗
Area Manager	13.1M-15.0M Ft (34k-39k€)	Low	90.00%	🔗
Assistant Manager	11.5M-12.3M Ft (30k-32k€)	Low	100.00%	🔗
Communications Manager	11.5M-12.7M Ft (30k-33k€)	High	82.90%	🔗
Compliance Manager	13.8M-15.0M Ft (36k-39k€)	High	91.90%	🔗
Compliance Officer	11.5M-12.3M Ft (30k-32k€)	High	83.10%	🔗
Customer Operations Manager	12.3M-16.9M Ft (32k-44k€)	High	64.40%	🔗
Delivery Manager	10.8M-12.7M Ft (28k-33k€)	High	82.70%	🔗
Electrical and Instrumentation Technician	5.4M-6.1M Ft (14k-16k€)	Low	81.40%	🔗
Field Service Technician	5.4M-6.5M Ft (14k-17k€)	High	86.10%	🔗
Fleet Manager	9.6M-11.5M Ft (25k-30k€)	Low	83.80%	🔗
Forklift Driver	3.1M-5.0M Ft (8k-13k€)	Low	89.50%	🔗
Health and Safety Coordinator	8.5M-9.6M Ft (22k-25k€)	Low	91.10%	🔗
Logistics Manager	7.7M-9.2M Ft (20k-24k€)	Medium	96.90%	🔗
Maintenance Technician	5.4M-6.5M Ft (14k-17k€)	Low	95.10%	🔗
Manufacturing Technician	5.4M-8.1M Ft (14k-21k€)	High	74.90%	🔗
Mechanical Maintenance	5.8M-6.1M Ft (15k-16k€)	Low	100.00%	🔗

Operations Engineer	10.8M-12.3M Ft (28k-32k€)	High	91.20%	🔗
Operations Manager	11.9M-13.8M Ft (31k-36k€)	High	93.10%	🔗
Operations Specialist	9.6M-10.8M Ft (25k-28k€)	Low	89.00%	🔗
Operations Support Manager	14.6M-15.4M Ft (38k-40k€)	Low	90.00%	🔗
Operations Technician	5.4M-7.7M Ft (14k-20k€)	Low	88.50%	🔗
Plant Technician	3.8M-6.1M Ft (10k-16k€)	Low	100.00%	🔗
Program Manager	13.8M-18.8M Ft (36k-49k€)	High	90.60%	🔗
Project Coordinator	5.8M-6.1M Ft (15k-16k€)	Low	96.00%	🔗
Project Manager	10.4M-14.2M Ft (27k-37k€)	High	93.40%	🔗
Quality Assurance Manager	14.6M-18.1M Ft (38k-47k€)	High	94.30%	🔗
Quality Lead	11.5M-13.4M Ft (30k-35k€)	High	95.70%	🔗
Revenue Manager	11.1M-15.0M Ft (29k-39k€)	High	91.30%	🔗
Safety Manager	11.1M-12.3M Ft (29k-32k€)	Low	90.80%	🔗
Safety Specialist	10.0M-10.8M Ft (26k-28k€)	High	90.70%	🔗
Shift Manager	11.9M-13.4M Ft (31k-35k€)	Low	86.40%	🔗
Software Delivery Manager	10.8M-13.1M Ft (28k-34k€)	Low	86.90%	🔗
Strategy Manager	11.9M-15.4M Ft (31k-40k€)	Medium	90.40%	🔗
Supply Chain Manager	12.7M-13.8M Ft (33k-36k€)	High	97.50%	🔗
Traffic Agent	3.8M-4.6M Ft (10k-12k€)	Low	100.00%	🔗
Traffic Manager	8.8M-11.1M Ft (23k-29k€)	High	92.10%	🔗
Transport Controller	10.8M-14.6M Ft (28k-38k€)	Low	77.80%	🔗
Transportation Manager	10.0M-10.8M Ft (26k-28k€)	High	91.00%	🔗

Warehouse Associate	4.6M-5.4M Ft (12k-14k€)	Low	89.60%	🔗
Warehouse Lead	5.8M-6.9M Ft (15k-18k€)	Low	82.50%	🔗
Warehouse Manager	15.0M-15.0M Ft (39k-39k€)	Low	87.40%	🔗
Warehouse Worker	4.2M-5.4M Ft (11k-14k€)	Low	90.10%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	15.0M-17.7M Ft (39k-46k€)	High	92.80%	🔗
Group Product Manager	17.3M-17.7M Ft (45k-46k€)	Low	76.20%	🔗
Implementation Specialist	10.0M-11.5M Ft (26k-30k€)	Low	96.80%	🔗
Product Analyst	9.6M-10.0M Ft (25k-26k€)	Low	88.30%	🔗
Product Designer	10.0M-13.4M Ft (26k-35k€)	High	84.90%	🔗
Product Manager	24.6M-28.4M Ft (64k-74k€)	High	94.90%	🔗
Product Marketing Manager	13.8M-14.6M Ft (36k-38k€)	High	88.40%	🔗
Product Owner	10.8M-13.8M Ft (28k-36k€)	High	77.90%	🔗
Product Specialist	10.8M-10.8M Ft (28k-28k€)	High	92.50%	🔗
Scrum Master	15.4M-17.3M Ft (40k-45k€)	High	99.50%	🔗
Team Leader	14.2M-17.7M Ft (37k-46k€)	High	88.20%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	7.3M-8.5M Ft (19k-22k€)	High	89.10%	🔗
Account Manager	6.5M-8.5M Ft (17k-22k€)	Low	94.00%	🔗
Area Sales Manager	8.5M-8.5M Ft (22k-22k€)	High	100.00%	🔗
Branch Manager	8.8M-10.8M Ft (23k-28k€)	High	99.70%	🔗
Business Developer	9.2M-11.5M Ft (24k-30k€)	High	94.80%	🔗
Business Development Manager	15.0M-16.5M Ft (39k-43k€)	High	77.30%	🔗
Business Development Representative	5.8M-6.9M Ft (15k-18k€)	Low	90.90%	🔗
Channel Sales	11.5M-13.4M Ft (30k-35k€)	Low	91.40%	🔗
Commercial Manager	10.0M-11.9M Ft (26k-31k€)	High	89.30%	🔗
Customer Onboarding Specialist	8.1M-8.8M Ft (21k-23k€)	Low	79.40%	🔗
Customer Success	6.9M-10.8M Ft (18k-28k€)	High	99.00%	🔗
Customer Success Manager	8.1M-11.5M Ft (21k-30k€)	High	88.30%	🔗
Inside Sales Representative	5.8M-6.5M Ft (15k-17k€)	High	90.80%	🔗
Key Account Manager	6.9M-7.7M Ft (18k-20k€)	High	90.70%	🔗
National Account Manager	12.3M-13.4M Ft (32k-35k€)	Low	91.00%	🔗
Presales Consultant	15.4M-16.1M Ft (40k-42k€)	Medium	100.00%	🔗
Sales Analyst	6.9M-10.4M Ft (18k-27k€)	High	100.00%	🔗
Sales Assistant	12.7M-13.4M Ft (33k-35k€)	Low	97.50%	🔗
Sales Associate	10.0M-12.3M Ft (26k-32k€)	Medium	97.60%	🔗

Sales Development Manager	10.0M-11.1M Ft (26k-29k€)	High	93.20%	🔗
Sales Engineer	12.3M-15.7M Ft (32k-41k€)	High	94.00%	🔗
Sales Executive	8.5M-10.0M Ft (22k-26k€)	High	90.20%	🔗
Sales Manager	11.1M-15.4M Ft (29k-40k€)	Medium	83.10%	🔗
Sales Operations	11.9M-14.2M Ft (31k-37k€)	High	95.20%	🔗
Sales Representative	8.5M-11.1M Ft (22k-29k€)	High	92.40%	🔗
Sales Support Manager	8.8M-10.0M Ft (23k-26k€)	Low	66.40%	🔗

Dublin

Dublin plays host to a labor landscape that's been artfully enriched by the ink of its literary legacy. Within this enigmatic city, a skilled workforce, invigorated by the vibrant cultural undercurrents, serves as the driving force behind an array of industries, spanning from the technological marvels to the intricacies of the financial sector.

With a strategic presence at the very heart of Europe's English-speaking realm,

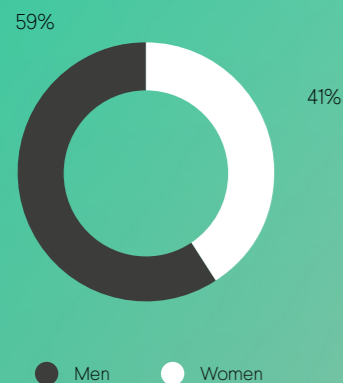
coupled with policies that embrace business in their embrace, Dublin beckons multinational corporations to its welcoming shores.

The city firmly establishes itself as a hub for the ceaseless exchange of trade and commerce, where the past reverberates harmoniously with the ceaseless march into the future.¹

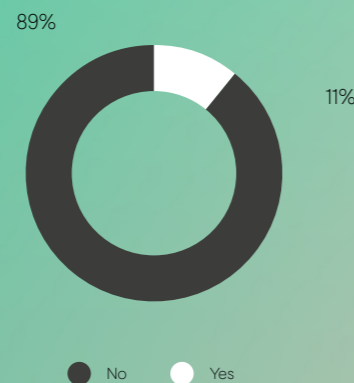


* Public Holidays: 9 days / year * Working hours: 39 h / week *

Gender occupation²



Remote work³



Population⁴: 554K people

GDP⁵: 222.1B€

Cost of living⁶: 80.3

*For more information about the insights, see annex on page 194

Minimum wage: 1,909.7€

Ratio professionals/ job opening⁷: 3.69

Benefits:

- Work-life balance
- Flexible working hours
- Professional development

Average country salary/month⁸: 3,086€

Dublin Companies⁹



Accenture Ireland
(Consulting and professional services)

Stripe
(Payment processing company)

Ryanair
(Low-cost airline)

Dublin

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accounting Assistant	37k-44k€	Low	99.30%	🔗
Accounting Specialist	44k-53k€	High	100.00%	🔗
Commercial Agent	24k-36k€	Low	100.00%	🔗
Credit Manager	54k-72k€	Low	86.80%	🔗
Customer Care Representative	33k-36k€	High	87.30%	🔗
Data Processor	22k-23k€	High	81.90%	🔗
Human Resources Assistant	36k-42k€	Low	96.80%	🔗
Office Assistant	30k-35k€	Low	95.50%	🔗
Office Coordinator	36k-45k€	High	98.40%	🔗
Office Manager	52k-57k€	High	83.00%	🔗
Team Administrator	28k-33k€	High	96.90%	🔗
Technical Support Coordinator	30k-35k€	Low	98.10%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	48k-61k€	High	97.20%	🔗
Customer Service Representative	29k-34k€	High	100.00%	🔗
Customer Support Agent	32k-34k€	High	81.70%	🔗
Customer Support Manager	36k-40k€	High	83.60%	🔗
Customer Support Supervisor	21k-28k€	Low	91.20%	🔗
Desktop Support	32k-39k€	High	100.00%	🔗
Helpdesk Technician	30k-40k€	High	100.00%	🔗
Service Manager	90k-105k€	High	81.10%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
3D Artist	43k-50k€	Medium	89.30%	🔗
Game Designer	54k-59k€	High	100.00%	🔗
Graphic Designer	60k-66k€	High	90.10%	🔗
Instructional Designer	53k-63k€	High	84.90%	🔗
Media Designer	37k-44k€	Low	92.90%	🔗
User Experience Designer	62k-74k€	High	82.10%	🔗

User Experience Manager	89k-97k€	High	92.90%	🔗
User Interface Designer	73k-84k€	High	87.80%	🔗
Visual Designer	53k-61k€	High	90.30%	🔗
Web Designer	51k-58k€	High	92.70%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	52k-62k€	High	96.40%	🔗
Accounts Payable Manager	60k-70k€	High	89.70%	🔗
Accounts Payable Specialist	48k-57k€	High	92.80%	🔗
Accounts Receivable Manager	26k-34k€	High	86.10%	🔗
Administrative Assistant	39k-43k€	Low	92.50%	🔗
Analyst	58k-66k€	High	89.50%	🔗
Back Office Specialist	21k-27k€	High	85.80%	🔗
Business Process Analyst	56k-66k€	High	96.10%	🔗
Claims Assistant	33k-38k€	Low	100.00%	🔗
Claims Manager	52k-81k€	Low	100.00%	🔗
Compliance Specialist	56k-61k€	Medium	96.20%	🔗
Comptroller	85k-96k€	Low	78.70%	🔗
Demand Planner	42k-48k€	High	95.80%	🔗
Event Manager	43k-49k€	High	96.10%	🔗

Finance Analyst	55k-63k€	High	91.00%	🔗
Finance Assistant	31k-38k€	Low	100.00%	🔗
Finance Consultant	58k-71k€	High	94.30%	🔗
Finance Manager	100k-109k€	High	95.30%	🔗
Financial Controller	76k-85k€	High	97.30%	🔗
Financial Planning Analyst	65k-72k€	Low	86.20%	🔗
Financial Planning Manager	66k-87k€	Low	89.70%	🔗
Human Resources Advisor	47k-52k€	High	96.00%	🔗
Investor Relations Manager	33k-66k€	Low	100.00%	🔗
Management Accountant	61k-67k€	High	88.00%	🔗
Marketer	51k-62k€	Low	90.30%	🔗
Middle Office Specialist	82k-102k€	High	84.20%	🔗
Pricing Analyst	55k-60k€	High	85.00%	🔗
Procurement Manager	78k-89k€	High	79.90%	🔗
Procurement Specialist	53k-60k€	Medium	97.00%	🔗
Purchasing Manager	53k-61k€	High	92.20%	🔗
Quantitative Analyst	56k-66k€	High	84.70%	🔗
Revenue Accountant	47k-55k€	High	99.00%	🔗
Risk Manager	72k-74k€	High	92.70%	🔗
Technical Trainer	64k-73k€	Medium	84.20%	🔗
Trainer	42k-49k€	Low	99.30%	🔗
Treasury Analyst	49k-60k€	High	92.40%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Analyst	42k-49k€	High	94.80%	🔗
Laboratory Manager	70k-83k€	High	96.00%	🔗
Medical Science Liaison	49k-54k€	High	78.60%	🔗
Principal Scientist	87k-101k€	High	91.30%	🔗
Quality Control Chemist	51k-59k€	Low	87.50%	🔗
Research Technician	36k-40k€	Low	95.10%	🔗
Scientist	75k-83k€	Low	93.70%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	35k-39k€	High	91.40%	🔗
Human Resources Business Partner	59k-64k€	High	98.10%	🔗
Human Resources Coordinator	47k-50k€	High	94.30%	🔗
Human Resources Manager	57k-69k€	High	83.10%	🔗
Human Resources Specialist	48k-57k€	Low	94.70%	🔗
Human Resources Systems Specialist	50k-50k€	Low	85.50%	🔗
People Operations	62k-99k€	High	100.00%	🔗

Recruiter	49k-59k€	Low	92.00%	🔗
Sourcer	56k-67k€	Low	90.10%	🔗
Talent Acquisition Manager	80k-95k€	High	98.10%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	68k-80k€	High	93.00%	🔗
ABAP Developer	72k-81k€	High	79.10%	🔗
Actuary	120k-132k€	High	90.30%	🔗
Android Developer	67k-78k€	High	92.10%	🔗
Application Developer	63k-70k€	Low	90.60%	🔗
Applications Developer	65k-70k€	High	95.90%	🔗
Applications Support Engineer	66k-69k€	High	97.60%	🔗
Automation Engineer	80k-89k€	High	93.60%	🔗
Backend Developer	78k-120k€	High	96.30%	🔗
Blockchain Developer	74k-81k€	High	100.00%	🔗
Business Analyst	58k-65k€	High	93.70%	🔗
Business Intelligence Developer	68k-79k€	High	91.80%	🔗
Business Intelligence Manager	60k-76k€	High	77.40%	🔗
C++ Developer	61k-75k€	High	83.20%	🔗
CRM Developer	87k-97k€	High	94.90%	🔗

Cloud Engineer	60k-69k€	High	85.30%	🔗
Cyber Security Analyst	56k-68k€	High	85.60%	🔗
Data Analyst	58k-70k€	High	90.30%	🔗
Data Consultant	64k-74k€	High	92.70%	🔗
Data Engineer	105k-127k€	High	85.60%	🔗
Data Manager	74k-86k€	High	99.50%	🔗
Data Processing Manager	76k-76k€	Low	83.80%	🔗
Data Quality Specialist	64k-70k€	High	100.00%	🔗
Data Scientist	91k-104k€	High	89.90%	🔗
Data Specialist	70k-85k€	Low	91.20%	🔗
Database Administrator	71k-76k€	High	92.60%	🔗
Database Developer	51k-70k€	Low	92.70%	🔗
DevOps Engineer	84k-104k€	High	92.20%	🔗
Developer	60k-74k€	Low	85.90%	🔗
ERP Consultant	72k-84k€	High	96.20%	🔗
ERP Developer	71k-89k€	High	87.20%	🔗
Elixir Developer	67k-99k€	Low	95.70%	🔗
Embedded Engineer	55k-71k€	High	95.60%	🔗
Engineer	76k-93k€	High	98.30%	🔗
Engineering Manager	126k-139k€	High	76.00%	🔗
Frontend Developer	81k-96k€	High	92.30%	🔗
Full Stack Developer	74k-80k€	High	87.70%	🔗

