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Benchmark
Data for 2024
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 2024 Labour Market

- ▶ 2023 was a game of two halves. A turbulent H1 with inflation hitting double figures and peaking, interest rate rising, the collapse of the Silicon Valley Bank, tech layoffs continuing and recruitment slowing significantly. H2 showed signs of an economic recovery, albeit with a climate of caution and conservations.
- ▶ Looking forward, with inflation subsiding and interest rates forecasted to fall in 2024, there could be a bullish market response. However, it is expected the IPO, M&A and equity markets to remain tight, possibly throughout 2024.
- ▶ 2024 will see tech organisations look at growth with new economics and efficiencies. Profitability and the path to profitability is key. We have moved away from growth at all costs.

Economic Conditions in the 2024 Labour Market

- ▶ According to Ravio (www.ravio.com), even with the global macroeconomics instabilities and higher interest rates, the average tech start-up employee could expect an annual salary increase of approximately 8%.
- ▶ With the adjusting market conditions, over 50% of tech start-ups aim to retain the same number of employees in 2024. This may decrease the demand for new employees and therefore affect the economics of the salary market with lower budgets to hire new employees.
- ▶ In summary, there are a number of factors that still need to play out and we could be looking at less hiring and smaller salary rises.

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Sales & Sales
Leadership

Sales & Sales Leadership

VP EMEA

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£140,000 to £240,000	€140,000 to €240,000	€140,000 to €240,000	€140,000 to €240,000	€140,000 to €240,000	€140,000 to €240,000	€140,000 to €240,000	€140,000 to €240,000

Country Manager / Sales Leader

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£120,000 to £200,000	€120,000 to €200,000	€120,000 to €220,000	€120,000 to €200,000	€120,000 to €220,000	€100,000 to €160,000	€100,000 to €160,000	€100,000 to €160,000

Enterprise Regional Sales Manager (Individual Contributor)

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

Commercial Regional Sales Manager (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£50,000 to £90,000	€50,000 to €90,000	€50,000 to €90,000	€50,000 to €100,000	€50,000 to €90,000	€40,000 to €80,000	€50,000 to €80,000	€40,000 to €80,000

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Business / Sales
Development

Business/Sales Development

Country Manager / Sales Leader

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£70,000 to £110,000	€70,000 to €120,000	€70,000 to €110,000	€80,000 to €120,000	€70,000 to €110,000	€50,000 to €90,000	€60,000 to €90,000	€60,000 to €90,000

Business & Sales Development Representative

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£30,000 to £60,000	€35,000 to €70,000	€30,000 to €65,000	€35,000 to €70,000	€30,000 to €65,000	€25,000 to €50,000	€25,000 to €50,000	€25,000 to €50,000

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Partner/Channel
& Alliances Roles

Partner/Channel/Alliances

Partner / Channel / Alliances Leadership

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£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

Partner / Channel / Alliances Manager roles (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£125,000 to £220,000	€130,000 to €220,000	€130,000 to €220,000	€130,000 to €240,000	€130,000 to €220,000	€100,000 to €130,000	€100,000 to €180,000	€100,000 to €180,000

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Pre-Sales/Solutions
Consulting roles

Pre-Sales/Solutions Consulting

Pre-Sales / Solutions Consulting Leadership

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£125,000 to £225,000	€125,000 to €230,000	€110,000 to €200,000	€125,000 to €230,000	€110,000 to €200,000	€100,000 to €140,000	€100,000 to €140,000	€100,000 to €140,000

Pre-Sales / Solutions Consulting roles (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£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

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Marketing roles

Marketing

Marketing Leadership

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£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

Field Marketing roles (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£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

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Customer
Success roles

Customer Success

Customer Success Leadership

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£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

Customer Success roles (Individual Contributor)

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£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

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Technical
roles

Technical roles

Candidate for Software Engineer role

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£50,000 to £100,000	€50,000 to €100,000	€50,000 to €100,000	€50,000 to €100,000	€50,000 to €100,000	€50,000 to €90,000	€40,000 to €80,000	€40,000 to €75,000

Candidate for DevOps Engineer role

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£50,000 to £100,000	€50,000 to €100,000	€50,000 to €100,000	€50,000 to €85,000	€50,000 to €100,000	€50,000 to €90,000	€40,000 to €80,000	€35,000 to €65,000

Candidate for Cloud Engineer role

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£45,000 to £85,000	€45,000 to €85,000	€45,000 to €85,000	€45,000 to €85,000	€45,000 to €85,000	€45,000 to €80,000	€40,000 to €80,000	€35,000 to €65,000

Candidate for Data Scientist role

UK	Ireland	France	Germany	Benelux	Poland	Spain	Portugal
£45,000 to £100,000	€45,000 to €100,000	€45,000 to €100,000	€45,000 to €100,000	€45,000 to €100,000	€60,000 to €100,000	€40,000 to €80,000	€35,000 to €65,000

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The JIE Search Benchmark 2024 Salary Survey is based on primary data from the European software market data and placements data from candidates of 2023. This creates an overview of the VC Backed Software market across Europe.

Adam Tully - Founder of JIE Search