



European
Salary
Benchmarking

2024 ^{talentUp.io}

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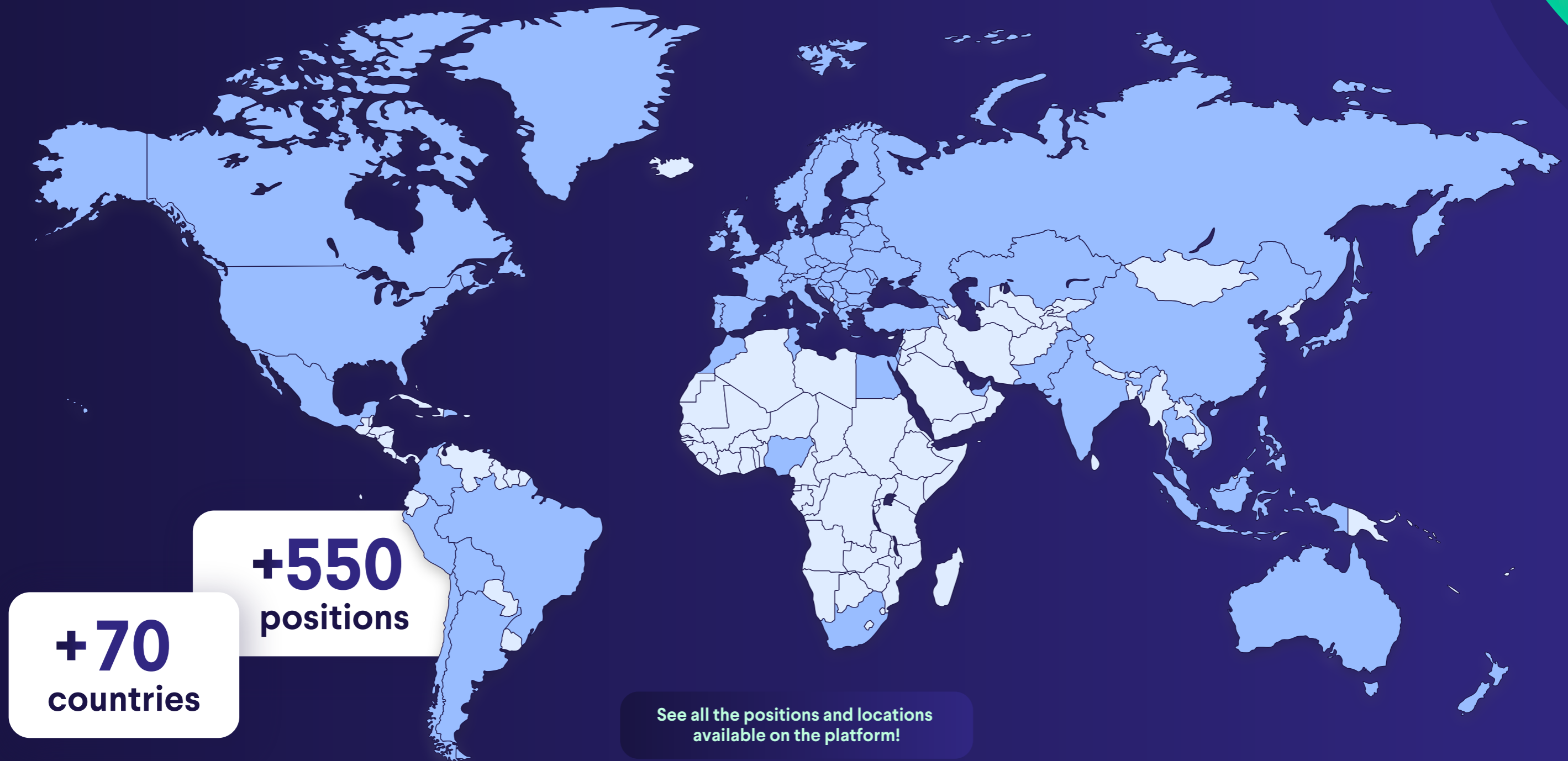
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The world's salaries on your fingertips



TalentUp.io platform

Our main data sources:



Access to more detailed information in our Salary Platform

- Search any salary for any role in any location in real time.
- Compare salaries across roles and locations easily.
- Sign Up for free and start with 5 free searches.

Sign up free

talentUp.io

Hello User! Welcome again 😊

Search salaries

Manage employees

Compare salaries

Analyze competitors

Top picks

Overview

Roarington

Information Technology

DevOps Engineer

Milan

\$ 50.000

TalentUp Updated 1 month ago

31 Employees

Barcelona Location

\$



About us

In recent years, the European talent market has experienced significant changes. This new paradigm has introduced a range of challenges and opportunities for businesses across the continent. With the globalization of the talent market, companies now compete for the same talent with global organizations, which was previously unbelievable. At the same time, this shift has enabled European firms to expand their search for skilled professionals beyond national borders, creating numerous advantages.

To successfully attract and retain the talent that organizations need in this evolving landscape, it is essential to have access to up-to-date salary data for various regions and positions. According to TalentUp data, IT professionals in Europe remain with a company for an average of 19 months. Considering the costs associated with hiring and training an IT professional only to see them leave after a year and a half, TalentUp addresses this issue by collecting, interpreting, and validating data from a variety of sources, including job offers and professional profiles, to provide real-time insights on talent demand and wages.

Clients from across Europe can access this crucial information on TalentUp's Salary Platform. The platform covers over 550 roles in more than 200 locations, with salaries updated every month to reflect current market conditions. Users can analyze this data, compare their own salaries to industry standards, and ensure their compensation packages are competitive. The tool also allows users to compare salaries between cities and conduct comprehensive competitive research.

By leveraging TalentUp's Salary Platform and the high-quality data provided, companies can access detailed compensation information for every position and region. This enables them to filter by company and experience level, attract and retain top talent with competitive salaries, and improve retention by offering promotion packages that are responsive to market trends. TalentUp's mission is to help firms across Europe successfully navigate the dynamic talent market.



Jordi Arcas

CEO of TalentUp

"In 2024, income trends across Europe reflect a dramatic shift caused by inflation, remote employment, and changing skill demands. As competition for top talent heats up, corporations are changing compensation packages to not just reflect market conditions, but also to account for increased living costs and talent mobility.

Salaries in high-demand industries such as technology, healthcare, and green energy are seeing sharp increases, while firms are looking for innovative ways to stay competitive. TalentUp is dedicated to providing businesses with the insights and data they need to navigate this ever-changing landscape and make informed decisions."

 **250M working professionals**

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

 **Updates every month**

Our Salary Platform updates every month to provide the most up-to-date salary and strategic data in real-time.

 **8M companies**

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

 **+ 550 positions**

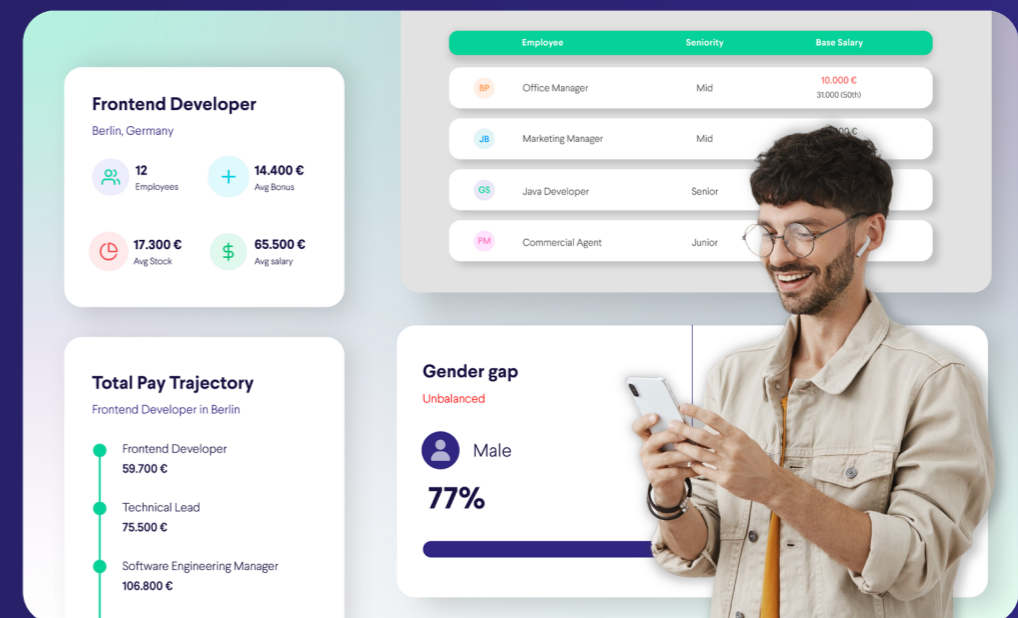
More than 550 positions are covered by our Salary Platform, which includes salary and strategic data.

 **+ 200 cities around the world**

With salary data for over 200 cities worldwide, you can hire anywhere.

 **45M salaries**

We have analyzed, cleaned, and compared over 45 million salaries.



Methodology

TalentUp provides access to a vast amount of data, including information on more than 250 million professionals, 45 million salaries, and 8 million businesses. Every month, TalentUp regularly updates this data, offering a current perspective on 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 550 positions available in more than 200 cities, TalentUp equips you with the necessary insights to remain competitive in the current job market.

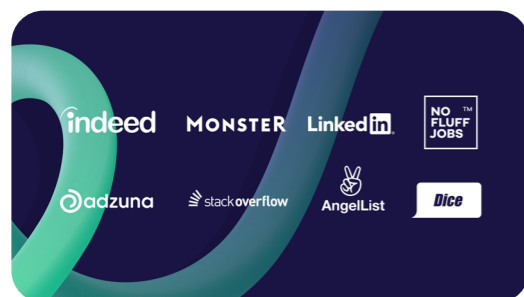
1

Collect data

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

We consolidate this collected data into a user-friendly database, which serves as a fundamental resource for our platform.

In TalentUp, clients can trust the accuracy, reliability, and relevance of data.



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.



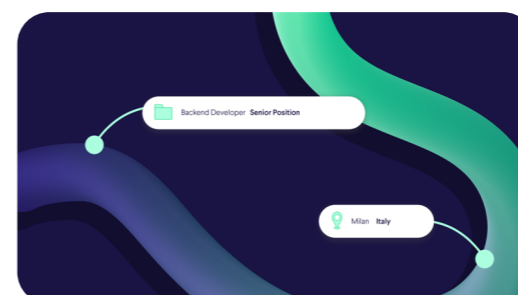
3

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.



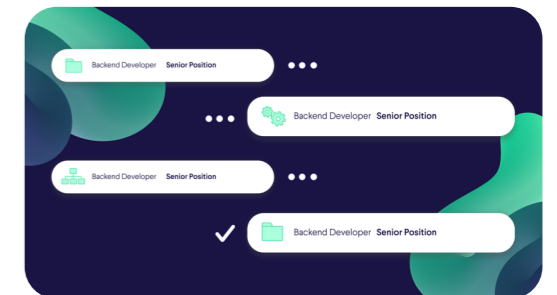
4

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.



The impact of inflation on European wages: are workers keeping up?

The gradual increase in prices over time, known as inflation, has a significant impact on economies around the world. In Europe, where recent economic changes have been particularly pronounced, inflation has had a major impact on workers' wages and purchasing power. A pressing question is whether European workers' wages are keeping pace with inflation or whether their real incomes are falling. This article explores this issue, examining recent trends, statistics and regional differences to provide a comprehensive picture of the current situation.

1. Understanding inflation and wage dynamics

Inflation reduces the purchasing power of money, meaning that as prices rise, each euro or pound buys less. If wages do not rise at the same rate as inflation, workers will have less disposable income despite earning the same amount in nominal terms. This gap between wage growth and inflation can have a significant impact on living standards, consumer behaviour and overall economic stability. (1) (2)

In 2024, inflation in Europe continues to be driven by several factors, including ongoing supply chain disruptions, volatile energy prices and ongoing geopolitical tensions, particularly the war in Ukraine. (3) The European Central Bank (ECB) reported that inflation in the Eurozone averaged around 4.3% in the first half of 2024, down from the higher levels of the previous year but still above the ECB's 2% target. (4) The ECB's monetary policy and economic projections play a crucial role in shaping inflationary trends. (5)

In Europe, the response to inflationary pressures varies widely across countries. In countries

with strong trade unions and centralized wage bargaining systems, such as those in Scandinavia, wage growth tends to be more closely aligned with inflation. Conversely, in countries with more fragmented labor markets or weaker collective bargaining systems, wage growth may lag behind inflation, leading to a greater loss of purchasing power for workers.

a) Monetary policy

Monetary policy, and in particular the actions of the European Central Bank, play a crucial role in influencing both inflation and wage dynamics. (6) The ECB's primary mandate is to maintain price stability, which it aims to achieve by targeting an inflation rate close to but below 2%. (7) To combat rising inflation, the ECB can raise interest rates, making borrowing more expensive and slowing economic activity, which in turn can reduce inflationary pressures. (8)

However, the relationship between monetary policy and wage growth is not straightforward. While higher interest rates can help tame inflation, they can also dampen economic growth, leading to higher unemployment and weaker wage growth. Conversely, if the ECB keeps interest rates too low for too long, it risks fueling inflation without a corresponding increase in wages, further eroding purchasing power. (9)

2. Wage growth vs. inflation

The relationship between wage growth and inflation in Europe is complex and varies considerably between countries. According to Eurostat, average nominal wage growth in the euro area was around 4.1% in the first quarter of 2024. However, when adjusted for inflation,

real wage growth was still negative in many countries, meaning that wages were not keeping up with the rising cost of living. (10)

For example, in Germany, Europe's largest economy, nominal wages grew by around 3.9% in early 2024. (11) However, with inflation averaging around 4.5%, German workers saw their real wages fall by around 0.6%. (12) Similarly, in Spain, nominal wage growth was around 3.5%, but with inflation at 4.7%, real wages fell by 1.2%. (13)

On the other hand, some countries managed to keep up with inflation. In France, nominal wages rose by around 4.4%, just above the national inflation rate of 4.3%, leading to a marginal increase in real wages. (14) In Scandinavian countries such as Norway and Sweden, where inflation rates were somewhat lower and wage growth more robust, real wage growth was more stable, reflecting the influence of strong trade unions and centralized wage-setting mechanisms. (15)

3. Regional disparities and sectoral differences

The impact of inflation on wages is not uniform across Europe, with significant regional disparities.

3.1. Eastern Europe

Eastern European countries, which have been experiencing higher inflation rates, saw sharper declines in real wages. For example, in Poland, where inflation peaked at over 10% in early 2023, nominal wage growth of 7% could not prevent a significant erosion of purchasing power. (16)

The higher inflation rates in Eastern Europe are partly due to the region's economic structure and external vulnerabilities. (17) Many Eastern European economies are heavily reliant on energy imports, making them more susceptible to global energy price shocks. (18) Additionally, these countries often have less diversified economies, with a higher dependence on manufacturing and export-oriented industries. When inflationary pressures increase, these sectors are more likely to see squeezed profit margins, limiting the ability of businesses to raise wages. For instance, in Budapest there has been a salary increase of 5%, whereas the inflation rate is at 4.1%. This means that price increases are significant but not out of control. And the wage growth outpacing inflation helps to cushion the impact of rising costs on households. (7)

3.2. Western Europe

In contrast, Western European countries have generally seen lower inflation rates, though they have not been immune to price pressures. Countries like Germany, France, and the Netherlands have experienced inflation, but it has tended to be lower and more stable compared to Eastern Europe. (19) This relative stability has allowed for more consistent wage growth, particularly in countries with strong labor market institutions and robust social safety nets. (5) In particular, in 2024 in Berlin there has been a wage increase of 17.48% and an inflation rate of 2.3%. This is a positive economic trend in Berlin, where wages have increased substantially, outpacing

the relatively low inflation rate, leading to an overall improvement in the standard of living for workers. In contrast, Amsterdam has seen no change in salary levels, remaining flat at 0.00%. This reflects market saturation or already high salary benchmarks that do not necessitate further increases. (7)

However, even within Western Europe, there are significant differences. Southern European countries like Italy, Spain, and Greece have faced their own challenges. These economies, already burdened by high public debt and sluggish growth, have struggled to respond to inflationary pressures. (10) Wage growth in these countries has often lagged behind inflation, exacerbating economic inequalities and leading to higher levels of economic insecurity, particularly among younger and lower-skilled workers. (4) As an example, in Barcelona and Madrid, there has been a salary increase of 3.87% and an inflation rate of 2.8% in 2024. This indicates a modest improvement in real wages, meaning workers in these cities have a small increase in their purchasing power in 2024. (7)

3.3 Sectoral differences

Inflation does not affect all sectors of the economy equally and this has led to significant differences in wage growth across industries. The ability of workers to secure wage increases above inflation depends largely on the demand for their skills, the profitability of their sector and the bargaining power they can exercise. (6)

3.3.1. High demand sectors

In sectors where demand for skilled labor remains high, such as technology, finance and health, workers have generally fared better in the face of inflation. These sectors often offer higher wages to attract and retain talent, and their profitability allows companies to absorb higher labor costs without significantly raising prices. For example, the technology sector

in countries such as Ireland and Germany has seen significant wage increases as companies compete for a limited pool of highly skilled workers. These wage increases have often outpaced inflation, allowing workers in these sectors to maintain or even improve their living standards. (7)

Wage growth has also been strong in the financial sector, particularly in major financial centers such as London, Frankfurt and Paris. The global nature of the financial industry, combined with high demand for skills in areas such as investment banking, asset management and fintech, has pushed up wages. Despite inflation, workers in these sectors have seen their real wages rise, benefiting from both high nominal wage growth and performance-related bonuses. (8)

3.3.2. Low-demand sectors

Conversely, workers in lower-demand sectors, particularly retail, hospitality and public services, have not been as fortunate. These sectors are often characterized by lower wages, higher levels of part-time or temporary employment and weaker union representation, all of which contribute to slower wage growth. (9) In many cases, wage increases in these sectors have lagged behind inflation, leading to a fall in real wages and a corresponding fall in purchasing power. (10)

The retail sector, for example, is under pressure from both inflation and structural changes such as the shift to e-commerce. As consumers face higher prices for goods and services, their purchasing power is reduced, leading to lower sales volumes and profit margins for retailers. This economic environment makes it difficult for retail employers to offer significant wage increases, even as inflation pushes up the cost of living for their employees. (11)

Similarly, the hospitality sector, which was hit hard by the COVID-19 pandemic, is struggling to recover in the face of rising inflation. Many businesses in this sector operate on thin margins and have limited capacity to increase wages. As a result, hospitality workers, many of whom are in precarious or low-paid jobs, have seen their real incomes eroded by inflation. (12)

Conclusion

The impact of inflation on European wages is a complex and multifaceted issue, with significant differences across regions and sectors. While some workers, particularly those in high-demand sectors or countries with robust wage-setting mechanisms, have managed to keep pace with rising prices, many others have seen their real incomes erode. This divergence highlights the crucial role of labor market structures, economic policies and sectoral dynamics in determining the extent to which wages can keep pace with inflation. (13)

In Eastern Europe, higher inflation rates and less diversified economies have led to sharper declines in real wages, exacerbating the region's economic challenges. Western European countries, while somewhat more insulated, are not immune to these pressures, with southern economies in particular struggling to keep wage growth in line with inflation. Sectoral differences are exacerbating these disparities, with workers in technology, finance and other high-demand sectors faring better than those in retail, hospitality and public services. (14)

Ultimately, while inflation is a pervasive economic force, its impact on wages is far from uniform. Policymakers, employers and trade unions will need to manage these challenges carefully to ensure that workers' living standards are protected and economic

inequalities do not widen. As Europe continues to grapple with persistent inflationary pressures, the ability of workers' wages to keep pace remains central to the continent's economic and social stability. (15)

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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**
- **Bucharest**
- **Budapest**
- **Lisbon**
- **London**
- **Madrid**
- **Milan**
- **Munich**
- **Paris**
- **Prague**
- **Vienna**
- **Warsaw**
- **Zurich**

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

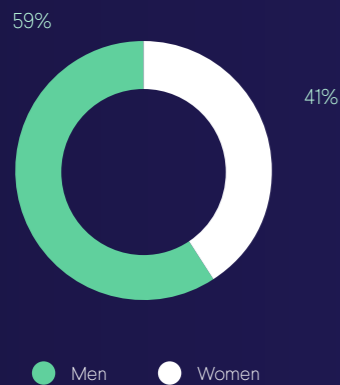
Amsterdam

Amsterdam, the capital city of the Netherlands, is a bustling hub of commerce, culture, and innovation. Known for its open economy, excellent connectivity, and high quality of life, Amsterdam attracts businesses and talent from around the world.

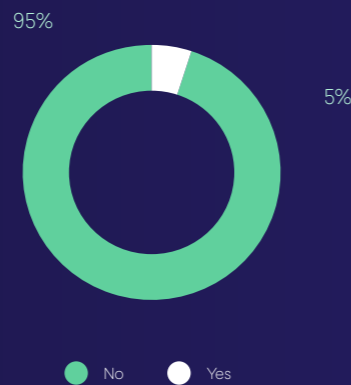
The city is a gateway to European markets and is renowned for its progressive policies, making it a fertile ground for both established corporations and startups.¹



Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 2.5M people
- GDP (metropolitan area)⁵: 201B €
- Cost of living⁶: 73.8
- Cost of living + rent⁷: 64.1
- % decrease cost of living + rent⁸: 8,57
- % salary increase⁹: 0.00

*For more city charts details, see annex on page 178.

Amsterdam Companies¹⁶



ING Group
(Global Financial Institution)



Heineken
(One of the world's largest beer producers)



Booking.com
(A leading global online travel agency)

Amsterdam Partner¹⁸

Adriaan Kolff

CEO and co-founder of Matchr



"After the large swings in demand over the last few years, companies will work with smaller and leaner in-house recruitment teams due to the continued uncertainty of the market.

Companies will rely more and more on RPO companies to provide the much-needed flexibility and expertise to navigate this volatility."