Functional Consultant	60k-65k€	High	100.00%	🔗
GIS Specialist	44k-51k€	Low	82.00%	🔗
Game Developer	58k-67k€	Low	100.00%	🔗
Golang Developer	81k-95k€	High	99.80%	🔗
IOT Engineer	63k-73k€	High	99.80%	🔗
IT Consultant	52k-60k€	High	96.90%	🔗
IT Developer	78k-85k€	High	84.60%	🔗
IT Manager	98k-106k€	High	70.70%	🔗
IT Project Manager	139k-141k€	High	71.80%	🔗
Integration Engineer	62k-71k€	High	97.60%	🔗
Java Developer	77k-97k€	High	90.80%	🔗
Machine Learning Engineer	75k-96k€	High	95.20%	🔗
Mobile Developer	60k-71k€	Medium	95.10%	🔗
NetOps Engineer	32k-77k€	Low	97.10%	🔗
Network Engineer	72k-82k€	High	89.70%	🔗
Network Manager	101k-128k€	High	96.80%	🔗
Nodejs Developer	59k-74k€	High	86.40%	🔗
PHP Developer	60k-67k€	High	87.60%	🔗
Platform Engineer	78k-99k€	High	88.00%	🔗
Python Developer	72k-85k€	High	91.10%	🔗
Quality Assurance Analyst	90k-111k€	High	79.00%	🔗
Quality Assurance Engineer	51k-56k€	Medium	92.70%	🔗

React Developer	73k-82k€	High	98.10%	🔗
Research Analyst	53k-63k€	Low	88.50%	🔗
Research Manager	70k-78k€	High	100.00%	🔗
Researcher	52k-60k€	Low	88.70%	🔗
Ruby Developer	66k-80k€	High	87.80%	🔗
SAP FI	67k-74k€	High	98.50%	🔗
SAP HANA Consultant	69k-81k€	High	82.40%	🔗
SAP HCM	77k-82k€	High	95.70%	🔗
SAP MM	64k-73k€	High	85.50%	🔗
SAP SD	74k-76k€	High	99.30%	🔗
Salesforce Administrator	74k-74k€	High	90.50%	🔗
Salesforce Developer	95k-125k€	High	82.00%	🔗
Security Consultant	88k-95k€	High	99.30%	🔗
Security Engineer	78k-83k€	High	92.10%	🔗
Security Manager	104k-114k€	High	81.90%	🔗
Site Reliability Engineer	71k-89k€	High	88.90%	🔗
Software Architect	69k-78k€	High	100.00%	🔗
Software Developer	60k-69k€	High	85.60%	🔗
Software Engineer	73k-88k€	High	92.00%	🔗
Solution Architect	85k-100k€	High	95.30%	🔗
Solutions Analyst	45k-50k€	Low	100.00%	🔗
Support Technician	34k-41k€	Low	100.00%	🔗

Systems Administrator	58k-63k€	High	84.50%	🔗
Systems Architect	85k-94k€	High	99.00%	🔗
Systems Engineer	70k-79k€	High	93.70%	🔗
Systems Technician	34k-37k€	Low	97.00%	🔗
Technical Analyst	53k-58k€	Medium	95.80%	🔗
Technical Manager	100k-115k€	High	100.00%	🔗
Technical Specialist	56k-70k€	Low	96.20%	🔗
Technical Support Engineer	66k-84k€	High	91.00%	🔗
Technical Support Manager	91k-97k€	Medium	84.80%	🔗
Technical Support Representative	42k-48k€	High	91.40%	🔗
Technical Support Specialist	44k-51k€	High	88.80%	🔗
Test Automation Engineer	69k-77k€	High	89.40%	🔗
Test Engineer	61k-68k€	Low	91.20%	🔗
Unreal Developer	57k-80k€	Low	77.20%	🔗
User Researcher	63k-70k€	High	90.30%	🔗
Web Developer	60k-71k€	High	89.90%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	51k-60k€	Low	95.40%	🔗
Brand Manager	82k-92k€	High	89.90%	🔗
CRM Manager	85k-96k€	High	85.00%	🔗
Communication Specialist	35k-40k€	Low	99.30%	🔗
Community Manager	56k-72k€	High	74.20%	🔗
Content Writer	40k-49k€	High	95.60%	🔗
Demand Generation Manager	70k-75k€	High	94.20%	🔗
Digital Marketing Strategist	58k-66k€	High	93.10%	🔗
Email Marketing Specialist	45k-47k€	High	78.70%	🔗
Marketing Assistant	39k-42k€	Low	86.40%	🔗
Marketing Communications Manager	56k-62k€	Low	98.30%	🔗
Marketing Manager	83k-100k€	High	89.60%	🔗
Marketing Specialist	53k-63k€	Low	92.90%	🔗
Partnerships Manager	68k-76k€	High	100.00%	🔗
Pricing Manager	92k-103k€	High	83.50%	🔗
Public Relations Specialist	55k-61k€	High	100.00%	🔗
Search Engine Optimizer	48k-53k€	Low	99.00%	🔗
Social Media Manager	59k-68k€	High	86.50%	🔗
Social Media Specialist	35k-42k€	Medium	81.30%	🔗

Technical Writer	63k-72k€	High	94.10%	🔗
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Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	66k-77k€	Low	83.60%	🔗
Administrator	34k-41k€	High	87.90%	🔗
Advisor	52k-66k€	Low	98.60%	🔗
Area Manager	75k-84k€	Low	89.30%	🔗
Assistant Manager	62k-76k€	Low	87.60%	🔗
Communications Manager	82k-97k€	High	91.10%	🔗
Compliance Manager	69k-79k€	Medium	91.70%	🔗
Compliance Officer	78k-88k€	High	85.50%	🔗
Customer Operations Manager	47k-98k€	High	81.30%	🔗
Delivery Manager	75k-86k€	High	87.00%	🔗
Electrical and Instrumentation Technician	41k-48k€	Low	97.20%	🔗
Field Service Technician	41k-48k€	High	99.30%	🔗
Fleet Manager	58k-65k€	Low	80.30%	🔗
Forklift Driver	28k-30k€	High	99.80%	🔗
Health and Safety Coordinator	35k-40k€	Low	99.30%	🔗
Logistics Manager	56k-65k€	High	93.50%	🔗

Maintenance Technician	39k-44k€	High	100.00%	🔗
Manufacturing Technician	32k-41k€	High	87.50%	🔗
Mechanical Maintenance	48k-53k€	High	100.00%	🔗
Operations Engineer	44k-52k€	High	76.80%	🔗
Operations Manager	71k-87k€	High	86.80%	🔗
Operations Specialist	63k-75k€	Low	100.00%	🔗
Operations Support Manager	75k-90k€	Low	84.60%	🔗
Operations Technician	36k-46k€	High	90.60%	🔗
Plant Technician	36k-47k€	Low	99.30%	🔗
Program Manager	88k-98k€	High	97.50%	🔗
Project Coordinator	40k-46k€	High	95.30%	🔗
Project Manager	68k-82k€	High	100.00%	🔗
Quality Assurance Manager	80k-94k€	High	79.50%	🔗
Quality Lead	42k-45k€	High	91.60%	🔗
Revenue Manager	61k-71k€	High	91.20%	🔗
Safety Manager	78k-87k€	High	96.60%	🔗
Safety Specialist	61k-71k€	Low	92.00%	🔗
Shift Manager	57k-79k€	High	87.30%	🔗
Software Delivery Manager	74k-88k€	Low	87.00%	🔗
Strategy Manager	84k-98k€	Medium	96.60%	🔗
Supply Chain Manager	76k-88k€	High	92.00%	🔗
Traffic Agent	24k-32k€	Low	100.00%	🔗

Traffic Manager	78k-84k€	Low	77.80%	🔗
Transportation Manager	68k-72k€	High	89.80%	🔗
Warehouse Associate	25k-28k€	High	98.60%	🔗
Warehouse Lead	48k-51k€	High	77.30%	🔗
Warehouse Manager	78k-90k€	Medium	82.90%	🔗
Warehouse Worker	29k-30k€	High	97.00%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	103k-122k€	High	92.70%	🔗
Group Product Manager	103k-104k€	High	92.50%	🔗
Implementation Specialist	52k-58k€	High	91.40%	🔗
Product Analyst	47k-51k€	High	100.00%	🔗
Product Designer	70k-80k€	High	94.60%	🔗
Product Manager	89k-100k€	High	94.00%	🔗
Product Marketing Manager	68k-74k€	High	93.50%	🔗
Product Owner	76k-84k€	High	81.20%	🔗
Product Specialist	66k-77k€	Low	93.70%	🔗
Scrum Master	93k-105k€	High	97.90%	🔗
Team Leader	90k-122k€	High	85.70%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	43k-53k€	High	94.70%	🔗
Account Manager	49k-63k€	Medium	99.50%	🔗
Area Sales Manager	54k-62k€	Medium	86.90%	🔗
Branch Manager	53k-70k€	High	99.70%	🔗
Business Development Manager	62k-78k€	High	74.60%	🔗
Business Development Representative	40k-48k€	High	96.90%	🔗
Commercial Manager	51k-62k€	High	90.00%	🔗
Customer Onboarding Specialist	35k-39k€	High	87.80%	🔗
Customer Success	37k-52k€	High	94.20%	🔗
Customer Success Manager	59k-72k€	Medium	93.20%	🔗
Inbound Sales	41k-46k€	High	100.00%	🔗
Inside Sales Representative	37k-45k€	High	98.60%	🔗
Key Account Manager	55k-56k€	High	98.40%	🔗
National Account Manager	64k-75k€	High	89.00%	🔗
Presales Consultant	92k-106k€	High	90.60%	🔗
Sales Analyst	50k-59k€	High	98.10%	🔗
Sales Assistant	96k-115k€	Low	82.00%	🔗
Sales Associate	66k-84k€	High	83.70%	🔗
Sales Development Manager	70k-76k€	High	98.10%	🔗

Sales Engineer	87k-101k€	High	87.80%	🔗
Sales Executive	38k-44k€	High	90.10%	🔗
Sales Manager	79k-97k€	Low	86.30%	🔗
Sales Operations	67k-79k€	High	87.40%	🔗
Sales Representative	59k-72k€	Low	89.10%	🔗
Sales Support Manager	81k-93k€	Low	75.50%	🔗

Lisbon

Lisbon stands as a resplendent showcase of a labor market that flourishes with the undeniable charm and inexorable promise of the Mediterranean spirit.

Within its confines, a cohort of skilled professionals, drawn from the tapestry of maritime heritage that defines the city, becomes the propellant force driving the burgeoning sectors of tourism and technological innovation alike.

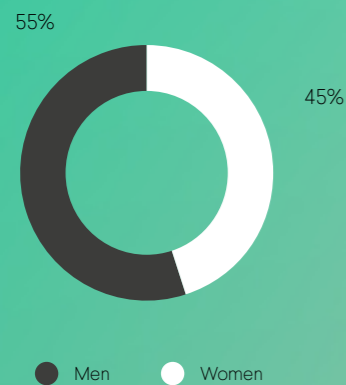
Situated strategically along the Atlantic, Lisbon's geographical placement becomes the gateway to both European and global markets, with affordable living standards acting as an added incentive.

This harmonious blend of history and progressive drive lays the foundation for a fertile ground where the blossoms of trade and commerce find an unfettered space to thrive.¹

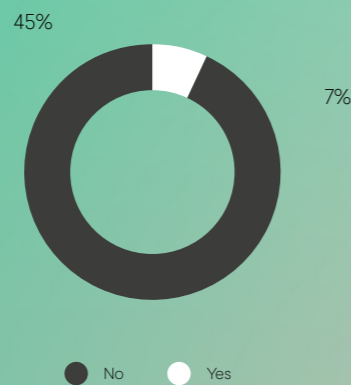


* Public Holidays: 13 days / year * Working hours: 40 h / week *

Gender occupation²



Remote work³



Population⁴: 505K people

GDP⁵: 110.4B€

Cost of living⁶: 53.9

*For more information about the insights, see annex on page 194

Lisbon Companies⁹

Minimum wage: 760€

Ratio professionals/ job opening⁷: 4.04

Benefits:
 · Professional development
 · Health insurance
 · Work-life balance

Average country salary/month⁸: 1,162€



EDP Renewables
(Renewable energy company)



Farfetch
(E-commerce platform for luxury fashion)



OutSystems
(Low-code application development platform)

Lisbon

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Administrator	16k-17k€	Low	77.80%	🔗
Accounting Assistant	22k-24k€	Low	85.70%	🔗
Accounting Specialist	24k-30k€	High	92.90%	🔗
Bookkeeper	30k-41k€	Low	98.60%	🔗
Commercial Agent	11k-14k€	High	86.00%	🔗
Credit Manager	37k-50k€	High	93.20%	🔗
Customer Care Representative	23k-35k€	High	87.30%	🔗
Data Processor	14k-18k€	Low	74.40%	🔗
Human Resources Assistant	20k-29k€	Low	90.20%	🔗
Office Assistant	21k-29k€	Low	95.30%	🔗
Office Coordinator	20k-24k€	Low	92.90%	🔗
Office Manager	35k-45k€	High	96.00%	🔗
Team Administrator	16k-19k€	Low	98.10%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	24k-26k€	High	94.40%	🔗
Customer Service Representative	16k-17k€	High	100.00%	🔗
Customer Support Agent	10k-13k€	High	83.20%	🔗
Customer Support Manager	33k-35k€	High	99.30%	🔗
Customer Support Supervisor	14k-21k€	Low	81.60%	🔗
Desktop Support	16k-17k€	High	99.70%	🔗
Helpdesk Technician	12k-15k€	Medium	83.30%	🔗
Service Manager	45k-52k€	Medium	91.10%	🔗
Technical Support Coordinator	11k-16k€	Low	84.70%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Game Designer	34k-35k€	Medium	85.30%	🔗
Graphic Designer	26k-29k€	High	87.50%	🔗
Instructional Designer	32k-37k€	High	90.90%	🔗
Media Designer	15k-19k€	Low	95.10%	🔗
User Experience Designer	25k-27k€	High	82.80%	🔗
User Experience Manager	39k-43k€	High	89.00%	🔗

User Interface Designer	36k-41k€	Low	87.20%	🔗
Visual Designer	28k-31k€	Low	87.70%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	33k-36k€	High	93.60%	🔗
Accounts Payable Manager	31k-35k€	High	87.50%	🔗
Accounts Payable Specialist	18k-20k€	High	88.90%	🔗
Accounts Receivable Manager	11k-18k€	Low	77.80%	🔗
Administrative Assistant	21k-23k€	Low	91.00%	🔗
Analyst	30k-34k€	Medium	83.70%	🔗
Back Office Specialist	20k-21k€	High	93.00%	🔗
Business Process Analyst	30k-38k€	Medium	85.50%	🔗
Claims Assistant	16k-18k€	Low	61.80%	🔗
Claims Manager	29k-48k€	Low	100.00%	🔗
Compliance Specialist	31k-33k€	Low	94.40%	🔗
Comptroller	40k-47k€	Low	94.50%	🔗
Demand Planner	19k-22k€	High	84.40%	🔗
Event Manager	26k-32k€	High	86.80%	🔗
Finance Analyst	35k-39k€	High	91.90%	🔗
Finance Assistant	16k-19k€	Low	65.10%	🔗

Finance Consultant	38k-50k€	High	99.70%	🔗
Finance Manager	46k-55k€	High	99.00%	🔗
Financial Analyst	34k-34k€	High	85.50%	🔗
Financial Controller	25k-26k€	High	81.40%	🔗
Financial Planning Analyst	35k-38k€	Low	88.20%	🔗
Financial Planning Manager	38k-56k€	Medium	84.60%	🔗
Human Resources Advisor	22k-30k€	Low	99.70%	🔗
Investor Relations Manager	27k-59k€	Low	85.60%	🔗
Management Accountant	31k-35k€	High	83.30%	🔗
Marketer	33k-42k€	Medium	94.20%	🔗
Middle Office Specialist	43k-54k€	Low	100.00%	🔗
Pricing Analyst	30k-35k€	Medium	93.20%	🔗
Procurement Manager	37k-48k€	High	95.10%	🔗
Procurement Specialist	29k-29k€	Low	89.90%	🔗
Purchasing Manager	36k-37k€	Low	99.80%	🔗
Quantitative Analyst	68k-74k€	High	91.00%	🔗
Revenue Accountant	21k-27k€	High	97.10%	🔗
Risk Manager	38k-42k€	Low	84.70%	🔗
Technical Trainer	34k-39k€	High	82.50%	🔗
Trainer	24k-28k€	Low	91.90%	🔗
Treasury Analyst	29k-34k€	High	92.10%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Manager	33k-38k€	Low	89.40%	🔗
Medical Science Liaison	46k-50k€	High	87.00%	🔗
Principal Scientist	55k-60k€	High	91.70%	🔗
Quality Control Chemist	28k-35k€	Low	87.10%	🔗
Research Technician	20k-21k€	Low	93.90%	🔗
Scientist	36k-41k€	Low	94.30%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	19k-24k€	High	90.80%	🔗
Human Resources Business Partner	40k-45k€	High	100.00%	🔗
Human Resources Coordinator	32k-35k€	High	87.00%	🔗
Human Resources Manager	31k-38k€	High	93.30%	🔗
Human Resources Specialist	26k-35k€	High	100.00%	🔗
Human Resources Systems Specialist	22k-24k€	Low	91.60%	🔗
People Operations	42k-54k€	High	97.90%	🔗
Recruiter	25k-30k€	Medium	96.30%	🔗

Sourcer	32k-35k€	High	86.90%	🔗
Talent Acquisition Manager	51k-54k€	High	99.80%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	39k-43k€	Medium	98.70%	🔗
ABAP Developer	35k-38k€	Low	84.20%	🔗
Actuary	54k-60k€	Low	87.60%	🔗
Android Developer	39k-43k€	High	86.50%	🔗
Application Developer	37k-40k€	High	89.70%	🔗
Applications Developer	55k-66k€	Low	82.30%	🔗
Applications Support Engineer	35k-36k€	High	98.60%	🔗
Automation Engineer	38k-40k€	High	93.80%	🔗
Backend Developer	41k-63k€	High	89.30%	🔗
Blockchain Developer	39k-48k€	High	83.20%	🔗
Business Analyst	34k-40k€	High	83.70%	🔗
Business Intelligence Developer	32k-36k€	High	88.60%	🔗
Business Intelligence Manager	48k-70k€	Low	85.00%	🔗
C++ Developer	38k-42k€	High	78.70%	🔗
CRM Developer	43k-55k€	High	90.80%	🔗
Cloud Engineer	47k-53k€	High	81.90%	🔗

