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SEARCH

Benchmark
Data for 2023
Salary Survey

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About JIE Search

- ▶ JIE Search is a leading authority for VC backed software organisations hiring, building and scaling their GTM business in EMEA. Your long-term competitive advantage is your people and culture, we enable you to have a competitive advantage when hiring to succeed.
- ▶ We understand finding the right career opportunity is more complex than us just sending you the job description and you sending in your CV.

At JIE Search we:

- ▶ Listen, understand and discuss your career expectations, goals and objectives
- ▶ Match your expectations with those of the hiring organisation
- ▶ Guide and advise you through the recruitment process
- ▶ Don't just send your CV and hope for the best.

Identifying talent through trust,
knowledge and understanding

Economic Conditions in the 2023 Labour Market

- ▶ There are many factors in the current Global economy influencing salaries and compensation packages in the tech space
- ▶ The headlines are focusing on the macro subjects of inflation, recession and redundancies. However, there are global factors having a major impact
- ▶ With increasing costs, large tech firms have been reducing costs through redundancies to prop-up earnings to overcome the challenges of a potential recession. For instance, Facebook have made 21,000 redundancies since November 2022 and seen their share price rise from \$90 to \$233
- ▶ The VC tech market saw a record setting pace in 2021 and the second highest year in 2022. However, VC backed tech firms began to make redundancies in 2022 and this has continued into 2023 as investor confidence has waned and profits have failed to materialise with some investments.

Economic Conditions in the 2023 Labour Market

- ▶ The “Cheaper - Faster - Better economy” from China will become less influential due to higher costs in this model. Therefore, salaries are increasing with the demand for skilled employees
- ▶ The labour market is still heavily influenced by the skill shortage and high levels of service sector job openings. These factors are influenced with the Labour Force participation lower since COVID
- ▶ There has been a power switch from the Capital / Ownership to the Labour Force. Therefore, salary increases are needed to attract and retain current and new employees
- ▶ AI is expected to have a significant impact on the labour market, with both positive and negative effects. It will create new opportunities for those with the right skills and education, while also displacing workers who are not able to adapt to the changing landscape.

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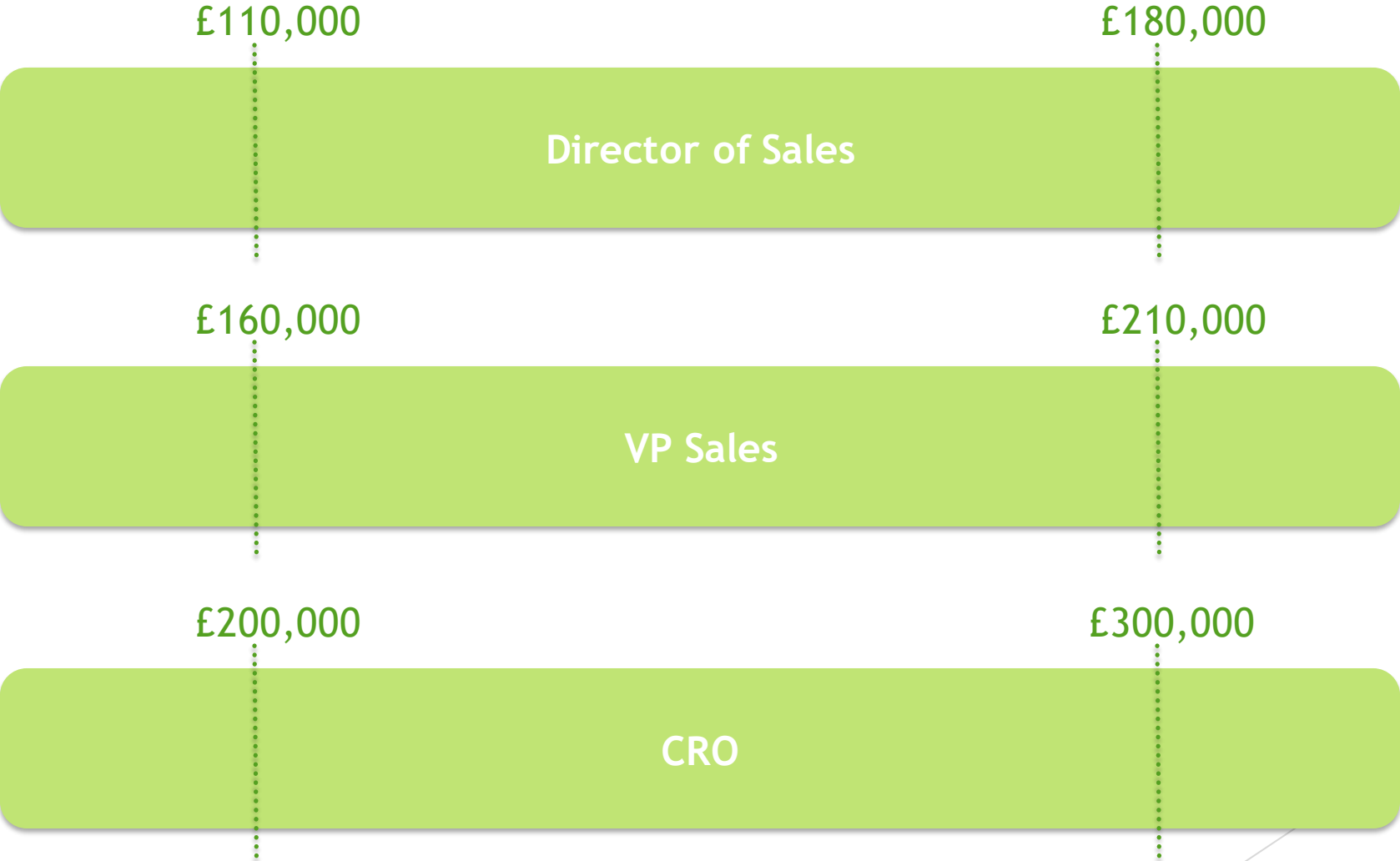
Sales & Sales
Leadership

