

2024/25 Salary Guide

The Delve Search Salary Guide provides comprehensive data and insights to help you make informed decisions about salary expectations, career planning and market positioning. Whether you're an employer setting competitive salaries or a professional seeking to benchmark your earnings, our guide offers the clarity and information you need to navigate the current job market with confidence.



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Industry expertise

Despite feeling the impact of the 2020 recession, the engineering sector has shown a robust recovery. Constantly evolving with the emergence of new technologies, the industry relies on recruiting the right talent to support this ongoing transformation, a vital aspect for all businesses within the field.

Delve Search plays a crucial role in connecting skilled candidates with expanding companies across various sectors, from electronic and electrical engineering to water treatment solutions and technical fiber processing.

We offer dedicated, consultative support with processes refined through customer feedback. Our team provides market intelligence, salary and benefit information, and competitor analysis even before you enter the market, helping you to enhance your profile and improve your hiring capabilities.

Our salary guide is designed to offer valuable insights into current market salaries and comparisons with industry standards, for both employers and employees.

- » **Employers** can assess the need for adjusting pay rates to attract the necessary skill sets.
- » **Job seekers and current employees** can utilise this information to negotiate competitive salary packages.

Employee retention

Employee retention is a critical concern for organisations striving to maintain a skilled and motivated workforce. While competitive salaries and financial incentives are important, non-financial valued benefits also play a significant role in retaining employees and fostering a positive work environment.

- » **Professional development and career growth**
Offering training, workshops, and certifications helps employees advance their careers. Clear career progression and mentorship increase job satisfaction and loyalty.
- » **Work-life balance and flexibility**
Flexible hours, remote work options, and generous leave policies promote a healthy work-life balance, reducing stress and burnout, and boosting engagement and productivity.

- » **Recognition and appreciation**
Regular recognition of employees' achievements boosts morale and motivation. Recognition programmes like 'Employee of the Month' create a culture of appreciation.
- » **Positive work environment and culture**
A collaborative, inclusive, and supportive workplace fosters retention. Open communication and teamwork build a strong culture, while an engaging workspace enhances well-being.
- » **Employee well-being programmes**
Wellness initiatives, such as mental health support and fitness programmes, show commitment to holistic health, leading to increased job satisfaction and retention.

	Job title	Low €	Medium €	High €	Bonus %
C-Suite	CEO	127,500	212,500	270,000	20-50
	CCO	102,000	148,750	212,500	15-30
	COO	102,000	148,750	212,500	15-30
	CRO	85,000	119,000	170,000	15-30
	CTO	102,000	148,750	212,500	15-30
Commercial	Sales Director	76,500	97,750	127,500	20-40
	Head of Sales	68,000	80,750	102,000	15-30
	BDM	55,250	68,000	68,000	10-25
	Sales Manager	51,000	59,500	76,500	10-25
	Sales Engineer	42,500	48,875	59,500	5-15
	Junior Sales Engineer	32,300	36,125	42,500	0-10

	Job title	Low €	Medium €	High €	Bonus %
Technical	Technical Director	93,500	114,750	153,000	10-25
	Head of Engineering	76,500	97,750	127,500	10-20
	Engineering Manager	59,500	70,125	85,000	5-15
	Senior Design Engineer	55,250	63,750	76,500	0-10
	Design Engineer	46,750	53,125	63,750	0-10
	Graduate Design Engineer	35,700	40,375	46,750	0-5
	Senior Electrical Design Engineer	55,250	65,875	80,750	0-10
	Electrical Design Engineer	46,750	55,250	68,000	0-10
	Graduate Electrical Design Engineer	38,250	42,500	51,000	0-5
	Control System Manager	68,000	76,500	93,500	5-15
	Senior Control System Engineer	55,250	65,875	80,750	0-10
	Control System Engineer	46,750	55,250	68,000	0-10
	Operations	Head of Project Management	76,500	89,250	110,500
Senior Project Manager		59,500	70,125	85,000	5-15
Project Manager		51,500	57,375	68,000	5-10
Project Engineer		42,500	48,875	59,500	0-10
Operations Director		85,000	106,250	127,500	15-30
Operations Manager		59,500	68,000	85,000	10-20
Senior Process Engineer		59,500	68,000	80,750	5-15
Process Engineer		46,750	53,125	63,750	0-10
Service Director		68,000	80,750	102,000	10-20
Service Manager		51,000	61,625	76,500	5-15
Service Engineer		38,250	44,625	55,250	0-10

