



DACH 2025/26 SALARY GUIDE



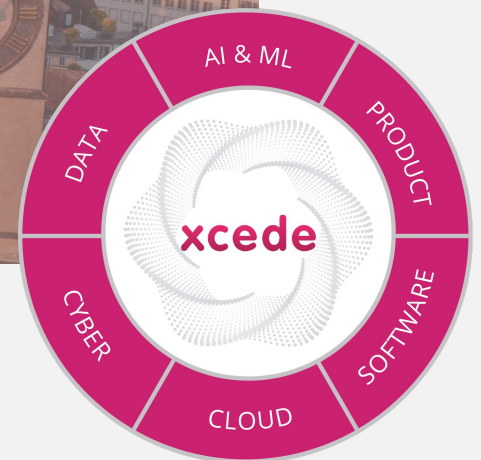
AWARD WINNING RECRUITMENT AGENCY



Technology Recruitment
Agency of the Year
Highly Commended 2024

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ABOUT XCEDE

We connect companies with exceptional professionals that empower growth.

Founded in 2003, our specialists provide global transformational talent in Data, AI & Machine Learning, Product, Software, Cloud and Cyber. We work with businesses, from pioneering start-ups to international brands, to find project-based or permanent talent that enables innovation in line with their vision and goals.

Across our key areas, our experts operate with a keen focus on delivering excellence and expertise for our clients, candidates and colleagues.

INTRODUCTION

The Xcede DACH Salary Guide is a comprehensive analysis of key trends in the German, Austrian and Swiss job markets for 2025 and an outlook for 2026 in our specialist sectors: Data & AI, Product, Software, Cloud, and Cyber.

This report is a definitive resource for professionals, businesses, and decision-makers seeking valuable insights into salary bandings and employment opportunities across thriving industries. Through meticulous research and data collection, we present a detailed overview of how the job landscape evolved and provide a glimpse into the prevailing dynamics shaping workforces in 2025-2026.

Join us as we delve into the emerging trends and explore the promising prospects that await job seekers and employers across these pivotal sectors in the DACH region.



DATA & AI

PERMANENT ROLE	JUNIOR	MID-LEVEL	SENIOR	LEAD	HEAD OF
AI & Research	€61 000	€76 000	€102 000	€129 000	€159 000
Product Analytics	€48 000	€72 000	€89 000	€109 000	€130 000
Data Engineering	€53 000	€68 000	€93 000	€118 000	€162 000
CRM & Marketing Analytics	€45 000	€60 000	€89 000	€90 000	€118 000
BI & Data Warehousing			€80 000	€93 000	
Digital Analytics & Optimisation	€42 000	€57 000	€72 000	€84 000	€120 000
Data Science	€43 000	€63 000	€95 000	€116 000	€155 000
Machine Learning Engineering	€50 000	€74 000	€99 000	€125 000	€153 000
Data Governance	€61 000			€103 000	€133 000
Analytics Engineering	€40 000	€60 000	€93 000	€108 000	

CONTRACT ROLE	DAY RATE
AI & Research	€800 - €1 050
Product Analytics	€500 - €650
Data Engineering	€600 - €750
CRM & Marketing Analytics	€450 - €600
BI & Data Warehousing	€600 - €700
Digital Analytics & Optimisation	€600 - €750
Customer Insight	€525 - €675
Data Science	€575 - €650
Data Analytics	€500 - €600
Machine Learning Engineering	€475 - €650
Business Analyst	€500 - €625
Data Governance	€600 - €700

DATA & AI

"AI adoption accelerated across the DACH region in 2025, with Germany leading the way - 82% of companies increased their AI budgets, up from 53% in 2024. But spending alone won't define success. The organisations driving real business value from AI, with strong data governance and security practices, will come out ahead - especially in light of 131,000 cyberattacks recorded last year.