Sales



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Sales Leadership

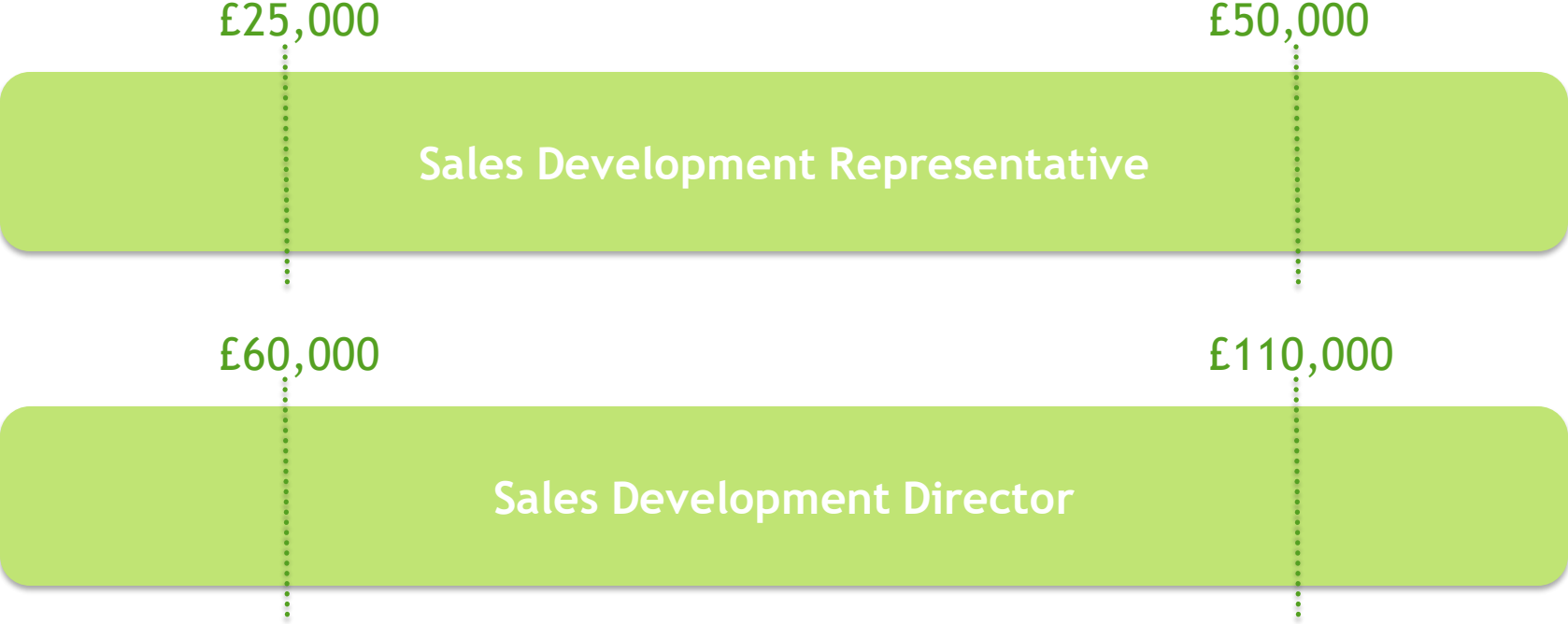


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Business /
Sales
Development

