

European Salary Benchmark Report

2026

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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.

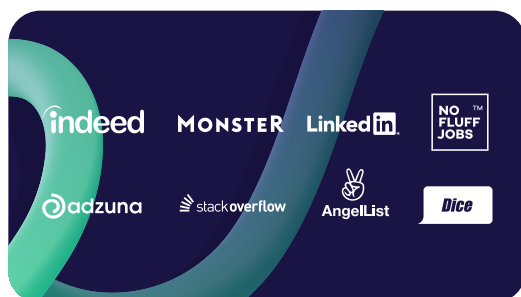
1

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.



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.

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.



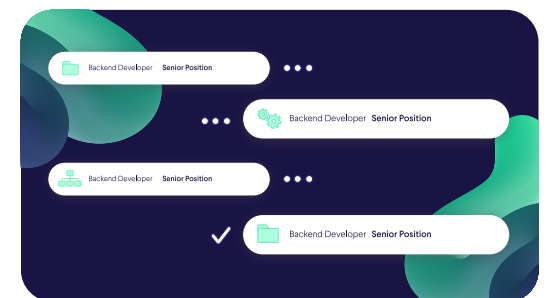
4

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.



Seeking more roles and deeper insights?

- Request a personalized report and get:
- Access to over 700 positions in your selected country
 - Comprehensive market insights
 - Data-driven analysis to support strategic decision-making
 - Trusted information from the world's leading salary benchmarking solution

Request a personalized report!

Starting from
900€



United Kingdom

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	£43k -49k (51k-57k €)	£43k -50k (50k-59k €)	£54k -64k (63k-75k €)	↗
Backend Developer	£45k -55k (53k-64k €)	£49k -60k (57k-70k €)	£61k -77k (71k-90k €)	↗
Business Intelligence Analyst	£49k -55k (57k-65k €)	£52k -60k (61k-70k €)	£52k -61k (61k-71k €)	↗
Cyber Security Analyst	£49k -64k (58k-75k €)	£52k -67k (61k-78k €)	£53k -66k (62k-77k €)	↗
Data Analyst	£44k -52k (52k-61k €)	£49k -61k (58k-71k €)	£49k -62k (58k-73k €)	↗
Data Engineer	£46k -55k (54k-64k €)	£50k -60k (59k-70k €)	£69k -86k (81k-100k €)	↗
Data Scientist	£38k -45k (45k-53k €)	£43k -49k (51k-57k €)	£51k -60k (60k-70k €)	↗
Devops Engineer	£50k -57k (59k-67k €)	£56k -67k (66k-78k €)	£75k -85k (88k-99k €)	↗
Frontend Developer	£48k -58k (56k-68k €)	£54k -69k (63k-81k €)	£76k -94k (89k-110k €)	↗
Full Stack Developer	£46k -58k (54k-68k €)	£56k -73k (66k-85k €)	£68k -89k (80k-104k €)	↗
It Manager	£56k -60k (66k-70k €)	£77k -82k (90k-96k €)	£92k -98k (108k-115k €)	↗
Machine Learning Engineer	£47k -57k (55k-67k €)	£50k -58k (59k-68k €)	£65k -76k (76k-89k €)	↗
Python Developer	£39k -46k (46k-54k €)	£42k -53k (49k-62k €)	£51k -63k (60k-74k €)	↗
Quality Assurance Engineer	£40k -50k (47k-59k €)	£44k -57k (52k-67k €)	£52k -66k (61k-77k €)	↗
Quality Assurance Manager	£68k -74k (80k-87k €)	£86k -92k (101k-107k €)	£81k -86k (95k-101k €)	↗
Scrum Master	£41k -49k (48k-58k €)	£43k -51k (50k-60k €)	£48k -60k (56k-70k €)	↗
Security Engineer	£46k -53k (54k-62k €)	£49k -54k (57k-63k €)	£52k -61k (61k-72k €)	↗
Software Developer	£44k -54k (52k-63k €)	£49k -57k (57k-67k €)	£62k -77k (73k-90k €)	↗

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

vide 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 700 roles in more than 300 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 2026, the EU Pay Transparency Directive will redefine compensation and benefits across Europe. For the first time, companies must share clear salary structures, disclose pay gaps, and explain differences in pay. This shift will empower employees while pushing organizations to adopt fairer and more consistent practices.

For HR leaders, the challenge is not only compliance but also building proactive strategies. Data-driven tools will be key to tracking equity, aligning benefits with employee needs, and strengthening trust. Done right, transparency becomes a competitive advantage, helping companies stand out as fair and attractive employers.

At TalentUp, we support this transition with reliable salary intelligence, benchmarking, and insights to help organizations embrace the new era of pay transparency with confidence."

 **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.

 **+ 700 positions**

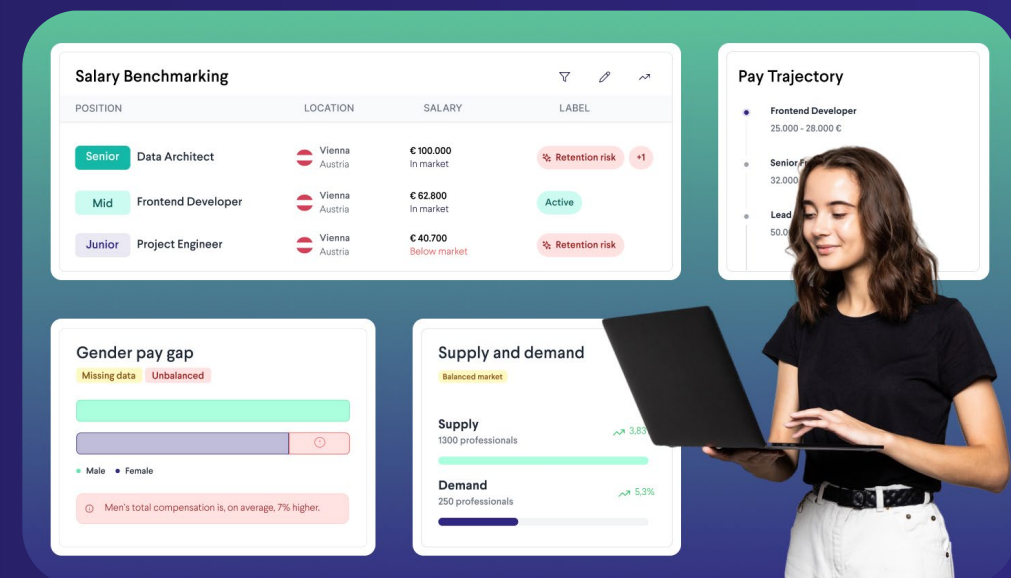
More than 700 positions are covered by our Salary Platform, which includes salary and strategic data.

 **+ 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.

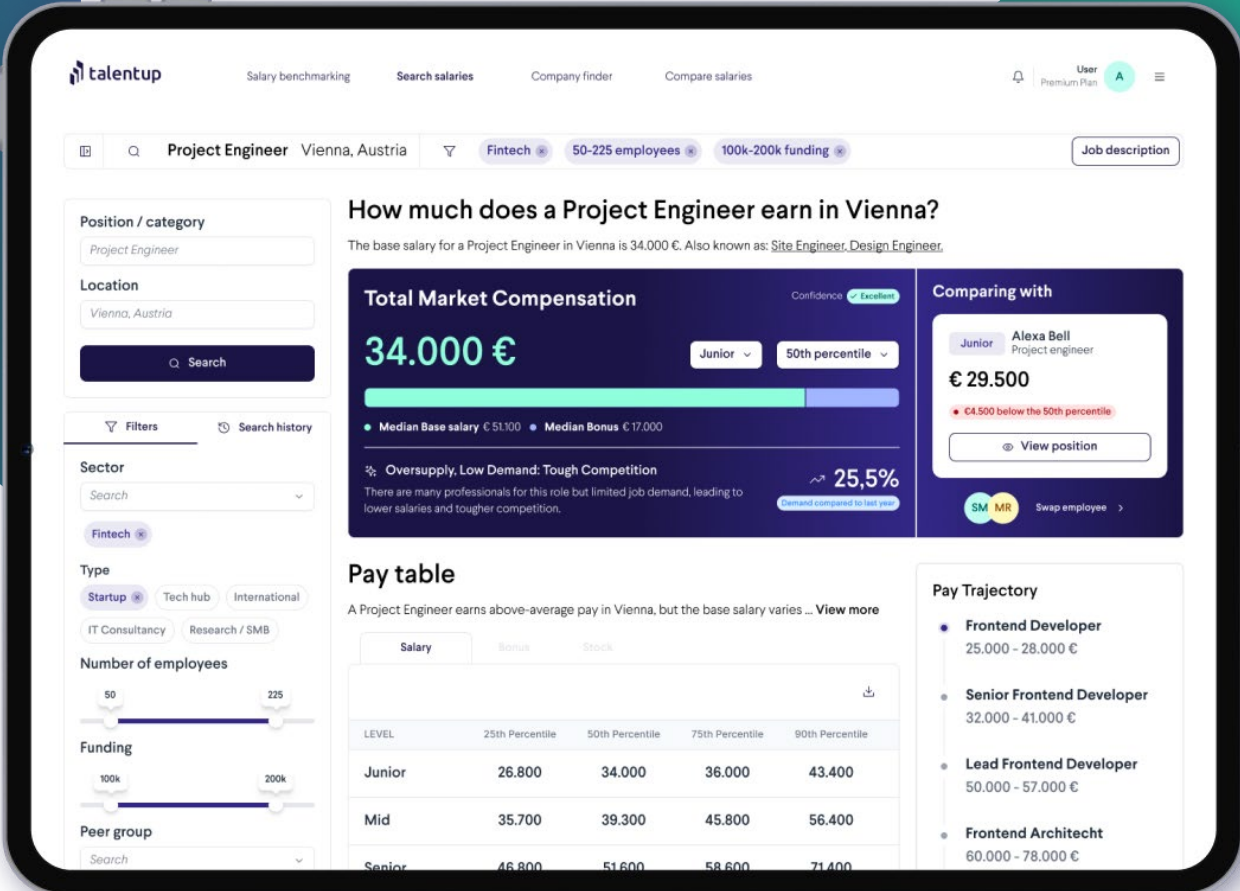


TalentUp.io

Salary Benchmarking Platform

+700
positions

+300
locations



Africa

Angola
Egypt
Ethiopia
Kenya
Morocco
Nigeria
South Africa
Tunisia
+16...

Asia

China
Hong Kong
India
Japan
Malaysia
Philippines

Singapore
South Korea
Thailand
United Arab Emirates
Vietnam
+9...

Europe

Austria
Belarus
Belgium
Bulgaria
Croatia
Czech Republic
Denmark
Finland
France
Germany
Greece

Hungary
Ireland
Italy
Luxembourg
Macedonia
Netherlands
Norway
Poland
Portugal
Romania
Russia
Serbia
Spain
Sweden
Switzerland
Ukraine
United Kingdom
+9...

North America

Canada
Dominican Republic
Guatemala
Mexico
Trinidad and Tobago
United States

South America

Argentina
Bolivia
Brazil
Chile
Colombia
Peru

Oceania

Australia

How the EU Pay Transparency Directive Will Change Salary-Setting and Salary Negotiations

The EU Pay Transparency Directive (Directive (EU) 2023/970) brings in strong rules to support equal pay for equal work by giving people new rights to information, requiring companies to report pay, and setting up joint pay assessments in Member States. The Directive will change employers' pay-setting architecture, candidate communication and negotiation practices, and compliance governance. This article summarizes the Directive's core obligations, reviews empirical evidence on pay-transparency effects, and provides an operational roadmap for compensation and benefits (C&B) and Human Resources teams on how to adapt pay structures, negotiation protocols and analytics to comply while preserving market competitiveness. (Keywords: pay transparency, gender pay gap, salary negotiation, pay audits, compensation governance.)

Why C&B and HR should care

The EU's Pay Transparency Directive (Directive (EU) 2023/970) moves pay transparency from national patchworks and voluntary corporate practice to an EU-wide, enforceable regime with concrete reporting duties and remediation triggers (European Parliament & Council, 2023). For C&B and HR professionals this is not primarily a legal exercise: it will reframe how pay is designed, how salaries are communicated to candidates and employees, and how negotiation dynamics operate inside organizations. The Directive alters both information flows (who can request what) and accountability mechanisms (reporting, joint assessments, remedies), forcing pay systems to be both analytically robust and defensible under scrutiny (European Parliament & Council, 2023).

What the Directive Requires

Four elements of the Directive are especially consequential for pay policy and salary negotiation:

- 1. Expanded individual and collective information rights.** Workers and job applicants gain rights to request and obtain information on pay levels for categories of workers doing equal work or work of equal value; workers' representatives must be given access to methodologies and data used by employers. This increases visibility into pay-setting rationale and comparators.
- 2. There is mandatory pay reporting by employer size, with staged deadlines in place.** The Directive mandates reporting of a set of gender pay metrics (mean and median gaps, quartile distributions, variable pay) with phased employer thresholds: employers with ≥250 employees report annually from 7 June 2027; 150–249 every three years from 7 June 2027; and 100–149 every three years from 7 June 2031 (Article 9). Member States may go further by requiring smaller employers to report.
- 3. Joint pay assessments and remediation if gaps exceed 5%.** Where a reported average pay difference of ≥5% in any worker category cannot be justified by objective, gender-neutral criteria and remains uncorrected within six months, employers must conduct a joint pay assessment with workers' representatives and take remedial action. This is a major compliance and operational mandate for HR and C&B.
- 4. The process involves both transposition and enforcement.** Member States must transpose the Directive into national law by 7 June 2026 and designate monitoring and enforcement bodies. Penalties and remedies, including fines and compensation mechanisms, are left to national implementation (Article 34).

These rules are designed to make pay systems auditable, comparable and subject to corrective

processes rather than leave redress solely to litigation or voluntary corporate CSR actions (European Parliament & Council, 2023).

What the research says about likely effects

The international empirical literature on pay transparency offers cautious optimism but highlights important caveats:

Transparency can reduce the gender pay gap, primarily by exposing and constraining opaque pay practices; several quasi-experimental studies (Denmark, UK, Austria, etc.) demonstrate reductions in the gap following disclosure laws, although effects vary by context and policy design (Bennedsen et al., 2018; CEPR; OECD, 2021).

Design matters. The most effective measures combine public reporting with internal equal-pay audits and remedial obligations (OECD, 2021). Without remedial pathways and worker-representation mechanisms, transparency alone can have limited effect or encourage gamesmanship (e.g., reclassifying pay elements).

Employer responses vary. Research finds employers may slow wage growth at the top or change pay growth dynamics as a response to disclosure; some firms improve parity, while others change pay architecture to preserve flexibility (Bennedsen et al., 2018; Arnold et al., 2023). C&B teams should therefore expect behavioural responses and plan accordingly.

These findings suggest that the Directive's combination of reporting, right-to-information and mandatory joint assessments is likely to generate meaningful pressure for pay remediation, provided Member States implement effective enforcement and auditors.

Practical implications for salary-setting and negotiation

Below are the immediate and medium-term changes C&B and HR teams should anticipate and recommend actions for.

Salary architecture and job evaluation

Implication: Job descriptions, grading systems and pay bands will be scrutinized as the primary defensible explanations for pay differences.

Action: Immediately inventory job evaluation methods (market-based benchmarking, point-factor systems, competency frameworks). Document how each job maps to pay bands; ensure criteria are gender-neutral, consistently applied, and auditable.

Consider third-party validation of job evaluation frameworks to strengthen defensibility in future joint pay assessments. (OECD guidance on equal pay audits is useful here.)

Pay negotiation protocols and training

Implication: Because more pay information will be accessible internally, negotiations will be less asymmetric – candidates and employees will arrive with better information about internal bands and peers.

Action: Develop negotiation guidelines that emphasize objective criteria (skills, experience, and market benchmarks), standardize counter-offer processes, and train hiring managers to avoid ad hoc pay premium decisions that will later be hard to justify. Standardize job offers with clear band placement language and rationales. (Research shows transparency changes bargaining dynamics; see Arnold et al., 2023.)

Recruitment advertising and offers

Implication: The Directive explicitly encourages pay transparency prior to employment; some Member States may require pay ranges to be posted in job adverts.

Action: Audit all external vacancy templates and applicant communications. Publish clear salary ranges where allowed/required and align those ranges with documented job families and market data. This reduces arbitrary discretionary pay decisions and improves offer defensibility.

Pay reporting, audits, and remediation processes

Implication: Employers subject to reporting thresholds must produce gender-disaggregated metrics and, if triggers are hit, conduct joint pay assessments with worker representatives.

Action: Build or acquire a repeatable pay-analytics capability (data mapping, ETL, dashboards, quartile analyses, variable pay decomposition). Establish a governance calendar: annual reporting, remediation timeline (six months), and defined governance owners (CHRO, C&B lead, legal, and data privacy). Leverage the OECD and EU guidance on equal-pay audits to structure methodology and documentation.

Data privacy and employee communications

Implication: The Directive interacts with GDPR and national privacy law when handling employee pay data.

Action: Engage privacy counsel to ensure aggregated and anonymized reporting satisfies both transparency and data protection obligations. Prepare clear communications and templates for employees and works councils explaining methodology and remediation steps.

Collective bargaining and social partner engagement

Implication: The Directive explicitly preserves collective bargaining rights and allows Member Sta-

tes to entrust social partners with implementation tasks.

Action: Where unions or works councils exist, engage them early in designing joint assessments and remediation plans. Use collective-bargaining forums to agree on job evaluation rules and pay band structures to reduce downstream disputes (Articles 30 & 33).

Operational roadmap (90-day, 6-month, 18-month)

90 days (triage): Map employee population against Directive thresholds; locate pay data sources; perform initial gap analysis; assemble cross-functional steering group (HR, C&B, legal, data, communications).

6 months (build): Finalize job evaluation harmonization, implement pay analytics pipeline, pilot internal pay report by population category, and draft remediation playbooks.

18 months (embed): Run a full-scale reporting cycle, institutionalize joint pay assessment workflows, and integrate pay transparency into recruitment ATS templates and manager training, public reporting and continuous monitoring.

Risks, limits and unintended consequences

Pay transparency is a powerful tool but not a panacea. Evidence shows that without well-designed remedial mechanisms and attention to occupational segregation, transparency can yield modest improvements, or in some cases, merely change pay dynamics without eliminating root causes (OECD, 2021; Bennedsen et al., 2018). Employers must therefore treat compliance as an opportunity to improve systemic human-capital practices, not just a reporting exercise.

Conclusion

The EU Pay Transparency Directive will fundamentally change the environment in which compensation is set and negotiated. For C&B and HR professionals, the Directive demands robust job evaluation, transparent and documented pay bands, scalable pay analytics, and clear remediation governance; all implemented with respect for privacy and industrial relations. Practically, organizations that treat this as a strategic opportunity to strengthen pay fairness, rather than merely as compliance, will benefit from reduced litigation risk, improved employee trust, and stronger employer branding.

Sources

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Salary Benchmark

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 across company sizes (SMEs, startups, and corporates).

This segmentation highlights how compensation varies depending on the organizational context. Salaries are presented by department, hierarchy level, and country.

The section that follows provides a general overview of each country, summarizing key insights for each of the following 25 European markets:

- **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**

An annex can be found in page 268 with all the information necessary to understand the insights showed for each country.

Austria

Austria remains a prosperous economy in Central Europe but is currently facing a mild recession, with industrial output contracting. The government is prioritizing energy market reforms to reduce costs and improve competitiveness, while also streamlining investment procedures.

The country continues to strengthen its role as a hub for skilled talent and innovation, particularly in engineering and advanced industries.

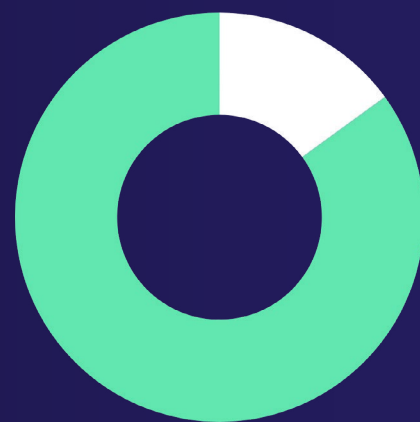
Gender occupation¹

65% men 35% women



Remote work²

85% in site 15% remote



x1.66

Local vs. International salaries³

5.4%

Salary Increase⁴

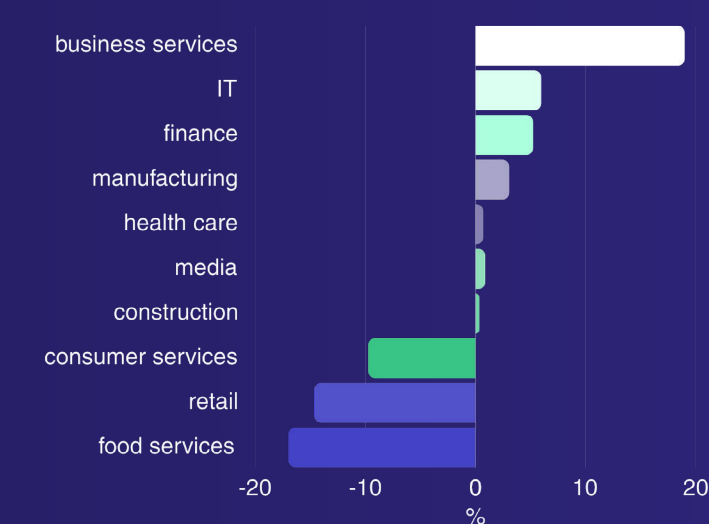
3.5%

Inflation rate⁵

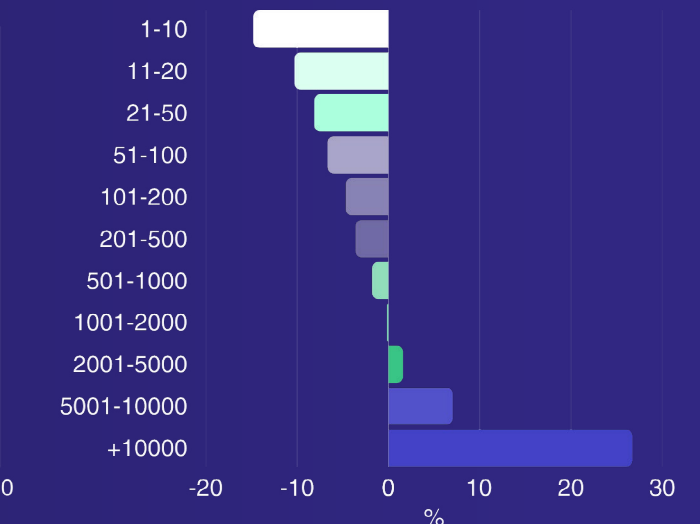
49.1

Cost of living + rent⁶

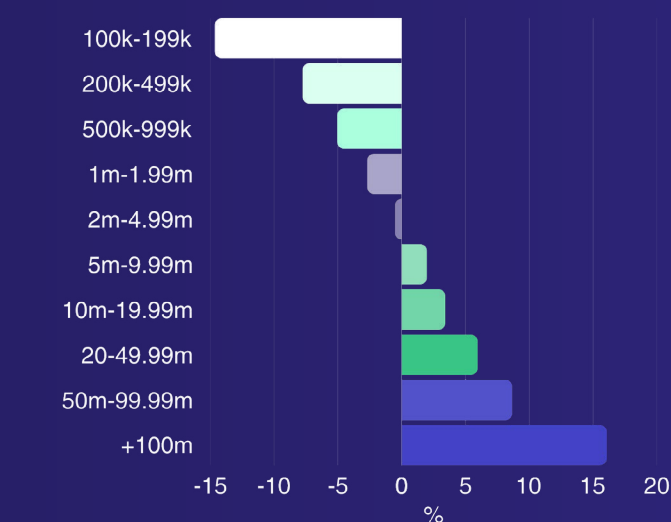
Sector distribution⁷



Company size distribution⁸



Funding distribution⁹ (\$)



Austria

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	42k-55k €	48k-62k €	47k-59k €	↗
Administrative Manager	64k-75k €	81k-94k €	111k-118k €	↗
Office Assistant	42k-47k €	47k-53k €	52k-57k €	↗
Office Manager	45k-57k €	62k-67k €	70k-85k €	↗
Payroll Manager	69k-80k €	90k-104k €	88k-101k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	45k-60k €	50k-61k €	57k-64k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	54k-58k €	78k-85k €	116k-125k €	↗
Customer Service Representative	41k-47k €	56k-67k €	66k-82k €	↗
Customer Success Manager	47k-53k €	58k-64k €	93k-103k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	44k-53k €	61k-76k €	68k-82k €	↗
Designer	45k-61k €	65k-82k €	63k-82k €	↗
Graphic Designer	42k-45k €	48k-54k €	49k-54k €	↗
Product Designer	48k-60k €	66k-82k €	85k-102k €	↗
Translator	38k-46k €	50k-65k €	62k-81k €	↗
User Experience Designer	47k-60k €	62k-78k €	64k-80k €	↗
User Interface Designer	41k-51k €	48k-60k €	67k-77k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	41k-52k €	46k-61k €	52k-67k €	↗
Civil Engineer	47k-55k €	46k-56k €	52k-68k €	↗
Electrical Engineer	45k-60k €	52k-69k €	61k-79k €	↗
Engineer	46k-65k €	52k-69k €	62k-82k €	↗
Mechanical Engineer	46k-59k €	51k-62k €	64k-76k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	41k-51k €	52k-63k €	50k-61k €	↗
Finance Analyst	47k-58k €	54k-63k €	55k-64k €	↗
Finance Assistant	36k-39k €	40k-47k €	41k-48k €	↗
Finance Manager	76k-86k €	86k-97k €	85k-97k €	↗
Sustainability Consultant	51k-57k €	66k-70k €	68k-77k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	61k-71k €	73k-87k €	76k-85k €	↗
Human Resources Generalist	42k-51k €	55k-64k €	54k-62k €	↗
Human Resources Manager	70k-76k €	101k-112k €	82k-91k €	↗
Human Resources Specialist	42k-54k €	39k-51k €	50k-61k €	↗
Recruiter	45k-53k €	62k-77k €	69k-84k €	↗
Talent Acquisition Manager	59k-78k €	86k-111k €	84k-104k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	44k-53k €	41k-53k €	57k-68k €	↗
Backend Developer	43k-56k €	48k-63k €	70k-91k €	↗
Business Intelligence Analyst	46k-53k €	51k-59k €	51k-61k €	↗
Cyber Security Analyst	55k-64k €	62k-73k €	62k-75k €	↗
Data Analyst	45k-54k €	50k-62k €	51k-63k €	↗
Data Engineer	39k-48k €	42k-54k €	55k-70k €	↗
Data Scientist	37k-42k €	46k-55k €	60k-71k €	↗
Devops Engineer	46k-59k €	48k-63k €	63k-75k €	↗
Frontend Developer	46k-56k €	51k-63k €	71k-89k €	↗
Full Stack Developer	46k-61k €	56k-71k €	71k-88k €	↗
It Manager	57k-62k €	83k-90k €	80k-87k €	↗
Machine Learning Engineer	46k-54k €	50k-64k €	70k-85k €	↗
Python Developer	44k-55k €	54k-68k €	76k-92k €	↗
Quality Assurance Engineer	39k-51k €	44k-55k €	51k-62k €	↗
Quality Assurance Manager	68k-80k €	100k-110k €	95k-108k €	↗
Scrum Master	37k-48k €	41k-54k €	53k-63k €	↗
Security Engineer	41k-53k €	43k-54k €	57k-66k €	↗
Software Developer	49k-58k €	61k-72k €	86k-96k €	↗
Software Engineer	42k-48k €	44k-52k €	58k-67k €	↗
Software Engineering Manager	53k-58k €	54k-58k €	88k-95k €	↗
Systems Engineer	48k-64k €	57k-74k €	70k-90k €	↗
Test Automation Engineer	40k-48k €	42k-49k €	49k-63k €	↗

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	42k-44k €	56k-72k €	91k-117k €	↗
Legal Assistant	40k-46k €	46k-51k €	48k-54k €	↗
Legal Counsel	42k-46k €	50k-58k €	54k-65k €	↗

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	52k-65k €	71k-80k €	77k-85k €	↗
Communications Specialist	45k-55k €	40k-52k €	42k-55k €	↗
Community Manager	35k-43k €	46k-59k €	52k-68k €	↗
Digital Marketing Strategist	38k-43k €	46k-52k €	54k-70k €	↗
Marketing Assistant	43k-53k €	52k-62k €	52k-65k €	↗
Marketing Manager	64k-79k €	94k-106k €	100k-112k €	↗
Marketing Specialist	46k-54k €	55k-69k €	56k-71k €	↗
Search Engine Optimizer	34k-41k €	44k-59k €	45k-58k €	↗

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	46k-60k €	56k-72k €	63k-82k €	↗↘
Operations Coordinator	39k-43k €	43k-47k €	44k-48k €	↗↘
Operations Manager	82k-104k €	105k-128k €	98k-126k €	↗↘
Project Manager	46k-57k €	48k-55k €	55k-64k €	↗↘
Supply Chain Manager	67k-74k €	81k-91k €	79k-89k €	↗↘

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	51k-58k €	58k-66k €	67k-76k €	↗↘
Business Development Manager	74k-82k €	90k-100k €	96k-108k €	↗↘
Business Development Representative	29k-39k €	42k-57k €	69k-76k €	↗↘
Sales Assistant	39k-48k €	46k-56k €	45k-51k €	↗↘
Sales Engineer	41k-57k €	63k-83k €	67k-86k €	↗↘
Sales Manager	65k-73k €	81k-95k €	82k-97k €	↗↘
Sales Representative	42k-52k €	58k-70k €	64k-80k €	↗↘

Belarus

Belarus maintains a strong industrial base, with machinery, chemicals, and textiles as core sectors. Despite international sanctions, the country leverages its competitive labor costs and skilled workforce, with growing activity in IT and technology outsourcing.

Logistics and transit services remain important thanks to its strategic location, while labor migration programs aim to support industrial growth.

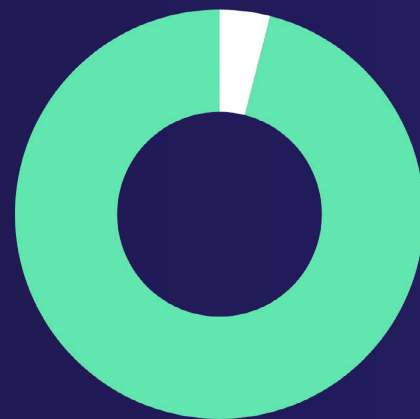
Gender occupation¹

51% men 49% women



Remote work²

96% in site 4% remote



x2.1

Local vs. International salaries³

11.8%

Salary Increase⁴

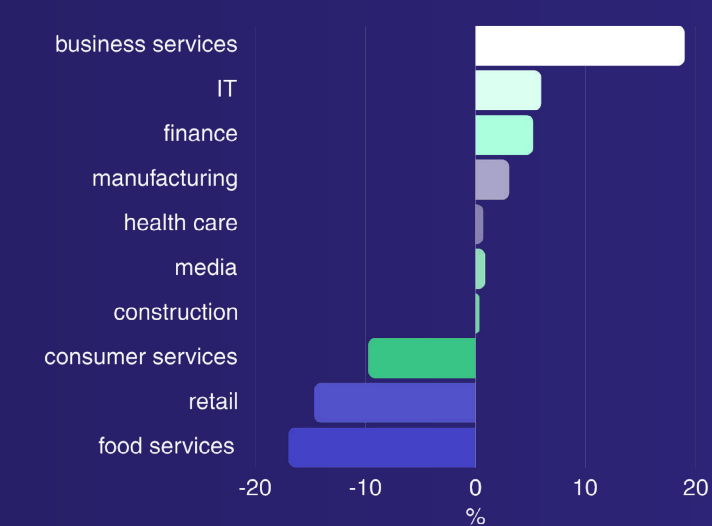
7.4%

Inflation rate⁵

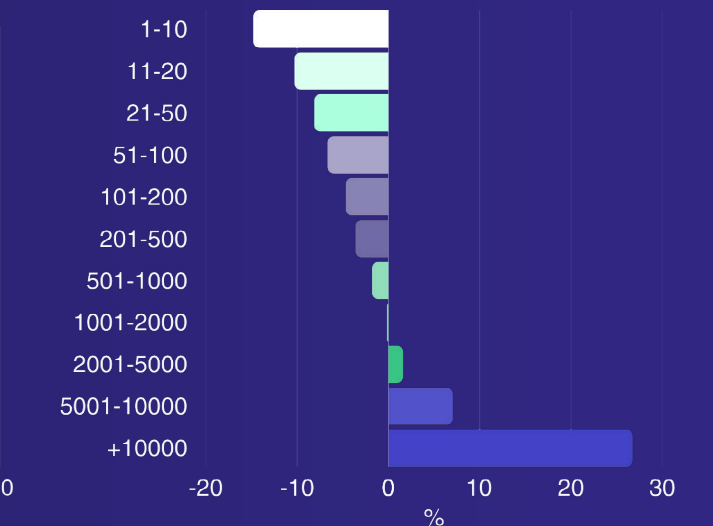
18.4

Cost of living + rent⁶

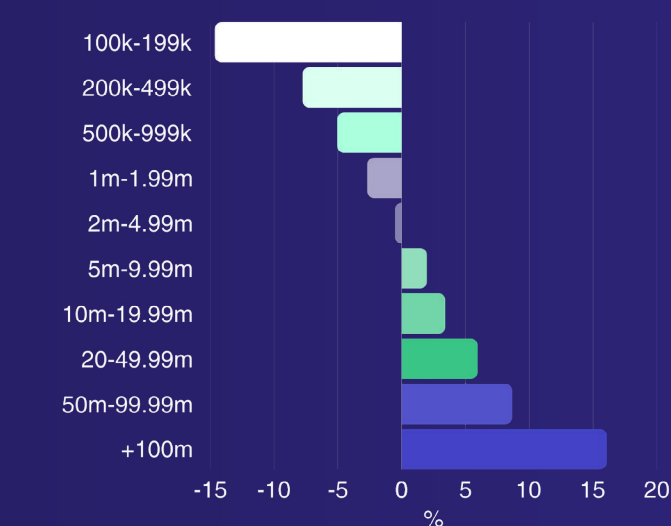
Sector distribution⁷



Company size distribution⁸



Funding distribution⁹ (\$)



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

Belarus

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	102k -110k BYN (26k-28k €)	118k -141k BYN (30k-36k €)	133k -161k BYN (34k-41k €)	Full report
Administrative Manager	149k -161k BYN (38k-41k €)	197k -220k BYN (50k-56k €)	283k -330k BYN (72k-84k €)	Full report
Office Assistant	66k -82k BYN (17k-21k €)	82k -94k BYN (21k-24k €)	102k -133k BYN (26k-34k €)	Full report
Office Manager	78k -94k BYN (20k-24k €)	90k -114k BYN (23k-29k €)	157k -173k BYN (40k-44k €)	Full report
Payroll Manager	173k -197k BYN (44k-50k €)	197k -224k BYN (50k-57k €)	200k -216k BYN (51k-55k €)	Full report

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	126k -157k BYN (32k-40k €)	232k -283k BYN (59k-72k €)	204k -260k BYN (52k-66k €)	Full report

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	114k -133k BYN (29k-34k €)	173k -185k BYN (44k-47k €)	224k -248k BYN (57k-63k €)	Full report
Customer Service Representative	106k -114k BYN (27k-29k €)	130k -157k BYN (33k-40k €)	141k -169k BYN (36k-43k €)	Full report
Customer Success Manager	114k -149k BYN (29k-38k €)	137k -177k BYN (35k-45k €)	240k -263k BYN (61k-67k €)	Full report

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	98k -122k BYN (25k-31k €)	94k -122k BYN (24k-31k €)	94k -130k BYN (24k-33k €)	Full report
Designer	102k -141k BYN (26k-36k €)	133k -189k BYN (34k-48k €)	133k -189k BYN (34k-48k €)	Full report
Graphic Designer	122k -133k BYN (31k-34k €)	145k -153k BYN (37k-39k €)	133k -141k BYN (34k-36k €)	Full report
Product Designer	98k -126k BYN (25k-32k €)	149k -200k BYN (38k-51k €)	228k -275k BYN (58k-70k €)	Full report
Translator	82k -102k BYN (21k-26k €)	141k -177k BYN (36k-45k €)	173k -220k BYN (44k-56k €)	Full report
User Experience Designer	133k -145k BYN (34k-37k €)	177k -220k BYN (45k-56k €)	197k -240k BYN (50k-61k €)	Full report
User Interface Designer	90k -110k BYN (23k-28k €)	110k -130k BYN (28k-33k €)	153k -185k BYN (39k-47k €)	Full report

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	94k -126k BYN (24k-32k €)	122k -173k BYN (31k-44k €)	149k -208k BYN (38k-53k €)	↗
Civil Engineer	74k -94k BYN (19k-24k €)	82k -106k BYN (21k-27k €)	102k -141k BYN (26k-36k €)	↗
Electrical Engineer	90k -133k BYN (23k-34k €)	102k -145k BYN (26k-37k €)	137k -193k BYN (35k-49k €)	↗
Engineer	133k -165k BYN (34k-42k €)	153k -197k BYN (39k-50k €)	185k -252k BYN (47k-64k €)	↗
Mechanical Engineer	98k -130k BYN (25k-33k €)	106k -141k BYN (27k-36k €)	118k -153k BYN (30k-39k €)	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	94k -110k BYN (24k-28k €)	110k -122k BYN (28k-31k €)	130k -149k BYN (33k-38k €)	↗
Finance Analyst	118k -149k BYN (30k-38k €)	145k -185k BYN (37k-47k €)	137k -173k BYN (35k-44k €)	↗
Finance Assistant	70k -86k BYN (18k-22k €)	90k -106k BYN (23k-27k €)	102k -114k BYN (26k-29k €)	↗
Finance Manager	165k -189k BYN (42k-48k €)	216k -256k BYN (55k-65k €)	212k -252k BYN (54k-64k €)	↗
Sustainability Consultant	145k -165k BYN (37k-42k €)	173k -197k BYN (44k-50k €)	165k -212k BYN (42k-54k €)	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	137k -165k BYN (35k-42k €)	133k -157k BYN (34k-40k €)	153k -177k BYN (39k-45k €)	↗
Human Resources Generalist	94k -133k BYN (24k-34k €)	118k -149k BYN (30k-38k €)	122k -149k BYN (31k-38k €)	↗
Human Resources Manager	181k -204k BYN (46k-52k €)	271k -299k BYN (69k-76k €)	224k -244k BYN (57k-62k €)	↗
Human Resources Specialist	94k -118k BYN (24k-30k €)	86k -102k BYN (22k-26k €)	102k -141k BYN (26k-36k €)	↗
Recruiter	86k -102k BYN (22k-26k €)	149k -173k BYN (38k-44k €)	153k -173k BYN (39k-44k €)	↗
Talent Acquisition Manager	177k -216k BYN (45k-55k €)	260k -319k BYN (66k-81k €)	244k -283k BYN (62k-72k €)	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	90k -118k BYN (23k-30k €)	110k -133k BYN (28k-34k €)	133k -177k BYN (34k-45k €)	Full report
Backend Developer	110k -145k BYN (28k-37k €)	122k -161k BYN (31k-41k €)	173k -236k BYN (44k-60k €)	Full report
Business Intelligence Analyst	110k -126k BYN (28k-32k €)	114k -137k BYN (29k-35k €)	114k -141k BYN (29k-36k €)	Full report
Cyber Security Analyst	133k -173k BYN (34k-44k €)	137k -197k BYN (35k-50k €)	137k -197k BYN (35k-50k €)	Full report
Data Analyst	86k -118k BYN (22k-30k €)	102k -130k BYN (26k-33k €)	102k -133k BYN (26k-34k €)	Full report
Data Engineer	122k -169k BYN (31k-43k €)	149k -189k BYN (38k-48k €)	204k -260k BYN (52k-66k €)	Full report
Data Scientist	94k -110k BYN (24k-28k €)	110k -126k BYN (28k-32k €)	133k -161k BYN (34k-41k €)	Full report
Devops Engineer	90k -110k BYN (23k-28k €)	106k -130k BYN (27k-33k €)	153k -181k BYN (39k-46k €)	Full report
Frontend Developer	102k -130k BYN (26k-33k €)	122k -157k BYN (31k-40k €)	177k -220k BYN (45k-56k €)	Full report
Full Stack Developer	102k -141k BYN (26k-36k €)	137k -185k BYN (35k-47k €)	169k -212k BYN (43k-54k €)	Full report
It Manager	137k -157k BYN (35k-40k €)	185k -216k BYN (47k-55k €)	252k -283k BYN (64k-72k €)	Full report
Machine Learning Engineer	110k -130k BYN (28k-33k €)	126k -153k BYN (32k-39k €)	189k -208k BYN (48k-53k €)	Full report
Python Developer	86k -102k BYN (22k-26k €)	102k -122k BYN (26k-31k €)	145k -173k BYN (37k-44k €)	Full report
Quality Assurance Engineer	90k -133k BYN (23k-34k €)	106k -153k BYN (27k-39k €)	161k -200k BYN (41k-51k €)	Full report
Quality Assurance Manager	161k -189k BYN (41k-48k €)	200k -232k BYN (51k-59k €)	185k -216k BYN (47k-55k €)	Full report
Scrum Master	78k -110k BYN (20k-28k €)	90k -118k BYN (23k-30k €)	110k -149k BYN (28k-38k €)	Full report
Security Engineer	102k -130k BYN (26k-33k €)	110k -141k BYN (28k-36k €)	145k -189k BYN (37k-48k €)	Full report
Software Developer	98k -133k BYN (25k-34k €)	126k -165k BYN (32k-42k €)	185k -232k BYN (47k-59k €)	Full report
Software Engineer	102k -122k BYN (26k-31k €)	130k -141k BYN (33k-36k €)	149k -189k BYN (38k-48k €)	Full report
Software Engineering Manager	153k -165k BYN (39k-42k €)	165k -177k BYN (42k-45k €)	256k -283k BYN (65k-72k €)	Full report
Systems Engineer	106k -149k BYN (27k-38k €)	130k -169k BYN (33k-43k €)	157k -193k BYN (40k-49k €)	Full report
Test Automation Engineer	78k -94k BYN (20k-24k €)	114k -126k BYN (29k-32k €)	141k -189k BYN (36k-48k €)	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	94k -110k BYN (24k-28k €)	133k -157k BYN (34k-40k €)	216k -279k BYN (55k-71k €)	Full report
Legal Assistant	74k -86k BYN (19k-22k €)	86k -102k BYN (22k-26k €)	98k -118k BYN (25k-30k €)	Full report
Legal Counsel	90k -102k BYN (23k-26k €)	118k -153k BYN (30k-39k €)	126k -161k BYN (32k-41k €)	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	98k -126k BYN (25k-32k €)	137k -189k BYN (35k-48k €)	145k -197k BYN (37k-50k €)	Full report
Communications Specialist	122k -153k BYN (31k-39k €)	102k -133k BYN (26k-34k €)	110k -145k BYN (28k-37k €)	Full report
Community Manager	74k -86k BYN (19k-22k €)	106k -118k BYN (27k-30k €)	122k -141k BYN (31k-36k €)	Full report
Digital Marketing Strategist	82k -98k BYN (21k-25k €)	106k -126k BYN (27k-32k €)	157k -189k BYN (40k-48k €)	Full report
Marketing Assistant	74k -94k BYN (19k-24k €)	90k -118k BYN (23k-30k €)	94k -118k BYN (24k-30k €)	Full report
Marketing Manager	149k -181k BYN (38k-46k €)	197k -256k BYN (50k-65k €)	212k -271k BYN (54k-69k €)	Full report
Marketing Specialist	78k -102k BYN (20k-26k €)	94k -122k BYN (24k-31k €)	106k -130k BYN (27k-33k €)	Full report
Search Engine Optimizer	78k -98k BYN (20k-25k €)	94k -122k BYN (24k-31k €)	98k -126k BYN (25k-32k €)	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	94k -118k BYN (24k-30k €)	133k -165k BYN (34k-42k €)	122k -165k BYN (31k-42k €)	↗
Operations Coordinator	118k -153k BYN (30k-39k €)	114k -161k BYN (29k-41k €)	122k -161k BYN (31k-41k €)	↗
Operations Manager	173k -200k BYN (44k-51k €)	236k -271k BYN (60k-69k €)	208k -263k BYN (53k-67k €)	↗
Project Manager	130k -165k BYN (33k-42k €)	133k -181k BYN (34k-46k €)	165k -193k BYN (42k-49k €)	↗
Supply Chain Manager	165k -185k BYN (42k-47k €)	212k -240k BYN (54k-61k €)	208k -236k BYN (53k-60k €)	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	106k -118k BYN (27k-30k €)	130k -145k BYN (33k-37k €)	157k -177k BYN (40k-45k €)	↗
Business Development Manager	165k -185k BYN (42k-47k €)	208k -236k BYN (53k-60k €)	228k -260k BYN (58k-66k €)	↗
Business Development Representative	82k -102k BYN (21k-26k €)	126k -145k BYN (32k-37k €)	169k -228k BYN (43k-58k €)	↗
Sales Assistant	82k -94k BYN (21k-24k €)	114k -133k BYN (29k-34k €)	126k -153k BYN (32k-39k €)	↗
Sales Engineer	153k -193k BYN (39k-49k €)	224k -283k BYN (57k-72k €)	232k -295k BYN (59k-75k €)	↗
Sales Manager	173k -212k BYN (44k-54k €)	291k -350k BYN (74k-89k €)	252k -307k BYN (64k-78k €)	↗
Sales Representative	94k -133k BYN (24k-34k €)	118k -161k BYN (30k-41k €)	114k -141k BYN (29k-36k €)	↗

Belgium

Belgium's economy is growing at a modest pace, supported by services, logistics, and manufacturing. Inflation is gradually easing, which helps household spending, though living costs remain relatively high.