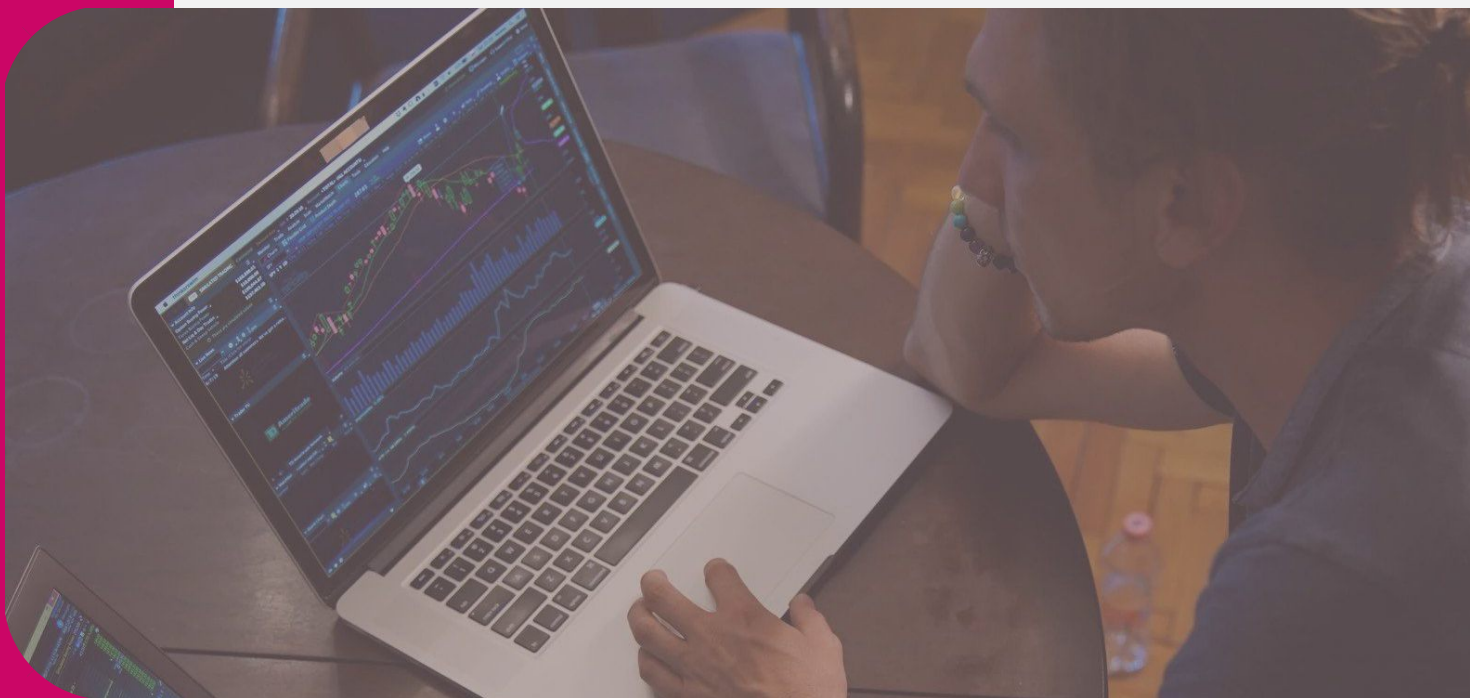
Demand remains high for data engineers, MLOps experts, and governance specialists, while talent with experience building scalable, compliant systems is in short supply. German-speaking professionals with strong stakeholder skills are increasingly sought after, as automation reduces manual tasks and heightens the need for strategic communication.

On the candidate side, we are seeing more professionals prioritise flexibility, development opportunities, and a clear understanding of how their work makes a difference. To retain top talent, businesses need to give data teams genuine ownership and influence over the product lifecycle."



NORMAN CISTOVAS

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PRODUCT

PERMANENT ROLE	JUNIOR	MID-LEVEL	SENIOR	LEAD	HEAD OF
Product Management	€59 000	€80 000	€95 000	€111 000	€145 000
Data Product Management	-	€85 000	€103 000	€118 000	
AI Product Management	-	€89 000	€110 000	€137 000	
Technical Product Management	-	€84 000	€101 000	€115 000	
Product Owner	€57 000	€69 000	€91 000	€108 000	
Service Design	€40 000	€63 000	€85 000	€91 000	€113 000
UX Research	€46 000		€74 000	€97 000	€124 000
UX Design			€80 000		
Product Design	€51 000	€74 000	€91 000	€108 000	

CONTRACT ROLE	DAY RATE
Product Management	€550 - €700
AI Product Management	€650 - €800
Technical Product Management	€550 - €700
Service Design	€575 - €675
UX Research	€475 - €550
UX Design	€400 - €550
Product Design	€450 - €600
Data Product Management	€550 - €650
Content Design	€380 - €450
Product Owner	€550 - €650

PRODUCT

“In the first half of 2025, the Product market across the DACH region has shown early signs of recovery, driven by renewed investment in AI. While hiring remains cautious, roles such as Senior Product Manager and Principal Product Manager are still commanding high salaries.