Sales Development

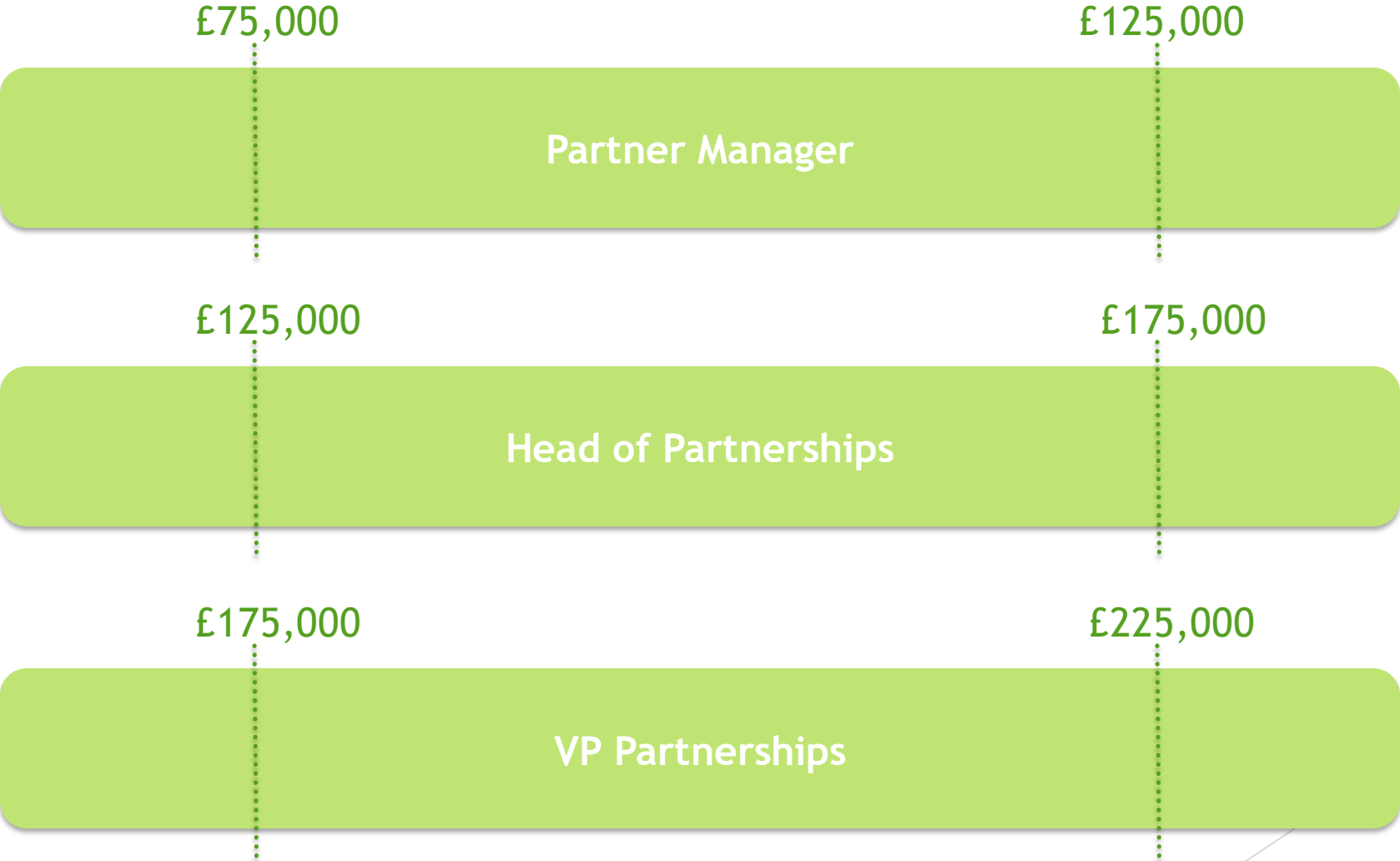


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Partner/Channel
& Alliances Roles

Partner/Channel/Alliances



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Pre-Sales

Pre-Sales



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Marketing

Marketing



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Marketing



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Customer
Success

Customer Success



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Customer Success



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The JIE Search Benchmark 2023 Salary Survey is based on primary data from the European software market data and placements data from candidates of 2022. This creates an overview of the VC Backed Software market across Europe

Adam Tully - Founder of JIE Search