

The background features a large, abstract, wavy graphic element that flows from the bottom left towards the top right. It is composed of several rounded, overlapping shapes in shades of teal, green, and blue, set against a dark blue gradient background.

**European
Salary
Benchmarking**

2025

Table of contents

8
12
16

8 About us: TalentUp.io

10 Our Methodology

12 Navigating Salary Transparency in Europe:
A Strategic Imperative for HR Professionals

16 Introduction to Salary Benchmarking

18 Austria

26 Belarus

34 Belgium

42 Cyprus

50 Czech Republic

58 Denmark

66 Estonia

74 Finland

218

82 France

90 Germany

98 Greece

106 Ireland

114 Italy

122 Luxembourg

130 Malta

138 Netherlands

146 Norway

154 Poland

162 Portugal

170 Romania

178 Spain

186 Sweden

194 Switzerland

202 Ukraine

210 United Kingdom

218 Annex

TalentUp.io Salary 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

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

\$

+70
countries

+550
positions

Africa

Egypt
Morocco
Nigeria
South Africa
Tunisia

Asia

Armenia
Azerbaijan
Bahrain
China
Cyprus
Georgia
Hong Kong
India
Indonesia
Israel
Japan
Kazakhstan
Malaysia
Pakistan

Philippines

Singapore
South Korea
Thailand
Turkey
United Arab Emirates
Vietnam

Europe

Austria
Belarus
Belgium
Bosnia and Herzegovina
Bulgaria
Croatia
Czech Republic
Denmark
Estonia
Finland
France
Germany
Greece

Hungary

Ireland
Italy
Latvia
Lithuania
Luxembourg
Macedonia
Malta
Netherlands
Norway
Poland
Portugal
Romania
Russia
Serbia
Slovakia
Slovenia
Spain
Sweden
Switzerland
Ukraine

United Kingdom

North America

Canada
Dominican
Republic
Mexico
Trinidad and Tobago
United States

South America

Argentina
Bolivia
Brazil
Chile
Colombia
Peru
Uruguay

Oceania

Australia

See all the positions and locations
available on our salary platform!

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 2025, the HR landscape is defined by transformation and transparency. The rise of AI-driven recruitment, the global emphasis on skill-building, and the enforcement of salary transparency laws are reshaping how organizations engage with talent. These shifts are fostering greater trust and accountability, enabling employees to make informed career choices while pushing companies toward fairer and more competitive compensation models.

The growing importance of sustainability and diversity in the workplace is also driving innovative approaches to talent acquisition and retention, with businesses prioritizing purpose and inclusivity to attract top performers. At TalentUp, we are committed to equipping organizations with the cutting-edge data and insights they need to adapt to these trends and thrive in the evolving world of work."

 **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**

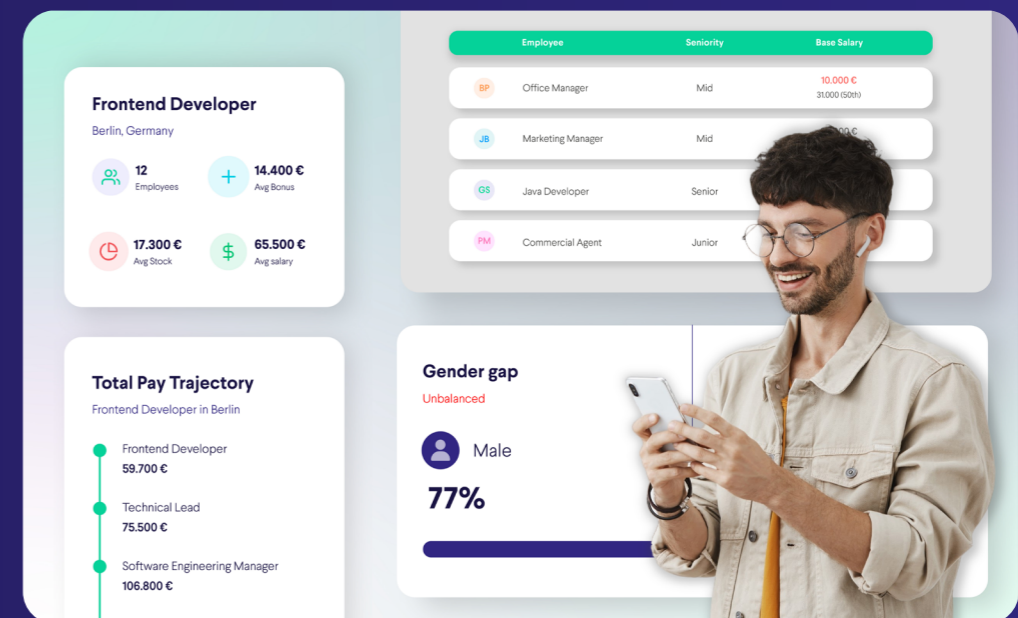
More than 550 positions are covered by our Salary Platform, which includes salary and strategic data.

 **+ 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.

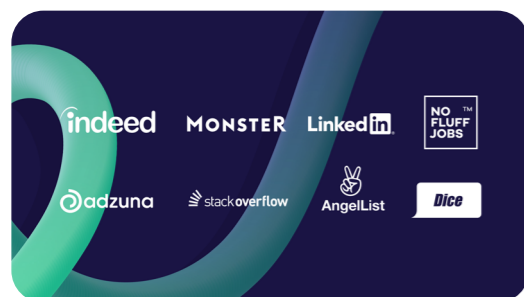
1

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.



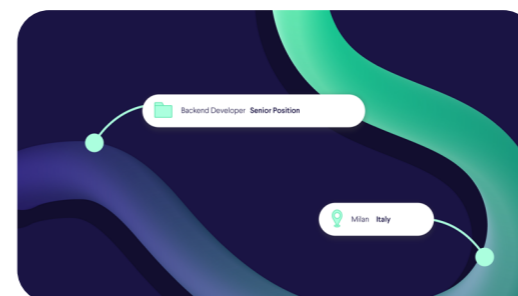
3

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.



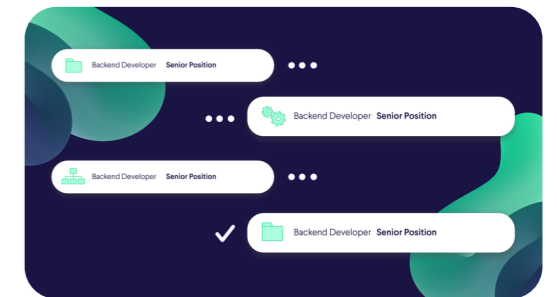
4

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.



Navigating Salary Transparency in Europe: A Strategic Imperative for HR Professionals

Salary transparency has emerged as a cornerstone of equitable workplace practices, gaining momentum globally and particularly within Europe. The European Union's Pay Transparency Directive, adopted on June 7, 2023, represents a significant advancement in promoting equitable pay practices across member states. This directive mandates that companies with over 100 employees disclose information on gender pay disparities and take corrective measures if gaps exceed 5% without objective justification.

EU member states are **required to transpose the directive into national law by June 7, 2026**. However, organizations are advised to begin preparations promptly to ensure a seamless transition and compliance within the stipulated timeframe.

The Current Landscape of Salary Transparency in Europe

The EU Pay Transparency Directive mandates that organizations with over 100 employees disclose gender pay gaps and take corrective actions if disparities exceed 5% without justification. Furthermore, job applicants must be informed about pay ranges before interviews, and employees have the right to access data about average pay levels broken down by gender for comparable roles. These measures aim to dismantle systemic inequalities in pay structures while fostering a culture of openness.

However, Europe's journey toward transparency is shaped by the broader implications of wage disclosure, as explored in contemporary labor economics. **"Resistant transparency"**—the reluctance of organizations to disclose salary information—remains a significant barrier. This

resistance often stems from concerns about losing control over wage negotiations and the potential conflicts arising from perceived inequities (Südkamp & Dempsey, 2021).

The Role of Transparency in Addressing the Gender Pay Gap

Research underscores that salary transparency can substantially mitigate gender pay disparities. Legislative examples, such as Denmark's mandate for gender-disaggregated wage statistics, have demonstrated measurable reductions in pay gaps (Bennedsen et al., 2022). Similarly, studies suggest that empowering women with negotiation training and fostering collaborative negotiation environments amplify the benefits of transparency (Biasi & Sarsons, 2021).

However, achieving equity extends beyond mere disclosure. Transparency must be accompanied by gender-neutral evaluation criteria, rigorous audits, and inclusive HR practices to ensure meaningful progress. For HR leaders, this involves rethinking traditional pay structures and embracing proactive measures to identify and rectify systemic biases.

Psychological and Social Implications of Transparency

While transparency fosters trust and accountability, it also carries psychological implications for employees. Wage disclosure can expose perceived inequities, potentially leading to dissatisfaction among employees who feel underpaid relative to their peers (Fan et al., 2023). Conversely, transparent practices have been shown to enhance employee morale and job satisfaction, particularly when coupled with equitable pay adjustments (Montalvo-Arroyo, 2023).

For HR professionals, managing these dynamics requires a delicate balance. Transparent communication about pay policies, coupled with consistent application of salary frameworks, can mitigate risks while reinforcing organizational integrity.

Broader Organizational and Market Impacts

Salary transparency influences not only individual organizations but also broader labor market dynamics. In sectors like academia and healthcare, where pay disparities are deeply entrenched, transparency initiatives have proven pivotal. Studies from Canadian universities reveal that salary transparency promotes gender equity but also highlights the complexity of addressing underlying biases (Lyons & Zhang, 2023).

In medical institutions, transparent salary practices have been shown to address significant wage gaps, as evidenced by efforts to achieve pay equity among physicians (Warner & Lehmann, 2019). HR professionals in such sectors must adopt data-driven strategies to navigate these challenges effectively.

Steps for HR Professionals to Navigate the Directive

As the EU Pay Transparency Directive requires member states to implement its provisions by 2026, HR departments must take immediate action to prepare for compliance:

- 1. Comprehensive Pay Audits:** Regularly assess pay structures to identify and address disparities. This involves analyzing

both base salaries and total compensation to ensure equity.

- 2. Policy Updates:** Revise recruitment and compensation policies to reflect transparency requirements. This includes establishing clear, gender-neutral criteria for evaluating roles and performance.
- 3. Employee Communication:** Foster open dialogue about pay policies and organizational commitment to equity. Transparent communication can help build trust and engagement.
- 4. Training Programs:** Equip managers and HR staff with the skills to implement fair pay practices and address employee concerns about wage transparency.

Cultural Shifts and Strategic Opportunities

Adopting salary transparency is not just a regulatory necessity but a strategic opportunity to enhance organizational culture. Transparent HR practices have been linked to increased employee retention, improved performance, and greater trust in leadership (Castilla, 2015). By leading the charge on transparency, HR professionals can position their organizations as equitable and inclusive employers of choice.

Conclusion

Salary transparency represents a transformative shift in labor economics and organizational behavior. For HR professionals in Europe, the EU Pay Transparency Directive is both a challenge and an opportunity to foster equity, accountability, and trust within the workplace. While transparency alone cannot

solve all disparities, it serves as a powerful tool to drive systemic change. As organizations navigate this evolving landscape, HR leaders must adopt data-driven strategies, inclusive practices, and clear communication to realize the full potential of transparency initiatives.

TalentUp Salary Platform emerges as a critical ally in this process. By providing access to comprehensive salary benchmarking, pay gap analysis, and advanced reporting capabilities, TalentUp equips HR teams with the insights needed to ensure compliance with the EU directive. By leveraging TalentUp's innovative solutions, HR professionals can simplify the complexities of salary transparency, enhance their organization's equity efforts, and position their businesses as leaders in fair pay practices.

Sources

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Hung Lee¹¹

Editor of *Leading Industry* newsletter / *Recruiting Brainfood*

"Talent Intelligence is a critical component for hiring highly skilled, in-demand. Without accurate and up-to-date compensation data, employers will find themselves at a significant competitive disadvantage, at a critical moment of business transformation."

"The European Salary Benchmarking Report from TalentUp has become an annual classic and a must read for anyone who cares about attracting the best talent. Must read folks"

Salary Benchmarking

The following report contains gross salary data for senior professionals in 25 IT European countries. 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 country.

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

- **Austria**
- **Belarus**
- **Belgium**
- **Cyprus**
- **Czech Republic**
- **Denmark**
- **Estonia**
- **Finland**
- **France**
- **Germany**
- **Greece**
- **Ireland**
- **Italy**
- **Luxembourg**
- **Malta**
- **Netherlands**
- **Norway**
- **Poland**
- **Portugal**
- **Romania**
- **Spain**
- **Sweden**
- **Switzerland**
- **Ukraine**
- **United Kingdom**

In the page 218 can be found an annex with all the information necessary to understand the charts showed in each country.

Austria

Austria is a prosperous and strategically located country in Central Europe. Renowned for its high quality of life, stable economy, and exceptional infrastructure, Austria serves as a key hub for trade and innovation. The nation's economy is diversified, with strong sectors in manufacturing, tourism, and financial services.

Austria's position as a gateway between Western and Eastern Europe, combined with its highly skilled workforce and commitment to sustainability, makes it an attractive destination for businesses and investors.



Gender occupation¹



Remote work²



Cost of living + rent³
43.6

% Salary Increase⁴
3.1%

Top personal income tax rate⁵
55%

Public holidays⁶
13

Average country salary⁷
4757€

Inflation rate⁸
2%

¹For more country charts details, see annex on page 218.

Austrian Companies⁹

ERSTE Group
Erste Group
(Comprehensive financial services)

OMV
OMV Group
(Global energy leader)

Red Bull
Red Bull GmbH
(Energy drink brand)

Austrian selected Startup¹⁰

bitpanda

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.

Austria

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Office Assistant | 31k-34k € | Medium | 75.50% | 🔗 |
| Office Manager | 51k-54k € | High | 77.50% | 🔗 |
| Payroll Consultant | 52k-61k € | High | 87.50% | 🔗 |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| 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 | 48k-59k € | High | 92.50% | 🔗 |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Copy Writer | 38k-45k € | High | 70.50% | 🔗 |
| Designer | 45k-52k € | Low | 88.50% | 🔗 |
| Graphic Designer | 40k-43k € | High | 89.50% | 🔗 |
| Product Designer | 49k-62k € | High | 76.50% | 🔗 |
| Translator | 45k-50k € | Low | 87.50% | 🔗 |
| User Experience Designer | 37k-42k € | High | 84.00% | 🔗 |
| User Interface Designer | 44k-51k € | High | 92.50% | 🔗 |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Architect | 54k-72k € | Low | 78.50% | 🔗 |
| 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% | 🔗 |
| Mechanical Engineer | 53k-73k € | High | 82.50% | 🔗 |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| 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% | 🔗 |
| Sustainability Consultant | 56k-61k € | High | 92.50% | 🔗 |
| Sustainability Director | 92k-97k € | Low | 91.50% | 🔗 |
| Sustainability Manager | 72k-80k € | High | 75.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 61k-73k € | Low | 92.50% | 🔗 |
| Human Resources Director | 93k-103k € | High | 92.50% | 🔗 |
| Human Resources Generalist | 46k-53k € | High | 92.50% | 🔗 |
| Recruiter | 53k-63k € | High | 91.50% | 🔗 |
| Talent Acquisition Partner | 49k-51k € | High | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 49k-57k € | Low | 92.50% | 🔗 |
| Backend Developer | 61k-69k € | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 55k-65k € | High | 91.50% | 🔗 |
| Cyber Security Analyst | 63k-74k € | Low | 86.50% | 🔗 |
| Data Analyst | 55k-64k € | High | 87.50% | 🔗 |
| Data Engineer | 51k-65k € | High | 92.50% | 🔗 |
| Data Scientist | 55k-64k € | High | 92.50% | 🔗 |
| DevOps Engineer | 76k-84k € | High | 90.50% | 🔗 |
| Frontend Developer | 50k-65k € | High | 92.50% | 🔗 |
| Full Stack Developer | 49k-59k € | High | 92.50% | 🔗 |
| IT Manager | 86k-93k € | High | 75.50% | 🔗 |
| Machine Learning Engineer | 47k-60k € | High | 92.50% | 🔗 |
| Python Developer | 45k-58k € | High | 80.50% | 🔗 |
| Quality Assurance Engineer | 47k-61k € | High | 80.50% | 🔗 |
| Quality Assurance Manager | 72k-80k € | Low | 92.50% | 🔗 |
| Security Engineer | 63k-69k € | High | 92.50% | 🔗 |
| Software Developer | 53k-65k € | High | 92.50% | 🔗 |
| Software Engineer | 58k-67k € | High | 72.50% | 🔗 |
| Software Engineering Manager | 91k-102k € | High | 92.50% | 🔗 |
| Systems Engineer | 51k-66k € | Low | 89.50% | 🔗 |
| Test Automation Engineer | 55k-58k € | High | 92.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 59k-68k € | High | 80.50% | 🔗 |
| Lawyer | 53k-66k € | Low | 72.00% | 🔗 |
| Legal Assistant | 34k-44k € | High | 78.50% | 🔗 |
| Legal Counsel | 84k-92k € | High | 92.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 60k-68k € | High | 92.50% | 🔗 |
| Communications Specialist | 41k-43k € | Medium | 92.50% | 🔗 |
| Community Manager | 41k-47k € | High | 71.50% | 🔗 |
| Digital Marketing Strategist | 53k-58k € | High | 72.50% | 🔗 |
| Marketing Assistant | 41k-48k € | Low | 83.50% | 🔗 |
| Marketing Director | 112k-121k € | Medium | 88.50% | 🔗 |
| Marketing Manager | 72k-85k € | Medium | 92.50% | 🔗 |
| Marketing Specialist | 51k-55k € | High | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 38k-43k € | High | 91.50% | 🔗 |
| Operations Director | 97k-106k € | Medium | 86.50% | 🔗 |
| Operations Manager | 85k-104k € | Medium | 84.50% | 🔗 |
| Project Manager | 65k-73k € | Medium | 91.50% | 🔗 |
| Supply Chain Manager | 68k-74k € | High | 92.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 60k-72k € | High | 86.50% | 🔗 |
| Business Development Manager | 96k-108k € | High | 94.00% | 🔗 |
| Business Development Representative | 46k-55k € | High | 82.50% | 🔗 |
| Sales Assistant | 36k-37k € | High | 74.50% | 🔗 |
| Sales Director | 98k-109k € | Low | 81.50% | 🔗 |
| Sales Engineer | 62k-71k € | High | 76.50% | 🔗 |
| Sales Manager | 77k-89k € | Medium | 80.50% | 🔗 |
| Sales Representative | 47k-61k € | Low | 88.50% | 🔗 |

Belarus

Belarus is a landlocked country in Eastern Europe with a strong industrial base and a strategic location at the crossroads of Europe and Asia. The nation is known for its robust manufacturing sectors, including machinery, chemicals, and textiles, as well as its growing IT and technology industries.

Belarus benefits from a well-educated workforce and competitive costs, making it an emerging hub for technology outsourcing. Its central location and modern infrastructure enhance its role as a transit and logistics center in the region.



Gender occupation¹



Remote work²



Cost of living + rent³
17.8

% Salary Increase⁴
18%

Top personal income tax rate⁵
13%

Public holidays⁶
11

Average country salary⁷
1971 BYN

Inflation rate⁸
5.5%

¹For more country charts details, see annex on page 218.

Belarusian Companies⁹

Belarusian Railway (BY)
(Transport infrastructure backbone)

BELARUSKALI
Belaruskalij
(Potash fertilizer leader)

Minsk Automobile Plant (MAZ)
(Vehicle manufacturing giant)

Belarusian selected Startup¹⁰



Flo Health
Sector: HealthTech

Flo Health is a Minsk-born startup that has developed a globally popular app for women's health and menstrual tracking. Combining AI technology with user-friendly design, Flo Health has become a leader in the femtech industry, empowering millions worldwide.

Belarus

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|----------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 56k -80k BYN (17k-24k €) | Low | 92.50% | Full report |
| Administrative Manager | 110k -126k BYN (33k-38k €) | Low | 90.50% | Full report |
| Office Assistant | 70k -83k BYN (21k-25k €) | Low | 86.50% | Full report |
| Office Manager | 66k -73k BYN (20k-22k €) | Low | 74.50% | Full report |
| Payroll Consultant | 126k -163k BYN (38k-49k €) | Low | 87.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|----------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Representative | 80k -110k BYN (24k-33k €) | Low | 85.50% | Full report |
| Customer Service Specialist | 83k -96k BYN (25k-29k €) | Low | 75.50% | Full report |
| Customer Success Manager | 113k -130k BYN (34k-39k €) | Low | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|----------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 86k -106k BYN (26k-32k €) | Low | 74.50% | Full report |
| Designer | 113k -133k BYN (34k-40k €) | Low | 80.50% | Full report |
| Graphic Designer | 100k -106k BYN (30k-32k €) | High | 89.50% | Full report |
| Product Designer | 86k -110k BYN (26k-33k €) | Low | 87.50% | Full report |
| Translator | 90k -103k BYN (27k-31k €) | Low | 90.50% | Full report |
| User Interface Designer | 106k -126k BYN (32k-38k €) | Low | 70.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|----------------------------|----------------------|--------------------------------|-----------------------------|
| Civil Engineer | 83k -103k BYN (25k-31k €) | Low | 73.50% | Full report |
| Electrical Engineer | 106k -136k BYN (32k-41k €) | High | 90.50% | Full report |
| Engineer | 106k -156k BYN (32k-47k €) | High | 84.50% | Full report |
| Engineering Director | 253k -277k BYN (76k-83k €) | Low | 86.50% | Full report |
| Mechanical Engineer | 96k -126k BYN (29k-38k €) | Low | 87.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 80k -86k BYN (24k-26k €) | Low | 92.50% | 🔗 |
| Finance Analyst | 100k -130k BYN (30k-39k €) | Low | 92.50% | 🔗 |
| Finance Assistant | 66k -76k BYN (20k-23k €) | Low | 84.00% | 🔗 |
| Finance Director | 297k -313k BYN (89k-94k €) | Low | 89.50% | 🔗 |
| Finance Manager | 133k -153k BYN (40k-46k €) | Low | 79.50% | 🔗 |
| Sustainability Director | 177k -193k BYN (53k-58k €) | Low | 84.00% | 🔗 |
| Sustainability Manager | 100k -120k BYN (30k-36k €) | Low | 82.00% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Director | 213k -243k BYN (64k-73k €) | High | 90.50% | 🔗 |
| Human Resources Generalist | 96k -140k BYN (29k-42k €) | Low | 92.50% | 🔗 |
| Human Resources Specialist | 90k -130k BYN (27k-39k €) | Low | 87.50% | 🔗 |
| Recruiter | 63k -96k BYN (19k-29k €) | Low | 92.50% | 🔗 |
| Talent Acquisition Manager | 173k -233k BYN (52k-70k €) | Low | 71.50% | 🔗 |
| Talent Acquisition Partner | 86k -110k BYN (26k-33k €) | Low | 85.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 113k -133k BYN (34k-40k €) | High | 92.50% | 🔗 |
| Data Engineer | 90k -100k BYN (27k-30k €) | High | 82.50% | 🔗 |
| Data Scientist | 100k -126k BYN (30k-38k €) | High | 86.50% | 🔗 |
| IT Manager | 187k -197k BYN (56k-59k €) | Low | 83.50% | 🔗 |
| Machine Learning Engineer | 106k -146k BYN (32k-44k €) | Low | 86.50% | 🔗 |
| Python Developer | 106k -133k BYN (32k-40k €) | High | 92.50% | 🔗 |
| Quality Assurance Manager | 106k -130k BYN (32k-39k €) | Low | 84.00% | 🔗 |
| Scrum Master | 120k -153k BYN (36k-46k €) | Low | 84.50% | 🔗 |
| Security Engineer | 66k -93k BYN (20k-28k €) | Low | 79.50% | 🔗 |
| Systems Engineer | 143k -187k BYN (43k-56k €) | Low | 83.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|----------------------------|----------------------|--------------------------------|-------------------|
| Digital Marketing Strategist | 93k -110k BYN (28k-33k €) | High | 88.50% | 🔗 |
| Marketing Assistant | 66k -76k BYN (20k-23k €) | Low | 90.50% | 🔗 |
| Marketing Manager | 167k -183k BYN (50k-55k €) | Medium | 91.50% | 🔗 |
| Search Engine Optimizer | 80k -106k BYN (24k-32k €) | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Logistician | 96k -123k BYN (29k-37k €) | High | 89.00% | 🔗 |
| Operations Coordinator | 53k -80k BYN (16k-24k €) | Low | 89.50% | 🔗 |
| Operations Director | 230k -243k BYN (69k-73k €) | Low | 87.50% | 🔗 |
| Operations Manager | 153k -173k BYN (46k-52k €) | High | 92.50% | 🔗 |
| Project Manager | 103k -120k BYN (31k-36k €) | Medium | 88.50% | 🔗 |
| Supply Chain Manager | 150k -180k BYN (45k-54k €) | Low | 75.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Sales Assistant | 66k -73k BYN (20k-22k €) | Low | 85.50% | 🔗 |
| Sales Director | 250k -280k BYN (75k-84k €) | Low | 85.50% | 🔗 |
| Sales Manager | 120k -143k BYN (36k-43k €) | High | 70.50% | 🔗 |
| Sales Representative | 80k -90k BYN (24k-27k €) | Low | 92.50% | 🔗 |

Belgium

Belgium is a dynamic and economically significant country in Western Europe, known for its strong international trade and strategic location at the heart of the European Union. The country boasts a diverse economy, with thriving industries such as chemicals, pharmaceuticals, logistics, and finance.

As the headquarters of major EU institutions and NATO, Belgium plays a key role in global governance. With its multilingual workforce, excellent infrastructure, and business-friendly environment, Belgium is an ideal base for multinational corporations and startups alike.




Gender occupation¹





Remote work²




 **Cost of living + rent³**
40.1

 **% Salary Increase⁴**
2.47%

 **Top personal income tax rate⁵**
53.5%

 **Public holidays⁶**
10

 **Average country salary⁷**
3886€

 **Inflation rate⁸**
3.16%

¹For more country charts details, see annex on page 218.

Belgian Companies⁹

 **AB InBev**

AB InBev
(Global beer producer)

 **SOLVAY**

Solvay
(Specialty chemicals innovator)

 **KBC**

KBC Group
(Banking and insurance)

Belgian selected Startup¹⁰

 **Collibra**

Collibra
Sector: Data Governance

Collibra is a Belgian startup providing a cloud-based platform for data management and governance. Focused on empowering businesses to understand and manage their data efficiently, Collibra is now a global leader in data intelligence solutions.