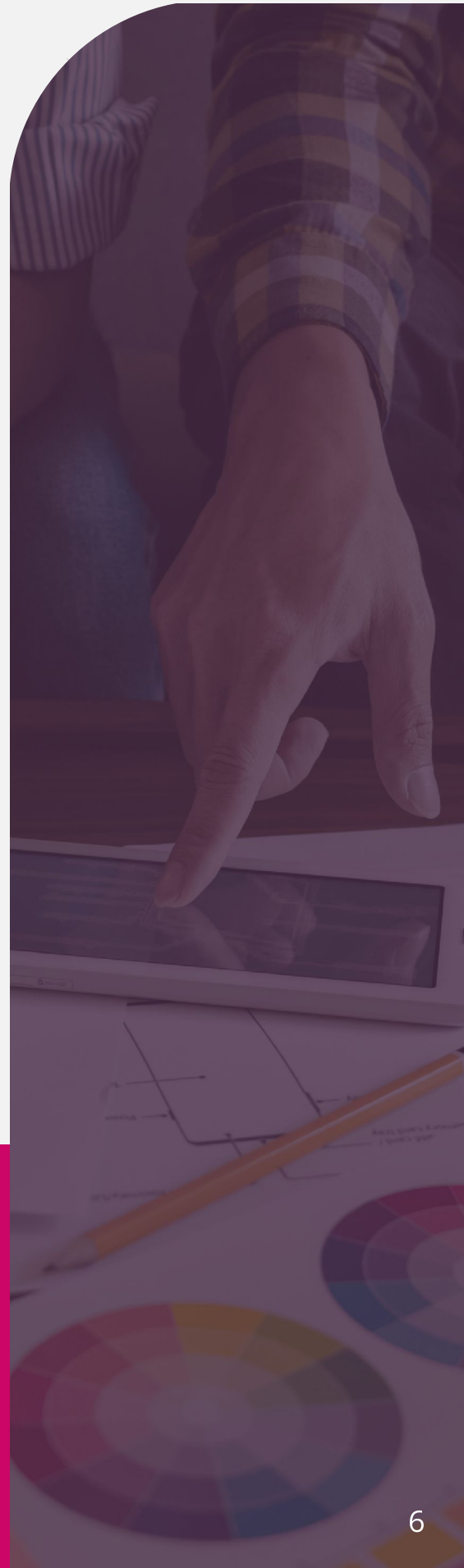
Most companies continue to build lean product squads aligned with engineering pods, but the real shift is in the type of products being developed. Agentic AI solutions and green energy tech are taking centre stage. That's where we're seeing the most demand for strategic product leadership, especially those who can help bring AI applications into production. The challenge now lies in finding Product talent with the right blend of technical and domain expertise to navigate these emerging industries.

For candidates, job security and flexibility have become major priorities. Remote work remains a key demand, even as more companies push for office returns, and while salaries remain important, many candidates are showing greater willingness to compromise on pay in exchange for stability and work-life balance.”