	Job title	Low €	Medium €	High €	Bonus %
C-Suite	CEO	150,000	250,000	300,000	20-50
	CCO	120,000	175,000	250,000	15-30
	COO	120,000	175,000	250,000	15-30
	CRO	100,000	140,000	200,000	15-30
	CTO	120,000	175,000	250,000	15-30
Commercial	Sales Director	90,000	115,000	150,000	20-40
	Head of Sales	80,000	95,000	120,000	15-30
	BDM	65,000	80,000	80,000	10-25
	Sales Manager	60,000	70,000	90,000	10-25
	Sales Engineer	50,000	57,500	70,000	5-15
	Junior Sales Engineer	38,000	42,500	50,000	0-10

	Job title	Low €	Medium €	High €	Bonus %
Technical	Technical Director	110,000	135,000	180,000	10-25
	Head of Engineering	90,000	115,000	150,000	10-20
	Engineering Manager	70,000	82,500	100,000	5-15
	Senior Design Engineer	55,000	75,000	90,000	0-10
	Design Engineer	55,000	62,500	75,000	0-10
	Graduate Design Engineer	42,000	47,500	55,000	0-5
	Senior Electrical Design Engineer	65,000	77,500	95,000	0-10
	Electrical Design Engineer	55,000	65,000	80,000	0-10
	Graduate Electrical Design Engineer	45,000	50,000	60,000	0-5
	Control System Manager	80,000	90,000	110,000	5-15
	Senior Control System Engineer	65,000	77,500	95,000	0-10
	Control System Engineer	55,000	65,000	80,000	0-10
	Operations	Head of Project Management	90,000	105,000	130,000
Senior Project Manager		70,000	82,500	100,000	5-15
Project Manager		60,000	67,500	80,000	5-10
Project Engineer		50,000	57,500	70,000	0-10
Operations Director		100,000	125,000	150,000	15-30
Operations Manager		70,000	80,000	100,000	10-20
Senior Process Engineer		70,000	80,000	95,000	5-15
Process Engineer		55,000	62,500	75,000	0-10
Service Director		80,000	95,000	120,000	10-20
Service Manager		60,000	72,500	90,000	5-15
Service Engineer		45,000	52,500	65,000	0-10

	Job title	Low €	Medium €	High €	Bonus %
C-Suite	CEO	120,000	200,000	270,000+	15-40
	CCO	96,000	140,000	200,000	10-25
	COO	96,000	140,000	200,000	10-25
	CRO	80,000	112,000	160,000	10-25
	CTO	96,000	140,000	200,000	10-25
Commercial	Sales Director	72,000	92,000	120,000	15-35
	Head of Sales	64,000	76,000	96,000	10-25
	BDM	44,000	52,000	64,000	5-20
	Sales Manager	48,000	56,000	72,000	5-20
	Sales Engineer	40,000	46,000	56,000	0-10
	Junior Sales Engineer	30,400	34,000	40,000	0-5