Belgium

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 37k-40k € | Medium | 87.50% | Full report |
| Office Assistant | 39k-48k € | Low | 82.00% | Full report |
| Office Manager | 47k-50k € | High | 94.00% | Full report |
| Payroll Consultant | 56k-63k € | Low | 87.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 70k-76k € | High | 88.50% | Full report |
| Customer Service Representative | 44k-54k € | Low | 92.50% | Full report |
| Customer Service Specialist | 42k-45k € | Medium | 74.50% | Full report |
| Customer Success Director | 68k-83k € | High | 78.50% | Full report |
| Customer Success Manager | 53k-63k € | Medium | 87.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 45k-50k € | Low | 90.50% | Full report |
| Designer | 48k-60k € | Low | 92.50% | Full report |
| Graphic Designer | 48k-53k € | Low | 84.50% | Full report |
| Product Designer | 56k-67k € | High | 86.50% | Full report |
| Translator | 41k-49k € | Low | 92.50% | Full report |
| User Experience Designer | 47k-60k € | High | 76.50% | Full report |
| User Interface Designer | 46k-54k € | Low | 73.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 48k-63k € | Low | 80.50% | Full report |
| Civil Engineer | 42k-52k € | Low | 71.50% | Full report |
| Electrical Engineer | 49k-66k € | High | 92.50% | Full report |
| Engineer | 52k-63k € | Low | 84.50% | Full report |
| Engineering Director | 117k-128k € | Low | 91.50% | Full report |
| Mechanical Engineer | 53k-71k € | Medium | 82.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 47k-53k € | High | 84.50% | 🔗 |
| Finance Analyst | 55k-66k € | High | 88.50% | 🔗 |
| Finance Director | 122k-130k € | Low | 92.50% | 🔗 |
| Finance Manager | 64k-75k € | Low | 92.50% | 🔗 |
| Sustainability Consultant | 60k-64k € | High | 92.50% | 🔗 |
| Sustainability Director | 130k-146k € | Low | 83.00% | 🔗 |
| Sustainability Manager | 72k-80k € | High | 91.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 61k-69k € | Low | 90.50% | 🔗 |
| Human Resources Director | 121k-132k € | High | 92.50% | 🔗 |
| Human Resources Generalist | 58k-66k € | Low | 71.50% | 🔗 |
| Human Resources Manager | 71k-81k € | High | 90.50% | 🔗 |
| Human Resources Specialist | 52k-67k € | High | 81.50% | 🔗 |
| Recruiter | 37k-45k € | Low | 92.50% | 🔗 |
| Talent Acquisition Manager | 70k-94k € | Low | 82.50% | 🔗 |
| Talent Acquisition Partner | 53k-65k € | Low | 80.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 56k-64k € | Low | 92.50% | 🔗 |
| Backend Developer | 48k-66k € | Low | 90.50% | 🔗 |
| Business Intelligence Analyst | 46k-54k € | High | 86.50% | 🔗 |
| Cyber Security Analyst | 54k-64k € | Low | 82.50% | 🔗 |
| Data Analyst | 46k-55k € | High | 86.50% | 🔗 |
| Data Engineer | 50k-64k € | Low | 92.50% | 🔗 |
| Data Scientist | 50k-55k € | Medium | 92.50% | 🔗 |
| DevOps Engineer | 59k-79k € | Medium | 92.50% | 🔗 |
| Frontend Developer | 54k-65k € | Low | 87.50% | 🔗 |
| Full Stack Developer | 51k-64k € | Low | 90.50% | 🔗 |
| IT Manager | 72k-84k € | High | 75.50% | 🔗 |
| Machine Learning Engineer | 65k-78k € | High | 88.50% | 🔗 |
| Python Developer | 47k-58k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 45k-59k € | Low | 81.50% | 🔗 |
| Quality Assurance Manager | 76k-83k € | Low | 91.50% | 🔗 |
| Scrum Master | 47k-56k € | High | 90.50% | 🔗 |
| Security Engineer | 47k-56k € | High | 82.50% | 🔗 |
| Software Developer | 51k-58k € | Low | 92.50% | 🔗 |
| Software Engineer | 49k-59k € | Low | 72.50% | 🔗 |
| Software Engineering Manager | 106k-117k € | Low | 92.50% | 🔗 |
| Systems Engineer | 61k-69k € | Low | 92.50% | 🔗 |
| Test Automation Engineer | 43k-55k € | Low | 88.00% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 47k-55k € | Low | 74.50% | 🔗 |
| Lawyer | 68k-74k € | Low | 77.50% | 🔗 |
| Legal Counsel | 68k-90k € | Medium | 71.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 61k-74k € | Medium | 86.50% | 🔗 |
| Communications Specialist | 45k-48k € | Low | 92.50% | 🔗 |
| Digital Marketing Strategist | 48k-53k € | High | 87.00% | 🔗 |
| Marketing Assistant | 27k-30k € | Low | 86.50% | 🔗 |
| Marketing Director | 121k-126k € | Low | 92.50% | 🔗 |
| Marketing Manager | 61k-69k € | Low | 92.50% | 🔗 |
| Marketing Specialist | 54k-64k € | Medium | 72.50% | 🔗 |
| Search Engine Optimizer | 38k-44k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 39k-45k € | High | 87.50% | 🔗 |
| Operations Director | 126k-143k € | Low | 79.50% | 🔗 |
| Operations Manager | 88k-109k € | Low | 85.00% | 🔗 |
| Project Manager | 74k-82k € | Low | 87.50% | 🔗 |
| Supply Chain Manager | 88k-101k € | High | 79.00% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 53k-65k € | Low | 98.00% | 🔗 |
| Business Development Manager | 86k-94k € | Medium | 96.00% | 🔗 |
| Business Development Representative | 41k-47k € | Low | 75.50% | 🔗 |
| Sales Director | 108k-117k € | Low | 92.50% | 🔗 |
| Sales Engineer | 42k-55k € | High | 86.50% | 🔗 |
| Sales Manager | 92k-114k € | Low | 91.50% | 🔗 |
| Sales Representative | 48k-65k € | Low | 87.50% | 🔗 |

Cyprus

Cyprus is a Mediterranean island nation known for its strategic location at the crossroads of Europe, Asia, and Africa. Its economy is bolstered by key sectors such as tourism, shipping, and financial services.

Cyprus has become a regional hub for business, attracting multinational companies with its favorable tax regime and well-developed infrastructure. The country's sunny climate and high quality of life further enhance its appeal for both businesses and expatriates.



Gender occupation¹



Remote work²



Cost of living + rent³
23.9

% Salary Increase⁴
6%

Top personal income tax rate⁵
35%

Public holidays⁶
14

Average country salary⁷
2398€

Inflation rate⁸
2.6%

¹For more country charts details, see annex on page 218.

Cyprian Companies⁹

Bank of Cyprus
Bank of Cyprus
(Cyprus banking leader)

PETROLINA
Petrolina
(Cyprus energy distributor)

Hellenic Bank
(Cyprus banking powerhouse)

Cyprian selected Startup¹⁰

foody

Foody
Sector: FoodTech

Foody is a rapidly growing Cypriot startup offering an online food delivery platform. By connecting customers with restaurants and grocery stores, Foody has become a leader in the digital food services market on the island.

Cyprus

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 24k-27k € | High | 90.50% | Full report |
| Administrative Manager | 40k-48k € | Low | 77.50% | Full report |
| Office Assistant | 33k-37k € | Low | 92.50% | Full report |
| Office Manager | 117k-144k € | Low | 73.50% | Full report |
| Payroll Manager | 45k-55k € | High | 74.00% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Success Director | 40k-56k € | Low | 78.50% | Full report |
| Customer Success Manager | 38k-44k € | Low | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 31k-34k € | Low | 88.50% | Full report |
| Designer | 28k-35k € | High | 92.50% | Full report |
| Graphic Designer | 29k-33k € | High | 83.50% | Full report |
| Product Designer | 32k-35k € | High | 73.50% | Full report |
| User Experience Designer | 33k-37k € | Low | 86.00% | Full report |
| User Interface Designer | 34k-39k € | Low | 91.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 46k-54k € | Medium | 82.50% | Full report |
| Civil Engineer | 29k-31k € | High | 92.50% | Full report |
| Electrical Engineer | 26k-33k € | High | 89.50% | Full report |
| Engineer | 30k-37k € | High | 92.50% | Full report |
| Engineering Director | 74k-81k € | Low | 92.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 31k-32k € | High | 91.50% | 🔗 |
| Finance Director | 65k-70k € | Low | 92.50% | 🔗 |
| Finance Manager | 56k-61k € | Low | 73.50% | 🔗 |
| Sustainability Director | 70k-75k € | Low | 84.00% | 🔗 |
| Sustainability Manager | 42k-47k € | Low | 81.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 44k-51k € | High | 92.50% | 🔗 |
| Human Resources Director | 83k-89k € | Low | 80.50% | 🔗 |
| Human Resources Manager | 44k-51k € | High | 78.00% | 🔗 |
| Human Resources Specialist | 43k-44k € | High | 81.50% | 🔗 |
| Recruiter | 37k-50k € | High | 92.50% | 🔗 |
| Talent Acquisition Partner | 35k-38k € | Low | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 38k-44k € | Low | 92.50% | 🔗 |
| Backend Developer | 40k-51k € | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 39k-42k € | High | 92.50% | 🔗 |
| Cyber Security Analyst | 40k-46k € | High | 77.50% | 🔗 |
| Data Analyst | 32k-41k € | High | 88.50% | 🔗 |
| Data Engineer | 41k-50k € | High | 76.50% | 🔗 |
| Data Scientist | 41k-49k € | High | 92.50% | 🔗 |
| DevOps Engineer | 51k-61k € | High | 92.50% | 🔗 |
| Frontend Developer | 32k-33k € | High | 80.50% | 🔗 |
| Full Stack Developer | 41k-52k € | High | 90.50% | 🔗 |
| IT Manager | 62k-65k € | Low | 78.50% | 🔗 |
| Machine Learning Engineer | 39k-47k € | High | 92.50% | 🔗 |
| Python Developer | 35k-48k € | High | 80.50% | 🔗 |
| Quality Assurance Manager | 36k-43k € | Low | 70.50% | 🔗 |
| Security Engineer | 38k-45k € | High | 82.50% | 🔗 |
| Software Developer | 39k-49k € | High | 84.50% | 🔗 |
| Software Engineer | 50k-62k € | High | 92.50% | 🔗 |
| Software Engineering Manager | 71k-76k € | High | 92.50% | 🔗 |
| Systems Engineer | 38k-52k € | Low | 85.50% | 🔗 |
| Test Automation Engineer | 41k-44k € | High | 92.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 40k-49k € | High | 92.50% | 🔗 |
| Lawyer | 60k-68k € | High | 86.50% | 🔗 |
| Legal Counsel | 57k-68k € | High | 79.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 42k-54k € | High | 89.50% | 🔗 |
| Communications Specialist | 33k-35k € | Low | 92.50% | 🔗 |
| Community Manager | 32k-38k € | Low | 77.50% | 🔗 |
| Digital Marketing Strategist | 37k-44k € | High | 77.50% | 🔗 |
| Marketing Assistant | 20k-21k € | Low | 84.50% | 🔗 |
| Marketing Director | 79k-86k € | Low | 87.50% | 🔗 |
| Marketing Manager | 56k-62k € | High | 85.50% | 🔗 |
| Marketing Specialist | 35k-37k € | High | 86.50% | 🔗 |
| Search Engine Optimizer | 31k-33k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 34k-35k € | High | 73.50% | 🔗 |
| Operations Manager | 50k-65k € | High | 91.50% | 🔗 |
| Project Manager | 47k-53k € | High | 91.50% | 🔗 |
| Supply Chain Manager | 54k-59k € | Low | 90.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 37k-50k € | High | 80.50% | 🔗 |
| Business Development Manager | 60k-73k € | High | 87.50% | 🔗 |
| Business Development Representative | 23k-28k € | Low | 93.10% | 🔗 |
| Sales Director | 71k-75k € | Low | 84.50% | 🔗 |
| Sales Engineer | 39k-47k € | High | 71.50% | 🔗 |
| Sales Manager | 51k-59k € | High | 82.50% | 🔗 |
| Sales Representative | 29k-40k € | Low | 92.50% | 🔗 |

Czech Republic

Czech Republic is a thriving Central European country with a strong economy and strategic location. Known for its advanced manufacturing, technology, and automotive industries, the Czech

Republic has established itself as a key player in the region. Its well-educated workforce, robust infrastructure, and proximity to major European markets make it an attractive destination for foreign direct investment.



Gender occupation¹



Remote work²



Cost of living + rent³
31.5

% Salary Increase⁴
4.6%

Top personal income tax rate⁵
23%

Public holidays⁶
13

Average country salary⁷
44100 CZK

Inflation rate⁸
2.8%

¹For more country charts details, see annex on page 218.

Czech Companies⁹



Czech selected Startup¹⁰



Productboard
Sector: SaaS/Product Management

Productboard is a Czech startup offering a user-centric product management platform. By helping teams prioritize and design better products, it has gained global recognition and serves leading tech companies worldwide.

Czech Republic

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|-----------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 637k-686k CZK (26k-28k €) | Low | 81.50% | Full report |
| Office Assistant | 563k-637k CZK (23k-26k €) | Low | 88.50% | Full report |
| Office Manager | 1200k-1298k CZK (49k-53k €) | High | 76.50% | Full report |
| Payroll Consultant | 1151k-1274k CZK (47k-52k €) | High | 87.50% | Full report |
| Payroll Manager | 1249k-1568k CZK (51k-64k €) | High | 85.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|-----------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Representative | 539k-686k CZK (22k-28k €) | High | 81.50% | Full report |
| Customer Service Specialist | 833k-1004k CZK (34k-41k €) | High | 71.50% | Full report |
| Customer Success Director | 1862k-2058k CZK (76k-84k €) | High | 84.00% | Full report |
| Customer Success Manager | 857k-1004k CZK (35k-41k €) | High | 89.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|----------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 686k-808k CZK (28k-33k €) | Medium | 73.50% | Full report |
| Designer | 661k-833k CZK (27k-34k €) | Low | 72.50% | Full report |
| Graphic Designer | 661k-784k CZK (27k-32k €) | Medium | 75.50% | Full report |
| Product Designer | 882k-1078k CZK (36k-44k €) | High | 91.50% | Full report |
| Translator | 735k-882k CZK (30k-36k €) | Low | 75.50% | Full report |
| User Experience Designer | 637k-833k CZK (26k-34k €) | Medium | 70.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|-----------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 759k-955k CZK (31k-39k €) | Low | 92.50% | Full report |
| Civil Engineer | 490k-612k CZK (20k-25k €) | High | 76.50% | Full report |
| Electrical Engineer | 1004k-1176k CZK (41k-48k €) | High | 79.50% | Full report |
| Engineer | 759k-906k CZK (31k-37k €) | Low | 87.50% | Full report |
| Engineering Director | 1715k-1911k CZK (70k-78k €) | High | 92.50% | Full report |
| Mechanical Engineer | 735k-980k CZK (30k-40k €) | Medium | 75.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 784k-931k CZK (32k-38k €) | High | 82.50% | 🔗 |
| Finance Assistant | 637k-710k CZK (26k-29k €) | Low | 95.50% | 🔗 |
| Finance Director | 2156k-2278k CZK (88k-93k €) | High | 89.50% | 🔗 |
| Sustainability Director | 1960k-2156k CZK (80k-88k €) | Low | 78.00% | 🔗 |
| Sustainability Manager | 1249k-1323k CZK (51k-54k €) | High | 91.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Director | 2180k-2327k CZK (89k-95k €) | High | 89.50% | 🔗 |
| Human Resources Generalist | 759k-1053k CZK (31k-43k €) | Low | 84.50% | 🔗 |
| Human Resources Manager | 1200k-1372k CZK (49k-56k €) | High | 87.50% | 🔗 |
| Human Resources Specialist | 637k-759k CZK (26k-31k €) | High | 79.50% | 🔗 |
| Recruiter | 759k-1004k CZK (31k-41k €) | Medium | 81.50% | 🔗 |
| Talent Acquisition Manager | 1372k-1715k CZK (56k-70k €) | Low | 91.50% | 🔗 |
| Talent Acquisition Partner | 710k-808k CZK (29k-33k €) | High | 84.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 1151k-1347k CZK (47k-55k €) | Medium | 92.50% | 🔗 |
| Business Intelligence Analyst | 661k-808k CZK (27k-33k €) | High | 79.50% | 🔗 |
| Cyber Security Analyst | 1078k-1274k CZK (44k-52k €) | Low | 90.50% | 🔗 |
| Data Analyst | 735k-857k CZK (30k-35k €) | High | 88.50% | 🔗 |
| Data Engineer | 980k-1078k CZK (40k-44k €) | High | 91.50% | 🔗 |
| Data Scientist | 759k-906k CZK (31k-37k €) | High | 72.50% | 🔗 |
| DevOps Engineer | 906k-1078k CZK (37k-44k €) | High | 92.50% | 🔗 |
| Frontend Developer | 931k-1151k CZK (38k-47k €) | Low | 89.50% | 🔗 |
| Full Stack Developer | 931k-1127k CZK (38k-46k €) | Low | 89.50% | 🔗 |
| IT Manager | 1225k-1298k CZK (50k-53k €) | Low | 89.50% | 🔗 |
| Machine Learning Engineer | 857k-1053k CZK (35k-43k €) | High | 92.50% | 🔗 |
| Python Developer | 808k-1078k CZK (33k-44k €) | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 588k-906k CZK (24k-37k €) | Low | 83.50% | 🔗 |
| Quality Assurance Manager | 1127k-1470k CZK (46k-60k €) | Low | 90.50% | 🔗 |
| Scrum Master | 759k-955k CZK (31k-39k €) | High | 92.50% | 🔗 |
| Security Engineer | 931k-1078k CZK (38k-44k €) | High | 86.50% | 🔗 |
| Software Developer | 784k-1053k CZK (32k-43k €) | Low | 92.50% | 🔗 |
| Software Engineer | 784k-931k CZK (32k-38k €) | Low | 75.50% | 🔗 |
| Software Engineering Manager | 1249k-1372k CZK (51k-56k €) | High | 89.50% | 🔗 |
| Systems Engineer | 931k-1298k CZK (38k-53k €) | Low | 91.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 759k-1004k CZK (31k-41k €) | High | 87.50% | 🔗 |
| Lawyer | 906k-1151k CZK (37k-47k €) | High | 72.50% | 🔗 |
| Legal Assistant | 441k-514k CZK (18k-21k €) | High | 89.00% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 833k-980k CZK (34k-40k €) | High | 92.50% | 🔗 |
| Communications Specialist | 1127k-1200k CZK (46k-49k €) | High | 74.50% | 🔗 |
| Community Manager | 759k-808k CZK (31k-33k €) | High | 74.50% | 🔗 |
| Digital Marketing Strategist | 1004k-1151k CZK (41k-47k €) | High | 74.50% | 🔗 |
| Marketing Assistant | 612k-735k CZK (25k-30k €) | Low | 90.50% | 🔗 |
| Marketing Director | 2131k-2303k CZK (87k-94k €) | Low | 85.50% | 🔗 |
| Marketing Manager | 1592k-1886k CZK (65k-77k €) | Medium | 72.50% | 🔗 |
| Marketing Specialist | 882k-1004k CZK (36k-41k €) | High | 90.50% | 🔗 |
| Search Engine Optimizer | 588k-637k CZK (24k-26k €) | Medium | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Logistician | 808k-980k CZK (33k-40k €) | High | 89.00% | 🔗 |
| Operations Coordinator | 588k-686k CZK (24k-28k €) | High | 90.50% | 🔗 |
| Operations Director | 2033k-2205k CZK (83k-90k €) | Low | 81.50% | 🔗 |
| Operations Manager | 1298k-1641k CZK (53k-67k €) | Medium | 91.50% | 🔗 |
| Project Manager | 784k-833k CZK (32k-34k €) | High | 86.50% | 🔗 |
| Supply Chain Manager | 1274k-1470k CZK (52k-60k €) | Low | 91.50% | 🔗 |

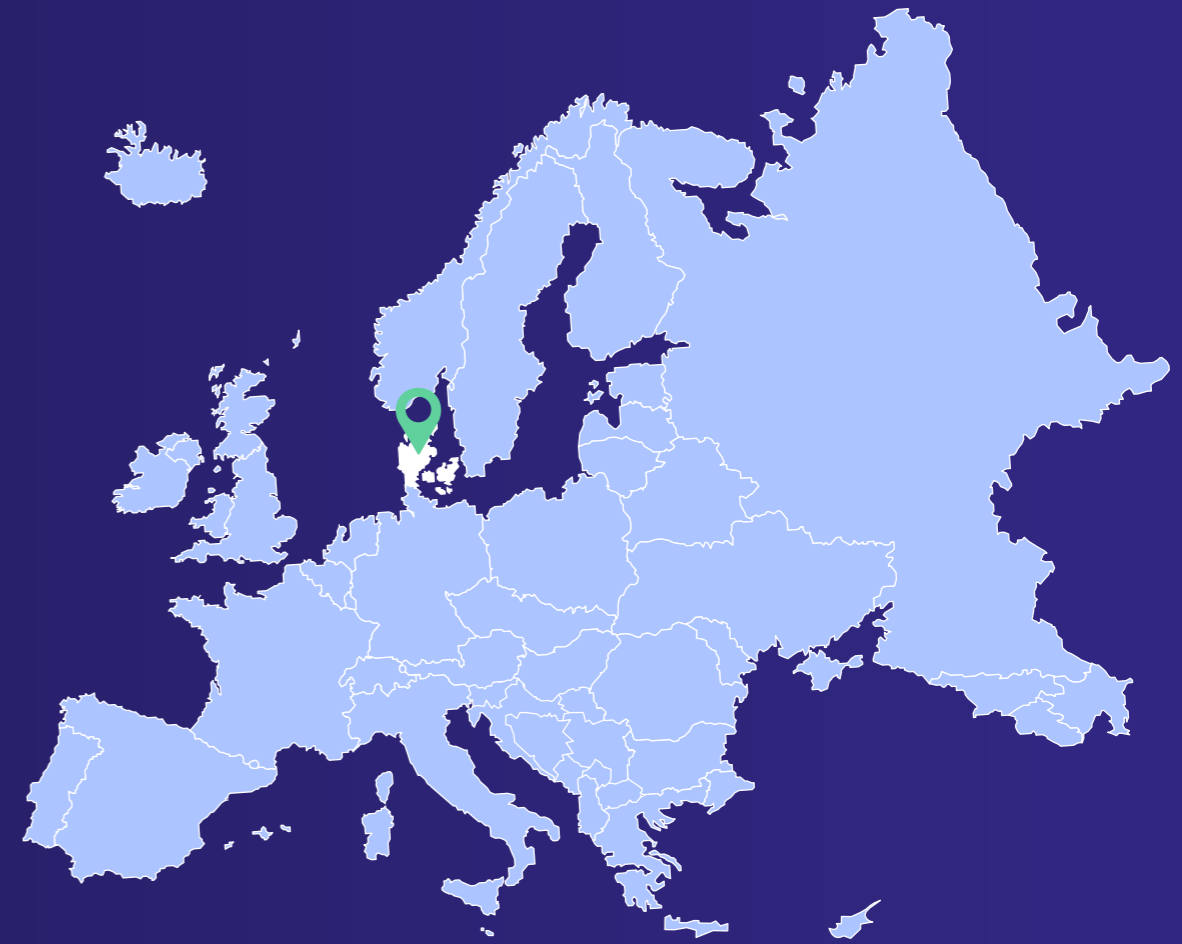
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 784k-882k CZK (32k-36k €) | High | 84.50% | 🔗 |
| Business Development Manager | 1372k-1543k CZK (56k-63k €) | High | 82.50% | 🔗 |
| Business Development Representative | 539k-612k CZK (22k-25k €) | High | 79.50% | 🔗 |
| Sales Assistant | 563k-661k CZK (23k-27k €) | Medium | 78.50% | 🔗 |
| Sales Director | 2082k-2303k CZK (85k-94k €) | Medium | 78.50% | 🔗 |
| Sales Engineer | 759k-906k CZK (31k-37k €) | High | 92.50% | 🔗 |
| Sales Manager | 1347k-1690k CZK (55k-69k €) | High | 84.50% | 🔗 |
| Sales Representative | 588k-784k CZK (24k-32k €) | Medium | 92.50% | 🔗 |

Denmark

Denmark is a highly developed country in Northern Europe, renowned for its innovation, sustainability, and high quality of life. The Danish economy is driven by strong sectors such as renewable energy, biotechnology, and advanced manufacturing.

Denmark's strategic location in Scandinavia, combined with its well-educated workforce and cutting-edge infrastructure, makes it a leader in green technology and an attractive hub for global businesses.



Gender occupation¹



Remote work²



Cost of living + rent³
43

% Salary Increase⁴
2.9%

Top personal income tax rate⁵
55.9%

Public holidays⁶
14

Average country salary⁷
40669 DKK

Inflation rate⁸
1.6%

¹For more country charts details, see annex on page 218.

Danish Companies⁹

MAERSK
Maersk
(Global shipping leader)

NOVO NORDISK
Novo Nordisk
(Diabetes care pioneer)

LEGO
LEGO Group
(Toy manufacturing innovator)

Danish selected Startup¹⁰



Too Good To Go
Sector: Food Waste Reduction

Too Good To Go is a Danish startup tackling food waste by connecting users with surplus food from restaurants and stores. Its innovative platform has expanded to numerous countries, promoting sustainability and reducing food waste globally.