The country's strong infrastructure and skilled workforce continue to underpin its role as an important European hub.

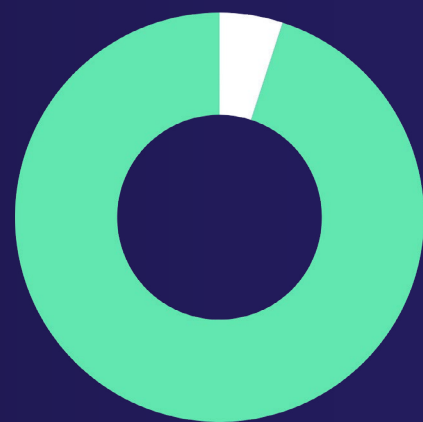
Gender occupation¹

65% men 35% women



Remote work²

95% in site 5% remote



x1.37

Local vs. International salaries³

2.5%

Salary Increase⁴

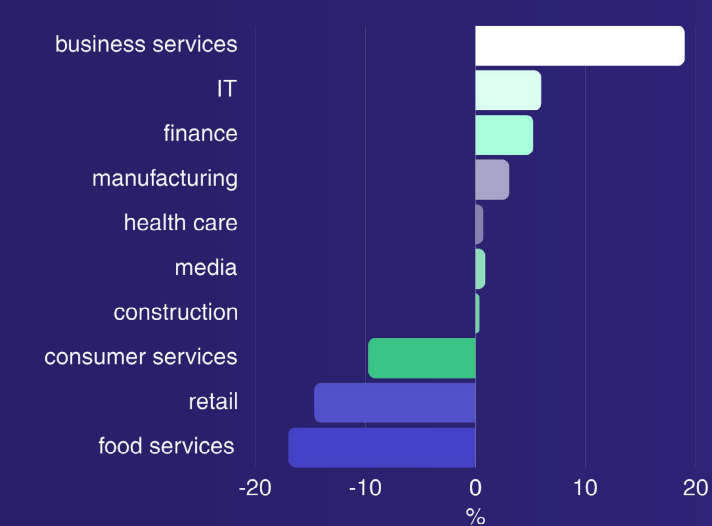
1.9%

Inflation rate⁵

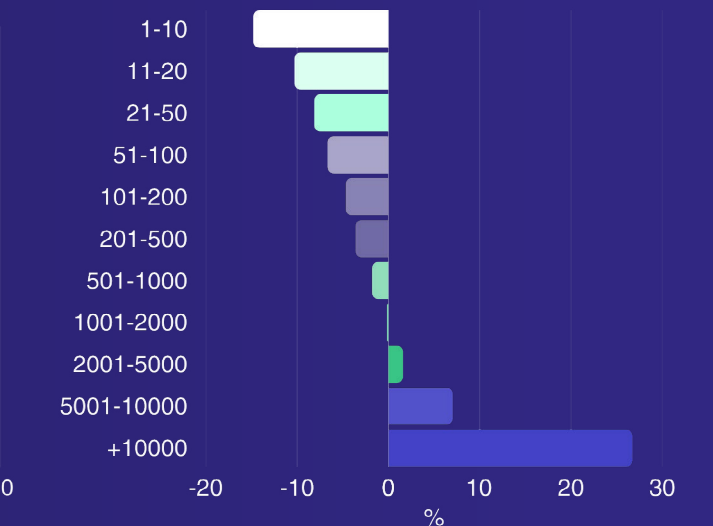
45.9

Cost of living + rent⁶

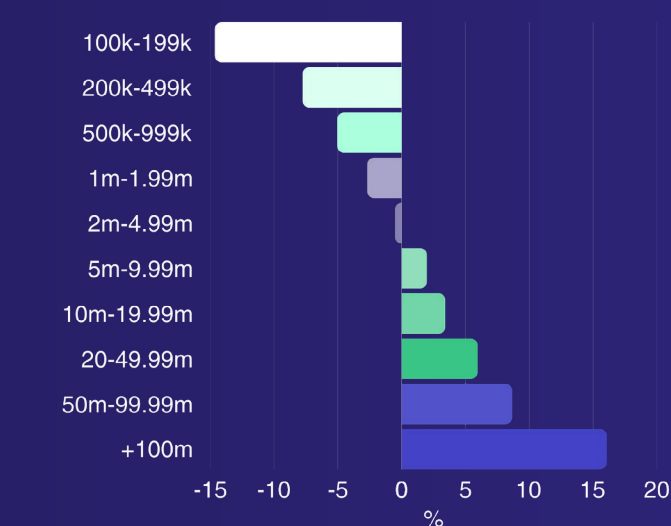
Sector distribution⁷



Company size distribution⁸



Funding distribution⁹ (\$)



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

Belgium

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	44k-56k €	51k-63k €	49k-61k €	↗
Administrative Manager	66k-79k €	88k-103k €	126k-134k €	↗
Office Assistant	39k-42k €	50k-57k €	59k-62k €	↗
Office Manager	45k-52k €	52k-59k €	78k-90k €	↗
Payroll Manager	73k-85k €	97k-110k €	93k-106k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	49k-57k €	51k-61k €	54k-65k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	54k-56k €	84k-90k €	97k-109k €	↗
Customer Service Representative	41k-47k €	51k-57k €	60k-75k €	↗
Customer Success Manager	56k-73k €	70k-90k €	115k-133k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	49k-59k €	51k-62k €	53k-64k €	↗
Designer	51k-65k €	69k-87k €	69k-86k €	↗
Graphic Designer	57k-63k €	73k-82k €	73k-83k €	↗
Product Designer	53k-65k €	63k-84k €	87k-114k €	↗
Translator	50k-60k €	61k-76k €	73k-94k €	↗
User Experience Designer	50k-63k €	65k-80k €	66k-81k €	↗
User Interface Designer	45k-57k €	52k-61k €	75k-82k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	49k-62k €	56k-76k €	73k-91k €	↗
Civil Engineer	40k-49k €	42k-52k €	55k-67k €	↗
Electrical Engineer	48k-60k €	50k-67k €	57k-75k €	↗
Engineer	51k-61k €	57k-73k €	68k-85k €	↗
Mechanical Engineer	50k-57k €	54k-65k €	59k-78k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	42k-50k €	49k-58k €	48k-57k €	↗
Finance Analyst	47k-62k €	58k-68k €	58k-72k €	↗
Finance Assistant	43k-49k €	49k-55k €	50k-58k €	↗
Finance Manager	74k-85k €	94k-107k €	93k-106k €	↗
Sustainability Consultant	54k-60k €	69k-76k €	72k-79k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	56k-68k €	66k-83k €	73k-93k €	↗
Human Resources Generalist	52k-67k €	67k-77k €	66k-77k €	↗
Human Resources Manager	71k-79k €	102k-114k €	83k-92k €	↗
Human Resources Specialist	45k-58k €	50k-62k €	62k-73k €	↗
Recruiter	41k-48k €	49k-61k €	48k-57k €	↗
Talent Acquisition Manager	69k-86k €	90k-116k €	95k-116k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	48k-56k €	50k-62k €	59k-69k €	Full report
Backend Developer	46k-60k €	51k-65k €	67k-88k €	Full report
Business Intelligence Analyst	47k-57k €	51k-60k €	51k-60k €	Full report
Cyber Security Analyst	53k-63k €	58k-70k €	60k-70k €	Full report
Data Analyst	51k-65k €	55k-69k €	56k-73k €	Full report
Data Engineer	43k-51k €	46k-57k €	56k-69k €	Full report
Data Scientist	40k-45k €	43k-51k €	56k-65k €	Full report
Devops Engineer	50k-59k €	56k-69k €	76k-88k €	Full report
Frontend Developer	51k-60k €	56k-68k €	80k-104k €	Full report
Full Stack Developer	47k-60k €	55k-71k €	66k-87k €	Full report
It Manager	57k-65k €	82k-92k €	96k-108k €	Full report
Machine Learning Engineer	51k-59k €	54k-64k €	75k-90k €	Full report
Python Developer	39k-46k €	42k-52k €	52k-65k €	Full report
Quality Assurance Engineer	44k-53k €	49k-58k €	57k-70k €	Full report
Quality Assurance Manager	68k-76k €	88k-94k €	84k-90k €	Full report
Scrum Master	42k-49k €	43k-54k €	49k-59k €	Full report
Security Engineer	49k-56k €	49k-55k €	56k-64k €	Full report
Software Developer	47k-54k €	52k-58k €	72k-90k €	Full report
Software Engineer	48k-55k €	50k-58k €	67k-81k €	Full report
Software Engineering Manager	60k-66k €	70k-79k €	116k-126k €	Full report
Systems Engineer	49k-63k €	54k-70k €	68k-88k €	Full report
Test Automation Engineer	41k-45k €	43k-52k €	52k-62k €	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	68k-78k €	93k-98k €	155k-182k €	Full report
Legal Assistant	47k-52k €	54k-65k €	57k-67k €	Full report
Legal Counsel	54k-66k €	72k-88k €	76k-94k €	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	55k-67k €	77k-84k €	85k-91k €	Full report
Communications Specialist	47k-57k €	42k-54k €	45k-57k €	Full report
Community Manager	40k-54k €	57k-74k €	61k-80k €	Full report
Digital Marketing Strategist	45k-54k €	60k-74k €	64k-85k €	Full report
Marketing Assistant	47k-58k €	55k-67k €	62k-71k €	Full report
Marketing Manager	71k-81k €	103k-112k €	109k-115k €	Full report
Marketing Specialist	56k-68k €	66k-78k €	66k-85k €	Full report
Search Engine Optimizer	36k-48k €	41k-51k €	40k-51k €	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	50k-63k €	57k-74k €	69k-90k €	↗
Operations Coordinator	43k-46k €	45k-47k €	45k-49k €	↗
Operations Manager	80k-102k €	107k-129k €	98k-124k €	↗
Project Manager	51k-58k €	52k-60k €	58k-66k €	↗
Supply Chain Manager	79k-90k €	103k-114k €	100k-112k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	55k-58k €	62k-69k €	70k-74k €	↗
Business Development Manager	87k-99k €	90k-101k €	95k-108k €	↗
Business Development Representative	35k-47k €	50k-64k €	76k-88k €	↗
Sales Assistant	38k-48k €	42k-57k €	48k-60k €	↗
Sales Engineer	45k-60k €	70k-90k €	62k-82k €	↗
Sales Manager	91k-111k €	119k-137k €	125k-133k €	↗
Sales Representative	49k-62k €	66k-76k €	55k-68k €	↗

Cyprus

Cyprus is experiencing solid economic growth, driven by tourism, financial services, and a fast-developing Information and Communication Technology sector.

Domestic demand and investment are strong, while public finances remain stable. Its open and service-oriented economy supports resilience within the eurozone.

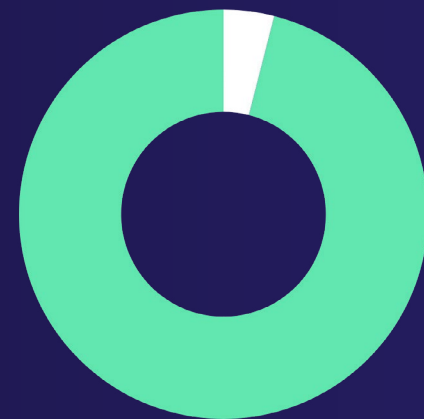
Gender occupation¹

60% men 40% women



Remote work²

96% in site 4% remote



x1.6

Local vs. International salaries³

0.1%

Salary Increase⁴

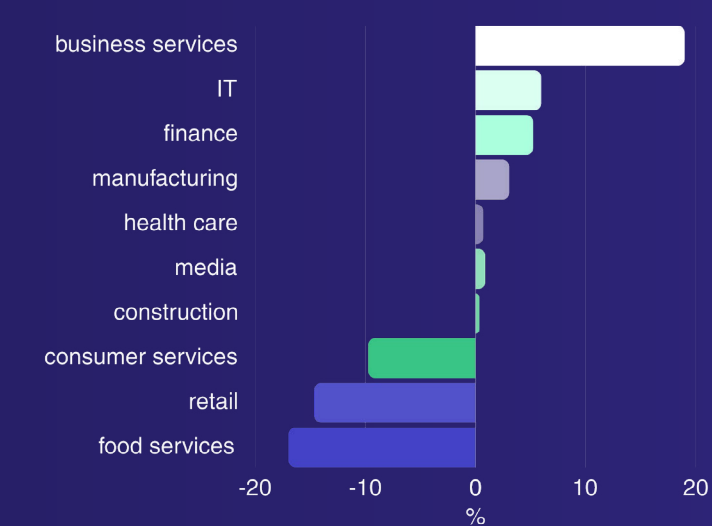
-0.9%

Inflation rate⁵

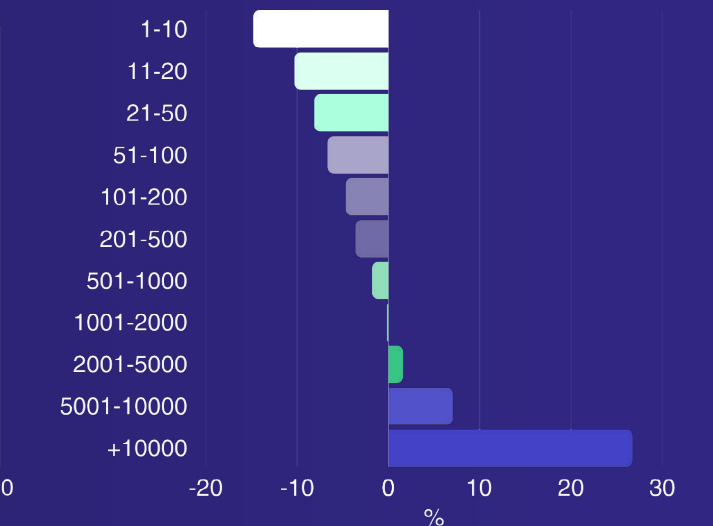
42.8

Cost of living + rent⁶

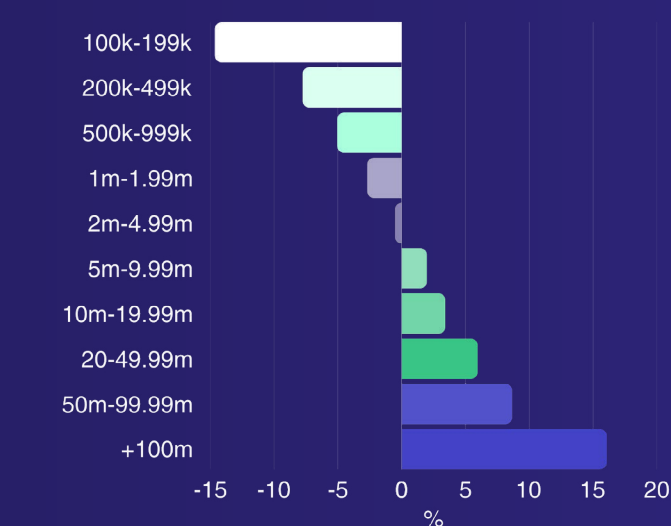
Sector distribution⁷



Company size distribution⁸



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	28k-35k €	30k-39k €	29k-38k €	↗
Administrative Manager	48k-53k €	63k-75k €	91k-104k €	↗
Office Assistant	29k-32k €	34k-38k €	39k-44k €	↗
Office Manager	34k-41k €	37k-44k €	50k-58k €	↗
Payroll Manager	49k-56k €	68k-80k €	66k-78k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	44k-55k €	45k-56k €	48k-61k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	38k-42k €	62k-67k €	81k-86k €	↗
Customer Service Representative	35k-39k €	37k-46k €	39k-45k €	↗
Customer Success Manager	43k-55k €	51k-62k €	87k-96k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	40k-49k €	43k-52k €	43k-51k €	↗
Designer	44k-59k €	54k-70k €	54k-69k €	↗
Graphic Designer	42k-45k €	48k-52k €	46k-51k €	↗
Product Designer	41k-57k €	50k-63k €	79k-100k €	↗
Translator	36k-46k €	48k-64k €	62k-77k €	↗
User Experience Designer	44k-57k €	53k-65k €	54k-68k €	↗
User Interface Designer	42k-50k €	42k-54k €	54k-64k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	41k-53k €	45k-60k €	52k-69k €	↗
Civil Engineer	33k-39k €	34k-42k €	39k-51k €	↗
Electrical Engineer	41k-52k €	43k-54k €	45k-60k €	↗
Engineer	43k-57k €	49k-66k €	56k-68k €	↗
Mechanical Engineer	39k-50k €	44k-56k €	48k-59k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	34k-41k €	40k-49k €	38k-49k €	↗
Finance Analyst	34k-46k €	37k-49k €	37k-50k €	↗
Finance Assistant	34k-37k €	38k-43k €	41k-46k €	↗
Finance Manager	50k-53k €	59k-64k €	59k-64k €	↗
Sustainability Consultant	38k-42k €	44k-47k €	43k-48k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	45k-49k €	50k-60k €	53k-70k €	↗
Human Resources Generalist	39k-46k €	46k-57k €	46k-56k €	↗
Human Resources Manager	44k-50k €	67k-73k €	62k-80k €	↗
Human Resources Specialist	31k-40k €	34k-43k €	41k-51k €	↗
Recruiter	38k-48k €	52k-64k €	57k-66k €	↗
Talent Acquisition Manager	49k-60k €	69k-81k €	67k-86k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	38k-42k €	41k-52k €	49k-63k €	Full report
Backend Developer	45k-53k €	46k-61k €	65k-76k €	Full report
Business Intelligence Analyst	40k-46k €	42k-48k €	42k-48k €	Full report
Cyber Security Analyst	46k-60k €	47k-62k €	48k-63k €	Full report
Data Analyst	39k-46k €	40k-48k €	41k-48k €	Full report
Data Engineer	39k-42k €	44k-50k €	53k-64k €	Full report
Data Scientist	33k-39k €	37k-45k €	47k-55k €	Full report
Devops Engineer	42k-49k €	48k-55k €	57k-66k €	Full report
Frontend Developer	39k-46k €	43k-50k €	52k-64k €	Full report
Full Stack Developer	37k-47k €	45k-56k €	52k-64k €	Full report
It Manager	46k-49k €	66k-70k €	80k-84k €	Full report
Machine Learning Engineer	45k-53k €	48k-58k €	69k-84k €	Full report
Python Developer	32k-39k €	35k-43k €	43k-57k €	Full report
Quality Assurance Engineer	34k-43k €	41k-50k €	50k-60k €	Full report
Quality Assurance Manager	46k-58k €	64k-81k €	60k-77k €	Full report
Scrum Master	34k-42k €	35k-45k €	39k-52k €	Full report
Security Engineer	37k-44k €	39k-45k €	45k-55k €	Full report
Software Developer	40k-47k €	43k-55k €	53k-69k €	Full report
Software Engineer	39k-43k €	43k-50k €	50k-58k €	Full report
Software Engineering Manager	47k-51k €	52k-54k €	80k-85k €	Full report
Systems Engineer	43k-54k €	46k-61k €	58k-76k €	Full report
Test Automation Engineer	40k-45k €	43k-46k €	58k-69k €	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	50k-54k €	71k-88k €	114k-134k €	Full report
Legal Assistant	38k-44k €	42k-50k €	42k-50k €	Full report
Legal Counsel	42k-46k €	55k-65k €	58k-70k €	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	42k-52k €	46k-58k €	48k-62k €	Full report
Communications Specialist	40k-50k €	37k-49k €	39k-51k €	Full report
Community Manager	27k-31k €	29k-32k €	40k-53k €	Full report
Digital Marketing Strategist	30k-36k €	34k-39k €	50k-61k €	Full report
Marketing Assistant	36k-40k €	39k-48k €	40k-51k €	Full report
Marketing Manager	48k-55k €	64k-74k €	70k-80k €	Full report
Marketing Specialist	30k-42k €	38k-55k €	40k-55k €	Full report
Search Engine Optimizer	31k-38k €	38k-53k €	39k-55k €	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	38k-47k €	44k-57k €	63k-81k €	↗
Operations Coordinator	35k-40k €	36k-41k €	36k-40k €	↗
Operations Manager	50k-59k €	67k-81k €	63k-78k €	↗
Project Manager	43k-51k €	45k-57k €	44k-54k €	↗
Supply Chain Manager	49k-55k €	69k-77k €	67k-76k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	45k-49k €	53k-56k €	57k-62k €	↗
Business Development Manager	58k-64k €	54k-62k €	59k-68k €	↗
Business Development Representative	30k-34k €	39k-51k €	46k-54k €	↗
Sales Assistant	34k-39k €	41k-51k €	44k-57k €	↗
Sales Engineer	36k-51k €	57k-77k €	51k-68k €	↗
Sales Manager	61k-70k €	78k-89k €	81k-93k €	↗
Sales Representative	42k-50k €	55k-64k €	53k-62k €	↗

Czech Republic

Czech Republic shows steady economic expansion, with household consumption and a resilient labor market supporting activity.

Manufacturing, particularly in the automotive industry, remains a key strength, while exports and domestic demand provide balance to growth.

x1.47

Local vs. International salaries³

4.9%

Salary Increase⁴

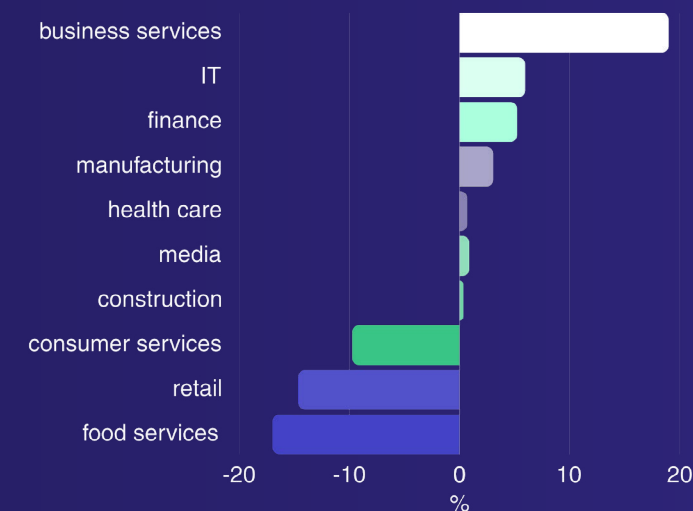
2.7%

Inflation rate⁵

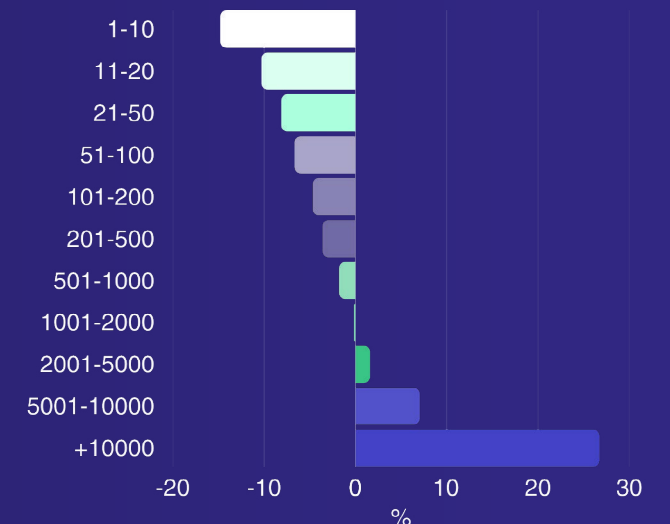
35.9

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



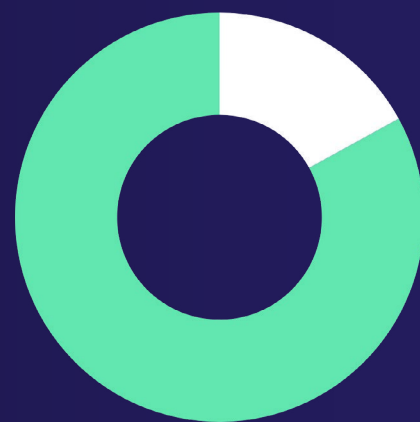
Gender occupation¹

64% men 36% women

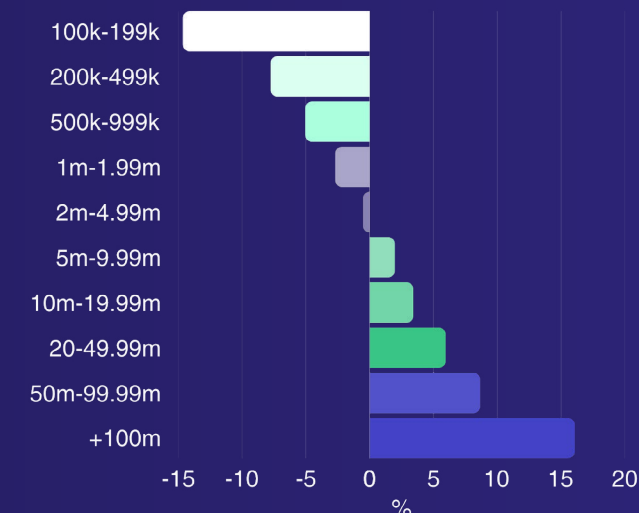


Remote work²

83% in site 17% remote



Funding distribution⁹ (\$)



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

Czech Republic

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	711k -784k CZK (29k-32k €)	760k -858k CZK (31k-35k €)	711k -834k CZK (29k-34k €)	Full report
Administrative Manager	1251k -1373k CZK (51k-56k €)	1496k -1717k CZK (61k-70k €)	2085k -2403k CZK (85k-98k €)	Full report
Office Assistant	564k -735k CZK (23k-30k €)	711k -858k CZK (29k-35k €)	809k -981k CZK (33k-40k €)	Full report
Office Manager	809k -883k CZK (33k-36k €)	1128k -1226k CZK (46k-50k €)	1079k -1152k CZK (44k-47k €)	Full report
Payroll Manager	1152k -1422k CZK (47k-58k €)	1398k -1668k CZK (57k-68k €)	1324k -1594k CZK (54k-65k €)	Full report

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	662k -809k CZK (27k-33k €)	735k -956k CZK (30k-39k €)	834k -1030k CZK (34k-42k €)	Full report

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	907k -1030k CZK (37k-42k €)	1398k -1569k CZK (57k-64k €)	1643k -1790k CZK (67k-73k €)	Full report
Customer Service Representative	588k -662k CZK (24k-27k €)	711k -809k CZK (29k-33k €)	760k -932k CZK (31k-38k €)	Full report
Customer Success Manager	932k -1128k CZK (38k-46k €)	1128k -1324k CZK (46k-54k €)	1986k -2134k CZK (81k-87k €)	Full report

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	735k -907k CZK (30k-37k €)	784k -1030k CZK (32k-42k €)	858k -1054k CZK (35k-43k €)	Full report
Designer	686k -907k CZK (28k-37k €)	883k -1226k CZK (36k-50k €)	858k -1201k CZK (35k-49k €)	Full report
Graphic Designer	711k -784k CZK (29k-32k €)	932k -1030k CZK (38k-42k €)	883k -981k CZK (36k-40k €)	Full report
Product Designer	662k -809k CZK (27k-33k €)	883k -1177k CZK (36k-48k €)	1201k -1741k CZK (49k-71k €)	Full report
Translator	662k -834k CZK (27k-34k €)	932k -1275k CZK (38k-52k €)	1226k -1618k CZK (50k-66k €)	Full report
User Experience Designer	784k -932k CZK (32k-38k €)	907k -1152k CZK (37k-47k €)	932k -1201k CZK (38k-49k €)	Full report
User Interface Designer	613k -711k CZK (25k-29k €)	735k -883k CZK (30k-36k €)	981k -1177k CZK (40k-48k €)	Full report

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	637k -809k CZK (26k-33k €)	735k -1030k CZK (30k-42k €)	932k -1226k CZK (38k-50k €)	↗
Civil Engineer	490k -637k CZK (20k-26k €)	564k -686k CZK (23k-28k €)	637k -834k CZK (26k-34k €)	↗
Electrical Engineer	637k -834k CZK (26k-34k €)	686k -907k CZK (28k-37k €)	735k -1079k CZK (30k-44k €)	↗
Engineer	662k -907k CZK (27k-37k €)	735k -1103k CZK (30k-45k €)	1030k -1226k CZK (42k-50k €)	↗
Mechanical Engineer	637k -834k CZK (26k-34k €)	711k -907k CZK (29k-37k €)	760k -981k CZK (31k-40k €)	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	662k -784k CZK (27k-32k €)	760k -858k CZK (31k-35k €)	711k -834k CZK (29k-34k €)	↗
Finance Analyst	613k -809k CZK (25k-33k €)	686k -858k CZK (28k-35k €)	662k -858k CZK (27k-35k €)	↗
Finance Assistant	588k -686k CZK (24k-28k €)	686k -760k CZK (28k-31k €)	686k -809k CZK (28k-33k €)	↗
Finance Manager	1349k -1496k CZK (55k-61k €)	1300k -1520k CZK (53k-62k €)	1275k -1496k CZK (52k-61k €)	↗
Sustainability Consultant	686k -834k CZK (28k-34k €)	1005k -1201k CZK (41k-49k €)	956k -1300k CZK (39k-53k €)	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	1128k -1300k CZK (46k-53k €)	1349k -1717k CZK (55k-70k €)	1569k -1864k CZK (64k-76k €)	↗
Human Resources Generalist	662k -883k CZK (27k-36k €)	883k -1103k CZK (36k-45k €)	858k -1079k CZK (35k-44k €)	↗
Human Resources Manager	1103k -1226k CZK (45k-50k €)	1618k -1864k CZK (66k-76k €)	1300k -1569k CZK (53k-64k €)	↗
Human Resources Specialist	735k -1005k CZK (30k-41k €)	637k -883k CZK (26k-36k €)	760k -1030k CZK (31k-42k €)	↗
Recruiter	564k -711k CZK (23k-29k €)	858k -1079k CZK (35k-44k €)	858k -1201k CZK (35k-49k €)	↗
Talent Acquisition Manager	1128k -1324k CZK (46k-54k €)	1766k -1962k CZK (72k-80k €)	1618k -1888k CZK (66k-77k €)	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	735k -1005k CZK (30k-41k €)	834k -981k CZK (34k-40k €)	1275k -1422k CZK (52k-58k €)	Full report
Backend Developer	637k -883k CZK (26k-36k €)	686k -1005k CZK (28k-41k €)	1030k -1324k CZK (42k-54k €)	Full report
Business Intelligence Analyst	1030k -1152k CZK (42k-47k €)	1201k -1300k CZK (49k-53k €)	1201k -1275k CZK (49k-52k €)	Full report
Cyber Security Analyst	809k -1054k CZK (33k-43k €)	907k -1201k CZK (37k-49k €)	883k -1251k CZK (36k-51k €)	Full report
Data Analyst	711k -932k CZK (29k-38k €)	809k -1030k CZK (33k-42k €)	858k -1054k CZK (35k-43k €)	Full report
Data Engineer	760k -883k CZK (31k-36k €)	907k -1103k CZK (37k-45k €)	1275k -1594k CZK (52k-65k €)	Full report
Data Scientist	539k -711k CZK (22k-29k €)	686k -858k CZK (28k-35k €)	907k -1103k CZK (37k-45k €)	Full report
Devops Engineer	1152k -1324k CZK (47k-54k €)	1398k -1594k CZK (57k-65k €)	1913k -2158k CZK (78k-88k €)	Full report
Frontend Developer	735k -907k CZK (30k-37k €)	809k -1152k CZK (33k-47k €)	1226k -1569k CZK (50k-64k €)	Full report
Full Stack Developer	760k -1030k CZK (31k-42k €)	981k -1300k CZK (40k-53k €)	1128k -1447k CZK (46k-59k €)	Full report
It Manager	1005k -1054k CZK (41k-43k €)	1373k -1471k CZK (56k-60k €)	1594k -1692k CZK (65k-69k €)	Full report
Machine Learning Engineer	760k -981k CZK (31k-40k €)	907k -1079k CZK (37k-44k €)	1275k -1496k CZK (52k-61k €)	Full report
Python Developer	539k -711k CZK (22k-29k €)	662k -809k CZK (27k-33k €)	932k -1103k CZK (38k-45k €)	Full report
Quality Assurance Engineer	588k -809k CZK (24k-33k €)	711k -1054k CZK (29k-43k €)	932k -1300k CZK (38k-53k €)	Full report
Quality Assurance Manager	1103k -1324k CZK (45k-54k €)	1349k -1717k CZK (55k-70k €)	1251k -1594k CZK (51k-65k €)	Full report
Scrum Master	613k -809k CZK (25k-33k €)	662k -858k CZK (27k-35k €)	858k -1054k CZK (35k-43k €)	Full report
Security Engineer	637k -735k CZK (26k-30k €)	834k -956k CZK (34k-39k €)	932k -1201k CZK (38k-49k €)	Full report
Software Developer	686k -883k CZK (28k-36k €)	834k -956k CZK (34k-39k €)	1079k -1373k CZK (44k-56k €)	Full report
Software Engineer	637k -858k CZK (26k-35k €)	760k -956k CZK (31k-39k €)	1030k -1226k CZK (42k-50k €)	Full report
Software Engineering Manager	981k -1030k CZK (40k-42k €)	1054k -1128k CZK (43k-46k €)	1594k -1766k CZK (65k-72k €)	Full report
Systems Engineer	637k -858k CZK (26k-35k €)	662k -932k CZK (27k-38k €)	834k -1177k CZK (34k-48k €)	Full report
Test Automation Engineer	564k -613k CZK (23k-25k €)	686k -760k CZK (28k-31k €)	932k -1103k CZK (38k-45k €)	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	662k -735k CZK (27k-30k €)	1177k -1373k CZK (48k-56k €)	1275k -1668k CZK (52k-68k €)	Full report
Legal Assistant	515k -711k CZK (21k-29k €)	588k -784k CZK (24k-32k €)	686k -834k CZK (28k-34k €)	Full report
Legal Counsel	883k -1030k CZK (36k-42k €)	735k -809k CZK (30k-33k €)	784k -858k CZK (32k-35k €)	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	735k -932k CZK (30k-38k €)	883k -1177k CZK (36k-48k €)	956k -1324k CZK (39k-54k €)	Full report
Communications Specialist	956k -1054k CZK (39k-43k €)	711k -956k CZK (29k-39k €)	760k -1054k CZK (31k-43k €)	Full report
Community Manager	588k -637k CZK (24k-26k €)	834k -932k CZK (34k-38k €)	858k -1128k CZK (35k-46k €)	Full report
Digital Marketing Strategist	662k -760k CZK (27k-31k €)	858k -981k CZK (35k-40k €)	858k -981k CZK (35k-40k €)	Full report
Marketing Assistant	637k -858k CZK (26k-35k €)	686k -883k CZK (28k-36k €)	735k -883k CZK (30k-36k €)	Full report
Marketing Manager	1054k -1373k CZK (43k-56k €)	1447k -1815k CZK (59k-74k €)	1569k -1962k CZK (64k-80k €)	Full report
Marketing Specialist	735k -932k CZK (30k-38k €)	760k -981k CZK (31k-40k €)	883k -1054k CZK (36k-43k €)	Full report
Search Engine Optimizer	613k -735k CZK (25k-30k €)	711k -883k CZK (29k-36k €)	735k -907k CZK (30k-37k €)	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	711k -907k CZK (29k-37k €)	883k -1079k CZK (36k-44k €)	834k -1128k CZK (34k-46k €)	↗
Operations Coordinator	515k -662k CZK (21k-27k €)	515k -637k CZK (21k-26k €)	515k -662k CZK (21k-27k €)	↗
Operations Manager	1177k -1398k CZK (48k-57k €)	1618k -1888k CZK (66k-77k €)	1520k -1913k CZK (62k-78k €)	↗
Project Manager	834k -1079k CZK (34k-44k €)	883k -1128k CZK (36k-46k €)	1005k -1201k CZK (41k-49k €)	↗
Supply Chain Manager	1079k -1201k CZK (44k-49k €)	1324k -1496k CZK (54k-61k €)	1275k -1447k CZK (52k-59k €)	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	858k -932k CZK (35k-38k €)	1030k -1128k CZK (42k-46k €)	1128k -1275k CZK (46k-52k €)	↗
Business Development Manager	1398k -1545k CZK (57k-63k €)	1251k -1422k CZK (51k-58k €)	1373k -1569k CZK (56k-64k €)	↗
Business Development Representative	466k -564k CZK (19k-23k €)	711k -858k CZK (29k-35k €)	981k -1275k CZK (40k-52k €)	↗
Sales Assistant	588k -662k CZK (24k-27k €)	809k -907k CZK (33k-37k €)	883k -1030k CZK (36k-42k €)	↗
Sales Engineer	637k -932k CZK (26k-38k €)	1079k -1471k CZK (44k-60k €)	932k -1300k CZK (38k-53k €)	↗
Sales Manager	1152k -1398k CZK (47k-57k €)	1618k -1864k CZK (66k-76k €)	1692k -1913k CZK (69k-78k €)	↗
Sales Representative	662k -907k CZK (27k-37k €)	760k -1030k CZK (31k-42k €)	784k -1054k CZK (32k-43k €)	↗

Denmark

Denmark's economy remains stable, supported by strong public finances and high productivity. Key sectors include renewable energy, pharmaceuticals, and shipping, while domestic demand is steady.