Cyber Security Analyst	26k-36k€	Low	86.10%	🔗
Data Analyst	30k-37k€	High	92.90%	🔗
Data Consultant	29k-36k€	High	91.20%	🔗
Data Engineer	55k-66k€	High	86.70%	🔗
Data Manager	46k-51k€	High	90.50%	🔗
Data Processing Manager	44k-53k€	Low	86.30%	🔗
Data Quality Specialist	28k-29k€	High	100.00%	🔗
Data Scientist	41k-48k€	High	92.90%	🔗
Data Specialist	36k-44k€	Low	97.90%	🔗
Database Administrator	41k-44k€	High	88.50%	🔗
Database Developer	42k-45k€	High	99.00%	🔗
DevOps Engineer	46k-57k€	High	95.10%	🔗
Developer	30k-41k€	Low	90.20%	🔗
ERP Consultant	37k-45k€	High	88.10%	🔗
ERP Developer	46k-62k€	High	77.10%	🔗
Elixir Developer	33k-48k€	Low	94.10%	🔗
Embedded Engineer	33k-41k€	High	87.30%	🔗
Engineer	87k-100k€	High	95.30%	🔗
Engineering Manager	70k-81k€	High	86.90%	🔗
Frontend Developer	47k-52k€	High	88.80%	🔗
Full Stack Developer	37k-40k€	High	87.30%	🔗
Functional Consultant	27k-29k€	High	92.30%	🔗

GIS Specialist	26k-31k€	Low	84.00%	🔗
Game Developer	42k-42k€	High	100.00%	🔗
Golang Developer	46k-59k€	High	96.70%	🔗
IOT Engineer	32k-34k€	High	97.70%	🔗
IT Consultant	24k-26k€	Medium	94.80%	🔗
IT Developer	58k-64k€	High	100.00%	🔗
IT Manager	63k-75k€	High	67.80%	🔗
IT Project Manager	58k-66k€	High	91.20%	🔗
Integration Engineer	34k-35k€	High	90.20%	🔗
Java Developer	40k-51k€	High	90.80%	🔗
Machine Learning Engineer	38k-52k€	High	93.40%	🔗
Mobile Developer	28k-43k€	High	89.30%	🔗
NetOps Engineer	24k-34k€	Low	87.60%	🔗
Network Engineer	42k-49k€	High	100.00%	🔗
Network Manager	53k-67k€	High	96.80%	🔗
Nodejs Developer	31k-38k€	High	82.40%	🔗
PHP Developer	38k-42k€	High	83.00%	🔗
Platform Engineer	41k-52k€	High	86.10%	🔗
Python Developer	34k-41k€	High	96.20%	🔗
Quality Assurance Analyst	21k-34k€	High	95.70%	🔗
Quality Assurance Engineer	29k-34k€	High	91.20%	🔗
React Developer	44k-56k€	High	99.00%	🔗

Research Analyst	33k-42k€	Medium	92.20%	🔗
Research Manager	30k-39k€	High	94.50%	🔗
Researcher	29k-34k€	Low	92.90%	🔗
Ruby Developer	45k-56k€	High	86.80%	🔗
SAP FI	45k-52k€	High	74.30%	🔗
SAP HANA Consultant	29k-34k€	High	84.80%	🔗
SAP HCM	37k-40k€	Medium	95.70%	🔗
SAP MM	34k-35k€	High	81.50%	🔗
SAP SD	31k-32k€	High	97.70%	🔗
Salesforce Administrator	27k-34k€	High	73.70%	🔗
Salesforce Developer	102k-124k€	High	58.10%	🔗
Security Consultant	46k-50k€	High	99.30%	🔗
Security Engineer	51k-58k€	High	99.60%	🔗
Security Manager	50k-53k€	High	94.30%	🔗
Security Specialist	37k-42k€	Medium	95.90%	🔗
Site Reliability Engineer	45k-56k€	High	83.60%	🔗
Software Architect	49k-55k€	High	92.70%	🔗
Software Developer	32k-43k€	Low	89.20%	🔗
Software Engineer	42k-50k€	High	90.60%	🔗
Solution Architect	45k-52k€	High	100.00%	🔗
Solutions Analyst	32k-37k€	High	100.00%	🔗
Support Technician	26k-30k€	High	92.30%	🔗

Systems Administrator	35k-38k€	High	86.50%	🔗
Systems Architect	44k-49k€	High	99.00%	🔗
Systems Engineer	42k-50k€	High	100.00%	🔗
Systems Technician	19k-21k€	Low	81.20%	🔗
Technical Analyst	25k-28k€	Low	88.20%	🔗
Technical Manager	68k-73k€	High	69.30%	🔗
Technical Specialist	34k-45k€	Low	87.50%	🔗
Technical Support Engineer	27k-34k€	High	99.50%	🔗
Technical Support Manager	46k-47k€	High	90.90%	🔗
Technical Support Representative	20k-21k€	High	97.20%	🔗
Technical Support Specialist	19k-23k€	High	87.00%	🔗
Test Automation Engineer	36k-39k€	High	82.30%	🔗
Test Engineer	25k-34k€	Medium	86.60%	🔗
Unreal Developer	24k-29k€	Low	92.10%	🔗
User Researcher	30k-34k€	High	93.30%	🔗
Web Developer	27k-32k€	Low	81.10%	🔗
iOS Developer	37k-43k€	High	86.30%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	30k-35k€	High	93.10%	🔗
Brand Manager	38k-42k€	High	95.20%	🔗
CRM Manager	45k-48k€	High	97.80%	🔗
Communication Specialist	28k-34k€	Low	97.30%	🔗
Community Manager	43k-58k€	High	70.60%	🔗
Content Writer	20k-26k€	High	91.00%	🔗
Demand Generation Manager	44k-47k€	Low	87.50%	🔗
Digital Marketing Strategist	36k-47k€	Low	97.70%	🔗
Email Marketing Specialist	38k-42k€	High	98.40%	🔗
Growth Marketing	38k-42k€	High	92.90%	🔗
Marketing Assistant	17k-18k€	Medium	95.20%	🔗
Marketing Communications Manager	29k-34k€	Low	88.00%	🔗
Marketing Manager	34k-40k€	High	90.90%	🔗
Marketing Specialist	33k-39k€	Low	93.10%	🔗
Partnerships Manager	29k-45k€	Low	91.40%	🔗
Pricing Manager	48k-54k€	High	93.40%	🔗
Public Relations Specialist	29k-32k€	High	92.10%	🔗
Search Engine Optimizer	26k-27k€	Low	97.00%	🔗
Social Media Manager	28k-30k€	High	96.70%	🔗

Social Media Specialist	21k-22k€	High	91.80%	🔗
Technical Writer	33k-35k€	High	92.30%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	30k-33k€	Medium	92.70%	🔗
Administrator	30k-39k€	Medium	98.80%	🔗
Advisor	28k-39k€	Low	91.30%	🔗
Area Manager	47k-51k€	Low	90.00%	🔗
Assistant Manager	40k-43k€	High	96.60%	🔗
Communications Manager	42k-44k€	High	87.60%	🔗
Compliance Manager	46k-52k€	Medium	93.80%	🔗
Customer Operations Manager	33k-49k€	High	73.60%	🔗
Delivery Manager	47k-55k€	High	89.30%	🔗
Electrical and Instrumentation Technician	21k-22k€	High	86.70%	🔗
Field Service Technician	19k-22k€	High	100.00%	🔗
Fleet Manager	34k-41k€	Medium	85.80%	🔗
Forklift Driver	10k-15k€	Low	91.30%	🔗
Health and Safety Coordinator	21k-24k€	Low	100.00%	🔗
Logistics Manager	19k-24k€	Low	86.80%	🔗

Maintenance Technician	20k-23k€	High	89.10%	🔗
Mechanical Maintenance	22k-23k€	Low	99.70%	🔗
Operations Engineer	38k-45k€	Medium	92.90%	🔗
Operations Manager	42k-47k€	High	90.20%	🔗
Operations Specialist	32k-36k€	Low	100.00%	🔗
Operations Support Manager	48k-51k€	Low	95.70%	🔗
Operations Technician	20k-26k€	Low	95.30%	🔗
Plant Technician	25k-27k€	Low	94.70%	🔗
Program Manager	52k-65k€	High	88.10%	🔗
Project Coordinator	21k-24k€	Low	90.70%	🔗
Project Manager	47k-56k€	Medium	100.00%	🔗
Quality Assurance Manager	53k-64k€	High	88.50%	🔗
Quality Lead	33k-36k€	Medium	92.80%	🔗
Revenue Manager	39k-49k€	High	92.90%	🔗
Safety Manager	52k-63k€	Medium	92.20%	🔗
Safety Specialist	32k-40k€	Low	81.20%	🔗
Shift Manager	19k-20k€	Low	86.20%	🔗
Software Delivery Manager	45k-54k€	Low	88.50%	🔗
Strategy Manager	43k-55k€	High	91.40%	🔗
Supply Chain Manager	45k-50k€	Medium	94.50%	🔗
Traffic Agent	10k-11k€	Low	86.70%	🔗
Transport Controller	146k-181k€	Low	94.40%	🔗

Transportation Manager	36k-38k€	High	92.40%	🔗
Warehouse Associate	15k-18k€	High	90.80%	🔗
Warehouse Lead	20k-23k€	Low	81.00%	🔗
Warehouse Manager	47k-51k€	Medium	89.60%	🔗
Warehouse Worker	15k-16k€	High	91.40%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	41k-46k€	High	96.60%	🔗
Group Product Manager	58k-68k€	High	81.10%	🔗
Implementation Specialist	26k-30k€	High	95.60%	🔗
Product Analyst	23k-28k€	Low	89.20%	🔗
Product Designer	36k-49k€	High	87.20%	🔗
Product Manager	39k-45k€	High	94.60%	🔗
Product Marketing Manager	34k-37k€	High	90.70%	🔗
Product Owner	37k-49k€	High	79.50%	🔗
Product Specialist	34k-38k€	Low	90.50%	🔗
Scrum Master	42k-45k€	High	99.80%	🔗
Team Leader	49k-64k€	High	88.40%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	25k-28k€	High	97.80%	🔗
Account Manager	25k-32k€	Low	91.50%	🔗
Area Sales Manager	30k-31k€	Medium	96.40%	🔗
Branch Manager	30k-41k€	High	100.00%	🔗
Business Developer	33k-44k€	High	100.00%	🔗
Business Development Manager	59k-67k€	High	76.40%	🔗
Business Development Representative	21k-25k€	High	98.40%	🔗
Channel Sales	42k-48k€	High	98.00%	🔗
Commercial Manager	40k-44k€	High	99.50%	🔗
Customer Onboarding Specialist	20k-21k€	Low	92.80%	🔗
Customer Success	22k-27k€	High	99.00%	🔗
Customer Success Manager	29k-40k€	High	98.40%	🔗
Inbound Sales	19k-20k€	High	70.50%	🔗
Inside Sales Representative	20k-24k€	High	92.10%	🔗
Key Account Manager	47k-53k€	High	80.40%	🔗
National Account Manager	45k-50k€	Low	91.10%	🔗
Presales Consultant	54k-58k€	High	100.00%	🔗
Sales Analyst	26k-34k€	Low	100.00%	🔗
Sales Assistant	50k-51k€	Low	90.40%	🔗

Sales Associate	36k-44k€	High	84.00%	🔗
Sales Development Manager	51k-54k€	High	94.70%	🔗
Sales Engineer	45k-56k€	Medium	90.70%	🔗
Sales Executive	30k-34k€	High	91.00%	🔗
Sales Manager	55k-70k€	Low	93.60%	🔗
Sales Operations	54k-58k€	High	100.00%	🔗
Sales Representative	31k-40k€	Medium	93.20%	🔗
Sales Support Manager	52k-56k€	Low	79.80%	🔗

London

London boasts a labor market that mirrors the cosmopolitan ethos of the city itself.

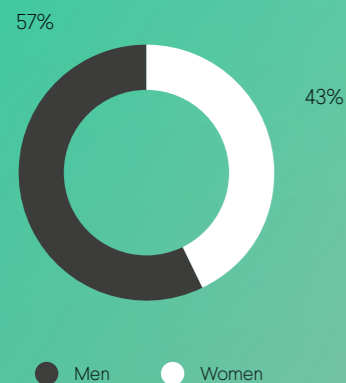
Among its labyrinthine streets and iconic landmarks, a tapestry of skilled professionals, brought together by the allure of a multicultural vibrancy, forms the backbone of industries spanning the spectrum from the intricacies of finance to the unbridled expressions of creative arts. As a financial and

cultural epicenter, strategically poised on the global stage and interconnected as never before, London radiates an irresistible magnetism for businesses of all scales and aspirations.

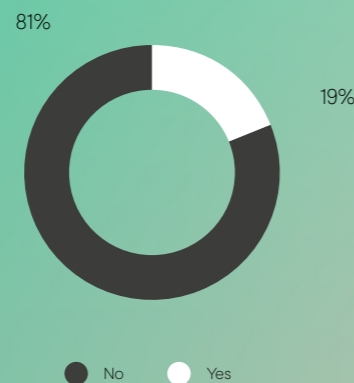
The city stands as the unrivaled destination for trade and commerce, where legacy and progress intertwine in harmonious coexistence.¹



Gender occupation²



Remote work³




Population⁴: 8.98M people


GDP⁵: 588.7B€


Cost of living⁶: 87.0

*For more information about the insights, see annex on page 194


* Public Holidays: 8 days / year * Working hours: 40 h / week *

 Minimum wage: 2,513€

 Ratio professionals/ job opening⁷: 10.51

 Benefits:

- Health insurance
- Professional development
- Company events

 Average country salary/month⁸: 1,930.11€

London Companies⁹



HSBC
(Banking and financial services)

Revolut **BURBERRY**

Revolut
(Financial technology company)

Burberry
(Fashion and luxury goods)

London

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Administrator	£25k-29k (30k-34k€)	Low	85.70%	🔗
Accounting Assistant	£28k-37k (33k-44k€)	Low	99.00%	🔗
Accounting Specialist	£35k-43k (41k-51k€)	Low	99.80%	🔗
Bookkeeper	£41k-50k (48k-59k€)	Medium	94.00%	🔗
Commercial Agent	£28k-37k (33k-44k€)	Low	95.10%	🔗
Credit Manager	£56k-68k (66k-80k€)	Low	100.00%	🔗
Customer Care Representative	£25k-29k (30k-34k€)	Low	91.40%	🔗
Data Processor	£24k-35k (28k-41k€)	Low	83.80%	🔗
Human Resources Assistant	£29k-34k (34k-40k€)	Low	93.10%	🔗
Office Assistant	£24k-30k (29k-35k€)	Low	98.60%	🔗
Office Coordinator	£29k-36k (34k-42k€)	High	100.00%	🔗
Office Manager	£42k-46k (49k-54k€)	High	98.60%	🔗
Team Administrator	£24k-27k (28k-32k€)	Low	100.00%	🔗
Technical Support Coordinator	£24k-28k (28k-33k€)	Low	83.70%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	£38k-49k (45k-58k€)	Low	89.10%	🔗
Customer Service Representative	£24k-27k (28k-32k€)	Low	100.00%	🔗
Customer Support Agent	£22k-29k (26k-34k€)	Medium	99.00%	🔗
Customer Support Manager	£57k-67k (67k-78k€)	Medium	77.10%	🔗
Customer Support Supervisor	£24k-30k (28k-36k€)	Low	100.00%	🔗
Helpdesk Technician	£24k-29k (28k-34k€)	Low	100.00%	🔗
Service Manager	£72k-84k (84k-98k€)	Low	88.50%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
3D Artist	£33k-38k (39k-45k€)	Low	96.00%	🔗
Game Designer	£42k-44k (49k-52k€)	Low	88.80%	🔗
Graphic Designer	£37k-43k (44k-51k€)	High	84.70%	🔗
Instructional Designer	£43k-52k (50k-61k€)	Low	88.70%	🔗
User Experience Designer	£44k-53k (52k-62k€)	High	86.00%	🔗
User Experience Manager	£72k-79k (84k-92k€)	Low	83.60%	🔗
User Interface Designer	£44k-52k (52k-61k€)	Low	95.00%	🔗

Visual Designer	£55k-64k (65k-75k€)	Low	90.30%	🔗
Web Designer	£44k-50k (52k-59k€)	Low	100.00%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	£52k-57k (61k-67k€)	Low	96.50%	🔗
Accounts Payable Specialist	£37k-47k (44k-55k€)	Medium	93.50%	🔗
Accounts Receivable Manager	£42k-46k (49k-54k€)	Low	88.90%	🔗
Administrative Assistant	£28k-30k (33k-35k€)	Low	98.10%	🔗
Analyst	£48k-55k (56k-64k€)	Low	95.20%	🔗
Back Office Specialist	£17k-22k (20k-26k€)	Low	71.90%	🔗
Business Process Analyst	£47k-55k (55k-65k€)	Low	96.80%	🔗
Claims Assistant	£27k-31k (32k-37k€)	Low	91.00%	🔗
Claims Manager	£31k-56k (37k-66k€)	Low	100.00%	🔗
Compliance Specialist	£45k-49k (53k-57k€)	Low	99.80%	🔗
Comptroller	£68k-78k (80k-91k€)	Low	96.90%	🔗
Demand Planner	£36k-41k (42k-48k€)	Low	92.50%	🔗
Event Manager	£35k-39k (41k-46k€)	Low	96.70%	🔗
Finance Analyst	£49k-55k (58k-65k€)	Low	90.40%	🔗
Finance Assistant	£46k-57k (54k-67k€)	Low	79.00%	🔗
Finance Consultant	£58k-73k (68k-85k€)	Low	100.00%	🔗