Minimum wage¹⁰: **27,000€**

Ratio professionals/
job opening¹²: **7.45**

Inflation rate¹⁴: **3.7%**

Public Holidays¹¹: **7 days/year**

Average country
salary¹²: **46,800€**

Personal income
tax rate¹⁵: **49.5%**

Amsterdam

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Manager	45k-48k €	Medium	92.50%	🔗
Office Administrator	42k-48k €	High	90.50%	🔗
Office Assistant	31k-37k €	Low	86.50%	🔗
Office Manager	50k-53k €	High	76.00%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	32k-35k €	High	92.50%	🔗
Customer Operations Manager	78k-114k €	High	87.50%	🔗
Customer Service Manager	62k-70k €	High	87.50%	🔗
Customer Service Representative	38k-41k €	High	92.50%	🔗
Customer Service Specialist	39k-40k €	High	74.50%	🔗
Customer Success Manager	45k-58k €	High	92.50%	🔗
Customer Support Team Leader	46k-58k €	High	72.50%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	50k-57k €	High	88.50%	🔗
Copy Writer	47k-52k €	Medium	90.50%	🔗
Graphic Designer	48k-57k €	Medium	87.50%	🔗
User Experience Designer	49k-64k €	Low	90.50%	🔗
User Interface Designer	58k-73k €	Medium	76.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	69k-79k €	Low	92.50%	🔗
Civil Engineer	50k-57k €	Medium	80.50%	🔗
Electrical Engineer	54k-59k €	High	92.50%	🔗
Engineer	50k-62k €	Low	83.50%	🔗
Engineering Director	119k-134k €	High	92.50%	🔗
Mechanical Engineer	55k-61k €	High	81.50%	🔗
Project Engineer	67k-76k €	High	91.50%	🔗
Test Engineer	60k-68k €	High	85.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	61k-69k €	High	92.50%	🔗

Finance Analyst	43k-50k €	High	92.50%	🔗
Finance Assistant	47k-59k €	Medium	90.50%	🔗
Finance Director	112k-121k €	High	92.50%	🔗
Finance Manager	96k-105k €	High	92.50%	🔗
Financial Controller	71k-81k €	High	100.00%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	66k-74k €	Medium	70.50%	🔗
Human Resources Coordinator	49k-59k €	High	70.50%	🔗
Human Resources Director	137k-145k €	High	92.50%	🔗
Human Resources Generalist	55k-64k €	High	71.50%	🔗
Human Resources Manager	77k-93k €	High	70.50%	🔗
Recruiter	45k-55k €	High	92.50%	🔗
Talent Acquisition Manager	77k-106k €	Medium	92.50%	🔗
Talent Acquisition Partner	52k-57k €	High	85.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	78k-89k €	High	86.50%	🔗
Agile Coach	99k-114k €	Medium	85.50%	🔗
Android Developer	66k-77k €	Medium	73.50%	🔗
Applications Developer	47k-54k €	High	81.50%	🔗
Backend Developer	84k-96k €	High	82.50%	🔗
Business Analyst	58k-66k €	High	92.50%	🔗
Business Intelligence Analyst	59k-66k €	High	91.50%	🔗
Business Intelligence Developer	52k-60k €	High	73.50%	🔗
Business Process Analyst	62k-77k €	High	90.50%	🔗
Cloud Engineer	61k-81k €	High	86.50%	🔗
Cyber Security Analyst	69k-79k €	Low	86.50%	🔗
Data Analyst	60k-68k €	High	92.50%	🔗
Data Consultant	63k-73k €	High	78.50%	🔗
Data Engineer	51k-63k €	High	92.50%	🔗
Data Scientist	66k-77k €	Medium	90.50%	🔗
Data Specialist	50k-60k €	High	92.50%	🔗
Database Administrator	68k-76k €	High	88.50%	🔗
DevOps Engineer	73k-84k €	High	92.50%	🔗
Developer	65k-80k €	Low	92.50%	🔗
Embedded Engineer	75k-84k €	High	72.50%	🔗
Frontend Developer	73k-83k €	Medium	86.50%	🔗
Full Stack Developer	74k-89k €	High	89.50%	🔗
Golang Developer	58k-71k €	High	90.00%	🔗

IT Consultant	63k-71k €	High	87.50%	🔗
Information Technology Support Specialist	49k-58k €	High	71.50%	🔗
Java Developer	78k-89k €	High	86.50%	🔗
Machine Learning Engineer	86k-112k €	High	80.50%	🔗
Nodejs Developer	72k-90k €	High	83.50%	🔗
Python Developer	57k-64k €	High	92.50%	🔗
Quality Assurance Engineer	53k-60k €	Low	78.50%	🔗
Quality Assurance Manager	88k-100k €	High	87.50%	🔗
Quality Assurance Tester	49k-52k €	Low	92.50%	🔗
React Developer	60k-73k €	High	97.50%	🔗
SAP HANA Consultant	60k-67k €	High	91.50%	🔗
Scrum Master	66k-73k €	High	81.50%	🔗
Security Engineer	74k-81k €	High	75.50%	🔗
Site Reliability Engineer	63k-68k €	High	92.50%	🔗
Software Architect	89k-101k €	High	73.50%	🔗
Software Developer	70k-83k €	Medium	87.50%	🔗
Software Engineer	59k-64k €	Low	71.50%	🔗
Software Engineering Manager	85k-93k €	High	92.50%	🔗
Software Test Engineer	52k-62k €	Low	92.50%	🔗
Software Tester	56k-64k €	High	89.50%	🔗
Solution Architect	105k-112k €	Medium	92.50%	🔗
Systems Administrator	66k-72k €	High	79.50%	🔗
Systems Architect	79k-86k €	Medium	92.50%	🔗
Systems Engineer	67k-75k €	Low	92.50%	🔗
Technical Project Manager	80k-95k €	High	91.50%	🔗
Technical Support Engineer	56k-66k €	High	79.50%	🔗
Technical Support Manager	84k-93k €	High	92.50%	🔗

Technical Support Representative	26k-30k €	Medium	92.50%	🔗
Technical Support Specialist	46k-61k €	High	75.50%	🔗
Test Automation Engineer	63k-71k €	High	81.50%	🔗
User Researcher	71k-86k €	High	84.50%	🔗
iOS Developer	68k-83k €	Low	81.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	66k-93k €	Medium	100.00%	🔗
Consultant	60k-70k €	High	91.50%	🔗
Immigration Paralegal	40k-45k €	Low	78.50%	🔗
Lawyer	86k-101k €	Low	76.50%	🔗
Legal Assistant	31k-35k €	Low	81.50%	🔗
Legal Counsel	88k-96k €	High	92.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	82k-88k €	High	87.50%	🔗
CRM Manager	81k-86k €	High	84.50%	🔗
Communications Specialist	42k-50k €	High	76.50%	🔗
Marketing Assistant	52k-53k €	Low	85.50%	🔗
Marketing Director	120k-137k €	High	87.50%	🔗

Marketing Specialist	54k-57k €	High	90.50%	🔗
Partnerships Manager	53k-61k €	Medium	75.50%	🔗
Performance Marketing Manager	80k-94k €	High	87.50%	🔗
Product Marketing Manager	84k-94k €	High	80.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	38k-52k €	High	89.50%	🔗
Operations Director	125k-142k €	High	92.50%	🔗
Operations Manager	101k-119k €	High	83.50%	🔗
Program Manager	87k-92k €	High	86.50%	🔗
Project Coordinator	51k-57k €	High	92.50%	🔗
Project Director	108k-126k €	High	91.50%	🔗
Project Leader	75k-88k €	High	88.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	134k-149k €	High	85.50%	🔗
Product Manager	66k-82k €	Medium	100.00%	🔗
Product Owner	72k-92k €	Medium	83.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	57k-74k €	High	96.00%	🔗
Area Sales Manager	96k-111k €	Low	70.50%	🔗
Business Developer	60k-75k €	High	92.50%	🔗
Business Development Executive	43k-56k €	High	92.50%	🔗
Business Development Manager	67k-79k €	High	81.00%	🔗
Business Development Representative	49k-64k €	High	81.50%	🔗
Commercial Director	131k-157k €	High	77.00%	🔗
Inside Sales Representative	39k-48k €	High	85.50%	🔗
Key Account Manager	45k-48k €	High	92.50%	🔗
Sales Account Executive	54k-79k €	High	85.50%	🔗
Sales Assistant	43k-44k €	High	84.50%	🔗
Sales Development Manager	76k-79k €	High	81.50%	🔗
Sales Director	112k-123k €	High	82.50%	🔗
Sales Engineer	68k-75k €	High	88.50%	🔗
Sales Manager	82k-99k €	Medium	85.50%	🔗
Sales Operations	56k-64k €	High	92.50%	🔗
Sales Representative	46k-62k €	Low	83.50%	🔗
Store Manager	58k-67k €	High	80.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	45k-52k €	High	92.50%	🔗

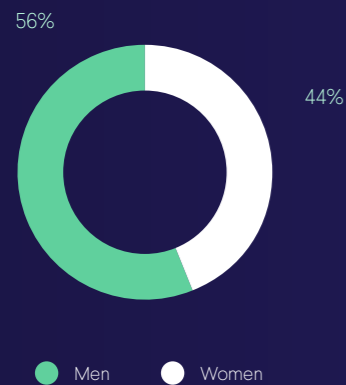
Barcelona

Barcelona, the vibrant capital of Catalonia, is not only a cultural and tourist hub but also a key economic center in Southern Europe.

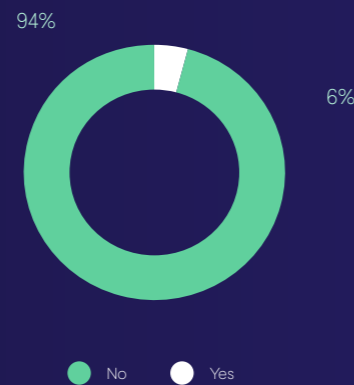
Renowned for its strategic location, excellent infrastructure, and dynamic workforce, Barcelona has become a magnet for international businesses and startups alike.

With a robust economy driven by a mix of traditional industries and cutting-edge sectors, the city continues to thrive as a competitive player on the global stage.¹

Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 4.9M people
- GDP (metropolitan area)⁵: 174B €
- Cost of living⁶: 56.3
- Cost of living + rent⁷: 44.8
- % decrease cost of living + rent⁸: 8.16
- % salary increase⁹: 6.2

^{*}For more city charts details, see annex on page 178.

Minimum wage¹⁰: **15,876€**

Ratio professionals/
job opening¹²: **3.08**

Inflation rate¹⁴: **2.8%**

Public Holidays¹¹: **10 days/year**

Average country
salary¹³: **35,600€**

Personal income
tax rate¹⁵: **54%**



Barcelona Companies¹⁶

MANGO

Mango
(Globally fashion retailer)

GRIFOLS

Grifols
(Multinational in the pharmaceutical
and biotechnology sector)

abertis

Abertis
(Infrastructure management
company)

Barcelona Partner¹⁸

Carles Font i García

CEO and Partner at Q-tech

<q-tech>



"The worldwide economic condition has led to a slowdown in the recruiting market for IT specialists in Barcelona, Spain and, to a lesser extent, throughout Europe. IT professionals have a stronger tendency to assess employment proposals, and the labor market appears to have reached a state of equilibrium.

All of this has resulted in some pay restraint in the sector, allowing hiring to continue as needed. The market is going up again, and there are obvious signs that the technology sector is resuming expansion."

Barcelona

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	38k-41k €	High	70.50%	🔗
Administrative Manager	43k-56k €	High	88.50%	🔗
Office Administrator	34k-38k €	High	71.50%	🔗
Office Assistant	25k-28k €	Low	92.50%	🔗
Office Manager	35k-37k €	High	82.00%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	23k-24k €	High	71.00%	🔗
Customer Operations Manager	50k-54k €	High	78.50%	🔗
Customer Service Manager	53k-59k €	High	80.50%	🔗
Customer Service Representative	28k-29k €	High	92.50%	🔗
Customer Service Specialist	31k-32k €	High	74.50%	🔗

Customer Success Director	52k-75k €	High	72.50%	🔗
Customer Success Manager	46k-57k €	High	92.50%	🔗
Customer Support Agent	26k-27k €	High	94.00%	🔗
Customer Support Team Leader	32k-35k €	High	89.00%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	40k-44k €	High	84.50%	🔗
Copy Writer	30k-33k €	High	75.50%	🔗
Game Designer	36k-38k €	High	72.50%	🔗
Graphic Designer	29k-37k €	High	88.50%	🔗
Product Designer	30k-36k €	High	75.50%	🔗
User Experience Designer	40k-52k €	High	92.50%	🔗
User Interface Designer	39k-51k €	High	80.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	36k-47k €	High	90.50%	🔗
Civil Engineer	57k-63k €	High	78.50%	🔗
Electrical Engineer	37k-42k €	High	92.50%	🔗
Engineer	39k-45k €	Medium	92.50%	🔗

Engineering Director	91k-102k €	High	92.50%	🔗
Mechanical Engineer	43k-46k €	High	81.50%	🔗
Project Engineer	39k-42k €	High	92.50%	🔗
Test Engineer	37k-43k €	High	91.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	37k-41k €	High	83.50%	🔗
Accounting Specialist	36k-40k €	High	71.50%	🔗
Finance Analyst	42k-45k €	High	88.50%	🔗
Finance Assistant	36k-44k €	Low	87.50%	🔗
Finance Director	94k-102k €	High	92.50%	🔗
Finance Manager	78k-85k €	High	89.50%	🔗
Financial Controller	41k-46k €	High	95.00%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	52k-57k €	High	77.50%	🔗
Human Resources Coordinator	43k-52k €	High	70.50%	🔗
Human Resources Director	104k-106k €	High	71.50%	🔗
Recruiter	30k-37k €	High	92.50%	🔗

Talent Acquisition Manager	63k-88k €	High	86.50%	🔗
Talent Acquisition Partner	34k-39k €	High	87.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	46k-50k €	High	89.50%	🔗
Agile Coach	74k-85k €	High	86.50%	🔗
Android Developer	47k-50k €	High	70.50%	🔗
Applications Developer	38k-43k €	High	81.50%	🔗
Backend Developer	36k-46k €	High	92.50%	🔗
Business Analyst	39k-46k €	High	87.50%	🔗
Business Intelligence Analyst	32k-33k €	High	84.50%	🔗
Business Intelligence Developer	37k-43k €	High	72.50%	🔗
Business Process Analyst	50k-60k €	High	92.50%	🔗
Cloud Engineer	45k-55k €	High	91.50%	🔗
Cyber Security Analyst	53k-60k €	Low	84.50%	🔗
Data Analyst	45k-52k €	High	88.50%	🔗
Data Architect	46k-59k €	High	87.50%	🔗
Data Consultant	38k-47k €	High	78.50%	🔗
Data Engineer	45k-50k €	High	92.50%	🔗
Data Scientist	45k-50k €	High	92.50%	🔗
Data Specialist	28k-37k €	High	92.50%	🔗
Database Administrator	48k-53k €	High	92.50%	🔗
DevOps Engineer	57k-64k €	High	92.50%	🔗

Developer	40k-43k €	High	92.50%	🔗
Frontend Developer	40k-53k €	High	90.50%	🔗
Full Stack Developer	37k-42k €	High	92.50%	🔗
Golang Developer	38k-48k €	High	92.50%	🔗
IT Consultant	44k-52k €	High	92.50%	🔗
Java Developer	43k-50k €	High	88.50%	🔗
Nodejs Developer	37k-45k €	High	90.00%	🔗
Python Developer	44k-46k €	High	92.50%	🔗
Quality Assurance Engineer	36k-45k €	High	76.50%	🔗
Quality Assurance Manager	69k-82k €	High	75.50%	🔗
Quality Assurance Tester	36k-40k €	Medium	92.50%	🔗
Scrum Master	47k-54k €	High	82.50%	🔗
Security Engineer	57k-61k €	High	75.50%	🔗
Site Reliability Engineer	45k-51k €	High	87.50%	🔗
Software Architect	56k-62k €	High	74.50%	🔗
Software Developer	36k-43k €	High	92.50%	🔗
Software Engineer	46k-52k €	High	92.50%	🔗
Software Engineering Manager	89k-96k €	High	74.50%	🔗
Software Test Engineer	43k-49k €	High	92.50%	🔗
Software Tester	42k-47k €	High	79.50%	🔗
Solution Architect	54k-61k €	High	87.50%	🔗
Systems Administrator	37k-38k €	High	85.50%	🔗
Systems Architect	63k-69k €	Medium	92.50%	🔗
Systems Engineer	50k-57k €	High	92.50%	🔗
Technical Project Manager	47k-60k €	High	81.50%	🔗
Technical Support Engineer	41k-48k €	High	79.50%	🔗
Technical Support Manager	66k-72k €	High	71.50%	🔗

Technical Support Representative	28k-34k €	High	92.50%	🔗
Technical Support Specialist	34k-48k €	High	75.50%	🔗
Test Automation Engineer	44k-49k €	High	80.50%	🔗
User Researcher	55k-63k €	High	83.50%	🔗
iOS Developer	43k-52k €	High	81.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	38k-50k €	Medium	70.00%	🔗
Consultant	39k-44k €	High	85.50%	🔗
Immigration Paralegal	31k-36k €	Low	78.50%	🔗
Lawyer	68k-75k €	High	79.50%	🔗
Legal Assistant	25k-38k €	High	83.50%	🔗
Legal Counsel	76k-89k €	High	82.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
CRM Manager	67k-69k €	High	79.50%	🔗
Communications Specialist	46k-49k €	High	75.50%	🔗
Digital Marketing Strategist	47k-53k €	High	71.50%	🔗
Marketing Assistant	32k-36k €	High	84.50%	🔗

Marketing Director	97k-114k €	High	85.50%	🔗
Marketing Manager	67k-82k €	High	84.50%	🔗
Marketing Specialist	40k-42k €	High	88.50%	🔗
Partnerships Manager	41k-47k €	High	75.50%	🔗
Performance Marketing Manager	58k-80k €	High	87.50%	🔗
Product Marketing Manager	67k-72k €	High	79.50%	🔗
Search Engine Optimizer	33k-36k €	Medium	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	34k-36k €	High	85.50%	🔗
Operations Director	106k-130k €	High	92.50%	🔗
Operations Manager	76k-90k €	High	85.50%	🔗
Program Manager	86k-96k €	High	81.50%	🔗
Project Coordinator	33k-38k €	High	82.50%	🔗
Project Director	86k-98k €	High	92.50%	🔗
Project Leader	46k-53k €	High	92.50%	🔗
Supply Chain Manager	63k-72k €	High	71.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	111k-119k €	High	85.50%	🔗
Product Manager	46k-55k €	High	93.00%	🔗
Product Owner	42k-53k €	High	83.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	39k-49k €	High	92.50%	🔗
Business Developer	40k-63k €	High	81.50%	🔗
Business Development Executive	30k-42k €	High	79.50%	🔗
Business Development Representative	32k-38k €	High	78.00%	🔗
Commercial Director	86k-107k €	High	81.00%	🔗
Inside Sales Representative	30k-33k €	High	85.50%	🔗
Key Account Manager	42k-48k €	High	100.00%	🔗
Sales Account Executive	32k-40k €	High	92.50%	🔗
Sales Assistant	31k-31k €	High	82.50%	🔗
Sales Associate	38k-44k €	High	92.50%	🔗
Sales Development Manager	44k-54k €	High	92.50%	🔗
Sales Director	97k-108k €	High	82.50%	🔗
Sales Engineer	44k-52k €	High	83.50%	🔗
Sales Manager	67k-77k €	High	85.50%	🔗
Sales Operations	47k-59k €	High	88.50%	🔗

Sales Representative	34k-45k €	Medium	92.50%	🔗
Store Manager	59k-67k €	High	71.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	43k-47k €	High	86.50%	🔗

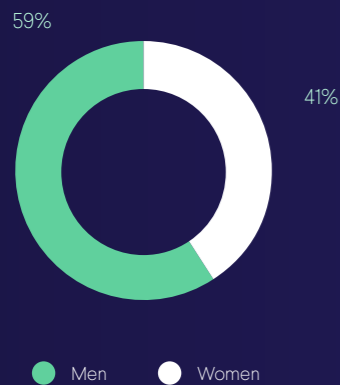
Berlin

Berlin, the capital of Germany, is a city of contrasts where rich history meets modern innovation. Known as a thriving cultural metropolis, Berlin has also emerged as a major business hub in Europe, particularly in the fields of technology and creative industries.

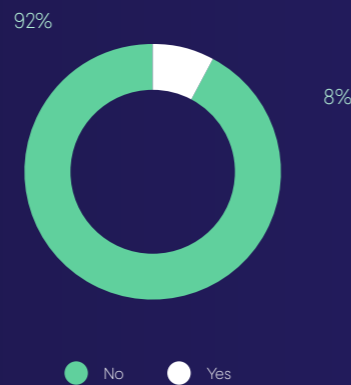
The city offers a favorable environment for entrepreneurs, with a strong startup culture and a growing number of global

corporations establishing a presence. Known as a thriving cultural metropolis, Berlin has also emerged as a major business hub in Europe, particularly in the fields of technology and creative industries. The city offers a favorable environment for entrepreneurs, with a strong startup culture and a growing number of global corporations establishing a presence.¹

Gender occupation²

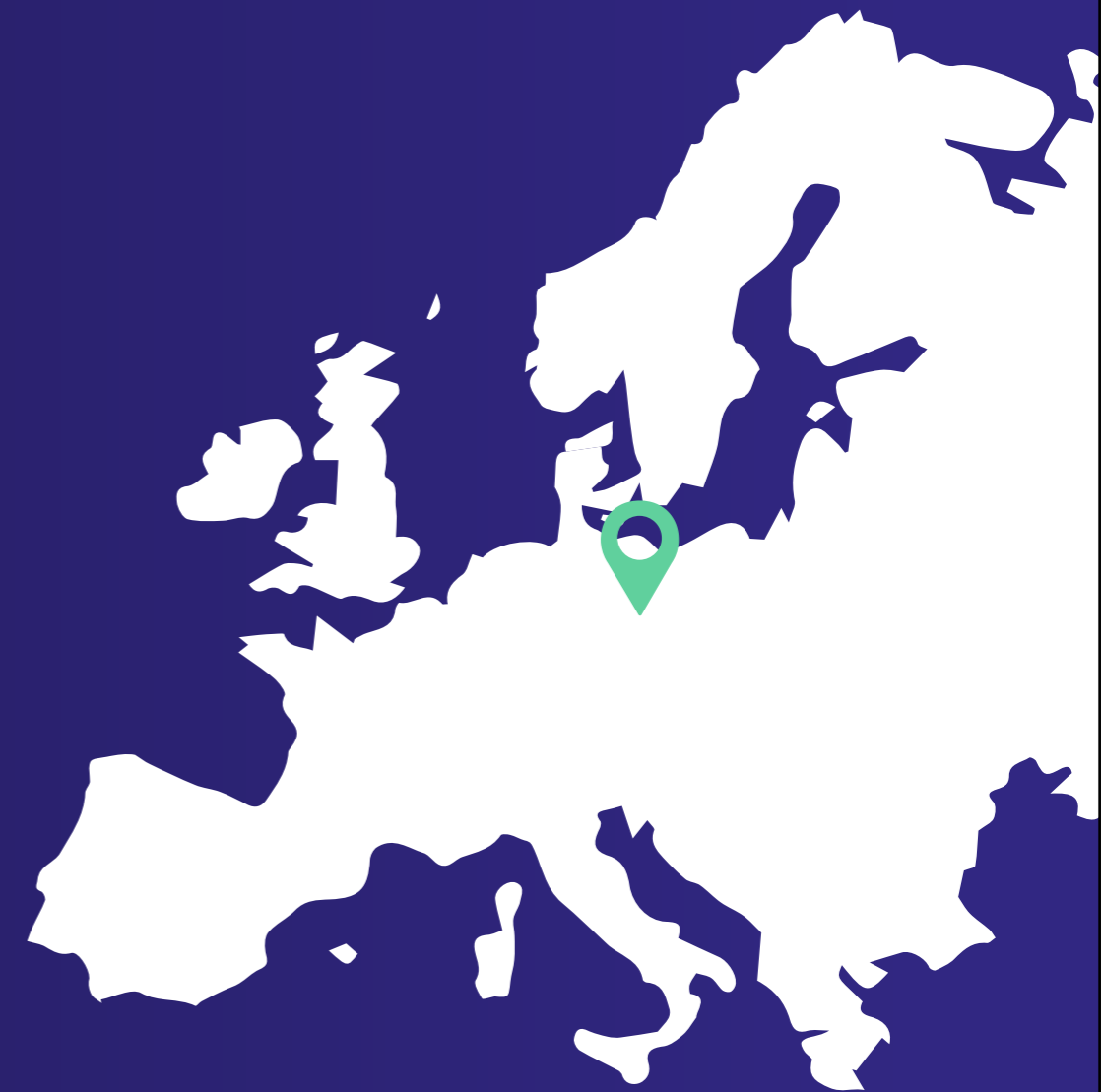


Remote work³



- Population (metropolitan area)⁴: 4.9M people
- GDP (metropolitan area)⁵: 291B €
- Cost of living⁶: 66.9
- Cost of living + rent⁷: 51.9
- % decrease cost of living + rent⁸: 5.45
- % salary increase⁹: 4.37

*For more city charts details, see annex on page 178.



Berlin Companies¹⁶

SIEMENS

Siemens
(A global powerhouse in industrial manufacturing)

zalando

Zalando
(Leading online fashion retailer)

ROCKETINTERNET

Rocket Internet
(Major venture capital and startup incubator)

Berlin selected Startup¹⁷

N26

N26
Sector: Fintech

N26 is a mobile bank offering easy-to-use banking services via an app. It provides a range of financial products, including bank accounts, savings, and investment options, making it a leader in the digital banking space in Europe.