Innovation and green technologies continue to strengthen the country's competitive position in Europe.

x1.87

Local vs. International salaries³

5.2%

Salary Increase⁴

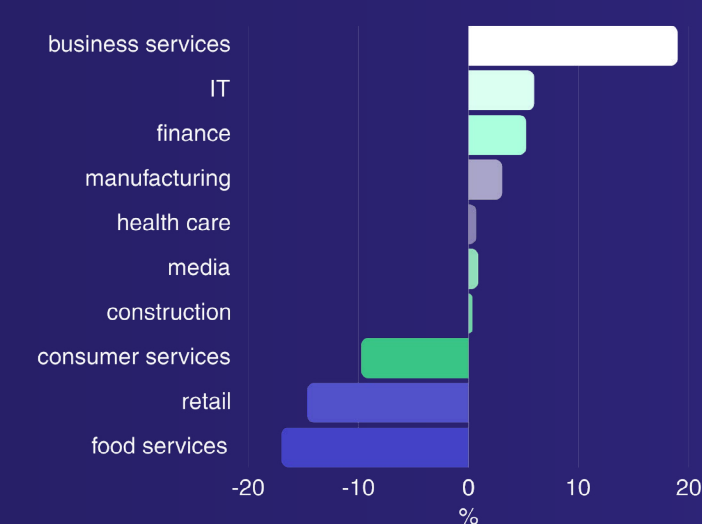
2.3%

Inflation rate⁵

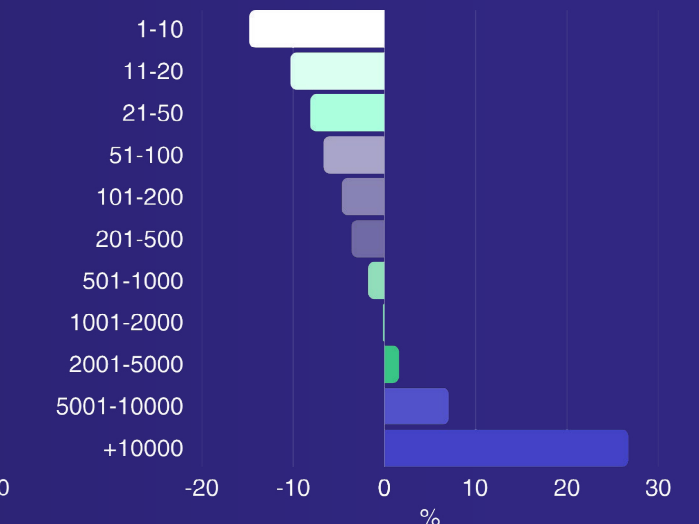
54.3

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

62% men

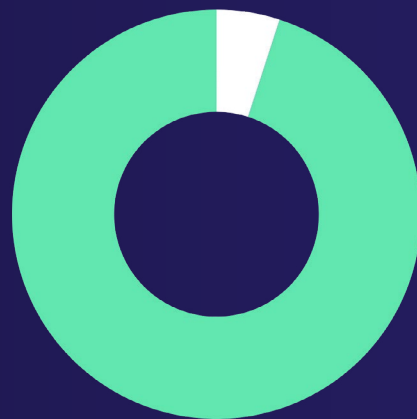
38% women



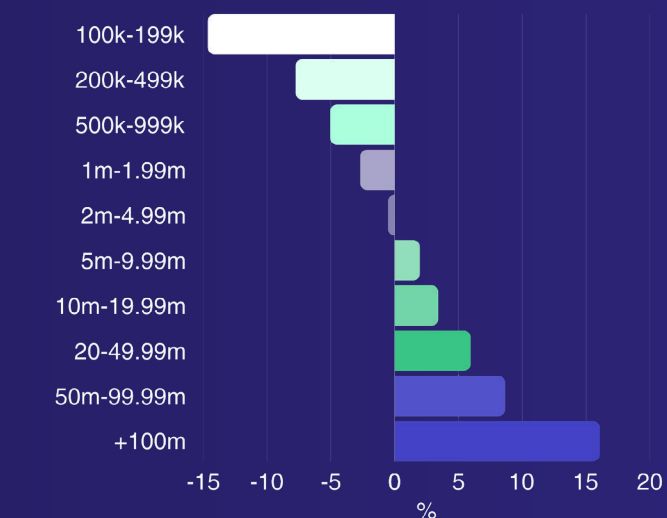
Remote work²

95% in site

5% remote



Funding distribution⁹ (\$)



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

Denmark

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	440k -529k DKK (59k-71k €)	514k -596k DKK (69k-80k €)	484k -574k DKK (65k-77k €)	Full report
Administrative Manager	641k -723k DKK (86k-97k €)	954k -1051k DKK (128k-141k €)	1290k -1506k DKK (173k-202k €)	Full report
Office Assistant	395k -417k DKK (53k-56k €)	462k -499k DKK (62k-67k €)	522k -559k DKK (70k-75k €)	Full report
Office Manager	417k -469k DKK (56k-63k €)	552k -589k DKK (74k-79k €)	738k -805k DKK (99k-108k €)	Full report
Payroll Manager	768k -850k DKK (103k-114k €)	1022k -1089k DKK (137k-146k €)	925k -954k DKK (124k-128k €)	Full report

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	417k -492k DKK (56k-66k €)	469k -566k DKK (63k-76k €)	507k -626k DKK (68k-84k €)	Full report

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	537k -589k DKK (72k-79k €)	820k -895k DKK (110k-120k €)	1022k -1119k DKK (137k-150k €)	Full report
Customer Service Representative	417k -492k DKK (56k-66k €)	574k -738k DKK (77k-99k €)	701k -850k DKK (94k-114k €)	Full report
Customer Success Manager	671k -738k DKK (90k-99k €)	790k -925k DKK (106k-124k €)	1163k -1387k DKK (156k-186k €)	Full report

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	395k -462k DKK (53k-62k €)	522k -626k DKK (70k-84k €)	566k -671k DKK (76k-90k €)	Full report
Designer	373k -499k DKK (50k-67k €)	537k -671k DKK (72k-90k €)	529k -671k DKK (71k-90k €)	Full report
Graphic Designer	447k -507k DKK (60k-68k €)	566k -656k DKK (76k-88k €)	581k -649k DKK (78k-87k €)	Full report
Product Designer	574k -701k DKK (77k-94k €)	611k -768k DKK (82k-103k €)	857k -1036k DKK (115k-139k €)	Full report
Translator	328k -417k DKK (44k-56k €)	544k -686k DKK (73k-92k €)	686k -857k DKK (92k-115k €)	Full report
User Experience Designer	425k -537k DKK (57k-72k €)	611k -738k DKK (82k-99k €)	641k -768k DKK (86k-103k €)	Full report
User Interface Designer	320k -410k DKK (43k-55k €)	447k -514k DKK (60k-69k €)	671k -753k DKK (90k-101k €)	Full report

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	380k -522k DKK (51k-70k €)	499k -649k DKK (67k-87k €)	619k -775k DKK (83k-104k €)	↗
Civil Engineer	358k -462k DKK (48k-62k €)	380k -484k DKK (51k-65k €)	514k -649k DKK (69k-87k €)	↗
Electrical Engineer	417k -544k DKK (56k-73k €)	514k -656k DKK (69k-88k €)	649k -850k DKK (87k-114k €)	↗
Engineer	477k -626k DKK (64k-84k €)	537k -701k DKK (72k-94k €)	671k -895k DKK (90k-120k €)	↗
Mechanical Engineer	358k -417k DKK (48k-56k €)	417k -544k DKK (56k-73k €)	499k -596k DKK (67k-80k €)	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	425k -484k DKK (57k-65k €)	484k -566k DKK (65k-76k €)	469k -552k DKK (63k-74k €)	↗
Finance Analyst	425k -529k DKK (57k-71k €)	462k -634k DKK (62k-85k €)	484k -663k DKK (65k-89k €)	↗
Finance Assistant	268k -313k DKK (36k-42k €)	298k -350k DKK (40k-47k €)	261k -313k DKK (35k-42k €)	↗
Finance Manager	701k -790k DKK (94k-106k €)	1014k -1119k DKK (136k-150k €)	1007k -1104k DKK (135k-148k €)	↗
Sustainability Consultant	492k -552k DKK (66k-74k €)	649k -716k DKK (87k-96k €)	746k -783k DKK (100k-105k €)	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	581k -641k DKK (78k-86k €)	358k -447k DKK (48k-60k €)	395k -492k DKK (53k-66k €)	↗
Human Resources Generalist	410k -514k DKK (55k-69k €)	455k -544k DKK (61k-73k €)	440k -529k DKK (59k-71k €)	↗
Human Resources Manager	716k -805k DKK (96k-108k €)	1074k -1208k DKK (144k-162k €)	865k -977k DKK (116k-131k €)	↗
Human Resources Specialist	410k -522k DKK (55k-70k €)	455k -537k DKK (61k-72k €)	552k -626k DKK (74k-84k €)	↗
Recruiter	373k -469k DKK (50k-63k €)	559k -611k DKK (75k-82k €)	589k -641k DKK (79k-86k €)	↗
Talent Acquisition Manager	738k -865k DKK (99k-116k €)	1014k -1119k DKK (136k-150k €)	992k -1104k DKK (133k-148k €)	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	328k -410k DKK (44k-55k €)	395k -529k DKK (53k-71k €)	529k -649k DKK (71k-87k €)	Full report
Backend Developer	477k -626k DKK (64k-84k €)	596k -731k DKK (80k-98k €)	865k -1029k DKK (116k-138k €)	Full report
Business Intelligence Analyst	455k -522k DKK (61k-70k €)	492k -566k DKK (66k-76k €)	499k -574k DKK (67k-77k €)	Full report
Cyber Security Analyst	544k -671k DKK (73k-90k €)	596k -753k DKK (80k-101k €)	596k -768k DKK (80k-103k €)	Full report
Data Analyst	447k -544k DKK (60k-73k €)	507k -634k DKK (68k-85k €)	514k -641k DKK (69k-86k €)	Full report
Data Engineer	343k -410k DKK (46k-55k €)	402k -492k DKK (54k-66k €)	559k -708k DKK (75k-95k €)	Full report
Data Scientist	320k -425k DKK (43k-57k €)	425k -484k DKK (57k-65k €)	589k -641k DKK (79k-86k €)	Full report
Devops Engineer	484k -566k DKK (65k-76k €)	604k -686k DKK (81k-92k €)	805k -969k DKK (108k-130k €)	Full report
Frontend Developer	455k -581k DKK (61k-78k €)	611k -760k DKK (82k-102k €)	820k -1014k DKK (110k-136k €)	Full report
Full Stack Developer	425k -537k DKK (57k-72k €)	604k -738k DKK (81k-99k €)	738k -910k DKK (99k-122k €)	Full report
It Manager	559k -641k DKK (75k-86k €)	775k -887k DKK (104k-119k €)	1029k -1171k DKK (138k-157k €)	Full report
Machine Learning Engineer	477k -566k DKK (64k-76k €)	596k -708k DKK (80k-95k €)	828k -1022k DKK (111k-137k €)	Full report
Python Developer	365k -447k DKK (49k-60k €)	440k -537k DKK (59k-72k €)	589k -731k DKK (79k-98k €)	Full report
Quality Assurance Engineer	253k -313k DKK (34k-42k €)	268k -343k DKK (36k-46k €)	305k -417k DKK (41k-56k €)	Full report
Quality Assurance Manager	768k -842k DKK (103k-113k €)	962k -1044k DKK (129k-140k €)	925k -999k DKK (124k-134k €)	Full report
Scrum Master	320k -402k DKK (43k-54k €)	380k -455k DKK (51k-61k €)	477k -581k DKK (64k-78k €)	Full report
Security Engineer	373k -447k DKK (50k-60k €)	410k -477k DKK (55k-64k €)	619k -701k DKK (83k-94k €)	Full report
Software Developer	432k -522k DKK (58k-70k €)	529k -649k DKK (71k-87k €)	775k -969k DKK (104k-130k €)	Full report
Software Engineer	455k -537k DKK (61k-72k €)	544k -641k DKK (73k-86k €)	760k -902k DKK (102k-121k €)	Full report
Software Engineering Manager	678k -738k DKK (91k-99k €)	835k -910k DKK (112k-122k €)	1238k -1387k DKK (166k-186k €)	Full report
Systems Engineer	537k -693k DKK (72k-93k €)	641k -813k DKK (86k-109k €)	798k -947k DKK (107k-127k €)	Full report
Test Automation Engineer	328k -425k DKK (44k-57k €)	417k -522k DKK (56k-70k €)	566k -663k DKK (76k-89k €)	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	432k -477k DKK (58k-64k €)	686k -820k DKK (92k-110k €)	828k -969k DKK (111k-130k €)	Full report
Legal Assistant	343k -402k DKK (46k-54k €)	440k -507k DKK (59k-68k €)	350k -455k DKK (47k-61k €)	Full report
Legal Counsel	544k -604k DKK (73k-81k €)	417k -529k DKK (56k-71k €)	440k -566k DKK (59k-76k €)	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	574k -701k DKK (77k-94k €)	813k -947k DKK (109k-127k €)	895k -1029k DKK (120k-138k €)	Full report
Communications Specialist	447k -507k DKK (60k-68k €)	499k -566k DKK (67k-76k €)	529k -581k DKK (71k-78k €)	Full report
Community Manager	358k -462k DKK (48k-62k €)	484k -626k DKK (65k-84k €)	537k -693k DKK (72k-93k €)	Full report
Digital Marketing Strategist	335k -402k DKK (45k-54k €)	425k -544k DKK (57k-73k €)	544k -678k DKK (73k-91k €)	Full report
Marketing Assistant	425k -484k DKK (57k-65k €)	537k -581k DKK (72k-78k €)	581k -641k DKK (78k-86k €)	Full report
Marketing Manager	768k -865k DKK (103k-116k €)	969k -1163k DKK (130k-156k €)	1029k -1193k DKK (138k-160k €)	Full report
Marketing Specialist	469k -552k DKK (63k-74k €)	656k -708k DKK (88k-95k €)	678k -731k DKK (91k-98k €)	Full report
Search Engine Optimizer	328k -425k DKK (44k-57k €)	432k -552k DKK (58k-74k €)	447k -581k DKK (60k-78k €)	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	395k -514k DKK (53k-69k €)	544k -708k DKK (73k-95k €)	641k -828k DKK (86k-111k €)	↗
Operations Coordinator	447k -484k DKK (60k-65k €)	484k -537k DKK (65k-72k €)	492k -537k DKK (66k-72k €)	↗
Operations Manager	760k -857k DKK (102k-115k €)	932k -1126k DKK (125k-151k €)	910k -1059k DKK (122k-142k €)	↗
Project Manager	499k -589k DKK (67k-79k €)	559k -663k DKK (75k-89k €)	626k -746k DKK (84k-100k €)	↗
Supply Chain Manager	753k -850k DKK (101k-114k €)	1022k -1141k DKK (137k-153k €)	1007k -1119k DKK (135k-150k €)	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	462k -529k DKK (62k-71k €)	552k -649k DKK (74k-87k €)	581k -723k DKK (78k-97k €)	↗
Business Development Manager	805k -939k DKK (108k-126k €)	820k -954k DKK (110k-128k €)	872k -1029k DKK (117k-138k €)	↗
Business Development Representative	298k -402k DKK (40k-54k €)	440k -574k DKK (59k-77k €)	649k -746k DKK (87k-100k €)	↗
Sales Assistant	350k -417k DKK (47k-56k €)	462k -514k DKK (62k-69k €)	425k -484k DKK (57k-65k €)	↗
Sales Engineer	387k -507k DKK (52k-68k €)	663k -790k DKK (89k-106k €)	596k -775k DKK (80k-104k €)	↗
Sales Manager	887k -1007k DKK (119k-135k €)	1059k -1260k DKK (142k-169k €)	1074k -1312k DKK (144k-176k €)	↗
Sales Representative	395k -455k DKK (53k-61k €)	537k -671k DKK (72k-90k €)	626k -790k DKK (84k-106k €)	↗

Estonia

Estonia is showing a gradual recovery after recent slowdowns, with growth supported by digital industries, trade, and a highly skilled workforce.

Its strong IT sector and advanced e-governance systems make it an attractive location for technology-driven investment.

x1.45

Local vs. International salaries³

6.9%

Salary Increase⁴

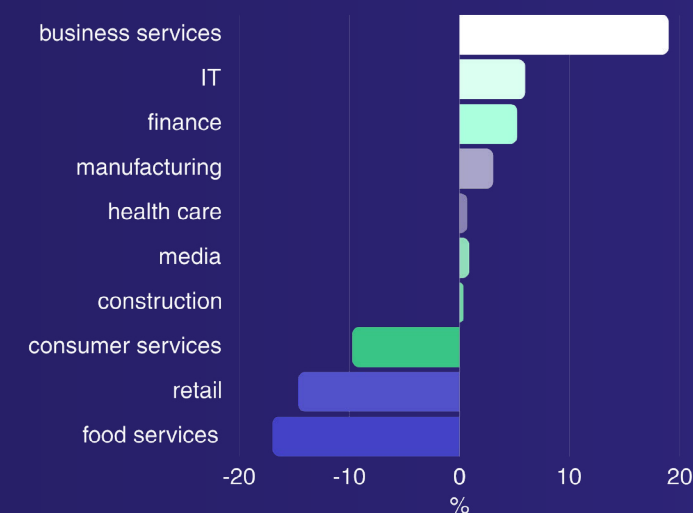
5.4%

Inflation rate⁵

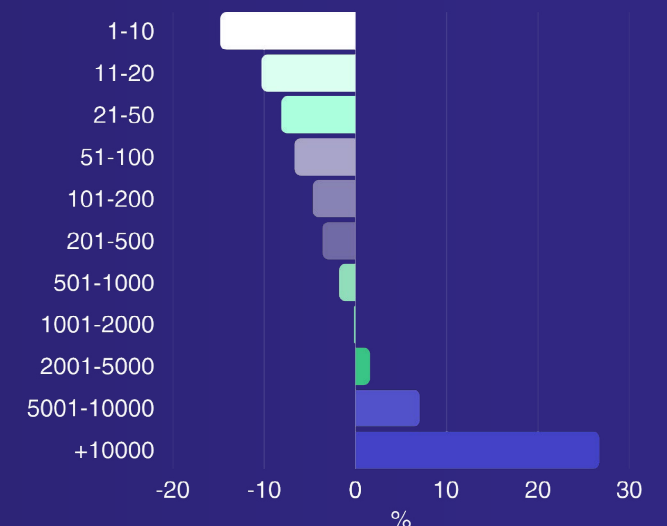
38.5

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



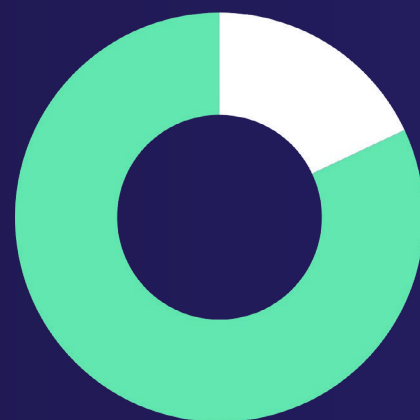
Gender occupation¹

65% men 35% women

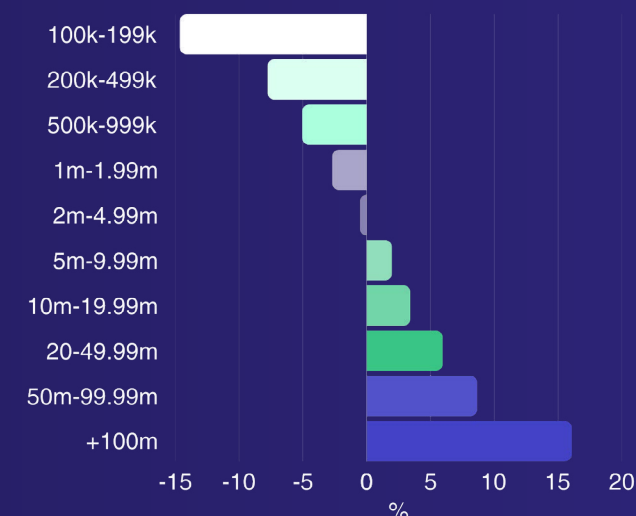


Remote work²

82% in site 18% remote



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	34k-44k €	39k-50k €	37k-48k €	↗
Administrative Manager	45k-53k €	64k-74k €	86k-100k €	↗
Office Assistant	24k-27k €	28k-35k €	30k-37k €	↗
Office Manager	24k-30k €	34k-38k €	52k-61k €	↗
Payroll Manager	50k-60k €	63k-74k €	62k-73k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	25k-26k €	27k-30k €	27k-31k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	35k-38k €	54k-62k €	73k-78k €	↗
Customer Service Representative	27k-34k €	28k-41k €	34k-44k €	↗
Customer Success Manager	38k-46k €	45k-58k €	72k-88k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	31k-37k €	32k-41k €	35k-43k €	↗
Designer	34k-48k €	45k-62k €	44k-61k €	↗
Graphic Designer	36k-40k €	45k-49k €	45k-49k €	↗
Product Designer	36k-44k €	60k-70k €	74k-89k €	↗
Translator	27k-35k €	44k-56k €	54k-70k €	↗
User Experience Designer	34k-42k €	50k-63k €	50k-65k €	↗
User Interface Designer	29k-34k €	35k-43k €	47k-58k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	30k-42k €	38k-53k €	49k-63k €	↗
Civil Engineer	26k-33k €	30k-37k €	39k-48k €	↗
Electrical Engineer	28k-38k €	32k-44k €	39k-53k €	↗
Engineer	35k-46k €	40k-54k €	48k-60k €	↗
Mechanical Engineer	30k-39k €	32k-42k €	40k-46k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	34k-39k €	38k-47k €	36k-47k €	↗
Finance Analyst	33k-41k €	37k-44k €	39k-46k €	↗
Finance Assistant	27k-29k €	33k-36k €	38k-41k €	↗
Finance Manager	49k-54k €	72k-79k €	71k-78k €	↗
Sustainability Consultant	44k-52k €	56k-67k €	56k-74k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	52k-58k €	51k-63k €	57k-75k €	↗
Human Resources Generalist	34k-45k €	48k-59k €	47k-56k €	↗
Human Resources Manager	48k-54k €	72k-78k €	76k-94k €	↗
Human Resources Specialist	31k-44k €	33k-46k €	41k-55k €	↗
Recruiter	35k-41k €	50k-65k €	51k-67k €	↗
Talent Acquisition Manager	52k-61k €	78k-90k €	66k-79k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	26k-32k €	33k-42k €	45k-57k €	Full report
Backend Developer	33k-43k €	39k-50k €	55k-68k €	Full report
Business Intelligence Analyst	36k-42k €	44k-51k €	44k-51k €	Full report
Cyber Security Analyst	41k-53k €	46k-59k €	46k-57k €	Full report
Data Analyst	40k-47k €	46k-55k €	46k-57k €	Full report
Data Engineer	35k-41k €	41k-51k €	58k-75k €	Full report
Data Scientist	31k-38k €	40k-49k €	50k-60k €	Full report
Devops Engineer	36k-45k €	42k-50k €	59k-68k €	Full report
Frontend Developer	34k-42k €	41k-52k €	58k-70k €	Full report
Full Stack Developer	32k-43k €	44k-60k €	54k-67k €	Full report
It Manager	42k-45k €	61k-65k €	72k-77k €	Full report
Machine Learning Engineer	35k-43k €	43k-49k €	60k-69k €	Full report
Python Developer	29k-35k €	34k-43k €	48k-60k €	Full report
Quality Assurance Engineer	33k-41k €	42k-52k €	49k-64k €	Full report
Quality Assurance Manager	44k-54k €	53k-67k €	53k-69k €	Full report
Scrum Master	30k-40k €	36k-48k €	46k-55k €	Full report
Security Engineer	34k-44k €	36k-48k €	44k-54k €	Full report
Software Developer	29k-38k €	32k-47k €	49k-62k €	Full report
Software Engineer	34k-42k €	39k-45k €	57k-66k €	Full report
Software Engineering Manager	43k-46k €	50k-54k €	81k-88k €	Full report
Systems Engineer	43k-58k €	52k-69k €	65k-86k €	Full report
Test Automation Engineer	28k-32k €	36k-45k €	46k-62k €	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	34k-38k €	48k-54k €	74k-79k €	Full report
Legal Assistant	22k-26k €	26k-32k €	29k-32k €	Full report
Legal Counsel	36k-41k €	38k-43k €	41k-46k €	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	30k-38k €	46k-60k €	51k-64k €	Full report
Communications Specialist	40k-51k €	38k-49k €	40k-52k €	Full report
Community Manager	31k-36k €	41k-51k €	47k-62k €	Full report
Digital Marketing Strategist	31k-36k €	41k-49k €	47k-60k €	Full report
Marketing Assistant	23k-27k €	29k-35k €	34k-39k €	Full report
Marketing Manager	46k-62k €	65k-81k €	71k-86k €	Full report
Marketing Specialist	28k-36k €	36k-48k €	37k-48k €	Full report
Search Engine Optimizer	31k-36k €	44k-55k €	42k-58k €	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	33k-43k €	41k-56k €	47k-61k €	↗
Operations Coordinator	22k-30k €	24k-31k €	23k-30k €	↗
Operations Manager	50k-58k €	72k-85k €	66k-77k €	↗
Project Manager	42k-51k €	43k-52k €	49k-56k €	↗
Supply Chain Manager	48k-54k €	60k-68k €	59k-65k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	44k-48k €	53k-59k €	61k-68k €	↗
Business Development Manager	60k-68k €	58k-66k €	64k-73k €	↗
Business Development Representative	27k-31k €	37k-49k €	54k-69k €	↗
Sales Assistant	25k-30k €	32k-39k €	38k-45k €	↗
Sales Engineer	30k-43k €	49k-67k €	47k-60k €	↗
Sales Manager	63k-79k €	73k-85k €	74k-86k €	↗
Sales Representative	33k-43k €	38k-48k €	37k-45k €	↗

Finland

Finland's economy is expanding moderately, with strengths in high-tech manufacturing, clean energy, and forestry. Domestic demand is stable, while innovation and R&D continue to drive competitiveness.

The country remains focused on green transition industries as a key source of long-term growth.

x1.54

Local vs. International salaries³

3.6%

Salary Increase⁴

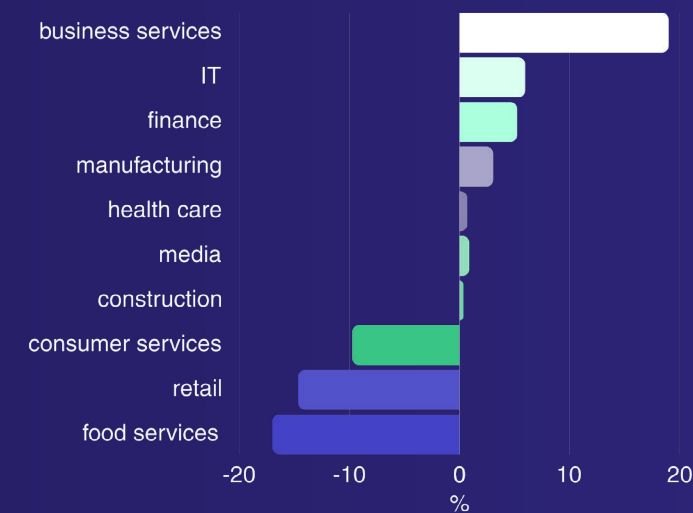
0.2%

Inflation rate⁵

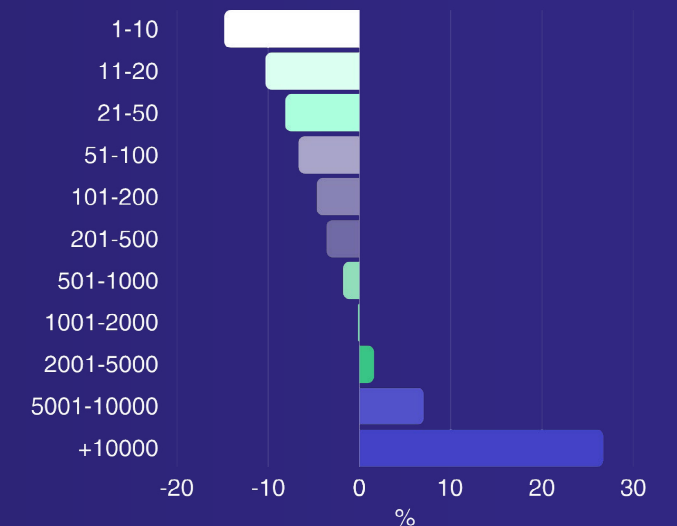
45.6

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



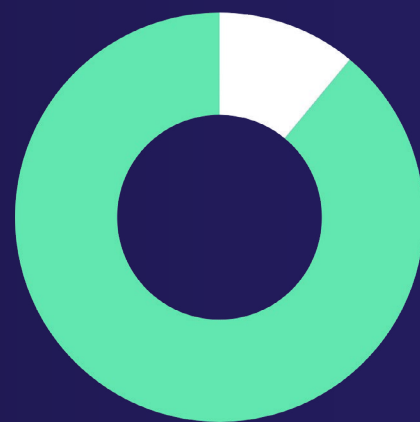
Gender occupation¹

59% men 41% women

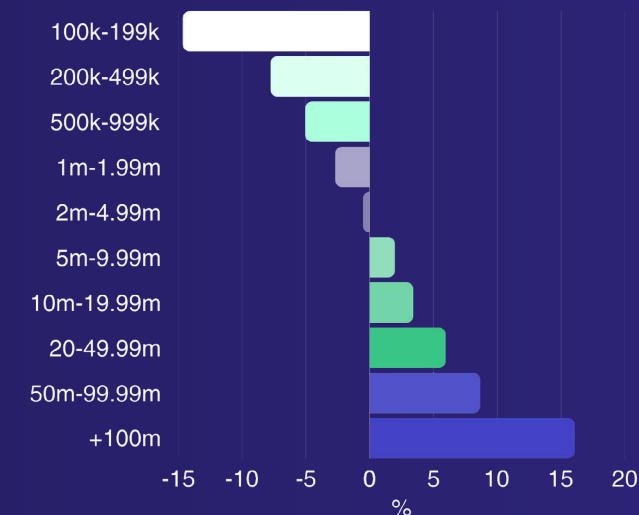


Remote work²

89% in site 11% remote



Funding distribution⁹ (\$)



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

Finland

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	36k-40k €	41k-48k €	39k-45k €	↗
Administrative Manager	61k-70k €	78k-90k €	109k-116k €	↗
Office Assistant	40k-43k €	44k-48k €	55k-59k €	↗
Office Manager	41k-47k €	49k-56k €	80k-95k €	↗
Payroll Manager	72k-85k €	84k-99k €	83k-96k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	50k-59k €	57k-67k €	64k-70k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	43k-46k €	70k-76k €	90k-96k €	↗
Customer Service Representative	35k-41k €	39k-46k €	46k-50k €	↗
Customer Success Manager	49k-63k €	60k-74k €	100k-114k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	46k-54k €	54k-71k €	60k-76k €	↗
Designer	46k-62k €	69k-86k €	68k-84k €	↗
Graphic Designer	45k-49k €	55k-61k €	55k-61k €	↗
Product Designer	40k-53k €	51k-62k €	74k-80k €	↗
Translator	36k-44k €	43k-57k €	54k-72k €	↗
User Experience Designer	49k-62k €	58k-75k €	58k-76k €	↗
User Interface Designer	40k-46k €	46k-57k €	69k-81k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	42k-52k €	50k-68k €	63k-83k €	↗
Civil Engineer	38k-43k €	39k-47k €	44k-58k €	↗
Electrical Engineer	42k-56k €	45k-62k €	57k-74k €	↗
Engineer	50k-63k €	57k-71k €	73k-93k €	↗
Mechanical Engineer	43k-55k €	49k-64k €	59k-77k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	46k-52k €	50k-58k €	49k-57k €	↗
Finance Analyst	49k-59k €	54k-65k €	55k-65k €	↗
Finance Assistant	38k-45k €	45k-51k €	48k-54k €	↗
Finance Manager	64k-73k €	82k-94k €	81k-93k €	↗
Sustainability Consultant	44k-51k €	53k-65k €	60k-76k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	50k-60k €	67k-85k €	74k-93k €	↗
Human Resources Generalist	52k-63k €	54k-65k €	53k-63k €	↗
Human Resources Manager	67k-75k €	97k-108k €	79k-87k €	↗
Human Resources Specialist	43k-60k €	50k-61k €	62k-72k €	↗
Recruiter	40k-53k €	62k-79k €	64k-81k €	↗
Talent Acquisition Manager	70k-83k €	92k-111k €	86k-100k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	41k-50k €	44k-61k €	65k-72k €	↗
Backend Developer	42k-51k €	46k-57k €	68k-77k €	↗
Business Intelligence Analyst	51k-56k €	57k-64k €	59k-70k €	↗
Cyber Security Analyst	49k-63k €	55k-69k €	56k-70k €	↗
Data Analyst	54k-67k €	60k-73k €	61k-76k €	↗
Data Engineer	42k-49k €	47k-56k €	66k-83k €	↗
Data Scientist	38k-42k €	48k-56k €	63k-73k €	↗
Devops Engineer	46k-54k €	51k-60k €	70k-81k €	↗
Frontend Developer	45k-54k €	51k-64k €	74k-96k €	↗
Full Stack Developer	43k-55k €	59k-71k €	70k-85k €	↗
It Manager	70k-80k €	88k-99k €	87k-99k €	↗
Machine Learning Engineer	47k-53k €	50k-57k €	71k-84k €	↗
Python Developer	36k-44k €	42k-53k €	61k-74k €	↗
Quality Assurance Engineer	42k-51k €	44k-53k €	59k-71k €	↗
Quality Assurance Manager	61k-70k €	81k-88k €	77k-84k €	↗
Scrum Master	45k-57k €	53k-64k €	67k-78k €	↗
Security Engineer	42k-47k €	40k-49k €	45k-51k €	↗
Software Developer	43k-54k €	50k-56k €	70k-86k €	↗
Software Engineer	42k-50k €	46k-57k €	67k-78k €	↗
Software Engineering Manager	52k-57k €	59k-64k €	95k-104k €	↗
Systems Engineer	47k-59k €	54k-70k €	66k-87k €	↗
Test Automation Engineer	38k-44k €	40k-51k €	52k-64k €	↗

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	49k-59k €	74k-93k €	94k-109k €	↗
Legal Assistant	40k-44k €	46k-56k €	49k-59k €	↗
Legal Counsel	42k-46k €	51k-60k €	53k-65k €	↗

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	51k-61k €	54k-67k €	59k-70k €	↗
Communications Specialist	48k-56k €	51k-62k €	56k-64k €	↗
Community Manager	41k-51k €	44k-53k €	56k-67k €	↗
Digital Marketing Strategist	38k-47k €	50k-63k €	64k-85k €	↗
Marketing Assistant	40k-50k €	48k-59k €	52k-63k €	↗
Marketing Manager	60k-73k €	89k-101k €	97k-108k €	↗
Marketing Specialist	39k-50k €	52k-65k €	54k-66k €	↗
Search Engine Optimizer	32k-44k €	39k-46k €	40k-48k €	↗

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	44k-56k €	53k-70k €	58k-74k €	↗
Operations Coordinator	36k-40k €	39k-42k €	38k-42k €	↗
Operations Manager	66k-83k €	86k-110k €	84k-109k €	↗
Project Manager	45k-54k €	47k-59k €	54k-78k €	↗
Supply Chain Manager	63k-71k €	81k-91k €	78k-89k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	56k-60k €	65k-72k €	73k-83k €	↗
Business Development Manager	72k-84k €	83k-91k €	89k-100k €	↗
Business Development Representative	34k-44k €	50k-67k €	72k-88k €	↗
Sales Assistant	46k-52k €	51k-60k €	49k-64k €	↗
Sales Engineer	40k-53k €	61k-80k €	54k-71k €	↗
Sales Manager	76k-90k €	89k-107k €	95k-115k €	↗
Sales Representative	45k-56k €	59k-73k €	64k-78k €	↗

France

France’s economy is expanding steadily, supported by strong consumer markets, advanced industries, and a leading role in aerospace and luxury goods.

Services, tourism, and green technologies add resilience, while innovation continues to drive competitiveness.