Finance Manager	£80k-88k (94k-103k€)	Low	94.40%	🔗
Financial Analyst	£55k-60k (64k-70k€)	Low	98.10%	🔗
Financial Controller	£70k-77k (82k-90k€)	Medium	100.00%	🔗
Financial Planning Analyst	£53k-58k (62k-68k€)	Low	84.40%	🔗
Financial Planning Manager	£61k-82k (71k-96k€)	Low	81.50%	🔗
Human Resources Advisor	£36k-40k (43k-47k€)	Low	100.00%	🔗
Investor Relations Manager	£27k-59k (32k-69k€)	Low	80.60%	🔗
Management Accountant	£49k-55k (58k-64k€)	Low	100.00%	🔗
Marketer	£55k-74k (64k-87k€)	Low	97.00%	🔗
Middle Office Specialist	£67k-83k (78k-97k€)	Low	71.40%	🔗
Pricing Analyst	£44k-48k (52k-56k€)	Low	98.50%	🔗
Procurement Manager	£66k-77k (77k-90k€)	Low	100.00%	🔗
Procurement Specialist	£43k-47k (50k-55k€)	Medium	95.10%	🔗
Quantitative Analyst	£93k-104k (109k-121k€)	Low	100.00%	🔗
Revenue Accountant	£41k-44k (48k-52k€)	Low	100.00%	🔗
Risk Manager	£58k-60k (68k-70k€)	Low	90.30%	🔗
Technical Trainer	£52k-59k (61k-69k€)	Low	89.50%	🔗
Trainer	£34k-41k (40k-48k€)	Low	98.80%	🔗
Treasury Analyst	£41k-47k (48k-55k€)	Low	87.60%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Analyst	£30k-35k (36k-41k€)	Low	94.90%	🔗
Laboratory Manager	£48k-56k (56k-66k€)	Low	94.80%	🔗
Medical Science Liaison	£67k-73k (79k-85k€)	Medium	78.50%	🔗
Principal Scientist	£85k-92k (99k-108k€)	Low	96.20%	🔗
Quality Control Chemist	£42k-48k (49k-56k€)	Low	97.10%	🔗
Research Technician	£27k-30k (32k-36k€)	Low	100.00%	🔗
Scientist	£53k-65k (62k-76k€)	Low	89.20%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	£27k-30k (32k-36k€)	High	95.00%	🔗
Human Resources Business Partner	£62k-70k (73k-82k€)	Low	95.70%	🔗
Human Resources Coordinator	£35k-38k (41k-45k€)	Low	99.80%	🔗
Human Resources Manager	£46k-55k (54k-65k€)	High	94.50%	🔗
Human Resources Specialist	£49k-56k (57k-66k€)	Low	98.80%	🔗
Human Resources Systems Specialist	£51k-53k (60k-62k€)	Medium	100.00%	🔗
People Operations	£50k-79k (59k-92k€)	Low	97.90%	🔗

Recruiter	£43k-54k (51k-63k€)	Low	98.10%	🔗
Sourcer	£50k-66k (59k-77k€)	Medium	100.00%	🔗
Talent Acquisition Manager	£65k-78k (76k-91k€)	Low	97.50%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	£57k-67k (67k-79k€)	Low	99.80%	🔗
ABAP Developer	£58k-66k (68k-77k€)	Low	79.10%	🔗
Actuary	£98k-107k (114k-125k€)	Low	100.00%	🔗
Android Developer	£63k-78k (74k-91k€)	Low	99.30%	🔗
Application Developer	£61k-67k (71k-79k€)	Low	100.00%	🔗
Applications Developer	£52k-57k (61k-67k€)	Low	95.50%	🔗
Applications Support Engineer	£43k-46k (50k-54k€)	Low	95.80%	🔗
Automation Engineer	£65k-72k (76k-84k€)	Low	97.20%	🔗
Backend Developer	£63k-98k (74k-114k€)	High	97.30%	🔗
Blockchain Developer	£60k-65k (70k-76k€)	High	83.60%	🔗
Business Analyst	£51k-60k (60k-70k€)	Low	89.60%	🔗
Business Intelligence Developer	£62k-69k (73k-81k€)	Low	88.70%	🔗
C++ Developer	£46k-53k (54k-62k€)	High	90.70%	🔗
CRM Developer	£70k-79k (82k-92k€)	Medium	94.40%	🔗
Cloud Engineer	£48k-55k (56k-65k€)	High	100.00%	🔗

Cyber Security Analyst	£59k-67k (69k-78k€)	Low	89.90%	🔗
Data Analyst	£47k-56k (55k-66k€)	Low	88.50%	🔗
Data Consultant	£61k-72k (72k-84k€)	Low	92.30%	🔗
Data Engineer	£86k-103k (100k-120k€)	Medium	98.00%	🔗
Data Manager	£62k-72k (73k-84k€)	Low	100.00%	🔗
Data Processing Manager	£67k-81k (79k-95k€)	Low	89.70%	🔗
Data Quality Specialist	£42k-53k (49k-62k€)	Low	92.80%	🔗
Data Scientist	£55k-64k (65k-75k€)	Low	95.80%	🔗
Data Specialist	£59k-71k (69k-83k€)	Low	90.80%	🔗
Database Administrator	£64k-73k (75k-85k€)	Low	87.20%	🔗
Database Developer	£41k-50k (48k-59k€)	Low	89.40%	🔗
Desktop Support	£37k-45k (44k-53k€)	Low	100.00%	🔗
DevOps Engineer	£68k-85k (80k-99k€)	High	99.80%	🔗
Developer	£48k-61k (56k-72k€)	Low	88.40%	🔗
ERP Consultant	£56k-72k (66k-84k€)	Low	96.80%	🔗
ERP Developer	£69k-92k (81k-108k€)	Low	100.00%	🔗
Elixir Developer	£62k-81k (73k-95k€)	Low	100.00%	🔗
Embedded Engineer	£47k-61k (55k-71k€)	Medium	89.20%	🔗
Engineer	£51k-59k (60k-69k€)	Low	86.20%	🔗
Engineering Manager	£102k-113k (119k-132k€)	Low	100.00%	🔗
Frontend Developer	£67k-79k (78k-92k€)	Low	98.20%	🔗
Full Stack Developer	£55k-67k (64k-78k€)	High	89.70%	🔗

Functional Consultant	£61k-67k (71k-79k€)	Low	92.60%	🔗
GIS Specialist	£55k-61k (64k-71k€)	Low	81.70%	🔗
Game Developer	£63k-66k (74k-77k€)	Low	83.80%	🔗
Golang Developer	£65k-77k (76k-90k€)	High	99.80%	🔗
IOT Engineer	£55k-64k (64k-75k€)	Low	99.80%	🔗
IT Consultant	£42k-49k (49k-57k€)	Low	95.00%	🔗
IT Developer	£62k-68k (73k-80k€)	High	89.40%	🔗
IT Manager	£79k-86k (92k-100k€)	Low	98.10%	🔗
IT Project Manager	£113k-115k (132k-134k€)	High	71.10%	🔗
Integration Engineer	£57k-66k (67k-77k€)	Low	96.30%	🔗
Java Developer	£62k-79k (73k-92k€)	High	98.20%	🔗
Machine Learning Engineer	£55k-71k (65k-83k€)	Low	99.80%	🔗
Mobile Developer	£48k-57k (56k-67k€)	Medium	96.20%	🔗
Network Engineer	£66k-73k (77k-85k€)	Low	100.00%	🔗
Network Manager	£82k-104k (96k-121k€)	Low	96.80%	🔗
Nodejs Developer	£61k-78k (72k-91k€)	High	82.60%	🔗
PHP Developer	£54k-61k (63k-71k€)	Low	96.70%	🔗
Platform Engineer	£62k-79k (73k-93k€)	Medium	88.00%	🔗
Python Developer	£58k-68k (68k-80k€)	High	98.60%	🔗
Quality Assurance Analyst	£46k-50k (54k-59k€)	High	97.30%	🔗
Quality Assurance Engineer	£60k-67k (70k-79k€)	Low	100.00%	🔗
React Developer	£67k-86k (79k-100k€)	High	91.90%	🔗

Research Analyst	£37k-45k (44k-53k€)	Low	93.40%	🔗
Research Manager	£48k-55k (56k-65k€)	High	96.90%	🔗
Researcher	£42k-48k (49k-56k€)	Low	91.50%	🔗
Ruby Developer	£69k-86k (81k-101k€)	Low	92.90%	🔗
SAP FI	£54k-60k (63k-70k€)	High	98.80%	🔗
SAP HANA Consultant	£56k-65k (66k-76k€)	High	82.40%	🔗
SAP HCM	£53k-61k (62k-72k€)	Low	94.70%	🔗
SAP MM	£61k-67k (72k-78k€)	Low	100.00%	🔗
SAP SD	£60k-61k (70k-72k€)	Medium	96.60%	🔗
Salesforce Administrator	£56k-61k (66k-71k€)	Low	92.10%	🔗
Salesforce Developer	£77k-101k (90k-118k€)	High	93.10%	🔗
Security Consultant	£71k-77k (83k-90k€)	Low	99.30%	🔗
Security Engineer	£79k-89k (92k-104k€)	High	94.60%	🔗
Security Manager	£95k-105k (111k-123k€)	Low	96.60%	🔗
Security Specialist	£56k-62k (66k-73k€)	Low	100.00%	🔗
Site Reliability Engineer	£69k-86k (81k-101k€)	High	82.00%	🔗
Software Architect	£75k-85k (88k-99k€)	Low	88.90%	🔗
Software Developer	£55k-61k (64k-71k€)	Low	90.90%	🔗
Software Engineer	£59k-72k (69k-84k€)	Low	97.90%	🔗
Solution Architect	£69k-80k (81k-94k€)	High	95.30%	🔗
Solutions Analyst	£41k-53k (48k-62k€)	Low	87.50%	🔗
Support Technician	£27k-32k (32k-38k€)	Low	100.00%	🔗

Systems Administrator	£55k-58k (64k-68k€)	Low	88.40%	🔗
Systems Architect	£68k-76k (80k-89k€)	Low	99.00%	🔗
Systems Engineer	£56k-64k (66k-75k€)	Low	96.70%	🔗
Systems Technician	£28k-30k (33k-35k€)	Low	100.00%	🔗
Technical Analyst	£41k-43k (48k-50k€)	Low	90.70%	🔗
Technical Manager	£81k-93k (95k-109k€)	Low	88.00%	🔗
Technical Specialist	£47k-61k (55k-71k€)	Low	93.90%	🔗
Technical Support Engineer	£43k-49k (50k-57k€)	Low	96.20%	🔗
Technical Support Manager	£64k-67k (75k-79k€)	Low	100.00%	🔗
Technical Support Representative	£24k-29k (28k-34k€)	High	100.00%	🔗
Technical Support Specialist	£29k-34k (34k-40k€)	Low	94.90%	🔗
Test Automation Engineer	£55k-62k (65k-73k€)	Medium	97.20%	🔗
Test Engineer	£56k-64k (66k-75k€)	Low	98.70%	🔗
Unreal Developer	£57k-71k (67k-83k€)	Low	88.40%	🔗
User Researcher	£52k-58k (61k-68k€)	Low	94.90%	🔗
Web Developer	£44k-49k (52k-58k€)	Low	88.90%	🔗
iOS Developer	£50k-61k (59k-71k€)	Low	99.30%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	£43k-51k (51k-60k€)	Low	84.70%	🔗
Brand Manager	£68k-78k (80k-91k€)	Low	96.30%	🔗
CRM Manager	£106k-125k (124k-146k€)	Low	89.00%	🔗
Communication Specialist	£39k-50k (46k-59k€)	Low	87.50%	🔗
Community Manager	£49k-65k (58k-76k€)	Low	87.50%	🔗
Content Writer	£50k-55k (59k-64k€)	Low	94.10%	🔗
Demand Generation Manager	£56k-61k (66k-71k€)	Low	80.70%	🔗
Digital Marketing Strategist	£47k-53k (55k-62k€)	Low	95.80%	🔗
Email Marketing Specialist	£38k-40k (45k-47k€)	Low	79.70%	🔗
Growth Marketing	£53k-57k (62k-67k€)	High	92.40%	🔗
Marketing Assistant	£30k-34k (36k-40k€)	Low	90.00%	🔗
Marketing Communications Manager	£44k-50k (52k-59k€)	Low	95.70%	🔗
Marketing Manager	£62k-75k (73k-88k€)	Low	99.00%	🔗
Marketing Specialist	£47k-55k (55k-65k€)	Low	100.00%	🔗
Partnerships Manager	£42k-48k (49k-56k€)	Low	94.80%	🔗
Pricing Manager	£74k-83k (87k-97k€)	Low	100.00%	🔗
Public Relations Specialist	£45k-49k (53k-57k€)	Low	95.60%	🔗
Search Engine Optimizer	£36k-40k (42k-47k€)	Low	93.80%	🔗
Social Media Manager	£53k-59k (62k-69k€)	Low	97.60%	🔗

Social Media Specialist	£30k-35k (35k-41k€)	Low	94.10%	🔗
Technical Writer	£49k-51k (57k-60k€)	Low	93.30%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	£42k-48k (49k-56k€)	Low	98.80%	🔗
Administrator	£49k-61k (58k-72k€)	Low	91.40%	🔗
Advisor	£43k-54k (51k-63k€)	Low	95.00%	🔗
Area Manager	£67k-79k (78k-93k€)	Low	89.30%	🔗
Assistant Manager	£37k-43k (44k-51k€)	Low	80.50%	🔗
Communications Manager	£61k-68k (72k-80k€)	Low	100.00%	🔗
Compliance Manager	£68k-77k (80k-90k€)	Low	100.00%	🔗
Compliance Officer	£61k-72k (72k-84k€)	Low	94.70%	🔗
Customer Operations Manager	£33k-61k (39k-71k€)	Low	91.60%	🔗
Delivery Manager	£61k-69k (71k-81k€)	Low	64.50%	🔗
Electrical and Instrumentation Technician	£33k-39k (39k-46k€)	Low	96.70%	🔗
Field Service Technician	£30k-36k (36k-42k€)	High	96.10%	🔗
Forklift Driver	£24k-25k (28k-30k€)	Low	99.50%	🔗
Health and Safety Coordinator	£29k-33k (34k-39k€)	Low	100.00%	🔗
Logistics Manager	£28k-35k (33k-41k€)	Low	85.70%	🔗

Maintenance Technician	£30k-34k (35k-40k€)	Medium	100.00%	🔗
Manufacturing Technician	£34k-40k (40k-47k€)	Low	84.10%	🔗
Mechanical Maintenance	£38k-43k (45k-50k€)	Medium	97.20%	🔗
Operations Engineer	£59k-68k (69k-80k€)	Low	100.00%	🔗
Operations Manager	£68k-78k (80k-91k€)	High	92.30%	🔗
Operations Specialist	£50k-62k (59k-73k€)	Low	100.00%	🔗
Operations Support Manager	£69k-87k (81k-102k€)	Low	85.70%	🔗
Operations Technician	£28k-36k (33k-43k€)	Low	91.50%	🔗
Plant Technician	£29k-38k (34k-45k€)	Low	100.00%	🔗
Program Manager	£82k-91k (96k-106k€)	Low	98.40%	🔗
Project Coordinator	£30k-33k (36k-39k€)	Low	94.70%	🔗
Project Manager	£53k-65k (62k-76k€)	Low	100.00%	🔗
Quality Assurance Manager	£65k-75k (76k-88k€)	Low	96.70%	🔗
Quality Lead	£33k-38k (39k-45k€)	Low	66.80%	🔗
Revenue Manager	£49k-57k (57k-67k€)	Low	96.70%	🔗
Safety Manager	£52k-60k (61k-70k€)	Low	100.00%	🔗
Safety Specialist	£49k-59k (57k-69k€)	Low	90.70%	🔗
Shift Manager	£53k-78k (62k-91k€)	Medium	84.00%	🔗
Software Delivery Manager	£60k-71k (70k-83k€)	Low	73.40%	🔗
Strategy Manager	£67k-79k (79k-92k€)	Low	96.00%	🔗
Supply Chain Manager	£61k-71k (72k-83k€)	Low	96.30%	🔗
Traffic Agent	£18k-30k (22k-35k€)	High	100.00%	🔗

Traffic Manager	£44k-49k (52k-58k€)	Low	85.80%	🔗
Transport Controller	£57k-76k (67k-89k€)	High	98.70%	🔗
Transportation Manager	£55k-58k (64k-68k€)	Low	98.80%	🔗
Warehouse Associate	£20k-24k (24k-28k€)	Medium	95.90%	🔗
Warehouse Lead	£34k-34k (40k-40k€)	Low	81.00%	🔗
Warehouse Manager	£55k-62k (64k-73k€)	Low	80.80%	🔗
Warehouse Worker	£23k-24k (27k-28k€)	Medium	99.30%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	£83k-98k (97k-115k€)	Low	85.10%	🔗
Group Product Manager	£83k-85k (97k-99k€)	Low	79.90%	🔗
Implementation Specialist	£55k-62k (64k-73k€)	Low	96.20%	🔗
Product Analyst	£46k-55k (54k-65k€)	Low	89.00%	🔗
Product Designer	£56k-72k (66k-84k€)	High	82.40%	🔗
Product Manager	£72k-81k (84k-95k€)	Low	96.00%	🔗
Product Marketing Manager	£76k-78k (89k-91k€)	Medium	96.90%	🔗
Product Owner	£64k-89k (75k-104k€)	Medium	98.20%	🔗
Product Specialist	£53k-62k (62k-73k€)	Low	98.50%	🔗
Scrum Master	£75k-85k (88k-99k€)	Low	100.00%	🔗
Team Leader	£73k-99k (85k-116k€)	Low	50.00%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	£35k-43k (41k-50k€)	Low	96.40%	🔗
Account Manager	£40k-51k (47k-60k€)	Low	98.40%	🔗
Area Sales Manager	£97k-107k (113k-125k€)	Low	76.20%	🔗
Branch Manager	£43k-57k (51k-67k€)	High	99.70%	🔗
Business Developer	£51k-64k (60k-75k€)	Low	95.90%	🔗
Business Development Manager	£60k-71k (70k-83k€)	High	96.70%	🔗
Business Development Representative	£32k-38k (38k-45k€)	Low	98.10%	🔗
Channel Sales	£64k-73k (75k-86k€)	High	88.70%	🔗
Commercial Manager	£60k-73k (70k-85k€)	Low	100.00%	🔗
Customer Onboarding Specialist	£31k-35k (37k-41k€)	Low	99.80%	🔗
Customer Success	£33k-38k (39k-45k€)	High	100.00%	🔗
Customer Success Manager	£48k-58k (56k-68k€)	Low	97.70%	🔗
Inbound Sales	£26k-29k (31k-34k€)	High	96.20%	🔗
Inside Sales Representative	£31k-36k (37k-43k€)	High	96.30%	🔗
Key Account Manager	£44k-45k (52k-53k€)	High	79.40%	🔗
National Account Manager	£52k-60k (61k-70k€)	Low	95.70%	🔗
Presales Consultant	£65k-70k (76k-82k€)	Low	99.70%	🔗
Sales Analyst	£40k-49k (47k-57k€)	Low	100.00%	🔗
Sales Assistant	£46k-49k (54k-58k€)	Low	79.60%	🔗

Sales Associate	£55k-68k (64k-80k€)	Low	84.10%	🔗
Sales Development Manager	£96k-118k (112k-138k€)	Low	90.30%	🔗
Sales Engineer	£69k-86k (81k-101k€)	Low	98.30%	🔗
Sales Executive	£30k-36k (36k-43k€)	Medium	87.40%	🔗
Sales Manager	£98k-122k (114k-143k€)	Low	76.60%	🔗
Sales Operations	£73k-78k (86k-91k€)	Low	90.60%	🔗
Sales Representative	£46k-65k (54k-76k€)	Low	97.00%	🔗
Sales Support Manager	£92k-112k (108k-131k€)	Low	66.20%	🔗

Madrid

Madrid serves as an unerring bridge connecting historical legacies with the unfolding tapestry of modern labor dynamics.