MATTHEW REES-DAVIS

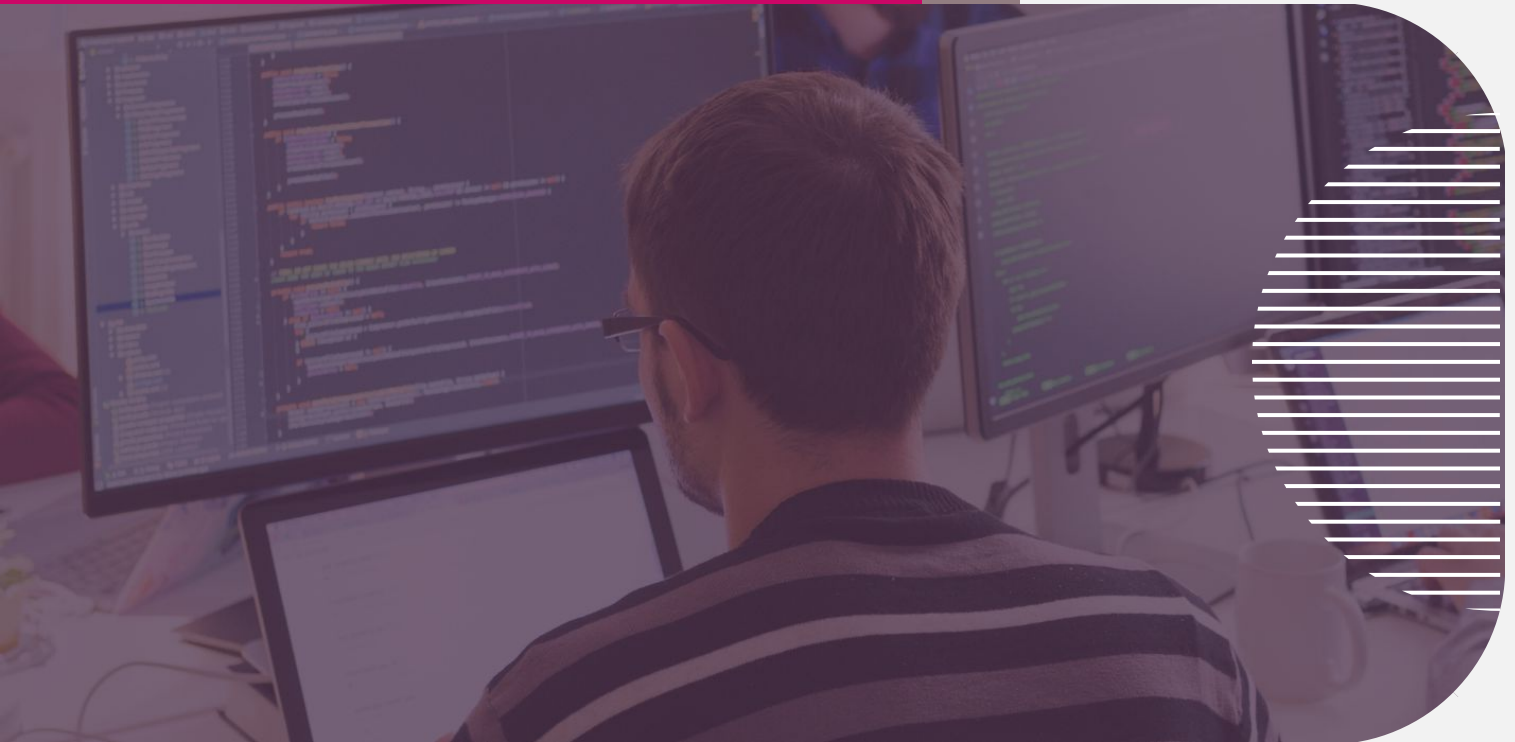
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SOFTWARE

PERMANENT ROLE	JUNIOR	MID-LEVEL	SENIOR	LEAD
Java / Kotlin / Spring	€51 000	€71 000	€94 000	€108 000
Scala / Clojure / Haskell	€57 000	€82 000	€102 000	€125 000
Python		€76 000	€99 000	€119 000
Golang	€59 000	€84 000	€111 000	€125 000
C++	€74 000	€93 000	€116 000	€145 000
Frontend JavaScript / React	€48 000	€69 000	€93 000	€102 000
Backend Node / TypeScript / JS	€57 000	€74 000	€102 000	€119 000
Applications Architect	€118 000			
C# / .NET	€51 000	€63 000	€93 000	€106 000
Engineering Manager	€116 000			
Head of Engineering (NEW)	€132 000			
Mobile Development	€50 000	€74 000	€99 000	€124 000
Testing & QA	€43 000	€55 000	€72 000	€93 000
DevOps / SRE	€59 000	€77 000	€102 000	€121 000

CONTRACT ROLE	DAY RATE
C# / .Net	€475 - €660
Java / Kotlin / Scala	€525 - €600
Python	€550 - €900
Golang	€450 - €650
C ++	€550 - €750
Front End JavaScript / React	€525 - €625
Back End Node / TypeScript / JS	€425 - €575
Applications Architect	€500 - €900
Engineering Management	€600 - €750
Mobile Development	€500 - €650
Testing & QA	€350 - €650



SOFTWARE

"Despite ongoing economic uncertainty, the software development market across the DACH region has remained resilient this year, with continued investment in engineering talent across SaaS, e-commerce, and industrial tech. Demand is particularly strong for experienced developers in backend, frontend, platform, and mobile roles with cloud fluency, security awareness, and cross-functional collaboration becoming essential.