Minimum wage¹⁰: **25,812€**

Ratio professionals/
job opening¹²: **3.08**

Inflation rate¹⁴: **2.3%**

Public Holidays¹¹: **9 days/year**

Average country
salary¹³: **47,200€**

Personal income
tax rate¹⁵: **47.5%**

Berlin

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	50k-60k €	High	79.50%	🔗
Administrative Manager	83k-93k €	High	92.50%	🔗
Office Administrator	44k-47k €	High	92.50%	🔗
Office Assistant	33k-37k €	Low	90.50%	🔗
Office Manager	45k-49k €	High	77.00%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	33k-36k €	High	92.50%	🔗
Customer Operations Manager	84k-124k €	High	87.50%	🔗
Customer Service Representative	42k-47k €	High	92.50%	🔗
Customer Service Specialist	42k-43k €	High	70.50%	🔗
Customer Success Manager	45k-54k €	High	92.50%	🔗

Customer Support Agent	37k-40k €	High	94.00%	🔗
Customer Support Team Leader	53k-70k €	Low	95.50%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	49k-56k €	High	87.50%	🔗
Copy Writer	49k-55k €	High	90.50%	🔗
Game Designer	42k-46k €	High	73.50%	🔗
Graphic Designer	40k-43k €	High	92.50%	🔗
User Experience Designer	58k-74k €	High	92.50%	🔗
User Interface Designer	50k-60k €	High	81.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	70k-82k €	Medium	82.50%	🔗
Civil Engineer	68k-74k €	High	73.50%	🔗
Electrical Engineer	55k-61k €	High	92.50%	🔗
Engineer	55k-66k €	Medium	92.50%	🔗
Engineering Director	125k-139k €	High	92.50%	🔗
Mechanical Engineer	57k-65k €	Medium	81.50%	🔗
Project Engineer	66k-72k €	High	92.50%	🔗
Test Engineer	56k-63k €	High	91.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	65k-73k €	High	88.50%	🔗
Accounting Specialist	49k-55k €	High	70.50%	🔗
Finance Analyst	64k-73k €	High	92.50%	🔗
Finance Assistant	40k-42k €	Low	85.00%	🔗
Finance Director	191k-218k €	High	79.50%	🔗
Finance Manager	97k-107k €	High	91.50%	🔗
Financial Controller	66k-75k €	High	88.00%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	74k-83k €	Medium	73.50%	🔗
Human Resources Director	111k-120k €	High	71.50%	🔗
Human Resources Generalist	51k-61k €	High	71.50%	🔗
Human Resources Specialist	43k-52k €	High	70.50%	🔗
Recruiter	52k-64k €	High	90.50%	🔗
Talent Acquisition Manager	80k-109k €	High	89.50%	🔗
Talent Acquisition Partner	48k-54k €	High	87.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	83k-97k €	High	79.50%	🔗
Agile Coach	104k-116k €	High	81.50%	🔗
Android Developer	63k-75k €	Low	73.50%	🔗
Applications Developer	50k-57k €	High	81.50%	🔗
Backend Developer	73k-81k €	High	89.50%	🔗
Business Analyst	71k-78k €	High	92.50%	🔗
Business Intelligence Analyst	66k-72k €	High	88.50%	🔗
Business Intelligence Developer	68k-76k €	High	74.50%	🔗
Business Process Analyst	67k-81k €	High	92.50%	🔗
Cloud Engineer	68k-76k €	High	88.50%	🔗
Cyber Security Analyst	71k-84k €	Low	89.50%	🔗
Data Analyst	63k-72k €	High	92.50%	🔗
Data Architect	70k-96k €	High	92.50%	🔗
Data Consultant	46k-58k €	High	91.50%	🔗
Data Engineer	54k-62k €	High	91.50%	🔗
Data Scientist	66k-78k €	High	92.50%	🔗
Data Specialist	42k-50k €	High	92.50%	🔗
Database Administrator	74k-78k €	High	92.50%	🔗
DevOps Engineer	76k-85k €	High	92.50%	🔗
Developer	63k-78k €	Low	92.50%	🔗
Embedded Engineer	63k-89k €	High	72.50%	🔗
Frontend Developer	85k-97k €	High	84.50%	🔗
Full Stack Developer	80k-94k €	High	89.50%	🔗

Golang Developer	69k-79k €	High	71.50%	🔗
IT Consultant	64k-74k €	High	92.50%	🔗
IT Manager	82k-104k €	High	83.50%	🔗
Information Technology Support Specialist	48k-59k €	High	71.50%	🔗
Java Developer	71k-81k €	High	92.50%	🔗
Machine Learning Engineer	56k-72k €	High	92.50%	🔗
Nodejs Developer	60k-73k €	High	71.50%	🔗
PHP Developer	74k-82k €	High	74.50%	🔗
Python Developer	61k-70k €	High	92.50%	🔗
Quality Assurance Engineer	54k-61k €	Low	78.50%	🔗
Quality Assurance Manager	79k-92k €	High	88.50%	🔗
Quality Assurance Tester	47k-52k €	High	92.50%	🔗
React Developer	74k-87k €	High	88.50%	🔗
Scrum Master	72k-80k €	High	81.50%	🔗
Security Engineer	85k-92k €	High	75.50%	🔗
Site Reliability Engineer	75k-90k €	High	86.50%	🔗
Software Architect	83k-95k €	High	73.50%	🔗
Software Developer	70k-82k €	High	92.50%	🔗
Software Engineer	68k-76k €	Low	92.50%	🔗
Software Engineering Manager	97k-107k €	Medium	79.50%	🔗
Software Test Engineer	49k-58k €	Medium	88.50%	🔗
Software Tester	60k-67k €	High	92.50%	🔗
Solution Architect	90k-98k €	High	92.50%	🔗
Systems Administrator	54k-60k €	High	85.50%	🔗
Systems Architect	82k-89k €	High	92.50%	🔗
Systems Engineer	65k-75k €	High	92.50%	🔗
Technical Project Manager	84k-99k €	High	91.50%	🔗

Technical Support Engineer	59k-69k €	High	79.50%	🔗
Technical Support Manager	52k-56k €	Medium	86.50%	🔗
Technical Support Representative	38k-47k €	High	92.50%	🔗
Technical Support Specialist	44k-60k €	High	75.50%	🔗
Test Automation Engineer	60k-69k €	High	81.50%	🔗
User Researcher	70k-83k €	High	86.50%	🔗
iOS Developer	58k-71k €	Low	81.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Consultant	62k-75k €	High	82.50%	🔗
Immigration Paralegal	38k-43k €	Low	78.50%	🔗
Lawyer	89k-104k €	High	84.50%	🔗
Legal Assistant	39k-53k €	High	91.50%	🔗
Legal Counsel	102k-113k €	High	90.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	83k-92k €	High	87.50%	🔗
CRM Manager	86k-91k €	High	82.50%	🔗
Communications Specialist	41k-43k €	High	75.50%	🔗

Marketing Assistant	41k-51k €	High	89.50%	🔗
Marketing Director	122k-140k €	High	88.50%	🔗
Marketing Manager	84k-102k €	Medium	77.50%	🔗
Marketing Specialist	47k-54k €	High	92.50%	🔗
Partnerships Manager	57k-65k €	High	76.50%	🔗
Performance Marketing Manager	81k-94k €	High	87.50%	🔗
Product Marketing Manager	92k-97k €	High	78.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	40k-54k €	High	91.50%	🔗
Operations Director	116k-130k €	High	92.50%	🔗
Operations Manager	94k-111k €	High	82.50%	🔗
Program Manager	103k-120k €	High	84.50%	🔗
Project Coordinator	52k-58k €	High	92.50%	🔗
Project Director	110k-130k €	High	92.50%	🔗
Project Leader	70k-83k €	Medium	92.50%	🔗
Supply Chain Manager	84k-95k €	High	71.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	138k-145k €	High	85.50%	🔗
Implementation Specialist	44k-53k €	High	92.50%	🔗
Product Manager	81k-95k €	High	99.00%	🔗
Product Owner	83k-94k €	High	81.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	65k-78k €	High	100.00%	🔗
Business Developer	54k-80k €	Low	92.50%	🔗
Business Development Executive	33k-44k €	High	90.50%	🔗
Business Development Manager	84k-110k €	High	89.00%	🔗
Business Development Representative	32k-38k €	High	86.50%	🔗
Commercial Director	131k-157k €	High	92.50%	🔗
Inside Sales Representative	49k-55k €	High	85.50%	🔗
Key Account Manager	79k-85k €	High	90.50%	🔗
Sales Account Executive	59k-84k €	High	86.00%	🔗
Sales Assistant	40k-41k €	High	92.50%	🔗
Sales Associate	45k-55k €	High	91.50%	🔗
Sales Development Manager	74k-92k €	High	81.50%	🔗
Sales Director	114k-119k €	High	92.50%	🔗
Sales Engineer	66k-78k €	High	92.50%	🔗

Sales Manager	95k-109k €	High	87.50%	🔗
Sales Operations	52k-60k €	High	84.50%	🔗
Sales Representative	49k-58k €	Low	84.50%	🔗
Store Manager	59k-68k €	High	72.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	61k-67k €	High	87.50%	🔗

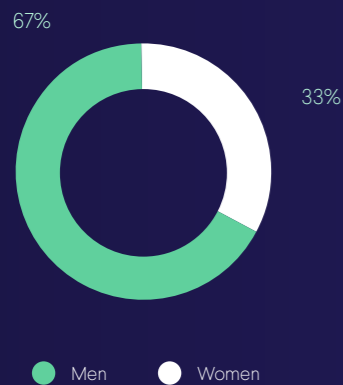
Bucharest

Bucharest, the capital of Romania, is the country's largest city and its primary economic, industrial, and cultural center. Over the past few decades, Bucharest has emerged as a significant hub for business and innovation in Eastern Europe.

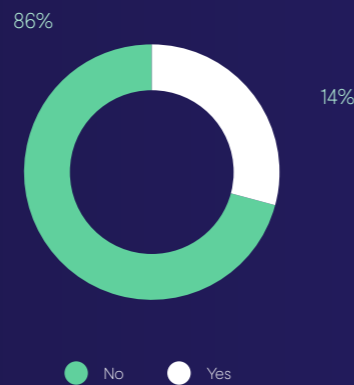
With a rapidly growing economy, driven by sectors such as technology, finance, and manufacturing, the city offers a dynamic environment for both established corporations and startups. Bucharest's strategic location, skilled workforce, and competitive costs make it an attractive destination for investment and business development.¹



Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 2.2M people
- GDP (metropolitan area)⁵: 328B L
- Cost of living⁶: 42.2
- Cost of living + rent⁷: 28.7
- % decrease cost of living + rent⁸: 0.35
- % salary increase⁹: 5.5

*For more city charts details, see annex on page 178.

Bucharest Companies¹⁶

Banca Transilvania
(One of Romania's largest banks)

Bitdefender[®]
(Global leader in cybersecurity)

OMV Petrom
The energy for a better life.

OMV Petrom
(Leading oil and gas company in Southeast Europe)

Bucharest selected Startup¹⁷



UiPath
Sector: Robotic Process Automation (RPA)

UiPath is a pioneering tech startup that specializes in robotic process automation, providing software to automate repetitive tasks and processes across various industries. Founded in Bucharest, UiPath has rapidly grown into one of the leading companies in the RPA industry globally, with a significant impact on the future of work and automation.

Minimum wage¹⁰: **44,322L**

Ratio professionals/
job opening¹²: **3.08**

Inflation rate¹⁴: **5.4%**

Public Holidays¹¹: **15 days/year**

Average country
salary¹³: **88,466L**

Personal income
tax rate¹⁵: **10%**

Bucharest

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	64k-89k L (13k-18k €)	High	84.50%	🔗
Administrative Manager	124k-149k L (25k-30k €)	High	79.50%	🔗
Office Administrator	84k-89k L (17k-18k €)	High	86.50%	🔗
Office Assistant	49k-64k L (10k-13k €)	Low	92.50%	🔗
Office Manager	89k-104k L (18k-21k €)	High	82.50%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	99k-129k L (20k-26k €)	High	72.50%	🔗
Customer Service Manager	164k-173k L (33k-35k €)	High	82.50%	🔗
Customer Success Director	114k-129k L (23k-26k €)	High	78.50%	🔗
Customer Success Manager	84k-114k L (17k-23k €)	High	81.50%	🔗
Customer Support Agent	79k-94k L (16k-19k €)	High	77.50%	🔗
Customer Support Team Leader	69k-94k L (14k-19k €)	High	79.00%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	119k-134k L (24k-27k €)	High	74.50%	🔗
Copy Writer	79k-84k L (16k-17k €)	Medium	92.50%	🔗
Game Designer	124k-129k L (25k-26k €)	High	75.50%	🔗
Graphic Designer	74k-84k L (15k-17k €)	High	75.50%	🔗
User Experience Designer	74k-89k L (15k-18k €)	High	78.00%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	119k-144k L (24k-29k €)	High	87.50%	🔗
Civil Engineer	79k-89k L (16k-18k €)	High	71.50%	🔗
Engineer	84k-104k L (17k-21k €)	Medium	92.50%	🔗
Engineering Director	208k-253k L (42k-51k €)	Low	92.50%	🔗
Mechanical Engineer	84k-94k L (17k-19k €)	High	70.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accounting Specialist	79k-104k L (16k-21k €)	High	78.50%	🔗
Finance Assistant	69k-84k L (14k-17k €)	Low	89.50%	🔗
Finance Manager	109k-154k L (22k-31k €)	High	73.50%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Coordinator	64k-94k L (13k-19k €)	Medium	75.50%	🔗
Human Resources Director	283k-313k L (57k-63k €)	High	71.50%	🔗
Talent Acquisition Manager	173k-198k L (35k-40k €)	High	79.50%	🔗
Talent Acquisition Partner	99k-109k L (20k-22k €)	High	90.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	124k-144k L (25k-29k €)	High	74.50%	🔗
Agile Coach	178k-238k L (36k-48k €)	High	83.50%	🔗
Android Developer	79k-89k L (16k-18k €)	Low	76.50%	🔗
Applications Developer	104k-129k L (21k-26k €)	High	92.50%	🔗
Backend Developer	99k-109k L (20k-22k €)	High	90.50%	🔗
Business Intelligence Analyst	114k-129k L (23k-26k €)	High	82.50%	🔗
Business Intelligence Developer	114k-124k L (23k-25k €)	High	73.50%	🔗
Business Process Analyst	129k-144k L (26k-29k €)	Low	92.50%	🔗
Cloud Engineer	139k-149k L (28k-30k €)	High	70.50%	🔗
Cyber Security Analyst	134k-159k L (27k-32k €)	Low	75.50%	🔗
Data Architect	134k-178k L (27k-36k €)	High	92.50%	🔗
Data Consultant	104k-144k L (21k-29k €)	High	83.50%	🔗
Data Engineer	124k-154k L (25k-31k €)	High	92.50%	🔗
Data Scientist	119k-134k L (24k-27k €)	High	82.50%	🔗

Data Specialist	79k-99k L (16k-20k €)	High	92.50%	🔗
Database Administrator	99k-99k L (20k-20k €)	High	70.50%	🔗
DevOps Engineer	139k-164k L (28k-33k €)	High	92.50%	🔗
Frontend Developer	134k-178k L (27k-36k €)	High	80.50%	🔗
Golang Developer	99k-119k L (20k-24k €)	High	92.50%	🔗
IT Consultant	99k-109k L (20k-22k €)	Medium	70.50%	🔗
Information Technology Support Specialist	99k-109k L (20k-22k €)	High	78.50%	🔗
Java Developer	109k-119k L (22k-24k €)	High	83.50%	🔗
Machine Learning Engineer	109k-129k L (22k-26k €)	High	73.50%	🔗
Nodejs Developer	84k-89k L (17k-18k €)	High	90.00%	🔗
PHP Developer	114k-124k L (23k-25k €)	Medium	90.50%	🔗
Python Developer	99k-129k L (20k-26k €)	High	80.50%	🔗
Quality Assurance Tester	69k-89k L (14k-18k €)	Low	92.50%	🔗
React Developer	89k-109k L (18k-22k €)	High	92.50%	🔗
SAP HANA Consultant	94k-104k L (19k-21k €)	High	84.00%	🔗
Site Reliability Engineer	129k-139k L (26k-28k €)	High	91.50%	🔗
Software Architect	159k-178k L (32k-36k €)	High	92.50%	🔗
Software Developer	89k-114k L (18k-23k €)	Low	70.50%	🔗
Software Engineering Manager	188k-198k L (38k-40k €)	High	73.50%	🔗
Software Test Engineer	109k-119k L (22k-24k €)	High	92.50%	🔗
Software Tester	114k-129k L (23k-26k €)	Low	80.50%	🔗
Solution Architect	168k-208k L (34k-42k €)	High	72.50%	🔗
Systems Architect	119k-154k L (24k-31k €)	Low	92.50%	🔗
Systems Engineer	149k-159k L (30k-32k €)	High	92.50%	🔗
Technical Project Manager	159k-168k L (32k-34k €)	High	77.50%	🔗
Technical Support Manager	119k-139k L (24k-28k €)	Medium	79.50%	🔗
Technical Support Specialist	89k-104k L (18k-21k €)	High	71.50%	🔗
Test Automation Engineer	104k-119k L (21k-24k €)	High	82.50%	🔗
User Researcher	119k-129k L (24k-26k €)	High	92.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	114k-134k L (23k-27k €)	High	92.50%	🔗
Immigration Paralegal	79k-99k L (16k-20k €)	High	78.50%	🔗
Lawyer	159k-178k L (32k-36k €)	High	86.50%	🔗
Legal Counsel	164k-208k L (33k-42k €)	High	89.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	94k-129k L (19k-26k €)	High	87.50%	🔗
CRM Manager	129k-164k L (26k-33k €)	High	88.50%	🔗
Communications Specialist	99k-119k L (20k-24k €)	High	76.50%	🔗
Marketing Director	258k-283k L (52k-57k €)	High	70.50%	🔗
Marketing Specialist	89k-104k L (18k-21k €)	High	87.50%	🔗
Partnerships Manager	104k-114k L (21k-23k €)	High	75.50%	🔗
Performance Marketing Manager	154k-183k L (31k-37k €)	High	80.50%	🔗
Product Marketing Manager	124k-139k L (25k-28k €)	High	92.50%	🔗
Search Engine Optimizer	89k-119k L (18k-24k €)	Medium	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	99k-114k L (20k-23k €)	High	78.50%	🔗
Operations Director	124k-149k L (25k-30k €)	Medium	92.50%	🔗
Program Manager	178k-233k L (36k-47k €)	High	92.50%	🔗
Project Coordinator	94k-109k L (19k-22k €)	High	91.50%	🔗
Project Director	198k-218k L (40k-44k €)	High	92.50%	🔗
Project Leader	109k-109k L (22k-22k €)	High	82.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	248k-268k L (50k-54k €)	High	92.50%	🔗
Implementation Specialist	79k-114k L (16k-23k €)	High	92.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	119k-129k L (24k-26k €)	High	75.50%	🔗
Area Sales Manager	99k-114k L (20k-23k €)	High	79.50%	🔗
Business Developer	124k-173k L (25k-35k €)	High	92.50%	🔗
Business Development Executive	89k-114k L (18k-23k €)	High	92.50%	🔗
Business Development Manager	173k-198k L (35k-40k €)	High	71.50%	🔗
Business Development Representative	109k-124k L (22k-25k €)	High	79.50%	🔗
Commercial Director	238k-273k L (48k-55k €)	High	77.50%	🔗
Key Account Manager	84k-89k L (17k-18k €)	Low	81.50%	🔗
Sales Account Executive	104k-124k L (21k-25k €)	High	92.50%	🔗
Sales Assistant	84k-89k L (17k-18k €)	High	70.50%	🔗
Sales Associate	109k-124k L (22k-25k €)	High	70.50%	🔗
Sales Development Manager	154k-164k L (31k-33k €)	High	87.50%	🔗
Sales Engineer	124k-129k L (25k-26k €)	High	74.50%	🔗
Sales Manager	193k-233k L (39k-47k €)	High	92.50%	🔗
Sales Operations	89k-119k L (18k-24k €)	High	79.50%	🔗
Sales Representative	109k-139k L (22k-28k €)	Medium	84.50%	🔗
Store Manager	84k-114k L (17k-23k €)	High	74.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	74k-89k L (15k-18k €)	High	73.50%	🔗

Budapest

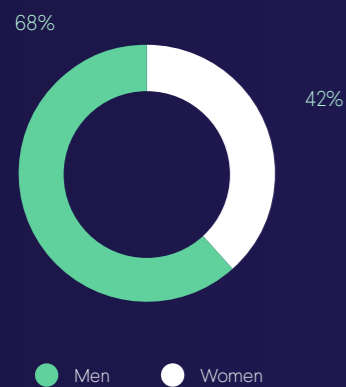
Budapest, the capital of Hungary, is a city that seamlessly blends history with modernity, making it a key economic and cultural center in Central Europe.

With its strategic location, well-educated workforce, and competitive business environment, Budapest has

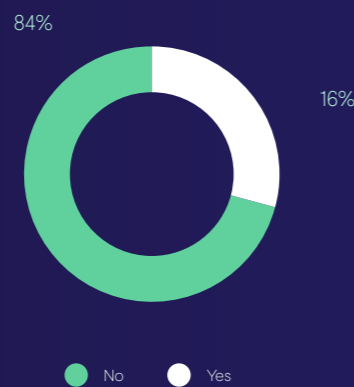
become a favored destination for multinational companies and investors.

The city is also recognized for its growing tech and innovation sectors.¹

Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 2.5M people
- GDP (metropolitan area)⁵: 32kB ft
- Cost of living⁶: 44.3
- Cost of living + rent⁷: 31.3
- % decrease cost of living + rent⁸: 0.32
- % salary increase⁹: 5.00

*For more city charts details, see annex on page 178.



Budapest Companies¹⁶



MOL Group
(International oil and gas company)



Richter Gedeon
(Major pharmaceutical company)



Bosch Hungary
(The Hungarian arm of the global engineering and technology)

Budapest selected Startup¹⁷



Almotive
Sector: Autonomous Driving Technology

Almotive is a leading startup in the autonomous driving sector, developing artificial intelligence-powered solutions for self-driving vehicles. It is one of the key players in the growing field of autonomous vehicle technology.

Minimum wage¹⁰: **3.9M ft**

Ratio professionals/
job opening¹²: **2.46**

Inflation rate¹⁴: **4.1%**

Public Holidays¹¹: **11 days/year**

Average country
salary¹³: **8.3M ft**

Personal income
tax rate¹⁵: **15%**

Budapest

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	7M -9M Ft (18k-24k €)	High	76.50%	🔗
Administrative Manager	12M -15M Ft (32k-40k €)	High	81.50%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	7M -9M Ft (18k-24k €)	High	78.50%	🔗
Customer Service Specialist	6M -8M Ft (16k-22k €)	High	71.50%	🔗
Customer Success Manager	7M -9M Ft (18k-24k €)	High	90.50%	🔗
Customer Support Team Leader	5M -6M Ft (13k-16k €)	High	81.50%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	10M -11M Ft (26k-30k €)	High	89.50%	🔗
Copy Writer	7M -7M Ft (19k-20k €)	Medium	90.50%	🔗
Game Designer	7M -8M Ft (19k-21k €)	High	79.50%	🔗
Graphic Designer	9M -10M Ft (24k-28k €)	Medium	79.50%	🔗
User Experience Designer	11M -15M Ft (29k-39k €)	High	87.50%	🔗
User Interface Designer	10M -12M Ft (26k-31k €)	Medium	70.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	10M -15M Ft (28k-40k €)	High	80.50%	🔗
Civil Engineer	7M -8M Ft (19k-21k €)	Low	88.50%	🔗
Electrical Engineer	10M -14M Ft (28k-36k €)	High	86.50%	🔗
Engineer	9M -12M Ft (25k-31k €)	Medium	92.50%	🔗
Engineering Director	26M -29M Ft (67k-76k €)	Low	92.50%	🔗
Mechanical Engineer	8M -9M Ft (22k-24k €)	Medium	77.50%	🔗
Test Engineer	6M -9M Ft (16k-23k €)	High	91.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	12M -14M Ft (31k-36k €)	High	76.50%	🔗
Finance Analyst	9M -10M Ft (25k-26k €)	High	86.50%	🔗
Finance Assistant	5M -6M Ft (13k-17k €)	Low	96.50%	🔗
Finance Director	24M -25M Ft (63k-66k €)	High	90.50%	🔗
Finance Manager	18M -20M Ft (48k-52k €)	High	72.50%	🔗
Financial Controller	11M -11M Ft (30k-30k €)	High	83.50%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Manager	14M -15M Ft (38k-40k €)	High	71.50%	🔗
Recruiter	7M -8M Ft (18k-21k €)	High	86.50%	🔗
Talent Acquisition Manager	15M -20M Ft (39k-53k €)	High	92.50%	🔗
Talent Acquisition Partner	9M -9M Ft (23k-25k €)	High	90.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	12M -14M Ft (33k-36k €)	High	89.50%	🔗
Android Developer	9M -9M Ft (23k-24k €)	High	73.50%	🔗

Applications Developer	10M -10M Ft (27k-28k €)	High	81.50%	🔗
Business Analyst	9M -10M Ft (25k-28k €)	High	79.50%	🔗
Business Intelligence Analyst	13M -14M Ft (35k-37k €)	High	76.50%	🔗
Business Process Analyst	13M -15M Ft (35k-40k €)	High	83.50%	🔗
Cloud Engineer	19M -21M Ft (50k-56k €)	High	72.50%	🔗
Cyber Security Analyst	13M -16M Ft (35k-41k €)	Medium	89.50%	🔗
Data Analyst	8M -10M Ft (22k-26k €)	High	92.50%	🔗
Data Architect	15M -19M Ft (40k-50k €)	High	92.50%	🔗
Data Scientist	11M -12M Ft (30k-32k €)	High	87.50%	🔗
Data Specialist	9M -9M Ft (23k-25k €)	High	92.50%	🔗
Database Administrator	9M -9M Ft (23k-25k €)	High	92.50%	🔗
DevOps Engineer	15M -16M Ft (40k-42k €)	High	92.50%	🔗
Developer	8M -11M Ft (22k-30k €)	Low	92.50%	🔗
Frontend Developer	10M -14M Ft (26k-37k €)	High	90.50%	🔗
Full Stack Developer	11M -12M Ft (29k-32k €)	High	83.50%	🔗
IT Consultant	10M -12M Ft (28k-32k €)	High	86.50%	🔗
IT Manager	15M -16M Ft (39k-43k €)	High	92.50%	🔗
Information Technology Support Specialist	10M -12M Ft (28k-31k €)	High	77.50%	🔗
Java Developer	13M -14M Ft (35k-37k €)	High	80.50%	🔗
Machine Learning Engineer	10M -12M Ft (26k-32k €)	High	92.50%	🔗
Nodejs Developer	10M -12M Ft (28k-31k €)	High	90.00%	🔗
Python Developer	10M -14M Ft (28k-37k €)	High	92.50%	🔗
Quality Assurance Manager	15M -18M Ft (40k-48k €)	High	88.50%	🔗
Quality Assurance Tester	9M -10M Ft (24k-27k €)	High	92.50%	🔗
React Developer	12M -13M Ft (31k-34k €)	High	92.50%	🔗
SAP HANA Consultant	9M -9M Ft (23k-24k €)	High	84.00%	🔗
Scrum Master	12M -12M Ft (32k-33k €)	High	85.50%	🔗