Denmark

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|-------------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 439k-521k DKK (59k-70k €) | Medium | 82.50% | Full report |
| Administrative Manager | 551k-670k DKK (74k-90k €) | High | 76.50% | Full report |
| Office Assistant | 283k-335k DKK (38k-45k €) | Low | 73.50% | Full report |
| Office Manager | 506k-528k DKK (68k-71k €) | High | 81.50% | Full report |
| Payroll Consultant | 610k-752k DKK (82k-101k €) | High | 87.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|------------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Representative | 387k-417k DKK (52k-56k €) | Low | 78.50% | Full report |
| Customer Service Specialist | 461k-499k DKK (62k-67k €) | High | 82.50% | Full report |
| Customer Success Manager | 566k-677k DKK (76k-91k €) | High | 87.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|------------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 365k-424k DKK (49k-57k €) | Low | 73.50% | Full report |
| Designer | 506k-596k DKK (68k-80k €) | Low | 92.50% | Full report |
| Graphic Designer | 387k-447k DKK (52k-60k €) | High | 70.50% | Full report |
| Translator | 387k-447k DKK (52k-60k €) | Low | 88.50% | Full report |
| User Experience Designer | 536k-610k DKK (72k-82k €) | Low | 91.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------|------------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 536k-603k DKK (72k-81k €) | Low | 92.50% | Full report |
| Civil Engineer | 461k-566k DKK (62k-76k €) | Low | 75.50% | Full report |
| Electrical Engineer | 543k-633k DKK (73k-85k €) | High | 92.50% | Full report |
| Engineer | 521k-640k DKK (70k-86k €) | Low | 88.50% | Full report |
| Mechanical Engineer | 543k-685k DKK (73k-92k €) | High | 88.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 454k-514k DKK (61k-69k €) | High | 71.50% | 🔗 |
| Finance Analyst | 439k-536k DKK (59k-72k €) | High | 85.50% | 🔗 |
| Finance Assistant | 312k-417k DKK (42k-56k €) | Low | 90.50% | 🔗 |
| Finance Director | 1057k-1177k DKK (142k-158k €) | High | 70.50% | 🔗 |
| Finance Manager | 655k-752k DKK (88k-101k €) | High | 76.50% | 🔗 |
| Sustainability Director | 1281k-1445k DKK (172k-194k €) | High | 84.00% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 782k-886k DKK (105k-119k €) | Low | 74.50% | 🔗 |
| Human Resources Generalist | 521k-640k DKK (70k-86k €) | Low | 92.50% | 🔗 |
| Human Resources Manager | 782k-864k DKK (105k-116k €) | High | 73.50% | 🔗 |
| Human Resources Specialist | 454k-573k DKK (61k-77k €) | High | 85.50% | 🔗 |
| Recruiter | 447k-551k DKK (60k-74k €) | Medium | 92.50% | 🔗 |
| Talent Acquisition Partner | 521k-670k DKK (70k-90k €) | High | 84.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 618k-812k DKK (83k-109k €) | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 447k-536k DKK (60k-72k €) | High | 90.50% | 🔗 |
| Cyber Security Analyst | 484k-603k DKK (65k-81k €) | Low | 90.50% | 🔗 |
| Data Analyst | 514k-603k DKK (69k-81k €) | High | 87.50% | 🔗 |
| Data Engineer | 581k-677k DKK (78k-91k €) | High | 92.50% | 🔗 |
| Data Scientist | 476k-536k DKK (64k-72k €) | High | 72.50% | 🔗 |
| DevOps Engineer | 573k-707k DKK (77k-95k €) | High | 92.50% | 🔗 |
| Frontend Developer | 596k-715k DKK (80k-96k €) | High | 88.50% | 🔗 |
| Full Stack Developer | 581k-677k DKK (78k-91k €) | High | 92.50% | 🔗 |
| IT Manager | 588k-685k DKK (79k-92k €) | High | 74.50% | 🔗 |
| Machine Learning Engineer | 715k-812k DKK (96k-109k €) | High | 84.50% | 🔗 |
| Python Developer | 476k-596k DKK (64k-80k €) | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 402k-499k DKK (54k-67k €) | Medium | 83.50% | 🔗 |
| Quality Assurance Manager | 826k-998k DKK (111k-134k €) | Low | 91.50% | 🔗 |
| Scrum Master | 491k-603k DKK (66k-81k €) | High | 92.50% | 🔗 |
| Security Engineer | 394k-514k DKK (53k-69k €) | High | 81.50% | 🔗 |
| Software Developer | 625k-685k DKK (84k-92k €) | Medium | 92.50% | 🔗 |
| Software Engineer | 484k-603k DKK (65k-81k €) | High | 74.50% | 🔗 |
| Software Engineering Manager | 782k-864k DKK (105k-116k €) | Medium | 71.50% | 🔗 |
| Systems Engineer | 573k-715k DKK (77k-96k €) | Medium | 91.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------|------------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 528k-700k DKK (71k-94k €) | High | 92.50% | 🔗 |
| Lawyer | 581k-685k DKK (78k-92k €) | Medium | 80.00% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 670k-797k DKK (90k-107k €) | High | 92.50% | 🔗 |
| Communications Specialist | 402k-484k DKK (54k-65k €) | High | 72.50% | 🔗 |
| Digital Marketing Strategist | 469k-551k DKK (63k-74k €) | High | 87.50% | 🔗 |
| Marketing Assistant | 372k-439k DKK (50k-59k €) | Low | 77.50% | 🔗 |
| Marketing Manager | 558k-663k DKK (75k-89k €) | Medium | 71.50% | 🔗 |
| Marketing Specialist | 499k-573k DKK (67k-77k €) | High | 80.50% | 🔗 |
| Search Engine Optimizer | 424k-506k DKK (57k-68k €) | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Logistician | 461k-610k DKK (62k-82k €) | High | 89.00% | 🔗 |
| Operations Coordinator | 357k-417k DKK (48k-56k €) | High | 77.50% | 🔗 |
| Project Manager | 789k-871k DKK (106k-117k €) | Medium | 85.50% | 🔗 |
| Supply Chain Manager | 804k-879k DKK (108k-118k €) | High | 73.50% | 🔗 |

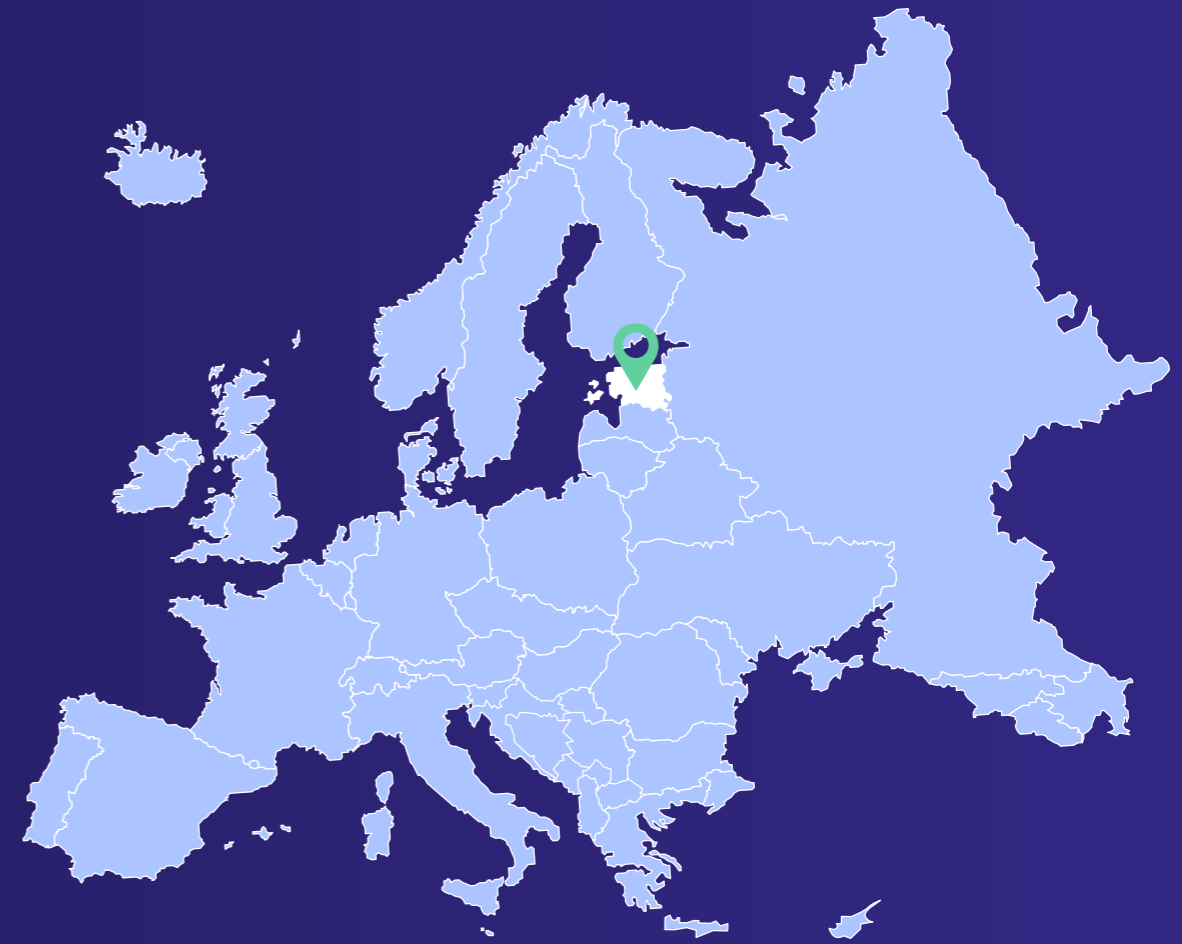
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 476k-596k DKK (64k-80k €) | High | 81.50% | 🔗 |
| Business Development Manager | 774k-894k DKK (104k-120k €) | High | 76.50% | 🔗 |
| Business Development Representative | 372k-447k DKK (50k-60k €) | High | 78.50% | 🔗 |
| Sales Assistant | 342k-409k DKK (46k-55k €) | Medium | 78.50% | 🔗 |
| Sales Director | 1177k-1326k DKK (158k-178k €) | High | 90.50% | 🔗 |
| Sales Engineer | 417k-536k DKK (56k-72k €) | High | 85.50% | 🔗 |
| Sales Representative | 417k-461k DKK (56k-62k €) | Low | 92.50% | 🔗 |

Estonia

Estonia is a digital pioneer in Northern Europe, known for its advanced e-government systems and thriving tech ecosystem. Its economy is driven by innovation, with strong sectors in IT, telecommunications, and logistics.

Estonia's strategic location on the Baltic Sea, combined with its competitive tax system and highly skilled workforce, makes it a growing hub for startups and foreign investment.





Gender occupation¹





Remote work²





 **Cost of living + rent³**
33.8

 **% Salary Increase⁴**
8.1%

 **Top personal income tax rate⁵**
20%

 **Public holidays⁶**
12

 **Average country salary⁷**
2113€

 **Inflation rate⁸**
2%

¹For more country charts details, see annex on page 218.

Estonian Companies⁹

 **TALLINK**

Tallink Grupp
(Baltic ferry operator)

 **Wise**

TransferWise (now Wise)
(Fintech payment innovator)

 **Eesti Energia**

Eesti Energia
(Renewable energy leader)

Estonian selected Startup¹⁰

 **Bolt**

Bolt
Sector: Mobility

Bolt is a rapidly growing Estonian startup offering ride-hailing, scooter sharing, and food delivery services. Operating in over 40 countries, Bolt is a major disruptor in the global mobility and transportation market.

Estonia

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 33k-45k € | High | 80.50% | Full report |
| Office Assistant | 23k-30k € | High | 84.00% | Full report |
| Office Manager | 28k-33k € | High | 73.50% | Full report |
| Payroll Consultant | 57k-63k € | Low | 87.50% | Full report |
| Payroll Manager | 53k-65k € | High | 72.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Representative | 28k-37k € | High | 86.50% | Full report |
| Customer Service Specialist | 35k-38k € | High | 74.50% | Full report |
| Customer Success Manager | 27k-36k € | High | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 30k-35k € | High | 73.50% | Full report |
| Designer | 36k-43k € | Low | 92.50% | Full report |
| Graphic Designer | 33k-36k € | High | 71.50% | Full report |
| Product Designer | 38k-46k € | High | 87.50% | Full report |
| Translator | 39k-46k € | High | 75.50% | Full report |
| User Experience Designer | 36k-50k € | High | 74.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 31k-39k € | High | 90.50% | Full report |
| Civil Engineer | 32k-40k € | High | 73.50% | Full report |
| Electrical Engineer | 33k-46k € | High | 87.50% | Full report |
| Engineer | 39k-51k € | High | 85.50% | Full report |
| Engineering Director | 88k-95k € | Low | 92.50% | Full report |
| Mechanical Engineer | 35k-41k € | High | 88.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 36k-44k € | High | 91.50% | 🔗 |
| Finance Assistant | 24k-28k € | Low | 91.50% | 🔗 |
| Finance Director | 108k-114k € | Low | 91.50% | 🔗 |
| Finance Manager | 53k-60k € | High | 71.50% | 🔗 |
| Sustainability Director | 101k-113k € | Low | 83.00% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Director | 104k-108k € | Low | 82.50% | 🔗 |
| Human Resources Generalist | 38k-46k € | Low | 92.50% | 🔗 |
| Human Resources Specialist | 34k-46k € | High | 87.50% | 🔗 |
| Recruiter | 30k-41k € | High | 92.50% | 🔗 |
| Talent Acquisition Manager | 60k-76k € | High | 72.50% | 🔗 |
| Talent Acquisition Partner | 36k-44k € | High | 87.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 33k-39k € | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 40k-44k € | High | 92.50% | 🔗 |
| Cyber Security Analyst | 48k-55k € | High | 79.50% | 🔗 |
| Data Analyst | 36k-42k € | High | 91.50% | 🔗 |
| Data Engineer | 46k-59k € | High | 92.50% | 🔗 |
| Data Scientist | 33k-41k € | High | 71.50% | 🔗 |
| DevOps Engineer | 44k-47k € | High | 92.50% | 🔗 |
| Frontend Developer | 35k-43k € | High | 92.50% | 🔗 |
| Full Stack Developer | 42k-50k € | High | 92.50% | 🔗 |
| IT Manager | 54k-57k € | High | 74.50% | 🔗 |
| Machine Learning Engineer | 42k-50k € | High | 92.50% | 🔗 |
| Python Developer | 32k-39k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 31k-38k € | High | 72.50% | 🔗 |
| Quality Assurance Manager | 49k-61k € | Low | 74.50% | 🔗 |
| Scrum Master | 40k-49k € | High | 92.50% | 🔗 |
| Security Engineer | 20k-28k € | High | 73.50% | 🔗 |
| Software Developer | 37k-42k € | High | 92.50% | 🔗 |
| Software Engineer | 44k-51k € | High | 75.50% | 🔗 |
| Systems Engineer | 42k-55k € | High | 87.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 34k-46k € | High | 92.50% | 🔗 |
| Legal Assistant | 23k-26k € | High | 90.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 32k-40k € | High | 89.50% | 🔗 |
| Digital Marketing Strategist | 45k-54k € | High | 87.50% | 🔗 |
| Marketing Assistant | 26k-32k € | High | 86.50% | 🔗 |
| Marketing Director | 107k-116k € | High | 83.50% | 🔗 |
| Marketing Specialist | 36k-43k € | High | 84.50% | 🔗 |
| Search Engine Optimizer | 32k-45k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Logistician | 36k-48k € | High | 89.00% | 🔗 |
| Operations Coordinator | 24k-27k € | High | 87.50% | 🔗 |
| Operations Director | 102k-112k € | Low | 76.50% | 🔗 |
| Operations Manager | 55k-70k € | High | 74.50% | 🔗 |
| Project Manager | 33k-38k € | High | 85.50% | 🔗 |
| Supply Chain Manager | 53k-62k € | High | 72.50% | 🔗 |

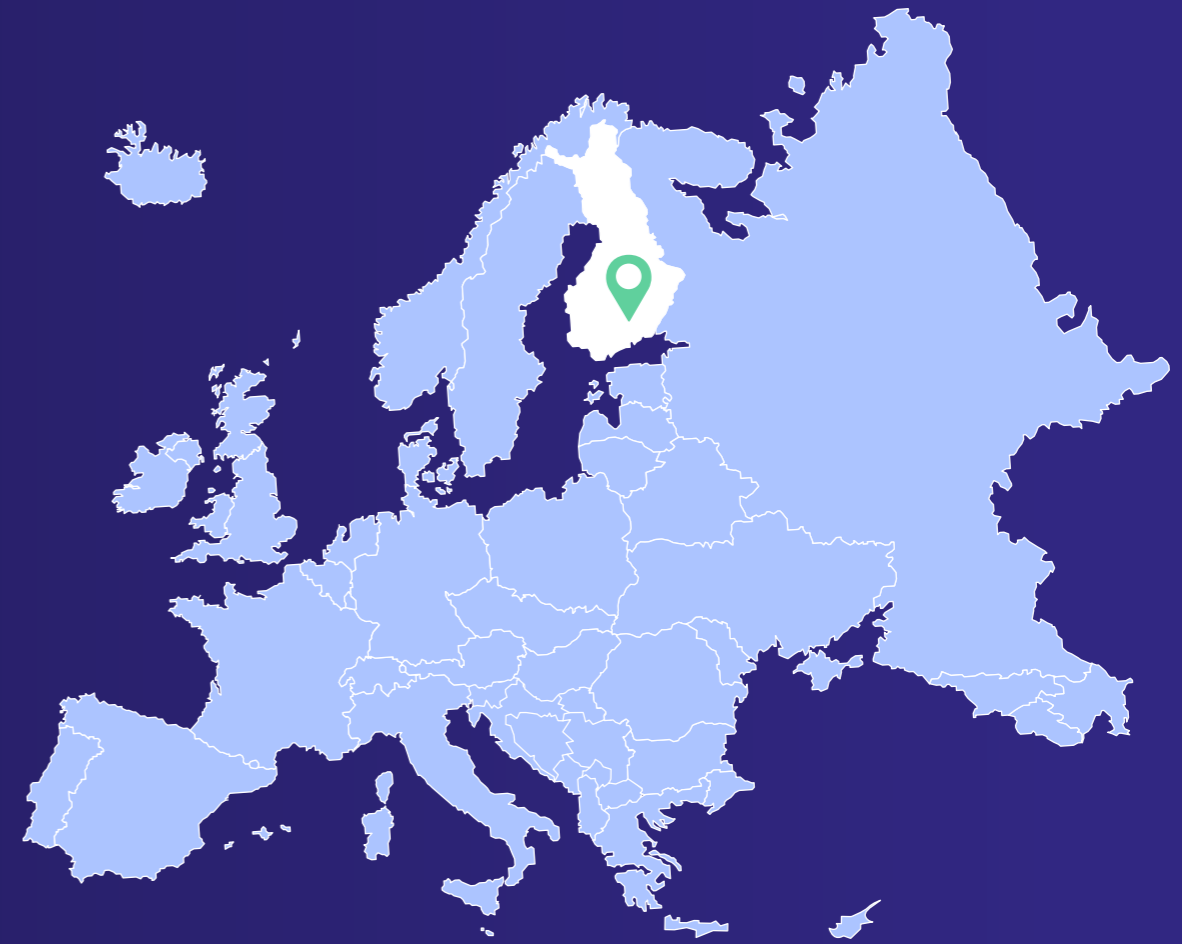
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 35k-42k € | High | 86.50% | 🔗 |
| Business Development Representative | 30k-33k € | High | 81.50% | 🔗 |
| Sales Director | 96k-105k € | High | 86.50% | 🔗 |
| Sales Engineer | 38k-42k € | High | 92.50% | 🔗 |
| Sales Manager | 52k-67k € | High | 73.50% | 🔗 |
| Sales Representative | 33k-42k € | High | 92.50% | 🔗 |

Finland

Finland is a Nordic country renowned for its innovation, high standard of living, and commitment to sustainability. Its economy is driven by strong sectors such as technology, renewable energy, and advanced manufacturing.

Finland's well-educated workforce and state-of-the-art infrastructure make it a leader in research and development. Strategically located in Northern Europe, Finland is a key link between the EU and its northern neighbors, offering excellent opportunities for trade and investment.



Gender occupation¹



Remote work²



Cost of living + rent³
41.1

% Salary Increase⁴
1.5%

Top personal income tax rate⁵
51.4%

Public holidays⁶
13

Average country salary⁷
4112

Inflation rate⁸
1%

¹For more country charts details, see annex on page 218.

Finnish Companies⁹

NOKIA

Nokia
(Telecommunications industry pioneer)

fortum

Fortum
(Clean energy advocate)

KONE

Kone
(Vertical mobility leader)

Finnish selected Startup¹⁰

Wolt

Wolt
Sector: FoodTech

Wolt is a Finnish startup offering a food delivery platform that connects customers with local restaurants. Known for its user-friendly app and excellent service, Wolt has expanded rapidly across Europe and beyond.

Finland

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Manager | 35k-39k € | Medium | 92.50% | Full report |
| Office Manager | 42k-46k € | High | 87.50% | Full report |
| Payroll Consultant | 63k-72k € | Low | 87.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Specialist | 41k-46k € | Low | 74.50% | Full report |
| Customer Success Director | 73k-87k € | High | 78.50% | Full report |
| Customer Success Manager | 62k-72k € | Medium | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 45k-50k € | Low | 92.50% | Full report |
| Designer | 47k-53k € | Low | 91.50% | Full report |
| Graphic Designer | 44k-48k € | High | 84.50% | Full report |
| Product Designer | 52k-59k € | High | 75.50% | Full report |
| Translator | 50k-60k € | Low | 72.50% | Full report |
| User Experience Designer | 47k-56k € | Low | 74.50% | Full report |
| User Interface Designer | 54k-62k € | Low | 76.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 56k-63k € | Low | 92.50% | Full report |
| Civil Engineer | 42k-45k € | High | 92.50% | Full report |
| Electrical Engineer | 47k-51k € | Medium | 92.50% | Full report |
| Engineer | 49k-60k € | Low | 92.50% | Full report |
| Engineering Director | 113k-127k € | Low | 92.50% | Full report |
| Mechanical Engineer | 51k-54k € | Low | 81.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 46k-59k € | High | 92.50% | 🔗 |
| Finance Assistant | 34k-43k € | Low | 70.50% | 🔗 |
| Finance Director | 116k-126k € | Low | 83.50% | 🔗 |
| Finance Manager | 67k-78k € | Low | 90.50% | 🔗 |
| Sustainability Consultant | 46k-61k € | Low | 92.50% | 🔗 |
| Sustainability Director | 137k-156k € | High | 84.00% | 🔗 |
| Sustainability Manager | 88k-106k € | High | 87.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 56k-63k € | Low | 88.50% | 🔗 |
| Human Resources Director | 118k-125k € | High | 75.50% | 🔗 |
| Human Resources Generalist | 62k-71k € | Low | 71.50% | 🔗 |
| Human Resources Manager | 64k-73k € | Low | 74.50% | 🔗 |
| Human Resources Specialist | 47k-63k € | Low | 85.50% | 🔗 |
| Recruiter | 39k-52k € | Low | 92.50% | 🔗 |
| Talent Acquisition Manager | 72k-91k € | Low | 72.50% | 🔗 |
| Talent Acquisition Partner | 41k-55k € | High | 83.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 60k-68k € | Low | 92.50% | 🔗 |
| Backend Developer | 52k-62k € | Low | 92.50% | 🔗 |
| Business Intelligence Analyst | 56k-63k € | Medium | 92.50% | 🔗 |
| Cyber Security Analyst | 63k-80k € | Low | 88.50% | 🔗 |
| Data Analyst | 47k-60k € | Medium | 92.50% | 🔗 |
| Data Engineer | 53k-62k € | Low | 92.50% | 🔗 |
| Data Scientist | 54k-64k € | Low | 71.50% | 🔗 |
| DevOps Engineer | 70k-80k € | Low | 92.50% | 🔗 |
| Frontend Developer | 54k-62k € | Low | 92.50% | 🔗 |
| Full Stack Developer | 66k-79k € | High | 86.50% | 🔗 |
| IT Manager | 92k-110k € | Low | 85.50% | 🔗 |
| Machine Learning Engineer | 61k-80k € | Medium | 90.50% | 🔗 |
| Python Developer | 50k-61k € | Medium | 92.50% | 🔗 |
| Quality Assurance Engineer | 38k-43k € | Low | 73.50% | 🔗 |
| Quality Assurance Manager | 86k-101k € | High | 86.50% | 🔗 |
| Security Engineer | 45k-59k € | High | 81.50% | 🔗 |
| Software Developer | 59k-76k € | Low | 92.50% | 🔗 |
| Software Engineer | 62k-74k € | Low | 74.50% | 🔗 |
| Systems Engineer | 66k-84k € | Low | 89.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 52k-62k € | Low | 87.50% | 🔗 |
| Lawyer | 82k-96k € | Low | 89.50% | 🔗 |
| Legal Counsel | 93k-109k € | Low | 92.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 70k-80k € | Low | 88.50% | 🔗 |
| Communications Specialist | 47k-49k € | Low | 92.50% | 🔗 |
| Community Manager | 48k-64k € | High | 87.50% | 🔗 |
| Digital Marketing Strategist | 53k-59k € | High | 84.50% | 🔗 |
| Marketing Assistant | 42k-57k € | Low | 78.50% | 🔗 |
| Marketing Director | 121k-130k € | Low | 87.50% | 🔗 |
| Marketing Manager | 102k-116k € | Low | 76.50% | 🔗 |
| Marketing Specialist | 45k-54k € | Low | 90.50% | 🔗 |
| Search Engine Optimizer | 43k-59k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Logistician | 49k-63k € | Low | 89.00% | 🔗 |
| Operations Coordinator | 35k-39k € | Low | 74.50% | 🔗 |
| Operations Director | 114k-127k € | Low | 85.50% | 🔗 |
| Project Manager | 62k-68k € | Low | 90.50% | 🔗 |
| Supply Chain Manager | 69k-80k € | Low | 76.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 57k-77k € | Low | 87.50% | 🔗 |
| Business Development Manager | 79k-100k € | Low | 89.50% | 🔗 |
| Business Development Representative | 38k-46k € | Low | 98.40% | 🔗 |
| Sales Director | 95k-104k € | Low | 92.50% | 🔗 |
| Sales Engineer | 55k-64k € | High | 87.50% | 🔗 |
| Sales Manager | 65k-81k € | Low | 73.50% | 🔗 |
| Sales Representative | 52k-66k € | Low | 73.50% | 🔗 |

France

France is one of Europe's largest and most influential countries, known for its leadership in global finance, technology, and culture. The French economy is highly diversified, with key industries such as aerospace, luxury goods, agriculture, and tourism.

France's extensive infrastructure, skilled workforce, and status as a major player in the European Union make it a prime destination for international business and investment.



Gender occupation¹



Remote work²



Cost of living + rent³
41

% Salary Increase⁴
2.7%

Top personal income tax rate⁵
55.4%

Public holidays⁶
11

Average country salary⁷
3755€

Inflation rate⁸
1.3%

¹For more country charts details, see annex on page 218.

French Companies⁹

L'ORÉAL
L'Oréal
(Beauty industry leader)



TotalEnergies
(Sustainable energy multinational)

AIRBUS
Airbus
(Aerospace industry)

French selected Startup¹⁰



Doctolib
Sector: HealthTech

Doctolib is a fast-growing French startup providing an online platform for booking medical appointments and teleconsultations. It has transformed healthcare accessibility in France and across Europe.

France

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Office Assistant | 35k-42k € | Low | 76.50% | 🔗 |
| Office Manager | 37k-41k € | High | 100.00% | 🔗 |
| Payroll Consultant | 59k-69k € | High | 87.50% | 🔗 |
| Payroll Manager | 54k-68k € | High | 76.00% | 🔗 |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Customer Service Manager | 74k-78k € | High | 77.50% | 🔗 |
| Customer Service Representative | 36k-40k € | High | 92.50% | 🔗 |
| Customer Service Specialist | 36k-39k € | High | 80.50% | 🔗 |
| Customer Success Manager | 54k-65k € | High | 92.50% | 🔗 |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Copy Writer | 54k-60k € | Low | 91.50% | 🔗 |
| Designer | 52k-63k € | Low | 92.50% | 🔗 |
| Graphic Designer | 45k-51k € | High | 86.00% | 🔗 |
| Product Designer | 57k-72k € | High | 90.50% | 🔗 |
| Translator | 38k-45k € | Low | 87.50% | 🔗 |
| User Experience Designer | 45k-54k € | Medium | 76.50% | 🔗 |
| User Interface Designer | 47k-56k € | High | 72.50% | 🔗 |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Architect | 80k-92k € | Low | 92.50% | 🔗 |
| Civil Engineer | 49k-62k € | High | 95.50% | 🔗 |
| Electrical Engineer | 49k-69k € | High | 92.50% | 🔗 |
| Engineer | 49k-60k € | High | 82.50% | 🔗 |
| Engineering Director | 123k-132k € | High | 89.50% | 🔗 |
| Mechanical Engineer | 58k-74k € | High | 84.00% | 🔗 |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 38k-45k € | High | 92.50% | 🔗 |
| Finance Assistant | 37k-42k € | Low | 80.50% | 🔗 |
| Finance Director | 147k-156k € | Medium | 92.50% | 🔗 |
| Finance Manager | 106k-118k € | High | 88.50% | 🔗 |
| Sustainability Director | 130k-144k € | High | 80.50% | 🔗 |
| Sustainability Manager | 72k-80k € | High | 91.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 68k-80k € | Medium | 92.50% | 🔗 |
| Human Resources Generalist | 45k-56k € | High | 92.50% | 🔗 |
| Human Resources Specialist | 51k-65k € | High | 79.50% | 🔗 |
| Recruiter | 46k-56k € | High | 91.50% | 🔗 |
| Talent Acquisition Manager | 102k-120k € | High | 81.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 70k-81k € | High | 81.50% | 🔗 |
| Backend Developer | 49k-60k € | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 44k-49k € | High | 92.50% | 🔗 |
| Cyber Security Analyst | 44k-59k € | Low | 87.50% | 🔗 |
| Data Analyst | 47k-60k € | High | 100.00% | 🔗 |
| Data Engineer | 60k-72k € | High | 92.50% | 🔗 |
| Data Scientist | 60k-72k € | High | 90.50% | 🔗 |
| DevOps Engineer | 61k-72k € | High | 90.50% | 🔗 |
| Frontend Developer | 68k-78k € | High | 84.50% | 🔗 |
| Full Stack Developer | 64k-74k € | High | 89.50% | 🔗 |
| Machine Learning Engineer | 54k-63k € | High | 92.50% | 🔗 |
| Python Developer | 46k-58k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 41k-51k € | High | 80.50% | 🔗 |
| Quality Assurance Manager | 102k-114k € | Low | 76.50% | 🔗 |
| Scrum Master | 73k-86k € | High | 84.50% | 🔗 |
| Software Developer | 51k-57k € | High | 92.50% | 🔗 |
| Software Engineer | 60k-72k € | High | 86.00% | 🔗 |
| Software Engineering Manager | 94k-105k € | High | 72.50% | 🔗 |
| Systems Engineer | 57k-64k € | High | 92.50% | 🔗 |
| Test Automation Engineer | 58k-72k € | High | 96.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 49k-58k € | High | 100.00% | 🔗 |
| Lawyer | 68k-74k € | High | 74.50% | 🔗 |
| Legal Counsel | 117k-132k € | High | 77.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 71k-78k € | High | 92.50% | 🔗 |
| Communications Specialist | 45k-53k € | High | 71.50% | 🔗 |
| Community Manager | 38k-52k € | High | 93.00% | 🔗 |
| Digital Marketing Strategist | 88k-97k € | High | 74.50% | 🔗 |
| Marketing Assistant | 39k-42k € | Low | 93.00% | 🔗 |
| Marketing Director | 114k-127k € | High | 92.50% | 🔗 |
| Marketing Manager | 90k-108k € | Medium | 89.00% | 🔗 |
| Marketing Specialist | 46k-59k € | High | 83.00% | 🔗 |
| Search Engine Optimizer | 48k-57k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 41k-46k € | High | 80.00% | 🔗 |
| Operations Director | 116k-128k € | Low | 91.50% | 🔗 |
| Operations Manager | 90k-108k € | High | 82.50% | 🔗 |
| Project Manager | 64k-73k € | Low | 100.00% | 🔗 |
| Supply Chain Manager | 77k-89k € | High | 77.00% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 54k-69k € | High | 100.00% | 🔗 |
| Business Development Manager | 91k-103k € | High | 81.00% | 🔗 |
| Business Development Representative | 46k-54k € | High | 73.00% | 🔗 |
| Sales Assistant | 38k-47k € | High | 83.00% | 🔗 |
| Sales Director | 121k-132k € | Medium | 92.50% | 🔗 |
| Sales Engineer | 41k-58k € | High | 92.50% | 🔗 |
| Sales Manager | 92k-107k € | High | 75.00% | 🔗 |
| Sales Representative | 53k-63k € | Medium | 85.50% | 🔗 |

Germany

Germany is Europe's largest economy and a global leader in innovation, manufacturing, and technology. Known for its strong industrial base, Germany excels in automotive, engineering, and chemical sectors.