	Job title	Low €	Medium €	High €	Bonus %
Technical	Technical Director	88,000	108,000	144,000	5-20
	Head of Engineering	72,000	92,000	120,000	5-15
	Engineering Manager	56,000	66,000	80,000	0-10
	Senior Design Engineer	52,000	60,000	72,000	0-5
	Design Engineer	44,000	50,000	60,000	0-5
	Graduate Design Engineer	33,600	38,000	44,000	0-5
	Senior Electrical Design Engineer	52,000	62,000	76,000	0-5
	Electrical Design Engineer	44,000	52,000	64,000	0-5
	Graduate Electrical Design Engineer	36,000	40,000	48,000	0-5
	Control System Manager	64,000	72,000	88,000	0-10
	Senior Control System Engineer	52,000	62,000	76,000	0-5
	Control System Engineer	44,000	52,000	64,000	0-5
	Operations	Head of Project Management	72,000	84,000	104,000
Senior Project Manager		56,000	66,000	80,000	0-10
Project Manager		48,000	54,000	64,000	0-5
Project Engineer		40,000	46,000	56,000	0-5
Operations Director		80,000	100,000	120,000	10-25
Operations Manager		56,000	64,000	80,000	5-15
Senior Process Engineer		56,000	64,000	76,000	0-10
Process Engineer		44,000	50,000	60,000	0-5
Service Director		64,000	76,000	96,000	5-15
Service Manager		48,000	58,000	72,000	0-10
Service Engineer		36,000	42,000	52,000	0-5

	Job title	Low CHF	Medium CHF	High CHF	Bonus %
C-Suite	CEO	210,000	350,000	450,000	25-60
	CCO	168,000	244,000	350,000	20-40
	COO	168,000	244,000	350,000	20-40
	CRO	140,000	196,000	280,000	20-40
	CTO	168,000	244,000	350,000	20-40
Commercial	Sales Director	126,000	161,000	210,000	25-50
	Head of Sales	112,000	133,000	168,000	20-40
	BDM	91,000	112,000	112,000	15-35
	Sales Manager	84,000	98,000	126,000	15-35
	Sales Engineer	70,000	80,500	98,000	10-25
	Junior Sales Engineer	53,200	59,500	70,000	5-15

	Job title	Low CHF	Medium CHF	High CHF	Bonus %
Technical	Technical Director	154,000	189,000	252,000	15-35
	Head of Engineering	126,000	161,000	210,000	15-30
	Engineering Manager	98,000	115,500	140,000	10-25
	Senior Design Engineer	91,000	105,000	126,000	5-15
	Design Engineer	77,000	87,500	105,000	5-15
	Graduate Design Engineer	58,800	66,500	77,000	0-10
	Senior Electrical Design Engineer	91,000	108,500	133,000	5-15
	Electrical Design Engineer	77,000	91,000	112,000	5-15
	Graduate Electrical Design Engineer	63,000	70,000	84,000	0-10
	Control System Manager	112,000	126,000	154,000	10-25
	Senior Control System Engineer	91,000	108,500	133,000	5-15
	Control System Engineer	77,000	91,000	112,000	5-15
	Operations	Head of Project Management	126,000	147,000	182,000
Senior Project Manager		98,000	115,500	140,000	10-25
Project Manager		84,000	94,500	112,000	10-20
Project Engineer		70,000	80,500	98,000	5-15
Operations Director		140,000	175,000	210,000	20-40
Operations Manager		98,000	112,000	140,000	15-30
Senior Process Engineer		98,000	112,000	133,000	10-25
Process Engineer		77,000	87,500	105,000	5-15
Service Director		112,000	133,000	168,000	15-30
Service Manager		84,000	101,500	126,000	10-25
Service Engineer		63,000	73,500	91,000	5-15

	Job title	Low £	Medium £	High £	Bonus %
C-Suite	CEO	120,000	200,000	270,000+	20-50
	CCO	96,000	140,000	200,000	15-30
	COO	96,000	140,000	200,000	15-30
	CRO	80,000	112,000	160,000	15-30
	CTO	96,000	140,000	200,000	15-30
Commercial	Sales Director	72,000	92,000	120,000	20-40
	Head of Sales	64,000	76,000	96,000	15-30
	BDM	44,000	52,000	64,000	10-25
	Sales Manager	48,000	56,000	72,000	10-25
	Sales Engineer	40,000	46,000	56,000	5-15
	Junior Sales Engineer	30,400	34,000	40,000	0-10