Security Engineer	13M -14M Ft (35k-38k €)	High	92.50%	🔗
Site Reliability Engineer	16M -17M Ft (42k-44k €)	High	85.50%	🔗
Software Architect	14M -15M Ft (37k-40k €)	High	73.50%	🔗
Software Developer	12M -14M Ft (33k-38k €)	Low	84.50%	🔗
Software Engineer	9M -10M Ft (24k-26k €)	Low	89.50%	🔗
Software Engineering Manager	29M -30M Ft (74k-78k €)	High	70.50%	🔗
Software Test Engineer	9M -10M Ft (24k-26k €)	High	89.50%	🔗
Solution Architect	14M -20M Ft (38k-51k €)	High	92.50%	🔗
Systems Architect	15M -20M Ft (40k-52k €)	Low	92.50%	🔗
Systems Engineer	11M -12M Ft (29k-31k €)	High	92.50%	🔗
Technical Project Manager	12M -13M Ft (32k-34k €)	High	83.50%	🔗
Technical Support Manager	17M -18M Ft (45k-46k €)	High	80.50%	🔗
Technical Support Representative	6M -7M Ft (16k-18k €)	High	92.50%	🔗
Test Automation Engineer	12M -13M Ft (31k-35k €)	High	76.50%	🔗
User Researcher	13M -16M Ft (34k-41k €)	Low	83.50%	🔗
iOS Developer	9M -11M Ft (23k-29k €)	High	92.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	11M -12M Ft (30k-33k €)	Low	92.50%	🔗
Consultant	7M -11M Ft (19k-29k €)	High	88.50%	🔗
Immigration Paralegal	6M -8M Ft (17k-21k €)	Low	78.50%	🔗
Lawyer	18M -19M Ft (47k-49k €)	Low	87.50%	🔗
Legal Assistant	7M -10M Ft (18k-26k €)	Low	80.50%	🔗

Legal Counsel	18M -21M Ft (48k-56k €)	High	92.50%	🔗
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Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	9M -12M Ft (25k-32k €)	High	87.50%	🔗
CRM Manager	15M -16M Ft (40k-41k €)	High	90.50%	🔗
Communications Specialist	7M -8M Ft (18k-21k €)	Medium	92.50%	🔗
Digital Marketing Strategist	14M -15M Ft (36k-39k €)	High	74.50%	🔗
Marketing Assistant	7M -8M Ft (19k-22k €)	High	83.50%	🔗
Marketing Director	34M -36M Ft (88k-92k €)	High	70.50%	🔗
Marketing Specialist	10M -11M Ft (28k-29k €)	High	80.50%	🔗
Partnerships Manager	9M -11M Ft (25k-30k €)	High	75.50%	🔗
Performance Marketing Manager	17M -27M Ft (45k-69k €)	High	87.50%	🔗
Product Marketing Manager	19M -19M Ft (49k-50k €)	High	72.50%	🔗
Search Engine Optimizer	6M -8M Ft (17k-21k €)	Medium	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	7M -10M Ft (20k-26k €)	High	82.50%	🔗
Operations Director	29M -33M Ft (76k-85k €)	Medium	71.50%	🔗
Operations Manager	13M -19M Ft (35k-49k €)	High	87.50%	🔗

Program Manager	21M -25M Ft (56k-64k €)	High	92.50%	🔗
Project Coordinator	9M -11M Ft (24k-29k €)	High	92.50%	🔗
Project Director	27M -27M Ft (69k-71k €)	Medium	86.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	30M -31M Ft (77k-80k €)	Medium	83.50%	🔗
Implementation Specialist	8M -10M Ft (22k-27k €)	High	92.50%	🔗
Product Manager	12M -14M Ft (33k-37k €)	High	87.50%	🔗
Product Owner	9M -10M Ft (24k-28k €)	High	75.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	6M -8M Ft (17k-21k €)	High	92.50%	🔗
Business Developer	11M -16M Ft (30k-42k €)	Low	92.50%	🔗
Business Development Executive	9M -11M Ft (23k-30k €)	High	83.50%	🔗
Business Development Manager	14M -17M Ft (37k-45k €)	High	92.50%	🔗
Business Development Representative	12M -12M Ft (31k-33k €)	High	78.50%	🔗
Commercial Director	23M -32M Ft (61k-82k €)	High	85.50%	🔗
Inside Sales Representative	9M -10M Ft (24k-26k €)	High	72.50%	🔗
Key Account Manager	10M -10M Ft (26k-28k €)	High	82.50%	🔗

Sales Account Executive	11M -14M Ft (29k-38k €)	High	88.50%	🔗
Sales Development Manager	10M -10M Ft (26k-28k €)	High	92.50%	🔗
Sales Director	23M -25M Ft (60k-64k €)	Low	82.50%	🔗
Sales Engineer	7M -8M Ft (18k-22k €)	High	88.50%	🔗
Sales Manager	11M -18M Ft (29k-46k €)	High	88.50%	🔗
Sales Operations	8M -11M Ft (22k-29k €)	High	92.50%	🔗
Sales Representative	10M -13M Ft (26k-34k €)	Medium	91.50%	🔗

Science and Research

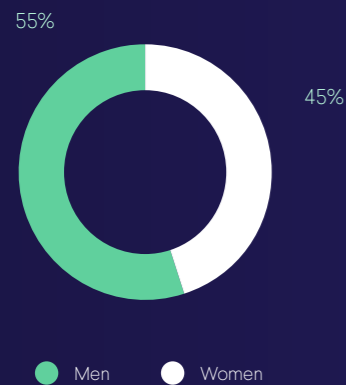
Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	10M -11M Ft (28k-29k €)	High	85.50%	🔗

Lisbon

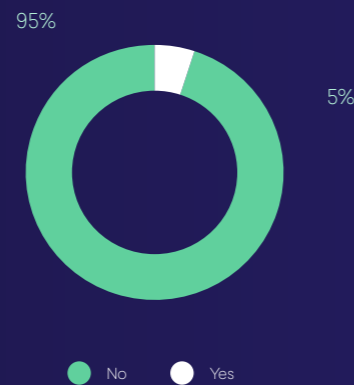
Lisbon, the capital of Portugal, is an emerging economic powerhouse in Southern Europe. Known for its rich history, stunning architecture, and vibrant culture, Lisbon is also gaining recognition as a growing hub for technology and entrepreneurship.

The city offers a favorable business environment, attractive tax incentives, and a high quality of life, making it an increasingly popular destination for startups and multinational companies alike.¹

Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 2.5M people
- GDP (metropolitan area)⁵: 87B€
- Cost of living⁶: 51.1
- Cost of living + rent⁷: 44.3
- % decrease cost of living + rent⁸: -0.68%
- % salary increase⁹: 5.59

*For more city charts details, see annex on page 178.



Lisbon Companies¹⁶



EDP (Energias de Portugal)
(Utility company)



OutSystems
(Leading low-code application development platform)



AIRPORTUGAL
Tap Air Portugal
(The country's national airline)

Lisbon selected Startup¹⁷



Feedzai
Sector: AI and Fraud Prevention

Feedzai uses artificial intelligence to help banks and retailers prevent fraud in real-time. The company has become a global leader in risk management and fraud detection, serving major financial institutions worldwide.

Minimum wage¹⁰: **11,480€**



Ratio professionals/
job opening¹²: **2.84**



Inflation rate¹⁴: **2.5%**



Public Holidays¹¹: **13 days/year**



Average country
salary¹³: **28,600€**



Personal income
tax rate¹⁵: **53%**

Lisbon

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	28k-29k €	High	81.50%	🔗
Administrative Manager	48k-57k €	Medium	86.50%	🔗
Office Assistant	22k-23k €	Low	86.50%	🔗
Office Manager	36k-40k €	High	82.50%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	13k-18k €	High	70.50%	🔗
Customer Service Manager	48k-58k €	High	87.50%	🔗
Customer Service Representative	24k-28k €	High	89.50%	🔗
Customer Success Director	78k-92k €	High	70.50%	🔗
Customer Success Manager	33k-41k €	High	92.50%	🔗
Customer Support Agent	22k-24k €	High	91.00%	🔗
Customer Support Team Leader	29k-35k €	High	73.50%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	32k-41k €	High	83.50%	🔗
Copy Writer	27k-29k €	High	75.50%	🔗
Graphic Designer	30k-40k €	Low	84.50%	🔗
Product Designer	29k-30k €	High	70.50%	🔗
User Experience Designer	42k-54k €	Low	81.50%	🔗
User Interface Designer	30k-36k €	Low	81.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	54k-64k €	High	92.50%	🔗
Civil Engineer	24k-26k €	High	92.50%	🔗
Electrical Engineer	37k-42k €	High	87.50%	🔗
Engineer	34k-43k €	Low	92.50%	🔗
Engineering Director	90k-108k €	High	92.50%	🔗
Project Engineer	44k-51k €	High	80.50%	🔗
Test Engineer	35k-45k €	Medium	87.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	31k-35k €	High	83.50%	🔗
Finance Analyst	32k-33k €	High	88.50%	🔗
Finance Assistant	23k-29k €	Low	86.50%	🔗
Finance Director	103k-114k €	High	91.50%	🔗
Finance Manager	37k-48k €	High	91.50%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Coordinator	32k-42k €	High	73.50%	🔗
Human Resources Director	84k-93k €	High	71.50%	🔗
Human Resources Specialist	31k-40k €	High	70.50%	🔗
Recruiter	26k-33k €	High	92.50%	🔗
Talent Acquisition Manager	66k-93k €	High	86.50%	🔗
Talent Acquisition Partner	36k-40k €	High	81.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	38k-45k €	High	88.50%	🔗

Applications Developer	40k-42k €	High	71.50%	🔗
Backend Developer	41k-49k €	High	84.50%	🔗
Business Analyst	30k-38k €	High	78.50%	🔗
Business Intelligence Analyst	38k-39k €	High	87.50%	🔗
Business Intelligence Developer	37k-43k €	High	74.50%	🔗
Business Process Analyst	42k-53k €	High	92.50%	🔗
Cloud Engineer	37k-48k €	High	89.50%	🔗
Cyber Security Analyst	50k-54k €	Low	78.50%	🔗
Data Analyst	32k-39k €	High	88.50%	🔗
Data Architect	45k-67k €	High	92.50%	🔗
Data Consultant	57k-64k €	High	78.50%	🔗
Data Engineer	37k-45k €	High	92.50%	🔗
Data Scientist	37k-39k €	High	88.50%	🔗
Data Specialist	31k-39k €	High	90.50%	🔗
Database Administrator	56k-59k €	High	92.50%	🔗
DevOps Engineer	38k-46k €	High	88.50%	🔗
Developer	38k-41k €	High	87.50%	🔗
Frontend Developer	32k-41k €	High	90.50%	🔗
Full Stack Developer	39k-45k €	High	92.50%	🔗
Golang Developer	24k-27k €	High	90.00%	🔗
IT Consultant	60k-65k €	High	72.50%	🔗
IT Manager	60k-79k €	High	75.50%	🔗
Information Technology Support Specialist	41k-50k €	Medium	75.50%	🔗
Java Developer	39k-46k €	High	84.50%	🔗
Machine Learning Engineer	36k-44k €	High	89.50%	🔗
Nodejs Developer	41k-56k €	High	90.00%	🔗
PHP Developer	31k-36k €	High	75.50%	🔗

Python Developer	33k-50k €	High	92.50%	🔗
Quality Assurance Engineer	32k-37k €	Medium	78.50%	🔗
Quality Assurance Manager	63k-76k €	High	78.50%	🔗
Quality Assurance Tester	37k-40k €	Medium	92.50%	🔗
SAP HANA Consultant	24k-36k €	High	84.00%	🔗
Scrum Master	42k-56k €	High	86.50%	🔗
Security Engineer	58k-60k €	High	75.50%	🔗
Site Reliability Engineer	38k-45k €	High	81.50%	🔗
Software Architect	54k-65k €	Medium	73.50%	🔗
Software Developer	26k-29k €	Medium	90.50%	🔗
Software Engineer	26k-28k €	High	71.50%	🔗
Software Engineering Manager	74k-83k €	High	76.50%	🔗
Software Test Engineer	34k-37k €	High	92.50%	🔗
Software Tester	40k-46k €	Medium	76.50%	🔗
Solution Architect	51k-66k €	High	92.50%	🔗
Systems Administrator	36k-38k €	High	85.50%	🔗
Systems Architect	64k-70k €	High	92.50%	🔗
Systems Engineer	56k-63k €	Medium	90.50%	🔗
Technical Lead	65k-74k €	High	84.50%	🔗
Technical Project Manager	43k-46k €	High	81.50%	🔗
Technical Support Engineer	39k-47k €	High	79.50%	🔗
Technical Support Manager	62k-68k €	High	91.50%	🔗
Technical Support Representative	27k-29k €	High	92.50%	🔗
Test Automation Engineer	42k-53k €	High	79.50%	🔗
User Researcher	52k-68k €	High	83.50%	🔗
iOS Developer	40k-47k €	High	77.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	53k-77k €	Medium	86.50%	🔗
Consultant	34k-38k €	High	92.50%	🔗
Immigration Paralegal	26k-30k €	Low	87.50%	🔗
Lawyer	72k-78k €	Medium	91.50%	🔗
Legal Assistant	20k-22k €	Low	72.50%	🔗
Legal Counsel	76k-88k €	High	90.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	76k-80k €	High	87.50%	🔗
CRM Manager	53k-55k €	High	92.50%	🔗
Communications Specialist	36k-38k €	High	76.50%	🔗
Marketing Assistant	23k-30k €	High	86.50%	🔗
Marketing Manager	57k-68k €	High	79.50%	🔗
Marketing Specialist	32k-34k €	High	87.50%	🔗
Partnerships Manager	42k-48k €	Medium	76.50%	🔗
Performance Marketing Manager	75k-90k €	High	87.50%	🔗
Product Marketing Manager	58k-65k €	High	79.50%	🔗
Search Engine Optimizer	27k-29k €	High	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	24k-26k €	High	78.00%	🔗
Operations Director	78k-87k €	High	90.50%	🔗
Operations Manager	52k-75k €	High	81.50%	🔗
Program Manager	94k-101k €	High	92.50%	🔗
Project Coordinator	39k-49k €	High	91.50%	🔗
Project Director	90k-102k €	High	92.50%	🔗
Project Leader	46k-54k €	High	92.50%	🔗
Supply Chain Manager	44k-47k €	High	90.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	115k-123k €	High	85.50%	🔗
Implementation Specialist	28k-31k €	High	92.50%	🔗
Product Manager	49k-56k €	High	85.50%	🔗
Product Owner	45k-52k €	High	81.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	30k-41k €	High	91.50%	🔗
Business Developer	39k-54k €	High	92.50%	🔗
Business Development Executive	22k-26k €	High	83.50%	🔗
Business Development Manager	70k-90k €	High	75.50%	🔗
Business Development Representative	21k-25k €	High	98.40%	🔗
Commercial Director	80k-99k €	High	78.00%	🔗
Inside Sales Representative	28k-34k €	High	85.50%	🔗
Key Account Manager	23k-26k €	High	86.50%	🔗
Sales Account Executive	44k-62k €	High	90.50%	🔗
Sales Assistant	27k-30k €	High	85.50%	🔗
Sales Associate	38k-46k €	High	74.50%	🔗
Sales Development Manager	50k-67k €	High	81.50%	🔗
Sales Director	80k-85k €	High	92.50%	🔗
Sales Engineer	46k-58k €	High	81.50%	🔗
Sales Manager	50k-73k €	High	84.50%	🔗
Sales Operations	35k-49k €	High	90.50%	🔗
Sales Representative	29k-40k €	Medium	89.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	36k-42k €	High	92.50%	🔗

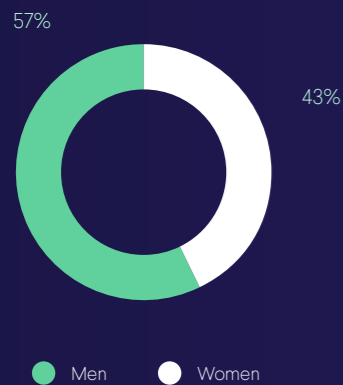
London

London, the capital of the United Kingdom, is one of the world's leading global cities, known for its unparalleled influence in finance, business, culture, and politics.

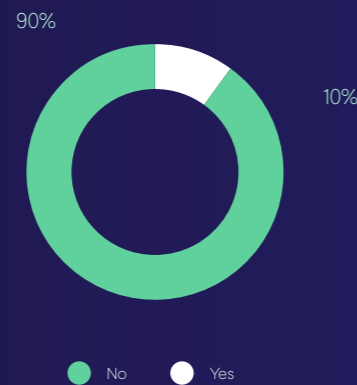
As a major financial center, London hosts the headquarters of numerous multinational corporations, financial institutions, and international organizations.

The city's diverse economy, skilled workforce, and status as a global hub for trade and innovation make it a top destination for business.¹

Gender occupation²



Remote work³



· Population (metropolitan area)⁴: 14.9M people

· GDP (metropolitan area)⁵: £501B

· Cost of living⁶: 83.6

· Cost of living + rent⁷: 77.9

· % decrease cost of living + rent⁸: 4.88

· % salary increase⁹: 2.83

*For more city charts details, see annex on page 178.



London Companies¹⁶



London Partner¹⁸

Alistair Fraser

Founder of Justly

JUSTLY



"Within London's startup ecosystem, there's been a notable shift in attitudes towards pay transparency over the past year. Driven not only by the EU Pay Transparency Directive but also by pay transparency laws in the US, more companies are realizing that transparency isn't just a regulatory box to tick, especially for those with international offices, but a progressive step that aligns with their values. As a compensation consultant, I've seen firsthand how startups that embrace pay openness build stronger trust with their teams, leading to higher engagement and fewer headaches when it comes to paying.

Additionally, when looking specifically at London salaries, the gap between London and the rest of the UK is gradually closing. While there remains a 'London premium', it's not as pronounced as it was five years ago, driven largely by the shift to hybrid and remote-first working cultures sparked by COVID, as well as the growing competitiveness in regional markets such as Manchester and Newcastle."

Minimum wage¹⁰: **£17,686**

Ratio professionals/
job opening¹²: **8.94**

Inflation rate¹⁴: **2.2%**

Public Holidays¹¹: **8 days/year**

Average country
salary¹³: **£44,604**

Personal income
tax rate¹⁵: **45%**

London

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Manager	£59k-69k (71k-83k €)	High	85.50%	🔗
Office Administrator	£52k-58k (62k-70k €)	High	78.50%	🔗
Office Assistant	£23k-26k (28k-32k €)	Low	87.50%	🔗
Office Manager	£45k-47k (54k-57k €)	High	89.00%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	£26k-30k (32k-36k €)	High	70.00%	🔗
Customer Operations Manager	£73k-91k (87k-109k €)	Medium	87.50%	🔗
Customer Service Representative	£33k-36k (40k-43k €)	High	84.50%	🔗
Customer Success Manager	£50k-62k (60k-74k €)	High	100.00%	🔗
Customer Support Agent	£27k-31k (33k-37k €)	High	95.00%	🔗
Customer Support Team Leader	£29k-34k (35k-41k €)	High	90.50%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	£40k-48k (48k-58k €)	High	100.00%	🔗
Copy Writer	£44k-47k (53k-57k €)	High	99.00%	🔗
Graphic Designer	£45k-55k (54k-66k €)	High	96.00%	🔗
Product Designer	£52k-60k (62k-72k €)	High	98.00%	🔗
User Experience Designer	£46k-50k (55k-60k €)	High	91.50%	🔗
User Interface Designer	£47k-52k (57k-62k €)	Medium	72.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	£52k-59k (62k-71k €)	Medium	89.50%	🔗
Civil Engineer	£57k-66k (68k-79k €)	Medium	74.50%	🔗
Electrical Engineer	£45k-49k (54k-59k €)	High	91.50%	🔗
Engineer	£52k-57k (63k-69k €)	Low	99.00%	🔗
Engineering Director	£108k-119k (129k-142k €)	High	92.50%	🔗
Mechanical Engineer	£44k-52k (53k-62k €)	Medium	81.50%	🔗
Project Engineer	£60k-69k (72k-83k €)	High	92.50%	🔗
Test Engineer	£49k-56k (59k-67k €)	High	90.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	£54k-63k (65k-76k €)	High	87.50%	🔗
Finance Analyst	£36k-40k (44k-48k €)	High	87.50%	🔗
Finance Assistant	£27k-31k (33k-37k €)	Low	98.00%	🔗
Finance Director	£136k-148k (163k-177k €)	Medium	82.50%	🔗
Finance Manager	£86k-94k (103k-112k €)	High	97.00%	🔗
Financial Controller	£76k-84k (91k-101k €)	High	70.50%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	£69k-80k (83k-96k €)	Medium	73.50%	🔗
Human Resources Generalist	£49k-57k (59k-68k €)	Medium	71.50%	🔗
Human Resources Specialist	£39k-50k (47k-60k €)	High	70.50%	🔗
Recruiter	£37k-42k (45k-50k €)	High	92.50%	🔗
Talent Acquisition Manager	£68k-95k (82k-114k €)	Medium	92.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	£71k-80k (85k-96k €)	Medium	83.50%	🔗

Agile Coach	£93k-98k (111k-117k €)	High	81.50%	🔗
Applications Developer	£52k-58k (63k-70k €)	High	81.50%	🔗
Backend Developer	£79k-89k (95k-107k €)	High	90.50%	🔗
Business Analyst	£54k-59k (65k-71k €)	High	92.50%	🔗
Business Intelligence Analyst	£60k-68k (72k-81k €)	High	86.50%	🔗
Business Process Analyst	£52k-68k (63k-82k €)	High	89.50%	🔗
Cloud Engineer	£48k-57k (58k-68k €)	High	90.50%	🔗
Cyber Security Analyst	£52k-56k (62k-67k €)	Low	88.50%	🔗
Data Analyst	£53k-62k (64k-74k €)	High	84.50%	🔗
Data Architect	£56k-78k (67k-94k €)	High	80.50%	🔗
Data Consultant	£47k-58k (56k-70k €)	High	88.50%	🔗
Data Engineer	£62k-68k (74k-82k €)	High	92.50%	🔗
Data Scientist	£55k-65k (66k-78k €)	Medium	99.00%	🔗
Data Specialist	£39k-53k (47k-64k €)	High	92.50%	🔗
Database Administrator	£58k-60k (70k-72k €)	High	89.50%	🔗
DevOps Engineer	£59k-68k (71k-82k €)	High	100.00%	🔗
Developer	£57k-65k (68k-78k €)	Medium	100.00%	🔗
Embedded Engineer	£63k-81k (76k-97k €)	High	72.50%	🔗
Frontend Developer	£75k-87k (90k-104k €)	High	81.50%	🔗
Full Stack Developer	£79k-90k (95k-108k €)	High	82.50%	🔗
IT Consultant	£53k-57k (64k-68k €)	High	92.50%	🔗
IT Manager	£72k-89k (86k-107k €)	High	88.00%	🔗
Information Technology Support Specialist	£44k-53k (53k-64k €)	Medium	86.50%	🔗
Java Developer	£85k-96k (102k-115k €)	High	78.50%	🔗
Machine Learning Engineer	£60k-73k (72k-88k €)	High	92.50%	🔗
Nodejs Developer	£55k-67k (66k-80k €)	High	79.50%	🔗
Python Developer	£63k-74k (76k-89k €)	High	92.50%	🔗

Quality Assurance Engineer	£54k-63k (65k-75k €)	Low	74.50%	🔗
Quality Assurance Manager	£81k-91k (97k-109k €)	Medium	87.00%	🔗
Quality Assurance Tester	£42k-46k (50k-55k €)	Medium	92.50%	🔗
React Developer	£57k-63k (69k-76k €)	High	100.00%	🔗
SAP HANA Consultant	£43k-50k (52k-60k €)	High	96.50%	🔗
Security Engineer	£59k-65k (71k-78k €)	High	75.50%	🔗
Site Reliability Engineer	£62k-67k (74k-80k €)	High	82.50%	🔗
Software Developer	£42k-49k (50k-59k €)	High	92.50%	🔗
Software Engineer	£77k-87k (92k-104k €)	Medium	86.50%	🔗
Software Engineering Manager	£94k-104k (112k-124k €)	High	92.50%	🔗
Software Test Engineer	£47k-57k (57k-68k €)	High	92.50%	🔗
Software Tester	£52k-59k (63k-71k €)	High	92.50%	🔗
Solution Architect	£95k-102k (114k-122k €)	Medium	100.00%	🔗
Systems Administrator	£42k-43k (51k-52k €)	High	85.50%	🔗
Systems Architect	£73k-78k (87k-93k €)	Low	92.50%	🔗
Systems Engineer	£46k-49k (55k-59k €)	Medium	92.50%	🔗
Technical Lead	£79k-92k (95k-110k €)	High	74.00%	🔗
Technical Project Manager	£73k-87k (88k-104k €)	High	91.50%	🔗
Technical Support Engineer	£52k-61k (62k-73k €)	Medium	79.50%	🔗
Technical Support Manager	£48k-51k (58k-61k €)	Low	87.50%	🔗
Technical Support Representative	£26k-31k (32k-38k €)	High	92.50%	🔗
Technical Support Specialist	£38k-50k (46k-60k €)	High	75.50%	🔗
Test Automation Engineer	£62k-72k (74k-86k €)	High	86.00%	🔗
User Researcher	£64k-73k (77k-88k €)	High	83.50%	🔗
iOS Developer	£55k-63k (66k-76k €)	Medium	75.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	£56k-78k (67k-94k €)	Low	100.00%	🔗
Consultant	£64k-74k (77k-89k €)	High	100.00%	🔗
Immigration Paralegal	£36k-42k (43k-50k €)	High	86.00%	🔗
Lawyer	£77k-83k (92k-99k €)	High	100.00%	🔗
Legal Counsel	£92k-102k (110k-122k €)	Medium	100.00%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	£94k-102k (113k-122k €)	High	87.50%	🔗
CRM Manager	£73k-78k (88k-93k €)	High	98.00%	🔗
Communications Specialist	£40k-46k (48k-55k €)	High	76.50%	🔗
Digital Marketing Strategist	£66k-72k (79k-86k €)	High	74.50%	🔗
Marketing Assistant	£35k-36k (42k-43k €)	Low	92.50%	🔗
Marketing Manager	£65k-80k (78k-96k €)	Medium	94.00%	🔗
Marketing Specialist	£34k-40k (41k-48k €)	High	100.00%	🔗
Partnerships Manager	£43k-50k (52k-60k €)	Low	83.00%	🔗
Performance Marketing Manager	£80k-100k (96k-120k €)	High	87.50%	🔗
Product Marketing Manager	£78k-87k (94k-104k €)	High	93.00%	🔗
Search Engine Optimizer	£33k-41k (40k-49k €)	Low	72.00%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	£30k-42k (36k-51k €)	High	99.00%	🔗
Operations Director	£95k-105k (114k-126k €)	Medium	85.50%	🔗
Operations Manager	£70k-88k (84k-105k €)	Medium	85.50%	🔗
Program Manager	£90k-101k (108k-121k €)	Medium	92.50%	🔗
Project Coordinator	£49k-56k (59k-67k €)	High	92.50%	🔗
Project Director	£93k-110k (111k-131k €)	High	92.50%	🔗
Project Leader	£66k-74k (79k-89k €)	Low	100.00%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	£129k-139k (154k-166k €)	High	85.50%	🔗
Product Manager	£82k-94k (98k-113k €)	Medium	81.50%	🔗
Product Owner	£60k-80k (72k-96k €)	High	82.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	£43k-54k (52k-65k €)	Medium	100.00%	🔗
Business Developer	£46k-58k (55k-70k €)	Low	92.50%	🔗