The country's strategic location in Central Europe, combined with its world-class infrastructure and highly skilled workforce, makes it a cornerstone of European trade and commerce. As a member of the EU and a driving force behind its policies, Germany is a key player in shaping the continent's economic future.



Gender occupation¹



Remote work²



Cost of living + rent³
42.4

% Salary Increase⁴
2.9%

Top personal income tax rate⁵
47.5%

Public holidays⁶
10

Average country salary⁷
4925€

Inflation rate⁸
2.6%

¹For more country charts details, see annex on page 218.

German Companies⁹

Volkswagen Group
(Automotive manufacturing giant)

SIEMENS
Siemens
(Industrial innovation leader)

BASF
BASF
(Chemical industry)

German selected Startup¹⁰

celonis

Celonis
Sector: Enterprise Software

Celonis is a German startup specializing in process mining software. Its platform helps businesses optimize operations, reduce inefficiencies, and enhance productivity, gaining widespread adoption worldwide.

Germany

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 35k-45k € | High | 86.50% | Full report |
| Administrative Manager | 68k-82k € | Medium | 75.50% | Full report |
| Office Assistant | 33k-37k € | Low | 90.50% | Full report |
| Office Manager | 47k-52k € | High | 75.00% | Full report |
| Payroll Consultant | 55k-73k € | High | 87.50% | Full report |
| Payroll Manager | 79k-94k € | High | 87.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 64k-72k € | High | 89.50% | Full report |
| Customer Service Representative | 41k-50k € | High | 92.50% | Full report |
| Customer Service Specialist | 43k-45k € | High | 80.50% | Full report |
| Customer Success Manager | 57k-70k € | High | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 48k-56k € | High | 73.00% | Full report |
| Designer | 56k-62k € | Medium | 99.00% | Full report |
| Graphic Designer | 50k-59k € | High | 79.00% | Full report |
| Product Designer | 44k-51k € | High | 92.50% | Full report |
| Translator | 53k-60k € | Medium | 73.50% | Full report |
| User Experience Designer | 55k-61k € | High | 81.00% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 53k-61k € | Medium | 88.50% | Full report |
| Civil Engineer | 44k-54k € | High | 72.50% | Full report |
| Electrical Engineer | 54k-67k € | High | 92.50% | Full report |
| Engineer | 56k-67k € | Medium | 79.50% | Full report |
| Engineering Director | 108k-119k € | High | 91.50% | Full report |
| Mechanical Engineer | 56k-67k € | High | 87.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 46k-58k € | High | 89.50% | 🔗 |
| Finance Assistant | 37k-52k € | Low | 91.50% | 🔗 |
| Finance Director | 135k-141k € | High | 92.50% | 🔗 |
| Finance Manager | 93k-103k € | High | 78.00% | 🔗 |
| Sustainability Consultant | 59k-77k € | High | 73.50% | 🔗 |
| Sustainability Manager | 81k-94k € | High | 90.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 67k-75k € | Medium | 88.50% | 🔗 |
| Human Resources Director | 128k-140k € | High | 92.50% | 🔗 |
| Human Resources Generalist | 55k-72k € | Medium | 92.50% | 🔗 |
| Human Resources Manager | 69k-78k € | High | 75.50% | 🔗 |
| Human Resources Specialist | 49k-64k € | Medium | 83.50% | 🔗 |
| Recruiter | 45k-57k € | High | 92.50% | 🔗 |
| Talent Acquisition Manager | 70k-93k € | High | 77.00% | 🔗 |
| Talent Acquisition Partner | 49k-64k € | High | 83.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 73k-81k € | High | 89.50% | 🔗 |
| Business Intelligence Analyst | 51k-61k € | High | 92.50% | 🔗 |
| Cyber Security Analyst | 63k-76k € | Low | 89.50% | 🔗 |
| Data Analyst | 59k-70k € | High | 92.50% | 🔗 |
| Data Engineer | 60k-72k € | High | 92.50% | 🔗 |
| Data Scientist | 56k-64k € | High | 73.50% | 🔗 |
| DevOps Engineer | 72k-84k € | High | 92.50% | 🔗 |
| Frontend Developer | 85k-97k € | High | 84.50% | 🔗 |
| Full Stack Developer | 80k-94k € | High | 89.50% | 🔗 |
| IT Manager | 94k-101k € | High | 77.50% | 🔗 |
| Machine Learning Engineer | 98k-116k € | High | 76.50% | 🔗 |
| Python Developer | 63k-78k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 47k-57k € | Low | 78.50% | 🔗 |
| Quality Assurance Manager | 76k-85k € | Medium | 91.50% | 🔗 |
| Scrum Master | 62k-75k € | High | 88.50% | 🔗 |
| Security Engineer | 62k-78k € | High | 87.50% | 🔗 |
| Software Developer | 65k-74k € | High | 92.50% | 🔗 |
| Software Engineer | 75k-87k € | Medium | 92.50% | 🔗 |
| Software Engineering Manager | 80k-86k € | High | 79.50% | 🔗 |
| Systems Engineer | 63k-79k € | High | 89.50% | 🔗 |
| Test Automation Engineer | 49k-59k € | High | 94.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 61k-80k € | High | 92.50% | 🔗 |
| Legal Assistant | 39k-45k € | High | 91.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 69k-79k € | High | 90.50% | 🔗 |
| Communications Specialist | 57k-67k € | High | 72.50% | 🔗 |
| Digital Marketing Strategist | 45k-53k € | High | 78.50% | 🔗 |
| Marketing Assistant | 42k-54k € | High | 89.50% | 🔗 |
| Marketing Director | 131k-142k € | High | 92.50% | 🔗 |
| Marketing Manager | 85k-96k € | Medium | 76.00% | 🔗 |
| Marketing Specialist | 49k-60k € | High | 92.50% | 🔗 |
| Search Engine Optimizer | 37k-47k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 37k-42k € | High | 79.50% | 🔗 |
| Operations Director | 106k-116k € | High | 92.50% | 🔗 |
| Operations Manager | 76k-92k € | High | 82.00% | 🔗 |
| Project Manager | 82k-93k € | High | 87.50% | 🔗 |
| Supply Chain Manager | 81k-91k € | High | 81.00% | 🔗 |

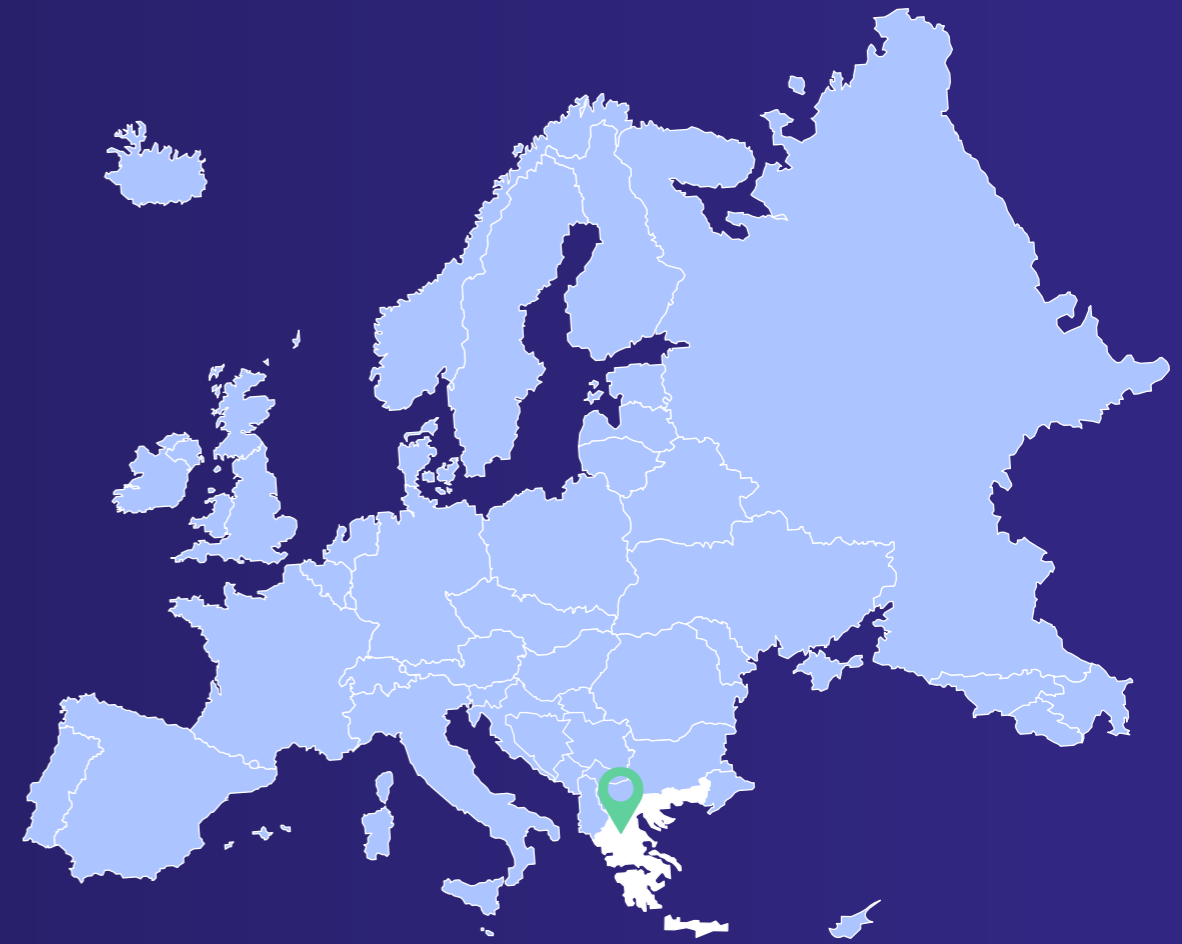
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 68k-89k € | High | 82.00% | 🔗 |
| Business Development Manager | 82k-88k € | High | 100.00% | 🔗 |
| Business Development Representative | 45k-54k € | High | 76.00% | 🔗 |
| Sales Assistant | 42k-52k € | High | 71.50% | 🔗 |
| Sales Director | 107k-115k € | High | 92.50% | 🔗 |
| Sales Engineer | 67k-78k € | High | 91.50% | 🔗 |
| Sales Manager | 85k-100k € | High | 79.00% | 🔗 |
| Sales Representative | 54k-64k € | Low | 84.50% | 🔗 |

Greece

Greece is a Southeastern European country with a rich cultural heritage and a dynamic economy. Known for its tourism industry, Greece also has significant sectors in shipping, agriculture, and energy.

Its strategic location at the crossroads of Europe, Asia, and Africa, combined with its membership in the EU, makes Greece a key player in regional trade and investment.



Gender occupation¹



Remote work²



Cost of living + rent³
31.1

% Salary Increase⁴
5%

Top personal income tax rate⁵
44%

Public holidays⁶
12

Average country salary⁷
1381€

Inflation rate⁸
2.4%

¹For more country charts details, see annex on page 218.

Greek Companies⁹



OTE Group
(Greek telecom leader)



HELLENIC
PETROLEUM

Hellenic Petroleum
(Energy production)



FAGE
(Greek yogurt producer)

Greek selected Startup¹⁰



Blueground
Sector: PropTech

Blueground is a Greek startup offering fully furnished, long-term rental apartments in major cities worldwide. Its innovative platform caters to professionals and expatriates, combining convenience with high-quality living spaces.

Greece

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 22k-27k € | High | 87.50% | Full report |
| Office Assistant | 26k-31k € | Low | 83.00% | Full report |
| Office Manager | 27k-29k € | High | 71.50% | Full report |
| Payroll Consultant | 40k-49k € | High | 87.50% | Full report |
| Payroll Manager | 65k-78k € | High | 79.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 35k-39k € | High | 87.50% | Full report |
| Customer Success Director | 74k-84k € | High | 70.50% | Full report |
| Customer Success Manager | 34k-39k € | High | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 30k-32k € | High | 82.50% | Full report |
| Designer | 33k-46k € | High | 86.50% | Full report |
| Graphic Designer | 26k-30k € | High | 80.50% | Full report |
| Product Designer | 32k-35k € | High | 70.50% | Full report |
| Translator | 42k-48k € | High | 91.50% | Full report |
| User Experience Designer | 32k-43k € | Low | 72.50% | Full report |
| User Interface Designer | 34k-40k € | High | 91.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 42k-51k € | High | 87.50% | Full report |
| Civil Engineer | 30k-31k € | High | 88.50% | Full report |
| Electrical Engineer | 29k-42k € | High | 87.50% | Full report |
| Engineer | 30k-37k € | High | 92.50% | Full report |
| Engineering Director | 77k-82k € | Low | 92.50% | Full report |
| Mechanical Engineer | 32k-35k € | High | 76.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 30k-32k € | High | 85.50% | 🔗 |
| Finance Analyst | 34k-47k € | High | 83.50% | 🔗 |
| Finance Assistant | 25k-28k € | Low | 92.50% | 🔗 |
| Finance Director | 84k-89k € | High | 92.50% | 🔗 |
| Sustainability Consultant | 18k-21k € | High | 92.50% | 🔗 |
| Sustainability Manager | 55k-56k € | High | 87.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 45k-55k € | High | 79.50% | 🔗 |
| Human Resources Director | 81k-88k € | High | 85.50% | 🔗 |
| Human Resources Generalist | 32k-37k € | High | 91.50% | 🔗 |
| Human Resources Manager | 44k-48k € | High | 77.50% | 🔗 |
| Human Resources Specialist | 24k-36k € | High | 85.50% | 🔗 |
| Recruiter | 30k-39k € | High | 82.50% | 🔗 |
| Talent Acquisition Manager | 47k-56k € | High | 92.50% | 🔗 |
| Talent Acquisition Partner | 35k-38k € | High | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 41k-43k € | Low | 92.50% | 🔗 |
| Backend Developer | 47k-58k € | High | 72.50% | 🔗 |
| Business Intelligence Analyst | 33k-40k € | High | 83.50% | 🔗 |
| Data Analyst | 34k-41k € | High | 74.50% | 🔗 |
| Data Engineer | 42k-53k € | High | 82.50% | 🔗 |
| Data Scientist | 39k-44k € | High | 76.50% | 🔗 |
| DevOps Engineer | 48k-54k € | High | 92.50% | 🔗 |
| Frontend Developer | 29k-32k € | High | 74.50% | 🔗 |
| Full Stack Developer | 34k-48k € | High | 84.50% | 🔗 |
| IT Manager | 62k-66k € | High | 79.50% | 🔗 |
| Machine Learning Engineer | 43k-53k € | High | 76.50% | 🔗 |
| Quality Assurance Engineer | 35k-48k € | High | 80.50% | 🔗 |
| Quality Assurance Manager | 52k-65k € | High | 77.50% | 🔗 |
| Security Engineer | 50k-54k € | High | 78.50% | 🔗 |
| Software Developer | 26k-30k € | High | 89.50% | 🔗 |
| Software Engineer | 26k-30k € | High | 79.50% | 🔗 |
| Software Engineering Manager | 70k-72k € | High | 92.50% | 🔗 |
| Systems Engineer | 46k-52k € | High | 92.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 31k-33k € | High | 74.50% | 🔗 |
| Lawyer | 46k-57k € | High | 72.50% | 🔗 |
| Legal Assistant | 26k-30k € | Low | 89.00% | 🔗 |
| Legal Counsel | 58k-68k € | High | 79.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 43k-48k € | High | 83.50% | 🔗 |
| Communications Specialist | 31k-34k € | High | 92.50% | 🔗 |
| Community Manager | 32k-37k € | High | 75.50% | 🔗 |
| Digital Marketing Strategist | 32k-34k € | High | 84.50% | 🔗 |
| Marketing Assistant | 23k-28k € | Low | 86.50% | 🔗 |
| Marketing Director | 90k-97k € | High | 75.50% | 🔗 |
| Marketing Manager | 53k-65k € | High | 85.50% | 🔗 |
| Marketing Specialist | 28k-32k € | High | 83.50% | 🔗 |
| Search Engine Optimizer | 28k-29k € | High | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 25k-28k € | High | 92.50% | 🔗 |
| Operations Director | 84k-91k € | High | 79.50% | 🔗 |
| Operations Manager | 51k-58k € | High | 87.00% | 🔗 |
| Project Manager | 30k-36k € | High | 88.50% | 🔗 |
| Supply Chain Manager | 51k-59k € | High | 90.50% | 🔗 |

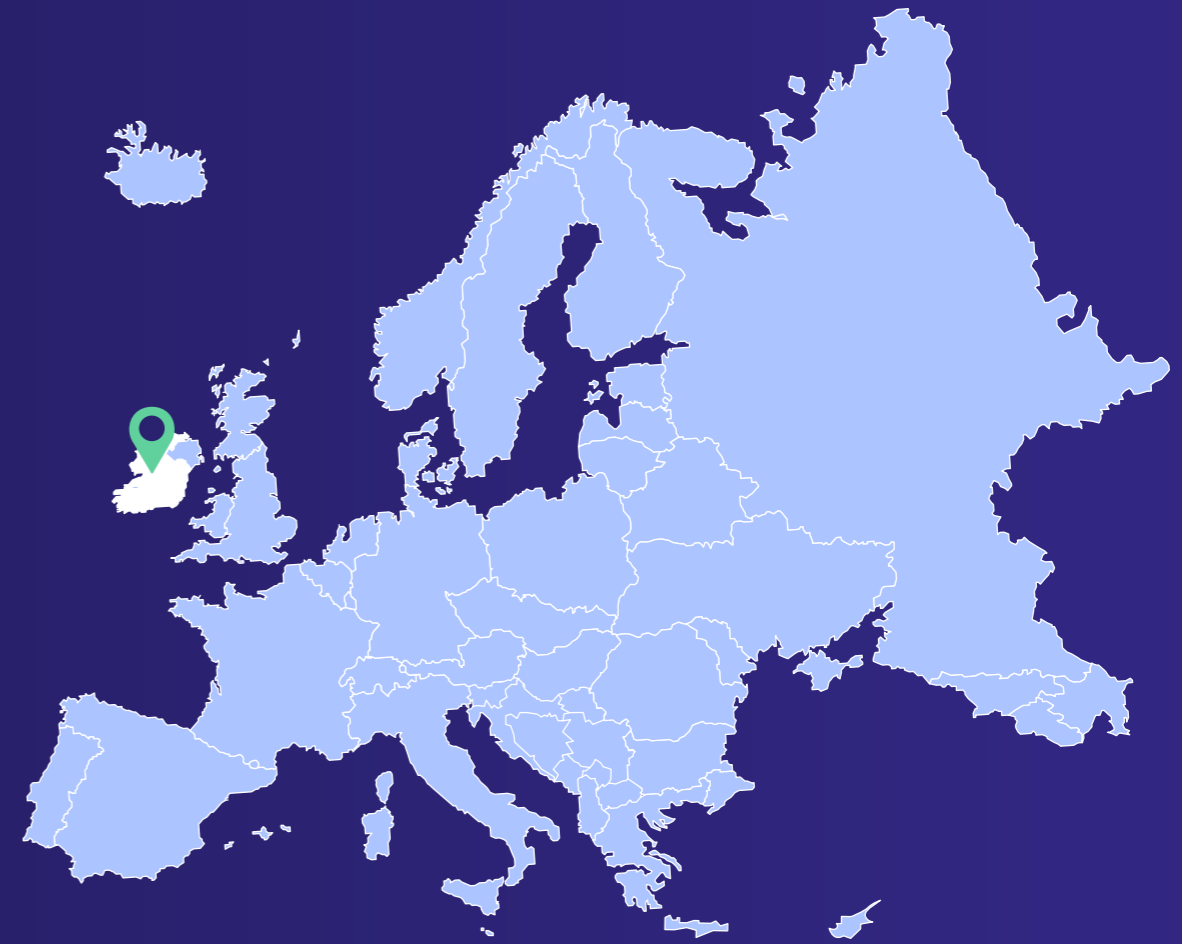
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 26k-36k € | High | 87.50% | 🔗 |
| Business Development Manager | 56k-68k € | High | 90.50% | 🔗 |
| Business Development Representative | 23k-28k € | High | 93.00% | 🔗 |
| Sales Director | 70k-78k € | High | 92.50% | 🔗 |
| Sales Manager | 55k-68k € | High | 77.00% | 🔗 |
| Sales Representative | 26k-33k € | High | 70.50% | 🔗 |

Ireland

Ireland is a rapidly growing economy in Western Europe, recognized for its favorable tax environment, skilled workforce, and thriving technology sector. Often referred to as the “Silicon Valley of Europe,” Ireland hosts many global tech companies.

Its strong financial services and pharmaceutical industries, combined with its strategic location as a gateway to Europe, make it a top destination for multinational corporations.



Gender occupation¹



Remote work²



Cost of living + rent³
50.6

% Salary Increase⁴
5.3%

Top personal income tax rate⁵
48%

Public holidays⁶
10

Average country salary⁷
4172€

Inflation rate⁸
1%

¹For more country charts details, see annex on page 218.

Irish Companies⁹

CRH
CRH
(Global construction provider)

RYANAIR
Ryanair
(Low-cost airline leader)

KERRY
Kerry Group
(Global nutrition provider)

Irish selected Startup¹⁰

flipdish

Flipdish
Sector: FoodTech

Flipdish is an Irish startup that helps restaurants and food businesses create branded online ordering systems. Its platform empowers businesses to manage their delivery and takeout operations independently, avoiding reliance on third-party services.

Ireland

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Administrative Coordinator | 36k-48k € | High | 86.50% | 🔗 |
| Administrative Manager | 78k-89k € | High | 75.50% | 🔗 |
| Office Assistant | 41k-50k € | Low | 87.50% | 🔗 |
| Office Manager | 45k-52k € | High | 94.50% | 🔗 |
| Payroll Consultant | 64k-74k € | High | 87.50% | 🔗 |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Customer Service Manager | 75k-83k € | High | 78.50% | 🔗 |
| Customer Service Representative | 43k-52k € | High | 85.50% | 🔗 |
| Customer Service Specialist | 42k-44k € | High | 79.50% | 🔗 |
| Customer Success Director | 122k-146k € | High | 74.50% | 🔗 |
| Customer Success Manager | 63k-77k € | High | 92.50% | 🔗 |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Copy Writer | 53k-64k € | High | 70.50% | 🔗 |
| Designer | 58k-63k € | Medium | 82.50% | 🔗 |
| Graphic Designer | 45k-54k € | High | 96.00% | 🔗 |
| Product Designer | 44k-54k € | High | 92.50% | 🔗 |
| Translator | 53k-61k € | High | 86.50% | 🔗 |
| User Experience Designer | 58k-65k € | High | 72.50% | 🔗 |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Architect | 51k-58k € | High | 82.50% | 🔗 |
| Civil Engineer | 48k-61k € | High | 93.00% | 🔗 |
| Electrical Engineer | 62k-82k € | High | 89.50% | 🔗 |
| Engineer | 58k-77k € | High | 77.50% | 🔗 |
| Engineering Director | 135k-148k € | High | 92.50% | 🔗 |
| Mechanical Engineer | 62k-75k € | High | 74.00% | 🔗 |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 49k-61k € | High | 90.50% | 🔗 |
| Finance Assistant | 45k-58k € | Low | 87.50% | 🔗 |
| Finance Director | 130k-137k € | High | 92.50% | 🔗 |
| Finance Manager | 81k-94k € | High | 96.00% | 🔗 |
| Sustainability Consultant | 51k-70k € | High | 72.00% | 🔗 |
| Sustainability Manager | 81k-95k € | High | 89.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 70k-83k € | High | 92.50% | 🔗 |
| Human Resources Director | 134k-148k € | High | 89.50% | 🔗 |
| Human Resources Generalist | 53k-68k € | High | 92.50% | 🔗 |
| Human Resources Manager | 76k-86k € | High | 79.50% | 🔗 |
| Human Resources Specialist | 47k-62k € | High | 70.50% | 🔗 |
| Recruiter | 46k-59k € | High | 86.50% | 🔗 |
| Talent Acquisition Manager | 89k-115k € | High | 91.50% | 🔗 |
| Talent Acquisition Partner | 50k-59k € | High | 75.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 54k-64k € | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 53k-57k € | High | 94.00% | 🔗 |
| Cyber Security Analyst | 68k-80k € | High | 84.50% | 🔗 |
| Data Analyst | 49k-59k € | High | 89.50% | 🔗 |
| Data Engineer | 53k-59k € | High | 92.50% | 🔗 |
| Data Scientist | 51k-58k € | High | 70.50% | 🔗 |
| DevOps Engineer | 64k-78k € | High | 84.00% | 🔗 |
| Frontend Developer | 63k-76k € | High | 92.50% | 🔗 |
| Full Stack Developer | 64k-74k € | High | 88.50% | 🔗 |
| Machine Learning Engineer | 54k-64k € | High | 96.50% | 🔗 |
| Python Developer | 58k-69k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 48k-57k € | Low | 79.50% | 🔗 |
| Quality Assurance Manager | 86k-104k € | Low | 90.50% | 🔗 |
| Scrum Master | 45k-55k € | High | 92.50% | 🔗 |
| Security Engineer | 53k-66k € | High | 85.50% | 🔗 |
| Software Developer | 68k-80k € | High | 86.50% | 🔗 |
| Software Engineer | 68k-81k € | High | 77.00% | 🔗 |
| Software Engineering Manager | 97k-105k € | High | 78.00% | 🔗 |
| Systems Engineer | 67k-82k € | High | 87.50% | 🔗 |
| Test Automation Engineer | 49k-63k € | High | 89.00% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 55k-67k € | High | 92.50% | 🔗 |
| Lawyer | 62k-71k € | High | 84.00% | 🔗 |
| Legal Assistant | 43k-54k € | High | 87.50% | 🔗 |
| Legal Counsel | 72k-80k € | High | 91.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 64k-71k € | High | 91.50% | 🔗 |
| Community Manager | 38k-45k € | High | 77.50% | 🔗 |
| Digital Marketing Strategist | 60k-73k € | High | 87.50% | 🔗 |
| Marketing Assistant | 45k-54k € | Low | 75.00% | 🔗 |
| Marketing Director | 137k-152k € | High | 87.50% | 🔗 |
| Marketing Manager | 79k-88k € | High | 94.00% | 🔗 |
| Marketing Specialist | 48k-58k € | High | 88.50% | 🔗 |
| Search Engine Optimizer | 47k-63k € | High | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Logistician | 53k-68k € | High | 96.50% | 🔗 |
| Operations Coordinator | 44k-52k € | High | 74.50% | 🔗 |
| Operations Director | 122k-137k € | High | 80.50% | 🔗 |
| Operations Manager | 79k-95k € | High | 80.00% | 🔗 |
| Project Manager | 51k-58k € | High | 86.50% | 🔗 |
| Supply Chain Manager | 92k-105k € | High | 87.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 55k-71k € | High | 85.00% | 🔗 |
| Business Development Manager | 101k-118k € | High | 72.50% | 🔗 |
| Business Development Representative | 48k-56k € | High | 93.00% | 🔗 |
| Sales Assistant | 37k-44k € | High | 76.00% | 🔗 |
| Sales Director | 118k-131k € | High | 92.50% | 🔗 |
| Sales Engineer | 71k-81k € | High | 80.50% | 🔗 |
| Sales Manager | 77k-93k € | High | 90.00% | 🔗 |
| Sales Representative | 50k-57k € | Medium | 87.50% | 🔗 |

Italy

Italy is a major European country known for its diverse economy and global influence in industries such as fashion, automotive, and tourism. Its strong manufacturing base and agricultural exports make Italy a key player in global trade.