Salaries remain competitive and vary depending on location and tech stack. However, many companies are struggling to find versatile engineers with strong problem-solving skills and hands-on experience across multiple stacks.

Looking ahead, hiring will increasingly favour adaptable developers who can navigate everything from microservices and frontend frameworks to infrastructure as code. To attract and retain top talent, employers must offer more than just compensation. They need to provide flexible working conditions, challenging projects, and clear pathways for career growth through mentorship and upskilling. The companies that get this right will be best positioned to scale and innovate through the rest of 2025 and beyond."



THOMAS DOBBIE
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CLOUD

PERMANENT ROLE	JUNIOR	MID-LEVEL	SENIOR	LEAD
Infrastructure	€40 000	€50 000 - €80 000	€80 000 - €120 000	€90 000 - €140 000
EUC / Workplace	€35 000			
Cloud / Platforms	€45 000	€55 000 - €85 000		€100 000 - €140 000
Networks	€40 000			€90 000 - €140 000
Project / Service Management	-	€65 000 - €75 000	€80 000 - €95 000	€90 000 - €110 000
Programme Management / Transformation	-	-	€100 000 - €150 000	€120 000 - €170 000

CONTRACT ROLE	DAY RATE
Infrastructure	€500 - €900
End-User Computing	€400 - €800
Cloud	€600 - €1 000
Networks	€500 - €1 000
Service Management / Delivery	€450 - €950

CLOUD

"The DACH cloud market gained strong momentum in 2025, with hiring activity expected to surge moving forward. Demand remains high for specialists in DevOps, platform engineering, and site reliability, with AWS experience, Kubernetes, and Terraform now seen as essential skills.

Employers are placing greater value on highly specialised skills, with both clients and candidates prioritising exact technical matches over broader generalist experience.

While remote work remains a top priority for many candidates, there's growing openness to hybrid models. To secure top talent, employers must provide technical clarity, flexible working options, and well-defined progression paths. As infrastructure continues to underpin digital transformation, cloud roles will remain critical, and largely AI-resilient, well into 2025 and beyond."



DIMITAR KOLEV
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CYBER

PERMANENT ROLE	SALARY RANGE
Head of Cyber	€110 000 - €180 000
Cloud Security Architect	€75 000 - €130 000
Cloud Security Engineer	€60 000 - €110 000
Security Engineer	€55 000 - €110 000
IAM Architect	€75 000 - €125 000
IAM Engineer	€60 000 - €85 000
IAM Developer	€50 000 - €85 000
DevSecOps	€80 000 - €130 000
SOC Analyst	€45 000 - €85 000
Incident Response / Digital Forensics	€75 000 - €100 000
Security GRC	€75 000 - €110 000

	CONTRACT ROLE	DAY RATE
CORE	Cloud Security Architect	€600 - €1 000
	Network Security Architect	€600 - €950
	Network Security Engineer	€500 - €875
MICROSOFT	Cloud Identity / Digital Identity Consultant	€900 - €1 100
	Microsoft Cloud Security Engineer	€700 - €950

CYBER

“As we move through 2025 and into 2026, the DACH cyber security market continues to be shaped by a high demand for niche technical skillsets, particularly in Identity & Access Management (IAM), Governance, Risk & Compliance (GRC), Cloud Security, and DevSecOps. Roles that combine deep technical expertise with strong communication and stakeholder management skills, such as consultants or engineers transitioning into architects, are seeing the highest salaries.

Candidates are prioritising flexibility above all else. In Germany, remote work, work-life balance, and even options for ‘workations’ are often non-negotiable. Employers who embrace flexible work models and promote collaborative, people-first team cultures are far more likely to attract and retain top talent.

Moving forward, the integration of AI into cyber workflows will likely shift more routine tasks towards automation, placing an even greater emphasis on specialists who can combine technical depth with human judgment and interpersonal effectiveness.”



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CONTACT US

If you need guidance for your next career move, are searching for a new role, or want to find transformational talent for your project, we provide support across our specialisms globally.



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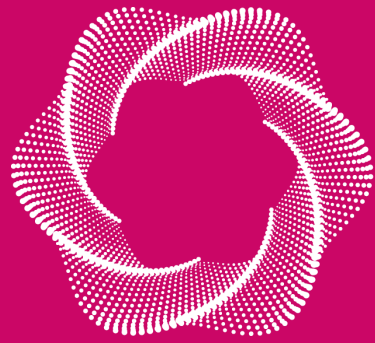
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