Business Development Executive	£26k-33k (31k-40k €)	High	91.00%	🔗
Business Development Manager	£86k-100k (103k-120k €)	High	91.00%	🔗
Business Development Representative	£42k-63k (51k-76k €)	High	90.00%	🔗
Commercial Director	£106k-118k (127k-141k €)	High	99.00%	🔗
Inside Sales Representative	£44k-48k (53k-58k €)	High	82.50%	🔗
Key Account Manager	£60k-63k (72k-75k €)	High	92.50%	🔗
Sales Account Executive	£49k-71k (59k-85k €)	High	98.00%	🔗
Sales Assistant	£27k-31k (33k-37k €)	High	86.50%	🔗
Sales Associate	£36k-43k (44k-52k €)	High	83.00%	🔗
Sales Development Manager	£65k-75k (78k-90k €)	High	82.50%	🔗
Sales Director	£113k-125k (135k-149k €)	Medium	92.00%	🔗
Sales Engineer	£53k-64k (64k-77k €)	High	92.50%	🔗
Sales Manager	£75k-89k (90k-107k €)	Medium	87.00%	🔗
Sales Operations	£45k-55k (54k-66k €)	High	92.50%	🔗
Sales Representative	£38k-51k (46k-61k €)	Low	91.50%	🔗
Store Manager	£58k-59k (70k-71k €)	Medium	72.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	£43k-48k (52k-58k €)	Medium	94.00%	🔗

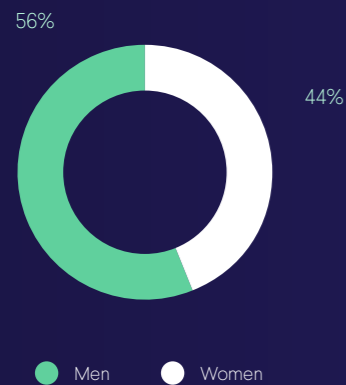
Madrid

Madrid, the capital of Spain, is a dynamic and influential economic center in Southern Europe. As the political and financial heart of the country, Madrid hosts the headquarters of numerous Spanish and multinational companies.

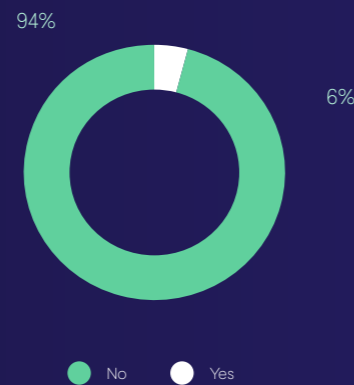
The city is known for its robust economy, particularly in the finance, technology, and creative sectors.

With its strategic location, well-developed infrastructure, and vibrant cultural scene, Madrid is an attractive destination for businesses and investors. ¹

Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 6.7M people
- GDP (metropolitan area)⁵: 262B€
- Cost of living⁶: 54.8
- Cost of living + rent⁷: 45.4
- % decrease cost of living + rent⁸: 4.26
- % salary increase⁹: 3.87

*For more city charts details, see annex on page 178.



Madrid Companies¹⁶



Banco Santander
(Financial Bank)



Telefónica
(Multinational telecommunications company)



Repsol
(Leading global energy company)

Madrid selected Startup¹⁷



Cabify
Sector: Ride-Hailing

Cabify is a ride-hailing platform similar to Uber, providing transportation services across Spain and Latin America. It focuses on safety, efficiency, and sustainability, making it a key player in the urban mobility sector.

Minimum wage¹⁰: **15,876€**

Ratio professionals/
job opening¹²: **3.71**

Inflation rate¹⁴: **2.8%**

Public Holidays¹¹: **10 days/year**

Average country
salary¹³: **35,600€**

Personal income
tax rate¹⁵: **54%**

Madrid

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	26k-29k €	High	80.50%	🔗
Administrative Manager	46k-54k €	High	90.50%	🔗
Office Administrator	33k-36k €	High	74.50%	🔗
Office Assistant	27k-31k €	Low	90.50%	🔗
Office Manager	44k-49k €	High	85.00%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Operations Manager	79k-89k €	High	87.50%	🔗
Customer Service Manager	54k-61k €	High	79.50%	🔗
Customer Service Representative	28k-35k €	High	92.50%	🔗
Customer Service Specialist	32k-33k €	High	74.50%	🔗
Customer Success Director	112k-129k €	High	87.50%	🔗

Customer Success Manager	47k-58k €	High	92.50%	🔗
Customer Support Agent	26k-28k €	High	95.00%	🔗
Customer Support Team Leader	35k-40k €	High	96.50%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	31k-39k €	High	80.50%	🔗
Copy Writer	30k-33k €	High	75.50%	🔗
Game Designer	37k-40k €	Medium	73.50%	🔗
Graphic Designer	32k-39k €	High	87.50%	🔗
Product Designer	43k-47k €	High	76.50%	🔗
User Experience Designer	31k-43k €	High	90.50%	🔗
User Interface Designer	38k-50k €	High	81.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	55k-68k €	High	91.50%	🔗
Civil Engineer	41k-48k €	High	85.50%	🔗
Electrical Engineer	36k-41k €	High	92.50%	🔗
Engineer	39k-46k €	Medium	92.50%	🔗
Engineering Director	90k-102k €	High	92.50%	🔗

Mechanical Engineer	38k-43k €	High	79.50%	🔗
Project Engineer	38k-42k €	High	92.50%	🔗
Test Engineer	35k-44k €	High	91.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	36k-41k €	High	85.50%	🔗
Accounting Specialist	34k-39k €	High	70.50%	🔗
Finance Analyst	41k-46k €	High	89.50%	🔗
Finance Assistant	32k-37k €	Low	92.50%	🔗
Finance Director	89k-95k €	High	92.50%	🔗
Finance Manager	65k-75k €	High	92.50%	🔗
Financial Controller	50k-56k €	High	100.00%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	58k-66k €	High	77.50%	🔗
Human Resources Director	105k-110k €	High	92.50%	🔗
Human Resources Generalist	37k-40k €	High	71.50%	🔗
Human Resources Manager	68k-76k €	High	71.50%	🔗
Recruiter	30k-38k €	High	92.50%	🔗

Talent Acquisition Manager	62k-77k €	High	87.50%	🔗
Talent Acquisition Partner	35k-39k €	High	76.00%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	43k-51k €	High	90.50%	🔗
Agile Coach	56k-63k €	High	83.50%	🔗
Android Developer	46k-56k €	High	72.50%	🔗
Applications Developer	45k-51k €	High	77.50%	🔗
Backend Developer	47k-54k €	High	86.50%	🔗
Business Analyst	38k-45k €	High	88.50%	🔗
Business Intelligence Analyst	30k-33k €	High	84.50%	🔗
Business Intelligence Developer	38k-43k €	High	72.50%	🔗
Business Process Analyst	51k-61k €	High	92.50%	🔗
Cloud Engineer	37k-48k €	High	92.50%	🔗
Cyber Security Analyst	58k-61k €	Low	86.50%	🔗
Data Analyst	35k-45k €	High	88.50%	🔗
Data Architect	56k-66k €	High	91.50%	🔗
Data Consultant	53k-57k €	High	76.50%	🔗
Data Engineer	45k-50k €	High	92.50%	🔗
Data Scientist	46k-55k €	High	92.50%	🔗
Data Specialist	39k-59k €	High	92.50%	🔗
Database Administrator	40k-48k €	High	90.50%	🔗
DevOps Engineer	54k-60k €	High	92.50%	🔗

Developer	42k-52k €	High	92.50%	🔗
Frontend Developer	39k-46k €	High	92.50%	🔗
Full Stack Developer	36k-40k €	High	92.50%	🔗
Golang Developer	43k-54k €	High	97.50%	🔗
IT Consultant	45k-54k €	High	92.50%	🔗
Information Technology Support Specialist	38k-41k €	High	88.50%	🔗
Java Developer	41k-51k €	High	90.50%	🔗
Machine Learning Engineer	54k-64k €	High	82.50%	🔗
PHP Developer	42k-49k €	High	70.50%	🔗
Python Developer	37k-44k €	High	92.50%	🔗
Quality Assurance Engineer	35k-42k €	Medium	76.50%	🔗
Quality Assurance Manager	68k-80k €	High	78.50%	🔗
Quality Assurance Tester	25k-32k €	Low	92.50%	🔗
React Developer	31k-43k €	High	85.50%	🔗
SAP HANA Consultant	46k-57k €	High	83.00%	🔗
Scrum Master	53k-59k €	High	80.50%	🔗
Security Engineer	59k-65k €	High	75.50%	🔗
Site Reliability Engineer	66k-72k €	High	83.50%	🔗
Software Architect	53k-61k €	High	74.50%	🔗
Software Developer	37k-46k €	High	92.50%	🔗
Software Engineer	45k-51k €	High	92.50%	🔗
Software Engineering Manager	78k-88k €	High	76.50%	🔗
Software Test Engineer	42k-49k €	High	92.50%	🔗
Software Tester	42k-47k €	High	80.50%	🔗
Solution Architect	70k-83k €	High	92.50%	🔗
Systems Administrator	36k-41k €	High	85.50%	🔗
Systems Architect	60k-68k €	High	92.50%	🔗

Systems Engineer	45k-55k €	Medium	92.50%	🔗
Technical Lead	66k-76k €	High	90.50%	🔗
Technical Project Manager	48k-51k €	High	92.50%	🔗
Technical Support Engineer	39k-47k €	High	80.50%	🔗
Technical Support Manager	57k-63k €	High	87.50%	🔗
Technical Support Representative	30k-34k €	High	92.50%	🔗
Technical Support Specialist	33k-43k €	High	75.50%	🔗
Test Automation Engineer	41k-48k €	High	80.50%	🔗
User Researcher	51k-63k €	High	81.50%	🔗
iOS Developer	37k-47k €	High	81.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	53k-66k €	Low	85.00%	🔗
Consultant	46k-53k €	High	96.00%	🔗
Immigration Paralegal	31k-35k €	Low	78.50%	🔗
Lawyer	50k-55k €	High	100.00%	🔗
Legal Assistant	24k-37k €	High	72.00%	🔗
Legal Counsel	71k-83k €	High	76.00%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
CRM Manager	64k-67k €	High	79.50%	🔗
Communications Specialist	38k-41k €	High	74.50%	🔗
Marketing Assistant	29k-34k €	Medium	87.50%	🔗
Marketing Manager	69k-81k €	High	93.00%	🔗
Marketing Specialist	43k-47k €	High	86.50%	🔗
Partnerships Manager	39k-46k €	High	74.50%	🔗
Performance Marketing Manager	66k-80k €	High	87.50%	🔗
Product Marketing Manager	65k-72k €	High	78.50%	🔗
Search Engine Optimizer	27k-31k €	Medium	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	32k-38k €	High	84.50%	🔗
Operations Director	106k-117k €	High	92.50%	🔗
Operations Manager	64k-82k €	High	91.50%	🔗
Program Manager	78k-90k €	High	79.00%	🔗
Project Coordinator	37k-42k €	High	91.50%	🔗
Project Director	84k-96k €	High	92.50%	🔗
Project Leader	60k-67k €	High	92.50%	🔗
Supply Chain Manager	71k-80k €	High	92.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	106k-116k €	High	85.50%	🔗
Product Manager	58k-72k €	High	99.00%	🔗
Product Owner	50k-67k €	High	84.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	41k-52k €	High	83.50%	🔗
Business Developer	48k-57k €	High	78.50%	🔗
Business Development Executive	33k-43k €	High	79.50%	🔗
Business Development Manager	65k-84k €	High	89.00%	🔗
Business Development Representative	35k-38k €	High	74.00%	🔗
Commercial Director	80k-93k €	High	71.50%	🔗
Inside Sales Representative	35k-42k €	High	85.50%	🔗
Key Account Manager	43k-51k €	High	92.50%	🔗
Sales Account Executive	40k-59k €	High	85.50%	🔗
Sales Assistant	31k-32k €	High	79.50%	🔗
Sales Associate	45k-56k €	High	81.50%	🔗
Sales Development Manager	54k-59k €	High	90.50%	🔗
Sales Director	96k-107k €	High	82.50%	🔗

Sales Engineer	57k-65k €	High	88.50%	🔗
Sales Manager	74k-87k €	High	82.50%	🔗
Sales Operations	45k-58k €	High	92.50%	🔗
Sales Representative	32k-43k €	Low	90.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	43k-47k €	High	86.50%	🔗

Milan

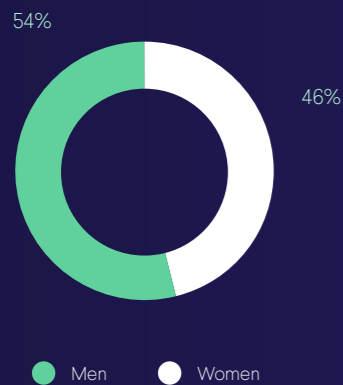
Milan, the financial and industrial heart of Italy, is one of the leading economic powerhouses in Europe.

Known globally for its fashion, design, and manufacturing sectors, Milan is also a key center for finance, technology, and innovation.

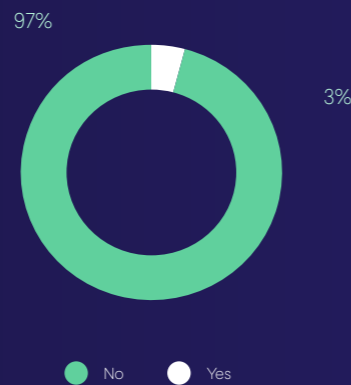
The city is home to Italy's stock exchange and numerous multinational corporations, making it a crucial hub for business and commerce. Milan's strategic location, dynamic economy, and rich cultural heritage make it an attractive destination for both established businesses and emerging startups.¹



Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 6.1M people
- GDP (metropolitan area)⁵: 228B€
- Cost of living⁶: 67.7
- Cost of living + rent⁷: 53.3
- % decrease cost of living + rent⁸: 7.02
- % salary increase⁹: 2.9%

*For more city charts details, see annex on page 178.

Milan Companies¹⁶

UniCredit
(Large Banking Group)

Pirelli
(Global Tire manufacturer)

Prada
(Iconic Luxury Fashion Brand)

Milan selected Startup¹⁷



Scalapay
Sector: Fintech

Scalapay is a fast-growing fintech startup that offers a "buy now, pay later" service, allowing consumers to split payments into interest-free installments. Based in Milan, Scalapay is expanding rapidly across Europe, providing innovative payment solutions to retailers and consumers alike.

Minimum wage¹⁰: -€

Ratio professionals/
job opening¹²: **5,64**

Inflation rate¹⁴: **1.1%**

Public Holidays¹¹: **12 days/year**

Average country
salary¹³: **39,300€**

Personal income
tax rate¹⁵: **47.3%**

Milan

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	39k-46k €	High	81.50%	🔗
Office Administrator	33k-35k €	High	86.50%	🔗
Office Assistant	32k-33k €	Low	85.50%	🔗
Office Manager	39k-44k €	High	92.50%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	22k-28k €	High	82.50%	🔗
Customer Operations Manager	41k-66k €	High	87.50%	🔗
Customer Service Manager	52k-60k €	High	87.50%	🔗
Customer Service Representative	33k-38k €	High	85.50%	🔗
Customer Service Specialist	32k-33k €	High	74.50%	🔗
Customer Success Manager	37k-47k €	High	91.50%	🔗
Customer Support Team Leader	32k-42k €	High	86.00%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	28k-32k €	High	88.50%	🔗
Copy Writer	36k-39k €	Medium	91.50%	🔗
Graphic Designer	34k-36k €	High	86.50%	🔗
Product Designer	42k-47k €	High	94.00%	🔗
User Experience Designer	33k-37k €	High	90.00%	🔗
User Interface Designer	40k-46k €	Low	86.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	49k-63k €	Medium	85.50%	🔗
Civil Engineer	34k-38k €	High	92.50%	🔗
Electrical Engineer	43k-51k €	High	92.50%	🔗
Engineer	33k-44k €	Low	92.50%	🔗
Engineering Director	85k-93k €	High	92.50%	🔗
Project Engineer	41k-44k €	High	73.50%	🔗
Test Engineer	41k-48k €	High	90.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	42k-49k €	High	80.50%	🔗
Accounting Specialist	36k-39k €	High	82.50%	🔗
Finance Analyst	33k-41k €	High	92.50%	🔗
Finance Assistant	36k-41k €	Medium	81.50%	🔗
Finance Director	95k-102k €	Medium	92.50%	🔗
Finance Manager	76k-83k €	High	74.50%	🔗
Financial Controller	43k-48k €	High	91.00%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	68k-74k €	Medium	84.50%	🔗
Human Resources Coordinator	42k-49k €	High	73.50%	🔗
Human Resources Director	115k-121k €	High	88.50%	🔗
Human Resources Manager	72k-87k €	High	72.50%	🔗
Human Resources Specialist	43k-57k €	High	70.50%	🔗
Recruiter	34k-41k €	High	92.50%	🔗
Talent Acquisition Partner	44k-45k €	High	90.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	51k-57k €	High	92.50%	🔗
Applications Developer	42k-52k €	High	82.50%	🔗
Backend Developer	57k-70k €	High	92.50%	🔗
Business Intelligence Analyst	40k-41k €	High	92.50%	🔗
Business Intelligence Developer	51k-58k €	High	73.50%	🔗
Business Process Analyst	51k-61k €	High	88.50%	🔗
Cloud Engineer	60k-77k €	High	92.50%	🔗
Cyber Security Analyst	54k-70k €	Low	76.50%	🔗
Data Analyst	38k-44k €	High	92.50%	🔗
Data Architect	50k-65k €	High	92.50%	🔗
Data Consultant	38k-50k €	High	91.50%	🔗
Data Engineer	42k-48k €	Medium	92.50%	🔗
Data Scientist	53k-59k €	High	83.50%	🔗
Data Specialist	44k-66k €	High	92.50%	🔗
Database Administrator	43k-50k €	High	90.50%	🔗
DevOps Engineer	63k-74k €	High	92.50%	🔗
Developer	40k-48k €	High	81.50%	🔗
Embedded Engineer	31k-45k €	High	89.00%	🔗
Frontend Developer	42k-50k €	High	74.50%	🔗
Full Stack Developer	42k-49k €	High	86.50%	🔗
Golang Developer	34k-41k €	Low	92.50%	🔗
IT Consultant	28k-33k €	High	92.50%	🔗
IT Manager	71k-78k €	High	89.50%	🔗

Information Technology Support Specialist	42k-51k €	High	87.50%	🔗
Java Developer	45k-57k €	High	75.50%	🔗
Machine Learning Engineer	48k-60k €	High	87.50%	🔗
Nodejs Developer	32k-39k €	High	90.00%	🔗
PHP Developer	38k-43k €	High	90.50%	🔗
Python Developer	35k-38k €	High	78.50%	🔗
Quality Assurance Engineer	38k-43k €	Low	71.50%	🔗
Quality Assurance Manager	68k-82k €	Medium	89.50%	🔗
Quality Assurance Tester	32k-39k €	Low	92.50%	🔗
SAP HANA Consultant	38k-40k €	High	84.00%	🔗
Security Engineer	51k-64k €	High	82.50%	🔗
Site Reliability Engineer	56k-63k €	High	88.50%	🔗
Software Architect	65k-74k €	High	87.50%	🔗
Software Developer	36k-42k €	High	92.50%	🔗
Software Engineer	39k-43k €	Medium	79.50%	🔗
Software Engineering Manager	82k-89k €	High	92.50%	🔗
Software Test Engineer	44k-51k €	Medium	92.50%	🔗
Software Tester	62k-68k €	High	92.50%	🔗
Solution Architect	70k-77k €	High	92.50%	🔗
Systems Administrator	38k-40k €	High	75.50%	🔗
Systems Architect	56k-58k €	Low	92.50%	🔗
Systems Engineer	46k-52k €	Medium	92.50%	🔗
Technical Project Manager	70k-83k €	High	85.50%	🔗
Technical Support Engineer	41k-50k €	High	79.50%	🔗
Technical Support Manager	57k-63k €	Low	79.50%	🔗
Technical Support Representative	35k-39k €	Low	92.50%	🔗
Technical Support Specialist	37k-47k €	High	75.50%	🔗

Test Automation Engineer	49k-53k €	High	85.50%	🔗
User Researcher	53k-62k €	High	89.50%	🔗
iOS Developer	41k-51k €	High	79.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	47k-66k €	Low	100.00%	🔗
Consultant	43k-49k €	High	86.50%	🔗
Immigration Paralegal	34k-38k €	Low	87.50%	🔗
Lawyer	72k-84k €	Low	81.50%	🔗
Legal Counsel	76k-84k €	High	85.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	49k-58k €	High	87.50%	🔗
CRM Manager	57k-66k €	High	92.50%	🔗
Communications Specialist	44k-48k €	High	76.50%	🔗
Marketing Assistant	37k-43k €	Medium	81.50%	🔗
Marketing Director	104k-113k €	High	85.50%	🔗
Marketing Manager	72k-84k €	Medium	80.50%	🔗
Marketing Specialist	41k-44k €	High	86.50%	🔗

Partnerships Manager	39k-45k €	High	80.50%	🔗
Performance Marketing Manager	60k-81k €	High	87.50%	🔗
Product Marketing Manager	58k-65k €	High	85.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	36k-39k €	High	76.50%	🔗
Operations Director	89k-97k €	High	92.50%	🔗
Operations Manager	76k-95k €	High	85.50%	🔗
Program Manager	98k-114k €	High	79.50%	🔗
Project Coordinator	43k-49k €	High	92.50%	🔗
Project Director	85k-94k €	High	92.50%	🔗
Project Leader	45k-50k €	Medium	92.50%	🔗
Supply Chain Manager	64k-70k €	High	92.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	97k-104k €	High	92.50%	🔗
Product Manager	51k-64k €	High	83.50%	🔗
Product Owner	50k-56k €	High	73.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	46k-58k €	High	92.50%	🔗
Area Sales Manager	48k-56k €	Low	92.50%	🔗
Business Developer	41k-52k €	High	92.50%	🔗
Business Development Executive	32k-37k €	High	87.50%	🔗
Business Development Manager	66k-75k €	High	93.00%	🔗
Commercial Director	100k-120k €	High	92.50%	🔗
Inside Sales Representative	41k-48k €	High	74.50%	🔗
Key Account Manager	36k-39k €	High	90.50%	🔗
Sales Account Executive	47k-70k €	High	92.50%	🔗
Sales Assistant	35k-36k €	High	86.50%	🔗
Sales Associate	48k-58k €	High	77.50%	🔗
Sales Development Manager	68k-74k €	High	88.50%	🔗
Sales Director	92k-102k €	High	83.50%	🔗
Sales Engineer	45k-56k €	High	71.50%	🔗
Sales Manager	87k-104k €	Medium	70.50%	🔗
Sales Operations	41k-51k €	High	92.50%	🔗
Sales Representative	38k-51k €	Medium	92.50%	🔗

Science and Research

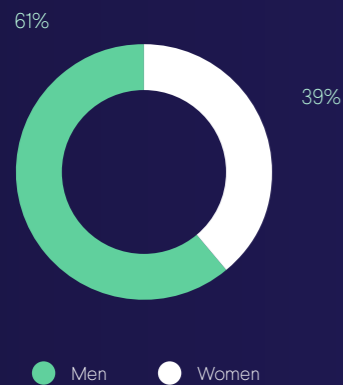
Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	37k-43k €	High	90.50%	🔗

Munich

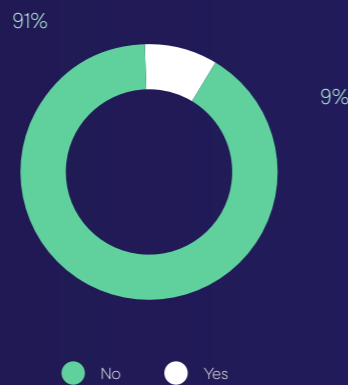
Munich, the capital of Bavaria, is one of Germany's most prosperous and dynamic cities. Known for its strong economy, high quality of life, and rich cultural heritage, Munich is a leading center for business and innovation in Europe.

