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SALARY GUIDE GERMANY 23/24

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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, 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 Salary Guide Germany is a comprehensive analysis of key trends in the German job market for 2023 and an outlook for 2024 in our specialist sectors: data, product, cyber, cloud, and software.

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 2023-2024.

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 Germany.

DATA

ROLE	JUNIOR	MID-LEVEL	SENIOR	LEAD	HEAD OF
Data Engineer	65,000€	80,000€	90,000€	105,000€	130,000€
Data Architect	N/A	85,000€	105,000€	120,000€	140,000€
Data Solutions Architect	N/A	85,000€	105,000€	120,000€	140,000€
Data Warehouse Engineer	65,000€	75,000€	85,000€	100,000€	110,000€
Data Warehouse Architect	N/A	85,000€	100,000€	110,000€	120,000€
Big Data Architect	65,000€	80,000€	90,000€	105,000€	130,000€
DataOps Engineer	70,000€	85,000€	95,000€	110,000€	130,000€
Data Scientist	60,000€	70,000€	80,000€	100,000€	130,000€
ML Engineer	65,000€	75,000€	85,000€	110,000€	140,000€
MLOps Engineer	75,000€	83,000€	95,000€	110,000€	140,000€
NLP / Computer Vision Expert	70,000€	80,000€	90,000€	120,000€	140,000€
Product Analyst	60,000€	70,000€	80,000€	90,000€	100,000€
Marketing Analyst	55,000€	65,000€	75,000€	90,000€	100,000€
Data / BI Analyst	55,000€	65,000€	75,000€	90,000€	110,000€+
Analytics Engineer	65,000€	75,000€	85,000€	100,000€	120,000€
Digital / Web Analyst	55,000€	65,000€	75,000€	90,000€	100,000€
Tracking Specialist	60,000€	70,000€	85,000€	90,000€	100,000€

"Over the last 18 months, we have witnessed significant data trends influencing the business landscape in Germany. Artificial intelligence and machine learning gained prominence, automating processes and enhancing customer experiences. Ensuring data privacy and security became a paramount concern, with robust measures and strict adherence to GDPR compliance safeguarding personal data. The convergence of Edge Computing and the Internet of Things (IoT) enabled real-time data processing and widespread adoption. Cloud Migration and Hybrid Solutions gathered momentum, offering scalability and cost-effectiveness. Ethical data governance and advanced analytics supported confident data-driven decisions. Businesses that embrace these trends will stay competitive in a data-driven market."

- XCEDE'S EXPERT OPINION: DATA

"The growth of the general market has slowed and stagnated throughout 2023 as companies and businesses come to terms with inflation and the higher cost of living. However, this brings faster-changing customer demands, and product managers must continually adapt to ever-changing trends. There will be greater demand for product talent as product-led growth becomes more important. There is a higher demand for product managers who can lead cross-functional teams to deliver successful products. The role of a Product Manager is getting more complicated, with an emerging need for different roles and hierarchies within the product team. On top of this, product leaders need more talent to build out their function beneath them to keep up with these demands, leading to higher competition and becoming one of the most sought-after technology jobs."

- XCEDE'S EXPERT OPINION: PRODUCT

PRODUCT

ROLE	JUNIOR	MID-LEVEL	SENIOR	LEAD	HEAD OF
Product Manager	57,000€	75,000€	88,000€	100,000€	120,000€+
Product Owner	50,000€	65,000€	80,000€	90,000€	120,000€+
UX Researcher	45,000€	65,000€	78,000€	88,000€	100,000€+
UX Designer	50,000€	70,000€	85,000€	95,000€	110,000€+
Product Designer	50,000€	68,000€	85,000€	95,000€	120,000€+
Performance Marketing	45,000€	60,000€	75,000€	80,000€	95,000€+
CRM	45,000€	58,000€	70,000€	78,000€	90,000€+
SEO	40,000€	60,000€	75,000€	80,000€	90,000€+