At its heart, a cohort of skilled professionals, imbibing the rich cultural currents that course through its veins, form the driving force behind the multifaceted industries spanning finance to technology.

Situated as an economic epicenter

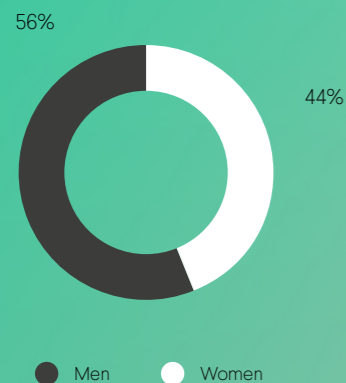
in the European panorama, Madrid's strategic significance is magnified by an environment that welcomes and nurtures businesses, irrespective of their origins.

With a harmonious blend of heritage and innovation, the city emerges as a beacon attracting global giants and budding startups alike, offering a premier destination for the ceaseless exchange of trade and commerce.¹

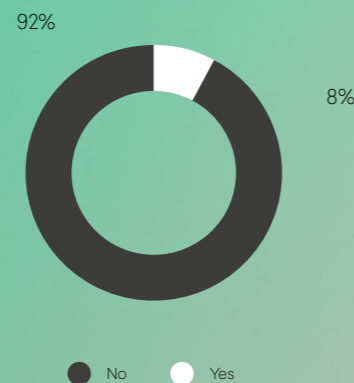


* Public Holidays: 10 days / year * Working hours: 40 h / week *

Gender occupation²



Remote work³





Population⁴: 3.22M people


GDP⁵: 234.6B€

Cost of living⁶: 59.4


*For more information about the insights, see annex on page 194

 Minimum wage: 1080€

 Ratio professionals/ job opening⁷: 5.71

 Benefits:

- Professional development
- Cutting edge technology
- Equal opportunity employer

 Average country salary/month⁸: 1,910€

Madrid Companies⁹

 **Santander**

Santander Group
(Banking and financial services)

 **Telefónica**

Telefónica
(Telecommunications company)

INDITEX

Inditex
(Fashion retail conglomerate, owner of Zara)

Madrid

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Administrator	22k-24k€	Low	83.10%	🔗
Accounting Assistant	28k-28k€	Low	99.00%	🔗
Accounting Specialist	29k-37k€	Low	94.70%	🔗
Bookkeeper	37k-45k€	High	100.00%	🔗
Commercial Agent	24k-35k€	High	89.30%	🔗
Credit Manager	26k-40k€	Low	94.50%	🔗
Customer Care Representative	36k-43k€	High	89.50%	🔗
Data Processor	32k-39k€	High	97.40%	🔗
Human Resources Assistant	25k-37k€	Low	97.70%	🔗
Office Assistant	22k-30k€	Low	93.50%	🔗
Office Coordinator	24k-26k€	Low	94.50%	🔗
Office Manager	35k-45k€	High	88.50%	🔗
Team Administrator	19k-23k€	Low	97.40%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	31k-32k€	High	94.30%	🔗
Customer Service Representative	20k-22k€	Low	98.40%	🔗
Customer Support Agent	37k-42k€	Low	89.20%	🔗
Customer Support Manager	33k-41k€	High	98.80%	🔗
Customer Support Supervisor	14k-18k€	Low	63.60%	🔗
Desktop Support	20k-22k€	High	100.00%	🔗
Service Manager	56k-66k€	Low	94.00%	🔗
Technical Support Coordinator	26k-27k€	Low	100.00%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
3D Artist	29k-32k€	Low	91.00%	🔗
Game Designer	35k-36k€	Low	99.00%	🔗
Graphic Designer	23k-27k€	High	93.10%	🔗
Instructional Designer	33k-39k€	High	89.00%	🔗
Media Designer	28k-34k€	Low	98.70%	🔗
User Experience Designer	40k-46k€	High	82.80%	🔗

User Experience Manager	62k-67k€	Low	87.00%	🔗
User Interface Designer	38k-44k€	Low	92.40%	🔗
Visual Designer	45k-49k€	Low	89.40%	🔗
Web Designer	26k-29k€	Low	96.00%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	36k-42k€	High	94.60%	🔗
Accounts Payable Manager	39k-46k€	Medium	88.90%	🔗
Accounts Payable Specialist	32k-41k€	High	96.20%	🔗
Accounts Receivable Manager	35k-41k€	Low	92.90%	🔗
Administrative Assistant	24k-25k€	Low	89.10%	🔗
Analyst	37k-43k€	Low	88.10%	🔗
Back Office Specialist	27k-35k€	Low	72.60%	🔗
Business Process Analyst	34k-43k€	Low	96.90%	🔗
Claims Assistant	24k-25k€	Low	98.10%	🔗
Claims Manager	26k-46k€	Low	93.90%	🔗
Compliance Specialist	38k-41k€	High	100.00%	🔗
Comptroller	37k-47k€	Low	88.60%	🔗
Demand Planner	36k-41k€	High	100.00%	🔗
Event Manager	39k-42k€	Medium	100.00%	🔗

Finance Analyst	34k-44k€	High	88.50%	🔗
Finance Assistant	23k-26k€	Low	99.80%	🔗
Finance Consultant	38k-44k€	Low	97.00%	🔗
Finance Manager	66k-72k€	Low	95.30%	🔗
Financial Analyst	35k-37k€	Low	94.40%	🔗
Financial Controller	40k-46k€	Medium	99.30%	🔗
Financial Planning Analyst	43k-48k€	Low	90.50%	🔗
Financial Planning Manager	48k-70k€	Low	96.50%	🔗
Human Resources Advisor	31k-36k€	Low	96.70%	🔗
Investor Relations Manager	33k-70k€	Low	82.70%	🔗
Management Accountant	38k-42k€	Low	82.40%	🔗
Marketer	39k-53k€	Low	98.40%	🔗
Middle Office Specialist	54k-67k€	High	100.00%	🔗
Pricing Analyst	34k-36k€	Low	94.40%	🔗
Procurement Manager	49k-59k€	Low	99.80%	🔗
Procurement Specialist	35k-39k€	Low	99.30%	🔗
Quantitative Analyst	36k-38k€	High	84.70%	🔗
Revenue Accountant	36k-38k€	High	100.00%	🔗
Risk Manager	47k-49k€	High	91.10%	🔗
Technical Trainer	45k-53k€	Low	84.80%	🔗
Trainer	28k-35k€	Low	95.90%	🔗
Treasury Analyst	36k-40k€	Medium	98.00%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Analyst	36k-37k€	High	97.00%	🔗
Laboratory Manager	54k-61k€	Low	92.10%	🔗
Medical Science Liaison	55k-60k€	High	89.80%	🔗
Principal Scientist	57k-66k€	Low	91.30%	🔗
Quality Control Chemist	37k-40k€	Low	89.20%	🔗
Research Technician	25k-26k€	Low	95.10%	🔗
Scientist	49k-53k€	Low	96.90%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	23k-27k€	Low	99.30%	🔗
Human Resources Business Partner	51k-56k€	Low	100.00%	🔗
Human Resources Coordinator	36k-41k€	Medium	90.90%	🔗
Human Resources Manager	38k-45k€	High	86.30%	🔗
Human Resources Specialist	24k-31k€	Medium	88.20%	🔗
Human Resources Systems Specialist	40k-42k€	Low	100.00%	🔗
People Operations	49k-67k€	High	93.40%	🔗

Recruiter	31k-39k€	Low	96.10%	🔗
Sourcer	39k-44k€	High	86.70%	🔗
Talent Acquisition Manager	56k-67k€	Medium	94.80%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	37k-38k€	High	92.90%	🔗
ABAP Developer	54k-69k€	Low	77.50%	🔗
Actuary	114k-126k€	Low	61.80%	🔗
Android Developer	42k-50k€	Medium	89.20%	🔗
Application Developer	36k-39k€	Low	87.50%	🔗
Applications Developer	51k-62k€	High	100.00%	🔗
Applications Support Engineer	36k-38k€	High	95.30%	🔗
Automation Engineer	46k-53k€	High	93.60%	🔗
Backend Developer	40k-46k€	High	94.00%	🔗
Blockchain Developer	40k-50k€	High	96.50%	🔗
Business Analyst	36k-43k€	Low	94.00%	🔗
Business Intelligence Developer	38k-43k€	High	95.30%	🔗
Business Intelligence Manager	63k-86k€	High	89.30%	🔗
C++ Developer	44k-46k€	High	89.70%	🔗
CRM Developer	79k-106k€	Low	70.10%	🔗

Cloud Engineer	39k-44k€	High	85.30%	🔗
Cyber Security Analyst	32k-43k€	Low	89.50%	🔗
Data Analyst	38k-48k€	High	91.80%	🔗
Data Consultant	42k-45k€	Medium	99.30%	🔗
Data Engineer	55k-76k€	High	94.30%	🔗
Data Manager	77k-92k€	Low	83.80%	🔗
Data Processing Manager	59k-74k€	Low	86.50%	🔗
Data Quality Specialist	36k-38k€	High	96.80%	🔗
Data Scientist	46k-53k€	Medium	91.80%	🔗
Data Specialist	41k-51k€	Low	99.00%	🔗
Database Administrator	39k-45k€	High	87.90%	🔗
Database Developer	30k-38k€	Low	93.50%	🔗
DevOps Engineer	48k-55k€	High	96.00%	🔗
ERP Consultant	46k-56k€	Medium	100.00%	🔗
ERP Developer	39k-44k€	High	94.30%	🔗
Elixir Developer	37k-54k€	Low	100.00%	🔗
Embedded Engineer	40k-44k€	High	96.90%	🔗
Engineer	49k-59k€	Low	96.70%	🔗
Engineering Manager	80k-91k€	Medium	81.20%	🔗
Frontend Developer	44k-50k€	High	93.30%	🔗
Full Stack Developer	36k-42k€	High	93.70%	🔗
Functional Consultant	40k-41k€	Low	100.00%	🔗

GIS Specialist	41k-50k€	Medium	81.70%	🔗
Game Developer	40k-40k€	Low	96.10%	🔗
Golang Developer	40k-48k€	High	99.00%	🔗
Helpdesk Technician	26k-32k€	High	89.30%	🔗
IOT Engineer	42k-44k€	High	99.50%	🔗
IT Consultant	35k-39k€	Low	100.00%	🔗
IT Developer	72k-80k€	High	100.00%	🔗
IT Manager	105k-118k€	Low	61.80%	🔗
IT Project Manager	106k-108k€	Medium	73.80%	🔗
Integration Engineer	41k-44k€	Low	99.80%	🔗
Java Developer	32k-42k€	High	90.50%	🔗
Machine Learning Engineer	47k-65k€	High	94.60%	🔗
Mobile Developer	44k-54k€	Medium	91.00%	🔗
NetOps Engineer	28k-44k€	Low	95.00%	🔗
Network Engineer	41k-45k€	Medium	92.00%	🔗
Network Manager	60k-76k€	Low	90.60%	🔗
Nodejs Developer	39k-42k€	High	83.10%	🔗
PHP Developer	34k-39k€	High	90.90%	🔗
Platform Engineer	45k-62k€	High	87.10%	🔗
Python Developer	40k-48k€	High	89.00%	🔗
Quality Assurance Analyst	41k-52k€	High	95.60%	🔗
Quality Assurance Engineer	37k-43k€	Low	91.30%	🔗

React Developer	35k-46k€	High	96.70%	🔗
Research Analyst	37k-43k€	Low	89.40%	🔗
Research Manager	54k-60k€	Medium	96.40%	🔗
Researcher	35k-42k€	Low	95.60%	🔗
Ruby Developer	39k-47k€	High	85.50%	🔗
SAP FI	35k-41k€	Medium	100.00%	🔗
SAP HANA Consultant	42k-47k€	Low	92.10%	🔗
SAP HCM	50k-51k€	Low	95.90%	🔗
SAP MM	36k-40k€	Low	79.40%	🔗
SAP SD	43k-46k€	Medium	99.80%	🔗
Salesforce Developer	99k-119k€	High	67.70%	🔗
Security Consultant	55k-62k€	Low	99.30%	🔗
Security Engineer	51k-55k€	Medium	89.90%	🔗
Security Manager	59k-65k€	High	96.50%	🔗
Security Specialist	46k-49k€	Low	100.00%	🔗
Site Reliability Engineer	42k-57k€	High	88.30%	🔗
Software Architect	45k-52k€	Low	100.00%	🔗
Software Developer	29k-41k€	Low	85.50%	🔗
Software Engineer	45k-53k€	Low	100.00%	🔗
Solution Architect	49k-80k€	Medium	74.20%	🔗
Solutions Analyst	36k-39k€	Low	100.00%	🔗
Support Technician	31k-35k€	High	96.20%	🔗

Systems Administrator	48k-55k€	High	86.70%	🔗
Systems Architect	59k-68k€	Medium	91.40%	🔗
Systems Engineer	65k-78k€	Low	97.10%	🔗
Systems Technician	27k-32k€	High	100.00%	🔗
Technical Analyst	33k-37k€	Low	93.00%	🔗
Technical Manager	91k-110k€	Low	79.30%	🔗
Technical Specialist	39k-52k€	Low	97.20%	🔗
Technical Support Engineer	35k-43k€	High	100.00%	🔗
Technical Support Manager	50k-52k€	High	94.50%	🔗
Technical Support Representative	26k-31k€	Low	93.50%	🔗
Technical Support Specialist	29k-34k€	Low	95.80%	🔗
Test Automation Engineer	45k-51k€	High	92.40%	🔗
Test Engineer	33k-42k€	Low	94.20%	🔗
Unreal Developer	36k-45k€	Low	99.50%	🔗
User Researcher	42k-50k€	Low	94.80%	🔗
Web Developer	30k-42k€	Low	91.40%	🔗
iOS Developer	45k-52k€	High	99.00%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	52k-60k€	High	85.00%	🔗
Brand Manager	55k-63k€	Medium	94.80%	🔗
CRM Manager	55k-60k€	Low	97.80%	🔗
Communication Specialist	33k-34k€	Low	97.30%	🔗
Community Manager	27k-35k€	High	77.90%	🔗
Content Writer	26k-33k€	Low	99.30%	🔗
Demand Generation Manager	66k-68k€	Low	90.00%	🔗
Digital Marketing Strategist	83k-114k€	Low	80.00%	🔗
Email Marketing Specialist	34k-34k€	Low	99.70%	🔗
Growth Marketing	43k-48k€	High	92.10%	🔗
Marketing Assistant	25k-28k€	Low	89.50%	🔗
Marketing Communications Manager	56k-62k€	Low	97.10%	🔗
Marketing Manager	57k-71k€	Medium	93.70%	🔗
Marketing Specialist	42k-46k€	Low	94.20%	🔗
Partnerships Manager	34k-42k€	Medium	96.70%	🔗
Pricing Manager	60k-68k€	Low	95.80%	🔗
Public Relations Specialist	37k-38k€	Medium	99.00%	🔗
Search Engine Optimizer	33k-37k€	Low	98.10%	🔗
Social Media Manager	26k-31k€	Low	90.50%	🔗

Social Media Specialist	25k-27k€	Low	81.10%	🔗
Technical Writer	43k-53k€	Low	95.20%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	44k-54k€	Low	89.00%	🔗
Administrator	51k-60k€	Low	100.00%	🔗
Advisor	34k-47k€	Low	100.00%	🔗
Area Manager	67k-71k€	Low	88.40%	🔗
Assistant Manager	44k-52k€	Low	92.20%	🔗
Communications Manager	60k-62k€	Low	88.30%	🔗
Compliance Manager	52k-58k€	Low	100.00%	🔗
Compliance Officer	52k-58k€	Low	90.30%	🔗
Customer Operations Manager	35k-56k€	Low	78.90%	🔗
Electrical and Instrumentation Technician	30k-33k€	Low	99.50%	🔗
Field Service Technician	25k-26k€	Low	98.60%	🔗
Fleet Manager	52k-56k€	Medium	89.50%	🔗
Forklift Driver	28k-31k€	Low	88.40%	🔗
Health and Safety Coordinator	26k-29k€	Low	95.10%	🔗
Logistics Manager	49k-58k€	Medium	93.70%	🔗

