

JIE +
SEARCH

JIE Search
2025
Salary Survey

Table of Contents

- ▶ About JIE Search
- ▶ Sales & Sales Leadership Functions
- ▶ Business / Sales Development
- ▶ Partner, Channel & Alliances Functions
- ▶ Pre-Sales Functions
- ▶ Marketing Functions
- ▶ Customer Success Functions
- ▶ Technical including Software Engineering, DevOps, Cloud Engineering & Data Science

About JIE Search

- ▶ JIE Search is a leading authority for VC backed software organisations hiring, building and scaling their GTM business in EMEA.
- ▶ We ensure our clients hire the best talent, tailored precisely to their business needs. With the combination of experience, network, and dedication, our clients trust our ability to deliver data-driven recruitment outcomes:
 - Identifying and know of top talent not visible in the public domain.
 - Offering tailored insights that an algorithm or job advert cannot provide.
 - Instead of hundreds of unfiltered applications from job adverts, deliver a curated shortlist of top-tier candidates, ensuring you focus on quality over quantity.
- ▶ The JIE Search Benchmark 2025 Salary Survey was created by using data-driven insights to benchmark salaries for start-up and scale-up software vendors across Europe. The primary data is from European software salary data and hiring data from 2024. *Adam Tully - Director & Founder of JIE Search*

JIE + SEARCH

Sales & Sales Leadership

All figures are Basic Salaries

Sales & Sales Leadership

VP EMEA

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£140,000 to £250,000	€140,000 to €250,000	€140,000 to €250,000	€140,000 to €250,000	€140,000 to €250,000	€140,000 to €250,000	€140,000 to €250,000	€140,000 to €250,000	€140,000 to €250,000

Country Manager / Sales Leader

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£120,000 to £220,000	€120,000 to €220,000	€120,000 to €220,000	€120,000 to €240,000	€120,000 to €240,000	€100,000 to €180,000	€100,000 to €180,000	€100,000 to €180,000	€120,000 to €240,000

Enterprise Regional Sales Manager (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£80,000 to £150,000	€80,000 to €150,000	€80,000 to €150,000	€80,000 to €150,000	€80,000 to €150,000	€60,000 to €120,000	€60,000 to €120,000	€60,000 to €120,000	€80,000 to €150,000

Commercial Regional Sales Manager (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£60,000 to £100,000	€80,000 to €100,000	€80,000 to €100,000	€80,000 to €110,000	€80,000 to €110,000	€50,000 to €90,000	€60,000 to €90,000	€50,000 to €90,000	€80,000 to €110,000

Identifying talent through trust, knowledge and understanding

JIE +
SEARCH

Business / Sales Development

All figures are Basic Salaries

Business/Sales Development

SDR Manager / Director

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£70,000 to £120,000	€70,000 to €120,000	€70,000 to €120,000	€80,000 to €120,000	€70,000 to €120,000	€50,000 to €90,000	€60,000 to €90,000	€60,000 to €90,000	€70,000 to €120,000

Business & Sales Development Representative

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£35,000 to £65,000	€35,000 to €70,000	€35,000 to €70,000	€35,000 to €70,000	€30,000 to €75,000	€25,000 to €50,000	€25,000 to €50,000	€25,000 to €50,000	€30,000 to €75,000

Identifying talent through trust, knowledge and understanding

JIE +
SEARCH

Partner/Channel & Alliances Roles

All figures are Basic Salaries

Partner/Channel/Alliances

Partner / Channel / Alliances Leadership

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£75,000 to £140,000	€75,000 to €150,000	€75,000 to €150,000	€80,000 to €150,000	€75,000 to €150,000	€60,000 to €90,000	€60,000 to €90,000	€60,000 to €90,000	€75,000 to €150,000

Partner / Channel / Alliances Manager roles (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£130,000 to £240,000	€140,000 to €240,000	€140,000 to €240,000	€140,000 to €240,000	€140,000 to €220,000	€100,000 to €140,000	€100,000 to €180,000	€100,000 to €180,000	€140,000 to €220,000