SOFTWARE

ROLE	JUNIOR	MID-LEVEL	SENIOR	LEAD	HEAD OF
Frontend Developer	50,000€	65,000€	75,000€	85,000€	100,000€
Backend Developer	55,000€	70,000€	80,000€	90,000€	110,000€
Fullstack Developer	55,000€	70,000€	80,000€	90,000€	110,000€
QA Engineer	45,000€	55,000€	70,000€	80,000€	100,000€
DevOps Engineer	55,000€	70,000€	80,000€	90,000€	110,000€
iOS Developer	55,000€	70,000€	80,000€	90,000€	110,000€
Android Developer	55,000€	70,000€	80,000€	90,000€	110,000€
Software Architect	70,000€	85,000€	110,000€	120,000€	130,000€
Solution Architect	70,000€	85,000€	110,000€	120,000€	130,000€
Enterprise Architect	100,000€	110,000€	120,000€	130,000€	140,000€

"In 2022, Germany experienced an unprecedented two-year salary increase, with a particular focus on Berlin. The city, once among the lowest-paid in the Technology sector due to its affordability, now boasts the highest salaries. Senior software engineers saw their average base salary rise from 65,000-70,000€ pre-pandemic to around 80,000-85,000€ within two years.

This salary surge may be attributed to significant investments by venture capitalists, leading to record-breaking funding rounds. Consequently, more companies achieved Unicorn status or reached a 1 billion euro valuation within a year of establishment.

Companies in Berlin also offered RSUs or VSOPs in addition to base salaries to secure top talent, setting them apart from other German cities. The absence of similar VC funding and major US companies in these cities may explain the disparity in salary growth. US companies typically offer high base salaries, often supplemented with stock options, making them tough competitors for employers throughout Germany, unable to match the allure for top talent from Berlin."

- XCEDE'S EXPERT OPINION: SOFTWARE

"In the era of persistent cyber threats, Germany's recruitment landscape fiercely vies for top cyber security talent. Organisations aggressively seek professionals with advanced threat detection, incident response, and risk mitigation expertise. Additionally, there is a growing emphasis on individuals proficient in securing cloud environments, managing data privacy regulations, and implementing robust security architectures. Companies are offering competitive compensation packages, career growth opportunities, and investing in continuous training programs to attract and retain such talent. As Germany strengthens its cyber resilience, the demand for skilled cyber security experts remains high, making it an exciting time for professionals seeking to make a meaningful impact in protecting digital assets."

- XCEDE'S EXPERT OPINION: CYBER

CYBER

ROLE	JUNIOR	MID-LEVEL	SENIOR	LEAD
IAM Architect	75,000€	85,000€	115,000€	125,000€
IAM Engineer / Consultant	45,000€	80,000€	100,000€	N/A
IAM Developer	60,000€	70,000€	80,000€	N/A
Security Architect	85,000€	105,000€	130,000€	140,000€
Security Engineer	65,000€	80,000€	100,000€	110,000€
Information Security Officer	70,000€	85,000€	110,000€	125,000€
InfoSec Expert	55,000€	70,000€	95,000€	N/A
Data Protection	50,000€	65,000€	90,000€	N/A
GRC Consultant	65,000€	80,000€	100,000€	N/A
SOC Analyst	65,000€	80,000€	100,000€	112,000€
Incident Response / Digital Forensics	65,000€	80,000€	100,000€	112,000€
DevSecOps	65,000€	80,000€	100,000€	115,000€
Cyber Security Consultant	55,000€	80,000€	130,000€	N/A

CLOUD

ROLE	JUNIOR	MID-LEVEL	SENIOR	LEAD	HEAD OF
Infrastructure	55,000€	70,000€	87,000€	100,000€	115,000€
End-User Computing	50,000€	66,000€	75,000€	95,000€	110,000€
Cloud	55,000€	75,000€	95,000€	105,000€	130,000€
Networks	50,000€	70,000€	85,000€	100,000€	110,000€
Service Management / Delivery	47,000€	65,000€	73,000€	95,000€	105,000€
Cloud Architect	60,000€	80,000€	110,000€	120,000€	130,000€
Cloud Engineer	55,000€	70,000€	80,000€	90,000€	110,000€

"Hiring trends in Germany throughout 2023 and beyond, show a consistent demand for Cloud Architects due to widespread Cloud adoption. Cost optimisation roles are emerging as organisations address Cloud implementation challenges. Microsoft's Azure is dominating the Cloud space, outperforming AWS and G-Cloud. Given the significant scale and rapid growth of the Cloud sector, the demand for talent will continue to grow, as will the number of candidates entering the workforce. However, a shortage of top-quality candidates may result in rising salary expectations for skilled professionals in the Cloud domain. Overall, the Cloud industry in Germany is set to witness further expansion and evolution, making it a crucial area for businesses and job seekers."