The city is a key hub for industries such as automotive, technology, and finance, and is home to many multinational corporations. With its strategic location, highly skilled workforce, and robust infrastructure, Munich is an attractive destination for businesses and startups alike.¹

Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 2.3M people
- GDP (metropolitan area)⁵: 361B€
- Cost of living⁶: 72.9
- Cost of living + rent⁷: 57.3
- % decrease cost of living + rent⁸: 1.04
- % salary increase⁹: 4.37

*For more city charts details, see annex on page 178.



Munich Companies¹⁶



Munich selected Startup¹⁷



Personio
Sector: HR Tech

Personio is a fast-growing HR tech startup that offers an all-in-one HR software solution for small and medium-sized enterprises (SMEs). Based in Munich, Personio provides tools for managing employee data, payroll, and recruiting, and is becoming a leader in the HR tech space across Europe.

Minimum wage¹⁰: **25,812€**

Ratio professionals/
job opening¹²: **8.88**

Inflation rate¹⁴: **2.3%**

Public Holidays¹¹: **9 days/year**

Average country
salary¹³: **47,200€**

Personal income
tax rate¹⁵: **47.5%**

Munich

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	38k-43k €	High	92.50%	🔗
Office Administrator	45k-48k €	High	92.50%	🔗
Office Assistant	35k-38k €	Low	88.50%	🔗
Office Manager	47k-51k €	High	77.00%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Service Manager	80k-87k €	High	80.50%	🔗
Customer Service Representative	46k-55k €	High	87.50%	🔗
Customer Service Specialist	42k-43k €	High	74.50%	🔗
Customer Success Director	68k-83k €	High	74.50%	🔗
Customer Success Manager	48k-59k €	High	92.50%	🔗
Customer Support Agent	37k-40k €	High	75.50%	🔗
Customer Support Team Leader	42k-54k €	High	89.00%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	33k-36k €	High	91.50%	🔗
Copy Writer	45k-50k €	High	90.50%	🔗
Game Designer	47k-51k €	High	75.50%	🔗
Graphic Designer	42k-48k €	High	92.50%	🔗
Product Designer	53k-66k €	High	75.50%	🔗
User Experience Designer	57k-71k €	High	90.00%	🔗
User Interface Designer	59k-73k €	High	74.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	89k-97k €	High	85.50%	🔗
Civil Engineer	45k-54k €	Medium	82.50%	🔗
Electrical Engineer	50k-58k €	High	92.50%	🔗
Engineer	60k-70k €	Low	92.50%	🔗
Engineering Director	111k-120k €	High	92.50%	🔗
Project Engineer	73k-79k €	High	70.50%	🔗
Test Engineer	51k-59k €	Medium	92.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	61k-68k €	High	88.50%	🔗
Accounting Specialist	48k-54k €	High	89.50%	🔗
Finance Analyst	43k-49k €	High	92.50%	🔗
Finance Assistant	44k-52k €	Low	96.50%	🔗
Finance Director	113k-123k €	Medium	92.50%	🔗
Finance Manager	116k-128k €	Medium	81.50%	🔗
Financial Controller	72k-80k €	High	79.00%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	104k-116k €	Low	80.50%	🔗
Human Resources Coordinator	48k-56k €	High	70.50%	🔗
Human Resources Director	125k-135k €	High	92.50%	🔗
Human Resources Generalist	57k-66k €	Medium	71.50%	🔗
Recruiter	50k-58k €	High	92.50%	🔗
Talent Acquisition Manager	70k-95k €	High	76.50%	🔗
Talent Acquisition Partner	53k-58k €	High	90.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	67k-78k €	High	92.50%	🔗
Agile Coach	80k-87k €	High	74.50%	🔗
Android Developer	55k-65k €	High	92.50%	🔗
Applications Developer	56k-65k €	High	92.50%	🔗
Backend Developer	71k-83k €	High	88.50%	🔗
Business Analyst	63k-67k €	High	70.50%	🔗
Business Intelligence Analyst	66k-72k €	High	90.50%	🔗
Business Intelligence Developer	68k-75k €	High	76.50%	🔗
Business Process Analyst	63k-77k €	High	91.50%	🔗
Cloud Engineer	69k-80k €	High	92.50%	🔗
Cyber Security Analyst	52k-63k €	Low	85.50%	🔗
Data Analyst	60k-69k €	High	92.50%	🔗
Data Architect	83k-102k €	High	92.50%	🔗
Data Consultant	76k-81k €	High	82.50%	🔗
Data Engineer	64k-74k €	High	92.50%	🔗
Data Scientist	74k-87k €	High	90.50%	🔗
Data Specialist	57k-70k €	High	92.50%	🔗
Database Administrator	62k-73k €	High	92.50%	🔗
DevOps Engineer	72k-84k €	High	92.50%	🔗
Developer	61k-74k €	Medium	92.50%	🔗
Embedded Engineer	53k-64k €	High	89.00%	🔗
Frontend Developer	61k-69k €	High	80.50%	🔗
Full Stack Developer	68k-76k €	High	92.50%	🔗

Golang Developer	62k-74k €	High	92.50%	🔗
IT Consultant	61k-69k €	High	92.50%	🔗
IT Manager	93k-101k €	High	92.50%	🔗
Information Technology Support Specialist	53k-66k €	High	71.50%	🔗
Java Developer	69k-84k €	High	83.50%	🔗
Machine Learning Engineer	60k-79k €	High	92.50%	🔗
Nodejs Developer	56k-68k €	High	70.00%	🔗
PHP Developer	42k-49k €	High	90.50%	🔗
Python Developer	59k-75k €	High	82.50%	🔗
Quality Assurance Engineer	52k-59k €	Low	74.50%	🔗
Quality Assurance Manager	86k-100k €	High	85.50%	🔗
Quality Assurance Tester	43k-52k €	High	92.50%	🔗
React Developer	67k-76k €	High	85.50%	🔗
SAP HANA Consultant	61k-81k €	High	90.00%	🔗
Security Engineer	72k-79k €	High	92.50%	🔗
Site Reliability Engineer	73k-83k €	High	92.50%	🔗
Software Architect	87k-93k €	High	92.50%	🔗
Software Developer	60k-76k €	High	92.50%	🔗
Software Engineer	60k-69k €	Low	79.50%	🔗
Software Engineering Manager	106k-117k €	Medium	92.50%	🔗
Software Test Engineer	54k-65k €	Medium	91.50%	🔗
Software Tester	62k-67k €	High	92.50%	🔗
Solution Architect	94k-103k €	Medium	92.50%	🔗
Systems Administrator	48k-51k €	High	75.50%	🔗
Systems Architect	69k-73k €	High	90.50%	🔗
Systems Engineer	74k-84k €	Medium	92.50%	🔗
Technical Lead	74k-82k €	High	92.50%	🔗

Technical Project Manager	90k-107k €	High	90.50%	🔗
Technical Support Engineer	49k-59k €	High	80.50%	🔗
Technical Support Manager	78k-92k €	Low	89.50%	🔗
Technical Support Representative	40k-47k €	Low	92.50%	🔗
Technical Support Specialist	49k-64k €	High	75.50%	🔗
Test Automation Engineer	63k-68k €	High	91.50%	🔗
User Researcher	68k-77k €	High	92.50%	🔗
iOS Developer	47k-61k €	Medium	92.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	65k-91k €	Low	71.00%	🔗
Consultant	68k-81k €	High	92.50%	🔗
Immigration Paralegal	41k-47k €	Low	78.50%	🔗
Lawyer	83k-98k €	Low	85.50%	🔗
Legal Assistant	49k-65k €	Low	76.50%	🔗
Legal Counsel	87k-103k €	High	91.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
CRM Manager	78k-90k €	High	82.50%	🔗
Communications Specialist	44k-48k €	High	92.50%	🔗
Digital Marketing Strategist	52k-58k €	High	89.00%	🔗
Marketing Assistant	38k-40k €	Low	92.50%	🔗
Marketing Director	141k-154k €	Medium	85.50%	🔗
Marketing Manager	93k-106k €	Low	88.00%	🔗
Marketing Specialist	53k-62k €	High	92.50%	🔗
Partnerships Manager	57k-68k €	Low	77.50%	🔗
Performance Marketing Manager	87k-104k €	High	87.50%	🔗
Product Marketing Manager	77k-85k €	High	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	45k-53k €	High	86.50%	🔗
Operations Director	118k-131k €	High	92.50%	🔗
Program Manager	106k-119k €	Medium	86.50%	🔗
Project Coordinator	39k-46k €	High	91.50%	🔗
Project Director	106k-125k €	High	92.50%	🔗
Project Leader	80k-90k €	Medium	92.50%	🔗
Supply Chain Manager	84k-90k €	High	90.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	125k-133k €	High	92.50%	🔗
Product Manager	79k-89k €	Medium	99.00%	🔗
Product Owner	70k-76k €	High	70.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	74k-89k €	Medium	88.50%	🔗
Business Developer	62k-75k €	Low	92.50%	🔗
Business Development Executive	40k-48k €	High	92.50%	🔗
Business Development Manager	108k-127k €	Medium	90.00%	🔗
Business Development Representative	45k-53k €	High	90.00%	🔗
Commercial Director	128k-145k €	High	92.50%	🔗
Inside Sales Representative	53k-59k €	High	82.50%	🔗
Key Account Manager	61k-62k €	High	85.50%	🔗
Sales Account Executive	59k-83k €	High	86.00%	🔗
Sales Assistant	43k-47k €	High	90.50%	🔗
Sales Associate	67k-81k €	High	83.50%	🔗
Sales Development Manager	94k-108k €	High	87.50%	🔗
Sales Director	121k-134k €	Low	92.50%	🔗
Sales Manager	111k-136k €	Medium	79.50%	🔗
Sales Operations	47k-54k €	High	84.50%	🔗

Sales Representative	58k-71k €	Low	82.50%	🔗
Store Manager	60k-76k €	High	72.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	64k-72k €	High	85.50%	🔗

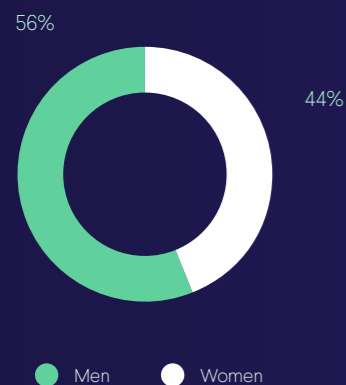
Paris

Paris, the capital of France, is one of the most influential cities in the world, renowned for its leadership in finance, culture, fashion, and technology.

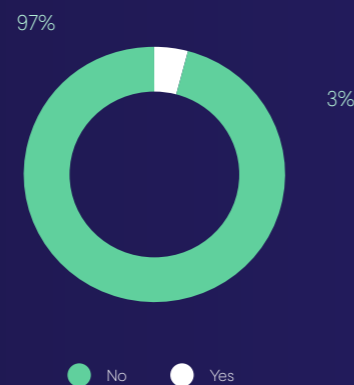
As a global business hub, Paris hosts the headquarters of numerous multinational corporations, particularly in finance, luxury goods, and technology.

The city's robust infrastructure, highly educated workforce, and status as a cultural capital make it an attractive location for businesses and entrepreneurs.¹

Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 11.5M people
- GDP (metropolitan area)⁵: 783B€
- Cost of living⁶: 78.7
- Cost of living + rent⁷: 61.3
- % decrease cost of living + rent⁸: 12.86
- % salary increase⁹: 4.63

*For more city charts details, see annex on page 178.



Paris Companies¹⁶

LVMH

LVMH
(Moët Hennessy Louis Vuitton)



BNP PARIBAS

BNP Paribas
(Bank key player in global finance)



TotalEnergies

TotalEnergies
(Major energy company)

Paris selected Startup¹⁷

BlaBlaCar

BlaBlaCar
Sector: Shared Mobility

BlaBlaCar is a long-distance carpooling platform that connects drivers with empty seats to passengers looking for a ride. It is a leader in the shared mobility sector and operates in multiple countries, promoting more sustainable travel.



Minimum wage¹⁰: **21,203€**



Ratio professionals/
job opening¹²: **4.19**



Inflation rate¹⁴: **2.3%**



Public Holidays¹¹: **13 days/year**



Average country
salary¹³: **54,800€**



Personal income
tax rate¹⁵: **55.4%**

Paris

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Manager	76k-88k €	High	76.50%	🔗
Office Administrator	64k-72k €	High	72.50%	🔗
Office Assistant	36k-41k €	Low	82.50%	🔗
Office Manager	51k-55k €	High	100.00%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Service Manager	74k-78k €	High	77.50%	🔗
Customer Service Representative	40k-50k €	Medium	91.50%	🔗
Customer Success Director	95k-107k €	High	74.00%	🔗
Customer Success Manager	61k-72k €	High	100.00%	🔗
Customer Support Agent	34k-38k €	High	86.50%	🔗
Customer Support Team Leader	39k-44k €	High	88.50%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	38k-50k €	High	88.50%	🔗
Copy Writer	54k-60k €	Low	91.50%	🔗
Graphic Designer	52k-60k €	High	90.50%	🔗
User Experience Designer	48k-64k €	Medium	92.50%	🔗
User Interface Designer	51k-66k €	High	73.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	80k-92k €	Low	92.50%	🔗
Electrical Engineer	65k-73k €	High	87.50%	🔗
Engineer	46k-57k €	Medium	92.50%	🔗
Engineering Director	132k-148k €	High	88.50%	🔗
Mechanical Engineer	51k-62k €	Medium	81.50%	🔗
Project Engineer	57k-67k €	High	91.50%	🔗
Test Engineer	56k-69k €	High	85.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	65k-72k €	High	83.50%	🔗
Finance Analyst	38k-45k €	High	92.50%	🔗
Finance Assistant	40k-42k €	Low	79.00%	🔗
Finance Director	147k-156k €	Medium	92.50%	🔗
Finance Manager	106k-118k €	High	88.50%	🔗
Financial Controller	61k-68k €	High	100.00%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	59k-70k €	High	72.50%	🔗
Recruiter	46k-56k €	High	91.50%	🔗
Talent Acquisition Manager	102k-120k €	High	81.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	54k-64k €	High	90.50%	🔗
Agile Coach	69k-80k €	High	85.50%	🔗
Android Developer	50k-60k €	High	75.50%	🔗

Applications Developer	70k-81k €	High	81.50%	🔗
Backend Developer	70k-74k €	High	92.50%	🔗
Business Analyst	54k-65k €	High	87.50%	🔗
Business Intelligence Analyst	66k-75k €	High	87.50%	🔗
Business Intelligence Developer	57k-66k €	High	70.50%	🔗
Business Process Analyst	78k-92k €	High	90.50%	🔗
Cloud Engineer	72k-85k €	High	88.50%	🔗
Cyber Security Analyst	80k-92k €	Low	78.50%	🔗
Data Analyst	48k-62k €	High	92.50%	🔗
Data Architect	74k-92k €	High	92.50%	🔗
Data Consultant	41k-43k €	High	91.50%	🔗
Data Engineer	60k-72k €	High	92.50%	🔗
Data Scientist	60k-72k €	High	90.50%	🔗
Data Specialist	55k-75k €	High	92.50%	🔗
Database Administrator	68k-81k €	High	88.50%	🔗
DevOps Engineer	61k-72k €	High	90.50%	🔗
Developer	60k-70k €	Medium	92.50%	🔗
Frontend Developer	68k-78k €	High	84.50%	🔗
Full Stack Developer	64k-74k €	High	89.50%	🔗
IT Consultant	59k-68k €	High	90.50%	🔗
Information Technology Support Specialist	44k-49k €	High	89.50%	🔗
Java Developer	60k-68k €	High	87.50%	🔗
Machine Learning Engineer	68k-91k €	High	85.50%	🔗
Nodejs Developer	60k-78k €	High	97.50%	🔗
Python Developer	79k-99k €	High	91.50%	🔗
Quality Assurance Engineer	53k-61k €	Medium	78.50%	🔗
Quality Assurance Manager	102k-114k €	Low	76.50%	🔗

Quality Assurance Tester	44k-52k €	High	92.50%	🔗
React Developer	61k-73k €	High	82.50%	🔗
SAP HANA Consultant	45k-62k €	High	84.00%	🔗
Scrum Master	73k-86k €	High	84.50%	🔗
Site Reliability Engineer	89k-101k €	High	79.50%	🔗
Software Architect	56k-69k €	High	74.50%	🔗
Software Developer	50k-60k €	High	92.50%	🔗
Software Engineer	64k-72k €	High	94.00%	🔗
Software Engineering Manager	94k-105k €	High	72.50%	🔗
Software Test Engineer	66k-79k €	High	92.50%	🔗
Software Tester	64k-76k €	High	77.50%	🔗
Solution Architect	90k-106k €	High	90.50%	🔗
Systems Administrator	48k-59k €	High	82.50%	🔗
Systems Architect	92k-103k €	Low	92.50%	🔗
Systems Engineer	57k-64k €	High	92.50%	🔗
Technical Project Manager	104k-123k €	High	73.50%	🔗
Technical Support Engineer	61k-71k €	High	74.50%	🔗
Technical Support Manager	85k-92k €	Low	74.50%	🔗
Technical Support Representative	42k-48k €	High	92.50%	🔗
Technical Support Specialist	52k-67k €	High	76.50%	🔗
User Researcher	83k-98k €	High	78.50%	🔗
iOS Developer	58k-70k €	High	81.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Consultant	50k-65k €	High	100.00%	🔗
Immigration Paralegal	50k-59k €	Low	78.50%	🔗
Lawyer	112k-118k €	High	77.00%	🔗
Legal Counsel	117k-132k €	High	77.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	118k-129k €	High	87.50%	🔗
CRM Manager	93k-105k €	High	88.50%	🔗
Communications Specialist	56k-59k €	High	76.50%	🔗
Digital Marketing Strategist	88k-97k €	High	74.50%	🔗
Marketing Assistant	39k-46k €	Low	83.50%	🔗
Marketing Director	152k-167k €	High	78.50%	🔗
Marketing Manager	90k-108k €	Medium	89.00%	🔗
Marketing Specialist	59k-71k €	High	78.50%	🔗
Partnerships Manager	54k-64k €	High	77.50%	🔗
Performance Marketing Manager	110k-123k €	High	87.50%	🔗
Product Marketing Manager	88k-99k €	High	76.50%	🔗
Search Engine Optimizer	48k-57k €	Low	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	41k-46k €	High	80.00%	🔗
Operations Director	116k-128k €	Low	91.50%	🔗
Operations Manager	90k-108k €	High	82.50%	🔗
Program Manager	111k-121k €	Medium	94.00%	🔗
Project Coordinator	51k-58k €	High	88.50%	🔗
Project Director	116k-133k €	High	91.50%	🔗
Project Leader	92k-104k €	High	80.50%	🔗
Supply Chain Manager	96k-108k €	Medium	80.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	166k-180k €	High	85.50%	🔗
Product Manager	64k-75k €	High	100.00%	🔗
Product Owner	63k-83k €	High	81.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	52k-69k €	High	100.00%	🔗
Business Developer	44k-52k €	High	92.50%	🔗
Business Development Executive	37k-47k €	High	92.50%	🔗
Business Development Manager	91k-103k €	High	81.00%	🔗
Business Development Representative	46k-54k €	High	73.00%	🔗
Commercial Director	146k-170k €	High	93.00%	🔗
Inside Sales Representative	44k-51k €	High	85.50%	🔗
Key Account Manager	61k-62k €	Low	96.00%	🔗
Sales Account Executive	68k-92k €	High	89.50%	🔗
Sales Assistant	39k-41k €	High	92.50%	🔗
Sales Associate	56k-68k €	High	90.50%	🔗
Sales Development Manager	86k-94k €	High	82.50%	🔗
Sales Director	121k-132k €	Medium	92.50%	🔗
Sales Engineer	77k-89k €	High	84.50%	🔗
Sales Manager	94k-110k €	High	85.00%	🔗
Sales Operations	55k-67k €	High	92.50%	🔗
Sales Representative	52k-68k €	Low	84.50%	🔗
Store Manager	65k-73k €	High	73.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	45k-54k €	High	80.00%	🔗

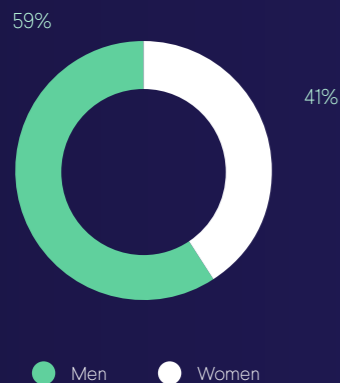
Prague

Prague, the capital of the Czech Republic, is one of Central Europe's most vibrant and economically significant cities. With its rich history, architectural beauty, and strategic location, Prague serves as a key business hub in the region.

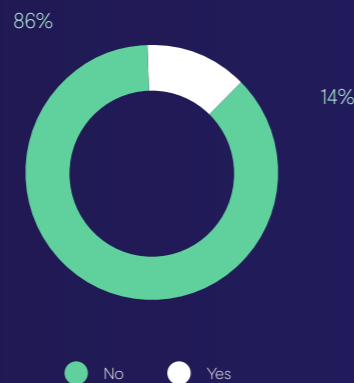
As a gateway between Western and Eastern Europe, Prague attracts multinational corporations and startups alike, benefiting from a skilled workforce, competitive costs, and a well-developed infrastructure.¹

The city boasts a diverse economy, with strong sectors in technology, finance, and tourism.

Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 1.5M people
- GDP (metropolitan area)⁵: 2.8kB Kč
- Cost of living⁶: 51.8
- Cost of living + rent⁷: 39.8
- % decrease cost of living + rent⁸: 3.86
- % salary increase⁹: 4.8

*For more city charts details, see annex on page 178.



Prague Companies¹⁶

ČESKÁ SPOŘITELNA

Česká spořitelna
(Bank)

avast

Avast Software
(Global leader in cybersecurity)

ŠKODA


Škoda Auto
(Large car manufacturer)


Prague selected Startup¹⁷

productboard

Productboard
Sector: Product Management Software


Productboard is a leading product management platform that helps companies prioritize and build products that meet customer needs. Founded in Prague, Productboard has quickly gained recognition in the tech industry and is used by product teams worldwide to streamline their product development processes.