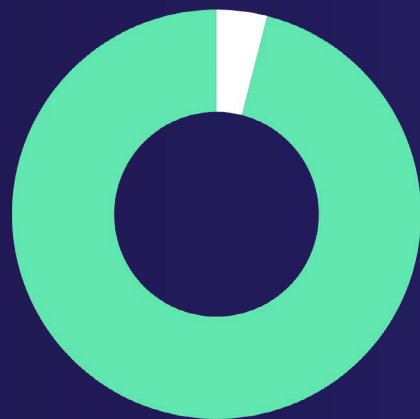
Gender occupation¹

63% men 37% women



Remote work²

96% in site 4% remote



x1.44

Local vs. International salaries³

3.7%

Salary Increase⁴

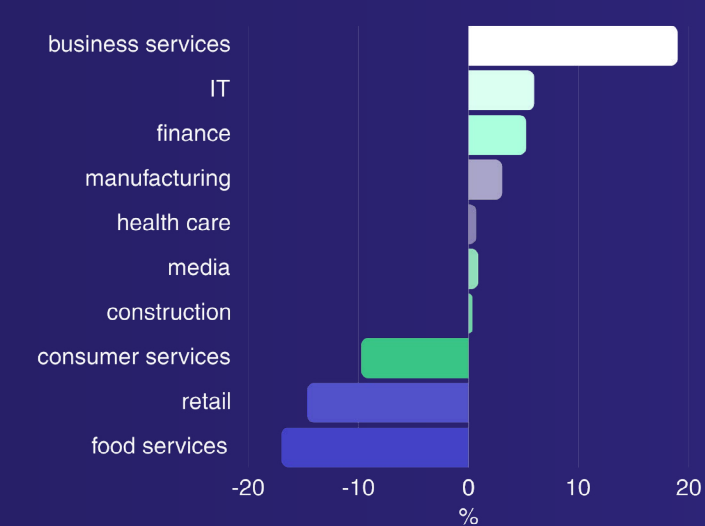
1%

Inflation rate⁵

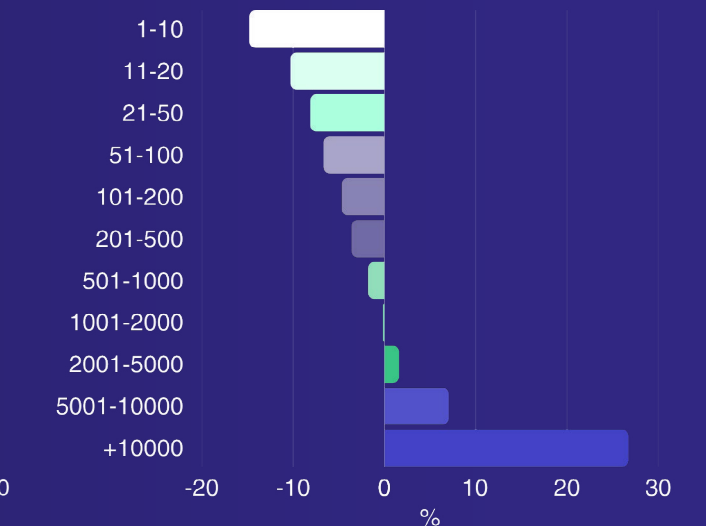
46

Cost of living + rent⁶

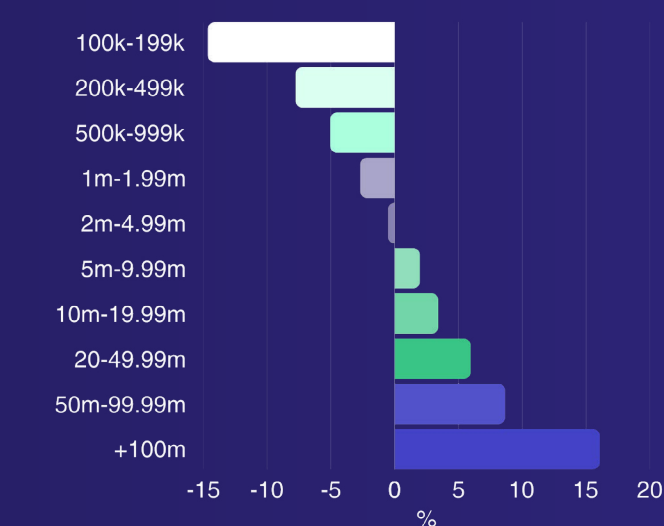
Sector distribution⁷



Company size distribution⁸



Funding distribution⁹ (\$)



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

France

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	34k-44k €	39k-50k €	37k-48k €	↗
Administrative Manager	72k-84k €	96k-108k €	136k-154k €	↗
Office Assistant	33k-36k €	41k-44k €	50k-58k €	↗
Office Manager	44k-48k €	48k-54k €	68k-76k €	↗
Payroll Manager	66k-78k €	106k-118k €	102k-114k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	45k-51k €	48k-55k €	51k-59k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	55k-58k €	84k-90k €	106k-114k €	↗
Customer Service Representative	37k-42k €	40k-46k €	46k-49k €	↗
Customer Success Manager	48k-58k €	57k-72k €	94k-117k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	48k-62k €	59k-71k €	65k-79k €	↗
Designer	46k-61k €	63k-80k €	62k-81k €	↗
Graphic Designer	50k-55k €	63k-72k €	63k-70k €	↗
Product Designer	44k-61k €	58k-79k €	82k-102k €	↗
Translator	50k-62k €	67k-87k €	89k-112k €	↗
User Experience Designer	48k-58k €	60k-79k €	60k-86k €	↗
User Interface Designer	42k-51k €	48k-58k €	72k-79k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	50k-65k €	63k-82k €	78k-101k €	↗
Civil Engineer	39k-50k €	42k-50k €	43k-55k €	↗
Electrical Engineer	44k-60k €	49k-64k €	58k-75k €	↗
Engineer	48k-65k €	52k-64k €	61k-74k €	↗
Mechanical Engineer	42k-52k €	47k-55k €	49k-61k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	41k-50k €	47k-57k €	46k-56k €	↗
Finance Analyst	44k-58k €	50k-66k €	50k-68k €	↗
Finance Assistant	36k-40k €	41k-47k €	42k-49k €	↗
Finance Manager	70k-78k €	80k-91k €	80k-91k €	↗
Sustainability Consultant	45k-48k €	59k-65k €	63k-72k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	57k-69k €	53k-64k €	62k-75k €	↗
Human Resources Generalist	45k-57k €	59k-69k €	59k-68k €	↗
Human Resources Manager	57k-61k €	81k-90k €	86k-93k €	↗
Human Resources Specialist	45k-58k €	48k-63k €	61k-77k €	↗
Recruiter	37k-47k €	48k-54k €	49k-55k €	↗
Talent Acquisition Manager	74k-86k €	106k-124k €	84k-103k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	44k-54k €	46k-55k €	58k-69k €	↗
Backend Developer	44k-54k €	46k-58k €	65k-77k €	↗
Business Intelligence Analyst	50k-57k €	54k-65k €	56k-66k €	↗
Cyber Security Analyst	49k-64k €	49k-63k €	50k-63k €	↗
Data Analyst	45k-54k €	50k-62k €	51k-64k €	↗
Data Engineer	45k-56k €	48k-61k €	68k-86k €	↗
Data Scientist	38k-43k €	42k-52k €	58k-69k €	↗
Devops Engineer	47k-57k €	56k-68k €	75k-89k €	↗
Frontend Developer	46k-54k €	52k-62k €	64k-82k €	↗
Full Stack Developer	47k-64k €	61k-78k €	73k-95k €	↗
It Manager	63k-67k €	88k-95k €	94k-102k €	↗
Machine Learning Engineer	48k-60k €	52k-61k €	74k-88k €	↗
Python Developer	39k-48k €	42k-52k €	59k-72k €	↗
Quality Assurance Engineer	39k-51k €	45k-53k €	50k-67k €	↗
Quality Assurance Manager	66k-75k €	87k-94k €	83k-91k €	↗
Scrum Master	38k-49k €	40k-53k €	46k-59k €	↗
Security Engineer	46k-54k €	54k-63k €	74k-83k €	↗
Software Developer	43k-55k €	47k-60k €	60k-74k €	↗
Software Engineer	38k-42k €	39k-51k €	51k-56k €	↗
Software Engineering Manager	65k-70k €	72k-77k €	115k-123k €	↗
Systems Engineer	47k-61k €	54k-69k €	67k-88k €	↗
Test Automation Engineer	42k-50k €	44k-51k €	50k-64k €	↗

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	54k-57k €	70k-84k €	120k-139k €	↗
Legal Assistant	48k-60k €	58k-70k €	68k-78k €	↗
Legal Counsel	55k-63k €	70k-84k €	74k-89k €	↗

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	50k-64k €	67k-75k €	72k-79k €	↗
Communications Specialist	45k-52k €	48k-56k €	50k-62k €	↗
Community Manager	32k-37k €	44k-57k €	43k-57k €	↗
Digital Marketing Strategist	35k-42k €	46k-57k €	51k-66k €	↗
Marketing Assistant	45k-55k €	50k-62k €	53k-66k €	↗
Marketing Manager	75k-85k €	105k-115k €	110k-122k €	↗
Marketing Specialist	44k-56k €	61k-76k €	62k-78k €	↗
Search Engine Optimizer	34k-40k €	37k-45k €	38k-45k €	↗

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	44k-57k €	53k-68k €	60k-79k €	↗
Operations Coordinator	38k-42k €	42k-46k €	42k-46k €	↗
Operations Manager	63k-81k €	89k-111k €	81k-100k €	↗
Project Manager	56k-62k €	62k-68k €	70k-77k €	↗
Supply Chain Manager	67k-75k €	84k-96k €	82k-93k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	55k-63k €	66k-74k €	74k-84k €	↗
Business Development Manager	86k-98k €	90k-101k €	96k-107k €	↗
Business Development Representative	52k-67k €	47k-60k €	73k-86k €	↗
Sales Assistant	34k-38k €	40k-46k €	45k-53k €	↗
Sales Engineer	40k-54k €	61k-80k €	56k-73k €	↗
Sales Manager	107k-122k €	134k-155k €	141k-160k €	↗
Sales Representative	46k-60k €	52k-65k €	48k-67k €	↗

Germany

Germany remains Europe's largest economy, with manufacturing, automotive, and engineering industries as key pillars.

Despite recent challenges in industry, the country benefits from strong exports, technological expertise, and a skilled workforce, maintaining its role as a major economic engine in the region.

x1.37

Local vs. International salaries³

3.6%

Salary Increase⁴

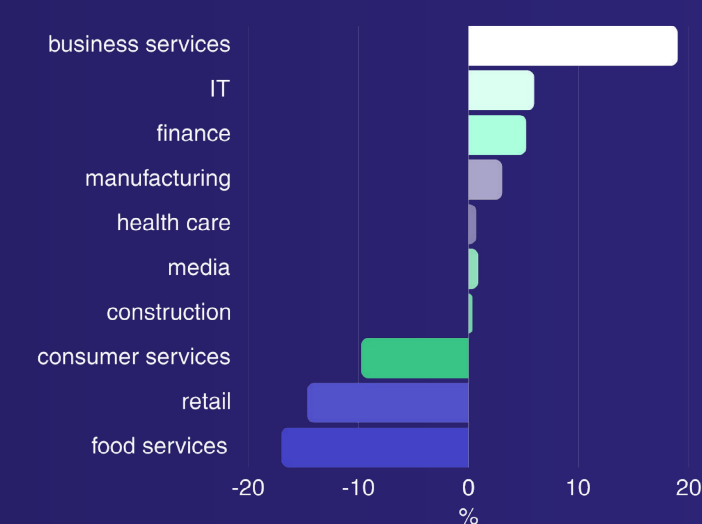
2%

Inflation rate⁵

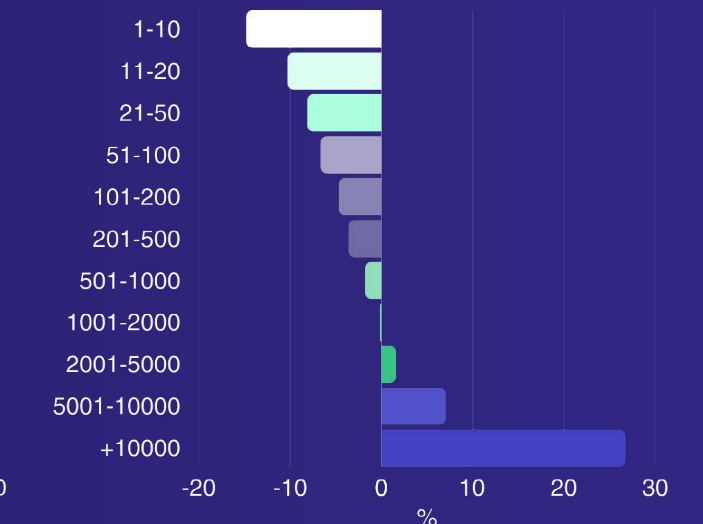
47.6

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

64% men

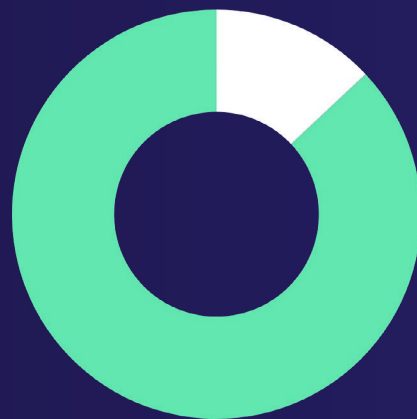
36% women



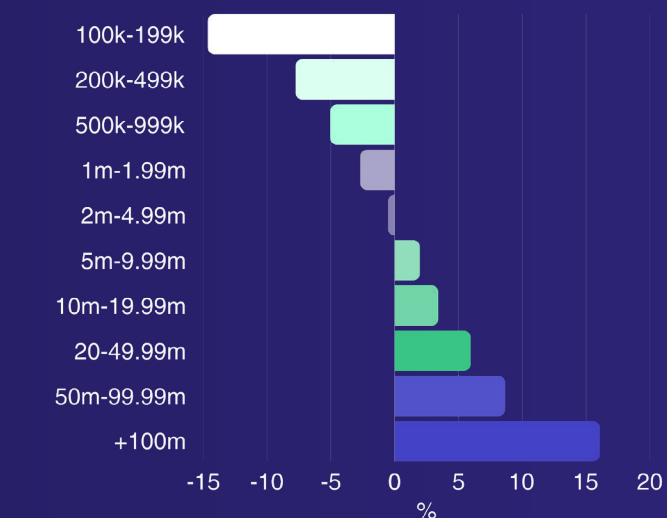
Remote work²

87% in site

13% remote



Funding distribution⁹ (\$)



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

Germany

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	41k-54k €	47k-60k €	46k-58k €	↗
Administrative Manager	70k-82k €	105k-116k €	150k-173k €	↗
Office Assistant	41k-46k €	50k-55k €	58k-61k €	↗
Office Manager	46k-50k €	52k-57k €	76k-86k €	↗
Payroll Manager	77k-90k €	107k-118k €	106k-114k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	55k-72k €	58k-68k €	65k-75k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	53k-58k €	82k-91k €	117k-126k €	↗
Customer Service Representative	43k-50k €	50k-56k €	60k-65k €	↗
Customer Success Manager	69k-85k €	87k-104k €	132k-158k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	51k-60k €	54k-67k €	59k-70k €	↗
Designer	55k-73k €	75k-92k €	75k-92k €	↗
Graphic Designer	51k-58k €	70k-77k €	68k-76k €	↗
Product Designer	64k-76k €	71k-89k €	94k-114k €	↗
Translator	48k-59k €	67k-83k €	85k-106k €	↗
User Experience Designer	54k-67k €	72k-84k €	74k-87k €	↗
User Interface Designer	47k-56k €	55k-65k €	82k-92k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	51k-65k €	59k-79k €	74k-96k €	↗
Civil Engineer	46k-54k €	46k-56k €	56k-71k €	↗
Electrical Engineer	52k-63k €	57k-74k €	71k-93k €	↗
Engineer	57k-74k €	61k-74k €	70k-100k €	↗
Mechanical Engineer	48k-57k €	54k-65k €	60k-75k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	47k-54k €	56k-64k €	54k-62k €	↗
Finance Analyst	62k-71k €	72k-84k €	70k-82k €	↗
Finance Assistant	48k-58k €	62k-75k €	70k-82k €	↗
Finance Manager	84k-95k €	110k-123k €	109k-122k €	↗
Sustainability Consultant	53k-58k €	86k-92k €	70k-83k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	59k-67k €	63k-84k €	71k-93k €	↗
Human Resources Generalist	50k-62k €	64k-73k €	63k-71k €	↗
Human Resources Manager	90k-101k €	137k-148k €	109k-120k €	↗
Human Resources Specialist	42k-53k €	44k-55k €	50k-62k €	↗
Recruiter	46k-55k €	58k-66k €	60k-69k €	↗
Talent Acquisition Manager	65k-79k €	90k-117k €	95k-118k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	52k-62k €	55k-66k €	68k-82k €	Full report
Backend Developer	55k-68k €	63k-79k €	94k-108k €	Full report
Business Intelligence Analyst	52k-59k €	58k-67k €	60k-69k €	Full report
Cyber Security Analyst	54k-72k €	59k-76k €	61k-65k €	Full report
Data Analyst	54k-64k €	59k-67k €	61k-69k €	Full report
Data Engineer	52k-64k €	57k-70k €	80k-100k €	Full report
Data Scientist	46k-50k €	52k-61k €	63k-72k €	Full report
Devops Engineer	65k-74k €	82k-92k €	106k-123k €	Full report
Frontend Developer	55k-67k €	63k-73k €	90k-110k €	Full report
Full Stack Developer	57k-70k €	74k-91k €	93k-111k €	Full report
It Manager	71k-75k €	97k-104k €	106k-112k €	Full report
Machine Learning Engineer	59k-74k €	71k-87k €	103k-117k €	Full report
Python Developer	46k-58k €	51k-65k €	70k-84k €	Full report
Quality Assurance Engineer	45k-55k €	47k-61k €	62k-73k €	Full report
Quality Assurance Manager	92k-102k €	122k-135k €	115k-128k €	Full report
Scrum Master	47k-58k €	49k-60k €	56k-70k €	Full report
Security Engineer	54k-67k €	67k-76k €	87k-100k €	Full report
Software Developer	57k-70k €	67k-77k €	94k-116k €	Full report
Software Engineer	54k-63k €	58k-69k €	83k-100k €	Full report
Software Engineering Manager	83k-91k €	95k-103k €	152k-167k €	Full report
Systems Engineer	56k-72k €	64k-84k €	79k-102k €	Full report
Test Automation Engineer	47k-53k €	47k-57k €	56k-68k €	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	54k-66k €	69k-81k €	124k-155k €	Full report
Legal Assistant	46k-53k €	57k-68k €	62k-74k €	Full report
Legal Counsel	59k-68k €	68k-81k €	72k-86k €	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	59k-71k €	83k-99k €	90k-102k €	Full report
Communications Specialist	53k-67k €	50k-61k €	54k-63k €	Full report
Community Manager	36k-44k €	49k-62k €	46k-62k €	Full report
Digital Marketing Strategist	42k-47k €	46k-55k €	68k-86k €	Full report
Marketing Assistant	43k-52k €	44k-59k €	46k-60k €	Full report
Marketing Manager	84k-95k €	117k-130k €	126k-139k €	Full report
Marketing Specialist	49k-59k €	59k-70k €	64k-75k €	Full report
Search Engine Optimizer	39k-51k €	50k-67k €	52k-68k €	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	45k-57k €	54k-71k €	59k-76k €	↗
Operations Coordinator	41k-46k €	46k-49k €	46k-50k €	↗
Operations Manager	80k-100k €	105k-128k €	103k-125k €	↗
Project Manager	52k-63k €	55k-64k €	65k-73k €	↗
Supply Chain Manager	72k-81k €	93k-106k €	91k-102k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	68k-73k €	79k-89k €	90k-106k €	↗
Business Development Manager	82k-92k €	86k-95k €	92k-104k €	↗
Business Development Representative	36k-45k €	50k-61k €	78k-84k €	↗
Sales Assistant	48k-54k €	56k-65k €	56k-65k €	↗
Sales Engineer	51k-68k €	80k-97k €	72k-93k €	↗
Sales Manager	98k-112k €	124k-142k €	127k-146k €	↗
Sales Representative	52k-63k €	62k-77k €	66k-85k €	↗

Greece

Greece's economy is growing, supported by tourism, shipping, and a rising technology sector.

Investment and infrastructure development add momentum, while diversification beyond traditional industries is helping to strengthen long-term economic prospects.

x1.13

Local vs. International salaries³

5.7%

Salary Increase⁴

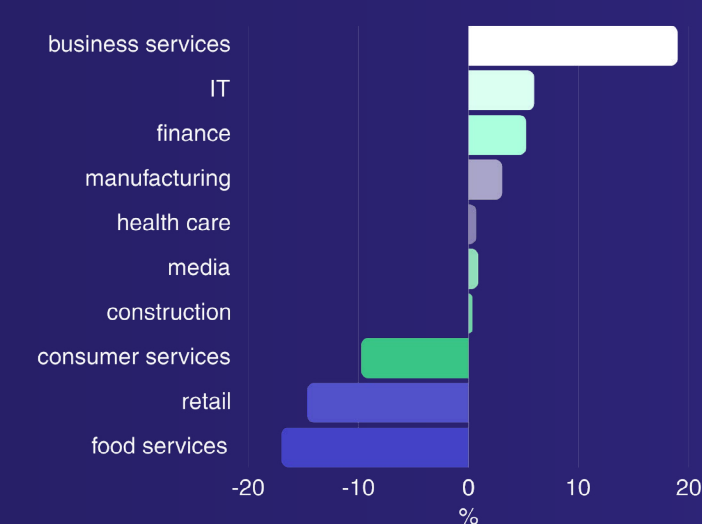
3.1%

Inflation rate⁵

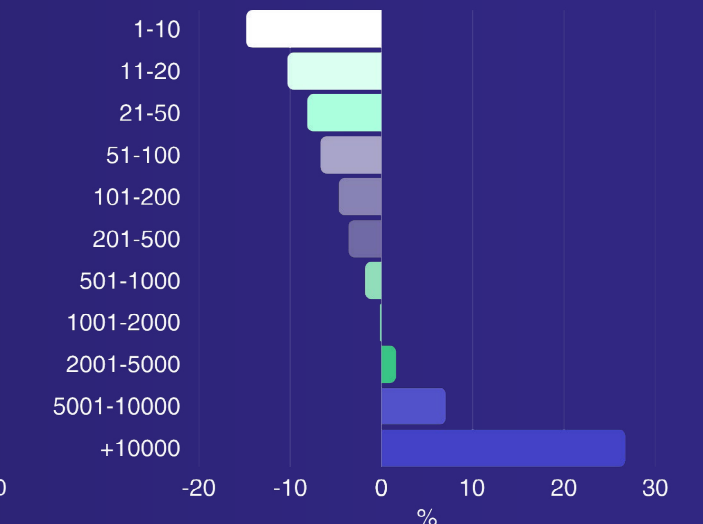
34.4

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

69% men

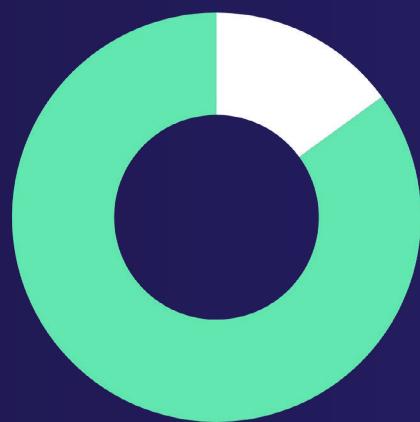
31% women



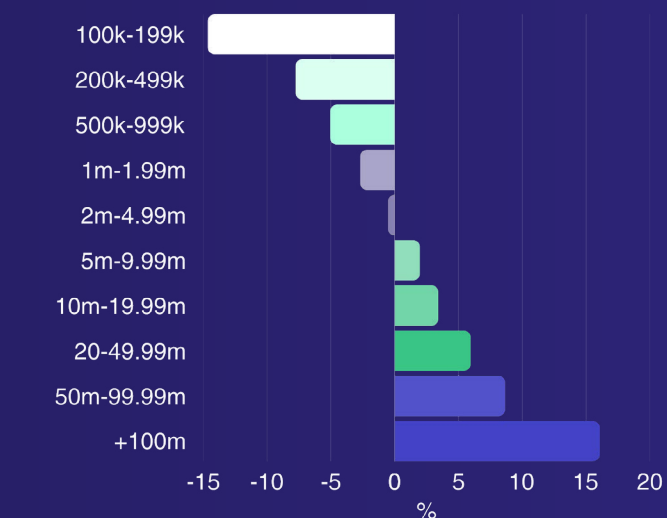
Remote work²

85% in site

15% remote



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	22k-25k €	25k-30k €	24k-28k €	↗
Administrative Manager	44k-49k €	62k-72k €	87k-106k €	↗
Office Assistant	22k-24k €	28k-31k €	33k-39k €	↗
Office Manager	24k-31k €	29k-36k €	43k-46k €	↗
Payroll Manager	50k-62k €	65k-78k €	62k-76k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	31k-38k €	34k-42k €	40k-46k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	38k-43k €	63k-69k €	81k-86k €	↗
Customer Service Representative	29k-35k €	35k-46k €	42k-46k €	↗
Customer Success Manager	35k-47k €	43k-53k €	76k-81k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	30k-38k €	30k-40k €	31k-42k €	↗
Designer	33k-45k €	44k-60k €	45k-60k €	↗
Graphic Designer	30k-33k €	37k-40k €	37k-39k €	↗
Product Designer	28k-35k €	38k-48k €	71k-92k €	↗
Translator	27k-33k €	34k-45k €	41k-54k €	↗
User Experience Designer	33k-42k €	45k-60k €	47k-60k €	↗
User Interface Designer	28k-34k €	34k-41k €	47k-60k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	25k-32k €	29k-40k €	35k-47k €	↗
Civil Engineer	22k-30k €	24k-30k €	28k-37k €	↗
Electrical Engineer	31k-41k €	34k-45k €	44k-57k €	↗
Engineer	32k-46k €	34k-48k €	45k-66k €	↗
Mechanical Engineer	32k-43k €	38k-50k €	45k-57k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	30k-33k €	34k-38k €	34k-38k €	↗
Finance Analyst	22k-28k €	25k-30k €	27k-32k €	↗
Finance Assistant	25k-30k €	28k-32k €	28k-34k €	↗
Finance Manager	44k-51k €	62k-73k €	62k-72k €	↗
Sustainability Consultant	37k-40k €	45k-51k €	47k-56k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	44k-50k €	53k-69k €	57k-72k €	↗
Human Resources Generalist	29k-36k €	34k-42k €	33k-44k €	↗
Human Resources Manager	54k-58k €	76k-85k €	63k-69k €	↗
Human Resources Specialist	21k-28k €	23k-32k €	28k-40k €	↗
Recruiter	29k-38k €	41k-53k €	41k-53k €	↗
Talent Acquisition Manager	47k-55k €	63k-76k €	60k-75k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	26k-32k €	34k-38k €	40k-50k €	Full report
Backend Developer	26k-36k €	28k-41k €	39k-51k €	Full report
Business Intelligence Analyst	31k-37k €	35k-42k €	37k-46k €	Full report
Cyber Security Analyst	32k-42k €	32k-43k €	31k-44k €	Full report
Data Analyst	28k-34k €	31k-39k €	32k-40k €	Full report
Data Engineer	27k-32k €	27k-34k €	38k-51k €	Full report
Data Scientist	23k-28k €	30k-37k €	38k-45k €	Full report
Devops Engineer	27k-35k €	30k-38k €	42k-54k €	Full report
Frontend Developer	28k-35k €	33k-42k €	43k-53k €	Full report
Full Stack Developer	25k-35k €	30k-41k €	37k-48k €	Full report
It Manager	43k-49k €	62k-68k €	69k-76k €	Full report
Machine Learning Engineer	27k-34k €	30k-38k €	35k-45k €	Full report
Python Developer	22k-27k €	26k-32k €	36k-44k €	Full report
Quality Assurance Engineer	25k-35k €	29k-43k €	38k-50k €	Full report
Quality Assurance Manager	51k-60k €	62k-72k €	58k-68k €	Full report
Scrum Master	31k-41k €	36k-48k €	47k-60k €	Full report
Security Engineer	27k-34k €	31k-38k €	46k-51k €	Full report
Software Developer	29k-37k €	35k-46k €	45k-60k €	Full report
Software Engineer	27k-33k €	30k-38k €	37k-43k €	Full report
Software Engineering Manager	50k-54k €	53k-58k €	86k-94k €	Full report
Systems Engineer	32k-43k €	36k-51k €	48k-63k €	Full report
Test Automation Engineer	28k-32k €	29k-31k €	35k-46k €	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	37k-42k €	47k-66k €	86k-90k €	Full report
Legal Assistant	27k-31k €	34k-39k €	38k-42k €	Full report
Legal Counsel	37k-42k €	46k-49k €	48k-53k €	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	33k-45k €	46k-57k €	50k-63k €	Full report
Communications Specialist	31k-40k €	28k-37k €	29k-38k €	Full report
Community Manager	23k-27k €	33k-42k €	36k-49k €	Full report
Digital Marketing Strategist	24k-29k €	34k-42k €	33k-41k €	Full report
Marketing Assistant	27k-35k €	32k-42k €	35k-45k €	Full report
Marketing Manager	45k-58k €	61k-77k €	65k-82k €	Full report
Marketing Specialist	27k-35k €	34k-44k €	38k-48k €	Full report
Search Engine Optimizer	25k-29k €	34k-37k €	33k-37k €	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	28k-35k €	33k-42k €	33k-42k €	↗
Operations Coordinator	24k-30k €	25k-31k €	25k-32k €	↗
Operations Manager	48k-58k €	62k-73k €	60k-81k €	↗
Project Manager	35k-44k €	37k-47k €	40k-51k €	↗
Supply Chain Manager	46k-52k €	59k-67k €	58k-65k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	33k-37k €	41k-44k €	45k-47k €	↗
Business Development Manager	61k-68k €	58k-65k €	64k-72k €	↗
Business Development Representative	31k-39k €	27k-35k €	38k-51k €	↗
Sales Assistant	24k-28k €	32k-39k €	37k-44k €	↗
Sales Engineer	27k-38k €	42k-55k €	36k-49k €	↗
Sales Manager	63k-80k €	75k-94k €	84k-97k €	↗
Sales Representative	32k-43k €	38k-49k €	40k-50k €	↗

Ireland

Ireland's economy remains dynamic, with strength in technology, pharmaceuticals, and financial services. Exports play a major role, while international investment and innovation continue to support long-term growth.

x1.43

Local vs. International salaries³

1.7%

Salary Increase⁴

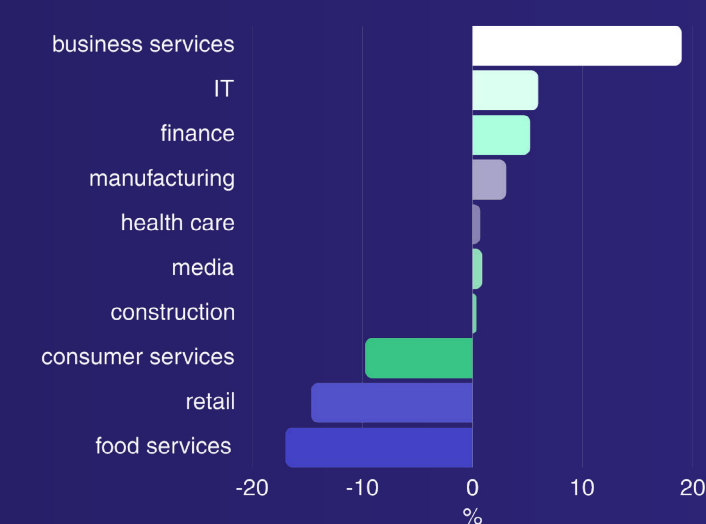
1.7%

Inflation rate⁵

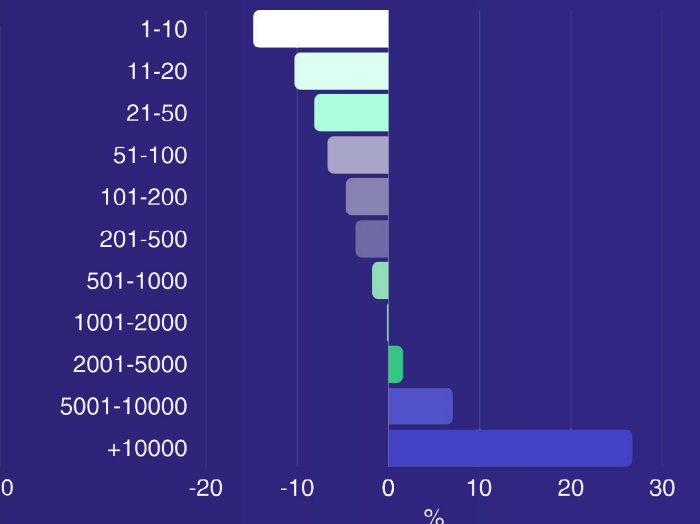
57

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



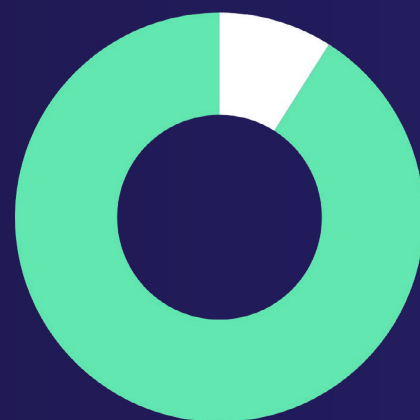
Gender occupation¹

65% men 35% women

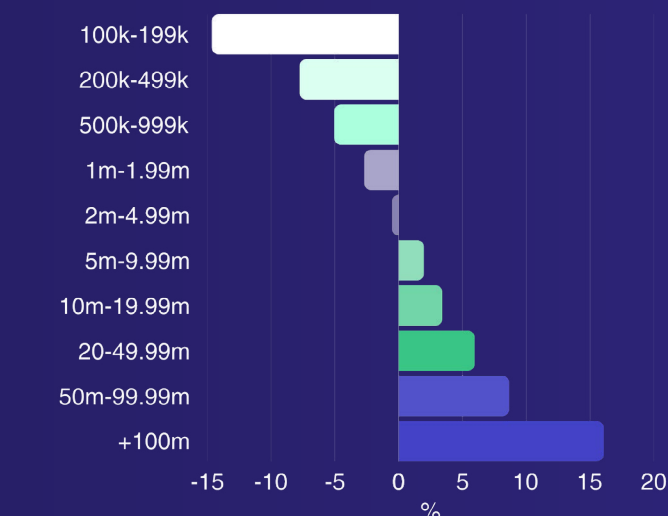


Remote work²

91% in site 9% remote



Funding distribution⁹ (\$)



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

Ireland

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	38k-45k €	43k-53k €	41k-51k €	↗
Administrative Manager	73k-84k €	102k-113k €	142k-165k €	↗
Office Assistant	39k-43k €	48k-54k €	56k-60k €	↗
Office Manager	45k-49k €	52k-55k €	70k-85k €	↗
Payroll Manager	83k-97k €	118k-128k €	113k-123k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	45k-56k €	51k-56k €	53k-60k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	53k-59k €	83k-90k €	94k-105k €	↗
Customer Service Representative	43k-51k €	49k-54k €	58k-66k €	↗
Customer Success Manager	66k-78k €	80k-97k €	127k-156k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	53k-64k €	58k-71k €	62k-76k €	↗
Designer	54k-73k €	74k-91k €	73k-91k €	↗
Graphic Designer	48k-54k €	58k-66k €	57k-64k €	↗
Product Designer	52k-65k €	73k-91k €	104k-125k €	↗
Translator	47k-58k €	64k-81k €	81k-103k €	↗
User Experience Designer	59k-72k €	77k-94k €	80k-100k €	↗
User Interface Designer	50k-62k €	60k-70k €	88k-99k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	51k-65k €	60k-76k €	69k-93k €	↗
Civil Engineer	46k-58k €	49k-60k €	57k-72k €	↗
Electrical Engineer	54k-68k €	55k-74k €	69k-90k €	↗
Engineer	58k-68k €	62k-73k €	78k-91k €	↗
Mechanical Engineer	54k-59k €	55k-66k €	58k-76k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	44k-55k €	50k-61k €	51k-61k €	↗
Finance Analyst	48k-56k €	53k-64k €	52k-63k €	↗
Finance Assistant	47k-51k €	57k-66k €	64k-72k €	↗
Finance Manager	79k-88k €	107k-119k €	107k-118k €	↗
Sustainability Consultant	44k-53k €	55k-68k €	59k-76k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	59k-74k €	78k-97k €	87k-109k €	↗
Human Resources Generalist	50k-62k €	61k-70k €	60k-69k €	↗
Human Resources Manager	85k-94k €	125k-137k €	100k-109k €	↗
Human Resources Specialist	44k-59k €	51k-62k €	63k-74k €	↗
Recruiter	47k-59k €	62k-69k €	64k-70k €	↗
Talent Acquisition Manager	70k-86k €	108k-129k €	86k-106k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	54k-64k €	62k-72k €	73k-86k €	↗
Backend Developer	49k-60k €	53k-66k €	68k-87k €	↗
Business Intelligence Analyst	44k-50k €	46k-54k €	46k-54k €	↗
Cyber Security Analyst	60k-78k €	66k-83k €	68k-85k €	↗
Data Analyst	54k-68k €	58k-71k €	59k-71k €	↗
Data Engineer	57k-68k €	64k-77k €	91k-111k €	↗
Data Scientist	45k-53k €	53k-60k €	69k-79k €	↗
Devops Engineer	55k-62k €	61k-69k €	73k-84k €	↗
Frontend Developer	58k-68k €	67k-82k €	92k-108k €	↗
Full Stack Developer	46k-55k €	53k-66k €	58k-76k €	↗
It Manager	64k-73k €	92k-104k €	91k-104k €	↗
Machine Learning Engineer	46k-56k €	51k-66k €	63k-74k €	↗
Python Developer	48k-59k €	55k-67k €	74k-88k €	↗
Quality Assurance Engineer	47k-59k €	51k-64k €	63k-76k €	↗
Quality Assurance Manager	74k-86k €	84k-91k €	81k-87k €	↗
Scrum Master	45k-57k €	47k-58k €	51k-59k €	↗
Security Engineer	54k-62k €	53k-68k €	55k-63k €	↗
Software Developer	43k-52k €	46k-59k €	55k-73k €	↗
Software Engineer	54k-60k €	57k-66k €	83k-94k €	↗
Software Engineering Manager	74k-81k €	100k-107k €	159k-171k €	↗
Systems Engineer	58k-77k €	68k-89k €	84k-109k €	↗
Test Automation Engineer	46k-57k €	55k-73k €	76k-100k €	↗

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	59k-69k €	67k-82k €	138k-148k €	↗
Legal Assistant	48k-59k €	58k-72k €	63k-78k €	↗
Legal Counsel	53k-61k €	63k-75k €	67k-83k €	↗

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	58k-68k €	76k-83k €	83k-89k €	↗
Communications Specialist	59k-70k €	58k-67k €	61k-70k €	↗
Community Manager	35k-44k €	44k-56k €	52k-69k €	↗
Digital Marketing Strategist	44k-52k €	55k-65k €	67k-87k €	↗
Marketing Assistant	45k-52k €	53k-61k €	63k-69k €	↗
Marketing Manager	66k-83k €	99k-111k €	107k-118k €	↗
Marketing Specialist	46k-59k €	62k-75k €	63k-76k €	↗
Search Engine Optimizer	41k-50k €	44k-51k €	42k-49k €	↗

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	50k-64k €	58k-75k €	65k-81k €	↗
Operations Coordinator	42k-45k €	47k-50k €	47k-51k €	↗
Operations Manager	77k-96k €	104k-127k €	95k-122k €	↗
Project Manager	56k-65k €	59k-73k €	69k-86k €	↗
Supply Chain Manager	80k-90k €	100k-109k €	97k-106k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	59k-66k €	65k-73k €	73k-84k €	↗
Business Development Manager	103k-115k €	100k-113k €	106k-122k €	↗
Business Development Representative	38k-49k €	53k-65k €	85k-97k €	↗
Sales Assistant	46k-57k €	60k-68k €	59k-66k €	↗
Sales Engineer	48k-64k €	74k-98k €	67k-90k €	↗
Sales Manager	86k-102k €	104k-124k €	106k-123k €	↗
Sales Representative	55k-64k €	68k-85k €	76k-99k €	↗

Italy

Italy shows moderate growth, supported by manufacturing, fashion, and tourism.