With a rich cultural heritage, a skilled workforce, and a strategic location in the Mediterranean, Italy continues to attract businesses and investors.



Gender occupation¹



Remote work²



Cost of living + rent³
36.3

% Salary Increase⁴
3.7%

Top personal income tax rate⁵
47.3%

Public holidays⁶
12

Average country salary⁷
2791€

Inflation rate⁸
1.3%

¹For more country charts details, see annex on page 218.

Italian Companies⁹

eni
Eni
(Sustainable energy giant)

Ferrari
Ferrari
(Luxury sports cars)

PRADA
Prada
(Luxury fashion icon)

Italian selected Startup¹⁰

scalapay

Scalapay
Sector: Fintech

Scalapay is an Italian startup offering a “buy now, pay later” platform that allows customers to split payments for online purchases. It has quickly gained popularity in Europe, transforming the way people shop online.

Italy

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 26k-29k € | Medium | 92.50% | Full report |
| Administrative Manager | 58k-70k € | High | 72.00% | Full report |
| Office Assistant | 31k-37k € | Low | 92.50% | Full report |
| Office Manager | 50k-53k € | High | 83.50% | Full report |
| Payroll Consultant | 48k-58k € | Low | 87.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 47k-51k € | High | 86.50% | Full report |
| Customer Service Representative | 35k-37k € | High | 92.50% | Full report |
| Customer Service Specialist | 32k-36k € | High | 71.50% | Full report |
| Customer Success Manager | 40k-47k € | High | 91.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 34k-37k € | Low | 90.50% | Full report |
| Designer | 35k-42k € | High | 90.50% | Full report |
| Graphic Designer | 30k-34k € | High | 90.50% | Full report |
| Product Designer | 46k-56k € | High | 92.50% | Full report |
| Translator | 44k-52k € | Low | 91.50% | Full report |
| User Experience Designer | 32k-35k € | High | 90.00% | Full report |
| User Interface Designer | 38k-44k € | Low | 86.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 42k-56k € | Low | 79.50% | Full report |
| Civil Engineer | 40k-49k € | High | 70.50% | Full report |
| Electrical Engineer | 45k-59k € | High | 92.50% | Full report |
| Engineer | 42k-56k € | Low | 80.50% | Full report |
| Engineering Director | 86k-92k € | Low | 92.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 32k-35k € | High | 82.50% | 🔗 |
| Finance Analyst | 34k-43k € | Medium | 92.50% | 🔗 |
| Finance Director | 101k-107k € | Low | 92.50% | 🔗 |
| Finance Manager | 64k-75k € | High | 80.50% | 🔗 |
| Sustainability Consultant | 29k-35k € | High | 92.50% | 🔗 |
| Sustainability Director | 86k-91k € | High | 75.50% | 🔗 |
| Sustainability Manager | 54k-57k € | High | 89.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 45k-52k € | Low | 87.50% | 🔗 |
| Human Resources Director | 98k-104k € | High | 92.50% | 🔗 |
| Human Resources Generalist | 40k-53k € | Low | 90.50% | 🔗 |
| Human Resources Manager | 70k-84k € | High | 91.50% | 🔗 |
| Human Resources Specialist | 44k-60k € | High | 81.50% | 🔗 |
| Recruiter | 38k-49k € | High | 92.50% | 🔗 |
| Talent Acquisition Manager | 51k-75k € | High | 70.50% | 🔗 |
| Talent Acquisition Partner | 40k-42k € | Low | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 44k-53k € | Low | 84.50% | 🔗 |
| Backend Developer | 37k-44k € | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 46k-54k € | High | 88.50% | 🔗 |
| Cyber Security Analyst | 46k-54k € | Low | 71.50% | 🔗 |
| Data Analyst | 34k-46k € | Low | 92.50% | 🔗 |
| Data Engineer | 37k-44k € | Low | 92.50% | 🔗 |
| Data Scientist | 36k-42k € | High | 73.50% | 🔗 |
| DevOps Engineer | 52k-60k € | High | 92.50% | 🔗 |
| Frontend Developer | 40k-45k € | Low | 89.50% | 🔗 |
| Full Stack Developer | 42k-49k € | High | 85.50% | 🔗 |
| IT Manager | 73k-77k € | High | 72.50% | 🔗 |
| Machine Learning Engineer | 42k-52k € | High | 92.50% | 🔗 |
| Python Developer | 37k-47k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 36k-48k € | Low | 80.50% | 🔗 |
| Quality Assurance Manager | 53k-63k € | Low | 92.50% | 🔗 |
| Security Engineer | 40k-48k € | High | 82.50% | 🔗 |
| Software Developer | 36k-42k € | Low | 92.50% | 🔗 |
| Software Engineer | 35k-40k € | Low | 71.50% | 🔗 |
| Software Engineering Manager | 61k-70k € | High | 70.00% | 🔗 |
| Systems Engineer | 46k-60k € | Low | 89.50% | 🔗 |
| Test Automation Engineer | 36k-42k € | Medium | 89.00% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 35k-42k € | Medium | 80.50% | 🔗 |
| Lawyer | 64k-74k € | Low | 84.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 52k-65k € | High | 92.50% | 🔗 |
| Communications Specialist | 42k-53k € | High | 70.50% | 🔗 |
| Digital Marketing Strategist | 47k-54k € | High | 78.50% | 🔗 |
| Marketing Director | 104k-115k € | Medium | 91.50% | 🔗 |
| Marketing Manager | 81k-97k € | Low | 80.50% | 🔗 |
| Marketing Specialist | 36k-39k € | High | 88.50% | 🔗 |
| Search Engine Optimizer | 35k-46k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 36k-38k € | High | 87.50% | 🔗 |
| Operations Director | 101k-111k € | High | 79.50% | 🔗 |
| Operations Manager | 33k-44k € | High | 71.50% | 🔗 |
| Project Manager | 49k-57k € | Medium | 92.50% | 🔗 |
| Supply Chain Manager | 59k-64k € | High | 92.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 41k-49k € | Medium | 92.50% | 🔗 |
| Business Development Manager | 73k-82k € | High | 75.50% | 🔗 |
| Business Development Representative | 34k-41k € | High | 81.70% | 🔗 |
| Sales Director | 94k-105k € | High | 92.50% | 🔗 |
| Sales Engineer | 42k-53k € | High | 71.50% | 🔗 |
| Sales Manager | 74k-86k € | Medium | 84.00% | 🔗 |
| Sales Representative | 46k-62k € | Low | 92.50% | 🔗 |

Luxembourg

Luxembourg is one of Europe's wealthiest and most globally connected countries, known for its strong financial services sector and business-friendly environment. As a global hub for banking, investment funds, and fintech, Luxembourg plays a key role in international finance.

Its strategic location at the heart of Europe, coupled with a multilingual and highly skilled workforce, makes Luxembourg a prime destination for multinational corporations and innovative startups.



Gender occupation¹



Remote work²



Cost of living + rent³
54.8

% Salary Increase⁴
3.8%

Top personal income tax rate⁵
45.8%

Public holidays⁶
11

Average country salary⁷
6118€

Inflation rate⁸
0.8%

¹For more country charts details, see annex on page 218.

Luxembourgish Companies⁹

ArcelorMittal
ArcelorMittal
(Steel and mining giant)

RTL GROUP
RTL Group
(European media leader)

SES
SES
(Global connectivity provider)

Luxembourgish selected Startup¹⁰



Talkwalker
Sector: Data Analytics

Talkwalker is a Luxembourg-based startup offering AI-powered social media analytics and consumer insights. Its platform helps brands monitor their online presence and improve customer engagement strategies.

Luxembourg

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 52k-64k € | Low | 81.50% | Full report |
| Administrative Manager | 63k-71k € | Low | 87.50% | Full report |
| Office Assistant | 50k-54k € | Low | 84.00% | Full report |
| Payroll Consultant | 80k-85k € | High | 87.50% | Full report |
| Payroll Manager | 93k-106k € | High | 86.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 79k-84k € | Low | 91.50% | Full report |
| Customer Service Representative | 66k-83k € | Low | 87.50% | Full report |
| Customer Success Manager | 66k-82k € | High | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 50k-56k € | Low | 92.50% | Full report |
| Designer | 60k-80k € | Low | 88.50% | Full report |
| Graphic Designer | 56k-62k € | Low | 87.50% | Full report |
| Translator | 57k-64k € | Low | 92.50% | Full report |
| User Experience Designer | 57k-68k € | Low | 76.50% | Full report |
| User Interface Designer | 60k-72k € | High | 92.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 63k-81k € | Low | 77.50% | Full report |
| Civil Engineer | 51k-59k € | Low | 90.50% | Full report |
| Engineer | 64k-80k € | High | 82.50% | Full report |
| Mechanical Engineer | 69k-84k € | Low | 82.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 52k-63k € | High | 70.50% | 🔗 |
| Finance Director | 152k-164k € | High | 92.50% | 🔗 |
| Finance Manager | 90k-101k € | High | 91.50% | 🔗 |
| Sustainability Consultant | 38k-40k € | Low | 92.50% | 🔗 |
| Sustainability Manager | 96k-120k € | High | 88.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 93k-105k € | Medium | 73.50% | 🔗 |
| Human Resources Generalist | 63k-74k € | Low | 90.50% | 🔗 |
| Human Resources Specialist | 62k-70k € | Low | 83.50% | 🔗 |
| Talent Acquisition Manager | 84k-105k € | Low | 91.50% | 🔗 |
| Talent Acquisition Partner | 57k-69k € | Low | 80.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 66k-76k € | Low | 92.50% | 🔗 |
| Business Intelligence Analyst | 52k-61k € | High | 87.50% | 🔗 |
| Cyber Security Analyst | 60k-71k € | Medium | 82.50% | 🔗 |
| Data Analyst | 54k-66k € | High | 92.50% | 🔗 |
| Data Engineer | 71k-83k € | High | 92.50% | 🔗 |
| Data Scientist | 73k-85k € | High | 90.50% | 🔗 |
| DevOps Engineer | 67k-90k € | High | 92.50% | 🔗 |
| Full Stack Developer | 73k-91k € | High | 86.50% | 🔗 |
| IT Manager | 89k-98k € | High | 91.50% | 🔗 |
| Python Developer | 71k-84k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 61k-69k € | Low | 74.50% | 🔗 |
| Quality Assurance Manager | 96k-114k € | Low | 91.50% | 🔗 |
| Scrum Master | 56k-68k € | High | 91.50% | 🔗 |
| Security Engineer | 66k-76k € | High | 81.50% | 🔗 |
| Software Developer | 68k-80k € | Low | 88.50% | 🔗 |
| Software Engineer | 69k-79k € | High | 72.50% | 🔗 |
| Software Engineering Manager | 96k-100k € | Low | 92.50% | 🔗 |
| Systems Engineer | 73k-96k € | Low | 89.50% | 🔗 |
| Test Automation Engineer | 58k-73k € | High | 89.00% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 59k-75k € | High | 86.50% | 🔗 |
| Lawyer | 65k-71k € | Medium | 76.00% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 82k-96k € | High | 92.50% | 🔗 |
| Communications Specialist | 57k-67k € | Low | 71.50% | 🔗 |
| Digital Marketing Strategist | 67k-89k € | High | 75.50% | 🔗 |
| Marketing Director | 111k-128k € | Medium | 90.50% | 🔗 |
| Marketing Manager | 93k-108k € | Low | 91.50% | 🔗 |
| Marketing Specialist | 61k-69k € | Low | 88.50% | 🔗 |
| Search Engine Optimizer | 51k-63k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 45k-49k € | High | 80.50% | 🔗 |
| Operations Manager | 91k-108k € | High | 91.50% | 🔗 |
| Project Manager | 90k-103k € | Medium | 89.50% | 🔗 |
| Supply Chain Manager | 94k-104k € | High | 91.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 69k-85k € | Medium | 80.50% | 🔗 |
| Business Development Manager | 96k-109k € | High | 78.50% | 🔗 |
| Business Development Representative | 42k-51k € | Low | 95.50% | 🔗 |
| Sales Director | 139k-155k € | Low | 92.50% | 🔗 |
| Sales Engineer | 67k-84k € | High | 92.50% | 🔗 |

Malta

Malta is a small island nation in the Mediterranean, known for its strategic location, vibrant tourism sector, and growing economy. Key industries include financial services, iGaming, and maritime logistics.

Malta's favorable tax system, skilled multilingual workforce, and strong digital infrastructure make it a hub for international business and investment. Its rich cultural heritage and sunny climate further enhance its appeal.



Gender occupation¹



Remote work²



Cost of living + rent³
37.1

% Salary Increase⁴
1.5%

Top personal income tax rate⁵
35%

Public holidays⁶
14

Average country salary⁷
1829€

Inflation rate⁸
2.1%

¹For more country charts details, see annex on page 218.

Maltese Companies⁹

BOV
Bank of Valletta

Bank of Valletta (BOV)
(Malta's financial powerhouse)

PLAY'n GO

Play'n GO
(Global gaming innovator)

GO

GO plc
(Malta telecom provider)

Maltese selected Startup¹⁰

hotjar

Kiss My Malta
Sector: UX/UI Analytics

Hotjar is a Maltese startup that provides tools for website behavior analytics, including heatmaps, session recordings, and surveys. It helps businesses understand how users interact with their websites, improving user experience and optimizing conversions.

Malta

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 36k-39k € | Low | 79.50% | Full report |
| Administrative Manager | 77k-89k € | Low | 71.00% | Full report |
| Office Assistant | 25k-30k € | Low | 87.50% | Full report |
| Office Manager | 36k-39k € | Low | 89.50% | Full report |
| Payroll Consultant | 56k-70k € | Low | 87.50% | Full report |
| Payroll Manager | 95k-109k € | Low | 78.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 52k-64k € | Low | 87.50% | Full report |
| Customer Success Director | 64k-81k € | Low | 77.50% | Full report |
| Customer Success Manager | 50k-61k € | Low | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 40k-44k € | Low | 92.50% | Full report |
| Designer | 35k-44k € | Low | 81.50% | Full report |
| Graphic Designer | 36k-40k € | High | 70.50% | Full report |
| Product Designer | 46k-49k € | Low | 75.50% | Full report |
| Translator | 35k-42k € | Low | 87.50% | Full report |
| User Experience Designer | 36k-41k € | Low | 88.00% | Full report |
| User Interface Designer | 48k-55k € | Low | 92.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 42k-58k € | Low | 81.50% | Full report |
| Civil Engineer | 41k-52k € | Low | 73.50% | Full report |
| Electrical Engineer | 34k-40k € | Low | 92.50% | Full report |
| Engineer | 46k-58k € | Low | 91.50% | Full report |
| Engineering Director | 105k-114k € | Low | 92.50% | Full report |
| Mechanical Engineer | 44k-48k € | Low | 74.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 44k-50k € | Low | 82.50% | 🔗 |
| Finance Analyst | 48k-55k € | Low | 80.50% | 🔗 |
| Finance Assistant | 30k-38k € | Low | 92.50% | 🔗 |
| Finance Director | 104k-113k € | Low | 88.50% | 🔗 |
| Finance Manager | 60k-71k € | Low | 90.50% | 🔗 |
| Sustainability Director | 120k-136k € | Low | 84.00% | 🔗 |
| Sustainability Manager | 59k-63k € | Low | 84.00% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Director | 133k-145k € | Low | 78.50% | 🔗 |
| Human Resources Generalist | 48k-57k € | Low | 92.50% | 🔗 |
| Human Resources Specialist | 58k-67k € | Low | 82.50% | 🔗 |
| Recruiter | 44k-57k € | Low | 92.50% | 🔗 |
| Talent Acquisition Partner | 51k-55k € | Low | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 53k-61k € | Low | 92.50% | 🔗 |
| Business Intelligence Analyst | 54k-64k € | Low | 92.50% | 🔗 |
| Cyber Security Analyst | 51k-64k € | Low | 88.50% | 🔗 |
| Data Analyst | 45k-52k € | Low | 90.50% | 🔗 |
| Data Engineer | 48k-56k € | Low | 90.50% | 🔗 |
| Data Scientist | 46k-53k € | Low | 71.50% | 🔗 |
| DevOps Engineer | 56k-71k € | Low | 92.50% | 🔗 |
| Frontend Developer | 40k-44k € | Low | 78.50% | 🔗 |
| Full Stack Developer | 37k-43k € | Low | 86.50% | 🔗 |
| Machine Learning Engineer | 56k-70k € | Low | 92.50% | 🔗 |
| Python Developer | 56k-71k € | Low | 92.50% | 🔗 |
| Quality Assurance Manager | 80k-94k € | Low | 86.50% | 🔗 |
| Scrum Master | 43k-51k € | Low | 91.50% | 🔗 |
| Security Engineer | 57k-69k € | Low | 81.50% | 🔗 |
| Software Developer | 58k-72k € | Low | 76.50% | 🔗 |
| Software Engineering Manager | 90k-96k € | Low | 88.90% | 🔗 |
| Systems Engineer | 64k-70k € | Low | 92.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 52k-69k € | High | 87.50% | 🔗 |
| Lawyer | 54k-62k € | Low | 80.00% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 62k-77k € | Low | 79.50% | 🔗 |
| Communications Specialist | 44k-50k € | Low | 92.50% | 🔗 |
| Community Manager | 43k-56k € | Low | 75.50% | 🔗 |
| Digital Marketing Strategist | 49k-60k € | Low | 82.50% | 🔗 |
| Marketing Assistant | 34k-41k € | Low | 91.50% | 🔗 |
| Marketing Director | 86k-100k € | Low | 92.50% | 🔗 |
| Marketing Manager | 58k-66k € | Low | 89.50% | 🔗 |
| Marketing Specialist | 48k-63k € | High | 74.50% | 🔗 |
| Search Engine Optimizer | 42k-48k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 36k-46k € | Low | 77.50% | 🔗 |
| Operations Director | 66k-71k € | Low | 92.50% | 🔗 |
| Operations Manager | 72k-90k € | Low | 81.50% | 🔗 |
| Project Manager | 26k-30k € | Low | 75.50% | 🔗 |
| Supply Chain Manager | 71k-81k € | Low | 92.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 42k-52k € | Low | 92.50% | 🔗 |
| Business Development Manager | 78k-94k € | High | 79.50% | 🔗 |
| Business Development Representative | 33k-40k € | Low | 96.40% | 🔗 |
| Sales Director | 85k-93k € | Low | 92.50% | 🔗 |
| Sales Engineer | 56k-69k € | Low | 71.50% | 🔗 |
| Sales Manager | 67k-78k € | Low | 71.50% | 🔗 |
| Sales Representative | 40k-50k € | Low | 92.50% | 🔗 |

Netherlands

Netherlands is one of Europe's most developed and innovative countries, with a strong economy driven by sectors such as agriculture, logistics, and technology.

The Netherlands is a global leader in sustainable practices and renewable energy. Its strategic location, world-class ports, and highly skilled workforce make it a gateway for trade within Europe and beyond.



Gender occupation¹



Remote work²



Cost of living + rent³
47.9

% Salary Increase⁴
6.3%

Top personal income tax rate⁵
49.5%

Public holidays⁶
8

Average country salary⁷
5190€

Inflation rate⁸
4.1%

¹For more country charts details, see annex on page 218.

Dutch Companies⁹



Royal Dutch Shell
(Energy industry leader)

PHILIPS

Philips
(Healthcare technology innovator)

★ Heineken

Heineken
(Iconic beer producer)

Adriaan Kolff¹¹

CEO and co-founder of Matchr

MATCHR



In 2025, AI will transform recruitment by automating high-volume and well-defined roles, reducing the need for sourcers, coordinators, and high-volume recruiters. Other sectors like customer service, marketing, and engineering will also face disruption, demanding agility in recruitment and favoring specialized agencies and global RPO players.

A surge in AI-driven investment and a favorable U.S. business climate under Trump will drive innovation in manufacturing, technology, and crypto, positioning the USA as a leader. Europe must adapt swiftly to remain competitive against the USA and China. This year will bring significant challenges and opportunities across industries.

Netherlands

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 32k-42k € | High | 86.50% | Full report |
| Administrative Manager | 61k-76k € | High | 80.50% | Full report |
| Office Assistant | 44k-49k € | Low | 80.00% | Full report |
| Office Manager | 45k-48k € | High | 77.00% | Full report |
| Payroll Consultant | 55k-72k € | High | 87.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 62k-70k € | High | 87.50% | Full report |
| Customer Service Representative | 38k-46k € | High | 92.50% | Full report |
| Customer Service Specialist | 39k-42k € | High | 80.50% | Full report |
| Customer Success Manager | 56k-66k € | High | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 47k-52k € | Medium | 90.50% | Full report |
| Designer | 50k-69k € | Low | 80.50% | Full report |
| Graphic Designer | 48k-57k € | Medium | 87.50% | Full report |
| Product Designer | 45k-55k € | High | 92.50% | Full report |
| Translator | 47k-53k € | Low | 87.50% | Full report |
| User Experience Designer | 49k-64k € | Low | 90.50% | Full report |
| User Interface Designer | 58k-73k € | Medium | 76.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 69k-79k € | Low | 92.50% | Full report |
| Civil Engineer | 44k-60k € | High | 71.50% | Full report |
| Electrical Engineer | 52k-69k € | High | 92.50% | Full report |
| Engineer | 50k-62k € | Low | 83.50% | Full report |
| Engineering Director | 120k-133k € | High | 91.50% | Full report |
| Mechanical Engineer | 61k-82k € | High | 82.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 46k-61k € | High | 92.50% | 🔗 |
| Finance Assistant | 43k-52k € | High | 84.00% | 🔗 |
| Finance Director | 112k-121k € | High | 92.50% | 🔗 |
| Finance Manager | 96k-105k € | High | 92.50% | 🔗 |
| Sustainability Director | 100k-107k € | High | 70.50% | 🔗 |
| Sustainability Manager | 81k-94k € | High | 79.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 58k-62k € | Medium | 87.50% | 🔗 |
| Human Resources Director | 137k-145k € | High | 92.50% | 🔗 |
| Human Resources Generalist | 52k-61k € | High | 92.50% | 🔗 |
| Human Resources Manager | 77k-93k € | High | 70.50% | 🔗 |
| Human Resources Specialist | 43k-55k € | High | 83.50% | 🔗 |
| Recruiter | 45k-60k € | High | 92.50% | 🔗 |
| Talent Acquisition Manager | 77k-106k € | Medium | 92.50% | 🔗 |
| Talent Acquisition Partner | 52k-57k € | High | 85.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 84k-96k € | High | 82.50% | 🔗 |
| Business Intelligence Analyst | 48k-56k € | High | 92.50% | 🔗 |
| Cyber Security Analyst | 58k-75k € | Low | 87.50% | 🔗 |
| Data Analyst | 56k-68k € | High | 92.50% | 🔗 |
| Data Engineer | 58k-73k € | High | 92.50% | 🔗 |
| Data Scientist | 50k-58k € | High | 73.50% | 🔗 |
| DevOps Engineer | 56k-64k € | High | 92.50% | 🔗 |
| Frontend Developer | 73k-83k € | Medium | 86.50% | 🔗 |
| Full Stack Developer | 74k-89k € | High | 89.50% | 🔗 |
| Machine Learning Engineer | 86k-112k € | High | 80.50% | 🔗 |
| Python Developer | 57k-64k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 51k-66k € | Medium | 80.50% | 🔗 |
| Quality Assurance Manager | 78k-86k € | High | 92.50% | 🔗 |
| Scrum Master | 66k-73k € | High | 81.50% | 🔗 |
| Security Engineer | 47k-54k € | High | 82.50% | 🔗 |
| Software Developer | 56k-68k € | High | 92.50% | 🔗 |
| Software Engineer | 84k-97k € | High | 79.50% | 🔗 |
| Software Engineering Manager | 100k-111k € | High | 77.50% | 🔗 |
| Systems Engineer | 51k-66k € | Medium | 88.50% | 🔗 |
| Test Automation Engineer | 54k-67k € | High | 77.00% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 60k-70k € | High | 91.50% | 🔗 |
| Legal Assistant | 31k-35k € | Low | 81.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 66k-88k € | High | 91.50% | 🔗 |
| Communications Specialist | 61k-68k € | High | 74.50% | 🔗 |
| Marketing Assistant | 45k-52k € | Medium | 76.50% | 🔗 |
| Marketing Director | 129k-142k € | High | 92.50% | 🔗 |
| Marketing Manager | 82k-96k € | High | 75.00% | 🔗 |
| Marketing Specialist | 43k-56k € | High | 92.50% | 🔗 |
| Search Engine Optimizer | 42k-48k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 41k-48k € | High | 92.50% | 🔗 |
| Operations Director | 107k-119k € | High | 92.50% | 🔗 |
| Operations Manager | 81k-98k € | High | 79.00% | 🔗 |
| Project Manager | 70k-79k € | Medium | 92.50% | 🔗 |
| Supply Chain Manager | 82k-96k € | High | 85.00% | 🔗 |

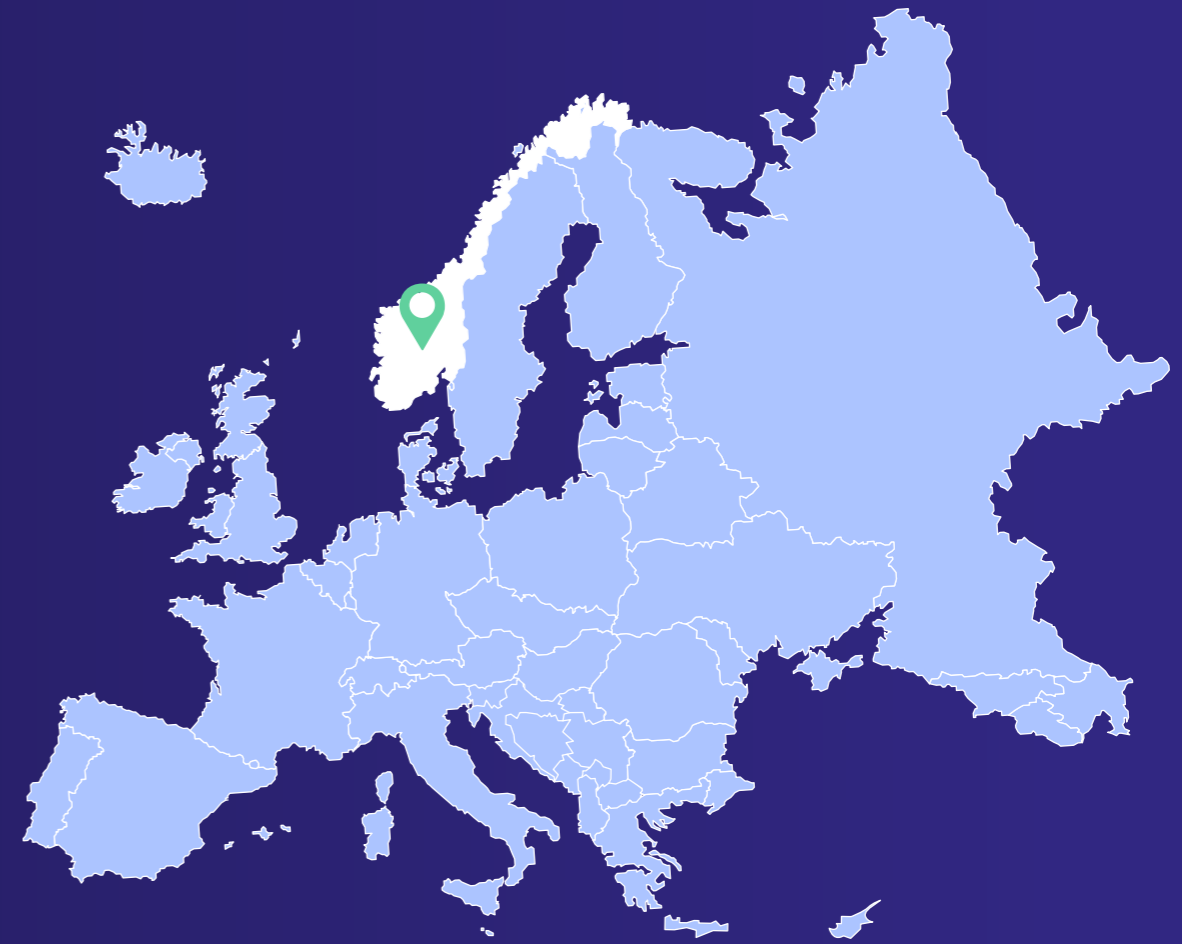
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 58k-73k € | High | 96.00% | 🔗 |
| Business Development Manager | 67k-79k € | High | 81.00% | 🔗 |
| Business Development Representative | 49k-64k € | High | 81.50% | 🔗 |
| Sales Assistant | 41k-51k € | High | 77.00% | 🔗 |
| Sales Director | 125k-139k € | High | 100.00% | 🔗 |
| Sales Engineer | 46k-62k € | High | 92.50% | 🔗 |
| Sales Manager | 82k-99k € | Medium | 85.50% | 🔗 |
| Sales Representative | 46k-62k € | Low | 83.50% | 🔗 |

Norway

Norway is a highly developed Nordic country known for its wealth, sustainability, and high quality of life. The Norwegian economy is driven by key sectors such as energy, shipping, and fisheries.