 Minimum wage¹⁰: **531,983 Kč**

 Ratio professionals/
job opening¹²: **4.53**

 Inflation rate¹⁴: **2.2%**

 Public Holidays¹¹: **13 days/year**

 Average country
salary¹³: **577,070 Kč**

 Personal income
tax rate¹⁵: **23%**

Prague

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	652k-702k CZK (26k-28k €)	Low	81.50%	🔗
Office Administrator	501k-526k CZK (20k-21k €)	High	86.50%	🔗
Office Assistant	577k-652k CZK (23k-26k €)	Low	88.50%	🔗
Office Manager	1229k-1329k CZK (49k-53k €)	High	76.50%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	652k-677k CZK (26k-27k €)	High	91.50%	🔗
Customer Operations Manager	652k-878k CZK (26k-35k €)	Medium	71.50%	🔗
Customer Service Representative	551k-702k CZK (22k-28k €)	High	81.50%	🔗
Customer Service Specialist	451k-627k CZK (18k-25k €)	High	72.50%	🔗
Customer Success Manager	476k-677k CZK (19k-27k €)	High	92.50%	🔗
Customer Support Agent	451k-526k CZK (18k-21k €)	High	89.00%	🔗
Customer Support Team Leader	401k-551k CZK (16k-22k €)	High	79.00%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	426k-501k CZK (17k-20k €)	High	85.50%	🔗
Copy Writer	501k-551k CZK (20k-22k €)	Low	90.50%	🔗
Graphic Designer	426k-526k CZK (17k-21k €)	High	92.50%	🔗
Product Designer	903k-1103k CZK (36k-44k €)	High	91.50%	🔗
User Experience Designer	401k-526k CZK (16k-21k €)	High	90.00%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	777k-878k CZK (31k-35k €)	High	87.50%	🔗
Civil Engineer	501k-627k CZK (20k-25k €)	High	76.50%	🔗
Electrical Engineer	1028k-1204k CZK (41k-48k €)	High	79.50%	🔗
Engineer	627k-777k CZK (25k-31k €)	Low	92.50%	🔗
Engineering Director	1229k-1430k CZK (49k-57k €)	High	92.50%	🔗
Test Engineer	526k-652k CZK (21k-26k €)	High	92.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	652k-727k CZK (26k-29k €)	High	87.50%	🔗
Accounting Specialist	551k-627k CZK (22k-25k €)	High	82.50%	🔗
Finance Analyst	802k-953k CZK (32k-38k €)	High	82.50%	🔗
Finance Assistant	652k-727k CZK (26k-29k €)	Low	95.50%	🔗
Finance Director	1430k-1455k CZK (57k-58k €)	High	90.50%	🔗
Financial Controller	853k-953k CZK (34k-38k €)	High	92.50%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	1129k-1154k CZK (45k-46k €)	Medium	80.50%	🔗
Human Resources Coordinator	577k-928k CZK (23k-37k €)	High	73.50%	🔗
Human Resources Director	1555k-1630k CZK (62k-65k €)	High	92.50%	🔗
Human Resources Generalist	652k-827k CZK (26k-33k €)	High	71.50%	🔗
Human Resources Specialist	652k-777k CZK (26k-31k €)	High	79.50%	🔗
Recruiter	426k-501k CZK (17k-20k €)	Medium	92.50%	🔗
Talent Acquisition Manager	953k-1204k CZK (38k-48k €)	Low	82.50%	🔗
Talent Acquisition Partner	577k-627k CZK (23k-25k €)	High	90.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	777k-878k CZK (31k-35k €)	Medium	92.50%	🔗
Agile Coach	1354k-1480k CZK (54k-59k €)	High	77.50%	🔗
Applications Developer	627k-677k CZK (25k-27k €)	Low	92.50%	🔗
Backend Developer	577k-727k CZK (23k-29k €)	High	92.50%	🔗
Business Analyst	602k-752k CZK (24k-30k €)	High	70.50%	🔗
Business Intelligence Analyst	1229k-1304k CZK (49k-52k €)	High	78.50%	🔗
Business Intelligence Developer	677k-802k CZK (27k-32k €)	High	73.50%	🔗
Business Process Analyst	752k-827k CZK (30k-33k €)	High	88.50%	🔗
Cloud Engineer	777k-878k CZK (31k-35k €)	High	79.50%	🔗
Cyber Security Analyst	1103k-1304k CZK (44k-52k €)	Low	90.50%	🔗
Data Analyst	426k-577k CZK (17k-23k €)	High	85.50%	🔗
Data Architect	953k-1304k CZK (38k-52k €)	High	86.50%	🔗
Data Consultant	551k-677k CZK (22k-27k €)	High	91.50%	🔗
Data Engineer	652k-802k CZK (26k-32k €)	High	89.50%	🔗
Data Scientist	752k-827k CZK (30k-33k €)	High	92.50%	🔗
Data Specialist	853k-1304k CZK (34k-52k €)	High	75.50%	🔗
Database Administrator	727k-802k CZK (29k-32k €)	High	92.50%	🔗
DevOps Engineer	702k-878k CZK (28k-35k €)	High	92.50%	🔗
Developer	777k-853k CZK (31k-34k €)	Low	92.50%	🔗
Embedded Engineer	551k-802k CZK (22k-32k €)	High	89.00%	🔗
Frontend Developer	551k-577k CZK (22k-23k €)	Medium	77.50%	🔗
Full Stack Developer	978k-1154k CZK (39k-46k €)	High	78.50%	🔗
Golang Developer	878k-1028k CZK (35k-41k €)	High	90.00%	🔗

IT Consultant	577k-677k CZK (23k-27k €)	Low	85.50%	🔗
IT Manager	978k-1078k CZK (39k-43k €)	High	92.50%	🔗
Information Technology Support Specialist	953k-1204k CZK (38k-48k €)	High	82.50%	🔗
Java Developer	853k-1053k CZK (34k-42k €)	High	85.50%	🔗
Machine Learning Engineer	677k-878k CZK (27k-35k €)	High	92.50%	🔗
Nodejs Developer	727k-802k CZK (29k-32k €)	High	90.00%	🔗
PHP Developer	652k-727k CZK (26k-29k €)	Medium	91.50%	🔗
Python Developer	677k-752k CZK (27k-30k €)	High	80.50%	🔗
Quality Assurance Engineer	627k-702k CZK (25k-28k €)	Low	74.50%	🔗
Quality Assurance Manager	1003k-1304k CZK (40k-52k €)	Low	75.50%	🔗
Quality Assurance Tester	702k-853k CZK (28k-34k €)	Low	92.50%	🔗
React Developer	978k-1103k CZK (39k-44k €)	High	89.50%	🔗
SAP HANA Consultant	652k-903k CZK (26k-36k €)	High	84.00%	🔗
Security Engineer	853k-953k CZK (34k-38k €)	High	92.50%	🔗
Site Reliability Engineer	802k-1003k CZK (32k-40k €)	High	90.50%	🔗
Software Architect	777k-953k CZK (31k-38k €)	Medium	91.50%	🔗
Software Developer	727k-853k CZK (29k-34k €)	Low	92.50%	🔗
Software Engineer	777k-903k CZK (31k-36k €)	Medium	91.50%	🔗
Software Engineering Manager	1129k-1229k CZK (45k-49k €)	High	92.50%	🔗
Software Test Engineer	652k-702k CZK (26k-28k €)	High	92.50%	🔗
Software Tester	752k-802k CZK (30k-32k €)	Medium	92.50%	🔗
Solution Architect	1028k-1204k CZK (41k-48k €)	High	92.50%	🔗
Systems Architect	677k-752k CZK (27k-30k €)	Low	89.50%	🔗
Systems Engineer	551k-677k CZK (22k-27k €)	Low	92.50%	🔗
Technical Lead	777k-903k CZK (31k-36k €)	High	92.50%	🔗
Technical Project Manager	1630k-1931k CZK (65k-77k €)	High	84.50%	🔗
Technical Support Engineer	978k-1179k CZK (39k-47k €)	High	71.50%	🔗

Technical Support Manager	1480k-1681k CZK (59k-67k €)	Low	92.50%	🔗
Technical Support Representative	501k-551k CZK (20k-22k €)	High	92.50%	🔗
Test Automation Engineer	702k-752k CZK (28k-30k €)	High	92.50%	🔗
User Researcher	702k-802k CZK (28k-32k €)	Low	92.50%	🔗
iOS Developer	627k-878k CZK (25k-35k €)	Low	92.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	752k-853k CZK (30k-34k €)	Medium	92.50%	🔗
Consultant	777k-1028k CZK (31k-41k €)	High	87.50%	🔗
Immigration Paralegal	451k-551k CZK (18k-22k €)	Low	86.50%	🔗
Lawyer	953k-1078k CZK (38k-43k €)	High	86.50%	🔗
Legal Assistant	451k-526k CZK (18k-21k €)	High	89.00%	🔗
Legal Counsel	1028k-1254k CZK (41k-50k €)	High	92.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	652k-802k CZK (26k-32k €)	High	87.50%	🔗
CRM Manager	752k-928k CZK (30k-37k €)	High	82.50%	🔗
Communications Specialist	1154k-1229k CZK (46k-49k €)	High	74.50%	🔗
Digital Marketing Strategist	1028k-1179k CZK (41k-47k €)	High	74.50%	🔗

Marketing Assistant	476k-602k CZK (19k-24k €)	High	77.50%	🔗
Marketing Director	978k-1053k CZK (39k-42k €)	Medium	92.50%	🔗
Marketing Manager	1630k-1931k CZK (65k-77k €)	Medium	72.50%	🔗
Marketing Specialist	903k-1028k CZK (36k-41k €)	High	90.50%	🔗
Partnerships Manager	1028k-1204k CZK (41k-48k €)	High	75.50%	🔗
Performance Marketing Manager	903k-1154k CZK (36k-46k €)	Low	87.50%	🔗
Product Marketing Manager	777k-853k CZK (31k-34k €)	High	88.50%	🔗
Search Engine Optimizer	602k-652k CZK (24k-26k €)	Medium	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	526k-602k CZK (21k-24k €)	High	91.50%	🔗
Operations Director	652k-802k CZK (26k-32k €)	High	82.50%	🔗
Operations Manager	1379k-1706k CZK (55k-68k €)	High	92.50%	🔗
Program Manager	1430k-1681k CZK (57k-67k €)	High	90.50%	🔗
Project Coordinator	978k-1103k CZK (39k-44k €)	High	85.50%	🔗
Project Director	1129k-1254k CZK (45k-50k €)	Low	92.50%	🔗
Project Leader	802k-928k CZK (32k-37k €)	Medium	92.50%	🔗
Supply Chain Manager	827k-853k CZK (33k-34k €)	Medium	89.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	1379k-1480k CZK (55k-59k €)	Low	92.50%	🔗
Implementation Specialist	551k-677k CZK (22k-27k €)	High	92.50%	🔗
Product Manager	727k-878k CZK (29k-35k €)	High	76.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	501k-627k CZK (20k-25k €)	High	86.50%	🔗
Area Sales Manager	1154k-1354k CZK (46k-54k €)	Medium	87.50%	🔗
Business Developer	802k-978k CZK (32k-39k €)	Low	92.50%	🔗
Business Development Executive	451k-577k CZK (18k-23k €)	High	80.50%	🔗
Business Development Manager	903k-1154k CZK (36k-46k €)	High	92.50%	🔗
Business Development Representative	551k-627k CZK (22k-25k €)	High	79.50%	🔗
Commercial Director	1304k-1605k CZK (52k-64k €)	Low	88.50%	🔗
Inside Sales Representative	903k-1053k CZK (36k-42k €)	Medium	82.50%	🔗
Key Account Manager	652k-802k CZK (26k-32k €)	High	85.50%	🔗
Sales Account Executive	1078k-1580k CZK (43k-63k €)	High	87.50%	🔗
Sales Associate	451k-501k CZK (18k-20k €)	High	92.50%	🔗
Sales Development Manager	1254k-1555k CZK (50k-62k €)	High	90.50%	🔗
Sales Director	2132k-2358k CZK (85k-94k €)	Medium	78.50%	🔗
Sales Engineer	677k-752k CZK (27k-30k €)	High	71.50%	🔗
Sales Manager	1379k-1731k CZK (55k-69k €)	High	84.50%	🔗

Sales Operations	551k-727k CZK (22k-29k €)	High	92.50%	🔗
Sales Representative	602k-802k CZK (24k-32k €)	Medium	92.50%	🔗
Store Manager	1129k-1279k CZK (45k-51k €)	High	73.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	878k-1028k CZK (35k-41k €)	High	86.50%	🔗

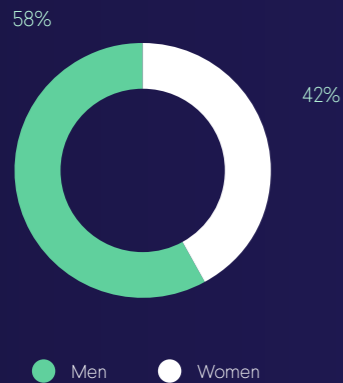
Vienna

Vienna, the capital of Austria, is a prominent economic and cultural center in Central Europe. Known for its high quality of life, stable economy, and strategic location, Vienna is a key gateway between Western and Eastern Europe.

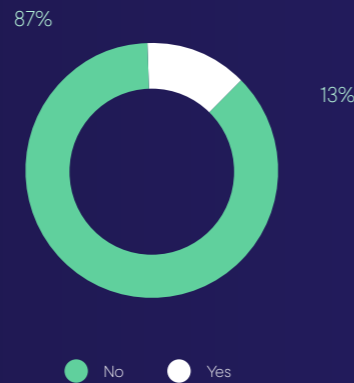
The city boasts a strong service-oriented economy, particularly in finance, technology, and creative industries, while also being recognized for its robust industrial and manufacturing sectors. With a well-educated workforce, excellent infrastructure, and a reputation for innovation, Vienna is an attractive destination for both multinational corporations and startups.¹



Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 2.4M people
- GDP (metropolitan area)⁵: 140B €
- Cost of living⁶: 68.4
- Cost of living + rent⁷: 49.5
- % decrease cost of living + rent⁸: -10.24
- % salary increase⁹: 3.1

*For more city charts details, see annex on page 178.

Vienna Companies¹⁶

ERSTE Group
(Financial services providers)

OMV
OMV Group
(Oil, gas, and chemicals company)

Red Bull
Red Bull GmbH
(Energy Drinks Company)

Vienna selected Startup¹⁷



Bitpanda
Sector: Fintech

Bitpanda is a rapidly growing fintech startup that provides a platform for trading cryptocurrencies, digital assets, and stocks. It has become one of Europe's leading platforms for digital investments, offering easy access to financial markets for a broad audience.

Minimum wage¹⁰: **21,204€**

Ratio professionals/
job opening¹²: **2.55**

Inflation rate¹⁴: **2.4%**

Public Holidays¹¹: **13 days/year**

Average country
salary¹³: **43,400€**

Personal income
tax rate¹⁵: **55%**

Vienna

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Office Administrator	38k-40k €	High	83.50%	🔗
Office Assistant	31k-34k €	Medium	75.50%	🔗
Office Manager	51k-54k €	High	77.50%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Operations Manager	77k-90k €	Low	87.50%	🔗
Customer Service Manager	64k-69k €	High	87.50%	🔗
Customer Service Representative	33k-39k €	Medium	89.50%	🔗
Customer Success Director	57k-76k €	High	78.50%	🔗
Customer Success Manager	43k-52k €	High	92.50%	🔗
Customer Support Agent	30k-31k €	High	72.50%	🔗
Customer Support Team Leader	30k-45k €	High	78.00%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	31k-39k €	High	78.50%	🔗
Copy Writer	39k-43k €	Medium	90.50%	🔗
Graphic Designer	34k-36k €	High	92.50%	🔗
Product Designer	49k-62k €	High	76.50%	🔗
User Experience Designer	37k-42k €	High	84.00%	🔗
User Interface Designer	44k-51k €	High	92.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	55k-69k €	Medium	85.50%	🔗
Civil Engineer	39k-42k €	Low	91.50%	🔗
Electrical Engineer	50k-59k €	High	92.50%	🔗
Engineer	58k-66k €	Low	92.50%	🔗
Engineering Director	96k-107k €	Low	92.50%	🔗
Project Engineer	46k-54k €	High	73.50%	🔗
Test Engineer	43k-52k €	Medium	91.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	44k-52k €	High	87.50%	🔗
Accounting Specialist	40k-45k €	High	84.50%	🔗
Finance Analyst	34k-43k €	Medium	84.50%	🔗
Finance Assistant	34k-38k €	Low	85.50%	🔗
Finance Director	119k-124k €	Low	92.50%	🔗
Finance Manager	84k-94k €	Medium	74.50%	🔗
Financial Controller	69k-77k €	High	87.50%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	90k-100k €	Medium	78.50%	🔗
Human Resources Director	136k-151k €	High	86.50%	🔗
Human Resources Generalist	50k-59k €	High	71.50%	🔗
Recruiter	53k-63k €	High	91.50%	🔗
Talent Acquisition Partner	47k-54k €	High	90.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	59k-67k €	High	92.50%	🔗
Agile Coach	72k-79k €	High	76.50%	🔗
Android Developer	59k-67k €	Low	74.50%	🔗
Applications Developer	49k-57k €	Low	92.50%	🔗
Backend Developer	61k-69k €	High	92.50%	🔗
Business Intelligence Analyst	59k-67k €	High	89.50%	🔗
Business Intelligence Developer	57k-66k €	High	73.50%	🔗
Business Process Analyst	44k-58k €	Low	92.50%	🔗
Cloud Engineer	59k-70k €	High	92.50%	🔗
Cyber Security Analyst	63k-74k €	Low	86.50%	🔗
Data Analyst	55k-64k €	High	87.50%	🔗
Data Consultant	40k-50k €	High	91.50%	🔗
Data Engineer	59k-73k €	High	92.50%	🔗
Data Scientist	55k-64k €	High	92.50%	🔗
Data Specialist	45k-65k €	High	92.50%	🔗
Database Administrator	47k-56k €	High	86.50%	🔗
DevOps Engineer	70k-82k €	High	92.50%	🔗
Developer	46k-55k €	Medium	92.50%	🔗
Embedded Engineer	38k-51k €	High	89.00%	🔗
Frontend Developer	54k-62k €	High	80.50%	🔗
Full Stack Developer	38k-46k €	High	89.50%	🔗
IT Consultant	49k-56k €	High	92.50%	🔗
IT Manager	86k-93k €	High	75.50%	🔗

Information Technology Support Specialist	48k-56k €	High	88.50%	🔗
Java Developer	62k-75k €	High	83.50%	🔗
Machine Learning Engineer	47k-60k €	High	92.50%	🔗
Nodejs Developer	45k-55k €	Low	90.00%	🔗
PHP Developer	48k-55k €	High	78.50%	🔗
Python Developer	45k-58k €	High	80.50%	🔗
Quality Assurance Engineer	40k-45k €	Medium	72.50%	🔗
Quality Assurance Manager	75k-89k €	High	92.50%	🔗
Quality Assurance Tester	32k-40k €	High	92.50%	🔗
SAP HANA Consultant	45k-62k €	High	84.00%	🔗
Security Engineer	63k-69k €	High	92.50%	🔗
Site Reliability Engineer	56k-63k €	High	90.50%	🔗
Software Architect	73k-81k €	Medium	92.50%	🔗
Software Developer	46k-54k €	Medium	92.50%	🔗
Software Engineer	51k-58k €	Medium	92.50%	🔗
Software Engineering Manager	91k-102k €	High	92.50%	🔗
Software Test Engineer	48k-57k €	High	92.50%	🔗
Software Tester	62k-67k €	High	92.50%	🔗
Solution Architect	79k-90k €	Medium	92.50%	🔗
Systems Administrator	44k-46k €	High	73.50%	🔗
Systems Architect	62k-65k €	Low	92.50%	🔗
Systems Engineer	58k-65k €	Low	92.50%	🔗
Technical Project Manager	79k-85k €	High	84.50%	🔗
Technical Support Engineer	46k-55k €	High	79.50%	🔗
Technical Support Manager	69k-81k €	Low	74.50%	🔗
Technical Support Representative	36k-40k €	High	92.50%	🔗
Technical Support Specialist	38k-50k €	High	75.50%	🔗

Test Automation Engineer	55k-58k €	High	92.50%	🔗
User Researcher	58k-67k €	High	92.50%	🔗
iOS Developer	55k-66k €	Medium	92.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	60k-84k €	Low	70.00%	🔗
Consultant	59k-68k €	High	80.50%	🔗
Immigration Paralegal	36k-41k €	Low	78.50%	🔗
Lawyer	76k-90k €	Low	85.50%	🔗
Legal Counsel	84k-92k €	High	92.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	80k-90k €	Low	81.50%	🔗
CRM Manager	63k-73k €	High	91.50%	🔗
Communications Specialist	41k-43k €	Medium	92.50%	🔗
Digital Marketing Strategist	53k-58k €	High	72.50%	🔗
Marketing Assistant	39k-47k €	Low	87.50%	🔗
Marketing Director	79k-92k €	Low	91.50%	🔗
Marketing Manager	72k-85k €	Medium	92.50%	🔗
Marketing Specialist	51k-55k €	High	92.50%	🔗

Partnerships Manager	46k-54k €	High	74.50%	🔗
Performance Marketing Manager	65k-84k €	High	87.50%	🔗
Product Marketing Manager	66k-73k €	High	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	37k-40k €	Low	82.50%	🔗
Operations Director	97k-106k €	Medium	86.50%	🔗
Operations Manager	82k-104k €	High	91.50%	🔗
Program Manager	94k-108k €	High	92.50%	🔗
Project Coordinator	48k-55k €	High	92.50%	🔗
Project Director	106k-119k €	Medium	88.50%	🔗
Project Leader	54k-63k €	High	92.50%	🔗
Supply Chain Manager	68k-74k €	High	92.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	109k-116k €	High	92.50%	🔗
Implementation Specialist	42k-52k €	Low	92.50%	🔗
Product Manager	72k-83k €	Medium	82.50%	🔗
Product Owner	57k-60k €	High	70.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	60k-72k €	High	86.50%	🔗
Area Sales Manager	77k-91k €	Low	72.50%	🔗
Business Developer	50k-62k €	Low	86.50%	🔗
Business Development Executive	32k-38k €	Low	86.50%	🔗
Business Development Manager	96k-108k €	High	94.00%	🔗
Business Development Representative	46k-55k €	High	82.50%	🔗
Commercial Director	104k-124k €	Low	89.50%	🔗
Inside Sales Representative	45k-52k €	High	74.50%	🔗
Key Account Manager	52k-56k €	High	86.50%	🔗
Sales Account Executive	54k-77k €	High	87.50%	🔗
Sales Assistant	36k-37k €	High	74.50%	🔗
Sales Associate	38k-45k €	High	88.50%	🔗
Sales Development Manager	56k-70k €	High	90.50%	🔗
Sales Director	98k-109k €	Low	81.50%	🔗
Sales Engineer	62k-71k €	High	76.50%	🔗
Sales Manager	77k-89k €	Medium	80.50%	🔗
Sales Operations	39k-50k €	High	92.50%	🔗
Sales Representative	47k-61k €	Low	88.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	41k-48k €	High	92.50%	🔗

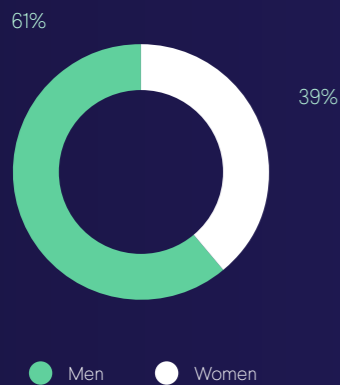
Warsaw

Warsaw, the capital of Poland, is a rapidly growing economic hub in Central and Eastern Europe.

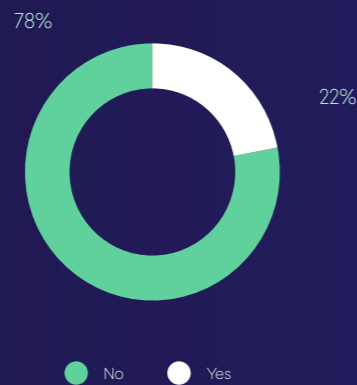
The city has transformed into a modern metropolis with a vibrant economy, driven by sectors such as finance, technology, and manufacturing.

Warsaw's strategic location, skilled workforce, and investment-friendly environment make it an attractive destination for multinational companies and investors looking to tap into the European market.¹

Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 2.5M people
- GDP (metropolitan area)⁵: 488B zł
- Cost of living⁶: 46.4
- Cost of living + rent⁷: 37
- % decrease cost of living + rent⁸: 9.76
- % salary increase⁹: 12.43

*For more city charts details, see annex on page 178.



Warsaw Companies¹⁶

Bank Polski
PKO Bank Polski
(Financial Institution)

PGE Polska Grupa Energetyczna
(Energy Company)

Asseco Poland
(Leading software company)

Warsaw selected Startup¹⁷

Docplanner Group

DocPlanner
Sector: HealthTech

DocPlanner is a digital healthcare platform that allows patients to find and book appointments with doctors online. It operates in several countries and has become a go-to platform for healthcare services in Europe and beyond.