Investments in infrastructure and renewable energy contribute to modernization, while small and medium-sized enterprises remain central to its economy.

x1.37

Local vs. International salaries³

0.5%

Salary Increase⁴

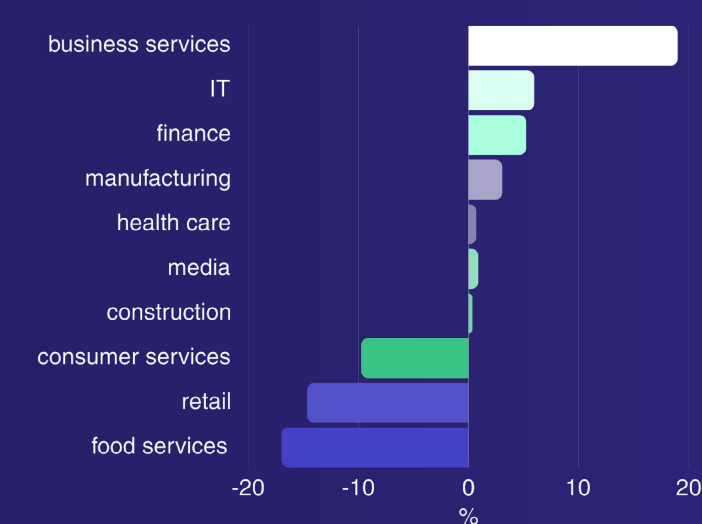
1.7%

Inflation rate⁵

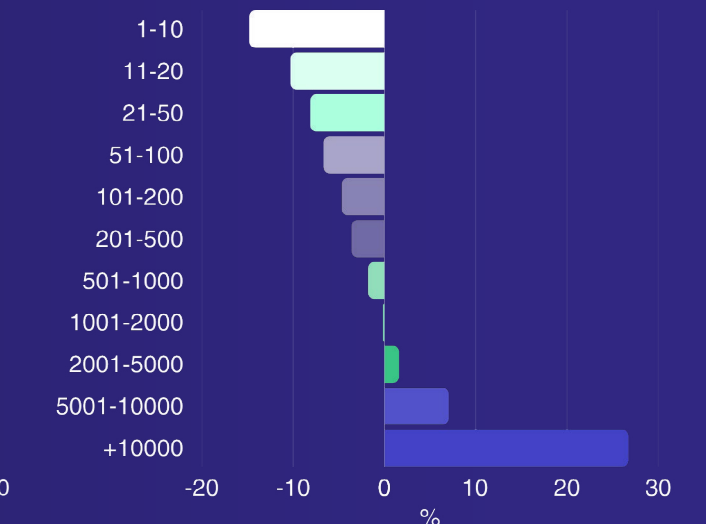
41.1

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

64% men

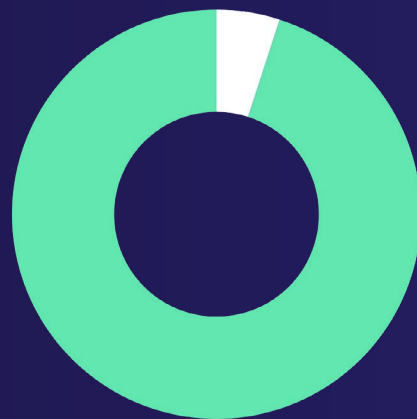
36% women



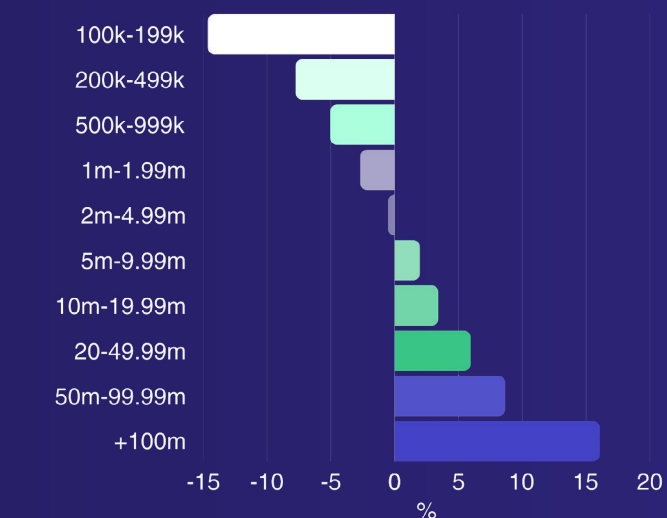
Remote work²

95% in site

5% remote



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	30k-36k €	34k-43k €	33k-39k €	↗
Administrative Manager	52k-59k €	69k-82k €	102k-110k €	↗
Office Assistant	32k-35k €	40k-46k €	46k-50k €	↗
Office Manager	37k-43k €	42k-47k €	60k-65k €	↗
Payroll Manager	53k-63k €	66k-77k €	64k-74k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	37k-45k €	43k-50k €	43k-53k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	46k-49k €	58k-62k €	75k-80k €	↗
Customer Service Representative	36k-39k €	39k-47k €	41k-44k €	↗
Customer Success Manager	43k-55k €	52k-67k €	94k-106k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	44k-56k €	51k-63k €	55k-71k €	↗
Designer	44k-59k €	55k-74k €	54k-73k €	↗
Graphic Designer	48k-51k €	61k-67k €	61k-67k €	↗
Product Designer	45k-52k €	65k-78k €	88k-111k €	↗
Translator	46k-58k €	64k-83k €	82k-102k €	↗
User Experience Designer	47k-57k €	53k-66k €	56k-67k €	↗
User Interface Designer	38k-48k €	43k-52k €	62k-68k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	43k-57k €	49k-66k €	63k-81k €	↗
Civil Engineer	36k-43k €	36k-43k €	40k-51k €	↗
Electrical Engineer	42k-49k €	44k-60k €	51k-70k €	↗
Engineer	50k-60k €	54k-68k €	65k-76k €	↗
Mechanical Engineer	40k-53k €	45k-57k €	52k-63k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	41k-49k €	42k-51k €	41k-50k €	↗
Finance Analyst	38k-49k €	42k-55k €	42k-52k €	↗
Finance Assistant	36k-41k €	36k-39k €	36k-41k €	↗
Finance Manager	56k-67k €	71k-81k €	70k-80k €	↗
Sustainability Consultant	43k-48k €	58k-64k €	63k-68k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	46k-53k €	54k-66k €	61k-79k €	↗
Human Resources Generalist	41k-51k €	53k-65k €	52k-64k €	↗
Human Resources Manager	60k-65k €	85k-95k €	71k-79k €	↗
Human Resources Specialist	38k-49k €	41k-53k €	50k-63k €	↗
Recruiter	43k-57k €	57k-69k €	60k-71k €	↗
Talent Acquisition Manager	55k-58k €	68k-80k €	71k-87k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	39k-45k €	42k-50k €	58k-66k €	↗
Backend Developer	37k-46k €	39k-50k €	47k-61k €	↗
Business Intelligence Analyst	49k-56k €	52k-60k €	54k-62k €	↗
Cyber Security Analyst	46k-59k €	48k-62k €	51k-63k €	↗
Data Analyst	41k-51k €	48k-59k €	49k-61k €	↗
Data Engineer	40k-51k €	44k-58k €	64k-81k €	↗
Data Scientist	35k-39k €	38k-44k €	52k-61k €	↗
Devops Engineer	49k-57k €	56k-66k €	76k-84k €	↗
Frontend Developer	41k-51k €	48k-56k €	62k-80k €	↗
Full Stack Developer	39k-49k €	46k-58k €	54k-68k €	↗
It Manager	49k-53k €	70k-75k €	79k-85k €	↗
Machine Learning Engineer	48k-59k €	49k-61k €	64k-81k €	↗
Python Developer	33k-39k €	36k-46k €	46k-58k €	↗
Quality Assurance Engineer	36k-46k €	40k-48k €	47k-61k €	↗
Quality Assurance Manager	58k-71k €	63k-71k €	59k-67k €	↗
Scrum Master	36k-47k €	41k-50k €	41k-52k €	↗
Security Engineer	38k-45k €	42k-49k €	49k-59k €	↗
Software Developer	39k-50k €	46k-58k €	52k-70k €	↗
Software Engineer	39k-46k €	42k-51k €	46k-58k €	↗
Software Engineering Manager	57k-59k €	77k-82k €	121k-130k €	↗
Systems Engineer	43k-58k €	47k-61k €	58k-76k €	↗
Test Automation Engineer	33k-39k €	40k-45k €	48k-57k €	↗

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	58k-72k €	92k-113k €	154k-179k €	↗
Legal Assistant	39k-43k €	44k-51k €	45k-53k €	↗
Legal Counsel	48k-54k €	63k-73k €	66k-79k €	↗

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	46k-59k €	61k-77k €	65k-82k €	↗
Communications Specialist	42k-52k €	42k-55k €	45k-58k €	↗
Community Manager	32k-39k €	44k-59k €	46k-61k €	↗
Digital Marketing Strategist	33k-38k €	41k-48k €	46k-58k €	↗
Marketing Assistant	33k-38k €	38k-47k €	39k-48k €	↗
Marketing Manager	51k-66k €	71k-86k €	76k-90k €	↗
Marketing Specialist	39k-49k €	46k-56k €	48k-60k €	↗
Search Engine Optimizer	28k-35k €	36k-45k €	54k-68k €	↗

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	40k-52k €	47k-60k €	54k-69k €	↗
Operations Coordinator	36k-40k €	37k-41k €	37k-41k €	↗
Operations Manager	58k-63k €	81k-104k €	78k-98k €	↗
Project Manager	45k-59k €	51k-64k €	59k-73k €	↗
Supply Chain Manager	64k-71k €	83k-91k €	81k-87k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	46k-49k €	53k-57k €	58k-62k €	↗
Business Development Manager	71k-80k €	64k-72k €	71k-78k €	↗
Business Development Representative	30k-40k €	44k-58k €	66k-78k €	↗
Sales Assistant	33k-39k €	46k-57k €	55k-66k €	↗
Sales Engineer	39k-53k €	56k-80k €	50k-72k €	↗
Sales Manager	77k-94k €	90k-108k €	94k-117k €	↗
Sales Representative	46k-60k €	57k-70k €	54k-68k €	↗

Luxembourg

Luxembourg's economy is highly developed, driven by financial services, investment funds, and logistics.

Strong international connectivity and a skilled workforce make it a leading hub for finance and innovation in Europe.

x1.61

Local vs. International salaries³

0.4%

Salary Increase⁴

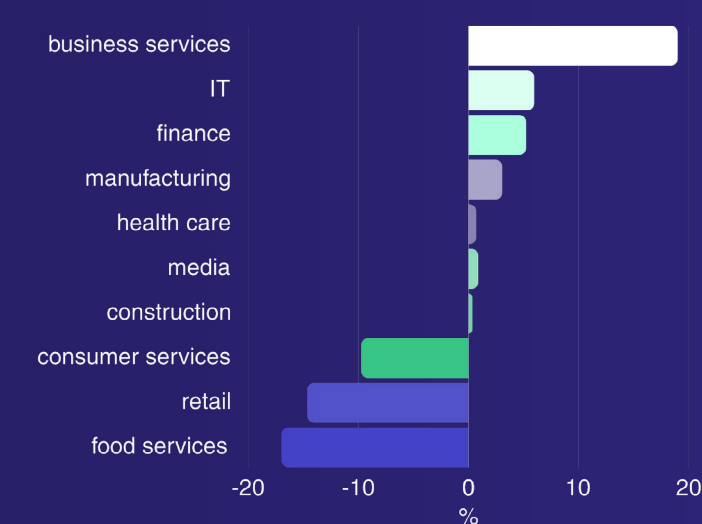
2.3%

Inflation rate⁵

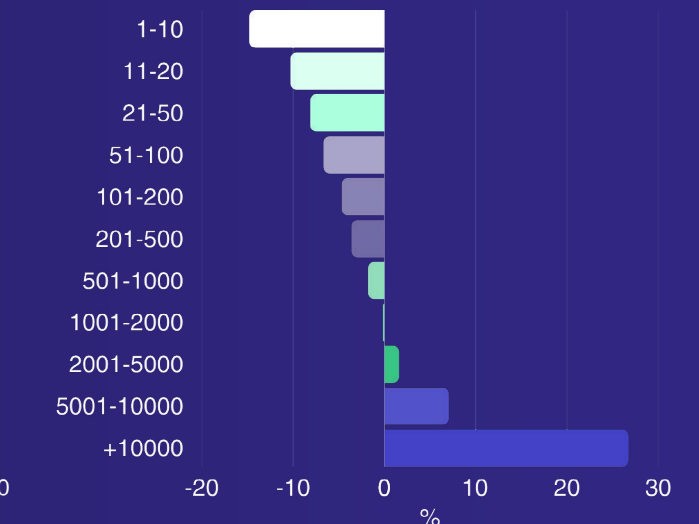
62.4

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

65% men

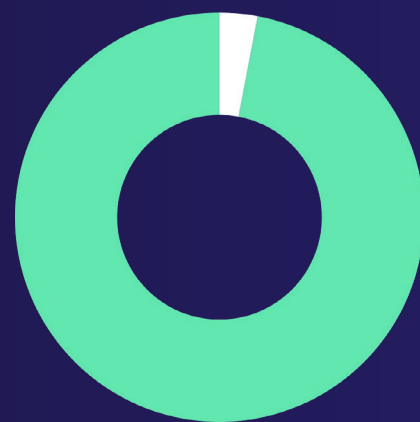
35% women



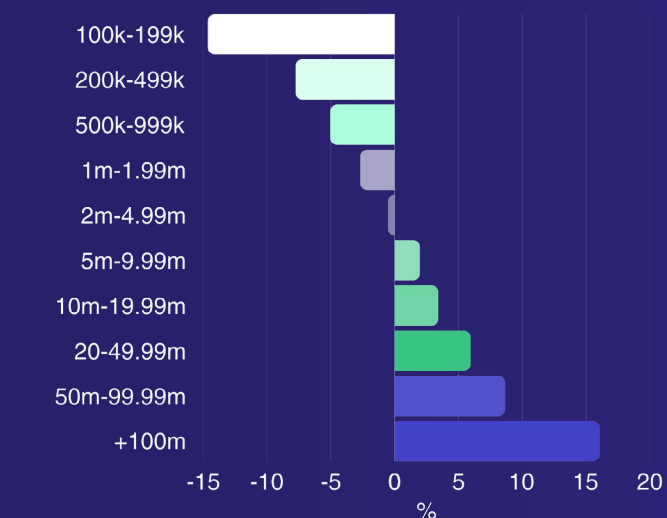
Remote work²

97% in site

3% remote



Funding distribution⁹ (\$)



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

Luxembourg

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	59k-72k €	69k-81k €	66k-78k €	↗
Administrative Manager	78k-90k €	107k-116k €	153k-169k €	↗
Office Assistant	47k-52k €	51k-57k €	75k-82k €	↗
Office Manager	58k-63k €	68k-73k €	100k-109k €	↗
Payroll Manager	88k-101k €	116k-125k €	112k-123k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	63k-79k €	70k-85k €	78k-106k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	58k-63k €	94k-99k €	114k-122k €	↗
Customer Service Representative	53k-57k €	62k-68k €	78k-82k €	↗
Customer Success Manager	63k-76k €	77k-93k €	120k-139k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	61k-73k €	64k-78k €	67k-82k €	↗
Designer	64k-82k €	90k-105k €	90k-104k €	↗
Graphic Designer	60k-66k €	69k-78k €	68k-77k €	↗
Product Designer	64k-72k €	80k-94k €	112k-121k €	↗
Translator	54k-66k €	66k-84k €	81k-103k €	↗
User Experience Designer	60k-75k €	78k-96k €	80k-99k €	↗
User Interface Designer	55k-64k €	66k-74k €	95k-111k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	57k-70k €	66k-84k €	70k-101k €	↗
Civil Engineer	53k-63k €	56k-68k €	62k-77k €	↗
Electrical Engineer	54k-67k €	59k-76k €	65k-85k €	↗
Engineer	65k-80k €	68k-88k €	82k-110k €	↗
Mechanical Engineer	57k-67k €	59k-76k €	66k-80k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	55k-66k €	63k-77k €	62k-76k €	↗
Finance Analyst	61k-69k €	65k-79k €	69k-80k €	↗
Finance Assistant	56k-60k €	60k-76k €	65k-77k €	↗
Finance Manager	81k-90k €	101k-109k €	100k-109k €	↗
Sustainability Consultant	60k-64k €	63k-75k €	69k-81k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	80k-92k €	65k-79k €	71k-90k €	↗
Human Resources Generalist	65k-81k €	89k-110k €	88k-101k €	↗
Human Resources Manager	87k-96k €	128k-139k €	103k-110k €	↗
Human Resources Specialist	57k-68k €	67k-78k €	82k-92k €	↗
Recruiter	55k-61k €	69k-75k €	71k-77k €	↗
Talent Acquisition Manager	85k-95k €	111k-127k €	115k-133k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	58k-67k €	64k-75k €	75k-90k €	↗
Backend Developer	61k-76k €	69k-89k €	98k-124k €	↗
Business Intelligence Analyst	65k-76k €	72k-86k €	74k-88k €	↗
Cyber Security Analyst	66k-81k €	70k-88k €	71k-89k €	↗
Data Analyst	68k-82k €	75k-91k €	76k-93k €	↗
Data Engineer	57k-67k €	61k-77k €	81k-106k €	↗
Data Scientist	51k-59k €	60k-69k €	78k-90k €	↗
Devops Engineer	62k-73k €	69k-79k €	90k-116k €	↗
Frontend Developer	62k-78k €	73k-94k €	99k-128k €	↗
Full Stack Developer	63k-77k €	80k-98k €	98k-116k €	↗
It Manager	75k-79k €	99k-106k €	115k-125k €	↗
Machine Learning Engineer	62k-69k €	65k-77k €	85k-105k €	↗
Python Developer	49k-59k €	54k-64k €	73k-85k €	↗
Quality Assurance Engineer	49k-61k €	54k-70k €	64k-81k €	↗
Quality Assurance Manager	90k-107k €	111k-126k €	105k-122k €	↗
Scrum Master	53k-62k €	56k-66k €	70k-87k €	↗
Security Engineer	57k-67k €	57k-65k €	61k-68k €	↗
Software Developer	59k-71k €	66k-79k €	88k-104k €	↗
Software Engineer	57k-66k €	61k-73k €	84k-101k €	↗
Software Engineering Manager	72k-76k €	82k-88k €	134k-146k €	↗
Systems Engineer	66k-85k €	76k-99k €	95k-113k €	↗
Test Automation Engineer	55k-63k €	55k-66k €	67k-78k €	↗

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	56k-69k €	72k-89k €	117k-136k €	↗
Legal Assistant	52k-58k €	58k-68k €	58k-68k €	↗
Legal Counsel	59k-71k €	69k-83k €	76k-92k €	↗

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	71k-86k €	98k-106k €	107k-115k €	↗
Communications Specialist	57k-67k €	60k-68k €	64k-72k €	↗
Community Manager	46k-60k €	70k-88k €	63k-81k €	↗
Digital Marketing Strategist	47k-59k €	62k-79k €	69k-85k €	↗
Marketing Assistant	50k-60k €	55k-63k €	57k-63k €	↗
Marketing Manager	86k-97k €	117k-130k €	123k-138k €	↗
Marketing Specialist	63k-75k €	74k-82k €	76k-88k €	↗
Search Engine Optimizer	47k-54k €	51k-64k €	48k-66k €	↗

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	64k-81k €	71k-92k €	84k-105k €	↗↘
Operations Coordinator	55k-59k €	59k-63k €	60k-64k €	↗↘
Operations Manager	85k-107k €	116k-142k €	107k-128k €	↗↘
Project Manager	62k-72k €	64k-78k €	75k-89k €	↗↘
Supply Chain Manager	83k-93k €	106k-117k €	103k-114k €	↗↘

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	64k-72k €	77k-88k €	86k-101k €	↗↘
Business Development Manager	100k-114k €	100k-114k €	107k-122k €	↗↘
Business Development Representative	42k-55k €	63k-77k €	98k-107k €	↗↘
Sales Assistant	58k-66k €	67k-76k €	65k-74k €	↗↘
Sales Engineer	61k-83k €	92k-116k €	83k-110k €	↗↘
Sales Manager	102k-122k €	127k-142k €	128k-148k €	↗↘
Sales Representative	60k-69k €	109k-115k €	95k-102k €	↗↘

Malta

Malta's economy is supported by tourism, financial services, and a growing digital sector.

Strong connectivity and strategic location make it an attractive base for trade and investment in the Mediterranean.

x1.64

Local vs. International salaries³

4.1%

Salary Increase⁴

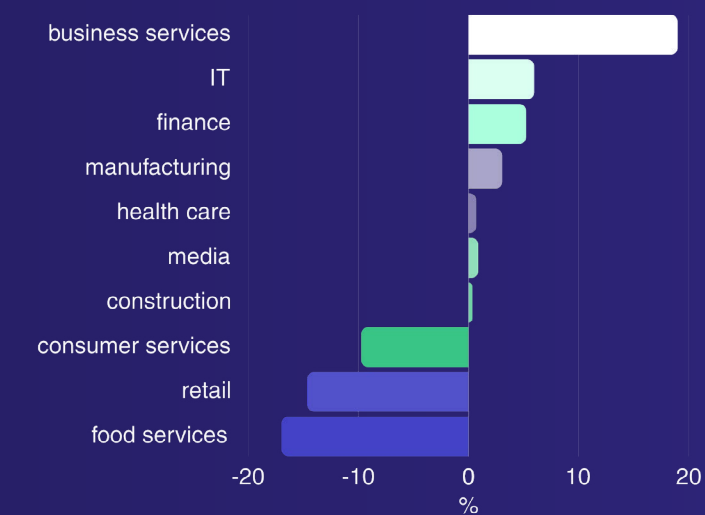
2.5%

Inflation rate⁵

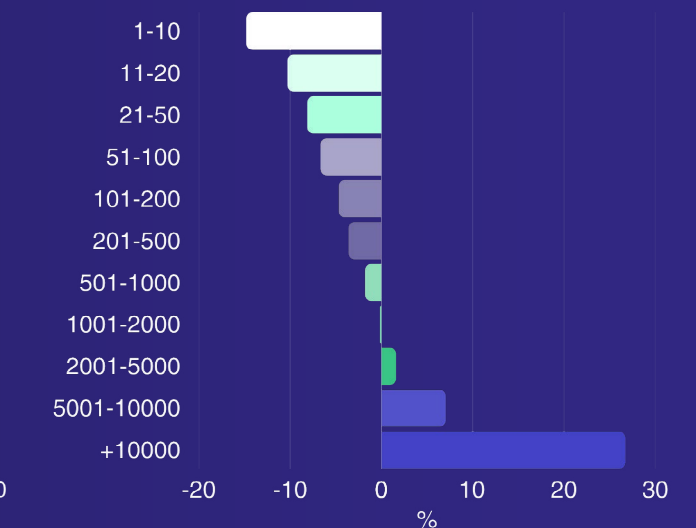
41.7

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

67% men

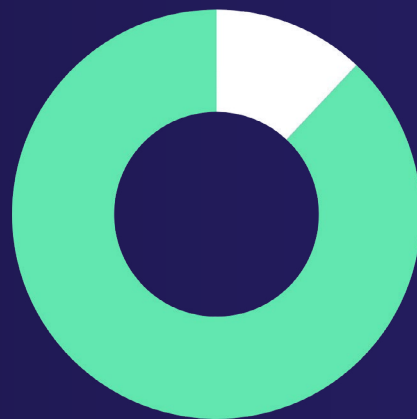
33% women



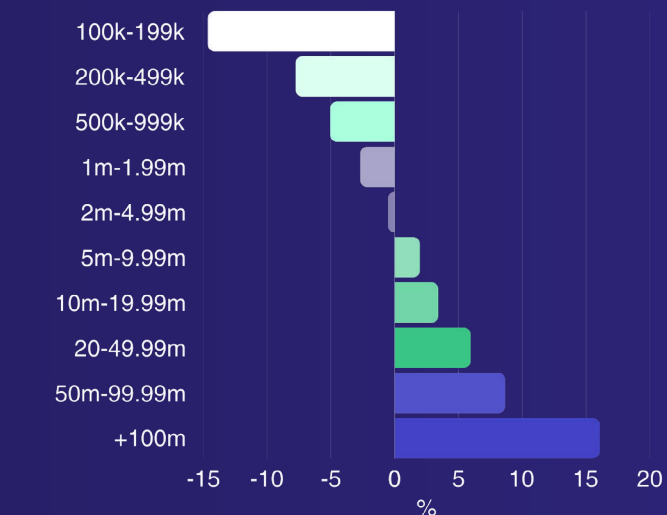
Remote work²

88% in site

12% remote



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	39k-44k €	45k-53k €	44k-51k €	↗
Administrative Manager	71k-84k €	99k-111k €	141k-159k €	↗
Office Assistant	34k-38k €	42k-47k €	50k-56k €	↗
Office Manager	37k-42k €	48k-54k €	75k-87k €	↗
Payroll Manager	64k-75k €	78k-92k €	76k-89k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	46k-58k €	53k-67k €	58k-73k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	48k-53k €	82k-88k €	84k-90k €	↗
Customer Service Representative	35k-44k €	44k-49k €	52k-64k €	↗
Customer Success Manager	51k-60k €	61k-73k €	94k-115k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	41k-54k €	46k-58k €	52k-63k €	↗
Designer	47k-64k €	68k-86k €	68k-86k €	↗
Graphic Designer	44k-48k €	58k-63k €	57k-63k €	↗
Product Designer	41k-54k €	67k-86k €	85k-109k €	↗
Translator	31k-38k €	49k-62k €	63k-81k €	↗
User Experience Designer	50k-62k €	67k-82k €	70k-85k €	↗
User Interface Designer	35k-43k €	44k-56k €	66k-74k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	35k-47k €	44k-60k €	62k-78k €	↗
Civil Engineer	31k-41k €	34k-44k €	42k-56k €	↗
Electrical Engineer	41k-58k €	51k-68k €	67k-88k €	↗
Engineer	52k-69k €	59k-77k €	73k-98k €	↗
Mechanical Engineer	44k-57k €	55k-68k €	68k-84k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	44k-50k €	45k-54k €	42k-54k €	↗
Finance Analyst	46k-61k €	52k-66k €	53k-69k €	↗
Finance Assistant	29k-33k €	38k-45k €	44k-51k €	↗
Finance Manager	70k-77k €	85k-94k €	85k-93k €	↗
Sustainability Consultant	35k-41k €	58k-67k €	62k-70k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	45k-56k €	74k-92k €	83k-100k €	↗
Human Resources Generalist	43k-51k €	59k-70k €	58k-68k €	↗
Human Resources Manager	56k-63k €	84k-92k €	87k-104k €	↗
Human Resources Specialist	39k-50k €	43k-55k €	54k-65k €	↗
Recruiter	29k-37k €	50k-58k €	50k-60k €	↗
Talent Acquisition Manager	69k-79k €	99k-118k €	104k-121k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	44k-54k €	49k-58k €	64k-77k €	↗
Backend Developer	40k-52k €	50k-62k €	74k-85k €	↗
Business Intelligence Analyst	41k-48k €	46k-54k €	47k-55k €	↗
Cyber Security Analyst	45k-61k €	50k-68k €	50k-70k €	↗
Data Analyst	47k-56k €	50k-64k €	50k-65k €	↗
Data Engineer	34k-42k €	40k-52k €	58k-73k €	↗
Data Scientist	35k-42k €	41k-49k €	55k-64k €	↗
Devops Engineer	39k-48k €	49k-59k €	69k-78k €	↗
Frontend Developer	44k-52k €	57k-68k €	80k-99k €	↗
Full Stack Developer	41k-53k €	58k-72k €	70k-86k €	↗
It Manager	47k-51k €	71k-75k €	83k-89k €	↗
Machine Learning Engineer	42k-48k €	51k-66k €	72k-88k €	↗
Python Developer	33k-41k €	40k-51k €	56k-70k €	↗
Quality Assurance Engineer	34k-41k €	40k-50k €	53k-66k €	↗
Quality Assurance Manager	68k-76k €	89k-95k €	85k-91k €	↗
Scrum Master	33k-43k €	41k-50k €	49k-62k €	↗
Security Engineer	33k-43k €	47k-56k €	56k-64k €	↗
Software Developer	43k-54k €	50k-62k €	69k-88k €	↗
Software Engineer	28k-42k €	29k-45k €	43k-51k €	↗
Software Engineering Manager	74k-78k €	57k-62k €	90k-96k €	↗
Systems Engineer	46k-56k €	53k-70k €	64k-86k €	↗
Test Automation Engineer	36k-40k €	39k-51k €	53k-68k €	↗

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	35k-37k €	50k-58k €	79k-86k €	↗
Legal Assistant	31k-39k €	38k-48k €	40k-58k €	↗
Legal Counsel	36k-43k €	43k-55k €	55k-64k €	↗

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	47k-58k €	70k-78k €	75k-83k €	↗
Communications Specialist	47k-57k €	44k-56k €	47k-59k €	↗
Community Manager	34k-43k €	47k-63k €	49k-64k €	↗
Digital Marketing Strategist	33k-40k €	45k-55k €	55k-71k €	↗
Marketing Assistant	30k-40k €	40k-50k €	47k-57k €	↗
Marketing Manager	66k-83k €	98k-110k €	104k-116k €	↗
Marketing Specialist	38k-50k €	48k-62k €	47k-63k €	↗
Search Engine Optimizer	34k-44k €	47k-64k €	48k-64k €	↗

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	41k-56k €	58k-76k €	54k-70k €	↗↘
Operations Coordinator	31k-36k €	35k-40k €	34k-40k €	↗↘
Operations Manager	85k-107k €	109k-130k €	102k-124k €	↗↘
Project Manager	44k-53k €	49k-63k €	57k-78k €	↗↘
Supply Chain Manager	69k-78k €	79k-88k €	77k-86k €	↗↘

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	52k-57k €	62k-70k €	71k-81k €	↗↘
Business Development Manager	86k-98k €	87k-96k €	92k-104k €	↗↘
Business Development Representative	28k-38k €	42k-58k €	69k-78k €	↗↘
Sales Assistant	33k-37k €	48k-57k €	46k-56k €	↗↘
Sales Engineer	37k-52k €	65k-83k €	59k-75k €	↗↘
Sales Manager	76k-88k €	90k-111k €	91k-107k €	↗↘
Sales Representative	39k-49k €	50k-60k €	57k-69k €	↗↘

Netherlands

The Netherlands maintains a strong and open economy, driven by trade, logistics, and advanced agriculture.

Innovation in technology and renewable energy supports growth, while its ports and infrastructure secure its role as a European gateway.

x1.38

Local vs. International salaries³

1.5%

Salary Increase⁴

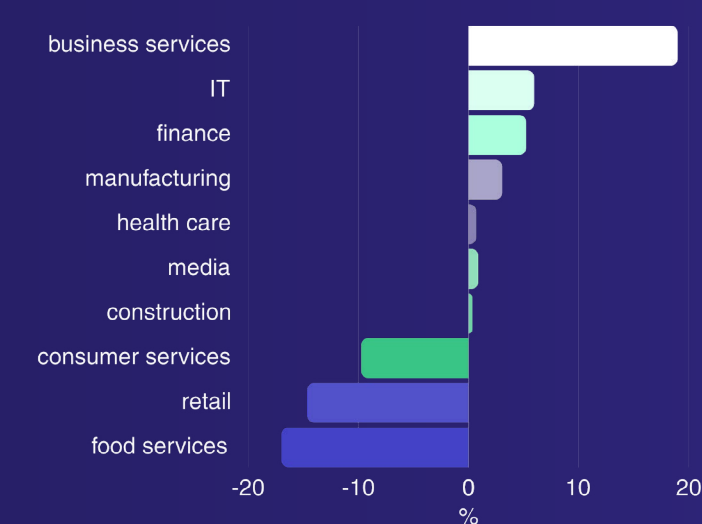
2.9%

Inflation rate⁵

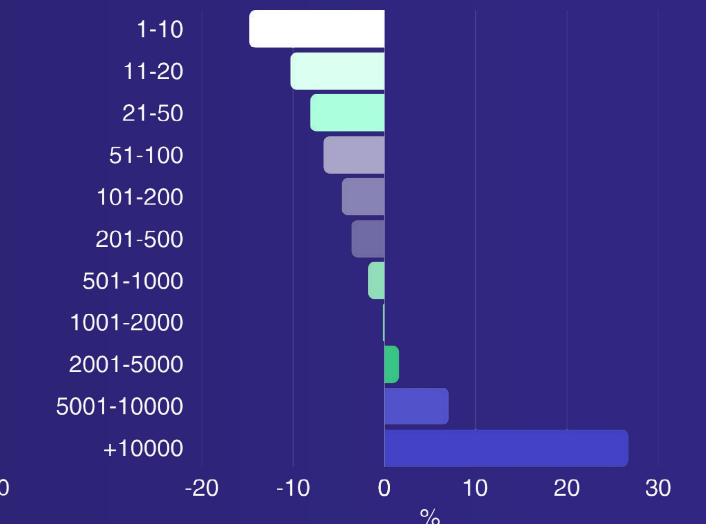
54.7

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

64% men

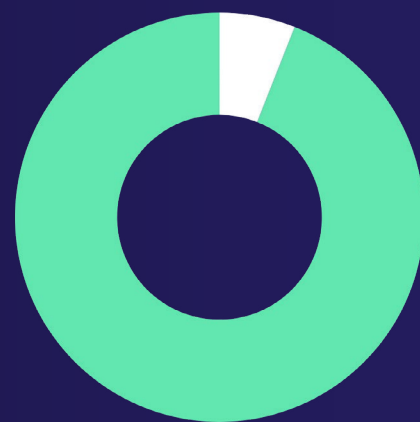
36% women



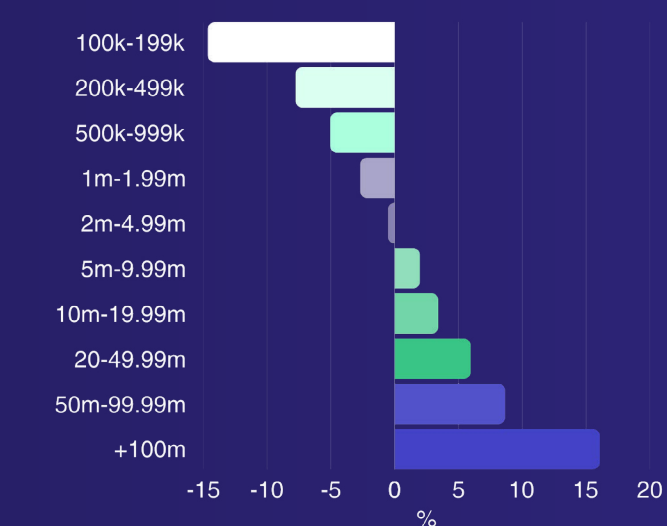
Remote work²

94% in site

6% remote



Funding distribution⁹ (\$)



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

Netherlands

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	40k-52k €	46k-58k €	43k-56k €	↗
Administrative Manager	68k-80k €	103k-114k €	143k-163k €	↗
Office Assistant	39k-42k €	48k-54k €	54k-61k €	↗
Office Manager	49k-52k €	55k-58k €	74k-86k €	↗
Payroll Manager	74k-87k €	115k-125k €	110k-121k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	56k-71k €	65k-81k €	72k-91k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	64k-67k €	97k-104k €	116k-125k €	↗
Customer Service Representative	42k-52k €	49k-54k €	55k-63k €	↗
Customer Success Manager	56k-66k €	69k-80k €	109k-126k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	51k-62k €	53k-66k €	56k-68k €	↗
Designer	53k-72k €	73k-91k €	72k-91k €	↗
Graphic Designer	54k-58k €	67k-74k €	66k-73k €	↗
Product Designer	49k-57k €	65k-81k €	98k-104k €	↗
Translator	46k-56k €	55k-70k €	69k-90k €	↗
User Experience Designer	54k-64k €	69k-84k €	72k-85k €	↗
User Interface Designer	47k-56k €	54k-65k €	79k-87k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	53k-69k €	67k-87k €	86k-102k €	↗
Civil Engineer	43k-56k €	45k-56k €	52k-70k €	↗
Electrical Engineer	48k-57k €	51k-68k €	57k-76k €	↗
Engineer	56k-71k €	58k-71k €	70k-84k €	↗
Mechanical Engineer	50k-60k €	55k-68k €	63k-79k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	45k-56k €	59k-71k €	58k-70k €	↗
Finance Analyst	46k-53k €	52k-62k €	57k-70k €	↗
Finance Assistant	43k-48k €	50k-60k €	49k-60k €	↗
Finance Manager	79k-88k €	108k-120k €	107k-120k €	↗
Sustainability Consultant	55k-61k €	67k-76k €	64k-71k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	52k-63k €	59k-71k €	74k-85k €	↗
Human Resources Generalist	53k-60k €	73k-80k €	71k-79k €	↗
Human Resources Manager	82k-90k €	119k-131k €	95k-106k €	↗
Human Resources Specialist	45k-56k €	48k-59k €	60k-71k €	↗
Recruiter	49k-60k €	66k-80k €	71k-85k €	↗
Talent Acquisition Manager	65k-82k €	95k-118k €	86k-116k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	47k-56k €	53k-66k €	62k-75k €	↗
Backend Developer	53k-64k €	62k-74k €	91k-108k €	↗
Business Intelligence Analyst	49k-57k €	53k-61k €	54k-62k €	↗
Cyber Security Analyst	53k-69k €	56k-74k €	56k-75k €	↗
Data Analyst	53k-68k €	59k-74k €	60k-74k €	↗
Data Engineer	50k-63k €	57k-71k €	80k-100k €	↗
Data Scientist	40k-49k €	45k-53k €	56k-65k €	↗
Devops Engineer	66k-76k €	81k-96k €	110k-131k €	↗
Frontend Developer	53k-62k €	59k-72k €	83k-105k €	↗
Full Stack Developer	54k-66k €	71k-87k €	84k-102k €	↗
It Manager	71k-76k €	98k-107k €	108k-118k €	↗
Machine Learning Engineer	66k-81k €	84k-99k €	120k-134k €	↗
Python Developer	40k-50k €	44k-55k €	56k-69k €	↗
Quality Assurance Engineer	43k-52k €	50k-59k €	53k-68k €	↗
Quality Assurance Manager	76k-89k €	111k-126k €	105k-120k €	↗
Scrum Master	44k-54k €	47k-56k €	52k-65k €	↗
Security Engineer	49k-55k €	50k-58k €	57k-67k €	↗
Software Developer	49k-61k €	54k-68k €	70k-86k €	↗
Software Engineer	60k-70k €	65k-71k €	100k-116k €	↗
Software Engineering Manager	65k-72k €	72k-84k €	103k-121k €	↗
Systems Engineer	54k-70k €	63k-81k €	79k-99k €	↗
Test Automation Engineer	47k-52k €	46k-54k €	50k-64k €	↗

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	69k-76k €	96k-102k €	157k-177k €	↗
Legal Assistant	49k-57k €	56k-68k €	60k-70k €	↗
Legal Counsel	59k-72k €	75k-90k €	80k-94k €	↗

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	53k-64k €	78k-89k €	85k-98k €	↗
Communications Specialist	55k-63k €	45k-57k €	49k-60k €	↗
Community Manager	39k-52k €	53k-69k €	61k-80k €	↗
Digital Marketing Strategist	39k-48k €	51k-64k €	55k-70k €	↗
Marketing Assistant	40k-56k €	53k-70k €	54k-71k €	↗
Marketing Manager	62k-78k €	92k-104k €	99k-111k €	↗
Marketing Specialist	53k-63k €	66k-74k €	71k-78k €	↗
Search Engine Optimizer	37k-42k €	43k-51k €	44k-52k €	↗

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	48k-62k €	58k-76k €	76k-97k €	↗
Operations Coordinator	47k-51k €	52k-57k €	52k-57k €	↗
Operations Manager	81k-104k €	104k-126k €	96k-121k €	↗
Project Manager	52k-61k €	52k-67k €	58k-73k €	↗
Supply Chain Manager	71k-80k €	87k-98k €	85k-96k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	64k-71k €	70k-87k €	76k-91k €	↗
Business Development Manager	95k-111k €	94k-106k €	101k-117k €	↗
Business Development Representative	53k-66k €	52k-65k €	85k-92k €	↗
Sales Assistant	47k-56k €	57k-68k €	54k-61k €	↗
Sales Engineer	48k-60k €	72k-88k €	65k-86k €	↗
Sales Manager	96k-117k €	137k-155k €	143k-163k €	↗
Sales Representative	51k-62k €	65k-81k €	71k-91k €	↗

Norway

Norway's economy remains robust, with energy exports, shipping, and fisheries as key strengths.