As a leader in renewable energy and green innovation, Norway is committed to sustainable economic growth. Its strategic location in Northern Europe and access to the Arctic enhance its role in global trade.



Gender occupation¹



Remote work²



Cost of living + rent³
49.4

% Salary Increase⁴
5.15%

Top personal income tax rate⁵
39.6%

Public holidays⁶
12

Average country salary⁷
54567 NOK

Inflation rate⁸
2.4%

¹For more country charts details, see annex on page 218.

Norwegian Companies⁹

equinor
Equinor
(Sustainable energy pioneer)

telenor
Telenor
(Global telecom provider)

Aker Solutions
Aker Solutions
(Energy solutions innovator)

Norwegian selected Startup¹⁰

Oda
Sector: E-commerce/Grocery Delivery

Oda is a Norwegian startup that offers a seamless online grocery shopping experience with efficient home delivery. Known for its focus on sustainability and user-friendly service, Oda has expanded into other European markets.

Norway

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 598k-701k NOK (52k-61k €) | Low | 90.50% | Full report |
| Office Assistant | 529k-609k NOK (46k-53k €) | Low | 84.00% | Full report |
| Office Manager | 552k-621k NOK (48k-54k €) | High | 71.50% | Full report |
| Payroll Consultant | 1046k-1265k NOK (91k-110k €) | High | 87.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------------------|----------------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Specialist | 632k-713k NOK (55k-62k €) | High | 74.50% | Full report |
| Customer Success Director | 1173k-1437k NOK (102k-125k €) | High | 78.50% | Full report |
| Customer Success Manager | 931k-1138k NOK (81k-99k €) | High | 84.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|-------------------------------|----------------------|--------------------------------|-----------------------------|
| Designer | 943k-1069k NOK (82k-93k €) | Low | 91.50% | Full report |
| Product Designer | 782k-977k NOK (68k-85k €) | High | 75.50% | Full report |
| Translator | 598k-701k NOK (52k-61k €) | Low | 88.50% | Full report |
| User Experience Designer | 609k-701k NOK (53k-61k €) | High | 90.00% | Full report |
| User Interface Designer | 828k-966k NOK (72k-84k €) | High | 91.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|----------------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 1161k-1299k NOK (101k-113k €) | Medium | 85.50% | Full report |
| Civil Engineer | 690k-793k NOK (60k-69k €) | Low | 91.50% | Full report |
| Electrical Engineer | 690k-782k NOK (60k-68k €) | High | 92.50% | Full report |
| Engineer | 793k-931k NOK (69k-81k €) | Low | 92.50% | Full report |
| Engineering Director | 1886k-2047k NOK (164k-178k €) | High | 92.50% | Full report |
| Mechanical Engineer | 713k-805k NOK (62k-70k €) | High | 82.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 759k-851k NOK (66k-74k €) | High | 84.50% | 🔗 |
| Finance Analyst | 770k-885k NOK (67k-77k €) | High | 87.50% | 🔗 |
| Finance Director | 1219k-1322k NOK (106k-115k €) | High | 92.50% | 🔗 |
| Finance Manager | 1023k-1161k NOK (89k-101k €) | Medium | 90.50% | 🔗 |
| Sustainability Director | 2070k-2380k NOK (180k-207k €) | Medium | 84.00% | 🔗 |
| Sustainability Manager | 1311k-1518k NOK (114k-132k €) | High | 88.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Director | 1909k-2265k NOK (166k-197k €) | High | 77.50% | 🔗 |
| Human Resources Generalist | 908k-1012k NOK (79k-88k €) | Medium | 71.50% | 🔗 |
| Human Resources Specialist | 943k-1150k NOK (82k-100k €) | High | 81.50% | 🔗 |
| Recruiter | 690k-839k NOK (60k-73k €) | Low | 92.50% | 🔗 |
| Talent Acquisition Manager | 1391k-1575k NOK (121k-137k €) | High | 87.50% | 🔗 |
| Talent Acquisition Partner | 816k-966k NOK (71k-84k €) | High | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 897k-1012k NOK (78k-88k €) | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 1092k-1219k NOK (95k-106k €) | High | 81.50% | 🔗 |
| Cyber Security Analyst | 1058k-1219k NOK (92k-106k €) | Low | 79.50% | 🔗 |
| Data Analyst | 839k-966k NOK (73k-84k €) | High | 88.50% | 🔗 |
| Data Engineer | 1104k-1265k NOK (96k-110k €) | High | 92.50% | 🔗 |
| Data Scientist | 1046k-1207k NOK (91k-105k €) | Medium | 83.50% | 🔗 |
| DevOps Engineer | 1161k-1311k NOK (101k-114k €) | High | 92.50% | 🔗 |
| Frontend Developer | 1472k-1644k NOK (128k-143k €) | High | 80.50% | 🔗 |
| Full Stack Developer | 747k-908k NOK (65k-79k €) | High | 92.50% | 🔗 |
| IT Manager | 1518k-1690k NOK (132k-147k €) | Medium | 76.50% | 🔗 |
| Machine Learning Engineer | 920k-1230k NOK (80k-107k €) | High | 85.50% | 🔗 |
| Python Developer | 644k-805k NOK (56k-70k €) | High | 84.50% | 🔗 |
| Quality Assurance Engineer | 793k-897k NOK (69k-78k €) | Medium | 74.50% | 🔗 |
| Quality Assurance Manager | 1357k-1518k NOK (118k-132k €) | High | 76.50% | 🔗 |
| Security Engineer | 1127k-1230k NOK (98k-107k €) | High | 76.50% | 🔗 |
| Software Developer | 828k-1069k NOK (72k-93k €) | High | 90.50% | 🔗 |
| Software Engineer | 782k-885k NOK (68k-77k €) | Medium | 71.50% | 🔗 |
| Software Engineering Manager | 1656k-1828k NOK (144k-159k €) | High | 92.50% | 🔗 |
| Systems Engineer | 1000k-1092k NOK (87k-95k €) | Low | 92.50% | 🔗 |
| Test Automation Engineer | 989k-1081k NOK (86k-94k €) | Medium | 91.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 770k-954k NOK (67k-83k €) | Medium | 87.50% | 🔗 |
| Lawyer | 1161k-1368k NOK (101k-119k €) | Medium | 90.50% | 🔗 |
| Legal Counsel | 1391k-1621k NOK (121k-141k €) | High | 92.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 1035k-1196k NOK (90k-104k €) | High | 80.50% | 🔗 |
| Communications Specialist | 690k-770k NOK (60k-67k €) | High | 92.50% | 🔗 |
| Community Manager | 1023k-1150k NOK (89k-100k €) | High | 77.50% | 🔗 |
| Digital Marketing Strategist | 782k-954k NOK (68k-83k €) | High | 87.50% | 🔗 |
| Marketing Director | 1391k-1552k NOK (121k-135k €) | Medium | 83.50% | 🔗 |
| Marketing Manager | 1035k-1173k NOK (90k-102k €) | Medium | 82.50% | 🔗 |
| Marketing Specialist | 736k-839k NOK (64k-73k €) | High | 88.50% | 🔗 |
| Search Engine Optimizer | 701k-782k NOK (61k-68k €) | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 517k-678k NOK (45k-59k €) | High | 83.50% | 🔗 |
| Operations Director | 1748k-2035k NOK (152k-177k €) | Medium | 84.50% | 🔗 |
| Project Manager | 851k-989k NOK (74k-86k €) | Low | 89.50% | 🔗 |
| Supply Chain Manager | 1460k-1621k NOK (127k-141k €) | High | 70.50% | 🔗 |

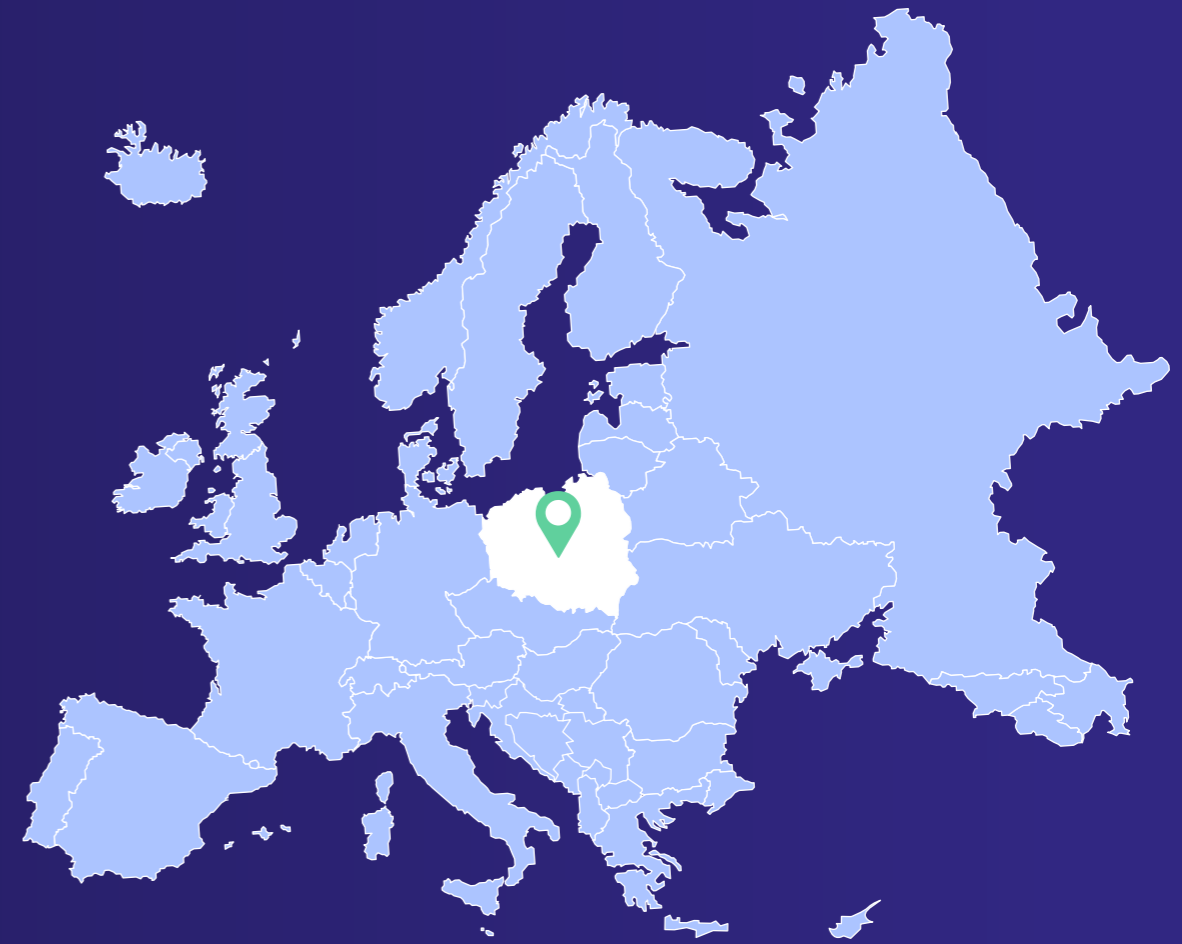
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 667k-839k NOK (58k-73k €) | High | 89.50% | 🔗 |
| Business Development Manager | 1150k-1357k NOK (100k-118k €) | High | 82.50% | 🔗 |
| Business Development Representative | 575k-690k NOK (50k-60k €) | High | 100.00% | 🔗 |
| Sales Director | 1449k-1575k NOK (126k-137k €) | Low | 88.50% | 🔗 |
| Sales Manager | 1081k-1345k NOK (94k-117k €) | Low | 88.50% | 🔗 |

Poland

Poland is a dynamic Central European country with a rapidly growing economy. Key industries include manufacturing, IT, and agriculture. Poland's strategic location, large domestic market, and well-educated workforce make it a key player in European trade and investment.

The country's commitment to innovation and infrastructure development further enhances its appeal for multinational corporations.



Gender occupation¹



Remote work²



Cost of living + rent³
28.8

% Salary Increase⁴
10.5%

Top personal income tax rate⁵
36%

Public holidays⁶
14

Average country salary⁷
8995 PLN

Inflation rate⁸
4.8%

¹For more country charts details, see annex on page 218.

Polish Companies⁹

Bank Polski
PKO Bank Polski
(Poland's banking leader)

ORLEN
Orlen Group
(Poland energy giant)

CD PROJEKT®
CD Projekt
(Game development powerhouse)

Polish selected Startup¹⁰

Booksy
Sector: SaaS/BeautyTech

Booksy is a Polish startup offering an online booking platform for beauty and wellness services. It simplifies appointment scheduling for customers and businesses, becoming a global leader in the beauty tech industry.

Poland

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Payroll Consultant | 155k-188k zł (33k-40k €) | High | 87.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Representative | 108k-131k zł (23k-28k €) | High | 81.50% | Full report |
| Customer Success Director | 150k-164k zł (32k-35k €) | High | 79.50% | Full report |
| Customer Success Manager | 155k-183k zł (33k-39k €) | High | 91.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Designer | 150k-183k zł (32k-39k €) | Low | 71.50% | Full report |
| Graphic Designer | 98k-117k zł (21k-25k €) | High | 71.50% | Full report |
| Translator | 122k-141k zł (26k-30k €) | Low | 86.50% | Full report |
| User Experience Designer | 150k-183k zł (32k-39k €) | Medium | 92.50% | Full report |
| User Interface Designer | 150k-197k zł (32k-42k €) | Medium | 74.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Electrical Engineer | 112k-131k zł (24k-28k €) | High | 91.50% | Full report |
| Engineer | 173k-206k zł (37k-44k €) | High | 78.50% | Full report |
| Engineering Director | 338k-371k zł (72k-79k €) | High | 92.50% | Full report |
| Mechanical Engineer | 122k-131k zł (26k-28k €) | Medium | 70.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 112k-164k zł (24k-35k €) | High | 88.50% | 🔗 |
| Finance Assistant | 103k-112k zł (22k-24k €) | High | 92.50% | 🔗 |
| Finance Director | 404k-413k zł (86k-88k €) | Medium | 92.50% | 🔗 |
| Finance Manager | 258k-286k zł (55k-61k €) | High | 70.50% | 🔗 |
| Sustainability Director | 282k-300k zł (60k-64k €) | High | 84.00% | 🔗 |
| Sustainability Manager | 155k-183k zł (33k-39k €) | High | 81.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------|---------------------------|----------------------|--------------------------------|-------------------|
| Recruiter | 126k-155k zł (27k-33k €) | High | 86.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 183k-211k zł (39k-45k €) | High | 72.50% | 🔗 |
| Backend Developer | 131k-188k zł (28k-40k €) | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 178k-188k zł (38k-40k €) | High | 79.50% | 🔗 |
| Cyber Security Analyst | 173k-206k zł (37k-44k €) | Low | 82.50% | 🔗 |
| Data Scientist | 169k-188k zł (36k-40k €) | High | 89.50% | 🔗 |
| DevOps Engineer | 183k-206k zł (39k-44k €) | High | 86.50% | 🔗 |
| Frontend Developer | 173k-225k zł (37k-48k €) | High | 82.50% | 🔗 |
| Full Stack Developer | 164k-197k zł (35k-42k €) | High | 88.50% | 🔗 |
| IT Manager | 314k-333k zł (67k-71k €) | High | 73.50% | 🔗 |
| Machine Learning Engineer | 244k-286k zł (52k-61k €) | High | 76.50% | 🔗 |
| Python Developer | 145k-164k zł (31k-35k €) | High | 80.50% | 🔗 |
| Quality Assurance Engineer | 173k-197k zł (37k-42k €) | High | 70.50% | 🔗 |
| Quality Assurance Manager | 197k-235k zł (42k-50k €) | Low | 85.50% | 🔗 |
| Scrum Master | 145k-178k zł (31k-38k €) | High | 86.50% | 🔗 |
| Security Engineer | 192k-206k zł (41k-44k €) | High | 85.50% | 🔗 |
| Software Developer | 131k-173k zł (28k-37k €) | High | 92.50% | 🔗 |
| Software Engineer | 159k-183k zł (34k-39k €) | High | 92.50% | 🔗 |
| Software Engineering Manager | 310k-338k zł (66k-72k €) | High | 75.50% | 🔗 |
| Systems Engineer | 192k-216k zł (41k-46k €) | High | 86.50% | 🔗 |
| Test Automation Engineer | 141k-173k zł (30k-37k €) | High | 92.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 150k-173k zł (32k-37k €) | High | 82.50% | 🔗 |
| Lawyer | 272k-296k zł (58k-63k €) | High | 92.50% | 🔗 |
| Legal Assistant | 103k-150k zł (22k-32k €) | Medium | 79.50% | 🔗 |
| Legal Counsel | 253k-314k zł (54k-67k €) | High | 89.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 169k-173k zł (36k-37k €) | High | 92.50% | 🔗 |
| Communications Specialist | 98k-112k zł (21k-24k €) | Low | 91.50% | 🔗 |
| Marketing Assistant | 108k-117k zł (23k-25k €) | Medium | 80.50% | 🔗 |
| Marketing Director | 361k-399k zł (77k-85k €) | High | 80.50% | 🔗 |
| Marketing Manager | 211k-249k zł (45k-53k €) | High | 83.50% | 🔗 |
| Marketing Specialist | 122k-155k zł (26k-33k €) | High | 70.50% | 🔗 |
| Search Engine Optimizer | 112k-136k zł (24k-29k €) | Medium | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 112k-131k zł (24k-28k €) | High | 92.50% | 🔗 |
| Operations Director | 333k-371k zł (71k-79k €) | Medium | 87.50% | 🔗 |
| Project Manager | 145k-178k zł (31k-38k €) | High | 92.50% | 🔗 |
| Supply Chain Manager | 244k-267k zł (52k-57k €) | High | 88.50% | 🔗 |

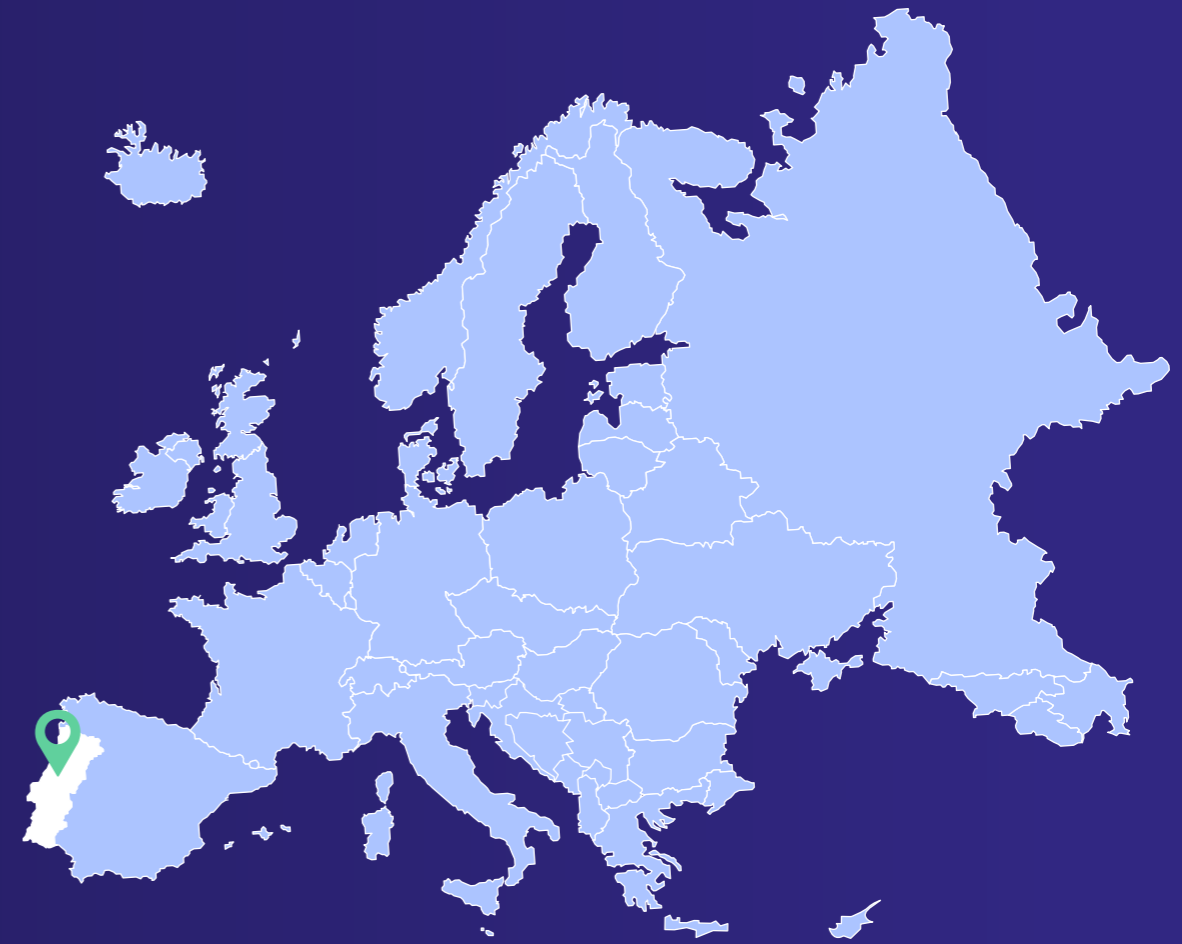
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 117k-136k zł (25k-29k €) | Medium | 86.50% | 🔗 |
| Business Development Manager | 277k-310k zł (59k-66k €) | High | 78.50% | 🔗 |
| Business Development Representative | 117k-136k zł (25k-29k €) | High | 85.50% | 🔗 |
| Sales Director | 291k-333k zł (62k-71k €) | Medium | 72.50% | 🔗 |
| Sales Engineer | 169k-202k zł (36k-43k €) | High | 87.50% | 🔗 |
| Sales Manager | 206k-249k zł (44k-53k €) | High | 82.50% | 🔗 |
| Sales Representative | 155k-206k zł (33k-44k €) | Medium | 85.50% | 🔗 |

Portugal

Portugal is a vibrant Southern European country known for its tourism, renewable energy, and growing technology sector. With a strategic location on the Atlantic Ocean, Portugal is a key gateway for trade between Europe, Africa, and the Americas.

Its skilled workforce, competitive costs, and focus on sustainability make it an attractive destination for foreign investment and innovation.



Gender occupation¹



Remote work²



Cost of living + rent³
32.8

% Salary Increase⁴
3.1%

Top personal income tax rate⁵
53%

Public holidays⁶
13

Average country salary⁷
1670€

Inflation rate⁸
3%

¹For more country charts details, see annex on page 218.

Portuguese Companies⁹



EDP (Energias de Portugal)
(Energy Company)



Galp Energia
(Multinational energy corporation)



Sonae
(Portugal's diversified conglomerate)

Portuguese selected Startup¹⁰



Farfetch
Sector: E-commerce/FashionTech

Farfetch is a Portuguese startup offering an online luxury fashion platform. It connects customers with high-end boutiques and brands worldwide, becoming a leader in the global luxury e-commerce market.

Portugal

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 23k-29k € | High | 70.50% | Full report |
| Administrative Manager | 56k-66k € | Medium | 79.50% | Full report |
| Office Assistant | 25k-30k € | Low | 84.50% | Full report |
| Payroll Consultant | 54k-64k € | High | 87.50% | Full report |
| Payroll Manager | 69k-82k € | High | 82.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 49k-55k € | High | 87.50% | Full report |
| Customer Service Representative | 32k-39k € | High | 78.50% | Full report |
| Customer Success Manager | 40k-48k € | High | 86.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 33k-38k € | High | 73.50% | Full report |
| Designer | 41k-45k € | Low | 75.50% | Full report |
| Graphic Designer | 30k-35k € | Medium | 70.50% | Full report |
| Product Designer | 30k-35k € | High | 92.50% | Full report |
| Translator | 30k-35k € | Low | 89.50% | Full report |
| User Experience Designer | 35k-42k € | Low | 73.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 38k-46k € | Medium | 92.50% | Full report |
| Electrical Engineer | 38k-49k € | High | 87.50% | Full report |
| Engineer | 38k-50k € | Low | 84.50% | Full report |
| Engineering Director | 92k-99k € | High | 91.50% | Full report |
| Mechanical Engineer | 33k-46k € | Low | 80.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Finance Analyst | 33k-43k € | High | 82.50% | 🔗 |
| Finance Director | 105k-109k € | High | 91.50% | 🔗 |
| Sustainability Director | 97k-107k € | High | 84.00% | 🔗 |
| Sustainability Manager | 51k-53k € | High | 91.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 39k-50k € | High | 92.50% | 🔗 |
| Human Resources Director | 102k-107k € | High | 85.50% | 🔗 |
| Human Resources Generalist | 36k-48k € | High | 84.50% | 🔗 |
| Human Resources Manager | 63k-73k € | High | 83.50% | 🔗 |
| Human Resources Specialist | 31k-44k € | High | 85.50% | 🔗 |
| Recruiter | 34k-46k € | High | 82.50% | 🔗 |
| Talent Acquisition Partner | 32k-39k € | High | 86.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 37k-45k € | High | 88.50% | 🔗 |
| Business Intelligence Analyst | 30k-36k € | High | 89.50% | 🔗 |
| Cyber Security Analyst | 33k-39k € | Low | 90.50% | 🔗 |
| Data Analyst | 36k-40k € | High | 86.50% | 🔗 |
| Data Engineer | 39k-46k € | High | 92.50% | 🔗 |
| DevOps Engineer | 46k-54k € | High | 92.50% | 🔗 |
| Frontend Developer | 41k-49k € | High | 87.50% | 🔗 |
| Full Stack Developer | 44k-51k € | High | 92.50% | 🔗 |
| Machine Learning Engineer | 49k-57k € | High | 82.50% | 🔗 |
| Python Developer | 30k-36k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 31k-44k € | Medium | 83.50% | 🔗 |
| Quality Assurance Manager | 62k-78k € | High | 80.50% | 🔗 |
| Scrum Master | 27k-35k € | High | 90.50% | 🔗 |
| Security Engineer | 21k-29k € | High | 76.50% | 🔗 |
| Software Developer | 41k-49k € | Medium | 84.50% | 🔗 |
| Software Engineer | 57k-64k € | High | 77.50% | 🔗 |
| Software Engineering Manager | 71k-77k € | High | 91.50% | 🔗 |
| Systems Engineer | 30k-40k € | High | 86.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 39k-46k € | High | 92.50% | 🔗 |
| Lawyer | 54k-60k € | Medium | 74.50% | 🔗 |
| Legal Counsel | 51k-59k € | High | 70.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 47k-54k € | High | 86.50% | 🔗 |
| Communications Specialist | 40k-49k € | High | 71.50% | 🔗 |
| Digital Marketing Strategist | 35k-41k € | High | 90.50% | 🔗 |
| Marketing Assistant | 31k-36k € | High | 82.50% | 🔗 |
| Marketing Director | 101k-111k € | High | 82.50% | 🔗 |
| Marketing Manager | 57k-64k € | High | 70.00% | 🔗 |
| Marketing Specialist | 42k-53k € | High | 78.50% | 🔗 |
| Search Engine Optimizer | 32k-37k € | High | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Logistician | 36k-45k € | Medium | 89.00% | 🔗 |
| Operations Coordinator | 26k-31k € | High | 90.50% | 🔗 |
| Operations Director | 102k-113k € | High | 73.50% | 🔗 |
| Project Manager | 38k-44k € | High | 88.50% | 🔗 |
| Supply Chain Manager | 70k-78k € | High | 77.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 34k-41k € | High | 86.50% | 🔗 |
| Business Development Representative | 29k-32k € | High | 77.00% | 🔗 |
| Sales Director | 93k-99k € | High | 88.50% | 🔗 |
| Sales Engineer | 38k-42k € | High | 90.50% | 🔗 |
| Sales Manager | 54k-68k € | High | 78.00% | 🔗 |
| Sales Representative | 31k-41k € | Medium | 90.50% | 🔗 |

Romania

Romania is a fast-growing country in Southeast Europe, known for its diverse economy and rich cultural heritage. Key industries include IT, manufacturing, and agriculture, with the country emerging as a regional hub for technology and outsourcing.