Maintenance Technician	25k-28k€	High	97.30%	🔗
Manufacturing Technician	24k-26k€	Low	81.00%	🔗
Operations Engineer	48k-57k€	Low	94.20%	🔗
Operations Manager	54k-67k€	High	92.10%	🔗
Operations Specialist	40k-47k€	Low	100.00%	🔗
Operations Support Manager	68k-81k€	Low	93.90%	🔗
Operations Technician	27k-33k€	Low	92.50%	🔗
Plant Technician	30k-38k€	Low	99.30%	🔗
Program Manager	70k-80k€	Low	89.40%	🔗
Project Coordinator	32k-39k€	Low	94.90%	🔗
Project Manager	48k-61k€	Low	100.00%	🔗
Quality Assurance Manager	63k-84k€	Medium	93.30%	🔗
Quality Lead	39k-41k€	High	99.70%	🔗
Revenue Manager	54k-64k€	Medium	90.90%	🔗
Safety Manager	55k-62k€	Low	94.90%	🔗
Safety Specialist	38k-48k€	Low	90.70%	🔗
Shift Manager	52k-65k€	Low	82.20%	🔗
Software Delivery Manager	49k-58k€	High	87.00%	🔗
Strategy Manager	55k-64k€	Low	97.30%	🔗
Supply Chain Manager	50k-58k€	Low	93.40%	🔗
Traffic Manager	46k-53k€	High	91.20%	🔗
Transport Controller	64k-86k€	Low	84.70%	🔗

Transportation Manager	55k-59k€	High	93.90%	🔗
Warehouse Associate	17k-21k€	Low	92.50%	🔗
Warehouse Lead	42k-46k€	Low	78.60%	🔗
Warehouse Manager	67k-76k€	High	89.80%	🔗
Warehouse Worker	29k-30k€	High	91.10%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	56k-60k€	Low	88.10%	🔗
Group Product Manager	68k-77k€	Low	83.20%	🔗
Implementation Specialist	40k-46k€	Low	94.10%	🔗
Product Analyst	34k-38k€	High	97.50%	🔗
Product Designer	43k-46k€	High	98.00%	🔗
Product Manager	48k-54k€	Low	90.20%	🔗
Product Marketing Manager	52k-56k€	High	97.90%	🔗
Product Owner	47k-56k€	High	80.70%	🔗
Product Specialist	44k-50k€	Low	99.40%	🔗
Scrum Master	49k-53k€	High	93.60%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	27k-33k€	High	100.00%	🔗
Account Manager	47k-58k€	Low	95.70%	🔗
Area Sales Manager	34k-39k€	Low	92.00%	🔗
Branch Manager	35k-52k€	High	99.00%	🔗
Business Developer	40k-53k€	Low	96.20%	🔗
Business Development Manager	68k-80k€	High	76.20%	🔗
Business Development Representative	34k-41k€	High	96.70%	🔗
Channel Sales	68k-72k€	High	98.00%	🔗
Commercial Manager	53k-65k€	Medium	95.80%	🔗
Customer Onboarding Specialist	23k-27k€	High	100.00%	🔗
Customer Success	28k-34k€	High	92.60%	🔗
Customer Success Manager	37k-49k€	Low	95.80%	🔗
Inbound Sales	36k-40k€	High	75.80%	🔗
Inside Sales Representative	20k-34k€	Medium	90.70%	🔗
Key Account Manager	32k-35k€	High	79.00%	🔗
National Account Manager	44k-48k€	Low	92.70%	🔗
Presales Consultant	55k-57k€	Low	89.70%	🔗
Sales Analyst	33k-42k€	Low	96.70%	🔗
Sales Assistant	40k-43k€	Low	77.10%	🔗

Sales Associate	42k-53k€	Low	91.90%	🔗
Sales Development Manager	68k-80k€	Medium	93.50%	🔗
Sales Engineer	93k-106k€	Medium	94.00%	🔗
Sales Executive	35k-38k€	High	94.40%	🔗
Sales Manager	74k-89k€	Low	80.20%	🔗
Sales Operations	64k-68k€	Medium	95.00%	🔗
Sales Representative	37k-48k€	Low	97.50%	🔗
Sales Support Manager	75k-84k€	Low	76.90%	🔗

Paris

Paris hosts a labor landscape that's meticulously infused with an artistic flair that harmonizes seamlessly with its formidable economic significance.

Within this city of lights, a gathering of skilled professionals, inspired by the undying embers of its cultural heritage, propels industries that range from the intricate world of fashion to the intricacies of modern finance.

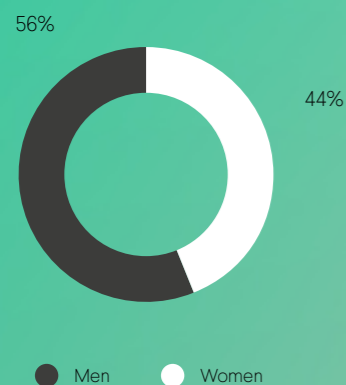
The aura of Paris, an influence felt on a

global scale, is magnified by its strategic placement and the unparalleled quality of life it affords.

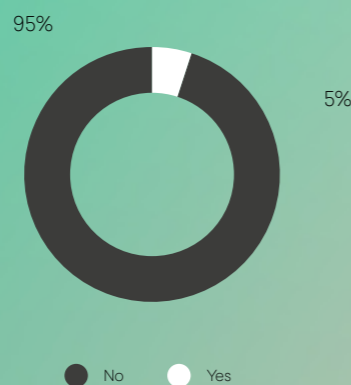
As businesses seek to establish a presence in the heart of Europe, the fusion of elegance and enterprise inherent to the city's essence sets the stage for an enduring narrative of trade and commerce that knows no bounds.¹



Gender occupation²



Remote work³



Population⁴: 2.17M people

GDP⁵: 765.8B€

Cost of living⁶: 85.1

*For more information about the insights, see annex on page 194

* Public Holidays: 13 days / year * Working hours: 35 h / week *

Minimum wage: 1,521.22€

Ratio professionals/ job opening⁷: 5.53

Benefits:

- Cutting edge technology
- Professional development
- Company events

Average country salary/month⁸: 2,355€

Paris Companies⁹

L'ORÉAL

L'Oréal
(Cosmetics and beauty company)

AIRBUS

Airbus Group
(Aerospace and defense company)



Publicis Groupe
(Advertising and communications company)

Paris

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Administrator	34k-39k€	Low	81.50%	🔗
Accounting Assistant	47k-50k€	Low	93.00%	🔗
Accounting Specialist	48k-57k€	Low	100.00%	🔗
Bookkeeper	57k-78k€	Low	90.20%	🔗
Commercial Agent	31k-42k€	Low	99.70%	🔗
Credit Manager	54k-73k€	Low	96.60%	🔗
Customer Care Representative	37k-39k€	High	91.60%	🔗
Data Processor	50k-59k€	Low	95.10%	🔗
Human Resources Assistant	33k-40k€	Low	95.50%	🔗
Office Assistant	32k-37k€	Low	94.40%	🔗
Office Coordinator	45k-48k€	Low	94.50%	🔗
Office Manager	57k-62k€	High	91.20%	🔗
Team Administrator	31k-36k€	Low	96.90%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Representative	32k-36k€	Low	100.00%	🔗
Customer Support Agent	26k-30k€	Low	99.70%	🔗
Customer Support Manager	48k-55k€	Low	94.20%	🔗
Customer Support Supervisor	23k-30k€	Low	94.20%	🔗
Desktop Support	34k-39k€	Medium	99.30%	🔗
Helpdesk Technician	30k-36k€	High	83.00%	🔗
Service Manager	100k-115k€	Low	85.40%	🔗
Technical Support Coordinator	26k-27k€	Low	94.50%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
3D Artist	46k-52k€	Low	83.00%	🔗
Game Designer	54k-58k€	Low	87.70%	🔗
Graphic Designer	42k-49k€	High	94.10%	🔗
Instructional Designer	65k-74k€	Low	89.30%	🔗
Media Designer	37k-48k€	Medium	92.90%	🔗
User Experience Designer	73k-86k€	High	72.40%	🔗

User Experience Manager	98k-107k€	High	75.70%	🔗
User Interface Designer	42k-50k€	High	90.80%	🔗
Visual Designer	75k-88k€	High	88.60%	🔗
Web Designer	39k-46k€	High	90.80%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	68k-77k€	Low	89.30%	🔗
Accounts Payable Manager	66k-77k€	Low	94.40%	🔗
Accounts Payable Specialist	56k-63k€	High	97.20%	🔗
Accounts Receivable Manager	57k-62k€	Low	99.00%	🔗
Administrative Assistant	44k-49k€	Low	86.50%	🔗
Analyst	64k-73k€	Low	88.60%	🔗
Back Office Specialist	31k-40k€	Low	98.40%	🔗
Business Process Analyst	64k-76k€	Low	94.90%	🔗
Claims Assistant	33k-38k€	Low	100.00%	🔗
Claims Manager	57k-88k€	Low	100.00%	🔗
Compliance Specialist	62k-67k€	Low	100.00%	🔗
Comptroller	50k-57k€	Low	96.60%	🔗
Demand Planner	42k-48k€	Low	87.00%	🔗
Event Manager	40k-44k€	Low	92.20%	🔗

Finance Analyst	74k-80k€	Medium	89.90%	🔗
Finance Assistant	23k-35k€	Low	94.60%	🔗
Finance Consultant	55k-68k€	High	93.20%	🔗
Finance Manager	109k-119k€	Low	95.10%	🔗
Financial Analyst	62k-67k€	Medium	100.00%	🔗
Financial Controller	62k-69k€	Medium	96.70%	🔗
Financial Planning Analyst	72k-79k€	Low	88.40%	🔗
Financial Planning Manager	72k-95k€	Low	100.00%	🔗
Human Resources Advisor	41k-45k€	Low	92.60%	🔗
Investor Relations Manager	36k-73k€	Low	100.00%	🔗
Management Accountant	67k-73k€	Low	83.30%	🔗
Marketer	58k-78k€	Low	96.40%	🔗
Middle Office Specialist	37k-46k€	High	100.00%	🔗
Pricing Analyst	57k-66k€	Low	99.00%	🔗
Procurement Manager	84k-94k€	Low	78.40%	🔗
Procurement Specialist	60k-66k€	Low	99.30%	🔗
Purchasing Manager	76k-94k€	Low	100.00%	🔗
Quantitative Analyst	67k-78k€	Low	88.40%	🔗
Revenue Accountant	53k-59k€	Low	100.00%	🔗
Risk Manager	79k-82k€	Low	90.20%	🔗
Technical Trainer	75k-82k€	Low	88.30%	🔗
Trainer	46k-53k€	Low	99.00%	🔗
Treasury Analyst	61k-72k€	Low	97.90%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Analyst	69k-74k€	Low	100.00%	🔗
Laboratory Manager	63k-74k€	Low	96.20%	🔗
Medical Science Liaison	92k-99k€	Low	85.30%	🔗
Principal Scientist	112k-123k€	High	98.40%	🔗
Quality Control Chemist	47k-53k€	Low	98.60%	🔗
Research Technician	40k-44k€	Low	94.80%	🔗
Scientist	82k-88k€	Low	94.60%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	37k-42k€	High	92.50%	🔗
Human Resources Business Partner	84k-95k€	Low	97.10%	🔗
Human Resources Coordinator	57k-67k€	Low	86.00%	🔗
Human Resources Manager	62k-75k€	High	85.00%	🔗
Human Resources Specialist	53k-62k€	Low	96.30%	🔗
Human Resources Systems Specialist	57k-58k€	Low	83.30%	🔗
People Operations	68k-102k€	Low	100.00%	🔗

Recruiter	50k-63k€	Low	91.00%	🔗
Sourcer	39k-44k€	Low	87.70%	🔗
Talent Acquisition Manager	51k-60k€	Low	87.10%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	70k-89k€	High	93.10%	🔗
ABAP Developer	79k-89k€	Low	84.90%	🔗
Actuary	132k-145k€	Low	75.90%	🔗
Android Developer	86k-106k€	Medium	84.10%	🔗
Application Developer	79k-88k€	Low	88.30%	🔗
Applications Developer	71k-77k€	High	95.50%	🔗
Applications Support Engineer	56k-62k€	Low	95.50%	🔗
Automation Engineer	88k-97k€	Low	89.40%	🔗
Backend Developer	54k-64k€	High	90.10%	🔗
Blockchain Developer	81k-88k€	High	100.00%	🔗
Business Analyst	48k-52k€	Medium	93.10%	🔗
Business Intelligence Developer	58k-61k€	Low	93.00%	🔗
Business Intelligence Manager	62k-86k€	Low	81.40%	🔗
C++ Developer	60k-71k€	High	89.80%	🔗
CRM Developer	54k-61k€	Low	98.40%	🔗

Cloud Engineer	66k-75k€	High	85.30%	🔗
Cyber Security Analyst	67k-77k€	Low	81.80%	🔗
Data Analyst	64k-74k€	High	90.60%	🔗
Data Consultant	56k-60k€	High	92.30%	🔗
Data Engineer	115k-139k€	High	84.10%	🔗
Data Manager	66k-74k€	Medium	89.80%	🔗
Data Processing Manager	56k-56k€	Low	99.80%	🔗
Data Quality Specialist	54k-58k€	High	99.80%	🔗
Data Scientist	76k-87k€	Low	83.10%	🔗
Data Specialist	56k-68k€	Low	99.00%	🔗
Database Administrator	87k-97k€	Low	87.60%	🔗
Database Developer	55k-61k€	High	95.50%	🔗
DevOps Engineer	92k-114k€	High	89.20%	🔗
Developer	65k-81k€	Low	87.20%	🔗
ERP Consultant	62k-63k€	Medium	89.70%	🔗
ERP Developer	78k-98k€	Low	93.80%	🔗
Elixir Developer	74k-106k€	Low	95.70%	🔗
Embedded Engineer	59k-64k€	High	93.10%	🔗
Engineer	74k-90k€	Low	93.90%	🔗
Engineering Manager	138k-153k€	Medium	100.00%	🔗
Frontend Developer	80k-91k€	Medium	90.20%	🔗
Full Stack Developer	54k-61k€	High	89.00%	🔗

Functional Consultant	45k-52k€	Low	93.50%	🔗
GIS Specialist	50k-59k€	Low	82.00%	🔗
Game Developer	63k-73k€	Low	100.00%	🔗
Golang Developer	89k-104k€	High	89.50%	🔗
IOT Engineer	58k-65k€	Low	100.00%	🔗
IT Consultant	47k-54k€	Low	95.70%	🔗
IT Developer	54k-59k€	High	97.30%	🔗
IT Manager	107k-116k€	Medium	82.50%	🔗
IT Project Manager	133k-140k€	Medium	67.90%	🔗
Integration Engineer	55k-63k€	Low	82.40%	🔗
Java Developer	84k-106k€	Medium	86.80%	🔗
Machine Learning Engineer	78k-99k€	High	91.70%	🔗
Mobile Developer	91k-105k€	Low	89.40%	🔗
NetOps Engineer	32k-77k€	Low	99.80%	🔗
Network Engineer	82k-90k€	High	84.90%	🔗
Network Manager	103k-113k€	Low	100.00%	🔗
Nodejs Developer	51k-63k€	Low	86.90%	🔗
PHP Developer	48k-56k€	High	91.10%	🔗
Platform Engineer	85k-108k€	Low	88.00%	🔗
Python Developer	79k-93k€	High	91.30%	🔗
Quality Assurance Analyst	52k-59k€	High	99.40%	🔗
Quality Assurance Engineer	60k-69k€	High	92.50%	🔗

React Developer	92k-116k€	High	79.80%	🔗
Research Analyst	50k-59k€	Low	97.00%	🔗
Research Manager	60k-68k€	High	95.90%	🔗
Researcher	54k-65k€	High	92.60%	🔗
Ruby Developer	61k-71k€	Medium	90.20%	🔗
SAP FI	74k-81k€	Low	96.40%	🔗
SAP HANA Consultant	76k-89k€	Medium	82.40%	🔗
SAP HCM	85k-91k€	Low	95.90%	🔗
SAP MM	49k-57k€	Low	80.80%	🔗
SAP SD	81k-84k€	Low	99.30%	🔗
Salesforce Administrator	57k-58k€	High	82.60%	🔗
Salesforce Developer	104k-137k€	High	81.30%	🔗
Security Consultant	80k-92k€	Low	93.20%	🔗
Security Engineer	85k-91k€	High	89.60%	🔗
Security Manager	95k-104k€	High	87.20%	🔗
Security Specialist	63k-74k€	Low	95.80%	🔗
Site Reliability Engineer	94k-117k€	High	76.00%	🔗
Software Architect	76k-86k€	Low	95.50%	🔗
Software Developer	76k-86k€	Medium	86.20%	🔗
Software Engineer	80k-97k€	Low	89.10%	🔗
Solution Architect	96k-124k€	Medium	81.40%	🔗
Solutions Analyst	45k-57k€	Low	100.00%	🔗