Growing investment in renewable energy and technology diversification is helping balance its traditional reliance on oil and gas.

x1.18

Local vs. International salaries³

3.1%

Salary Increase⁴

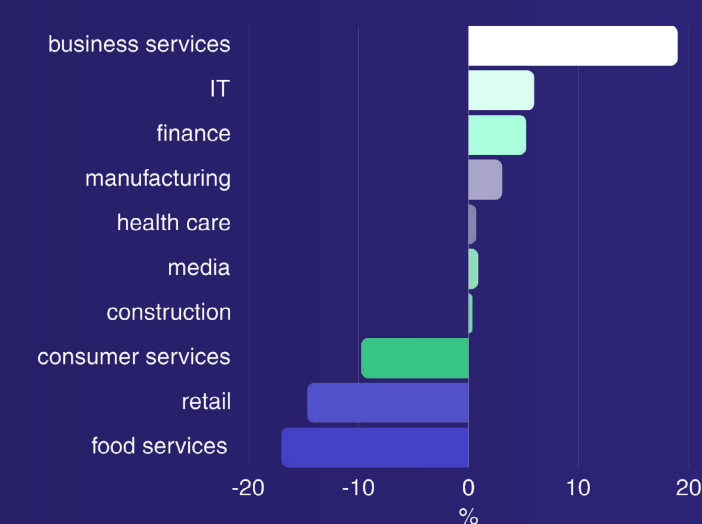
3.3%

Inflation rate⁵

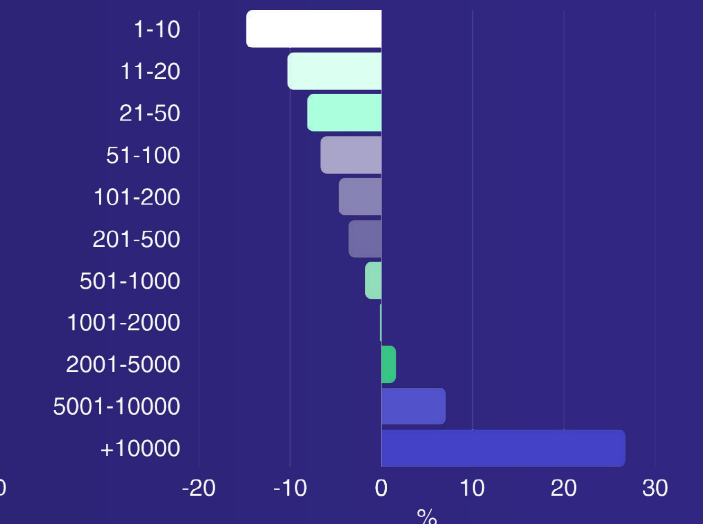
56.8

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

63% men

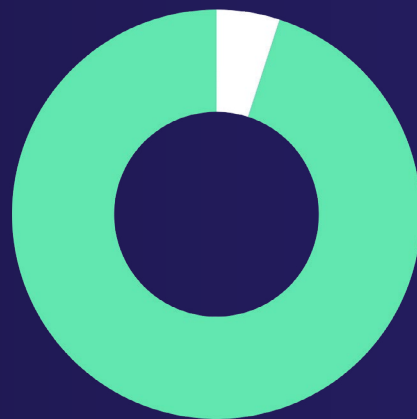
37% women



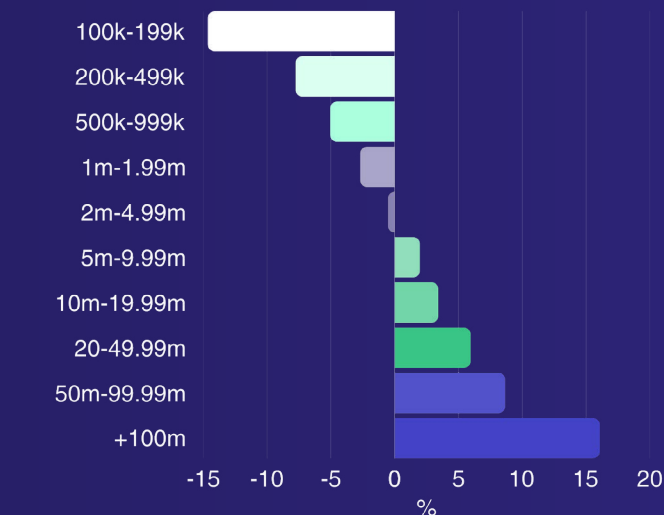
Remote work²

95% in site

5% remote



Funding distribution⁹ (\$)



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

Norway

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	554k -684k NOK (47k-58k €)	637k -767k NOK (54k-65k €)	601k -743k NOK (51k-63k €)	Full report
Administrative Manager	1097k -1227k NOK (93k-104k €)	1557k -1699k NOK (132k-144k €)	2171k -2478k NOK (184k-210k €)	Full report
Office Assistant	590k -637k NOK (50k-54k €)	660k -767k NOK (56k-65k €)	896k -944k NOK (76k-80k €)	Full report
Office Manager	625k -649k NOK (53k-55k €)	755k -814k NOK (64k-69k €)	1239k -1368k NOK (105k-116k €)	Full report
Payroll Manager	1050k -1191k NOK (89k-101k €)	1144k -1298k NOK (97k-110k €)	1109k -1262k NOK (94k-107k €)	Full report

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	743k -873k NOK (63k-74k €)	837k -1014k NOK (71k-86k €)	920k -1085k NOK (78k-92k €)	Full report

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	637k -708k NOK (54k-60k €)	979k -1062k NOK (83k-90k €)	1180k -1333k NOK (100k-113k €)	Full report
Customer Service Representative	495k -590k NOK (42k-50k €)	684k -826k NOK (58k-70k €)	873k -1050k NOK (74k-89k €)	Full report
Customer Success Manager	896k -1050k NOK (76k-89k €)	1073k -1286k NOK (91k-109k €)	1652k -1923k NOK (140k-163k €)	Full report

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	743k -873k NOK (63k-74k €)	849k -1014k NOK (72k-86k €)	920k -1109k NOK (78k-94k €)	Full report
Designer	767k -991k NOK (65k-84k €)	1109k -1286k NOK (94k-109k €)	1085k -1262k NOK (92k-107k €)	Full report
Graphic Designer	802k -873k NOK (68k-74k €)	1026k -1144k NOK (87k-97k €)	1026k -1132k NOK (87k-96k €)	Full report
Product Designer	672k -837k NOK (57k-71k €)	967k -1215k NOK (82k-103k €)	1392k -1628k NOK (118k-138k €)	Full report
Translator	531k -660k NOK (45k-56k €)	885k -1109k NOK (75k-94k €)	1109k -1404k NOK (94k-119k €)	Full report
User Experience Designer	755k -955k NOK (64k-81k €)	1097k -1321k NOK (93k-112k €)	1144k -1357k NOK (97k-115k €)	Full report
User Interface Designer	554k -708k NOK (47k-60k €)	778k -873k NOK (66k-74k €)	1168k -1333k NOK (99k-113k €)	Full report

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	613k -814k NOK (52k-69k €)	826k -1038k NOK (70k-88k €)	991k -1392k NOK (84k-118k €)	↗
Civil Engineer	613k -731k NOK (52k-62k €)	637k -790k NOK (54k-67k €)	826k -1073k NOK (70k-91k €)	↗
Electrical Engineer	554k -731k NOK (47k-62k €)	684k -885k NOK (58k-75k €)	885k -1156k NOK (75k-98k €)	↗
Engineer	731k -955k NOK (62k-81k €)	814k -1026k NOK (69k-87k €)	1014k -1227k NOK (86k-104k €)	↗
Mechanical Engineer	590k -696k NOK (50k-59k €)	731k -920k NOK (62k-78k €)	896k -1097k NOK (76k-93k €)	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	542k -637k NOK (46k-54k €)	767k -885k NOK (65k-75k €)	743k -873k NOK (63k-74k €)	↗
Finance Analyst	944k -1097k NOK (80k-93k €)	1038k -1227k NOK (88k-104k €)	1097k -1274k NOK (93k-108k €)	↗
Finance Assistant	542k -613k NOK (46k-52k €)	708k -849k NOK (60k-72k €)	802k -967k NOK (68k-82k €)	↗
Finance Manager	1014k -1132k NOK (86k-96k €)	1239k -1368k NOK (105k-116k €)	1227k -1357k NOK (104k-115k €)	↗
Sustainability Consultant	837k -944k NOK (71k-80k €)	1439k -1557k NOK (122k-132k €)	1003k -1073k NOK (85k-91k €)	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	1026k -1132k NOK (87k-96k €)	1498k -1640k NOK (127k-139k €)	1215k -1298k NOK (103k-110k €)	↗
Human Resources Generalist	885k -1014k NOK (75k-86k €)	1050k -1227k NOK (89k-104k €)	1026k -1215k NOK (87k-103k €)	↗
Human Resources Manager	1168k -1380k NOK (99k-117k €)	1404k -1675k NOK (119k-142k €)	1569k -1840k NOK (133k-156k €)	↗
Human Resources Specialist	849k -991k NOK (72k-84k €)	790k -932k NOK (67k-79k €)	979k -1085k NOK (83k-92k €)	↗
Recruiter	578k -672k NOK (49k-57k €)	944k -1014k NOK (80k-86k €)	991k -1062k NOK (84k-90k €)	↗
Talent Acquisition Manager	1144k -1368k NOK (97k-116k €)	1876k -2053k NOK (159k-174k €)	1345k -1581k NOK (114k-134k €)	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	578k -708k NOK (49k-60k €)	708k -826k NOK (60k-70k €)	908k -1062k NOK (77k-90k €)	Full report
Backend Developer	554k -719k NOK (47k-61k €)	684k -873k NOK (58k-74k €)	967k -1215k NOK (82k-103k €)	Full report
Business Intelligence Analyst	873k -1014k NOK (74k-86k €)	967k -1132k NOK (82k-96k €)	979k -1144k NOK (83k-97k €)	Full report
Cyber Security Analyst	814k -944k NOK (69k-80k €)	932k -1062k NOK (79k-90k €)	932k -1014k NOK (79k-86k €)	Full report
Data Analyst	790k -979k NOK (67k-83k €)	861k -1062k NOK (73k-90k €)	873k -1097k NOK (74k-93k €)	Full report
Data Engineer	613k -790k NOK (52k-67k €)	755k -944k NOK (64k-80k €)	1050k -1357k NOK (89k-115k €)	Full report
Data Scientist	637k -743k NOK (54k-63k €)	861k -1003k NOK (73k-85k €)	1109k -1286k NOK (94k-109k €)	Full report
Devops Engineer	684k -873k NOK (58k-74k €)	861k -1003k NOK (73k-85k €)	1038k -1227k NOK (88k-104k €)	Full report
Frontend Developer	637k -778k NOK (54k-66k €)	731k -932k NOK (62k-79k €)	1038k -1298k NOK (88k-110k €)	Full report
Full Stack Developer	625k -755k NOK (53k-64k €)	837k -1014k NOK (71k-86k €)	967k -1191k NOK (82k-101k €)	Full report
It Manager	1203k -1333k NOK (102k-113k €)	1439k -1616k NOK (122k-137k €)	1416k -1699k NOK (120k-144k €)	Full report
Machine Learning Engineer	755k -849k NOK (64k-72k €)	896k -1062k NOK (76k-90k €)	1239k -1486k NOK (105k-126k €)	Full report
Python Developer	542k -672k NOK (46k-57k €)	660k -790k NOK (56k-67k €)	896k -1073k NOK (76k-91k €)	Full report
Quality Assurance Engineer	672k -814k NOK (57k-69k €)	837k -1014k NOK (71k-86k €)	1073k -1262k NOK (91k-107k €)	Full report
Quality Assurance Manager	1121k -1180k NOK (95k-100k €)	1416k -1581k NOK (120k-134k €)	1357k -1510k NOK (115k-128k €)	Full report
Scrum Master	590k -719k NOK (50k-61k €)	696k -837k NOK (59k-71k €)	896k -1062k NOK (76k-90k €)	Full report
Security Engineer	601k -696k NOK (51k-59k €)	755k -861k NOK (64k-73k €)	920k -1085k NOK (78k-92k €)	Full report
Software Developer	660k -778k NOK (56k-66k €)	790k -955k NOK (67k-81k €)	1062k -1262k NOK (90k-107k €)	Full report
Software Engineer	637k -767k NOK (54k-65k €)	778k -920k NOK (66k-78k €)	1109k -1309k NOK (94k-111k €)	Full report
Software Engineering Manager	920k -979k NOK (78k-83k €)	920k -979k NOK (78k-83k €)	1463k -1569k NOK (124k-133k €)	Full report
Systems Engineer	660k -885k NOK (56k-75k €)	778k -1073k NOK (66k-91k €)	967k -1321k NOK (82k-112k €)	Full report
Test Automation Engineer	601k -708k NOK (51k-60k €)	601k -755k NOK (51k-64k €)	814k -991k NOK (69k-84k €)	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	1227k -1439k NOK (104k-122k €)	2265k -2478k NOK (192k-210k €)	1604k -1864k NOK (136k-158k €)	Full report
Legal Assistant	542k -684k NOK (46k-58k €)	684k -837k NOK (58k-71k €)	778k -955k NOK (66k-81k €)	Full report
Legal Counsel	637k -719k NOK (54k-61k €)	861k -1003k NOK (73k-85k €)	932k -1073k NOK (79k-91k €)	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	1062k -1215k NOK (90k-103k €)	1321k -1510k NOK (112k-128k €)	1416k -1616k NOK (120k-137k €)	Full report
Communications Specialist	743k -861k NOK (63k-73k €)	826k -920k NOK (70k-78k €)	873k -955k NOK (74k-81k €)	Full report
Community Manager	684k -885k NOK (58k-75k €)	991k -1168k NOK (84k-99k €)	1062k -1262k NOK (90k-107k €)	Full report
Digital Marketing Strategist	566k -672k NOK (48k-57k €)	790k -1003k NOK (67k-85k €)	873k -1132k NOK (74k-96k €)	Full report
Marketing Assistant	649k -731k NOK (55k-62k €)	849k -932k NOK (72k-79k €)	944k -1026k NOK (80k-87k €)	Full report
Marketing Manager	1073k -1215k NOK (91k-103k €)	1416k -1652k NOK (120k-140k €)	1475k -1770k NOK (125k-150k €)	Full report
Marketing Specialist	719k -814k NOK (61k-69k €)	920k -1014k NOK (78k-86k €)	979k -1073k NOK (83k-91k €)	Full report
Search Engine Optimizer	507k -649k NOK (43k-55k €)	601k -743k NOK (51k-63k €)	601k -778k NOK (51k-66k €)	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	649k -849k NOK (55k-72k €)	885k -1050k NOK (75k-89k €)	1062k -1250k NOK (90k-106k €)	↗
Operations Coordinator	637k -684k NOK (54k-58k €)	708k -767k NOK (60k-65k €)	731k -767k NOK (62k-65k €)	↗
Operations Manager	991k -1121k NOK (84k-95k €)	1333k -1534k NOK (113k-130k €)	1250k -1439k NOK (106k-122k €)	↗
Project Manager	767k -967k NOK (65k-82k €)	873k -1180k NOK (74k-100k €)	1014k -1321k NOK (86k-112k €)	↗
Supply Chain Manager	1298k -1463k NOK (110k-124k €)	1427k -1640k NOK (121k-139k €)	1392k -1604k NOK (118k-136k €)	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	826k -920k NOK (70k-78k €)	955k -1132k NOK (81k-96k €)	1062k -1298k NOK (90k-110k €)	↗
Business Development Manager	908k -1014k NOK (77k-86k €)	1109k -1250k NOK (94k-106k €)	1191k -1380k NOK (101k-117k €)	↗
Business Development Representative	542k -672k NOK (46k-57k €)	849k -944k NOK (72k-80k €)	1227k -1321k NOK (104k-112k €)	↗
Sales Assistant	637k -708k NOK (54k-60k €)	755k -861k NOK (64k-73k €)	767k -826k NOK (65k-70k €)	↗
Sales Engineer	731k -1003k NOK (62k-85k €)	1180k -1439k NOK (100k-122k €)	1050k -1357k NOK (89k-115k €)	↗
Sales Manager	1227k -1416k NOK (104k-120k €)	1475k -1687k NOK (125k-143k €)	1522k -1722k NOK (129k-146k €)	↗
Sales Representative	649k -778k NOK (55k-66k €)	920k -1180k NOK (78k-100k €)	1073k -1392k NOK (91k-118k €)	↗

Poland

Poland's economy is expanding steadily, supported by a strong industrial base, growing service sector, and resilient domestic demand. Manufacturing, especially in automotive and electronics, remains central, while the IT and business services industries are attracting increasing international investment.

Infrastructure development and EU-funded projects continue to strengthen long-term competitiveness.

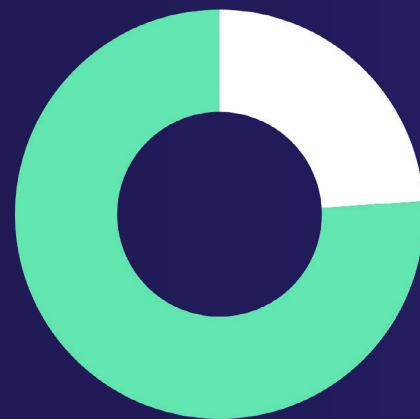
Gender occupation¹

66% men 34% women



Remote work²

76% in site 24% remote



x1.53

Local vs. International salaries³

7.6%

Salary Increase⁴

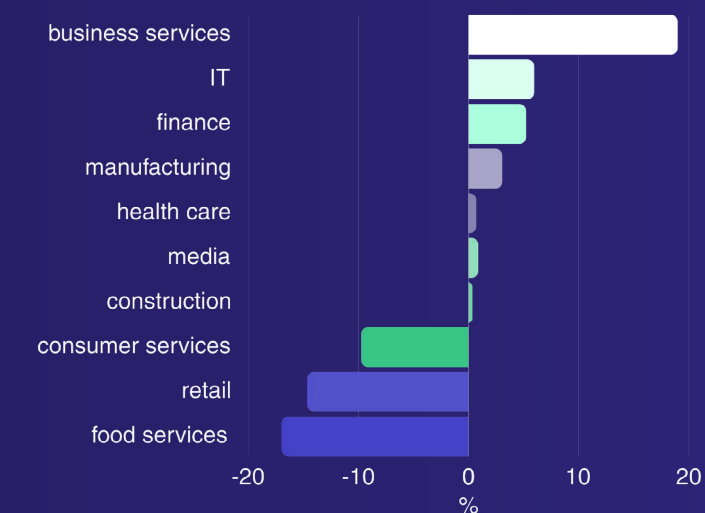
3.1%

Inflation rate⁵

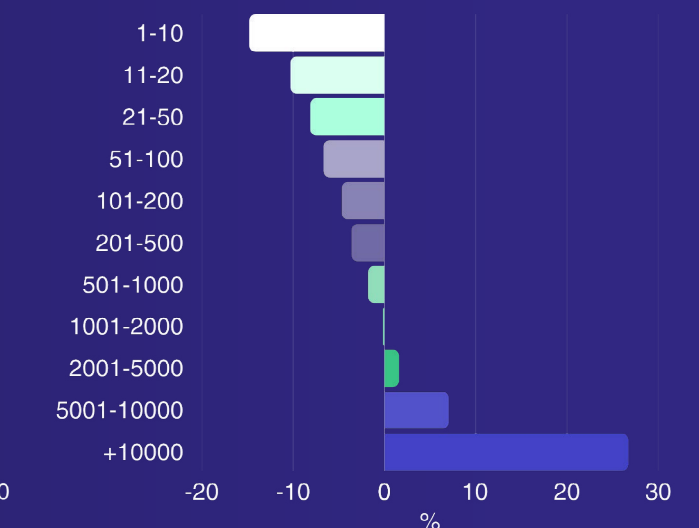
32.7

Cost of living + rent⁶

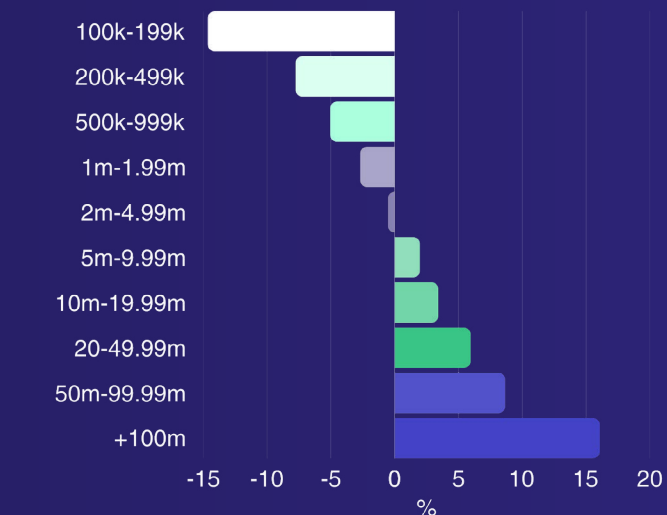
Sector distribution⁷



Company size distribution⁸



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	98k -115k zł (23k-27k €)	115k -140k zł (27k-33k €)	111k -132k zł (26k-31k €)	Full report
Administrative Manager	187k -209k zł (44k-49k €)	234k -281k zł (55k-66k €)	350k -405k zł (82k-95k €)	Full report
Office Assistant	76k -93k zł (18k-22k €)	98k -115k zł (23k-27k €)	102k -132k zł (24k-31k €)	Full report
Office Manager	89k -102k zł (21k-24k €)	102k -119k zł (24k-28k €)	140k -153k zł (33k-36k €)	Full report
Payroll Manager	175k -204k zł (41k-48k €)	234k -281k zł (55k-66k €)	230k -273k zł (54k-64k €)	Full report

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	128k -175k zł (30k-41k €)	128k -183k zł (30k-43k €)	136k -170k zł (32k-40k €)	Full report

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	128k -136k zł (30k-32k €)	196k -213k zł (46k-50k €)	294k -320k zł (69k-75k €)	Full report
Customer Service Representative	115k -128k zł (27k-30k €)	123k -136k zł (29k-32k €)	123k -145k zł (29k-34k €)	Full report
Customer Success Manager	119k -140k zł (28k-33k €)	140k -170k zł (33k-40k €)	213k -256k zł (50k-60k €)	Full report

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	136k -162k zł (32k-38k €)	132k -166k zł (31k-39k €)	128k -166k zł (30k-39k €)	Full report
Designer	132k -166k zł (31k-39k €)	175k -239k zł (41k-56k €)	170k -234k zł (40k-55k €)	Full report
Graphic Designer	153k -179k zł (36k-42k €)	183k -200k zł (43k-47k €)	179k -204k zł (42k-48k €)	Full report
Product Designer	106k -132k zł (25k-31k €)	149k -200k zł (35k-47k €)	213k -286k zł (50k-67k €)	Full report
Translator	140k -170k zł (33k-40k €)	200k -264k zł (47k-62k €)	247k -324k zł (58k-76k €)	Full report
User Experience Designer	145k -170k zł (34k-40k €)	183k -226k zł (43k-53k €)	162k -234k zł (38k-55k €)	Full report
User Interface Designer	119k -140k zł (28k-33k €)	140k -179k zł (33k-42k €)	175k -226k zł (41k-53k €)	Full report

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	119k -153k zł (28k-36k €)	136k -192k zł (32k-45k €)	170k -230k zł (40k-54k €)	↗
Civil Engineer	119k -136k zł (28k-32k €)	115k -145k zł (27k-34k €)	119k -157k zł (28k-37k €)	↗
Electrical Engineer	132k -166k zł (31k-39k €)	140k -183k zł (33k-43k €)	166k -239k zł (39k-56k €)	↗
Engineer	149k -200k zł (35k-47k €)	162k -230k zł (38k-54k €)	209k -277k zł (49k-65k €)	↗
Mechanical Engineer	128k -170k zł (30k-40k €)	145k -192k zł (34k-45k €)	170k -213k zł (40k-50k €)	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	119k -136k zł (28k-32k €)	115k -132k zł (27k-31k €)	115k -128k zł (27k-30k €)	↗
Finance Analyst	106k -128k zł (25k-30k €)	115k -132k zł (27k-31k €)	119k -128k zł (28k-30k €)	↗
Finance Assistant	93k -119k zł (22k-28k €)	98k -123k zł (23k-29k €)	98k -123k zł (23k-29k €)	↗
Finance Manager	209k -226k zł (49k-53k €)	209k -222k zł (49k-52k €)	209k -222k zł (49k-52k €)	↗
Sustainability Consultant	102k -111k zł (24k-26k €)	123k -136k zł (29k-32k €)	145k -145k zł (34k-34k €)	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	179k -209k zł (42k-49k €)	192k -243k zł (45k-57k €)	226k -273k zł (53k-64k €)	↗
Human Resources Generalist	132k -162k zł (31k-38k €)	136k -166k zł (32k-39k €)	136k -162k zł (32k-38k €)	↗
Human Resources Manager	204k -226k zł (48k-53k €)	294k -337k zł (69k-79k €)	239k -273k zł (56k-64k €)	↗
Human Resources Specialist	111k -140k zł (26k-33k €)	93k -111k zł (22k-26k €)	111k -162k zł (26k-38k €)	↗
Recruiter	111k -123k zł (26k-29k €)	128k -170k zł (30k-40k €)	123k -170k zł (29k-40k €)	↗
Talent Acquisition Manager	187k -222k zł (44k-52k €)	226k -269k zł (53k-63k €)	196k -230k zł (46k-54k €)	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	106k -128k zł (25k-30k €)	123k -149k zł (29k-35k €)	179k -230k zł (42k-54k €)	Full report
Backend Developer	115k -145k zł (27k-34k €)	123k -162k zł (29k-38k €)	162k -204k zł (38k-48k €)	Full report
Business Intelligence Analyst	115k -149k zł (27k-35k €)	132k -157k zł (31k-37k €)	132k -157k zł (31k-37k €)	Full report
Cyber Security Analyst	128k -175k zł (30k-41k €)	136k -192k zł (32k-45k €)	145k -200k zł (34k-47k €)	Full report
Data Analyst	111k -145k zł (26k-34k €)	119k -153k zł (28k-36k €)	123k -149k zł (29k-35k €)	Full report
Data Engineer	111k -136k zł (26k-32k €)	128k -157k zł (30k-37k €)	166k -222k zł (39k-52k €)	Full report
Data Scientist	98k -119k zł (23k-28k €)	111k -145k zł (26k-34k €)	140k -179k zł (33k-42k €)	Full report
Devops Engineer	145k -162k zł (34k-38k €)	153k -183k zł (36k-43k €)	192k -230k zł (45k-54k €)	Full report
Frontend Developer	111k -140k zł (26k-33k €)	123k -157k zł (29k-37k €)	166k -200k zł (39k-47k €)	Full report
Full Stack Developer	115k -153k zł (27k-36k €)	128k -166k zł (30k-39k €)	145k -196k zł (34k-46k €)	Full report
It Manager	226k -234k zł (53k-55k €)	277k -294k zł (65k-69k €)	281k -294k zł (66k-69k €)	Full report
Machine Learning Engineer	119k -153k zł (28k-36k €)	132k -166k zł (31k-39k €)	183k -209k zł (43k-49k €)	Full report
Python Developer	106k -128k zł (25k-30k €)	123k -145k zł (29k-34k €)	153k -187k zł (36k-44k €)	Full report
Quality Assurance Engineer	102k -123k zł (24k-29k €)	115k -145k zł (27k-34k €)	149k -187k zł (35k-44k €)	Full report
Quality Assurance Manager	145k -175k zł (34k-41k €)	192k -230k zł (45k-54k €)	183k -217k zł (43k-51k €)	Full report
Scrum Master	98k -123k zł (23k-29k €)	102k -132k zł (24k-31k €)	115k -149k zł (27k-35k €)	Full report
Security Engineer	111k -132k zł (26k-31k €)	111k -140k zł (26k-33k €)	166k -222k zł (39k-52k €)	Full report
Software Developer	132k -166k zł (31k-39k €)	153k -204k zł (36k-48k €)	222k -286k zł (52k-67k €)	Full report
Software Engineer	123k -162k zł (29k-38k €)	136k -179k zł (32k-42k €)	170k -209k zł (40k-49k €)	Full report
Software Engineering Manager	192k -209k zł (45k-49k €)	222k -239k zł (52k-56k €)	358k -388k zł (84k-91k €)	Full report
Systems Engineer	128k -170k zł (30k-40k €)	140k -192k zł (33k-45k €)	170k -239k zł (40k-56k €)	Full report
Test Automation Engineer	93k -111k zł (22k-26k €)	106k -119k zł (25k-28k €)	153k -170k zł (36k-40k €)	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	136k -149k zł (32k-35k €)	162k -200k zł (38k-47k €)	226k -281k zł (53k-66k €)	Full report
Legal Assistant	111k -136k zł (26k-32k €)	128k -153k zł (30k-36k €)	132k -162k zł (31k-38k €)	Full report
Legal Counsel	149k -175k zł (35k-41k €)	136k -162k zł (32k-38k €)	132k -170k zł (31k-40k €)	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	157k -179k zł (37k-42k €)	179k -226k zł (42k-53k €)	179k -234k zł (42k-55k €)	Full report
Communications Specialist	106k -149k zł (25k-35k €)	102k -132k zł (24k-31k €)	111k -145k zł (26k-34k €)	Full report
Community Manager	76k -85k zł (18k-20k €)	111k -115k zł (26k-27k €)	111k -136k zł (26k-32k €)	Full report
Digital Marketing Strategist	93k -115k zł (22k-27k €)	111k -132k zł (26k-31k €)	145k -179k zł (34k-42k €)	Full report
Marketing Assistant	93k -119k zł (22k-28k €)	119k -149k zł (28k-35k €)	119k -145k zł (28k-34k €)	Full report
Marketing Manager	196k -222k zł (46k-52k €)	260k -294k zł (61k-69k €)	273k -303k zł (64k-71k €)	Full report
Marketing Specialist	111k -132k zł (26k-31k €)	128k -162k zł (30k-38k €)	132k -179k zł (31k-42k €)	Full report
Search Engine Optimizer	89k -106k zł (21k-25k €)	106k -123k zł (25k-29k €)	111k -128k zł (26k-30k €)	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	140k -179k zł (33k-42k €)	166k -226k zł (39k-53k €)	153k -209k zł (36k-49k €)	↗
Operations Coordinator	93k -111k zł (22k-26k €)	98k -111k zł (23k-26k €)	98k -115k zł (23k-27k €)	↗
Operations Manager	204k -247k zł (48k-58k €)	264k -324k zł (62k-76k €)	251k -307k zł (59k-72k €)	↗
Project Manager	166k -209k zł (39k-49k €)	166k -226k zł (39k-53k €)	175k -213k zł (41k-50k €)	↗
Supply Chain Manager	204k -222k zł (48k-52k €)	226k -247k zł (53k-58k €)	222k -247k zł (52k-58k €)	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	136k -157k zł (32k-37k €)	162k -179k zł (38k-42k €)	179k -200k zł (42k-47k €)	↗
Business Development Manager	209k -234k zł (49k-55k €)	234k -264k zł (55k-62k €)	256k -290k zł (60k-68k €)	↗
Business Development Representative	85k -111k zł (20k-26k €)	136k -175k zł (32k-41k €)	187k -239k zł (44k-56k €)	↗
Sales Assistant	102k -119k zł (24k-28k €)	132k -157k zł (31k-37k €)	119k -162k zł (28k-38k €)	↗
Sales Engineer	115k -153k zł (27k-36k €)	149k -217k zł (35k-51k €)	128k -192k zł (30k-45k €)	↗
Sales Manager	183k -217k zł (43k-51k €)	298k -358k zł (70k-84k €)	333k -422k zł (78k-99k €)	↗
Sales Representative	123k -157k zł (29k-37k €)	140k -183k zł (33k-43k €)	128k -170k zł (30k-40k €)	↗

Portugal

Portugal enjoys solid growth, driven by tourism, renewable energy, and an expanding technology sector. Exports of goods and services remain important, while investment in green transition industries and digitalization is creating new opportunities.

Strong demand from both domestic and international markets helps maintain the country's upward momentum.

x1.14

Local vs. International salaries³

9.8%

Salary Increase⁴

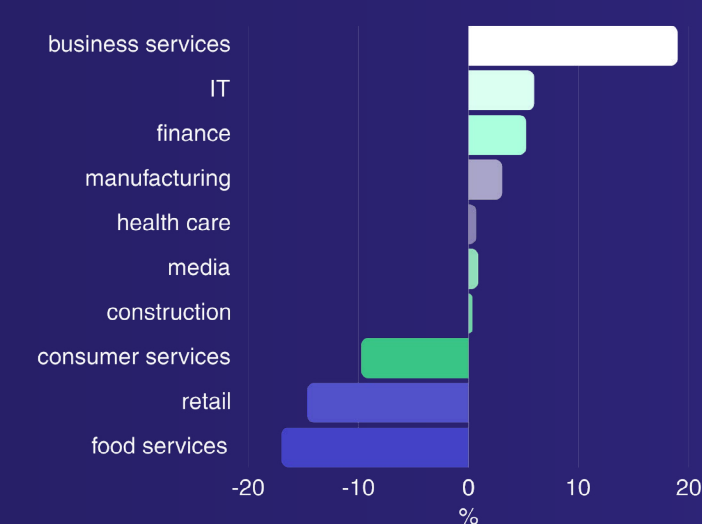
2.6%

Inflation rate⁵

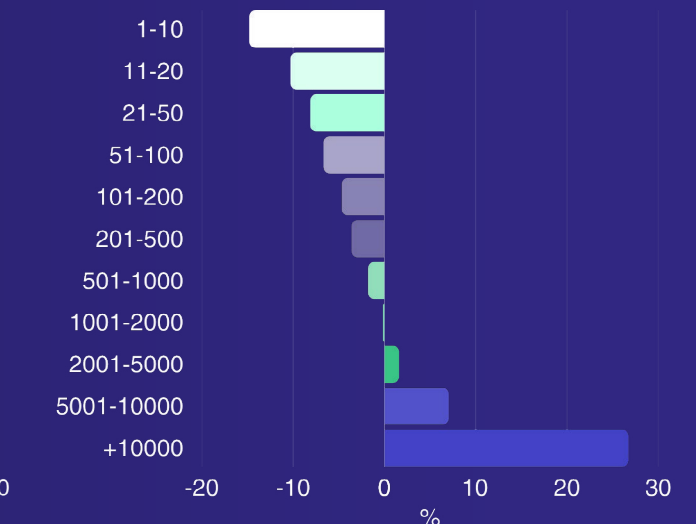
36.8

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



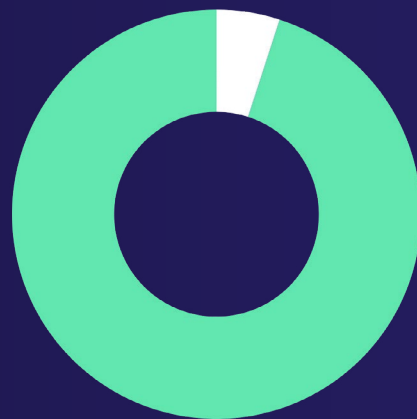
Gender occupation¹

62% men 38% women

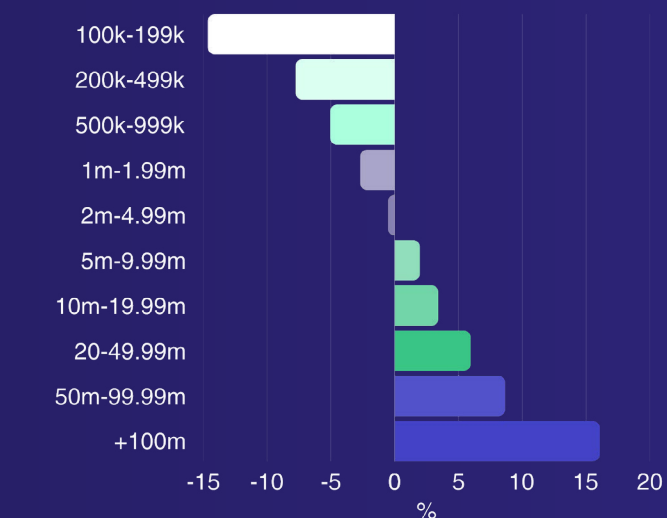


Remote work²

95% in site 5% remote



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	26k-31k €	29k-34k €	29k-35k €	↗
Administrative Manager	54k-63k €	76k-89k €	109k-116k €	↗
Office Assistant	24k-26k €	34k-38k €	42k-46k €	↗
Office Manager	28k-34k €	35k-41k €	55k-60k €	↗
Payroll Manager	64k-75k €	82k-95k €	79k-94k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	30k-36k €	30k-37k €	32k-41k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	41k-44k €	64k-70k €	93k-102k €	↗
Customer Service Representative	30k-32k €	33k-39k €	35k-46k €	↗
Customer Success Manager	53k-61k €	64k-74k €	101k-122k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	33k-40k €	38k-48k €	41k-53k €	↗
Designer	32k-44k €	40k-55k €	39k-55k €	↗
Graphic Designer	36k-37k €	41k-44k €	40k-44k €	↗
Product Designer	35k-45k €	53k-67k €	71k-95k €	↗
Translator	24k-30k €	31k-40k €	40k-53k €	↗
User Experience Designer	35k-43k €	39k-49k €	40k-49k €	↗
User Interface Designer	26k-32k €	32k-41k €	38k-48k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	29k-37k €	36k-49k €	46k-62k €	↗
Civil Engineer	26k-34k €	25k-34k €	32k-42k €	↗
Electrical Engineer	28k-38k €	30k-41k €	34k-42k €	↗
Engineer	39k-56k €	45k-60k €	55k-68k €	↗
Mechanical Engineer	29k-37k €	32k-40k €	36k-48k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	31k-37k €	34k-41k €	33k-40k €	↗
Finance Analyst	29k-37k €	30k-41k €	29k-41k €	↗
Finance Assistant	27k-30k €	31k-37k €	33k-38k €	↗
Finance Manager	57k-62k €	70k-77k €	69k-76k €	↗
Sustainability Consultant	35k-42k €	48k-60k €	57k-72k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	36k-45k €	39k-47k €	42k-56k €	↗
Human Resources Generalist	35k-46k €	50k-57k €	50k-57k €	↗
Human Resources Manager	48k-52k €	67k-75k €	57k-63k €	↗
Human Resources Specialist	31k-41k €	34k-44k €	40k-52k €	↗
Recruiter	32k-39k €	46k-61k €	48k-56k €	↗
Talent Acquisition Manager	57k-64k €	78k-95k €	86k-92k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	28k-34k €	29k-37k €	34k-41k €	Full report
Backend Developer	33k-42k €	37k-49k €	57k-67k €	Full report
Business Intelligence Analyst	37k-44k €	40k-47k €	41k-47k €	Full report
Cyber Security Analyst	38k-50k €	41k-53k €	41k-53k €	Full report
Data Analyst	31k-37k €	35k-40k €	36k-42k €	Full report
Data Engineer	30k-40k €	35k-43k €	50k-57k €	Full report
Data Scientist	22k-28k €	27k-34k €	35k-42k €	Full report
Devops Engineer	43k-55k €	54k-68k €	72k-87k €	Full report
Frontend Developer	35k-41k €	39k-47k €	57k-66k €	Full report
Full Stack Developer	33k-43k €	46k-58k €	57k-69k €	Full report
It Manager	53k-56k €	74k-79k €	93k-99k €	Full report
Machine Learning Engineer	41k-48k €	50k-58k €	68k-82k €	Full report
Python Developer	30k-39k €	36k-45k €	50k-64k €	Full report
Quality Assurance Engineer	26k-37k €	28k-39k €	34k-46k €	Full report
Quality Assurance Manager	58k-72k €	81k-98k €	77k-94k €	Full report
Scrum Master	25k-33k €	27k-34k €	33k-42k €	Full report
Security Engineer	30k-34k €	29k-38k €	40k-52k €	Full report
Software Developer	29k-36k €	32k-42k €	45k-57k €	Full report
Software Engineer	37k-43k €	43k-50k €	64k-76k €	Full report
Software Engineering Manager	47k-51k €	67k-71k €	106k-113k €	Full report
Systems Engineer	32k-40k €	38k-49k €	45k-61k €	Full report
Test Automation Engineer	24k-27k €	26k-30k €	34k-39k €	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	40k-46k €	56k-61k €	76k-88k €	Full report
Legal Assistant	31k-34k €	33k-40k €	36k-42k €	Full report
Legal Counsel	34k-39k €	38k-45k €	42k-51k €	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	44k-54k €	61k-79k €	68k-87k €	Full report
Communications Specialist	37k-48k €	35k-47k €	37k-49k €	Full report
Community Manager	26k-30k €	38k-45k €	39k-52k €	Full report
Digital Marketing Strategist	27k-31k €	34k-39k €	45k-54k €	Full report
Marketing Assistant	29k-38k €	34k-45k €	38k-48k €	Full report
Marketing Manager	58k-66k €	79k-90k €	84k-96k €	Full report
Marketing Specialist	34k-43k €	41k-57k €	43k-57k €	Full report
Search Engine Optimizer	28k-35k €	36k-49k €	37k-49k €	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	34k-41k €	40k-52k €	42k-56k €	↗
Operations Coordinator	28k-33k €	32k-36k €	30k-35k €	↗
Operations Manager	72k-84k €	100k-116k €	92k-107k €	↗
Project Manager	36k-42k €	39k-46k €	42k-55k €	↗
Supply Chain Manager	61k-68k €	77k-86k €	74k-84k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	43k-45k €	50k-56k €	57k-63k €	↗
Business Development Manager	75k-84k €	71k-79k €	81k-88k €	↗
Business Development Representative	25k-31k €	32k-44k €	50k-63k €	↗
Sales Assistant	26k-29k €	36k-42k €	40k-49k €	↗
Sales Engineer	31k-43k €	53k-70k €	49k-64k €	↗
Sales Manager	68k-82k €	102k-116k €	101k-122k €	↗
Sales Representative	32k-46k €	40k-50k €	37k-51k €	↗

Romania

Romania is experiencing sustained growth, supported by manufacturing, agriculture, and a rapidly developing IT sector. Its competitive labor force and growing infrastructure investment make it an attractive location for foreign investors.