	Job title	Low £	Medium £	High £	Bonus %
Technical	Technical Director	88,000	108,000	144,000	10-25
	Head of Engineering	72,000	92,000	120,000	10-20
	Engineering Manager	56,000	66,000	80,000	5-15
	Senior Design Engineer	52,000	60,000	72,000	0-10
	Design Engineer	44,000	50,000	60,000	0-10
	Graduate Design Engineer	33,600	38,000	44,000	0-5
	Senior Electrical Design Engineer	52,000	62,000	76,000	0-10
	Electrical Design Engineer	44,000	52,000	64,000	0-10
	Graduate Electrical Design Engineer	36,000	40,000	48,000	0-5
	Control System Manager	64,000	72,000	88,000	5-15
	Senior Control System Engineer	52,000	62,000	76,000	0-10
	Control System Engineer	44,000	52,000	64,000	0-10
	Operations	Head of Project Management	72,000	84,000	104,000
Senior Project Manager		56,000	66,000	80,000	5-15
Project Manager		48,000	54,000	64,000	5-10
Project Engineer		40,000	46,000	56,000	0-10
Operations Director		80,000	100,000	120,000	15-30
Operations Manager		56,000	64,000	80,000	10-20
Senior Process Engineer		56,000	64,000	76,000	5-15
Process Engineer		44,000	50,000	60,000	0-10
Service Director		64,000	76,000	96,000	10-20
Service Manager		48,000	58,000	72,000	5-15
Service Engineer		36,000	42,000	52,000	0-10

	Job title	Low £	Medium £	High £	Bonus %
C-Suite	CEO	135,000	225,000	300,000+	25-60
	CCO	108,000	157,500	225,000	20-40
	COO	108,000	157,500	225,000	20-40
	CRO	90,000	126,000	180,000	20-40
	CTO	108,000	157,500	225,000	20-40
Commercial	Sales Director	81,000	103,500	135,000	25-50
	Head of Sales	72,000	85,500	108,000	20-40
	BDM	49,500	58,500	72,000	15-35
	Sales Manager	54,000	63,000	81,000	15-35
	Sales Engineer	45,000	51,750	63,000	10-25
	Junior Sales Engineer	34,200	38,250	45,000	5-15

	Job title	Low £	Medium £	High £	Bonus %
Technical	Technical Director	99,000	121,500	162,000	15-35
	Head of Engineering	81,000	103,500	135,000	15-30
	Engineering Manager	63,000	74,250	90,000	10-25
	Senior Design Engineer	58,500	67,500	81,000	5-15
	Design Engineer	49,500	56,250	67,500	5-15
	Graduate Design Engineer	37,800	42,750	49,500	0-10
	Senior Electrical Design Engineer	58,500	69,750	85,500	5-15
	Electrical Design Engineer	49,500	58,500	72,000	5-15
	Graduate Electrical Design Engineer	40,500	45,000	54,000	0-10
	Control System Manager	72,000	81,000	99,000	10-25
	Senior Control System Engineer	58,500	69,750	85,500	5-15
	Control System Engineer	49,500	58,500	72,000	5-15
	Operations	Head of Project Management	81,000	94,500	117,000
Senior Project Manager		63,000	74,250	90,000	10-25
Project Manager		54,000	60,750	72,000	10-20
Project Engineer		45,000	51,750	63,000	5-15
Operations Director		90,000	112,500	135,000	20-40
Operations Manager		63,000	72,000	90,000	15-30
Senior Process Engineer		63,000	72,000	85,500	10-25
Process Engineer		49,500	56,250	67,500	5-15
Service Director		72,000	85,500	108,000	15-30
Service Manager		54,000	65,250	81,000	10-25
Service Engineer		40,500	47,250	58,500	5-15

About Delve Search

Delve Search specialise in sourcing top talent for the life science, engineering, and semiconductor industries, ensuring you secure the best candidates swiftly and efficiently.

By partnering with us, organisations can enhance productivity, drive innovation, and maintain a competitive edge through exceptional hiring and reduced turnover.

With extensive experience and a deep understanding of these specialised fields, our team is uniquely equipped to meet your hiring needs. Our proven methods and industry expertise have established us as a trusted partner in the global market.

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