Support Technician	42k-52k€	Low	100.00%	🔗
Systems Administrator	74k-79k€	High	80.30%	🔗
Systems Architect	75k-82k€	Low	100.00%	🔗
Systems Engineer	77k-87k€	Medium	93.70%	🔗
Systems Technician	32k-33k€	Low	100.00%	🔗
Technical Analyst	55k-60k€	Low	95.10%	🔗
Technical Manager	110k-126k€	Low	100.00%	🔗
Technical Specialist	52k-71k€	Low	98.30%	🔗
Technical Support Engineer	77k-86k€	Medium	93.50%	🔗
Technical Support Manager	70k-73k€	Low	93.00%	🔗
Technical Support Representative	32k-38k€	High	100.00%	🔗
Technical Support Specialist	39k-45k€	Low	100.00%	🔗
Test Automation Engineer	76k-84k€	Low	87.80%	🔗
Test Engineer	55k-68k€	Low	89.00%	🔗
Unreal Developer	74k-95k€	Low	82.20%	🔗
User Researcher	69k-78k€	High	92.20%	🔗
Web Developer	57k-68k€	Low	86.30%	🔗
iOS Developer	69k-83k€	Low	93.40%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	56k-66k€	Low	95.70%	🔗
Brand Manager	91k-101k€	Low	91.00%	🔗
CRM Manager	96k-106k€	Medium	97.80%	🔗
Communication Specialist	46k-59k€	Low	78.10%	🔗
Community Manager	28k-43k€	High	72.10%	🔗
Content Writer	43k-52k€	Low	96.60%	🔗
Demand Generation Manager	76k-82k€	High	98.00%	🔗
Digital Marketing Strategist	64k-72k€	Low	93.10%	🔗
Email Marketing Specialist	48k-49k€	Low	83.30%	🔗
Growth Marketing	66k-76k€	High	92.60%	🔗
Marketing Communications Manager	60k-67k€	High	93.40%	🔗
Marketing Manager	69k-78k€	Low	95.70%	🔗
Marketing Specialist	58k-64k€	Low	92.50%	🔗
Partnerships Manager	58k-68k€	Medium	96.60%	🔗
Pricing Manager	101k-113k€	Low	90.60%	🔗
Public Relations Specialist	59k-69k€	Low	100.00%	🔗
Search Engine Optimizer	50k-65k€	Low	97.00%	🔗
Social Media Manager	64k-74k€	Low	91.00%	🔗
Social Media Specialist	41k-48k€	Low	84.10%	🔗
Technical Writer	69k-79k€	Low	93.00%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	56k-67k€	High	90.20%	🔗
Administrator	70k-81k€	Low	89.00%	🔗
Advisor	60k-73k€	Low	96.90%	🔗
Area Manager	87k-97k€	Low	90.00%	🔗
Assistant Manager	67k-81k€	Low	85.00%	🔗
Communications Manager	75k-85k€	Medium	89.30%	🔗
Compliance Manager	77k-88k€	Low	91.40%	🔗
Compliance Officer	83k-95k€	Medium	88.20%	🔗
Customer Operations Manager	51k-107k€	High	81.30%	🔗
Delivery Manager	82k-94k€	Low	82.40%	🔗
Electrical and Instrumentation Technician	30k-34k€	Low	100.00%	🔗
Field Service Technician	41k-48k€	Low	99.20%	🔗
Forklift Driver	44k-45k€	Low	75.30%	🔗
Logistics Manager	63k-73k€	Low	92.40%	🔗
Maintenance Technician	42k-48k€	High	93.00%	🔗
Mechanical Maintenance	52k-58k€	Low	87.50%	🔗
Operations Engineer	79k-87k€	Low	100.00%	🔗
Operations Manager	87k-103k€	Medium	85.00%	🔗
Operations Specialist	70k-82k€	Low	100.00%	🔗

Operations Support Manager	92k-113k€	Low	86.30%	🔗
Operations Technician	48k-55k€	Medium	95.30%	🔗
Plant Technician	30k-38k€	Low	100.00%	🔗
Program Manager	96k-114k€	Low	94.40%	🔗
Project Coordinator	42k-50k€	Low	96.40%	🔗
Project Manager	58k-71k€	Low	100.00%	🔗
Quality Assurance Manager	58k-69k€	Low	83.60%	🔗
Quality Lead	94k-105k€	High	93.90%	🔗
Revenue Manager	69k-80k€	Low	93.40%	🔗
Safety Manager	81k-89k€	Low	97.70%	🔗
Safety Specialist	67k-78k€	Low	90.70%	🔗
Shift Manager	52k-68k€	Low	55.30%	🔗
Software Delivery Manager	106k-124k€	Low	89.70%	🔗
Strategy Manager	92k-107k€	Low	93.00%	🔗
Supply Chain Manager	83k-97k€	Low	91.00%	🔗
Traffic Agent	22k-30k€	Low	100.00%	🔗
Traffic Manager	64k-73k€	Low	88.90%	🔗
Transport Controller	68k-88k€	Low	79.80%	🔗
Transportation Manager	68k-71k€	Low	91.80%	🔗
Warehouse Associate	28k-30k€	Low	98.60%	🔗
Warehouse Lead	47k-50k€	Low	85.40%	🔗
Warehouse Manager	77k-89k€	Low	91.80%	🔗
Warehouse Worker	36k-37k€	Low	95.70%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	113k-133k€	Low	88.40%	🔗
Group Product Manager	112k-115k€	Medium	77.50%	🔗
Implementation Specialist	58k-64k€	Low	96.00%	🔗
Product Analyst	47k-55k€	High	100.00%	🔗
Product Designer	54k-59k€	High	95.30%	🔗
Product Manager	75k-86k€	Low	89.50%	🔗
Product Marketing Manager	64k-71k€	High	90.30%	🔗
Product Owner	84k-90k€	High	83.50%	🔗
Product Specialist	56k-68k€	Low	98.50%	🔗
Scrum Master	76k-85k€	Low	92.60%	🔗
Team Leader	97k-133k€	Low	88.90%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	44k-57k€	High	97.90%	🔗
Account Manager	70k-79k€	Low	96.60%	🔗
Area Sales Manager	56k-61k€	Low	95.10%	🔗
Branch Manager	57k-76k€	Low	99.70%	🔗
Business Development Manager	65k-83k€	High	81.50%	🔗
Business Development Representative	44k-52k€	High	88.90%	🔗
Channel Sales	79k-86k€	High	90.30%	🔗
Commercial Manager	59k-73k€	Low	83.30%	🔗
Customer Onboarding Specialist	40k-44k€	Low	97.50%	🔗
Customer Success	41k-49k€	High	98.70%	🔗
Customer Success Manager	64k-78k€	Medium	90.50%	🔗
Inbound Sales	38k-42k€	Low	100.00%	🔗
Inside Sales Representative	42k-51k€	Medium	88.00%	🔗
Key Account Manager	61k-62k€	Medium	88.70%	🔗
National Account Manager	70k-82k€	Low	97.90%	🔗
Presales Consultant	84k-95k€	Low	95.70%	🔗
Sales Analyst	54k-63k€	Low	100.00%	🔗
Sales Assistant	112k-135k€	Low	83.40%	🔗
Sales Associate	88k-104k€	Low	86.80%	🔗

Sales Development Manager	76k-84k€	Low	84.30%	🔗
Sales Engineer	95k-111k€	Medium	88.20%	🔗
Sales Executive	61k-74k€	Low	97.10%	🔗
Sales Manager	66k-86k€	Low	90.80%	🔗
Sales Operations	93k-105k€	Low	90.00%	🔗
Sales Representative	63k-79k€	Low	85.80%	🔗

Warsaw

Warsaw proudly exhibits a labor market that bears the indelible imprints of both its storied past and its blossoming present.

Among its diverse avenues, a cohort of skilled professionals, molded by the ever-evolving landscape, drive the sectors that range from the boundless realms of IT to the intricate workings of business services.

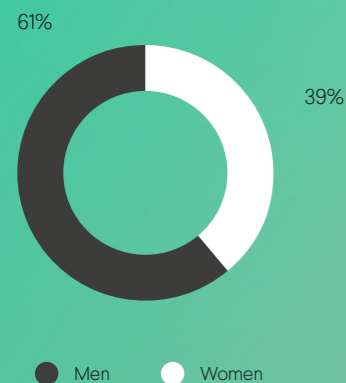
With a central location within Europe

and a competitive cost structure, Warsaw becomes an irresistible prospect for companies aspiring to establish a foothold in the region.

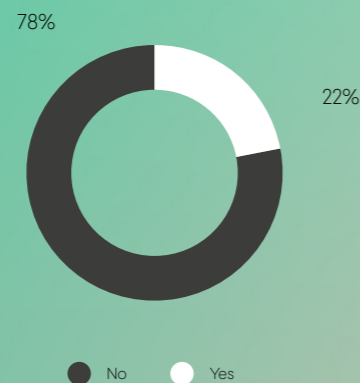
Within this tapestry woven from the threads of history and the warp of innovation, Warsaw assumes its rightful place as a rising star on the canvas of global trade and commerce, where tradition and progress meld in harmonious synergy.¹



Gender occupation²



Remote work³




Population⁴: 1.77M people


GDP⁵: 100.3B€


Cost of living⁶: 50.8

*For more information about the insights, see annex on page 194


* Public Holidays: 13 days / year * Working hours: 40 h / week *

 Minimum wage: 545€

 Ratio professionals/ job opening⁷: 5.82

 Benefits:

- Health insurance
- Casual dress code
- Professional development

 Average country salary/month⁸: 1,231€

Warsaw Companies⁹



PKN Orlen
(Oil and gas company)



CD Projekt
(Video game developer, creator of
The Witcher series)

allegro

Allegro
(E-commerce platform)

Warsaw

Administrative Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Administrator	92k-96k zł (20k-21k€)	High	86.00%	🔗
Accounting Assistant	92k-101k zł (20k-22k€)	Low	99.00%	🔗
Accounting Specialist	96k-129k zł (21k-28k€)	Low	93.50%	🔗
Bookkeeper	170k-202k zł (37k-44k€)	Medium	90.00%	🔗
Commercial Agent	184k-230k zł (40k-50k€)	Low	57.30%	🔗
Credit Manager	285k-419k zł (62k-91k€)	Low	77.60%	🔗
Customer Care Representative	69k-101k zł (15k-22k€)	High	87.60%	🔗
Data Processor	64k-96k zł (14k-21k€)	Low	63.70%	🔗
Human Resources Assistant	92k-142k zł (20k-31k€)	Low	90.80%	🔗
Office Assistant	101k-161k zł (22k-35k€)	Low	83.20%	🔗
Office Coordinator	92k-115k zł (20k-25k€)	Low	92.70%	🔗
Office Manager	156k-184k zł (34k-40k€)	High	91.80%	🔗
Team Administrator	73k-92k zł (16k-20k€)	High	87.30%	🔗

Customer Support

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Customer Service Manager	142k-212k zł (31k-46k€)	Low	97.70%	🔗
Customer Service Representative	64k-73k zł (14k-16k€)	High	99.00%	🔗
Customer Support Agent	50k-73k zł (11k-16k€)	High	95.20%	🔗
Customer Support Manager	147k-212k zł (32k-46k€)	Low	98.70%	🔗
Customer Support Supervisor	78k-101k zł (17k-22k€)	Low	82.10%	🔗
Service Manager	184k-216k zł (40k-47k€)	Low	89.70%	🔗
Technical Support Coordinator	46k-73k zł (10k-16k€)	Low	84.70%	🔗

Design

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
3D Artist	133k-152k zł (29k-33k€)	High	86.20%	🔗
Game Designer	207k-221k zł (45k-48k€)	High	86.80%	🔗
Graphic Designer	161k-179k zł (35k-39k€)	High	73.50%	🔗
Instructional Designer	133k-156k zł (29k-34k€)	High	94.00%	🔗
Media Designer	69k-87k zł (15k-19k€)	High	66.00%	🔗
User Experience Designer	175k-193k zł (38k-42k€)	High	82.50%	🔗
User Experience Manager	276k-313k zł (60k-68k€)	Low	76.20%	🔗

User Interface Designer	193k-212k zł (42k-46k€)	High	92.50%	🔗
Visual Designer	161k-175k zł (35k-38k€)	Medium	82.20%	🔗
Web Designer	152k-165k zł (33k-36k€)	Low	82.20%	🔗

Finance

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Accountant	115k-133k zł (25k-29k€)	High	91.30%	🔗
Accounts Payable Manager	124k-129k zł (27k-28k€)	Low	90.00%	🔗
Accounts Payable Specialist	92k-119k zł (20k-26k€)	High	95.70%	🔗
Accounts Receivable Manager	221k-235k zł (48k-51k€)	High	72.80%	🔗
Administrative Assistant	87k-92k zł (19k-20k€)	Low	69.20%	🔗
Analyst	138k-161k zł (30k-35k€)	Low	90.50%	🔗
Back Office Specialist	92k-96k zł (20k-21k€)	High	95.40%	🔗
Business Process Analyst	147k-165k zł (32k-36k€)	High	86.20%	🔗
Claims Assistant	115k-124k zł (25k-27k€)	Low	72.40%	🔗
Claims Manager	138k-230k zł (30k-50k€)	Low	85.90%	🔗
Compliance Specialist	129k-138k zł (28k-30k€)	High	95.20%	🔗
Comptroller	170k-198k zł (37k-43k€)	Low	83.40%	🔗
Demand Planner	124k-133k zł (27k-29k€)	High	91.90%	🔗
Event Manager	142k-165k zł (31k-36k€)	Medium	90.60%	🔗
Finance Analyst	165k-184k zł (36k-40k€)	Medium	89.40%	🔗

Finance Assistant	82k-92k zł (18k-20k€)	Low	96.50%	🔗
Finance Consultant	179k-216k zł (39k-47k€)	High	99.30%	🔗
Finance Manager	189k-230k zł (41k-50k€)	High	97.10%	🔗
Financial Analyst	350k-382k zł (76k-83k€)	High	96.40%	🔗
Financial Controller	179k-198k zł (39k-43k€)	High	89.00%	🔗
Financial Planning Analyst	198k-207k zł (43k-45k€)	High	81.60%	🔗
Financial Planning Manager	156k-235k zł (34k-51k€)	High	91.80%	🔗
Human Resources Advisor	189k-207k zł (41k-45k€)	Low	71.70%	🔗
Investor Relations Manager	138k-304k zł (30k-66k€)	Medium	88.90%	🔗
Management Accountant	156k-165k zł (34k-36k€)	High	75.70%	🔗
Marketer	193k-202k zł (42k-44k€)	Medium	90.10%	🔗
Middle Office Specialist	179k-225k zł (39k-49k€)	Low	100.00%	🔗
Pricing Analyst	161k-170k zł (35k-37k€)	High	92.00%	🔗
Procurement Manager	175k-216k zł (38k-47k€)	High	98.40%	🔗
Procurement Specialist	152k-165k zł (33k-36k€)	Low	92.20%	🔗
Purchasing Manager	152k-152k zł (33k-33k€)	Low	97.50%	🔗
Quantitative Analyst	378k-401k zł (82k-87k€)	High	80.90%	🔗
Revenue Accountant	165k-175k zł (36k-38k€)	High	96.40%	🔗
Risk Manager	175k-207k zł (38k-45k€)	High	93.10%	🔗
Technical Trainer	313k-364k zł (68k-79k€)	Low	67.70%	🔗
Trainer	96k-119k zł (21k-26k€)	Low	87.40%	🔗
Treasury Analyst	133k-147k zł (29k-32k€)	High	95.60%	🔗

Health

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Laboratory Analyst	142k-156k zł (31k-34k€)	High	82.20%	🔗
Laboratory Manager	359k-405k zł (78k-88k€)	High	69.80%	🔗
Medical Science Liaison	585k-626k zł (127k-136k€)	High	68.00%	🔗
Principal Scientist	258k-281k zł (56k-61k€)	Low	91.40%	🔗
Quality Control Chemist	96k-106k zł (21k-23k€)	Low	91.30%	🔗
Research Technician	92k-101k zł (20k-22k€)	Low	89.80%	🔗
Scientist	156k-179k zł (34k-39k€)	Low	84.80%	🔗

Human Resources

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Human Resources Administrator	73k-96k zł (16k-21k€)	High	98.10%	🔗
Human Resources Business Partner	119k-124k zł (26k-27k€)	Low	92.70%	🔗
Human Resources Coordinator	55k-78k zł (12k-17k€)	Low	87.10%	🔗
Human Resources Specialist	110k-147k zł (24k-32k€)	High	92.10%	🔗
Human Resources Systems Specialist	147k-161k zł (32k-35k€)	Low	100.00%	🔗
People Operations	161k-225k zł (35k-49k€)	Low	91.60%	🔗
Recruiter	119k-142k zł (26k-31k€)	Low	96.40%	🔗

Sourcer	165k-230k zł (36k-50k€)	High	85.00%	🔗
Talent Acquisition Manager	165k-207k zł (36k-45k€)	High	92.60%	🔗

Information Technology

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
.NET Developer	124k-129k zł (27k-28k€)	High	86.70%	🔗
ABAP Developer	202k-235k zł (44k-51k€)	High	88.70%	🔗
Actuary	258k-285k zł (56k-62k€)	Medium	87.80%	🔗
Android Developer	170k-212k zł (37k-46k€)	High	87.30%	🔗
Application Developer	152k-170k zł (33k-37k€)	Low	88.30%	🔗
Applications Developer	262k-313k zł (57k-68k€)	Low	85.00%	🔗
Applications Support Engineer	147k-147k zł (32k-32k€)	High	98.60%	🔗
Automation Engineer	212k-225k zł (46k-49k€)	High	79.80%	🔗
Backend Developer	216k-248k zł (47k-54k€)	High	70.80%	🔗
Blockchain Developer	119k-138k zł (26k-30k€)	High	96.30%	🔗
Business Analyst	193k-212k zł (42k-46k€)	High	87.70%	🔗
Business Intelligence Developer	147k-161k zł (32k-35k€)	High	93.40%	🔗
Business Intelligence Manager	133k-198k zł (29k-43k€)	High	82.30%	🔗
C++ Developer	189k-225k zł (41k-49k€)	High	76.30%	🔗
CRM Developer	161k-225k zł (35k-49k€)	High	95.50%	🔗
Cloud Engineer	225k-258k zł (49k-56k€)	High	78.70%	🔗

Cyber Security Analyst	133k-156k zł (29k-34k€)	Low	81.70%	🔗
Data Analyst	156k-198k zł (34k-43k€)	High	89.50%	🔗
Data Engineer	230k-276k zł (50k-60k€)	High	86.30%	🔗
Data Manager	341k-396k zł (74k-86k€)	Medium	74.80%	🔗
Data Processing Manager	212k-253k zł (46k-55k€)	Low	82.70%	🔗
Data Quality Specialist	124k-142k zł (27k-31k€)	High	98.40%	🔗
Data Scientist	170k-202k zł (37k-44k€)	High	94.10%	🔗
Data Specialist	152k-198k zł (33k-43k€)	High	95.10%	🔗
Database Administrator	202k-244k zł (44k-53k€)	High	79.90%	🔗
Database Developer	202k-207k zł (44k-45k€)	High	94.90%	🔗
Desktop Support	101k-119k zł (22k-26k€)	Low	75.60%	🔗
DevOps Engineer	230k-281k zł (50k-61k€)	High	93.40%	🔗
Developer	216k-304k zł (47k-66k€)	Low	81.00%	🔗
ERP Consultant	179k-221k zł (39k-48k€)	High	88.20%	🔗
ERP Developer	207k-285k zł (45k-62k€)	High	89.30%	🔗
Elixir Developer	138k-207k zł (30k-45k€)	High	94.10%	🔗
Embedded Engineer	184k-202k zł (40k-44k€)	High	95.50%	🔗
Engineer	424k-488k zł (92k-106k€)	High	84.50%	🔗
Engineering Manager	336k-387k zł (73k-84k€)	High	84.00%	🔗
Frontend Developer	230k-276k zł (50k-60k€)	High	88.70%	🔗
Full Stack Developer	142k-175k zł (31k-38k€)	High	95.20%	🔗
Functional Consultant	138k-142k zł (30k-31k€)	High	100.00%	🔗