Identifying talent through trust, knowledge and understanding

JIE +
SEARCH

Pre-Sales/Solutions Consulting roles

All figures are Basic Salaries

Pre-Sales/Solutions Consulting

Pre-Sales / Solutions Consulting Leadership

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£130,000 to £240,000	€130,000 to €240,000	€125,000 to €240,000	€145,000 to €250,000	€120,000 to €230,000	€100,000 to €140,000	€100,000 to €140,000	€100,000 to €140,000	€120,000 to €230,000

Pre-Sales / Solutions Consulting roles (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£75,000 to £140,000	€75,000 to €140,000	€75,000 to €140,000	€80,000 to €150,000	€75,000 to €140,000	€60,000 to €100,000	€60,000 to €100,000	€60,000 to €100,000	€75,000 to €140,000

Identifying talent through trust, knowledge and understanding

JIE +
SEARCH

Marketing roles

All figures are Basic Salaries

Marketing

Marketing Leadership

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£125,000 to £200,000	€125,000 to €200,000	€125,000 to €200,000	€125,000 to €220,000	€125,000 to €200,000	€90,000 to €140,000	€90,000 to €140,000	€90,000 to €140,000	€125,000 to €200,000

Field Marketing roles (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£60,000 to £120,000	€60,000 to €120,000	€60,000 to €120,000	€70,000 to €130,000	€60,000 to €120,000	€50,000 to €90,000	€50,000 to €90,000	€50,000 to €90,000	€60,000 to €120,000

Identifying talent through trust, knowledge and understanding

JIE + SEARCH

Customer Success roles

All figures are Basic Salaries

Customer Success

Customer Success Leadership

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£100,000 to £210,000	€100,000 to €210,000	€100,000 to €210,000	€110,000 to €220,000	€100,000 to €210,000	€80,000 to €140,000	€80,000 to €140,000	€80,000 to €140,000	€100,000 to €210,000

Customer Success roles (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£75,000 to £120,000	€75,000 to €120,000	€75,000 to €120,000	€80,000 to €130,000	€75,000 to €120,000	€60,000 to €100,000	€60,000 to €100,000	€60,000 to €100,000	€75,000 to €120,000

Identifying talent through trust, knowledge and understanding

JIE + SEARCH

Technical roles

All figures are Basic Salaries

Technical roles

Candidate for Software Engineer role

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£60,000 to £120,000+	€60,000 to €120,000+	€60,000 to €120,000+	€60,000 to €120,000+	€60,000 to €120,000+	€60,000 to €90,000+	€50,000 to €85,000+	€50,000 to €85,000+	€60,000 to €120,000+

Candidate for DevOps Engineer role

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£60,000 to £120,000+	€50,000 to €100,000+	€50,000 to €100,000+	€50,000 to €110,000+	€50,000 to €110,000+	€50,000 to €100,000+	€40,000 to €100,000+	€35,000 to €90,000+	€50,000 to €110,000+

Candidate for Cloud Engineer role

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£60,000 to £120,000+	€60,000 to €120,000+	€60,000 to €110,000+	€60,000 to €110,000+	€60,000 to €110,000+	€45,000 to €100,000+	€50,000 to €100,000+	€45,000 to €100,000+	€60,000 to €110,000+

Candidate for Data Scientist role

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal	Nordics
£60,000 to £200,000+	€60,000 to €200,000+	€60,000 to €200,000+	€60,000 to €200,000+	€60,000 to €200,000+	€60,000 to €180,000+	€50,000 to €180,000+	€50,000 to €165,000+	€60,000 to €200,000+

Identifying talent through trust, knowledge and understanding

JIE + SEARCH

Adam Tully
Director & Founder at JIE Search
+44(0)-7977-924163
adam@jiesearch.com
www.jiesearch.com

The JIE Search Benchmark 2025 Salary Survey was created by using data-driven insights to benchmark salaries for start-up and scale-up software vendors across Europe. The primary data is from European software salary data and hiring data from 2024.

Adam Tully - Director & Founder of JIE Search