Romania's strategic location and well-educated workforce make it a prime destination for foreign investment and innovation in Eastern Europe.



Gender occupation¹



Remote work²



Cost of living + rent³
23.2

% Salary Increase⁴
14.7%

Top personal income tax rate⁵
10%

Public holidays⁶
15

Average country salary⁷
8578 RON

Inflation rate⁸
5.1%

¹For more country charts details, see annex on page 218.

Romanian Companies⁹

| | | |
|---|--|--|
| OMV Petrom The energy for a better life. OMV Petrom (Southeast Europe energy) | BT Banca Transilvania (Romanian banking leader) | DACIA Dacia (Automobile Dacia) (Car manufacturer) |
|---|--|--|

Romanian selected Startup¹⁰

UiPath
Sector: Software/Automation

UiPath is a Romanian startup and global leader in robotic process automation (RPA). Its platform automates repetitive tasks, improving efficiency for businesses worldwide.

Romania

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Administrative Coordinator | 64k-89k L (13k-18k €) | High | 84.50% | 🔗 |
| Administrative Manager | 123k-148k L (25k-30k €) | High | 79.50% | 🔗 |
| Office Assistant | 49k-64k L (10k-13k €) | Low | 92.50% | 🔗 |
| Office Manager | 89k-103k L (18k-21k €) | High | 82.50% | 🔗 |
| Payroll Consultant | 108k-133k L (22k-27k €) | High | 87.50% | 🔗 |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Customer Service Manager | 163k-173k L (33k-35k €) | High | 82.50% | 🔗 |
| Customer Success Director | 113k-128k L (23k-26k €) | High | 78.50% | 🔗 |
| Customer Success Manager | 84k-113k L (17k-23k €) | High | 81.50% | 🔗 |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Copy Writer | 79k-84k L (16k-17k €) | Medium | 92.50% | 🔗 |
| Designer | 89k-108k L (18k-22k €) | Medium | 72.50% | 🔗 |
| Graphic Designer | 74k-84k L (15k-17k €) | High | 75.50% | 🔗 |
| Translator | 94k-108k L (19k-22k €) | Medium | 80.50% | 🔗 |
| User Experience Designer | 74k-89k L (15k-18k €) | High | 78.00% | 🔗 |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Architect | 118k-143k L (24k-29k €) | High | 87.50% | 🔗 |
| Civil Engineer | 79k-89k L (16k-18k €) | High | 71.50% | 🔗 |
| Engineer | 84k-103k L (17k-21k €) | Medium | 92.50% | 🔗 |
| Engineering Director | 207k-252k L (42k-51k €) | Low | 92.50% | 🔗 |
| Mechanical Engineer | 84k-94k L (17k-19k €) | High | 70.50% | 🔗 |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 79k-103k L (16k-21k €) | High | 78.50% | 🔗 |
| Finance Assistant | 69k-84k L (14k-17k €) | Low | 89.50% | 🔗 |
| Finance Manager | 108k-153k L (22k-31k €) | High | 73.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Director | 282k-311k L (57k-63k €) | High | 71.50% | 🔗 |
| Talent Acquisition Manager | 173k-198k L (35k-40k €) | High | 79.50% | 🔗 |
| Talent Acquisition Partner | 99k-108k L (20k-22k €) | High | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 103k-128k L (21k-26k €) | High | 92.50% | 🔗 |
| Backend Developer | 74k-89k L (15k-18k €) | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 113k-128k L (23k-26k €) | High | 82.50% | 🔗 |
| Cyber Security Analyst | 133k-158k L (27k-32k €) | Low | 75.50% | 🔗 |
| Data Engineer | 123k-153k L (25k-31k €) | High | 92.50% | 🔗 |
| Data Scientist | 118k-133k L (24k-27k €) | High | 82.50% | 🔗 |
| DevOps Engineer | 138k-163k L (28k-33k €) | High | 92.50% | 🔗 |
| Frontend Developer | 79k-99k L (16k-20k €) | Medium | 80.50% | 🔗 |
| Machine Learning Engineer | 108k-128k L (22k-26k €) | High | 73.50% | 🔗 |
| Python Developer | 99k-128k L (20k-26k €) | High | 80.50% | 🔗 |
| Software Developer | 89k-113k L (18k-23k €) | Low | 70.50% | 🔗 |
| Software Engineering Manager | 188k-198k L (38k-40k €) | High | 73.50% | 🔗 |
| Systems Engineer | 148k-158k L (30k-32k €) | High | 92.50% | 🔗 |
| Test Automation Engineer | 103k-118k L (21k-24k €) | High | 82.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------|---------------------------|----------------------|--------------------------------|-------------------|
| Lawyer | 158k-178k L (32k-36k €) | High | 86.50% | 🔗 |
| Legal Counsel | 163k-207k L (33k-42k €) | High | 89.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Communications Specialist | 99k-118k L (20k-24k €) | High | 76.50% | 🔗 |
| Marketing Director | 257k-282k L (52k-57k €) | High | 70.50% | 🔗 |
| Marketing Specialist | 89k-103k L (18k-21k €) | High | 87.50% | 🔗 |
| Search Engine Optimizer | 89k-118k L (18k-24k €) | Medium | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 99k-113k L (20k-23k €) | High | 78.50% | 🔗 |
| Operations Director | 123k-148k L (25k-30k €) | Medium | 92.50% | 🔗 |
| Project Manager | 113k-118k L (23k-24k €) | High | 81.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 118k-128k L (24k-26k €) | High | 75.50% | 🔗 |
| Business Development Manager | 173k-198k L (35k-40k €) | High | 71.50% | 🔗 |
| Business Development Representative | 108k-123k L (22k-25k €) | High | 79.50% | 🔗 |
| Sales Assistant | 84k-89k L (17k-18k €) | High | 70.50% | 🔗 |
| Sales Engineer | 123k-128k L (25k-26k €) | High | 74.50% | 🔗 |
| Sales Manager | 193k-232k L (39k-47k €) | High | 92.50% | 🔗 |
| Sales Representative | 108k-138k L (22k-28k €) | Medium | 84.50% | 🔗 |

Spain

Spain is a major European country with a diverse and vibrant economy. Known for its strong tourism industry, Spain also has key sectors in renewable energy, manufacturing, and agriculture. Its strategic location as a gateway between Europe, Africa, and the Americas enhances its role in global trade.

With a skilled workforce and commitment to sustainability, Spain remains an attractive destination for investment and innovation.



Gender occupation¹



Remote work²



Cost of living + rent³
33.6

% Salary Increase⁴
4.14%

Top personal income tax rate⁵
54%

Public holidays⁶
12

Average country salary⁷
2520€

Inflation rate⁸
2.8%

¹For more country charts details, see annex on page 218.

Spanish Companies⁹

INDITEX

Inditex
(Global fashion retailer)

Iberdrola

Iberdrola
(Renewable energy leader)

Santander

Banco Santander
(European banking giant)

Pablo Ozonas¹¹

CEO of Esperta

ESPERTA



ESPERTA believes that in the future years, Spain will see moderate compensation rises, adaption to pay transparency requirements, and a stronger use of long-term incentives to align teams with company goals. With an average pay increase of 3.5% expected for 2025, the issue will be to distribute these changes effectively and equitably. The European Directive 2023/970 will require more definition and openness in wage bands and remuneration standards, posing both a challenge and a chance to improve comprehensive compensation schemes.

Companies are shifting to models that objectively assess the contributions of each function, thereby improving equity and regulatory compliance. Variable remuneration, well-designed incentives, and long-term initiatives will be critical in ensuring that leaders align with strategic goals. Organizations that prioritize openness and faultless execution in their pay schemes will be more successful in attracting and retaining top talent.

Spain

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 27k-35k € | High | 72.50% | Full report |
| Administrative Manager | 54k-64k € | High | 79.00% | Full report |
| Office Assistant | 30k-34k € | Low | 89.50% | Full report |
| Office Manager | 34k-38k € | High | 95.00% | Full report |
| Payroll Consultant | 49k-60k € | High | 87.50% | Full report |
| Payroll Manager | 55k-68k € | High | 73.00% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 40k-44k € | High | 91.50% | Full report |
| Customer Service Representative | 27k-34k € | High | 92.50% | Full report |
| Customer Service Specialist | 29k-34k € | High | 81.50% | Full report |
| Customer Success Director | 112k-129k € | High | 87.50% | Full report |
| Customer Success Manager | 40k-48k € | High | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 31k-36k € | High | 81.00% | Full report |
| Designer | 37k-45k € | Low | 81.00% | Full report |
| Graphic Designer | 35k-39k € | High | 91.00% | Full report |
| Product Designer | 25k-34k € | High | 89.50% | Full report |
| Translator | 36k-44k € | Medium | 89.50% | Full report |
| User Experience Designer | 40k-49k € | High | 78.00% | Full report |
| User Interface Designer | 39k-49k € | Medium | 85.00% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 47k-53k € | Medium | 90.50% | Full report |
| Civil Engineer | 31k-38k € | High | 75.50% | Full report |
| Electrical Engineer | 40k-54k € | High | 92.50% | Full report |
| Engineer | 36k-46k € | Medium | 79.50% | Full report |
| Engineering Director | 79k-85k € | High | 91.50% | Full report |
| Mechanical Engineer | 42k-49k € | High | 88.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 31k-34k € | High | 74.50% | 🔗 |
| Finance Analyst | 31k-39k € | High | 92.50% | 🔗 |
| Finance Assistant | 30k-37k € | Low | 74.00% | 🔗 |
| Finance Director | 98k-104k € | Medium | 92.50% | 🔗 |
| Finance Manager | 65k-75k € | High | 92.50% | 🔗 |
| Sustainability Manager | 60k-65k € | High | 74.00% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 55k-64k € | High | 81.50% | 🔗 |
| Human Resources Director | 99k-105k € | High | 92.50% | 🔗 |
| Human Resources Generalist | 36k-49k € | Medium | 92.50% | 🔗 |
| Human Resources Manager | 44k-51k € | High | 71.50% | 🔗 |
| Human Resources Specialist | 31k-44k € | High | 85.50% | 🔗 |
| Recruiter | 31k-42k € | High | 92.50% | 🔗 |
| Talent Acquisition Manager | 50k-63k € | High | 79.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 35k-40k € | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 30k-37k € | High | 92.50% | 🔗 |
| Cyber Security Analyst | 47k-49k € | Low | 85.50% | 🔗 |
| Data Analyst | 34k-38k € | High | 96.00% | 🔗 |
| Data Engineer | 35k-46k € | High | 92.50% | 🔗 |
| Data Scientist | 36k-46k € | High | 88.00% | 🔗 |
| DevOps Engineer | 38k-40k € | High | 92.50% | 🔗 |
| Frontend Developer | 40k-48k € | High | 92.50% | 🔗 |
| Full Stack Developer | 41k-49k € | High | 92.50% | 🔗 |
| IT Manager | 61k-65k € | High | 78.00% | 🔗 |
| Machine Learning Engineer | 54k-64k € | High | 82.50% | 🔗 |
| Python Developer | 31k-39k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 29k-36k € | Medium | 78.50% | 🔗 |
| Quality Assurance Manager | 61k-71k € | High | 72.00% | 🔗 |
| Scrum Master | 37k-49k € | High | 92.50% | 🔗 |
| Security Engineer | 41k-48k € | High | 87.50% | 🔗 |
| Software Developer | 43k-56k € | High | 91.50% | 🔗 |
| Software Engineer | 29k-41k € | High | 78.00% | 🔗 |
| Software Engineering Manager | 53k-58k € | High | 92.50% | 🔗 |
| Systems Engineer | 38k-52k € | Medium | 89.50% | 🔗 |
| Test Automation Engineer | 34k-45k € | High | 79.00% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 37k-49k € | High | 93.00% | 🔗 |
| Lawyer | 50k-60k € | High | 96.00% | 🔗 |
| Legal Assistant | 32k-37k € | High | 79.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 44k-54k € | High | 85.50% | 🔗 |
| Communications Specialist | 32k-36k € | High | 71.50% | 🔗 |
| Digital Marketing Strategist | 39k-45k € | High | 92.50% | 🔗 |
| Marketing Assistant | 33k-36k € | Medium | 87.50% | 🔗 |
| Marketing Manager | 63k-74k € | High | 96.00% | 🔗 |
| Marketing Specialist | 33k-39k € | High | 93.00% | 🔗 |
| Search Engine Optimizer | 25k-33k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Logistician | 40k-50k € | High | 76.00% | 🔗 |
| Operations Coordinator | 29k-33k € | High | 89.50% | 🔗 |
| Operations Director | 77k-83k € | High | 92.50% | 🔗 |
| Operations Manager | 64k-82k € | High | 91.50% | 🔗 |
| Project Manager | 46k-54k € | High | 100.00% | 🔗 |
| Supply Chain Manager | 57k-68k € | High | 78.00% | 🔗 |

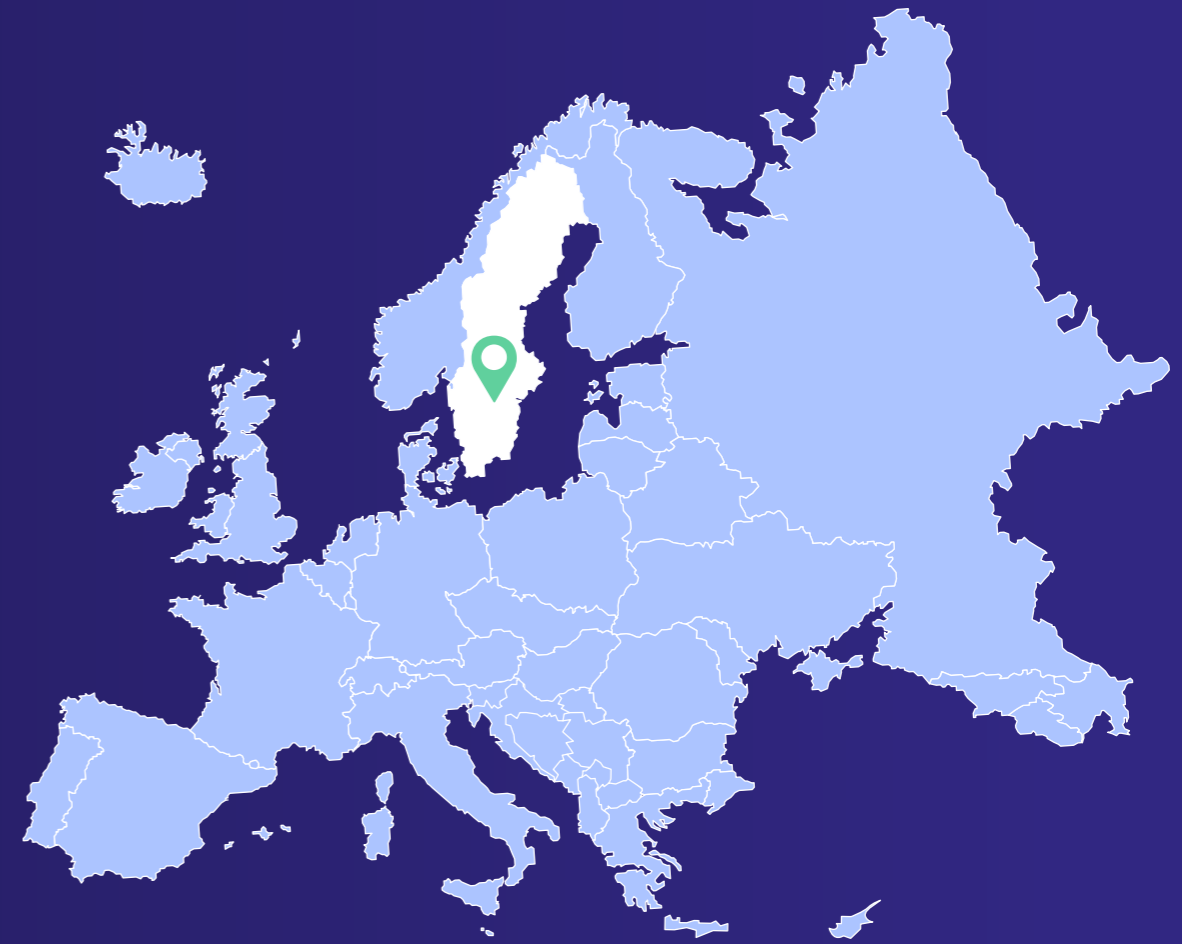
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 35k-44k € | High | 96.00% | 🔗 |
| Business Development Manager | 66k-75k € | High | 76.00% | 🔗 |
| Business Development Representative | 26k-30k € | High | 78.00% | 🔗 |
| Sales Assistant | 28k-35k € | High | 79.50% | 🔗 |
| Sales Director | 74k-79k € | High | 91.00% | 🔗 |
| Sales Engineer | 33k-38k € | High | 84.50% | 🔗 |
| Sales Manager | 56k-69k € | High | 85.00% | 🔗 |
| Sales Representative | 35k-40k € | Low | 92.50% | 🔗 |

Sweden

Sweden is a Nordic country renowned for its innovation, sustainability, and high standard of living. Its economy is driven by strong sectors such as technology, renewable energy, and advanced manufacturing.

Sweden's commitment to research and development, coupled with its highly skilled workforce and excellent infrastructure, makes it a global leader in innovation and sustainability.



Gender occupation¹



Remote work²



Cost of living + rent³
38.7

% Salary Increase⁴
3.7%

Top personal income tax rate⁵
52.3%

Public holidays⁶
12

Average country salary⁷
47600 SEK

Inflation rate⁸
0.8%

¹For more country charts details, see annex on page 218.

Swedish Companies⁹

ERICSSON
Ericsson
(Telecommunications technology pioneer)

VOLVO
Volvo Group
(Swedish industrial leader)

IKEA
IKEA
(Affordable furniture innovator)

Swedish selected Startup¹⁰

Klarna.

Klarna
Sector: Fintech

Klarna is a Swedish startup offering “buy now, pay later” services and other payment solutions. It has become one of the most valuable fintech companies in Europe, reshaping online shopping experiences.

Sweden

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|----------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 473k-539k SEK (43k-49k €) | Low | 90.50% | Full report |
| Office Assistant | 407k-495k SEK (37k-45k €) | Low | 84.00% | Full report |
| Office Manager | 517k-583k SEK (47k-53k €) | High | 83.50% | Full report |
| Payroll Consultant | 792k-858k SEK (72k-78k €) | High | 87.50% | Full report |
| Payroll Manager | 858k-1012k SEK (78k-92k €) | High | 72.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 627k-770k SEK (57k-70k €) | High | 87.50% | Full report |
| Customer Service Representative | 418k-528k SEK (38k-48k €) | High | 92.50% | Full report |
| Customer Service Specialist | 473k-561k SEK (43k-51k €) | High | 72.50% | Full report |
| Customer Success Director | 924k-979k SEK (84k-89k €) | High | 79.50% | Full report |
| Customer Success Manager | 649k-792k SEK (59k-72k €) | High | 86.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Designer | 517k-638k SEK (47k-58k €) | Low | 91.50% | Full report |
| Graphic Designer | 528k-605k SEK (48k-55k €) | High | 80.50% | Full report |
| Product Designer | 462k-550k SEK (42k-50k €) | High | 92.50% | Full report |
| Translator | 451k-539k SEK (41k-49k €) | Low | 88.50% | Full report |
| User Experience Designer | 539k-693k SEK (49k-63k €) | Medium | 74.50% | Full report |
| User Interface Designer | 682k-792k SEK (62k-72k €) | Low | 79.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|-------------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 858k-1023k SEK (78k-93k €) | Low | 85.50% | Full report |
| Civil Engineer | 495k-649k SEK (45k-59k €) | High | 72.50% | Full report |
| Electrical Engineer | 506k-693k SEK (46k-63k €) | High | 92.50% | Full report |
| Engineer | 572k-715k SEK (52k-65k €) | Low | 92.50% | Full report |
| Engineering Director | 1573k-1661k SEK (143k-151k €) | Low | 92.50% | Full report |
| Mechanical Engineer | 583k-682k SEK (53k-62k €) | High | 77.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 616k-704k SEK (56k-64k €) | High | 84.50% | 🔗 |
| Finance Director | 1408k-1584k SEK (128k-144k €) | Medium | 86.50% | 🔗 |
| Finance Manager | 880k-990k SEK (80k-90k €) | High | 92.50% | 🔗 |
| Sustainability Consultant | 308k-352k SEK (28k-32k €) | High | 92.50% | 🔗 |
| Sustainability Director | 1430k-1562k SEK (130k-142k €) | High | 84.00% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Director | 1199k-1265k SEK (109k-115k €) | High | 71.50% | 🔗 |
| Human Resources Generalist | 572k-671k SEK (52k-61k €) | Low | 92.50% | 🔗 |
| Human Resources Manager | 726k-825k SEK (66k-75k €) | High | 82.50% | 🔗 |
| Human Resources Specialist | 517k-660k SEK (47k-60k €) | Low | 70.50% | 🔗 |
| Recruiter | 495k-594k SEK (45k-54k €) | High | 89.50% | 🔗 |
| Talent Acquisition Manager | 770k-957k SEK (70k-87k €) | High | 82.50% | 🔗 |
| Talent Acquisition Partner | 682k-770k SEK (62k-70k €) | High | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 726k-825k SEK (66k-75k €) | High | 92.50% | 🔗 |
| Backend Developer | 649k-781k SEK (59k-71k €) | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 572k-682k SEK (52k-62k €) | High | 81.50% | 🔗 |
| Cyber Security Analyst | 627k-715k SEK (57k-65k €) | Low | 89.50% | 🔗 |
| Data Analyst | 506k-649k SEK (46k-59k €) | High | 88.50% | 🔗 |
| Data Engineer | 638k-737k SEK (58k-67k €) | High | 90.50% | 🔗 |
| DevOps Engineer | 638k-836k SEK (58k-76k €) | High | 92.50% | 🔗 |
| Frontend Developer | 682k-770k SEK (62k-70k €) | Medium | 70.50% | 🔗 |
| Full Stack Developer | 693k-858k SEK (63k-78k €) | High | 85.50% | 🔗 |
| Machine Learning Engineer | 594k-693k SEK (54k-63k €) | High | 90.50% | 🔗 |
| Python Developer | 550k-726k SEK (50k-66k €) | High | 86.50% | 🔗 |
| Quality Assurance Engineer | 473k-616k SEK (43k-56k €) | High | 80.50% | 🔗 |
| Quality Assurance Manager | 1034k-1210k SEK (94k-110k €) | High | 78.50% | 🔗 |
| Scrum Master | 517k-638k SEK (47k-58k €) | High | 91.50% | 🔗 |
| Security Engineer | 539k-616k SEK (49k-56k €) | High | 82.50% | 🔗 |
| Software Developer | 638k-814k SEK (58k-74k €) | High | 88.50% | 🔗 |
| Software Engineer | 594k-704k SEK (54k-64k €) | High | 72.50% | 🔗 |
| Software Engineering Manager | 770k-858k SEK (70k-78k €) | High | 78.50% | 🔗 |
| Systems Engineer | 781k-880k SEK (71k-80k €) | Medium | 92.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 616k-748k SEK (56k-68k €) | Low | 82.50% | 🔗 |
| Lawyer | 979k-1155k SEK (89k-105k €) | Low | 89.50% | 🔗 |
| Legal Assistant | 253k-308k SEK (23k-28k €) | Low | 74.00% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 528k-616k SEK (48k-56k €) | High | 92.50% | 🔗 |
| Communications Specialist | 517k-638k SEK (47k-58k €) | High | 75.50% | 🔗 |
| Community Manager | 979k-1100k SEK (89k-100k €) | High | 77.50% | 🔗 |
| Digital Marketing Strategist | 627k-726k SEK (57k-66k €) | High | 83.50% | 🔗 |
| Marketing Assistant | 517k-583k SEK (47k-53k €) | Low | 80.50% | 🔗 |
| Marketing Director | 1155k-1320k SEK (105k-120k €) | Medium | 71.50% | 🔗 |
| Marketing Manager | 1353k-1650k SEK (123k-150k €) | Low | 70.50% | 🔗 |
| Marketing Specialist | 583k-660k SEK (53k-60k €) | High | 86.50% | 🔗 |
| Search Engine Optimizer | 594k-660k SEK (54k-60k €) | High | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|-------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 396k-451k SEK (36k-41k €) | High | 70.50% | 🔗 |
| Operations Director | 891k-1001k SEK (81k-91k €) | High | 92.50% | 🔗 |
| Project Manager | 583k-671k SEK (53k-61k €) | Low | 90.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|----------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 528k-649k SEK (48k-59k €) | High | 83.50% | 🔗 |
| Business Development Manager | 979k-1100k SEK (89k-100k €) | High | 86.50% | 🔗 |
| Business Development Representative | 429k-484k SEK (39k-44k €) | High | 78.50% | 🔗 |
| Sales Director | 1254k-1375k SEK (114k-125k €) | High | 92.50% | 🔗 |
| Sales Engineer | 561k-737k SEK (51k-67k €) | High | 92.50% | 🔗 |
| Sales Manager | 1012k-1243k SEK (92k-113k €) | Low | 81.50% | 🔗 |
| Sales Representative | 451k-627k SEK (41k-57k €) | Low | 89.50% | 🔗 |

Switzerland

Switzerland is a highly developed and globally connected country in the heart of Europe. Known for its financial services, precision manufacturing, and pharmaceutical industries, Switzerland is a hub for international business.

Its political stability, multilingual workforce, and world-class infrastructure make it one of the most attractive destinations for multinational corporations and investors.



Gender occupation¹



Remote work²



Cost of living + rent³
74.8

% Salary Increase⁴
1.1%

Top personal income tax rate⁵
39.5%

Public holidays⁶
12

Average country salary⁷
7078 CHF

Inflation rate⁸
0.6%

¹For more country charts details, see annex on page 218.

Swiss Companies⁹

Nestlé
Nestlé
(Global food leader)

Roche
Roche
(Pharmaceuticals innovation leader)

UBS
UBS
(Global investment firm)

Swiss selected Startup¹⁰

SCANDIT

Scandit
Sector: AI/Computer Vision

Scandit is a Swiss startup specializing in mobile computer vision technology for barcode scanning, augmented reality, and more. Its solutions are used in industries like retail, logistics, and healthcare.