GIS Specialist	119k-147k zł (26k-32k€)	Low	79.50%	🔗
Game Developer	198k-202k zł (43k-44k€)	High	98.40%	🔗
Golang Developer	244k-295k zł (53k-64k€)	High	84.90%	🔗
Helpdesk Technician	64k-82k zł (14k-18k€)	Low	99.30%	🔗
IOT Engineer	142k-152k zł (31k-33k€)	High	98.00%	🔗
IT Consultant	175k-193k zł (38k-42k€)	High	95.50%	🔗
IT Developer	271k-308k zł (59k-67k€)	High	97.90%	🔗
IT Manager	262k-313k zł (57k-68k€)	High	75.20%	🔗
IT Project Manager	373k-419k zł (81k-91k€)	High	64.10%	🔗
Integration Engineer	175k-221k zł (38k-48k€)	High	88.70%	🔗
Java Developer	170k-212k zł (37k-46k€)	High	89.30%	🔗
Machine Learning Engineer	235k-304k zł (51k-66k€)	High	78.40%	🔗
Mobile Developer	119k-179k zł (26k-39k€)	High	96.90%	🔗
NetOps Engineer	119k-165k zł (26k-36k€)	Low	95.60%	🔗
Network Engineer	170k-202k zł (37k-44k€)	High	92.50%	🔗
Network Manager	267k-336k zł (58k-73k€)	High	93.70%	🔗
Nodejs Developer	221k-258k zł (48k-56k€)	High	92.50%	🔗
PHP Developer	170k-202k zł (37k-44k€)	High	88.80%	🔗
Platform Engineer	202k-258k zł (44k-56k€)	High	88.40%	🔗
Python Developer	225k-248k zł (49k-54k€)	High	93.20%	🔗
Quality Assurance Analyst	179k-244k zł (39k-53k€)	High	90.50%	🔗
Quality Assurance Engineer	189k-207k zł (41k-45k€)	High	98.70%	🔗

React Developer	216k-267k zł (47k-58k€)	High	90.80%	🔗
Research Analyst	115k-147k zł (25k-32k€)	Low	85.00%	🔗
Research Manager	184k-212k zł (40k-46k€)	High	86.70%	🔗
Researcher	78k-101k zł (17k-22k€)	Low	90.00%	🔗
Ruby Developer	124k-138k zł (27k-30k€)	High	75.30%	🔗
SAP FI	152k-202k zł (33k-44k€)	High	98.00%	🔗
SAP HANA Consultant	147k-170k zł (32k-37k€)	High	86.20%	🔗
SAP HCM	170k-175k zł (37k-38k€)	High	96.80%	🔗
SAP MM	161k-170k zł (35k-37k€)	High	100.00%	🔗
SAP SD	133k-147k zł (29k-32k€)	High	97.10%	🔗
Salesforce Administrator	59k-69k zł (13k-15k€)	High	70.40%	🔗
Salesforce Developer	239k-322k zł (52k-70k€)	High	86.80%	🔗
Security Consultant	216k-235k zł (47k-51k€)	High	89.70%	🔗
Security Engineer	212k-239k zł (46k-52k€)	High	93.20%	🔗
Security Manager	520k-576k zł (113k-125k€)	High	58.20%	🔗
Security Specialist	152k-170k zł (33k-37k€)	High	98.80%	🔗
Site Reliability Engineer	225k-281k zł (49k-61k€)	High	78.30%	🔗
Software Architect	198k-225k zł (43k-49k€)	High	86.10%	🔗
Software Developer	161k-179k zł (35k-39k€)	Low	94.20%	🔗
Software Engineer	175k-212k zł (38k-46k€)	High	86.70%	🔗
Solution Architect	304k-373k zł (66k-81k€)	High	73.60%	🔗
Solutions Analyst	170k-202k zł (37k-44k€)	High	85.20%	🔗

Support Technician	142k-175k zł (31k-38k€)	Low	82.60%	🔗
Systems Administrator	152k-161k zł (33k-35k€)	Medium	83.80%	🔗
Systems Architect	212k-235k zł (46k-51k€)	Low	93.70%	🔗
Systems Engineer	198k-239k zł (43k-52k€)	High	98.50%	🔗
Systems Technician	110k-156k zł (24k-34k€)	Low	74.80%	🔗
Technical Analyst	331k-378k zł (72k-82k€)	Low	74.30%	🔗
Technical Manager	285k-304k zł (62k-66k€)	High	70.70%	🔗
Technical Specialist	387k-470k zł (84k-102k€)	Low	68.00%	🔗
Technical Support Engineer	147k-156k zł (32k-34k€)	High	90.70%	🔗
Technical Support Manager	165k-175k zł (36k-38k€)	High	92.80%	🔗
Technical Support Representative	82k-96k zł (18k-21k€)	High	95.10%	🔗
Technical Support Specialist	96k-119k zł (21k-26k€)	High	91.40%	🔗
Test Automation Engineer	152k-161k zł (33k-35k€)	High	88.20%	🔗
Test Engineer	175k-202k zł (38k-44k€)	High	93.10%	🔗
Unreal Developer	152k-156k zł (33k-34k€)	High	95.50%	🔗
User Researcher	119k-133k zł (26k-29k€)	High	89.50%	🔗
Web Developer	193k-225k zł (42k-49k€)	High	81.00%	🔗
iOS Developer	119k-138k zł (26k-30k€)	High	88.40%	🔗

Marketing

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Affiliate Manager	129k-138k zł (28k-30k€)	High	87.30%	🔗
Brand Manager	405k-456k zł (88k-99k€)	High	71.10%	🔗
CRM Manager	184k-198k zł (40k-43k€)	High	97.80%	🔗
Communication Specialist	221k-271k zł (48k-59k€)	Low	72.10%	🔗
Community Manager	193k-253k zł (42k-55k€)	High	78.00%	🔗
Content Writer	175k-193k zł (38k-42k€)	High	76.00%	🔗
Demand Generation Manager	202k-212k zł (44k-46k€)	High	85.00%	🔗
Digital Marketing Strategist	175k-225k zł (38k-49k€)	Low	90.90%	🔗
Email Marketing Specialist	156k-156k zł (34k-34k€)	Low	97.80%	🔗
Growth Marketing	179k-193k zł (39k-42k€)	High	90.20%	🔗
Marketing Assistant	87k-96k zł (19k-21k€)	Low	92.10%	🔗
Marketing Communications Manager	189k-235k zł (41k-51k€)	Medium	93.80%	🔗
Marketing Manager	244k-285k zł (53k-62k€)	High	79.80%	🔗
Marketing Specialist	115k-129k zł (25k-28k€)	Low	89.90%	🔗
Partnerships Manager	424k-516k zł (92k-112k€)	High	60.60%	🔗
Pricing Manager	239k-267k zł (52k-58k€)	High	89.70%	🔗
Public Relations Specialist	207k-221k zł (45k-48k€)	Medium	79.80%	🔗
Search Engine Optimizer	101k-110k zł (22k-24k€)	Low	92.40%	🔗
Social Media Manager	165k-189k zł (36k-41k€)	High	87.10%	🔗

Social Media Specialist	124k-129k zł (27k-28k€)	High	69.00%	🔗
Technical Writer	147k-170k zł (32k-37k€)	High	96.60%	🔗

Operations

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Administrative Manager	133k-175k zł (29k-38k€)	Low	89.40%	🔗
Administrator	179k-216k zł (39k-47k€)	High	91.60%	🔗
Advisor	129k-184k zł (28k-40k€)	Low	90.90%	🔗
Area Manager	156k-184k zł (34k-40k€)	Low	91.10%	🔗
Assistant Manager	170k-179k zł (37k-39k€)	Low	99.50%	🔗
Communications Manager	216k-221k zł (47k-48k€)	High	94.70%	🔗
Compliance Manager	202k-216k zł (44k-47k€)	Low	98.40%	🔗
Compliance Officer	175k-184k zł (38k-40k€)	High	91.90%	🔗
Customer Operations Manager	179k-267k zł (39k-58k€)	High	70.00%	🔗
Delivery Manager	165k-189k zł (36k-41k€)	High	92.40%	🔗
Electrical and Instrumentation Technician	152k-175k zł (33k-38k€)	Low	87.30%	🔗
Field Service Technician	78k-87k zł (17k-19k€)	Low	84.30%	🔗
Fleet Manager	414k-433k zł (90k-94k€)	High	56.90%	🔗
Forklift Driver	41k-69k zł (9k-15k€)	Low	91.20%	🔗
Health and Safety Coordinator	147k-165k zł (32k-36k€)	Low	72.10%	🔗

Logistics Manager	119k-152k zł (26k-33k€)	Medium	91.90%	🔗
Maintenance Technician	87k-96k zł (19k-21k€)	Low	96.40%	🔗
Manufacturing Technician	50k-78k zł (11k-17k€)	Low	72.90%	🔗
Mechanical Maintenance	92k-92k zł (20k-20k€)	Low	100.00%	🔗
Operations Engineer	179k-207k zł (39k-45k€)	High	86.70%	🔗
Operations Manager	175k-216k zł (38k-47k€)	High	90.70%	🔗
Operations Specialist	124k-133k zł (27k-29k€)	Low	88.60%	🔗
Operations Support Manager	147k-170k zł (32k-37k€)	Low	88.30%	🔗
Operations Technician	82k-110k zł (18k-24k€)	Low	95.30%	🔗
Plant Technician	138k-189k zł (30k-41k€)	Low	79.00%	🔗
Program Manager	235k-267k zł (51k-58k€)	High	91.30%	🔗
Project Coordinator	119k-138k zł (26k-30k€)	Medium	89.80%	🔗
Project Manager	152k-193k zł (33k-42k€)	High	93.40%	🔗
Quality Assurance Manager	221k-267k zł (48k-58k€)	High	83.40%	🔗
Quality Lead	198k-235k zł (43k-51k€)	High	87.60%	🔗
Revenue Manager	138k-179k zł (30k-39k€)	High	91.80%	🔗
Safety Manager	364k-405k zł (79k-88k€)	High	68.90%	🔗
Safety Specialist	152k-165k zł (33k-36k€)	Low	92.80%	🔗
Shift Manager	92k-106k zł (20k-23k€)	High	85.00%	🔗
Software Delivery Manager	161k-193k zł (35k-42k€)	High	93.40%	🔗
Strategy Manager	179k-230k zł (39k-50k€)	Low	91.40%	🔗
Supply Chain Manager	189k-207k zł (41k-45k€)	Medium	96.60%	🔗
Traffic Agent	78k-101k zł (17k-22k€)	Low	89.40%	🔗

Traffic Manager	189k-212k zł (41k-46k€)	High	78.20%	🔗
Transport Controller	244k-322k zł (53k-70k€)	Low	87.10%	🔗
Transportation Manager	364k-401k zł (79k-87k€)	High	69.40%	🔗
Warehouse Associate	41k-73k zł (9k-16k€)	Low	86.70%	🔗
Warehouse Lead	106k-115k zł (23k-25k€)	High	80.70%	🔗
Warehouse Manager	253k-285k zł (55k-62k€)	High	87.50%	🔗
Warehouse Worker	147k-156k zł (32k-34k€)	Medium	69.50%	🔗

Product

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Agile Coach	276k-378k zł (60k-82k€)	High	89.40%	🔗
Group Product Manager	276k-327k zł (60k-71k€)	High	65.40%	🔗
Implementation Specialist	119k-129k zł (26k-28k€)	Low	99.70%	🔗
Product Analyst	378k-414k zł (82k-90k€)	High	93.50%	🔗
Product Designer	198k-244k zł (43k-53k€)	High	79.00%	🔗
Product Manager	267k-276k zł (58k-60k€)	High	79.30%	🔗
Product Marketing Manager	235k-248k zł (51k-54k€)	High	91.80%	🔗
Product Owner	198k-267k zł (43k-58k€)	High	92.90%	🔗
Product Specialist	156k-184k zł (34k-40k€)	Low	94.50%	🔗
Scrum Master	235k-267k zł (51k-58k€)	High	92.50%	🔗
Team Leader	175k-258k zł (38k-56k€)	High	85.70%	🔗

Sales

Title	Salary band ¹⁰	Demand ¹¹	Confidence ratio ¹²	More info
Account Executive	101k-115k zł (22k-25k€)	High	98.60%	🔗
Account Manager	115k-133k zł (25k-29k€)	High	97.10%	🔗
Area Sales Manager	119k-129k zł (26k-28k€)	Low	100.00%	🔗
Branch Manager	147k-193k zł (32k-42k€)	Low	99.70%	🔗
Business Developer	156k-212k zł (34k-46k€)	Medium	100.00%	🔗
Business Development Manager	165k-179k zł (36k-39k€)	High	71.50%	🔗
Business Development Representative	87k-106k zł (19k-23k€)	High	91.80%	🔗
Channel Sales	175k-198k zł (38k-43k€)	High	94.40%	🔗
Commercial Manager	184k-207k zł (40k-45k€)	High	100.00%	🔗
Customer Onboarding Specialist	101k-110k zł (22k-24k€)	Low	86.70%	🔗
Customer Success	92k-142k zł (20k-31k€)	High	100.00%	🔗
Customer Success Manager	119k-170k zł (26k-37k€)	High	95.50%	🔗
Inbound Sales	73k-78k zł (16k-17k€)	High	74.10%	🔗
Inside Sales Representative	96k-115k zł (21k-25k€)	High	89.50%	🔗
Key Account Manager	124k-129k zł (27k-28k€)	High	87.70%	🔗
National Account Manager	152k-175k zł (33k-38k€)	Medium	91.60%	🔗
Presales Consultant	221k-239k zł (48k-52k€)	High	100.00%	🔗
Sales Analyst	106k-142k zł (23k-31k€)	High	100.00%	🔗
Sales Assistant	267k-276k zł (58k-60k€)	Low	83.40%	🔗

Sales Associate	92k-101k zł (20k-22k€)	High	95.40%	🔗
Sales Development Manager	147k-165k zł (32k-36k€)	High	82.90%	🔗
Sales Engineer	225k-281k zł (49k-61k€)	Medium	89.00%	🔗
Sales Executive	175k-230k zł (38k-50k€)	High	86.20%	🔗
Sales Manager	456k-576k zł (99k-125k€)	Low	56.40%	🔗
Sales Operations	189k-216k zł (41k-47k€)	High	95.80%	🔗
Sales Representative	129k-165k zł (28k-36k€)	High	91.50%	🔗
Sales Support Manager	451k-548k zł (98k-119k€)	Low	45.90%	🔗

Annex

The city overviews provide a comprehensive set of insights to help you understand the dynamics and characteristics of each location. Here's a more detailed breakdown of each item:

- 1. General Description of the Talent Market:** This section provides a broad overview of the talent market in the city. It includes information about the types of industries and skills that are prevalent, which can be valuable for talent acquisition and business planning.
- 2. Gender Share of Workers (Pie Chart):** This visual representation shows the proportion of male and female workers in the city. It offers insights into the gender diversity of the workforce, which is crucial for diversity and inclusion initiatives.
- 3. Remote Share of Workers (Pie Chart):** This chart illustrates the percentage of workers who are engaged in remote work arrangements. It helps you understand the extent to which remote work has been adopted in the city, which is especially relevant in today's flexible work environments.
- 4. Population:** This figure provides the total population of the city. It's a fundamental demographic indicator that impacts various aspects of urban life and business, including market size and labor pool.
- 5. GDP (Gross Domestic Product):** GDP is a key economic indicator that quantifies the total monetary value of goods and services produced within a city over a specific period. It offers insights into the city's economic size and performance, which can inform investment decisions.

- 6. Cost of Living:** The Cost of Living index provides a relative comparison of living expenses in the city compared to New York City, which is used as the benchmark (100%). It covers various aspects of daily life, including groceries, meals, transportation, utilities, and housing costs. It helps assess the affordability of a city for residents and employees.
- 7. Ratio Offer/Demand:** The ratio of job offers to job demand indicates the balance between job opportunities and the number of active professionals in the city. It gives insights into the competitiveness of the job market and the availability of skilled talent.
- 8. Average Salary in Local Currency:** This figure provides the average salary for professionals in the city, denominated in the local currency (e.g., EUR, HUF, GBP, PLN). It helps assess the compensation landscape, which is crucial for attracting and retaining talent.
- 9. Relevant Companies in the Area:** This section gives a quick look at some of the most important or well-known companies in the area. It can bring attention to key industries or areas of expertise that companies might be interested in.
- 10. Salary Bands and Percentiles:** The salaries are showcased as salary bands that span from the 25th percentile to the 75th percentile.
 - 25th Percentile:** This represents the salary level below which 25% of the professionals in the city earn. It gives you insight into the lower range of salaries in the local job market.

- 50th Percentile (Median):** While not explicitly mentioned, this is often the midpoint salary where half of the professionals earn more and half earn less. It serves as a reference point for the average salary.

- 75th Percentile:** This reflects the salary level below which 75% of professionals in the city earn. It provides a view of the higher end of salaries in the local job market.

These salary bands and percentiles offer a comprehensive view of the income distribution within the city, helping you understand the range and distribution of salaries for professionals. This information is crucial for making compensation decisions and benchmarking salary offers in the local job market.

- 11. Demand:** A calculation or categorization process aimed at assessing the demand for different job roles. We evaluated the demand for specific roles based on the ratio of job offers to the number of job postings or positions available in the market. Then we assigned a category label to each role, indicating whether the demand for that role is low, medium, or high.
- 12. Confidence ratio:** To calculate the confidence ratio, we begin by examining the number of salaries we have utilized. Next, we compare this figure to the salaries available in our database as well as those of our competitors. Additionally, we consider salaries from positions similar to the one in question. Finally, we penalize the ratio if we have had to rely on salaries from similar positions, parent positions, or from other locations or countries. This process helps us assess the reliability and accuracy of the salary data we are working with.