- XCEDE'S EXPERT OPINION: CLOUD

CONTACT US

If you need guidance on your next career move, are looking for a new role, or want to find transformational talent for your next project, we can offer support across all five of our sectors globally.

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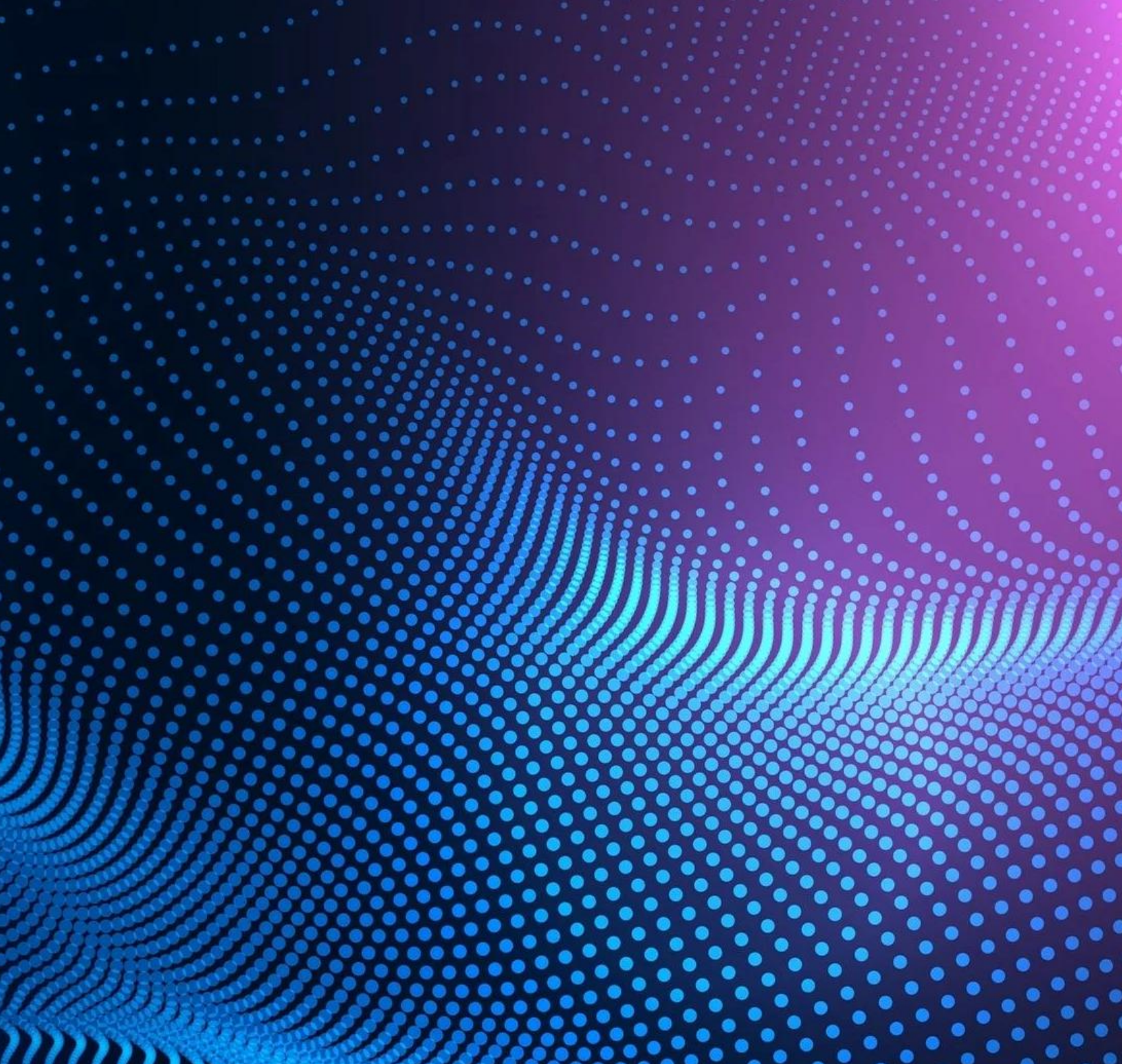+27 (0) 872 376 830
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