Exports, domestic consumption, and EU-backed projects all contribute to its role as one of the faster-growing economies in Eastern Europe.

x2.16

Local vs. International salaries³

10.1%

Salary Increase⁴

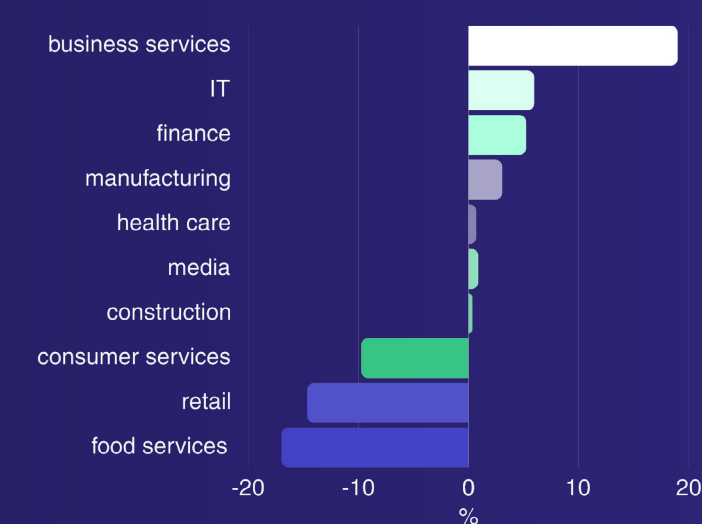
7.8%

Inflation rate⁵

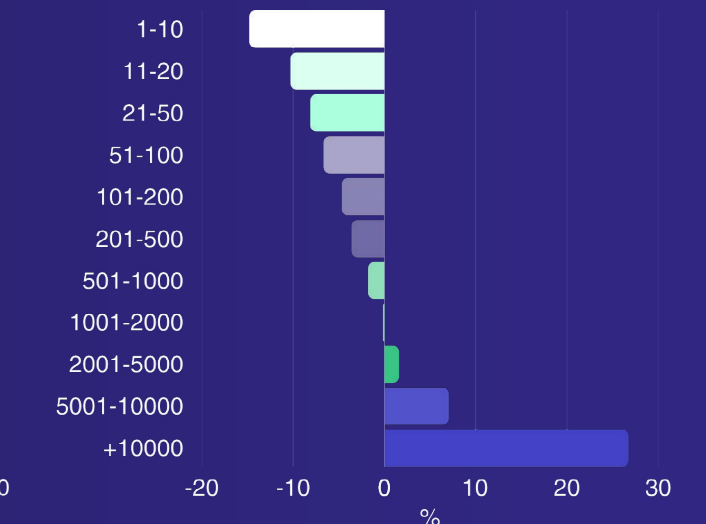
26.6

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



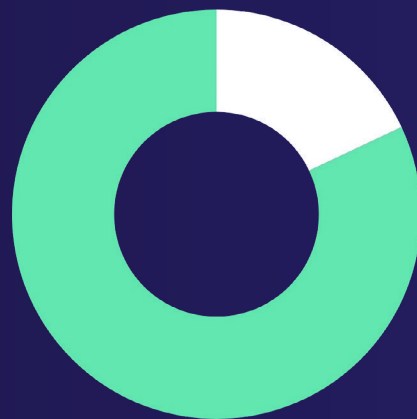
Gender occupation¹

73% men 27% women

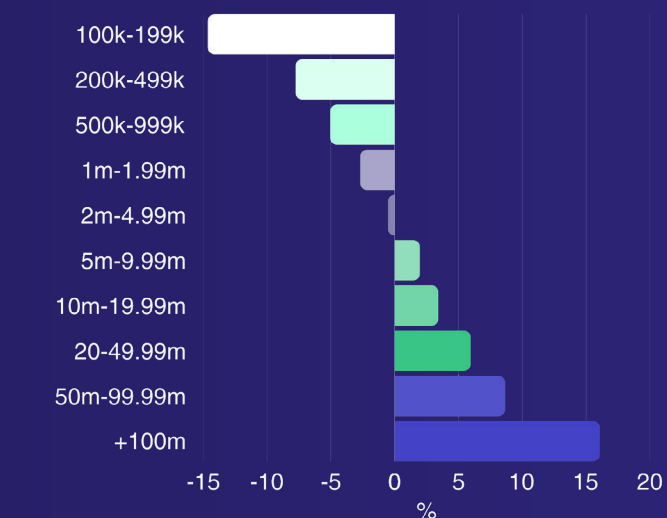


Remote work²

82% in site 18% remote



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	141k -166k L (28k-33k €)	151k -172k L (30k-34k €)	146k -166k L (29k-33k €)	Full report
Administrative Manager	136k -172k L (27k-34k €)	182k -212k L (36k-42k €)	258k -313k L (51k-62k €)	Full report
Office Assistant	91k -121k L (18k-24k €)	111k -146k L (22k-29k €)	126k -156k L (25k-31k €)	Full report
Office Manager	106k -121k L (21k-24k €)	131k -151k L (26k-30k €)	227k -252k L (45k-50k €)	Full report
Payroll Manager	156k -177k L (31k-35k €)	212k -242k L (42k-48k €)	202k -232k L (40k-46k €)	Full report

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	101k -121k L (20k-24k €)	106k -126k L (21k-25k €)	116k -146k L (23k-29k €)	Full report

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	121k -141k L (24k-28k €)	151k -166k L (30k-33k €)	177k -192k L (35k-38k €)	Full report
Customer Service Representative	91k -111k L (18k-22k €)	151k -187k L (30k-37k €)	166k -207k L (33k-41k €)	Full report
Customer Success Manager	96k -126k L (19k-25k €)	106k -141k L (21k-28k €)	177k -207k L (35k-41k €)	Full report

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	126k -177k L (25k-35k €)	146k -192k L (29k-38k €)	166k -212k L (33k-42k €)	Full report
Designer	131k -172k L (26k-34k €)	177k -237k L (35k-47k €)	172k -237k L (34k-47k €)	Full report
Graphic Designer	131k -146k L (26k-29k €)	182k -197k L (36k-39k €)	182k -202k L (36k-40k €)	Full report
Product Designer	172k -202k L (34k-40k €)	258k -328k L (51k-65k €)	354k -455k L (70k-90k €)	Full report
Translator	131k -166k L (26k-33k €)	177k -232k L (35k-46k €)	202k -263k L (40k-52k €)	Full report
User Experience Designer	141k -166k L (28k-33k €)	177k -227k L (35k-45k €)	172k -237k L (34k-47k €)	Full report
User Interface Designer	121k -136k L (24k-27k €)	141k -172k L (28k-34k €)	197k -232k L (39k-46k €)	Full report

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	111k -151k L (22k-30k €)	136k -207k L (27k-41k €)	166k -237k L (33k-47k €)	↗
Civil Engineer	91k -116k L (18k-23k €)	96k -126k L (19k-25k €)	141k -202k L (28k-40k €)	↗
Electrical Engineer	86k -116k L (17k-23k €)	101k -121k L (20k-24k €)	116k -146k L (23k-29k €)	↗
Engineer	80k -101k L (16k-20k €)	91k -111k L (18k-22k €)	111k -131k L (22k-26k €)	↗
Mechanical Engineer	96k -111k L (19k-22k €)	96k -126k L (19k-25k €)	111k -131k L (22k-26k €)	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	111k -126k L (22k-25k €)	111k -121k L (22k-24k €)	111k -126k L (22k-25k €)	↗
Finance Analyst	80k -111k L (16k-22k €)	91k -126k L (18k-25k €)	91k -126k L (18k-25k €)	↗
Finance Assistant	80k -86k L (16k-17k €)	80k -91k L (16k-18k €)	80k -91k L (16k-18k €)	↗
Finance Manager	126k -151k L (25k-30k €)	141k -182k L (28k-36k €)	136k -182k L (27k-36k €)	↗
Sustainability Consultant	136k -161k L (27k-32k €)	182k -197k L (36k-39k €)	177k -197k L (35k-39k €)	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	106k -141k L (21k-28k €)	131k -146k L (26k-29k €)	141k -172k L (28k-34k €)	↗
Human Resources Generalist	131k -156k L (26k-31k €)	156k -187k L (31k-37k €)	151k -182k L (30k-36k €)	↗
Human Resources Manager	151k -172k L (30k-34k €)	217k -237k L (43k-47k €)	182k -202k L (36k-40k €)	↗
Human Resources Specialist	91k -121k L (18k-24k €)	106k -151k L (21k-30k €)	126k -177k L (25k-35k €)	↗
Recruiter	111k -141k L (22k-28k €)	126k -161k L (25k-32k €)	131k -177k L (26k-35k €)	↗
Talent Acquisition Manager	166k -187k L (33k-37k €)	227k -263k L (45k-52k €)	232k -273k L (46k-54k €)	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	101k -131k L (20k-26k €)	101k -141k L (20k-28k €)	141k -182k L (28k-36k €)	Full report
Backend Developer	111k -131k L (22k-26k €)	116k -151k L (23k-30k €)	141k -197k L (28k-39k €)	Full report
Business Intelligence Analyst	96k -121k L (19k-24k €)	106k -136k L (21k-27k €)	106k -131k L (21k-26k €)	Full report
Cyber Security Analyst	106k -131k L (21k-26k €)	116k -141k L (23k-28k €)	116k -141k L (23k-28k €)	Full report
Data Analyst	111k -126k L (22k-25k €)	101k -131k L (20k-26k €)	96k -136k L (19k-27k €)	Full report
Data Engineer	96k -131k L (19k-26k €)	106k -136k L (21k-27k €)	126k -156k L (25k-31k €)	Full report
Data Scientist	91k -116k L (18k-23k €)	86k -121k L (17k-24k €)	101k -136k L (20k-27k €)	Full report
Devops Engineer	106k -141k L (21k-28k €)	116k -156k L (23k-31k €)	141k -192k L (28k-38k €)	Full report
Frontend Developer	116k -146k L (23k-29k €)	126k -151k L (25k-30k €)	151k -187k L (30k-37k €)	Full report
Full Stack Developer	101k -126k L (20k-25k €)	101k -126k L (20k-25k €)	131k -166k L (26k-33k €)	Full report
It Manager	131k -141k L (26k-28k €)	197k -202k L (39k-40k €)	222k -242k L (44k-48k €)	Full report
Machine Learning Engineer	111k -131k L (22k-26k €)	116k -146k L (23k-29k €)	156k -192k L (31k-38k €)	Full report
Python Developer	80k -101k L (16k-20k €)	86k -111k L (17k-22k €)	96k -136k L (19k-27k €)	Full report
Quality Assurance Engineer	75k -96k L (15k-19k €)	86k -111k L (17k-22k €)	91k -111k L (18k-22k €)	Full report
Quality Assurance Manager	161k -182k L (32k-36k €)	192k -232k L (38k-46k €)	182k -222k L (36k-44k €)	Full report
Scrum Master	106k -136k L (21k-27k €)	111k -146k L (22k-29k €)	131k -182k L (26k-36k €)	Full report
Security Engineer	121k -131k L (24k-26k €)	86k -111k L (17k-22k €)	91k -131k L (18k-26k €)	Full report
Software Developer	96k -136k L (19k-27k €)	101k -146k L (20k-29k €)	126k -182k L (25k-36k €)	Full report
Software Engineer	101k -121k L (20k-24k €)	116k -126k L (23k-25k €)	131k -161k L (26k-32k €)	Full report
Software Engineering Manager	126k -141k L (25k-28k €)	141k -161k L (28k-32k €)	247k -268k L (49k-53k €)	Full report
Systems Engineer	96k -131k L (19k-26k €)	101k -146k L (20k-29k €)	116k -156k L (23k-31k €)	Full report
Test Automation Engineer	86k -101k L (17k-20k €)	91k -106k L (18k-21k €)	106k -131k L (21k-26k €)	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	116k -131k L (23k-26k €)	192k -237k L (38k-47k €)	207k -273k L (41k-54k €)	Full report
Legal Assistant	101k -121k L (20k-24k €)	121k -141k L (24k-28k €)	126k -146k L (25k-29k €)	Full report
Legal Counsel	116k -141k L (23k-28k €)	161k -192k L (32k-38k €)	166k -207k L (33k-41k €)	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	116k -126k L (23k-25k €)	131k -161k L (26k-32k €)	126k -172k L (25k-34k €)	Full report
Communications Specialist	116k -156k L (23k-31k €)	156k -187k L (31k-37k €)	156k -192k L (31k-38k €)	Full report
Community Manager	141k -172k L (28k-34k €)	212k -278k L (42k-55k €)	96k -101k L (19k-20k €)	Full report
Digital Marketing Strategist	116k -136k L (23k-27k €)	111k -141k L (22k-28k €)	237k -298k L (47k-59k €)	Full report
Marketing Assistant	75k -101k L (15k-20k €)	96k -126k L (19k-25k €)	96k -131k L (19k-26k €)	Full report
Marketing Manager	161k -187k L (32k-37k €)	217k -242k L (43k-48k €)	222k -263k L (44k-52k €)	Full report
Marketing Specialist	80k -106k L (16k-21k €)	106k -131k L (21k-26k €)	116k -141k L (23k-28k €)	Full report
Search Engine Optimizer	111k -126k L (22k-25k €)	126k -161k L (25k-32k €)	131k -161k L (26k-32k €)	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	136k -172k L (27k-34k €)	192k -237k L (38k-47k €)	182k -242k L (36k-48k €)	↗
Operations Coordinator	96k -111k L (19k-22k €)	91k -121k L (18k-24k €)	96k -116k L (19k-23k €)	↗
Operations Manager	151k -202k L (30k-40k €)	217k -268k L (43k-53k €)	202k -263k L (40k-52k €)	↗
Project Manager	126k -161k L (25k-32k €)	136k -187k L (27k-37k €)	146k -202k L (29k-40k €)	↗
Supply Chain Manager	151k -161k L (30k-32k €)	192k -212k L (38k-42k €)	187k -212k L (37k-42k €)	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	101k -111k L (20k-22k €)	111k -126k L (22k-25k €)	111k -126k L (22k-25k €)	↗
Business Development Manager	172k -217k L (34k-43k €)	161k -202k L (32k-40k €)	242k -333k L (48k-66k €)	↗
Business Development Representative	161k -182k L (32k-36k €)	161k -172k L (32k-34k €)	177k -202k L (35k-40k €)	↗
Sales Assistant	96k -101k L (19k-20k €)	111k -131k L (22k-26k €)	121k -156k L (24k-31k €)	↗
Sales Engineer	126k -182k L (25k-36k €)	156k -197k L (31k-39k €)	172k -227k L (34k-45k €)	↗
Sales Manager	172k -217k L (34k-43k €)	166k -217k L (33k-43k €)	182k -232k L (36k-46k €)	↗
Sales Representative	121k -172k L (24k-34k €)	141k -182k L (28k-36k €)	126k -187k L (25k-37k €)	↗

Spain

Spain's economy is growing steadily, supported by tourism, services, and a diverse industrial base. Renewable energy and technology sectors are expanding, while infrastructure improvements and strong domestic demand help maintain economic momentum.

Exports and international trade continue to play a key role in its recovery and long-term growth.

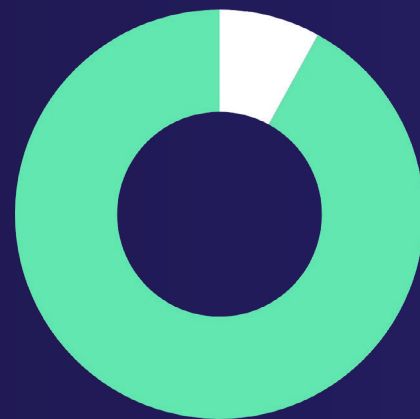
Gender occupation¹

60% men 40% women



Remote work²

92% in site 8% remote



x1.22

Local vs. International salaries³

3.9%

Salary Increase⁴

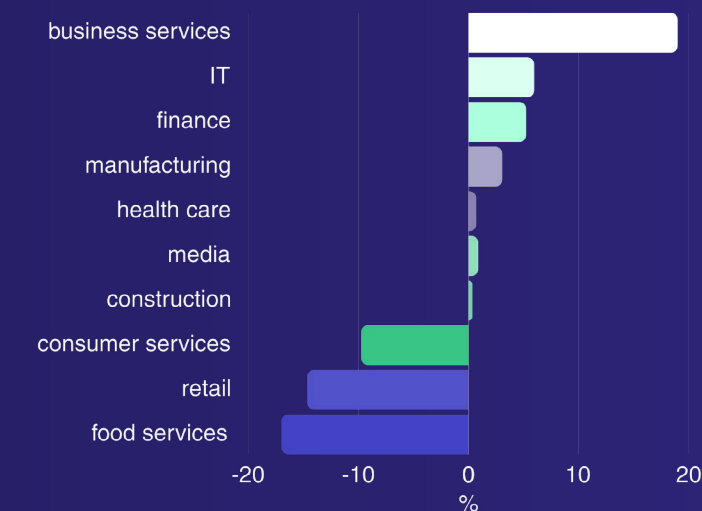
2.7%

Inflation rate⁵

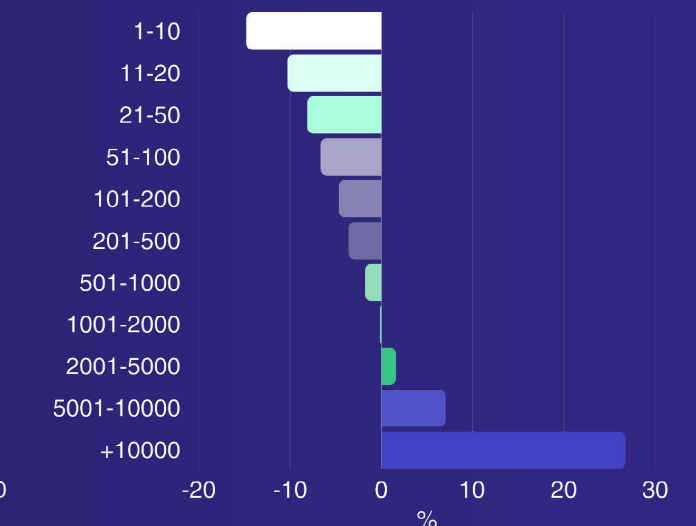
37.7

Cost of living + rent⁶

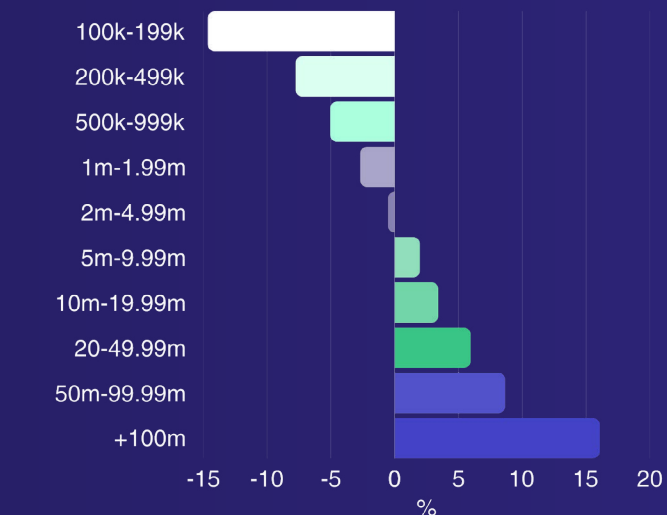
Sector distribution⁷



Company size distribution⁸



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	25k-31k €	29k-34k €	27k-32k €	↗
Administrative Manager	52k-59k €	73k-88k €	108k-114k €	↗
Office Assistant	26k-29k €	30k-37k €	32k-40k €	↗
Office Manager	28k-34k €	36k-42k €	56k-62k €	↗
Payroll Manager	54k-65k €	65k-80k €	64k-79k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	44k-60k €	51k-63k €	57k-68k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	33k-36k €	48k-52k €	64k-69k €	↗
Customer Service Representative	29k-32k €	35k-42k €	34k-42k €	↗
Customer Success Manager	41k-54k €	49k-65k €	86k-102k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	35k-40k €	38k-48k €	39k-51k €	↗
Designer	40k-56k €	54k-73k €	54k-71k €	↗
Graphic Designer	41k-46k €	53k-60k €	53k-60k €	↗
Product Designer	31k-42k €	39k-52k €	59k-77k €	↗
Translator	33k-40k €	41k-55k €	53k-66k €	↗
User Experience Designer	42k-52k €	50k-63k €	51k-64k €	↗
User Interface Designer	36k-41k €	38k-48k €	48k-57k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	35k-46k €	42k-57k €	53k-69k €	↗
Civil Engineer	28k-35k €	30k-37k €	32k-44k €	↗
Electrical Engineer	35k-47k €	38k-47k €	44k-59k €	↗
Engineer	42k-54k €	45k-53k €	54k-68k €	↗
Mechanical Engineer	33k-41k €	37k-48k €	41k-50k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	34k-40k €	39k-50k €	39k-49k €	↗
Finance Analyst	28k-37k €	32k-42k €	33k-41k €	↗
Finance Assistant	28k-32k €	31k-35k €	32k-34k €	↗
Finance Manager	61k-70k €	68k-78k €	67k-78k €	↗
Sustainability Consultant	44k-50k €	56k-66k €	56k-71k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	50k-62k €	62k-82k €	69k-82k €	↗
Human Resources Generalist	35k-46k €	48k-61k €	48k-55k €	↗
Human Resources Manager	57k-62k €	81k-90k €	76k-85k €	↗
Human Resources Specialist	30k-42k €	32k-43k €	39k-51k €	↗
Recruiter	31k-40k €	40k-49k €	41k-50k €	↗
Talent Acquisition Manager	48k-58k €	66k-79k €	62k-77k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	33k-39k €	41k-47k €	48k-63k €	Full report
Backend Developer	38k-44k €	40k-53k €	58k-68k €	Full report
Business Intelligence Analyst	42k-49k €	45k-53k €	44k-53k €	Full report
Cyber Security Analyst	37k-53k €	42k-57k €	43k-58k €	Full report
Data Analyst	38k-48k €	43k-55k €	42k-54k €	Full report
Data Engineer	38k-44k €	44k-52k €	61k-74k €	Full report
Data Scientist	29k-36k €	35k-42k €	45k-52k €	Full report
Devops Engineer	53k-60k €	57k-68k €	87k-102k €	Full report
Frontend Developer	38k-45k €	43k-51k €	57k-70k €	Full report
Full Stack Developer	38k-49k €	50k-64k €	63k-76k €	Full report
It Manager	48k-52k €	69k-76k €	86k-93k €	Full report
Machine Learning Engineer	39k-47k €	41k-49k €	60k-69k €	Full report
Python Developer	29k-36k €	31k-40k €	44k-56k €	Full report
Quality Assurance Engineer	30k-37k €	35k-41k €	44k-55k €	Full report
Quality Assurance Manager	51k-60k €	68k-76k €	63k-72k €	Full report
Scrum Master	27k-35k €	30k-41k €	32k-44k €	Full report
Security Engineer	34k-41k €	38k-42k €	38k-46k €	Full report
Software Developer	35k-38k €	38k-44k €	55k-59k €	Full report
Software Engineer	32k-36k €	34k-39k €	35k-40k €	Full report
Software Engineering Manager	59k-63k €	54k-58k €	88k-94k €	Full report
Systems Engineer	38k-50k €	44k-58k €	56k-72k €	Full report
Test Automation Engineer	29k-32k €	34k-38k €	42k-52k €	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	43k-46k €	60k-70k €	80k-86k €	Full report
Legal Assistant	32k-38k €	38k-46k €	41k-49k €	Full report
Legal Counsel	46k-59k €	54k-65k €	57k-70k €	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	41k-55k €	58k-75k €	64k-84k €	Full report
Communications Specialist	33k-41k €	33k-45k €	36k-48k €	Full report
Community Manager	23k-26k €	33k-39k €	34k-44k €	Full report
Digital Marketing Strategist	26k-29k €	33k-38k €	29k-35k €	Full report
Marketing Assistant	28k-35k €	34k-41k €	36k-43k €	Full report
Marketing Manager	55k-63k €	76k-84k €	80k-89k €	Full report
Marketing Specialist	32k-38k €	41k-53k €	40k-53k €	Full report
Search Engine Optimizer	25k-29k €	26k-33k €	26k-32k €	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	36k-48k €	43k-57k €	51k-64k €	↗↘
Operations Coordinator	27k-32k €	29k-35k €	29k-34k €	↗↘
Operations Manager	54k-69k €	77k-97k €	72k-86k €	↗↘
Project Manager	43k-51k €	44k-54k €	46k-56k €	↗↘
Supply Chain Manager	53k-59k €	69k-77k €	67k-75k €	↗↘

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	39k-43k €	45k-52k €	50k-57k €	↗↘
Business Development Manager	75k-84k €	85k-92k €	90k-102k €	↗↘
Business Development Representative	25k-29k €	32k-41k €	45k-59k €	↗↘
Sales Assistant	25k-27k €	29k-34k €	32k-37k €	↗↘
Sales Engineer	32k-46k €	51k-70k €	46k-64k €	↗↘
Sales Manager	65k-80k €	69k-82k €	70k-83k €	↗↘
Sales Representative	38k-44k €	40k-47k €	40k-48k €	↗↘

Sweden

Sweden's economy is robust, with strengths in technology, manufacturing, and green energy.

Innovation and research remain central to growth, while strong domestic demand, exports, and investment in sustainable industries continue to underpin economic stability and competitiveness.

x1.32

Local vs. International salaries³

5.6%

Salary Increase⁴

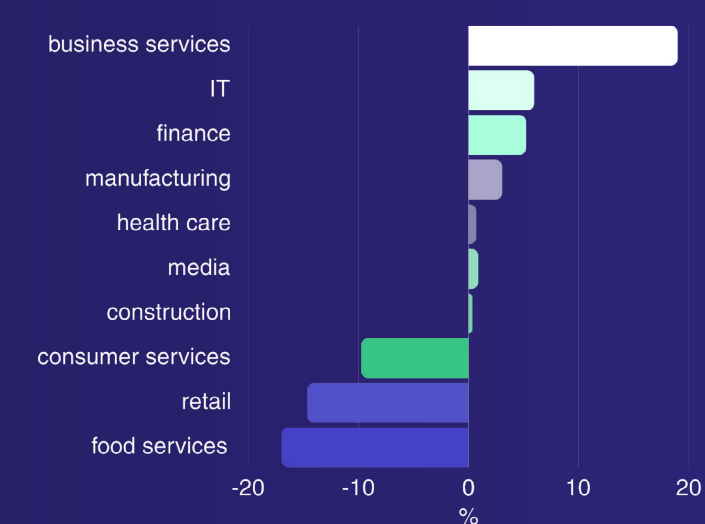
0.8%

Inflation rate⁵

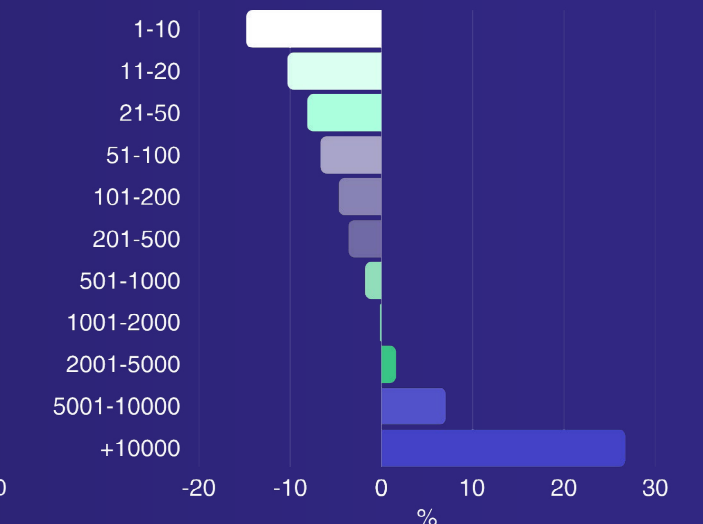
44.9

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

59% men

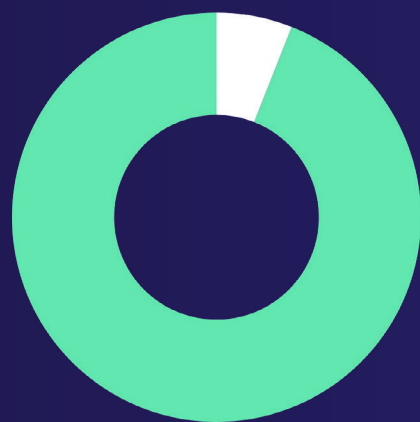
41% women



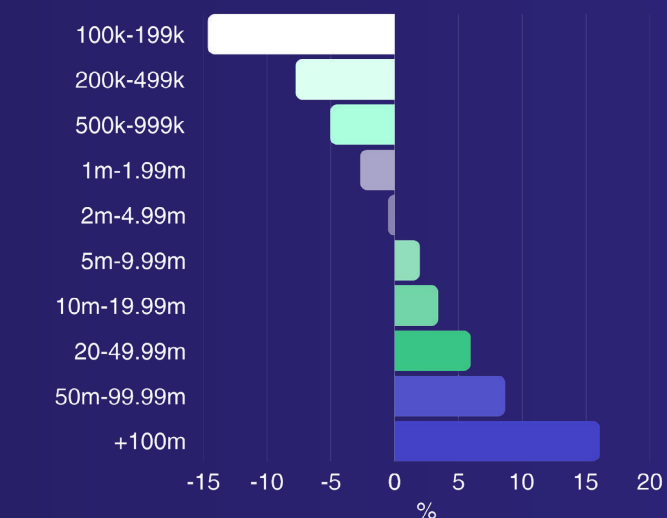
Remote work²

94% in site

6% remote



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	366k -411k SEK (33k-37k €)	411k -467k SEK (37k-42k €)	400k -444k SEK (36k-40k €)	↗
Administrative Manager	733k -856k SEK (66k-77k €)	1023k -1156k SEK (92k-104k €)	1423k -1567k SEK (128k-141k €)	↗
Office Assistant	433k -478k SEK (39k-43k €)	522k -578k SEK (47k-52k €)	556k -611k SEK (50k-55k €)	↗
Office Manager	455k -511k SEK (41k-46k €)	567k -622k SEK (51k-56k €)	856k -967k SEK (77k-87k €)	↗
Payroll Manager	822k -978k SEK (74k-88k €)	1134k -1256k SEK (102k-113k €)	1089k -1212k SEK (98k-109k €)	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	533k -600k SEK (48k-54k €)	589k -678k SEK (53k-61k €)	656k -756k SEK (59k-68k €)	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	444k -478k SEK (40k-43k €)	722k -789k SEK (65k-71k €)	956k -1023k SEK (86k-92k €)	↗
Customer Service Representative	411k -467k SEK (37k-42k €)	433k -544k SEK (39k-49k €)	500k -556k SEK (45k-50k €)	↗
Customer Success Manager	711k -822k SEK (64k-74k €)	856k -1011k SEK (77k-91k €)	1312k -1623k SEK (118k-146k €)	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	522k -622k SEK (47k-56k €)	533k -667k SEK (48k-60k €)	600k -722k SEK (54k-65k €)	↗
Designer	511k -711k SEK (46k-64k €)	745k -934k SEK (67k-84k €)	722k -934k SEK (65k-84k €)	↗
Graphic Designer	511k -544k SEK (46k-49k €)	578k -633k SEK (52k-57k €)	578k -644k SEK (52k-58k €)	↗
Product Designer	500k -578k SEK (45k-52k €)	767k -878k SEK (69k-79k €)	1067k -1256k SEK (96k-113k €)	↗
Translator	433k -522k SEK (39k-47k €)	567k -711k SEK (51k-64k €)	711k -945k SEK (64k-85k €)	↗
User Experience Designer	567k -667k SEK (51k-60k €)	767k -889k SEK (69k-80k €)	789k -922k SEK (71k-83k €)	↗
User Interface Designer	467k -567k SEK (42k-51k €)	511k -644k SEK (46k-58k €)	778k -889k SEK (70k-80k €)	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	478k -633k SEK (43k-57k €)	544k -722k SEK (49k-65k €)	689k -934k SEK (62k-84k €)	↗
Civil Engineer	400k -511k SEK (36k-46k €)	433k -544k SEK (39k-49k €)	433k -556k SEK (39k-50k €)	↗
Electrical Engineer	489k -633k SEK (44k-57k €)	522k -678k SEK (47k-61k €)	656k -856k SEK (59k-77k €)	↗
Engineer	567k -733k SEK (51k-66k €)	611k -778k SEK (55k-70k €)	756k -1000k SEK (68k-90k €)	↗
Mechanical Engineer	533k -667k SEK (48k-60k €)	556k -689k SEK (50k-62k €)	667k -856k SEK (60k-77k €)	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	444k -556k SEK (40k-50k €)	544k -633k SEK (49k-57k €)	533k -633k SEK (48k-57k €)	↗
Finance Analyst	544k -722k SEK (49k-65k €)	622k -745k SEK (56k-67k €)	656k -756k SEK (59k-68k €)	↗
Finance Assistant	411k -455k SEK (37k-41k €)	433k -478k SEK (39k-43k €)	444k -489k SEK (40k-44k €)	↗
Finance Manager	878k -967k SEK (79k-87k €)	1045k -1145k SEK (94k-103k €)	1023k -1134k SEK (92k-102k €)	↗
Sustainability Consultant	522k -556k SEK (47k-50k €)	667k -722k SEK (60k-65k €)	756k -833k SEK (68k-75k €)	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	700k -778k SEK (63k-70k €)	567k -656k SEK (51k-59k €)	656k -678k SEK (59k-61k €)	↗
Human Resources Generalist	522k -678k SEK (47k-61k €)	689k -789k SEK (62k-71k €)	678k -778k SEK (61k-70k €)	↗
Human Resources Manager	833k -922k SEK (75k-83k €)	1223k -1356k SEK (110k-122k €)	978k -1100k SEK (88k-99k €)	↗
Human Resources Specialist	433k -544k SEK (39k-49k €)	378k -500k SEK (34k-45k €)	478k -600k SEK (43k-54k €)	↗
Recruiter	433k -544k SEK (39k-49k €)	622k -689k SEK (56k-62k €)	644k -711k SEK (58k-64k €)	↗
Talent Acquisition Manager	778k -889k SEK (70k-80k €)	1034k -1245k SEK (93k-112k €)	1056k -1289k SEK (95k-116k €)	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	455k -533k SEK (41k-48k €)	511k -611k SEK (46k-55k €)	700k -789k SEK (63k-71k €)	Full report
Backend Developer	478k -622k SEK (43k-56k €)	522k -678k SEK (47k-61k €)	756k -967k SEK (68k-87k €)	Full report
Business Intelligence Analyst	544k -633k SEK (49k-57k €)	622k -700k SEK (56k-63k €)	622k -711k SEK (56k-64k €)	Full report
Cyber Security Analyst	567k -733k SEK (51k-66k €)	633k -733k SEK (57k-66k €)	656k -733k SEK (59k-66k €)	Full report
Data Analyst	578k -745k SEK (52k-67k €)	644k -822k SEK (58k-74k €)	656k -845k SEK (59k-76k €)	Full report
Data Engineer	533k -644k SEK (48k-58k €)	622k -745k SEK (56k-67k €)	867k -1078k SEK (78k-97k €)	Full report
Data Scientist	411k -444k SEK (37k-40k €)	478k -544k SEK (43k-49k €)	600k -711k SEK (54k-64k €)	Full report
Devops Engineer	567k -689k SEK (51k-62k €)	633k -822k SEK (57k-74k €)	889k -1156k SEK (80k-104k €)	Full report
Frontend Developer	556k -722k SEK (50k-65k €)	667k -900k SEK (60k-81k €)	956k -1200k SEK (86k-108k €)	Full report
Full Stack Developer	567k -722k SEK (51k-65k €)	722k -922k SEK (65k-83k €)	911k -1112k SEK (82k-100k €)	Full report
It Manager	700k -733k SEK (63k-66k €)	989k -1056k SEK (89k-95k €)	1200k -1278k SEK (108k-115k €)	Full report
Machine Learning Engineer	500k -578k SEK (45k-52k €)	556k -622k SEK (50k-56k €)	711k -845k SEK (64k-76k €)	Full report
Python Developer	400k -500k SEK (36k-45k €)	444k -589k SEK (40k-53k €)	622k -811k SEK (56k-73k €)	Full report
Quality Assurance Engineer	455k -589k SEK (41k-53k €)	500k -622k SEK (45k-56k €)	556k -756k SEK (50k-68k €)	Full report
Quality Assurance Manager	733k -878k SEK (66k-79k €)	1100k -1234k SEK (99k-111k €)	1034k -1234k SEK (93k-111k €)	Full report
Scrum Master	444k -556k SEK (40k-50k €)	478k -589k SEK (43k-53k €)	611k -733k SEK (55k-66k €)	Full report
Security Engineer	478k -556k SEK (43k-50k €)	556k -622k SEK (50k-56k €)	567k -678k SEK (51k-61k €)	Full report
Software Developer	567k -733k SEK (51k-66k €)	700k -856k SEK (63k-77k €)	934k -1134k SEK (84k-102k €)	Full report
Software Engineer	500k -589k SEK (45k-53k €)	567k -667k SEK (51k-60k €)	822k -945k SEK (74k-85k €)	Full report
Software Engineering Manager	745k -789k SEK (67k-71k €)	889k -967k SEK (80k-87k €)	1434k -1545k SEK (129k-139k €)	Full report
Systems Engineer	489k -644k SEK (44k-58k €)	578k -778k SEK (52k-70k €)	700k -934k SEK (63k-84k €)	Full report
Test Automation Engineer	455k -533k SEK (41k-48k €)	455k -567k SEK (41k-51k €)	600k -733k SEK (54k-66k €)	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	578k -644k SEK (52k-58k €)	811k -934k SEK (73k-84k €)	1212k -1289k SEK (109k-116k €)	Full report
Legal Assistant	422k -489k SEK (38k-44k €)	489k -533k SEK (44k-48k €)	489k -600k SEK (44k-54k €)	Full report
Legal Counsel	478k -522k SEK (43k-47k €)	622k -756k SEK (56k-68k €)	656k -822k SEK (59k-74k €)	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	511k -644k SEK (46k-58k €)	644k -767k SEK (58k-69k €)	711k -811k SEK (64k-73k €)	Full report
Communications Specialist	500k -622k SEK (45k-56k €)	500k -644k SEK (45k-58k €)	556k -667k SEK (50k-60k €)	Full report
Community Manager	478k -511k SEK (43k-46k €)	500k -556k SEK (45k-50k €)	589k -733k SEK (53k-66k €)	Full report
Digital Marketing Strategist	400k -489k SEK (36k-44k €)	511k -644k SEK (46k-58k €)	656k -822k SEK (59k-74k €)	Full report
Marketing Assistant	467k -589k SEK (42k-53k €)	589k -722k SEK (53k-65k €)	644k -745k SEK (58k-67k €)	Full report
Marketing Manager	822k -922k SEK (74k-83k €)	1145k -1267k SEK (103k-114k €)	1245k -1367k SEK (112k-123k €)	Full report
Marketing Specialist	489k -622k SEK (44k-56k €)	667k -789k SEK (60k-71k €)	678k -789k SEK (61k-71k €)	Full report
Search Engine Optimizer	378k -444k SEK (34k-40k €)	411k -467k SEK (37k-42k €)	400k -467k SEK (36k-42k €)	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	467k -600k SEK (42k-54k €)	556k -722k SEK (50k-65k €)	644k -800k SEK (58k-72k €)	↗
Operations Coordinator	389k -444k SEK (35k-40k €)	422k -467k SEK (38k-42k €)	411k -455k SEK (37k-41k €)	↗
Operations Manager	867k -1011k SEK (78k-91k €)	1189k -1367k SEK (107k-123k €)	1112k -1267k SEK (100k-114k €)	↗
Project Manager	522k -644k SEK (47k-58k €)	589k -733k SEK (53k-66k €)	678k -800k SEK (61k-72k €)	↗
Supply Chain Manager	845k -934k SEK (76k-84k €)	1056k -1200k SEK (95k-108k €)	1034k -1178k SEK (93k-106k €)	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	556k -611k SEK (50k-55k €)	700k -756k SEK (63k-68k €)	745k -811k SEK (67k-73k €)	↗
Business Development Manager	1000k -1134k SEK (90k-102k €)	1011k -1145k SEK (91k-103k €)	1078k -1223k SEK (97k-110k €)	↗
Business Development Representative	333k -455k SEK (30k-41k €)	489k -622k SEK (44k-56k €)	778k -922k SEK (70k-83k €)	↗
Sales Assistant	455k -533k SEK (41k-48k €)	544k -622k SEK (49k-56k €)	533k -600k SEK (48k-54k €)	↗
Sales Engineer	467k -633k SEK (42k-57k €)	733k -1023k SEK (66k-92k €)	667k -945k SEK (60k-85k €)	↗
Sales Manager	878k -1045k SEK (79k-94k €)	1000k -1200k SEK (90k-108k €)	1056k -1289k SEK (95k-116k €)	↗
Sales Representative	511k -589k SEK (46k-53k €)	589k -711k SEK (53k-64k €)	678k -845k SEK (61k-76k €)	↗

Switzerland

Switzerland maintains a highly developed and stable economy, driven by finance, pharmaceuticals, and precision manufacturing.

High productivity, innovation, and a skilled workforce support competitiveness, while exports and a strong services sector reinforce its position as a leading European economic hub.