Minimum wage¹⁰: **50,846.4 zł**

Ratio professionals/
job opening¹²: **4.63**

Inflation rate¹⁴: **4.2%**

Public Holidays¹¹: **13 days/year**

Average country
salary¹³: **116,416 zł**

Personal income
tax rate¹⁵: **36%**

Warsaw

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Office Administrator	154k-158k zł (36k-37k €)	High	76.50%	🔗
Office Manager	136k-141k zł (32k-33k €)	High	83.50%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Service Representative	98k-119k zł (23k-28k €)	High	81.50%	🔗
Customer Success Director	136k-149k zł (32k-35k €)	High	79.50%	🔗
Customer Success Manager	107k-149k zł (25k-35k €)	High	92.50%	🔗
Customer Support Agent	98k-115k zł (23k-27k €)	High	90.50%	🔗
Customer Support Team Leader	115k-132k zł (27k-31k €)	High	84.50%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	111k-128k zł (26k-30k €)	High	88.50%	🔗
Game Designer	136k-154k zł (32k-36k €)	High	84.50%	🔗
Graphic Designer	89k-107k zł (21k-25k €)	High	71.50%	🔗
User Experience Designer	136k-166k zł (32k-39k €)	Medium	92.50%	🔗
User Interface Designer	136k-179k zł (32k-42k €)	Medium	74.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Electrical Engineer	102k-119k zł (24k-28k €)	High	91.50%	🔗
Engineer	158k-188k zł (37k-44k €)	High	78.50%	🔗
Engineering Director	308k-338k zł (72k-79k €)	High	92.50%	🔗
Mechanical Engineer	111k-119k zł (26k-28k €)	Medium	70.50%	🔗
Project Engineer	166k-192k zł (39k-45k €)	High	84.50%	🔗
Test Engineer	115k-136k zł (27k-32k €)	High	92.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	149k-162k zł (35k-38k €)	High	78.50%	🔗
Finance Analyst	89k-102k zł (21k-24k €)	High	92.50%	🔗
Finance Assistant	94k-102k zł (22k-24k €)	High	92.50%	🔗
Finance Director	368k-376k zł (86k-88k €)	Medium	92.50%	🔗
Finance Manager	235k-261k zł (55k-61k €)	High	70.50%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Recruiter	115k-141k zł (27k-33k €)	High	86.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	201k-231k zł (47k-54k €)	High	81.50%	🔗
Agile Coach	239k-273k zł (56k-64k €)	High	79.50%	🔗
Android Developer	111k-132k zł (26k-31k €)	Medium	86.50%	🔗
Applications Developer	166k-192k zł (39k-45k €)	High	72.50%	🔗
Backend Developer	119k-171k zł (28k-40k €)	High	92.50%	🔗
Business Analyst	102k-132k zł (24k-31k €)	High	79.50%	🔗

Business Intelligence Analyst	162k-171k zł (38k-40k €)	High	79.50%	🔗
Business Process Analyst	141k-184k zł (33k-43k €)	High	90.50%	🔗
Cloud Engineer	205k-231k zł (48k-54k €)	High	79.50%	🔗
Cyber Security Analyst	158k-188k zł (37k-44k €)	Low	82.50%	🔗
Data Architect	171k-222k zł (40k-52k €)	High	92.50%	🔗
Data Consultant	111k-145k zł (26k-34k €)	High	91.50%	🔗
Data Scientist	154k-171k zł (36k-40k €)	High	89.50%	🔗
Data Specialist	132k-179k zł (31k-42k €)	High	88.50%	🔗
Database Administrator	128k-136k zł (30k-32k €)	High	79.50%	🔗
DevOps Engineer	166k-188k zł (39k-44k €)	High	86.50%	🔗
Developer	136k-171k zł (32k-40k €)	Low	80.50%	🔗
Embedded Engineer	171k-231k zł (40k-54k €)	High	72.50%	🔗
Frontend Developer	158k-205k zł (37k-48k €)	High	82.50%	🔗
Full Stack Developer	149k-179k zł (35k-42k €)	High	88.50%	🔗
IT Consultant	154k-179k zł (36k-42k €)	High	89.50%	🔗
IT Manager	286k-303k zł (67k-71k €)	High	73.50%	🔗
Information Technology Support Specialist	124k-141k zł (29k-33k €)	High	75.50%	🔗
Java Developer	171k-209k zł (40k-49k €)	High	81.50%	🔗
Machine Learning Engineer	273k-316k zł (64k-74k €)	High	79.50%	🔗
Nodejs Developer	158k-188k zł (37k-44k €)	High	90.00%	🔗
Python Developer	132k-149k zł (31k-35k €)	High	80.50%	🔗
Quality Assurance Engineer	158k-179k zł (37k-42k €)	High	70.50%	🔗
Quality Assurance Manager	179k-214k zł (42k-50k €)	Low	85.50%	🔗
Quality Assurance Tester	85k-107k zł (20k-25k €)	Low	92.50%	🔗
React Developer	145k-171k zł (34k-40k €)	High	92.50%	🔗
SAP HANA Consultant	119k-154k zł (28k-36k €)	High	73.00%	🔗
Scrum Master	132k-162k zł (31k-38k €)	High	86.50%	🔗

Security Engineer	175k-188k zł (41k-44k €)	High	85.50%	🔗
Site Reliability Engineer	243k-265k zł (57k-62k €)	High	81.50%	🔗
Software Architect	243k-273k zł (57k-64k €)	High	74.50%	🔗
Software Developer	119k-158k zł (28k-37k €)	High	92.50%	🔗
Software Engineer	145k-166k zł (34k-39k €)	High	92.50%	🔗
Software Engineering Manager	282k-308k zł (66k-72k €)	High	75.50%	🔗
Software Test Engineer	128k-145k zł (30k-34k €)	High	92.50%	🔗
Software Tester	132k-162k zł (31k-38k €)	Medium	92.50%	🔗
Solution Architect	214k-243k zł (50k-57k €)	High	92.50%	🔗
Systems Administrator	111k-128k zł (26k-30k €)	High	85.50%	🔗
Systems Architect	214k-243k zł (50k-57k €)	Low	92.50%	🔗
Systems Engineer	175k-196k zł (41k-46k €)	High	86.50%	🔗
Technical Project Manager	209k-243k zł (49k-57k €)	High	90.50%	🔗
Technical Support Engineer	115k-141k zł (27k-33k €)	High	70.50%	🔗
Technical Support Manager	175k-196k zł (41k-46k €)	High	79.50%	🔗
Technical Support Representative	98k-111k zł (23k-26k €)	Low	82.50%	🔗
Test Automation Engineer	128k-158k zł (30k-37k €)	High	92.50%	🔗
User Researcher	158k-192k zł (37k-45k €)	High	83.50%	🔗
iOS Developer	149k-162k zł (35k-38k €)	High	81.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Consultant	136k-158k zł (32k-37k €)	High	82.50%	🔗
Immigration Paralegal	102k-115k zł (24k-27k €)	Low	87.50%	🔗

Lawyer	248k-269k zł (58k-63k €)	High	92.50%	🔗
Legal Assistant	94k-136k zł (22k-32k €)	Medium	79.50%	🔗
Legal Counsel	231k-286k zł (54k-67k €)	High	89.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
Affiliate Manager	239k-278k zł (56k-65k €)	High	87.50%	🔗
Communications Specialist	89k-102k zł (21k-24k €)	Low	91.50%	🔗
Marketing Assistant	98k-107k zł (23k-25k €)	Medium	80.50%	🔗
Marketing Director	329k-363k zł (77k-85k €)	High	80.50%	🔗
Marketing Manager	192k-226k zł (45k-53k €)	High	83.50%	🔗
Marketing Specialist	85k-89k zł (20k-21k €)	High	92.50%	🔗
Partnerships Manager	94k-136k zł (22k-32k €)	High	73.50%	🔗
Performance Marketing Manager	179k-231k zł (42k-54k €)	High	87.50%	🔗
Product Marketing Manager	196k-218k zł (46k-51k €)	High	87.50%	🔗
Search Engine Optimizer	102k-124k zł (24k-29k €)	Medium	92.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	102k-119k zł (24k-28k €)	High	92.50%	🔗
Operations Director	303k-338k zł (71k-79k €)	Medium	87.50%	🔗

Program Manager	325k-363k zł (76k-85k €)	High	90.50%	🔗
Project Coordinator	128k-145k zł (30k-34k €)	High	78.50%	🔗
Project Director	291k-308k zł (68k-72k €)	High	90.50%	🔗
Supply Chain Manager	222k-243k zł (52k-57k €)	High	88.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	333k-355k zł (78k-83k €)	High	83.50%	🔗
Product Manager	179k-218k zł (42k-51k €)	High	92.50%	🔗
Product Owner	141k-162k zł (33k-38k €)	High	85.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	107k-124k zł (25k-29k €)	Medium	86.50%	🔗
Business Developer	149k-192k zł (35k-45k €)	Low	92.50%	🔗
Business Development Executive	115k-158k zł (27k-37k €)	High	81.50%	🔗
Business Development Manager	252k-282k zł (59k-66k €)	High	78.50%	🔗
Business Development Representative	107k-124k zł (25k-29k €)	High	85.50%	🔗
Commercial Director	243k-299k zł (57k-70k €)	High	92.50%	🔗
Key Account Manager	132k-141k zł (31k-33k €)	High	86.50%	🔗
Sales Account Executive	132k-188k zł (31k-44k €)	High	88.50%	🔗

Sales Associate	89k-107k zł (21k-25k €)	High	72.50%	🔗
Sales Development Manager	218k-231k zł (51k-54k €)	High	75.50%	🔗
Sales Director	265k-303k zł (62k-71k €)	Medium	72.50%	🔗
Sales Engineer	154k-184k zł (36k-43k €)	High	87.50%	🔗
Sales Manager	188k-226k zł (44k-53k €)	High	82.50%	🔗
Sales Operations	145k-175k zł (34k-41k €)	High	86.50%	🔗
Sales Representative	141k-188k zł (33k-44k €)	Medium	85.50%	🔗

Science and Research

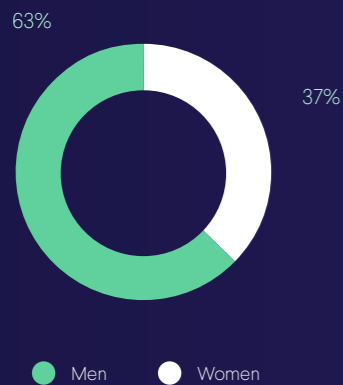
Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	102k-119k zł (24k-28k €)	High	92.50%	🔗

Zurich

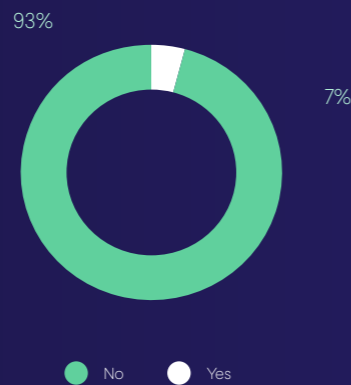
Zurich, the largest city in Switzerland, is one of the world's leading financial centers and a significant hub for global business. Known for its high standard of living, economic stability, and strong infrastructure, Zurich is an attractive destination for multinational corporations, particularly in the finance, technology, and life sciences sectors.

The city's strategic location in the heart of Europe, combined with a well-educated and multilingual workforce, makes it a key player in international trade and innovation.¹

Gender occupation²



Remote work³



- Population (metropolitan area)⁴: 1.5M people
- GDP (metropolitan area)⁵: 151B Fr
- Cost of living⁶: 114.8
- Cost of living + rent⁷: 88.7
- % decrease cost of living + rent⁸: 4.11
- % salary increase⁹: 1.7

*For more city charts details, see annex on page 178.



Zurich Companies¹⁶



UBS Group AG
(Global Bank)



ZURICH

Zurich Insurance Group
(Insurance Provider Company)



Credit Suisse Group AG
(Global Bank)

Zurich selected Startup¹⁷



Numbrs
Sector: Fintech

Numbrs is a fintech startup that offers a mobile app for managing multiple bank accounts and financial services in one place. The app is designed to help users track their finances, make smarter financial decisions, and invest more effectively, making it a leader in personal finance management technology in Europe.



Minimum wage¹⁰: **44,005 Fr**



Ratio professionals/
job opening¹²: **7,36**



Inflation rate¹⁴: **1.1%**



Public Holidays¹¹: **12 days/year**



Average country
salary¹³: **95,034 Fr**



Personal income
tax rate¹⁵: **39.5%**

Zurich

Administrative Support

Title	Salary band	Demand	Confidence ratio	More info
Administrative Coordinator	88k-124k CHF (94k-132k €)	Medium	70.50%	🔗
Office Administrator	78k-80k CHF (83k-86k €)	Medium	92.50%	🔗
Office Assistant	58k-78k CHF (62k-83k €)	Low	92.50%	🔗
Office Manager	101k-120k CHF (108k-128k €)	High	90.50%	🔗

Customer Support

Title	Salary band	Demand	Confidence ratio	More info
Customer Care Representative	52k-67k CHF (56k-72k €)	Medium	82.50%	🔗
Customer Operations Manager	115k-142k CHF (123k-152k €)	Low	71.50%	🔗
Customer Service Representative	62k-75k CHF (67k-80k €)	High	92.50%	🔗
Customer Service Specialist	56k-74k CHF (60k-79k €)	Medium	74.50%	🔗
Customer Success Manager	98k-125k CHF (105k-133k €)	High	92.50%	🔗
Customer Support Agent	54k-72k CHF (58k-77k €)	High	83.50%	🔗
Customer Support Team Leader	81k-102k CHF (87k-109k €)	Medium	89.00%	🔗

Design, Media, and Writing

Title	Salary band	Demand	Confidence ratio	More info
Content Writer	78k-84k CHF (84k-90k €)	High	87.50%	🔗
Copy Writer	95k-110k CHF (102k-118k €)	Low	90.50%	🔗
Graphic Designer	82k-97k CHF (88k-104k €)	High	84.50%	🔗
Product Designer	92k-104k CHF (98k-111k €)	High	99.00%	🔗
User Experience Designer	75k-88k CHF (80k-94k €)	High	90.00%	🔗
User Interface Designer	109k-122k CHF (116k-130k €)	Low	86.50%	🔗

Engineering and Technical

Title	Salary band	Demand	Confidence ratio	More info
Architect	141k-169k CHF (151k-180k €)	Low	87.50%	🔗
Civil Engineer	56k-66k CHF (60k-71k €)	High	81.50%	🔗
Electrical Engineer	100k-120k CHF (107k-128k €)	High	92.50%	🔗
Engineer	94k-115k CHF (101k-123k €)	Low	83.50%	🔗
Engineering Director	210k-228k CHF (224k-243k €)	Medium	92.50%	🔗
Mechanical Engineer	96k-105k CHF (103k-112k €)	High	81.50%	🔗
Project Engineer	114k-127k CHF (122k-136k €)	Medium	73.50%	🔗
Test Engineer	106k-122k CHF (113k-130k €)	High	92.50%	🔗

Finance

Title	Salary band	Demand	Confidence ratio	More info
Accountant	126k-146k CHF (135k-156k €)	High	87.50%	🔗
Accounting Specialist	94k-106k CHF (101k-113k €)	High	89.50%	🔗
Finance Analyst	72k-86k CHF (77k-92k €)	High	85.50%	🔗
Finance Assistant	67k-70k CHF (72k-75k €)	Low	96.50%	🔗
Finance Director	212k-235k CHF (226k-251k €)	Low	92.50%	🔗
Financial Controller	169k-171k CHF (180k-182k €)	High	85.50%	🔗

Human Resources

Title	Salary band	Demand	Confidence ratio	More info
Human Resources Business Partner	213k-234k CHF (227k-249k €)	Low	76.50%	🔗
Human Resources Coordinator	90k-116k CHF (96k-124k €)	High	70.50%	🔗
Human Resources Director	297k-338k CHF (316k-360k €)	High	79.50%	🔗
Human Resources Manager	167k-176k CHF (178k-188k €)	High	71.50%	🔗
Human Resources Specialist	116k-127k CHF (124k-136k €)	Medium	70.50%	🔗
Recruiter	99k-115k CHF (106k-123k €)	High	85.50%	🔗
Talent Acquisition Manager	171k-191k CHF (182k-204k €)	High	92.50%	🔗
Talent Acquisition Partner	93k-112k CHF (99k-120k €)	High	90.50%	🔗

Information Technology

Title	Salary band	Demand	Confidence ratio	More info
.NET Developer	142k-151k CHF (152k-161k €)	High	92.50%	🔗
Agile Coach	102k-116k CHF (109k-124k €)	Medium	77.50%	🔗
Android Developer	129k-143k CHF (138k-153k €)	Medium	90.50%	🔗
Applications Developer	112k-127k CHF (120k-136k €)	High	92.50%	🔗
Backend Developer	177k-196k CHF (189k-209k €)	High	92.50%	🔗
Business Analyst	94k-109k CHF (101k-116k €)	Medium	74.50%	🔗
Business Intelligence Analyst	141k-145k CHF (150k-155k €)	High	89.50%	🔗
Business Intelligence Developer	78k-90k CHF (83k-96k €)	High	73.50%	🔗
Business Process Analyst	141k-147k CHF (150k-157k €)	Medium	89.50%	🔗
Cloud Engineer	146k-162k CHF (156k-173k €)	High	92.50%	🔗
Cyber Security Analyst	131k-147k CHF (140k-157k €)	Low	77.50%	🔗
Data Analyst	106k-125k CHF (113k-133k €)	High	88.50%	🔗
Data Consultant	113k-135k CHF (121k-144k €)	High	91.50%	🔗
Data Engineer	141k-157k CHF (150k-168k €)	Medium	92.50%	🔗
Data Scientist	137k-151k CHF (146k-161k €)	Low	87.50%	🔗
Data Specialist	95k-105k CHF (102k-112k €)	High	92.50%	🔗
Database Administrator	111k-121k CHF (119k-129k €)	Medium	89.50%	🔗
DevOps Engineer	126k-146k CHF (135k-156k €)	High	92.50%	🔗
Developer	113k-132k CHF (121k-141k €)	Medium	86.50%	🔗
Embedded Engineer	90k-102k CHF (96k-109k €)	High	89.00%	🔗
Frontend Developer	94k-107k CHF (101k-114k €)	High	80.50%	🔗
Full Stack Developer	128k-141k CHF (137k-151k €)	High	86.50%	🔗
Golang Developer	93k-105k CHF (99k-112k €)	High	90.00%	🔗

IT Consultant	119k-139k CHF (127k-148k €)	High	90.50%	🔗
IT Manager	182k-204k CHF (194k-218k €)	Low	91.50%	🔗
Information Technology Support Specialist	103k-116k CHF (110k-124k €)	Low	89.50%	🔗
Java Developer	127k-148k CHF (136k-158k €)	High	88.50%	🔗
Machine Learning Engineer	130k-146k CHF (139k-156k €)	Low	91.50%	🔗
PHP Developer	79k-92k CHF (85k-98k €)	High	90.50%	🔗
Python Developer	84k-98k CHF (90k-105k €)	High	84.50%	🔗
Quality Assurance Engineer	73k-82k CHF (78k-88k €)	Medium	73.50%	🔗
Quality Assurance Manager	177k-182k CHF (189k-194k €)	Low	82.50%	🔗
Quality Assurance Tester	81k-98k CHF (87k-105k €)	Low	92.50%	🔗
React Developer	88k-102k CHF (94k-109k €)	High	88.50%	🔗
SAP HANA Consultant	109k-126k CHF (117k-135k €)	High	84.00%	🔗
Security Engineer	152k-164k CHF (162k-175k €)	High	84.50%	🔗
Site Reliability Engineer	164k-191k CHF (175k-204k €)	Low	92.50%	🔗
Software Architect	178k-184k CHF (190k-196k €)	High	82.50%	🔗
Software Developer	90k-106k CHF (96k-113k €)	High	92.50%	🔗
Software Engineer	102k-115k CHF (109k-123k €)	Low	71.50%	🔗
Software Engineering Manager	207k-235k CHF (221k-250k €)	Medium	85.50%	🔗
Software Test Engineer	110k-125k CHF (118k-134k €)	High	92.50%	🔗
Software Tester	49k-55k CHF (53k-59k €)	High	92.50%	🔗
Solution Architect	166k-183k CHF (177k-195k €)	Low	92.50%	🔗
Systems Administrator	119k-130k CHF (127k-139k €)	High	70.50%	🔗
Systems Architect	143k-171k CHF (153k-182k €)	Low	92.50%	🔗
Systems Engineer	125k-135k CHF (134k-144k €)	Low	92.50%	🔗
Technical Lead	146k-164k CHF (156k-175k €)	High	87.50%	🔗
Technical Project Manager	171k-199k CHF (182k-212k €)	High	91.50%	🔗
Technical Support Engineer	111k-124k CHF (119k-132k €)	Low	79.50%	🔗

Technical Support Manager	139k-147k CHF (148k-157k €)	Low	86.50%	🔗
Technical Support Representative	72k-78k CHF (77k-83k €)	Low	92.50%	🔗
Technical Support Specialist	83k-105k CHF (89k-112k €)	High	79.50%	🔗
Test Automation Engineer	125k-139k CHF (134k-148k €)	High	92.50%	🔗
User Researcher	147k-148k CHF (157k-158k €)	Low	92.50%	🔗
iOS Developer	131k-139k CHF (140k-148k €)	Medium	92.50%	🔗

Law, Compliance, and Public Safety

Title	Salary band	Demand	Confidence ratio	More info
Associate	108k-122k CHF (115k-130k €)	Low	85.00%	🔗
Consultant	121k-142k CHF (129k-152k €)	High	92.50%	🔗
Immigration Paralegal	83k-108k CHF (89k-115k €)	Low	78.50%	🔗
Lawyer	161k-178k CHF (172k-190k €)	Low	90.50%	🔗
Legal Assistant	98k-105k CHF (105k-112k €)	High	90.50%	🔗
Legal Counsel	172k-201k CHF (184k-214k €)	Medium	84.50%	🔗

Marketing

Title	Salary band	Demand	Confidence ratio	More info
CRM Manager	137k-160k CHF (146k-171k €)	High	71.50%	🔗
Communications Specialist	116k-129k CHF (124k-138k €)	High	75.50%	🔗
Marketing Assistant	84k-100k CHF (90k-107k €)	Low	74.50%	🔗

Marketing Director	182k-204k CHF (194k-218k €)	Low	87.50%	🔗
Marketing Manager	147k-170k CHF (157k-181k €)	Medium	86.50%	🔗
Marketing Specialist	114k-127k CHF (122k-136k €)	High	85.50%	🔗
Partnerships Manager	104k-128k CHF (111k-137k €)	Low	80.50%	🔗
Performance Marketing Manager	154k-179k CHF (164k-191k €)	High	87.50%	🔗
Product Marketing Manager	152k-168k CHF (162k-179k €)	Medium	84.50%	🔗

Operations

Title	Salary band	Demand	Confidence ratio	More info
Operations Coordinator	69k-74k CHF (74k-79k €)	High	92.50%	🔗
Operations Director	136k-154k CHF (145k-164k €)	Medium	92.50%	🔗
Program Manager	137k-148k CHF (146k-158k €)	Low	92.50%	🔗
Project Coordinator	107k-128k CHF (114k-137k €)	High	92.50%	🔗
Project Director	214k-229k CHF (228k-244k €)	Low	77.50%	🔗
Project Leader	116k-125k CHF (124k-133k €)	Medium	92.50%	🔗
Supply Chain Manager	156k-169k CHF (166k-180k €)	Medium	89.50%	🔗

Product

Title	Salary band	Demand	Confidence ratio	More info
Director of Product	239k-258k CHF (255k-275k €)	Low	82.50%	🔗
Implementation Specialist	104k-116k CHF (111k-124k €)	High	92.50%	🔗
Product Manager	107k-125k CHF (114k-133k €)	Low	83.50%	🔗
Product Owner	131k-148k CHF (140k-158k €)	Medium	70.50%	🔗

Sales

Title	Salary band	Demand	Confidence ratio	More info
Account Manager	86k-109k CHF (92k-116k €)	High	92.50%	🔗
Area Sales Manager	165k-190k CHF (176k-203k €)	Low	79.50%	🔗
Business Developer	119k-144k CHF (127k-154k €)	Low	92.50%	🔗
Business Development Executive	78k-94k CHF (83k-101k €)	High	92.50%	🔗
Business Development Manager	155k-167k CHF (165k-178k €)	High	83.50%	🔗
Business Development Representative	112k-132k CHF (120k-141k €)	High	82.50%	🔗
Commercial Director	209k-255k CHF (223k-272k €)	High	88.50%	🔗
Inside Sales Representative	102k-129k CHF (109k-138k €)	High	78.50%	🔗
Key Account Manager	129k-148k CHF (138k-158k €)	Low	94.00%	🔗
Sales Account Executive	132k-142k CHF (141k-152k €)	High	81.50%	🔗
Sales Assistant	127k-154k CHF (136k-164k €)	Low	70.50%	🔗
Sales Associate	149k-189k CHF (159k-202k €)	High	79.50%	🔗
Sales Development Manager	137k-150k CHF (146k-160k €)	High	90.50%	🔗
Sales Director	133k-169k CHF (142k-180k €)	Low	92.50%	🔗
Sales Engineer	132k-150k CHF (141k-160k €)	High	70.50%	🔗
Sales Manager	138k-164k CHF (147k-175k €)	Medium	77.50%	🔗
Sales Operations	100k-122k CHF (107k-130k €)	High	92.50%	🔗
Store Manager	155k-169k CHF (165k-180k €)	High	70.50%	🔗

Science and Research

Title	Salary band	Demand	Confidence ratio	More info
Clinical Research Associate	83k-95k CHF (89k-102k €)	Low	78.50%	🔗

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. Cost of living + rent:** This metric combines general living expenses and housing costs, including groceries, transportation, utilities, and rent. Compared to New York City (benchmark 100%), it provides a clear picture of the city's affordability, helping businesses and individuals assess living conditions and financial viability.
- 8. % Decrease in Cost of Living + Rent:** This metric highlights the percentage decrease in the total cost of living, including housing expenses, compared to the previous year. It offers insights into the changing affordability of the city for residents and businesses.
- 9. % Salary Increase:** This figure provides the percentage increase in average salaries within the city over the last year. It reflects salary growth trends and is crucial for assessing competitiveness in attracting talent.
- 10. Minimum Wage:** This indicates the legal minimum wage in the city, which is important for understanding wage floors and labor cost structures.
- 11. Public Holidays:** This shows the number of public holidays observed in the city, providing context for work-life balance, employee benefits, and potential downtime in business operations.

- 12. 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.
- 13. Average Country 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.
- 14. Inflation Rate:** This figure represents the city's inflation rate, giving insights into the overall economic environment and the rising cost of goods and services.
- 15. Personal Income Tax Rate:** The personal income tax rate shows the proportion of income that is taxed at the individual level. It is a critical factor when considering employee net salaries and cost of living.
- 16. 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.
- 17. Startup:** A notable startup is featured in this section, showcasing the city's innovation landscape and emerging sectors.
- 18. Partners:** TalentUp's exceptional partners are a curated group of creative HR, recruiting, and sourcing organizations that share our aim of changing talent acquisition. These companies combine cutting-edge tech-

nology, proven expertise, and a passion for connecting businesses with top talent. Our collaboration is raising HR standards to help firms attract, hire, and retain top talent.

- 19. 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.

Annex

20. 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.

21. 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.