Switzerland

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 91k-104k € | High | 82.50% | Full report |
| Administrative Manager | 133k-159k € | Low | 80.50% | Full report |
| Office Assistant | 57k-64k € | Low | 84.00% | Full report |
| Office Manager | 86k-103k € | High | 71.50% | Full report |
| Payroll Consultant | 107k-133k € | High | 87.50% | Full report |
| Payroll Manager | 156k-175k € | High | 90.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Manager | 98k-112k € | High | 87.50% | Full report |
| Customer Service Representative | 78k-98k € | High | 92.50% | Full report |
| Customer Service Specialist | 69k-89k € | High | 74.50% | Full report |
| Customer Success Manager | 113k-141k € | High | 92.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 80k-94k € | High | 74.50% | Full report |
| Designer | 96k-113k € | Low | 90.50% | Full report |
| Graphic Designer | 80k-91k € | High | 75.50% | Full report |
| Product Designer | 85k-100k € | High | 92.50% | Full report |
| Translator | 90k-105k € | Medium | 86.50% | Full report |
| User Experience Designer | 90k-112k € | High | 77.50% | Full report |
| User Interface Designer | 87k-100k € | High | 79.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 92k-116k € | Low | 84.50% | Full report |
| Civil Engineer | 91k-109k € | High | 74.50% | Full report |
| Electrical Engineer | 89k-100k € | High | 92.50% | Full report |
| Engineer | 87k-107k € | Medium | 86.50% | Full report |
| Engineering Director | 244k-264k € | Low | 92.50% | Full report |
| Mechanical Engineer | 96k-105k € | High | 81.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 99k-105k € | High | 90.50% | 🔗 |
| Finance Analyst | 105k-116k € | High | 92.50% | 🔗 |
| Finance Assistant | 72k-93k € | Low | 91.50% | 🔗 |
| Finance Director | 232k-269k € | Low | 92.50% | 🔗 |
| Finance Manager | 149k-164k € | High | 91.50% | 🔗 |
| Sustainability Director | 257k-306k € | Low | 84.00% | 🔗 |
| Sustainability Manager | 164k-180k € | High | 88.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 86k-104k € | Low | 84.50% | 🔗 |
| Human Resources Director | 231k-255k € | High | 92.50% | 🔗 |
| Human Resources Generalist | 105k-115k € | Low | 92.50% | 🔗 |
| Human Resources Manager | 144k-160k € | High | 91.50% | 🔗 |
| Human Resources Specialist | 124k-139k € | Low | 90.50% | 🔗 |
| Recruiter | 98k-116k € | High | 86.50% | 🔗 |
| Talent Acquisition Manager | 146k-162k € | High | 91.50% | 🔗 |
| Talent Acquisition Partner | 99k-120k € | High | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Applications Developer | 113k-127k € | High | 92.50% | 🔗 |
| Backend Developer | 115k-127k € | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 109k-129k € | High | 87.50% | 🔗 |
| Cyber Security Analyst | 113k-122k € | High | 88.50% | 🔗 |
| Data Analyst | 107k-128k € | High | 88.50% | 🔗 |
| Data Engineer | 142k-161k € | Medium | 92.50% | 🔗 |
| Data Scientist | 107k-125k € | High | 71.50% | 🔗 |
| DevOps Engineer | 113k-138k € | High | 92.50% | 🔗 |
| Frontend Developer | 123k-146k € | High | 90.50% | 🔗 |
| Full Stack Developer | 123k-148k € | High | 92.50% | 🔗 |
| IT Manager | 170k-204k € | High | 70.00% | 🔗 |
| Machine Learning Engineer | 102k-122k € | High | 92.50% | 🔗 |
| Python Developer | 100k-120k € | High | 92.50% | 🔗 |
| Quality Assurance Engineer | 94k-115k € | High | 81.50% | 🔗 |
| Quality Assurance Manager | 157k-165k € | High | 91.50% | 🔗 |
| Scrum Master | 92k-112k € | High | 89.50% | 🔗 |
| Security Engineer | 85k-103k € | High | 80.50% | 🔗 |
| Software Developer | 101k-123k € | High | 92.50% | 🔗 |
| Software Engineer | 109k-128k € | High | 73.50% | 🔗 |
| Software Engineering Manager | 180k-196k € | Low | 70.00% | 🔗 |
| Systems Engineer | 128k-157k € | High | 86.50% | 🔗 |
| Test Automation Engineer | 125k-140k € | High | 91.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 98k-124k € | High | 91.50% | 🔗 |
| Lawyer | 158k-178k € | Medium | 92.50% | 🔗 |
| Legal Assistant | 84k-94k € | Low | 88.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 114k-131k € | High | 92.50% | 🔗 |
| Communications Specialist | 89k-104k € | High | 71.50% | 🔗 |
| Community Manager | 99k-108k € | Low | 77.50% | 🔗 |
| Digital Marketing Strategist | 104k-121k € | High | 85.50% | 🔗 |
| Marketing Assistant | 85k-100k € | High | 92.50% | 🔗 |
| Marketing Director | 224k-248k € | High | 87.50% | 🔗 |
| Marketing Manager | 155k-176k € | High | 86.50% | 🔗 |
| Marketing Specialist | 106k-129k € | High | 89.50% | 🔗 |
| Search Engine Optimizer | 92k-96k € | Low | 92.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 70k-77k € | High | 79.50% | 🔗 |
| Operations Director | 232k-265k € | Medium | 80.50% | 🔗 |
| Operations Manager | 136k-161k € | High | 91.50% | 🔗 |
| Project Manager | 87k-100k € | High | 85.50% | 🔗 |
| Supply Chain Manager | 137k-146k € | High | 91.50% | 🔗 |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 80k-102k € | High | 88.50% | 🔗 |
| Business Development Manager | 147k-170k € | High | 86.50% | 🔗 |
| Sales Director | 238k-252k € | High | 87.50% | 🔗 |
| Sales Engineer | 129k-146k € | High | 87.50% | 🔗 |
| Sales Manager | 133k-161k € | High | 82.50% | 🔗 |
| Sales Representative | 87k-102k € | Low | 75.50% | 🔗 |

Ukraine

Ukraine is one of Europe's largest countries, known for its fertile agricultural lands and strong industrial base. Key sectors include agriculture, IT, and energy, with Ukraine emerging as a hub for technology and outsourcing.

Its strategic location between the European Union and Eastern Europe enhances its role as a logistics and trade corridor.



Gender occupation¹



Remote work²



Cost of living + rent³
17.1

% Salary Increase⁴
17.6%

Top personal income tax rate⁵
19.5%

Public holidays⁶
11

Average country salary⁷
19240 UAH

Inflation rate⁸
11.2%

¹For more country charts details, see annex on page 218.

Ukrainian Companies⁹



Naftogaz
(Ukraine's energy giant)



Metinvest
(Steel and mining leader)



PrivatBank
(Digital banking pioneer)

Ukrainian selected Startup¹⁰



Grammarly
Sector: EdTech/AI

Grammarly is a Ukrainian startup offering AI-powered writing assistance. Its platform helps users improve grammar, style, and clarity, becoming a global leader in digital writing tools.

Ukraine

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|--------------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | 360k-560k UAH (9k-14k €) | High | 90.50% | Full report |
| Administrative Manager | 1320k-1640k UAH (33k-41k €) | High | 81.00% | Full report |
| Office Manager | 560k-720k UAH (14k-18k €) | High | 73.50% | Full report |
| Payroll Consultant | 1040k-1240k UAH (26k-31k €) | High | 87.50% | Full report |
| Payroll Manager | 1240k-1360k UAH (31k-34k €) | High | 71.50% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|------------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Success Director | 760k-960k UAH (19k-24k €) | High | 78.50% | Full report |
| Customer Success Manager | 640k-840k UAH (16k-21k €) | High | 86.50% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|------------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | 520k-560k UAH (13k-14k €) | High | 92.50% | Full report |
| Designer | 720k-840k UAH (18k-21k €) | High | 90.50% | Full report |
| User Experience Designer | 560k-840k UAH (14k-21k €) | High | 92.50% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|--------------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | 880k-1240k UAH (22k-31k €) | High | 76.50% | Full report |
| Civil Engineer | 560k-600k UAH (14k-15k €) | High | 91.50% | Full report |
| Electrical Engineer | 480k-560k UAH (12k-14k €) | Low | 90.50% | Full report |
| Engineer | 680k-800k UAH (17k-20k €) | Medium | 92.50% | Full report |
| Engineering Director | 1120k-1560k UAH (28k-39k €) | High | 92.50% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Accounting Specialist | 560k-680k UAH (14k-17k €) | High | 81.50% | 🔗 |
| Finance Analyst | 760k-1000k UAH (19k-25k €) | High | 92.50% | 🔗 |
| Finance Director | 1520k-1600k UAH (38k-40k €) | High | 77.50% | 🔗 |
| Finance Manager | 680k-1080k UAH (17k-27k €) | High | 73.50% | 🔗 |
| Sustainability Manager | 1640k-1800k UAH (41k-45k €) | High | 77.50% | 🔗 |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Human Resources Business Partner | 880k-960k UAH (22k-24k €) | High | 77.50% | 🔗 |
| Human Resources Director | 1560k-1760k UAH (39k-44k €) | High | 75.50% | 🔗 |
| Human Resources Specialist | 600k-920k UAH (15k-23k €) | High | 91.50% | 🔗 |
| Recruiter | 520k-600k UAH (13k-15k €) | Low | 72.50% | 🔗 |
| Talent Acquisition Manager | 1120k-1160k UAH (28k-29k €) | High | 71.50% | 🔗 |
| Talent Acquisition Partner | 640k-840k UAH (16k-21k €) | High | 90.50% | 🔗 |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Backend Developer | 720k-880k UAH (18k-22k €) | High | 92.50% | 🔗 |
| Business Intelligence Analyst | 1040k-1160k UAH (26k-29k €) | High | 92.50% | 🔗 |
| Cyber Security Analyst | 760k-920k UAH (19k-23k €) | Low | 77.50% | 🔗 |
| Data Analyst | 640k-640k UAH (16k-16k €) | High | 77.50% | 🔗 |
| Data Engineer | 1120k-1440k UAH (28k-36k €) | High | 82.50% | 🔗 |
| Data Scientist | 760k-800k UAH (19k-20k €) | High | 72.50% | 🔗 |
| DevOps Engineer | 960k-1080k UAH (24k-27k €) | High | 92.50% | 🔗 |
| Frontend Developer | 800k-1040k UAH (20k-26k €) | High | 80.50% | 🔗 |
| Full Stack Developer | 800k-880k UAH (20k-22k €) | High | 76.50% | 🔗 |
| Machine Learning Engineer | 720k-880k UAH (18k-22k €) | High | 89.50% | 🔗 |
| Python Developer | 800k-840k UAH (20k-21k €) | High | 80.50% | 🔗 |
| Quality Assurance Manager | 1000k-1200k UAH (25k-30k €) | Low | 80.50% | 🔗 |
| Scrum Master | 680k-960k UAH (17k-24k €) | High | 89.50% | 🔗 |
| Security Engineer | 1000k-1040k UAH (25k-26k €) | High | 92.50% | 🔗 |
| Software Developer | 560k-800k UAH (14k-20k €) | High | 88.50% | 🔗 |
| Software Engineer | 640k-880k UAH (16k-22k €) | Medium | 89.50% | 🔗 |
| Software Engineering Manager | 1280k-1320k UAH (32k-33k €) | High | 92.50% | 🔗 |
| Systems Engineer | 880k-1360k UAH (22k-34k €) | High | 85.50% | 🔗 |
| Test Automation Engineer | 680k-800k UAH (17k-20k €) | High | 76.50% | 🔗 |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Consultant | 880k-960k UAH (22k-24k €) | High | 75.50% | 🔗 |
| Lawyer | 1000k-1040k UAH (25k-26k €) | High | 88.50% | 🔗 |
| Legal Assistant | 560k-640k UAH (14k-16k €) | Low | 71.50% | 🔗 |
| Legal Counsel | 1000k-1200k UAH (25k-30k €) | High | 92.50% | 🔗 |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|------------------------------|----------------------|--------------------------------|-------------------|
| Brand Manager | 800k-880k UAH (20k-22k €) | High | 92.50% | 🔗 |
| Communications Specialist | 560k-720k UAH (14k-18k €) | High | 92.50% | 🔗 |
| Community Manager | 720k-800k UAH (18k-20k €) | High | 74.50% | 🔗 |
| Digital Marketing Strategist | 520k-600k UAH (13k-15k €) | High | 88.50% | 🔗 |
| Marketing Assistant | 480k-680k UAH (12k-17k €) | Low | 92.50% | 🔗 |
| Marketing Director | 800k-920k UAH (20k-23k €) | High | 85.50% | 🔗 |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Operations Coordinator | 520k-640k UAH (13k-16k €) | High | 92.50% | 🔗 |
| Operations Director | 2200k-2400k UAH (55k-60k €) | High | 78.50% | 🔗 |
| Operations Manager | 1560k-2000k UAH (39k-50k €) | High | 92.50% | 🔗 |
| Project Manager | 480k-520k UAH (12k-13k €) | High | 75.50% | 🔗 |
| Supply Chain Manager | 840k-840k UAH (21k-21k €) | High | 92.50% | 🔗 |

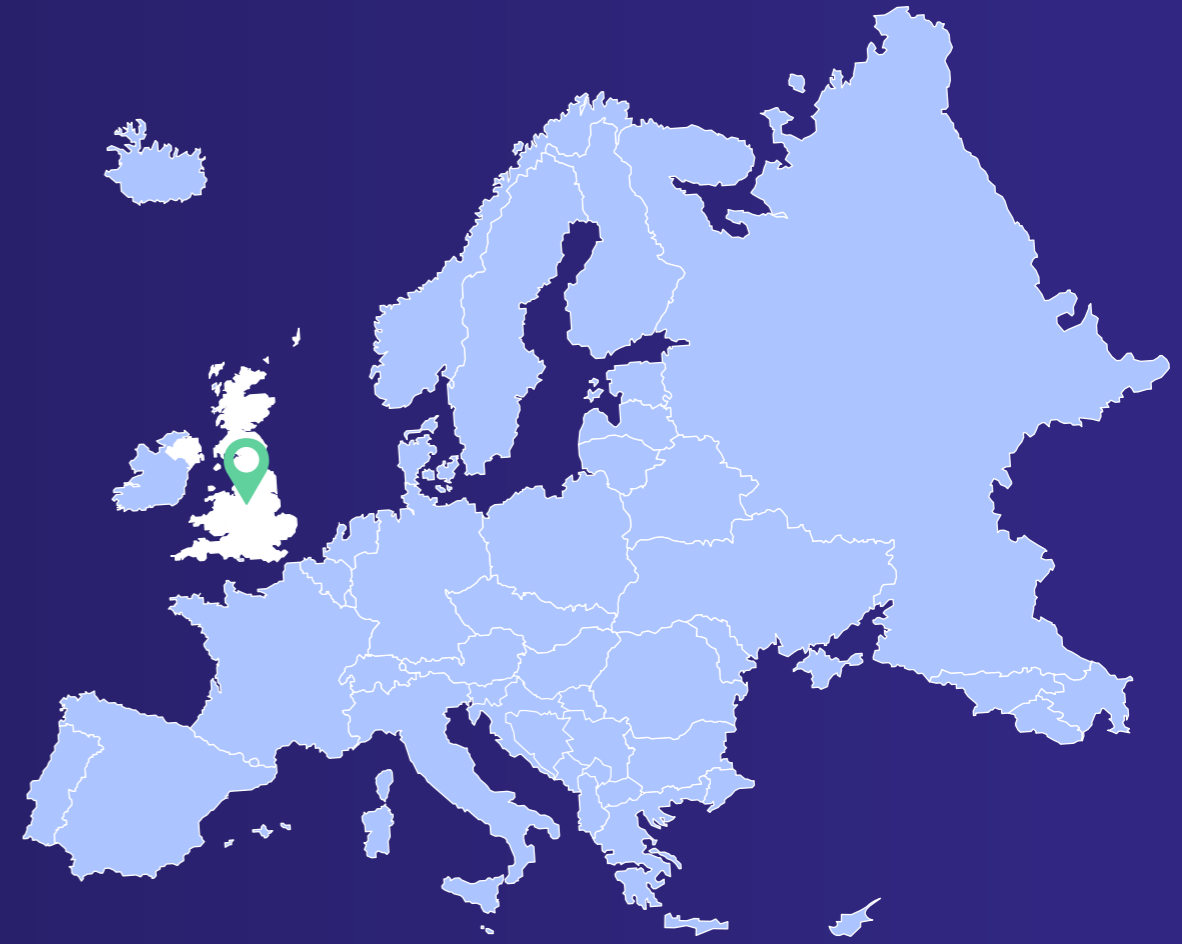
Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|--------------------------------|----------------------|--------------------------------|-------------------|
| Account Manager | 520k-680k UAH (13k-17k €) | High | 92.50% | 🔗 |
| Sales Assistant | 520k-640k UAH (13k-16k €) | High | 92.50% | 🔗 |
| Sales Director | 2200k-2400k UAH (55k-60k €) | High | 89.50% | 🔗 |
| Sales Engineer | 720k-840k UAH (18k-21k €) | High | 71.50% | 🔗 |
| Sales Manager | 1120k-1440k UAH (28k-36k €) | High | 74.50% | 🔗 |
| Sales Representative | 560k-840k UAH (14k-21k €) | Medium | 74.50% | 🔗 |

United Kingdom

United Kingdom is one of the world's most influential countries, known for its financial services, technology, and cultural industries. The UK has a highly diversified economy, with strong sectors in finance, creative industries, and advanced manufacturing.

Its strategic location and world-class infrastructure make it a global hub for business, innovation, and trade.



Gender occupation¹



Remote work²



Cost of living + rent³
46.3

% Salary Increase⁴
5.2%

Top personal income tax rate⁵
45%

Public holidays⁶
8

Average country salary⁷
2863 GBP

Inflation rate⁸
2.6%

¹For more country charts details, see annex on page 218.

UK Companies⁹

bp
BP (British Petroleum)
(Global energy giant)

Unilever
Unilever
(Consumer goods leader)

HSBC
HSBC
(International financial powerhouse)

Alistair Fraser¹¹
Founder of Justly

JUSTLY



I believe 2025 will be a turning point for salary bands in job adverts, with their inclusion becoming standard practice. Many companies are now prioritizing transparency in recruitment, a trend accelerated by the upcoming EU Pay Transparency Directive in 2026. Forward-thinking organizations are leveraging salary transparency to stand out as progressive and candidate-focused.

While factors like culture, career growth, and mission remain vital, salary is a top priority for jobseekers. Including salary bands not only boosts application volumes but also attracts better-aligned candidates, streamlining the hiring process and fostering trust. Transparent practices also address pay gaps, supporting fairness and building stronger employer-employee relationships.

United Kingdom

Administrative Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Administrative Coordinator | £45k-53k (53k-63k €) | High | 73.50% | Full report |
| Administrative Manager | £56k-69k (67k-82k €) | High | 85.50% | Full report |
| Office Assistant | £33k-39k (39k-46k €) | Low | 90.00% | Full report |
| Office Manager | £45k-49k (53k-58k €) | High | 87.00% | Full report |
| Payroll Consultant | £43k-51k (51k-61k €) | High | 79.00% | Full report |
| Payroll Manager | £62k-74k (73k-88k €) | High | 99.00% | Full report |

Customer Support

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Customer Service Representative | £45k-52k (53k-62k €) | High | 77.50% | Full report |
| Customer Service Specialist | £42k-48k (50k-57k €) | Medium | 72.50% | Full report |
| Customer Success Manager | £72k-83k (85k-98k €) | High | 91.00% | Full report |

Design, Media, and Writing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|--------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Copy Writer | £46k-51k (55k-61k €) | High | 95.00% | Full report |
| Designer | £49k-56k (58k-67k €) | Low | 94.00% | Full report |
| Graphic Designer | £51k-59k (61k-70k €) | High | 93.00% | Full report |
| Translator | £44k-50k (52k-59k €) | Medium | 97.00% | Full report |
| User Experience Designer | £34k-35k (40k-42k €) | High | 96.00% | Full report |

Engineering and Technical

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Architect | £65k-73k (77k-86k €) | Low | 70.50% | Full report |
| Civil Engineer | £49k-56k (58k-66k €) | Medium | 89.50% | Full report |
| Electrical Engineer | £55k-59k (65k-70k €) | High | 100.00% | Full report |
| Engineer | £36k-39k (43k-47k €) | Low | 77.00% | Full report |
| Engineering Director | £96k-105k (113k-124k €) | High | 99.00% | Full report |
| Mechanical Engineer | £51k-57k (60k-68k €) | Medium | 97.00% | Full report |

Finance

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|---------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Finance Analyst | £39k-45k (47k-53k €) | High | 92.50% | Full report |
| Finance Assistant | £32k-36k (38k-43k €) | Low | 95.00% | Full report |
| Finance Director | £108k-117k (128k-138k €) | Medium | 100.00% | Full report |
| Finance Manager | £56k-67k (67k-79k €) | High | 100.00% | Full report |
| Sustainability Consultant | £55k-62k (65k-73k €) | High | 100.00% | Full report |
| Sustainability Director | £121k-144k (143k-170k €) | High | 91.50% | Full report |
| Sustainability Manager | £64k-73k (76k-87k €) | High | 81.00% | Full report |

Human Resources

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|----------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Human Resources Business Partner | £49k-59k (58k-70k €) | Medium | 97.00% | Full report |
| Human Resources Director | £119k-133k (141k-157k €) | High | 89.00% | Full report |
| Human Resources Generalist | £45k-56k (53k-66k €) | Medium | 100.00% | Full report |
| Human Resources Manager | £58k-66k (69k-78k €) | High | 89.00% | Full report |
| Human Resources Specialist | £42k-56k (50k-66k €) | High | 93.00% | Full report |
| Recruiter | £47k-62k (56k-74k €) | High | 98.00% | Full report |
| Talent Acquisition Manager | £67k-85k (79k-100k €) | Medium | 78.00% | Full report |
| Talent Acquisition Partner | £44k-49k (52k-58k €) | High | 96.00% | Full report |

Information Technology

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Applications Developer | £43k-51k (51k-61k €) | High | 100.00% | Full report |
| Backend Developer | £51k-57k (60k-68k €) | High | 83.00% | Full report |
| Business Intelligence Analyst | £40k-45k (48k-54k €) | High | 100.00% | Full report |
| Cyber Security Analyst | £53k-60k (63k-71k €) | Low | 84.50% | Full report |
| Data Analyst | £54k-62k (64k-74k €) | High | 99.00% | Full report |
| Data Engineer | £35k-39k (42k-46k €) | High | 72.50% | Full report |
| DevOps Engineer | £50k-56k (59k-67k €) | High | 98.00% | Full report |
| Frontend Developer | £50k-58k (59k-69k €) | High | 100.00% | Full report |
| Full Stack Developer | £50k-56k (59k-66k €) | High | 100.00% | Full report |
| IT Manager | £71k-78k (84k-92k €) | High | 85.00% | Full report |
| Machine Learning Engineer | £51k-58k (61k-69k €) | High | 83.00% | Full report |
| Python Developer | £42k-53k (50k-63k €) | High | 100.00% | Full report |
| Quality Assurance Engineer | £31k-35k (37k-42k €) | Low | 77.50% | Full report |
| Quality Assurance Manager | £74k-89k (88k-105k €) | Low | 98.00% | Full report |
| Security Engineer | £53k-60k (63k-71k €) | High | 92.50% | Full report |
| Software Developer | £72k-83k (85k-98k €) | High | 95.00% | Full report |
| Software Engineer | £53k-59k (63k-70k €) | Medium | 100.00% | Full report |
| Software Engineering Manager | £68k-76k (81k-90k €) | High | 96.00% | Full report |
| Systems Engineer | £37k-42k (44k-50k €) | Medium | 72.50% | Full report |
| Test Automation Engineer | £49k-57k (58k-68k €) | High | 85.00% | Full report |

Law, Compliance, and Public Safety

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-----------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Consultant | £36k-42k (43k-50k €) | High | 82.50% | Full report |
| Lawyer | £38k-43k (45k-51k €) | High | 95.00% | Full report |
| Legal Assistant | £28k-36k (33k-43k €) | High | 94.00% | Full report |
| Legal Counsel | £45k-51k (53k-60k €) | Medium | 93.00% | Full report |

Marketing

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Brand Manager | £51k-55k (60k-65k €) | High | 100.00% | Full report |
| Communications Specialist | £58k-66k (69k-78k €) | High | 70.50% | Full report |
| Community Manager | £38k-48k (45k-57k €) | High | 79.00% | Full report |
| Digital Marketing Strategist | £44k-50k (52k-59k €) | High | 94.00% | Full report |
| Marketing Assistant | £26k-28k (31k-34k €) | Low | 95.00% | Full report |
| Marketing Director | £90k-99k (106k-117k €) | Low | 100.00% | Full report |
| Marketing Manager | £61k-68k (72k-80k €) | Medium | 98.00% | Full report |
| Marketing Specialist | £49k-57k (58k-68k €) | High | 95.00% | Full report |
| Search Engine Optimizer | £39k-46k (47k-55k €) | Low | 100.00% | Full report |

Operations

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Logistician | £41k-54k (49k-64k €) | Low | 96.50% | Full report |
| Operations Coordinator | £34k-43k (41k-51k €) | High | 100.00% | Full report |
| Operations Director | £81k-90k (96k-107k €) | Low | 91.00% | Full report |
| Operations Manager | £64k-79k (76k-94k €) | Medium | 98.00% | Full report |
| Project Manager | £70k-79k (83k-94k €) | Medium | 89.50% | Full report |
| Supply Chain Manager | £65k-75k (77k-89k €) | High | 82.00% | Full report |

Sales

| Title | Salary band ¹² | Demand ¹³ | Confidence ratio ¹⁴ | Full report |
|-------------------------------------|---------------------------|----------------------|--------------------------------|-----------------------------|
| Account Manager | £57k-69k (68k-82k €) | Medium | 95.00% | Full report |
| Business Development Manager | £71k-78k (84k-92k €) | High | 100.00% | Full report |
| Business Development Representative | £37k-45k (44k-53k €) | High | 97.00% | Full report |
| Sales Assistant | £32k-35k (38k-42k €) | High | 88.00% | Full report |
| Sales Director | £78k-87k (92k-103k €) | Medium | 100.00% | Full report |
| Sales Engineer | £34k-36k (40k-43k €) | High | 89.50% | Full report |
| Sales Manager | £69k-83k (82k-98k €) | Medium | 91.00% | Full report |
| Sales Representative | £61k-74k (72k-88k €) | Medium | 81.50% | Full report |

Annex

The country 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. Gender Share of Workers (Bar Chart):** This visual representation shows the proportion of white collar male and female workers in the country. It offers insights into the gender diversity of the workforce, which is crucial for diversity and inclusion initiatives.
- 2. Remote Share of Workers (Bar Chart):** This chart illustrates the percentage of white collar workers who are engaged in remote work arrangements. It helps you understand the extent to which remote work has been adopted in the country, which is especially relevant in today's flexible work environments.
- 3. 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.
- 4. % Salary Increase:** This figure provides the percentage increase in average salaries within the country over the last year. It reflects salary growth trends and is crucial for assessing competitiveness in attracting talent.
- 5. Top Personal Income Tax Rate:** The top personal income tax rate reflects the highest percentage of income taxation applied to the highest earners in a country. It is a crucial metric for understanding the tax burden on top incomes and its impact on net salaries and wealth distribution. Data retrieved from <https://taxfoundation.org/>

- 6. Public Holidays:** This shows the number of public holidays observed in the country, providing context for work-life balance, employee benefits, and potential downtime in business operations.
- 7. Average Country Salary in Local Currency:** This figure provides the average salary for professionals in the country, 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.
- 8. Inflation Rate:** This figure represents the country's inflation rate, giving insights into the overall economic environment and the rising cost of goods and services.
- 9. Relevant Companies in the Area:** This section gives a quick look at some of the most important or well-known companies in the area. It can bring attention to key industries or areas of expertise that companies might be interested in.
- 10. Startup:** A notable startup is featured in this section, showcasing the country's innovation landscape and emerging sectors.
- 11. 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 technology, 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.

12. 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 country, 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.

13. 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.

14. 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.