Gender occupation¹

64% men

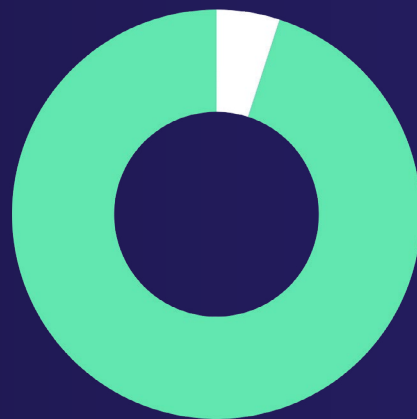
36% women



Remote work²

95% in site

5% remote



x2.12

Local vs. International salaries³

2.6%

Salary Increase⁴

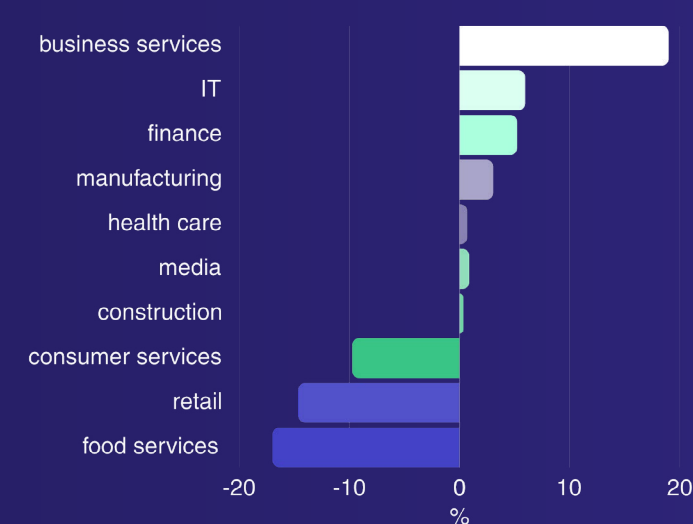
0.2%

Inflation rate⁵

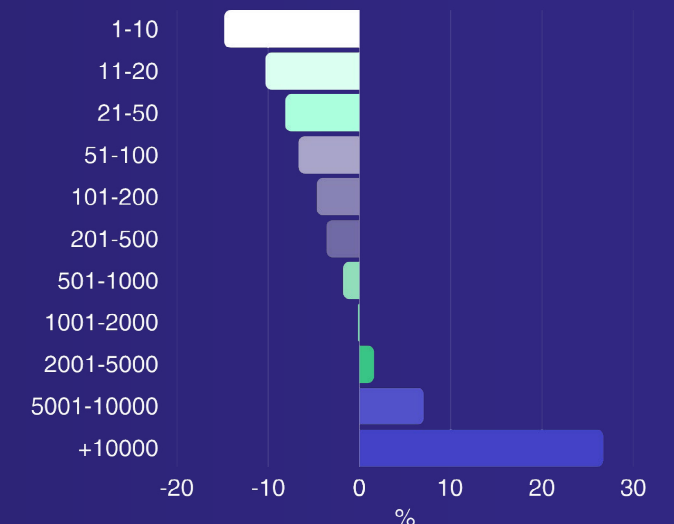
82.3

Cost of living + rent⁶

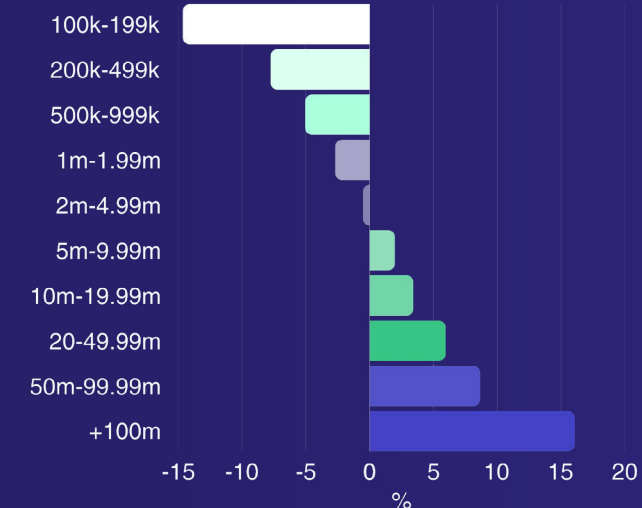
Sector distribution⁷



Company size distribution⁸



Funding distribution⁹ (\$)



Switzerland

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	91k-98k €	105k-112k €	102k-108k €	↗
Administrative Manager	121k-128k €	159k-181k €	217k-232k €	↗
Office Assistant	76k-82k €	94k-104k €	102k-117k €	↗
Office Manager	80k-93k €	93k-106k €	149k-169k €	↗
Payroll Manager	146k-158k €	188k-206k €	179k-190k €	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	122k-152k €	139k-165k €	157k-185k €	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	85k-94k €	129k-140k €	166k-192k €	↗
Customer Service Representative	67k-80k €	98k-114k €	108k-131k €	↗
Customer Success Manager	114k-135k €	140k-165k €	215k-244k €	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	84k-101k €	106k-124k €	116k-136k €	↗
Designer	80k-94k €	111k-132k €	110k-131k €	↗
Graphic Designer	84k-101k €	112k-128k €	112k-131k €	↗
Product Designer	100k-119k €	125k-148k €	172k-204k €	↗
Translator	65k-84k €	115k-130k €	142k-160k €	↗
User Experience Designer	109k-129k €	150k-179k €	157k-188k €	↗
User Interface Designer	80k-89k €	115k-128k €	165k-188k €	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	75k-108k €	97k-129k €	119k-152k €	↗
Civil Engineer	75k-91k €	78k-96k €	105k-125k €	↗
Electrical Engineer	96k-121k €	119k-140k €	147k-178k €	↗
Engineer	93k-126k €	108k-138k €	137k-176k €	↗
Mechanical Engineer	67k-83k €	86k-104k €	106k-130k €	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	93k-107k €	128k-142k €	128k-138k €	↗
Finance Analyst	108k-125k €	120k-130k €	121k-132k €	↗
Finance Assistant	72k-86k €	94k-112k €	105k-122k €	↗
Finance Manager	133k-148k €	169k-185k €	167k-183k €	↗
Sustainability Consultant	112k-118k €	177k-201k €	131k-147k €	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	95k-110k €	103k-119k €	114k-129k €	↗
Human Resources Generalist	95k-104k €	128k-145k €	127k-143k €	↗
Human Resources Manager	136k-146k €	199k-214k €	160k-186k €	↗
Human Resources Specialist	94k-107k €	95k-104k €	115k-124k €	↗
Recruiter	80k-99k €	123k-143k €	128k-147k €	↗
Talent Acquisition Manager	128k-140k €	188k-206k €	185k-196k €	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	72k-85k €	86k-102k €	119k-137k €	Full report
Backend Developer	72k-96k €	80k-104k €	123k-158k €	Full report
Business Intelligence Analyst	100k-123k €	98k-122k €	99k-123k €	Full report
Cyber Security Analyst	105k-134k €	117k-153k €	122k-159k €	Full report
Data Analyst	97k-116k €	108k-129k €	111k-132k €	Full report
Data Engineer	60k-85k €	73k-102k €	104k-132k €	Full report
Data Scientist	82k-96k €	107k-126k €	122k-146k €	Full report
Devops Engineer	70k-89k €	84k-108k €	114k-140k €	Full report
Frontend Developer	78k-102k €	100k-126k €	137k-152k €	Full report
Full Stack Developer	93k-117k €	129k-156k €	152k-178k €	Full report
It Manager	120k-134k €	170k-196k €	185k-212k €	Full report
Machine Learning Engineer	62k-77k €	74k-94k €	108k-133k €	Full report
Python Developer	70k-85k €	84k-100k €	115k-135k €	Full report
Quality Assurance Engineer	81k-99k €	99k-119k €	129k-153k €	Full report
Quality Assurance Manager	151k-165k €	168k-179k €	163k-183k €	Full report
Scrum Master	84k-100k €	98k-114k €	125k-144k €	Full report
Security Engineer	70k-82k €	87k-99k €	107k-132k €	Full report
Software Developer	74k-90k €	94k-113k €	131k-149k €	Full report
Software Engineer	74k-84k €	87k-103k €	123k-151k €	Full report
Software Engineering Manager	122k-132k €	138k-149k €	211k-234k €	Full report
Systems Engineer	108k-130k €	130k-157k €	163k-197k €	Full report
Test Automation Engineer	70k-82k €	86k-101k €	113k-138k €	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	96k-111k €	182k-206k €	237k-276k €	Full report
Legal Assistant	65k-76k €	84k-98k €	94k-117k €	Full report
Legal Counsel	76k-91k €	101k-122k €	108k-132k €	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	97k-108k €	122k-143k €	137k-159k €	Full report
Communications Specialist	99k-106k €	109k-118k €	120k-124k €	Full report
Community Manager	91k-106k €	119k-127k €	124k-132k €	Full report
Digital Marketing Strategist	78k-97k €	104k-117k €	113k-126k €	Full report
Marketing Assistant	86k-89k €	106k-114k €	120k-136k €	Full report
Marketing Manager	139k-165k €	183k-213k €	195k-224k €	Full report
Marketing Specialist	90k-103k €	131k-144k €	135k-150k €	Full report
Search Engine Optimizer	70k-85k €	97k-118k €	99k-121k €	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	88k-106k €	118k-129k €	127k-134k €	↗
Operations Coordinator	84k-89k €	95k-101k €	96k-102k €	↗
Operations Manager	140k-168k €	188k-208k €	177k-203k €	↗
Project Manager	99k-117k €	111k-134k €	127k-156k €	↗
Supply Chain Manager	130k-139k €	174k-186k €	170k-182k €	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	102k-123k €	125k-147k €	144k-169k €	↗
Business Development Manager	154k-173k €	146k-171k €	160k-183k €	↗
Business Development Representative	73k-80k €	105k-112k €	150k-164k €	↗
Sales Assistant	85k-97k €	106k-124k €	98k-114k €	↗
Sales Engineer	91k-110k €	148k-177k €	154k-175k €	↗
Sales Manager	148k-174k €	179k-207k €	181k-211k €	↗
Sales Representative	80k-105k €	111k-135k €	125k-148k €	↗

Ukraine

Ukraine's economy is gradually recovering, supported by agriculture, IT, and industrial sectors.

Reconstruction efforts and infrastructure investments are driving growth, while exports and a skilled workforce help sustain economic activity and attract international investment.

x1.20

Local vs. International salaries³

10.1%

Salary Increase⁴

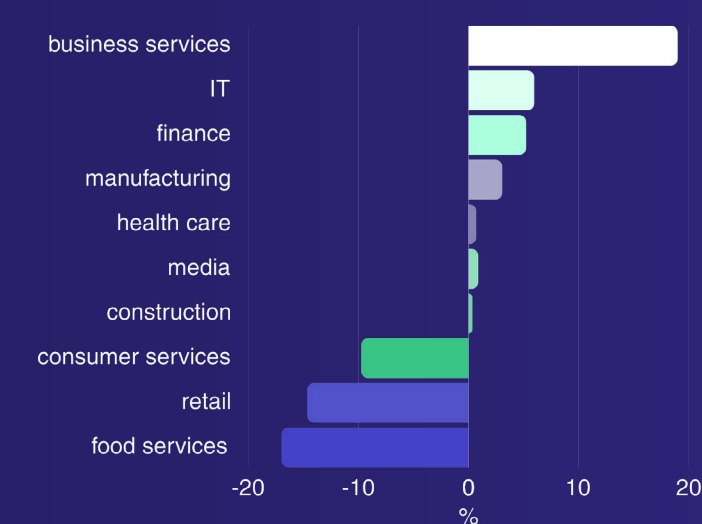
14.1%

Inflation rate⁵

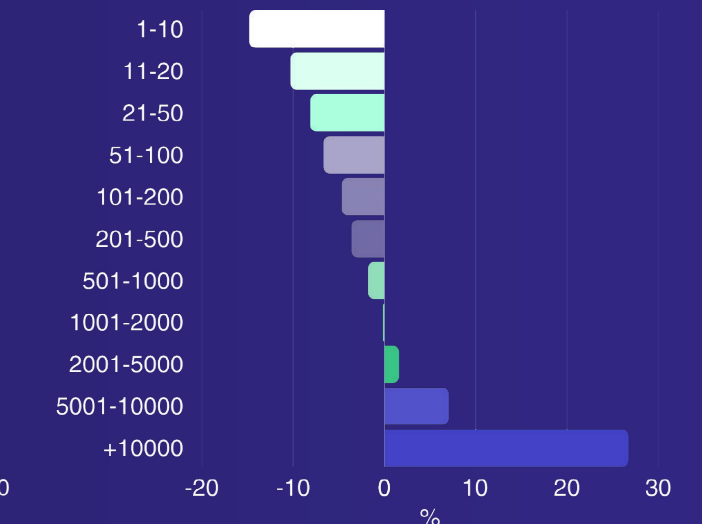
18.2

Cost of living + rent⁶

Sector distribution⁷



Company size distribution⁸



Gender occupation¹

70% men 30% women

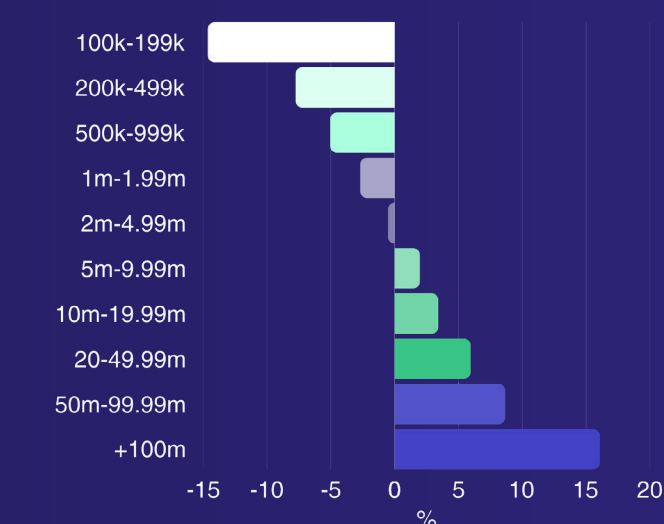


Remote work²

68% in site 32% remote



Funding distribution⁹ (\$)



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

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	815k -959k UAH (17k-20k €)	959k -1054k UAH (20k-22k €)	911k -1006k UAH (19k-21k €)	↗
Administrative Manager	1342k -1534k UAH (28k-32k €)	1582k -1870k UAH (33k-39k €)	2205k -2685k UAH (46k-56k €)	↗
Office Assistant	575k -671k UAH (12k-14k €)	671k -815k UAH (14k-17k €)	767k -911k UAH (16k-19k €)	↗
Office Manager	671k -767k UAH (14k-16k €)	719k -911k UAH (15k-19k €)	1246k -1342k UAH (26k-28k €)	↗
Payroll Manager	1438k -1534k UAH (30k-32k €)	1870k -2157k UAH (39k-45k €)	1726k -2013k UAH (36k-42k €)	↗

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	671k -911k UAH (14k-19k €)	767k -959k UAH (16k-20k €)	719k -959k UAH (15k-20k €)	↗

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	1198k -1486k UAH (25k-31k €)	1390k -1534k UAH (29k-32k €)	2061k -2205k UAH (43k-46k €)	↗
Customer Service Representative	911k -1006k UAH (19k-21k €)	1198k -1246k UAH (25k-26k €)	1294k -1438k UAH (27k-30k €)	↗
Customer Success Manager	959k -1294k UAH (20k-27k €)	1198k -1486k UAH (25k-31k €)	2061k -2301k UAH (43k-48k €)	↗

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	863k -1198k UAH (18k-25k €)	911k -1342k UAH (19k-28k €)	911k -1342k UAH (19k-28k €)	↗
Designer	1006k -1246k UAH (21k-26k €)	1342k -1870k UAH (28k-39k €)	1342k -1918k UAH (28k-40k €)	↗
Graphic Designer	959k -1102k UAH (20k-23k €)	1294k -1438k UAH (27k-30k €)	1294k -1438k UAH (27k-30k €)	↗
Product Designer	719k -863k UAH (15k-18k €)	959k -1294k UAH (20k-27k €)	1438k -1534k UAH (30k-32k €)	↗
Translator	671k -815k UAH (14k-17k €)	1006k -1246k UAH (21k-26k €)	1294k -1678k UAH (27k-35k €)	↗
User Experience Designer	575k -767k UAH (12k-16k €)	1054k -1294k UAH (22k-27k €)	959k -1246k UAH (20k-26k €)	↗
User Interface Designer	1006k -1150k UAH (21k-24k €)	1054k -1438k UAH (22k-30k €)	1630k -2301k UAH (34k-48k €)	↗

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	911k -1150k UAH (19k-24k €)	1198k -1630k UAH (25k-34k €)	1582k -2109k UAH (33k-44k €)	↗
Civil Engineer	815k -1054k UAH (17k-22k €)	719k -1006k UAH (15k-21k €)	1102k -1438k UAH (23k-30k €)	↗
Electrical Engineer	1102k -1534k UAH (23k-32k €)	1198k -1582k UAH (25k-33k €)	1534k -2013k UAH (32k-42k €)	↗
Engineer	1198k -1534k UAH (25k-32k €)	1390k -1774k UAH (29k-37k €)	1726k -2109k UAH (36k-44k €)	↗
Mechanical Engineer	911k -1198k UAH (19k-25k €)	1054k -1342k UAH (22k-28k €)	1294k -1678k UAH (27k-35k €)	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	1006k -1102k UAH (21k-23k €)	1006k -1150k UAH (21k-24k €)	1054k -1102k UAH (22k-23k €)	↗
Finance Analyst	1006k -1246k UAH (21k-26k €)	1150k -1486k UAH (24k-31k €)	1102k -1534k UAH (23k-32k €)	↗
Finance Assistant	671k -863k UAH (14k-18k €)	815k -1054k UAH (17k-22k €)	959k -1006k UAH (20k-21k €)	↗
Finance Manager	1390k -1726k UAH (29k-36k €)	1774k -2253k UAH (37k-47k €)	1822k -2253k UAH (38k-47k €)	↗
Sustainability Consultant	959k -1294k UAH (20k-27k €)	1198k -1390k UAH (25k-29k €)	863k -1150k UAH (18k-24k €)	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	1246k -1438k UAH (26k-30k €)	1870k -2109k UAH (39k-44k €)	1630k -1918k UAH (34k-40k €)	↗
Human Resources Generalist	959k -1294k UAH (20k-27k €)	1246k -1678k UAH (26k-35k €)	1294k -1678k UAH (27k-35k €)	↗
Human Resources Manager	1294k -1534k UAH (27k-32k €)	1726k -2253k UAH (36k-47k €)	2205k -2637k UAH (46k-55k €)	↗
Human Resources Specialist	767k -1006k UAH (16k-21k €)	863k -1054k UAH (18k-22k €)	1054k -1438k UAH (22k-30k €)	↗
Recruiter	911k -1246k UAH (19k-26k €)	1486k -1870k UAH (31k-39k €)	1534k -2013k UAH (32k-42k €)	↗
Talent Acquisition Manager	1438k -1726k UAH (30k-36k €)	2301k -2541k UAH (48k-53k €)	1822k -2253k UAH (38k-47k €)	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	767k -959k UAH (16k-20k €)	959k -1246k UAH (20k-26k €)	1102k -1342k UAH (23k-28k €)	Full report
Backend Developer	959k -1150k UAH (20k-24k €)	1102k -1390k UAH (23k-29k €)	1294k -1678k UAH (27k-35k €)	Full report
Business Intelligence Analyst	1438k -1726k UAH (30k-36k €)	1438k -1870k UAH (30k-39k €)	1534k -1965k UAH (32k-41k €)	Full report
Cyber Security Analyst	1102k -1534k UAH (23k-32k €)	1150k -1678k UAH (24k-35k €)	1150k -1774k UAH (24k-37k €)	Full report
Data Analyst	911k -1294k UAH (19k-27k €)	1054k -1390k UAH (22k-29k €)	1054k -1390k UAH (22k-29k €)	Full report
Data Engineer	911k -1198k UAH (19k-25k €)	863k -1198k UAH (18k-25k €)	1342k -1534k UAH (28k-32k €)	Full report
Data Scientist	959k -1198k UAH (20k-25k €)	1246k -1582k UAH (26k-33k €)	1726k -1822k UAH (36k-38k €)	Full report
Devops Engineer	1102k -1342k UAH (23k-28k €)	1390k -1678k UAH (29k-35k €)	2013k -2301k UAH (42k-48k €)	Full report
Frontend Developer	959k -1342k UAH (20k-28k €)	1102k -1534k UAH (23k-32k €)	1438k -1822k UAH (30k-38k €)	Full report
Full Stack Developer	719k -1054k UAH (15k-22k €)	911k -1390k UAH (19k-29k €)	1150k -1582k UAH (24k-33k €)	Full report
It Manager	1390k -1630k UAH (29k-34k €)	2013k -2301k UAH (42k-48k €)	2253k -2733k UAH (47k-57k €)	Full report
Machine Learning Engineer	815k -1102k UAH (17k-23k €)	959k -1342k UAH (20k-28k €)	1342k -1822k UAH (28k-38k €)	Full report
Python Developer	335k -527k UAH (7k-11k €)	383k -623k UAH (8k-13k €)	527k -863k UAH (11k-18k €)	Full report
Quality Assurance Engineer	863k -1246k UAH (18k-26k €)	1102k -1534k UAH (23k-32k €)	1630k -2061k UAH (34k-43k €)	Full report
Quality Assurance Manager	1438k -1726k UAH (30k-36k €)	1918k -2301k UAH (40k-48k €)	1870k -2157k UAH (39k-45k €)	Full report
Scrum Master	1054k -1390k UAH (22k-29k €)	1198k -1582k UAH (25k-33k €)	1246k -1630k UAH (26k-34k €)	Full report
Security Engineer	959k -1198k UAH (20k-25k €)	1102k -1342k UAH (23k-28k €)	1630k -2013k UAH (34k-42k €)	Full report
Software Developer	815k -1150k UAH (17k-24k €)	1102k -1438k UAH (23k-30k €)	1294k -1870k UAH (27k-39k €)	Full report
Software Engineer	767k -911k UAH (16k-19k €)	1054k -1198k UAH (22k-25k €)	1054k -1294k UAH (22k-27k €)	Full report
Software Engineering Manager	1342k -1486k UAH (28k-31k €)	1438k -1630k UAH (30k-34k €)	2493k -2733k UAH (52k-57k €)	Full report
Systems Engineer	1198k -1726k UAH (25k-36k €)	1486k -1918k UAH (31k-40k €)	1870k -2445k UAH (39k-51k €)	Full report
Test Automation Engineer	863k -1054k UAH (18k-22k €)	1150k -1342k UAH (24k-28k €)	1438k -1678k UAH (30k-35k €)	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	863k -1006k UAH (18k-21k €)	1342k -1630k UAH (28k-34k €)	1918k -2445k UAH (40k-51k €)	Full report
Legal Assistant	575k -767k UAH (12k-16k €)	767k -1054k UAH (16k-22k €)	815k -1102k UAH (17k-23k €)	Full report
Legal Counsel	815k -959k UAH (17k-20k €)	719k -815k UAH (15k-17k €)	719k -815k UAH (15k-17k €)	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	1198k -1486k UAH (25k-31k €)	1582k -1965k UAH (33k-41k €)	1726k -2205k UAH (36k-46k €)	Full report
Communications Specialist	1294k -1630k UAH (27k-34k €)	1198k -1438k UAH (25k-30k €)	1150k -1486k UAH (24k-31k €)	Full report
Community Manager	959k -1246k UAH (20k-26k €)	1054k -1294k UAH (22k-27k €)	1390k -1534k UAH (29k-32k €)	Full report
Digital Marketing Strategist	767k -863k UAH (16k-18k €)	959k -1150k UAH (20k-24k €)	1342k -1534k UAH (28k-32k €)	Full report
Marketing Assistant	623k -767k UAH (13k-16k €)	719k -959k UAH (15k-20k €)	863k -1054k UAH (18k-22k €)	Full report
Marketing Manager	1534k -1918k UAH (32k-40k €)	2013k -2733k UAH (42k-57k €)	2157k -2924k UAH (45k-61k €)	Full report
Marketing Specialist	815k -1150k UAH (17k-24k €)	1150k -1534k UAH (24k-32k €)	1150k -1534k UAH (24k-32k €)	Full report
Search Engine Optimizer	767k -863k UAH (16k-18k €)	1006k -1150k UAH (21k-24k €)	1006k -1150k UAH (21k-24k €)	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	815k -1054k UAH (17k-22k €)	1150k -1438k UAH (24k-30k €)	1342k -1630k UAH (28k-34k €)	↗
Operations Coordinator	575k -623k UAH (12k-13k €)	575k -671k UAH (12k-14k €)	623k -719k UAH (13k-15k €)	↗
Operations Manager	1342k -1726k UAH (28k-36k €)	1918k -2397k UAH (40k-50k €)	1678k -2109k UAH (35k-44k €)	↗
Project Manager	1198k -1582k UAH (25k-33k €)	1246k -1678k UAH (26k-35k €)	1342k -1918k UAH (28k-40k €)	↗
Supply Chain Manager	1294k -1438k UAH (27k-30k €)	1774k -2061k UAH (37k-43k €)	1726k -2061k UAH (36k-43k €)	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	815k -959k UAH (17k-20k €)	1006k -1102k UAH (21k-23k €)	1150k -1246k UAH (24k-26k €)	↗
Business Development Manager	1486k -1678k UAH (31k-35k €)	1438k -1582k UAH (30k-33k €)	1582k -1774k UAH (33k-37k €)	↗
Business Development Representative	575k -671k UAH (12k-14k €)	719k -911k UAH (15k-19k €)	959k -1342k UAH (20k-28k €)	↗
Sales Assistant	527k -623k UAH (11k-13k €)	767k -863k UAH (16k-18k €)	719k -959k UAH (15k-20k €)	↗
Sales Engineer	767k -1054k UAH (16k-22k €)	959k -1246k UAH (20k-26k €)	623k -959k UAH (13k-20k €)	↗
Sales Manager	1582k -2061k UAH (33k-43k €)	2301k -2733k UAH (48k-57k €)	2205k -2685k UAH (46k-56k €)	↗
Sales Representative	1006k -1246k UAH (21k-26k €)	1102k -1438k UAH (23k-30k €)	959k -1198k UAH (20k-25k €)	↗

United Kingdom

The United Kingdom maintains a diversified economy, driven by financial services, technology, and advanced manufacturing.

Strong domestic demand, innovation, and international trade continue to support growth, while investment in green industries and infrastructure strengthens long-term competitiveness.

Gender occupation¹

59% men

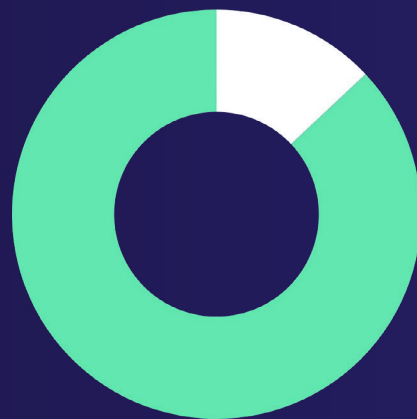
41% women



Remote work²

87% in site

13% remote



x1.26

Local vs. International salaries³

4.7%

Salary Increase⁴

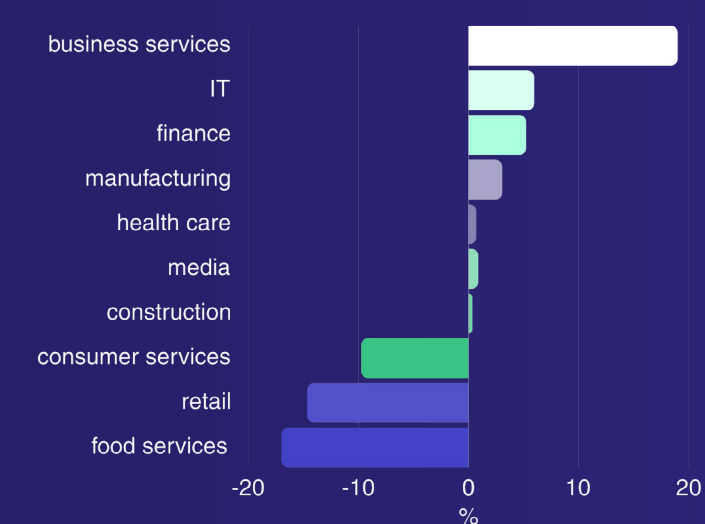
3.6%

Inflation rate⁵

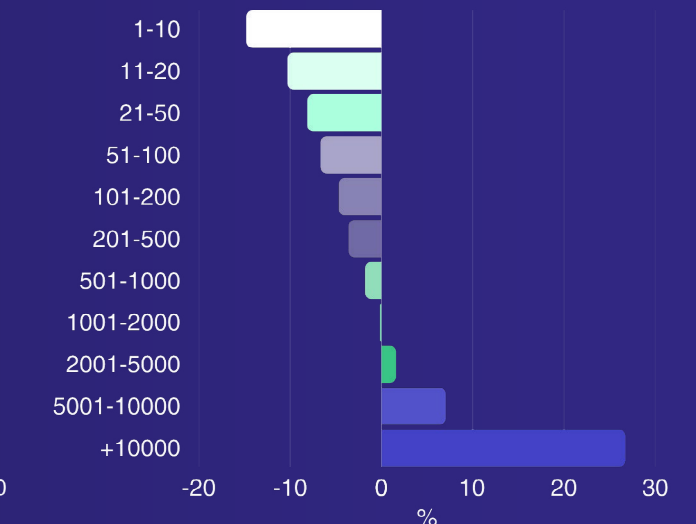
50.6

Cost of living + rent⁶

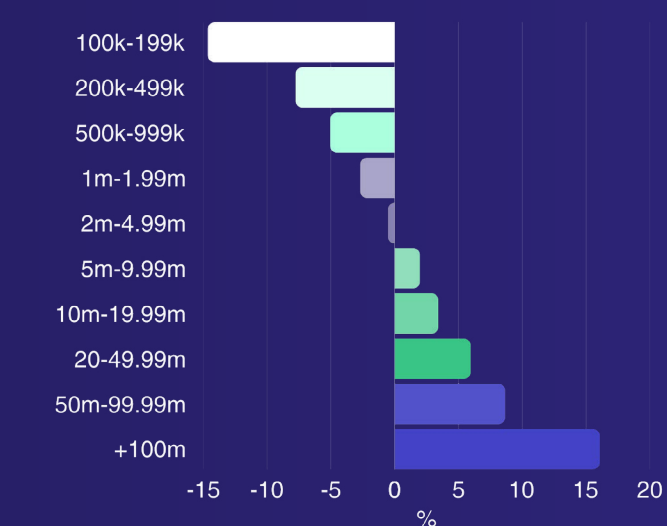
Sector distribution⁷



Company size distribution⁸



Funding distribution⁹ (\$)



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

United Kingdom

Administrative Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Administrative Coordinator	£36k -48k (43k-56k €)	£43k -55k (51k-64k €)	£41k -52k (48k-61k €)	Full report
Administrative Manager	£59k -70k (69k-82k €)	£66k -78k (77k-91k €)	£94k -101k (110k-118k €)	Full report
Office Assistant	£30k -36k (36k-43k €)	£40k -45k (47k-53k €)	£46k -55k (54k-64k €)	Full report
Office Manager	£39k -42k (46k-49k €)	£48k -53k (56k-62k €)	£74k -91k (87k-106k €)	Full report
Payroll Manager	£56k -67k (66k-78k €)	£67k -81k (79k-95k €)	£66k -77k (77k-90k €)	Full report

Consulting And Advisory Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Consultant	£45k -53k (53k-62k €)	£49k -55k (58k-65k €)	£53k -59k (62k-69k €)	Full report

Customer Support Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Customer Service Manager	£41k -47k (48k-55k €)	£54k -58k (63k-68k €)	£77k -84k (90k-98k €)	Full report
Customer Service Representative	£36k -38k (42k-45k €)	£38k -43k (45k-50k €)	£43k -49k (50k-58k €)	Full report
Customer Success Manager	£49k -59k (57k-69k €)	£57k -70k (67k-82k €)	£92k -107k (107k-125k €)	Full report

Design, Media, And Writing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Copy Writer	£49k -57k (58k-67k €)	£50k -61k (59k-71k €)	£55k -65k (64k-76k €)	Full report
Designer	£50k -63k (59k-74k €)	£71k -84k (83k-98k €)	£71k -83k (83k-97k €)	Full report
Graphic Designer	£49k -55k (57k-64k €)	£59k -67k (69k-78k €)	£58k -66k (68k-77k €)	Full report
Product Designer	£49k -61k (57k-71k €)	£61k -75k (72k-88k €)	£89k -104k (104k-121k €)	Full report
Translator	£43k -52k (50k-61k €)	£56k -70k (66k-82k €)	£69k -87k (81k-102k €)	Full report
User Experience Designer	£49k -58k (58k-68k €)	£56k -71k (66k-83k €)	£59k -72k (69k-84k €)	Full report
User Interface Designer	£43k -52k (50k-61k €)	£49k -55k (58k-65k €)	£67k -75k (79k-88k €)	Full report

Engineering And Technical Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Architect	£48k -60k (56k-70k €)	£52k -70k (61k-82k €)	£63k -79k (74k-93k €)	↗
Civil Engineer	£44k -52k (52k-61k €)	£45k -54k (53k-63k €)	£47k -61k (55k-71k €)	↗
Electrical Engineer	£43k -53k (51k-62k €)	£46k -61k (54k-71k €)	£54k -67k (63k-79k €)	↗
Engineer	£52k -59k (61k-69k €)	£52k -61k (61k-72k €)	£64k -77k (75k-90k €)	↗
Mechanical Engineer	£45k -54k (53k-63k €)	£52k -61k (61k-72k €)	£54k -63k (63k-74k €)	↗

Finance Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Accounting Specialist	£41k -46k (48k-54k €)	£47k -55k (55k-64k €)	£46k -52k (54k-61k €)	↗
Finance Analyst	£43k -48k (50k-56k €)	£48k -53k (56k-62k €)	£48k -54k (56k-63k €)	↗
Finance Assistant	£27k -33k (32k-39k €)	£35k -42k (41k-49k €)	£41k -46k (48k-54k €)	↗
Finance Manager	£60k -68k (70k-80k €)	£71k -80k (83k-94k €)	£70k -80k (82k-94k €)	↗
Sustainability Consultant	£41k -48k (48k-56k €)	£54k -63k (63k-74k €)	£62k -66k (73k-77k €)	↗

Human Resources Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Human Resources Business Partner	£48k -61k (56k-71k €)	£57k -71k (67k-83k €)	£61k -73k (71k-86k €)	↗
Human Resources Generalist	£47k -56k (55k-66k €)	£53k -63k (62k-74k €)	£51k -60k (60k-70k €)	↗
Human Resources Manager	£56k -61k (66k-72k €)	£80k -90k (94k-105k €)	£66k -77k (77k-90k €)	↗
Human Resources Specialist	£38k -48k (45k-56k €)	£38k -47k (45k-55k €)	£43k -52k (51k-61k €)	↗
Recruiter	£40k -49k (47k-57k €)	£49k -55k (57k-65k €)	£49k -55k (57k-65k €)	↗
Talent Acquisition Manager	£62k -80k (73k-94k €)	£97k -116k (113k-136k €)	£85k -105k (99k-123k €)	↗

Information Technology Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Applications Developer	£43k -49k (51k-57k €)	£43k -50k (50k-59k €)	£54k -64k (63k-75k €)	Full report
Backend Developer	£45k -55k (53k-64k €)	£49k -60k (57k-70k €)	£61k -77k (71k-90k €)	Full report
Business Intelligence Analyst	£49k -55k (57k-65k €)	£52k -60k (61k-70k €)	£52k -61k (61k-71k €)	Full report
Cyber Security Analyst	£49k -64k (58k-75k €)	£52k -67k (61k-78k €)	£53k -66k (62k-77k €)	Full report
Data Analyst	£44k -52k (52k-61k €)	£49k -61k (58k-71k €)	£49k -62k (58k-73k €)	Full report
Data Engineer	£46k -55k (54k-64k €)	£50k -60k (59k-70k €)	£69k -86k (81k-100k €)	Full report
Data Scientist	£38k -45k (45k-53k €)	£43k -49k (51k-57k €)	£51k -60k (60k-70k €)	Full report
Devops Engineer	£50k -57k (59k-67k €)	£56k -67k (66k-78k €)	£75k -85k (88k-99k €)	Full report
Frontend Developer	£48k -58k (56k-68k €)	£54k -69k (63k-81k €)	£76k -94k (89k-110k €)	Full report
Full Stack Developer	£46k -58k (54k-68k €)	£56k -73k (66k-85k €)	£68k -89k (80k-104k €)	Full report
It Manager	£56k -60k (66k-70k €)	£77k -82k (90k-96k €)	£92k -98k (108k-115k €)	Full report
Machine Learning Engineer	£47k -57k (55k-67k €)	£50k -58k (59k-68k €)	£65k -76k (76k-89k €)	Full report
Python Developer	£39k -46k (46k-54k €)	£42k -53k (49k-62k €)	£51k -63k (60k-74k €)	Full report
Quality Assurance Engineer	£40k -50k (47k-59k €)	£44k -57k (52k-67k €)	£52k -66k (61k-77k €)	Full report
Quality Assurance Manager	£68k -74k (80k-87k €)	£86k -92k (101k-107k €)	£81k -86k (95k-101k €)	Full report
Scrum Master	£41k -49k (48k-58k €)	£43k -51k (50k-60k €)	£48k -60k (56k-70k €)	Full report
Security Engineer	£46k -53k (54k-62k €)	£49k -54k (57k-63k €)	£52k -61k (61k-72k €)	Full report
Software Developer	£44k -54k (52k-63k €)	£49k -57k (57k-67k €)	£62k -77k (73k-90k €)	Full report
Software Engineer	£43k -50k (50k-59k €)	£45k -55k (53k-64k €)	£55k -67k (64k-78k €)	Full report
Software Engineering Manager	£59k -66k (69k-77k €)	£67k -73k (78k-86k €)	£110k -121k (128k-141k €)	Full report
Systems Engineer	£47k -58k (55k-68k €)	£50k -66k (59k-77k €)	£59k -76k (69k-89k €)	Full report
Test Automation Engineer	£35k -39k (41k-46k €)	£46k -49k (54k-58k €)	£52k -63k (61k-74k €)	Full report

Law, Compliance, And Public Safety Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Lawyer	£47k -55k (55k-64k €)	£59k -73k (69k-85k €)	£78k -86k (91k-100k €)	Full report
Legal Assistant	£30k -36k (35k-43k €)	£37k -49k (44k-57k €)	£43k -51k (51k-60k €)	Full report
Legal Counsel	£42k -46k (49k-54k €)	£45k -53k (53k-62k €)	£45k -53k (53k-62k €)	Full report

Marketing Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Brand Manager	£47k -61k (55k-71k €)	£50k -61k (59k-71k €)	£51k -61k (60k-71k €)	Full report
Communications Specialist	£55k -62k (65k-73k €)	£54k -61k (63k-72k €)	£56k -64k (66k-75k €)	Full report
Community Manager	£46k -57k (54k-67k €)	£69k -82k (81k-96k €)	£72k -80k (84k-94k €)	Full report
Digital Marketing Strategist	£34k -39k (40k-46k €)	£40k -49k (47k-57k €)	£57k -71k (67k-83k €)	Full report
Marketing Assistant	£35k -42k (41k-49k €)	£43k -49k (51k-58k €)	£49k -58k (58k-68k €)	Full report
Marketing Manager	£67k -79k (79k-92k €)	£92k -103k (108k-120k €)	£98k -110k (115k-128k €)	Full report
Marketing Specialist	£39k -48k (46k-56k €)	£51k -63k (60k-74k €)	£52k -65k (61k-76k €)	Full report
Search Engine Optimizer	£37k -42k (44k-49k €)	£42k -49k (49k-57k €)	£40k -49k (47k-57k €)	Full report

Operations Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Logistician	£45k -55k (53k-65k €)	£51k -63k (60k-74k €)	£66k -78k (77k-91k €)	↗
Operations Coordinator	£30k -34k (35k-40k €)	£34k -37k (40k-44k €)	£33k -37k (39k-44k €)	↗
Operations Manager	£58k -65k (68k-76k €)	£74k -87k (87k-102k €)	£70k -88k (82k-103k €)	↗
Project Manager	£47k -59k (55k-69k €)	£50k -65k (59k-76k €)	£56k -73k (66k-86k €)	↗
Supply Chain Manager	£66k -73k (77k-86k €)	£78k -86k (91k-101k €)	£76k -85k (89k-99k €)	↗

Sales Salary Bands

Title	SMEs ¹⁰	Startups ¹¹	Corporates ¹²	Full report
Account Manager	£54k -61k (63k-71k €)	£63k -70k (74k-82k €)	£68k -74k (80k-87k €)	↗
Business Development Manager	£70k -80k (82k-94k €)	£72k -79k (84k-92k €)	£77k -86k (90k-101k €)	↗
Business Development Representative	£36k -47k (42k-55k €)	£55k -67k (64k-79k €)	£82k -92k (96k-108k €)	↗
Sales Assistant	£30k -35k (36k-41k €)	£45k -55k (53k-64k €)	£50k -60k (59k-70k €)	↗
Sales Engineer	£42k -55k (49k-64k €)	£58k -79k (68k-92k €)	£54k -70k (63k-82k €)	↗
Sales Manager	£85k -101k (99k-118k €)	£104k -122k (121k-143k €)	£110k -123k (128k-144k €)	↗
Sales Representative	£47k -55k (55k-64k €)	£51k -60k (60k-70k €)	£53k -63k (62k-74k €)	↗

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 Occupation:** 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 Work:** This chart shows the proportion of white-collar workers who work remotely. 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. Local vs. International Salaries:** This chart compares the proportion of local employees to international (expat) workers within the white-collar workforce. It highlights the level of global talent integration in the country and provides insights into cultural diversity, labor mobility, and reliance on expatriate expertise.
- 4. % Salary Increase:** This figure provides the percentage increase in average salaries in the country over the last year. It reflects salary growth trends and is crucial for assessing competitiveness in attracting talent.
- 5. 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.
- 6. 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.

- 7. Sector distribution:** This visualization shows the breakdown of white-collar workers across different industries, such as Information Technology, Finance, Healthcare, Education, and Manufacturing. It helps identify which sectors dominate the labor market and where the most demand for talent exists.
- 8. Company size distribution:** This chart illustrates the proportion of workers employed in companies of varying sizes, from micro-businesses to large enterprises. It provides insights into the organizational landscape of the country, showing whether the workforce is primarily employed by startups, SMEs, or corporates.
- 9. Funding Distribution:** This figure represents how companies are distributed across different funding levels, ranging from early-stage seed funding to large-scale investments. It gives a sense of the maturity and financial strength of businesses in the country, which can be an indicator of economic growth and job stability.
- 10. SMEs:** SMEs refers to very small companies, typically with 1 to 10 employees. These companies usually have limited funding, in the range of \$100k – \$199k, and are often in early stages of development. Due to their small size and limited resources, salary bands in SMEs companies tend to be lower compared to larger organizations, but they may offer more flexible or equity-based compensation.
- 11. Startups:** Startups are companies in a grow-

th-oriented phase, usually operating in the Information Technology sector. Their funding ranges from \$20M to over \$100M, indicating strong financial backing and potential for rapid expansion. Salary bands in startups are generally competitive, often including a mix of base salary, bonuses, and stock options to attract and retain talent in a highly competitive market.

- 12. Corporates:** Corporates are large-scale companies with 10,001+ employees. These organizations are well-established and typically have stable revenue streams. Salary bands in corporates tend to be structured and predictable, reflecting seniority levels, formal HR policies, and standardized compensation frameworks.

*** The salary figures presented are based on the country's capital city to ensure relevance for most professionals and businesses. For a more accurate and tailored view, we recommend using the TalentUp Salary Platform to filter data according to your specific needs.**

