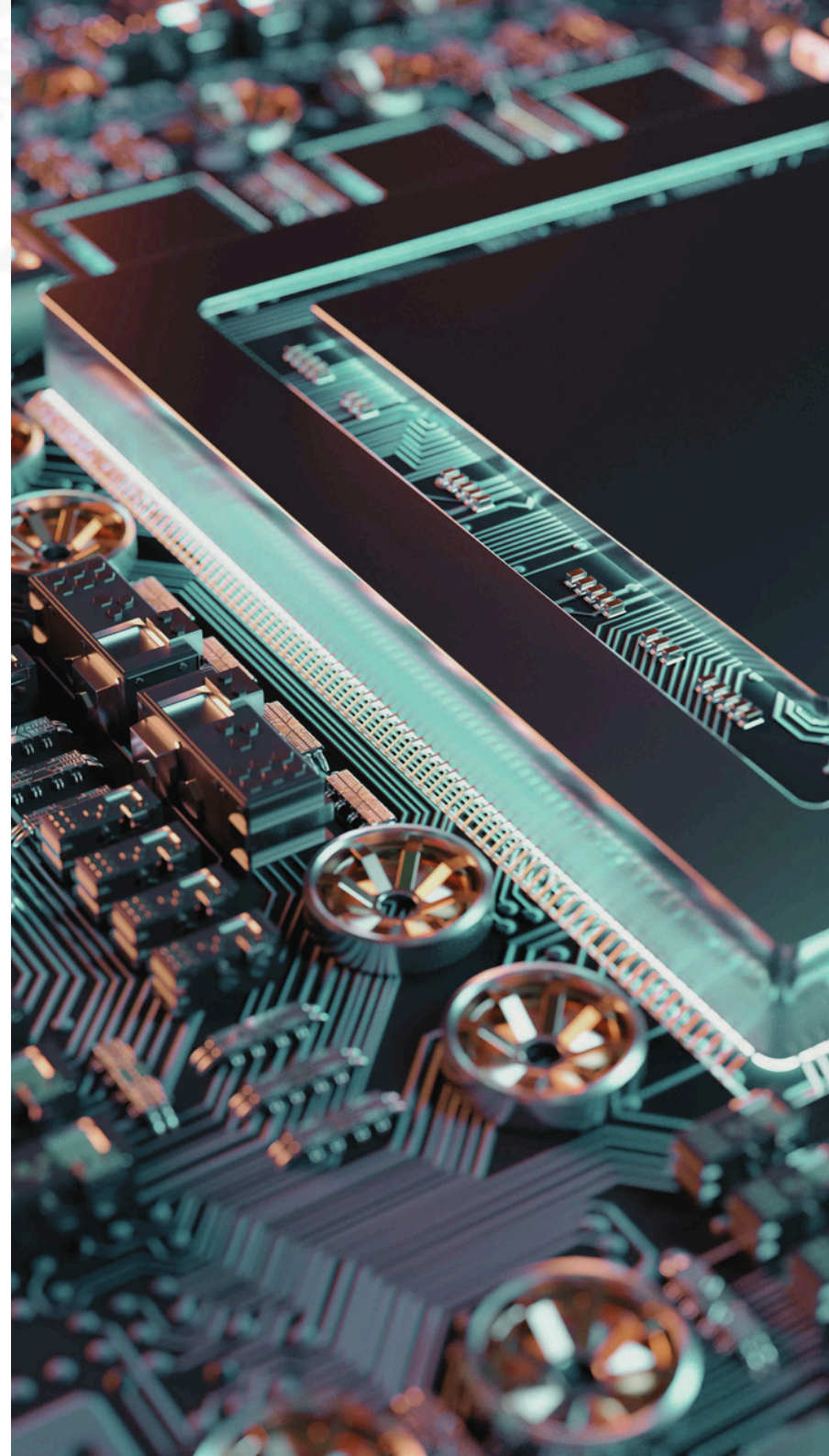


# 2024/25 Salary Guide

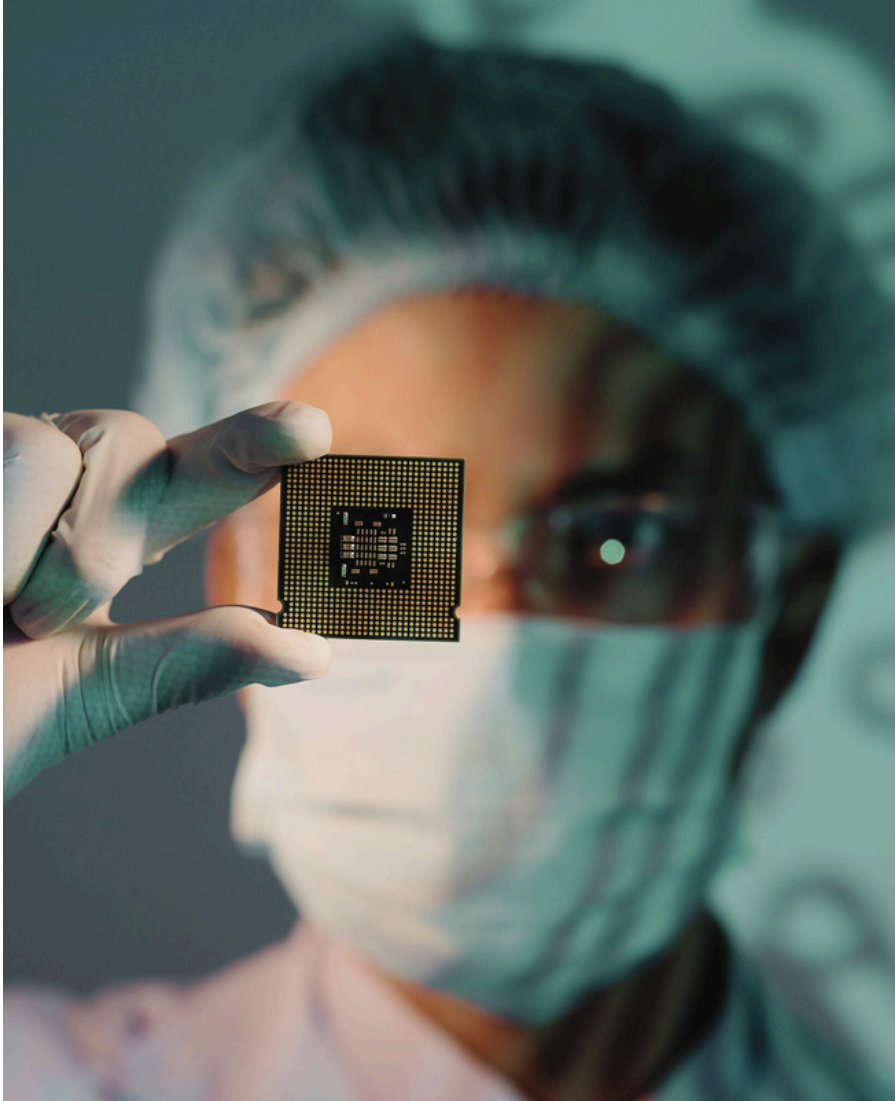
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The Delve Search Salary Guide provides comprehensive data and insights to help you make informed decisions about salary expectations, career planning and market positioning. Whether you're an employer setting competitive salaries or a professional 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

The semiconductor industry is rapidly expanding, driven by increasing demand for advanced technologies across sectors like automotive, data centers, and smart homes. As this market grows, so does the need for skilled talent to drive innovation in semiconductor design, manufacturing, and testing. This is where we excel.

Our team is exclusively focused on the semiconductor sector, offering expert, consultative support tailored to your business needs. We provide valuable market intelligence, salary insights, and competitor analysis to enhance your hiring strategy, ensuring you attract top talent for key roles.

Our deep industry knowledge, investment in technology and our commitment to finding talent keep us ahead in finding the best candidates for your critical positions.

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 %
<b>C-Suite</b>	CEO	180,000	300,000	350,000	20-50
	CCO	150,000	220,000	300,000	20-40
	COO	150,000	220,000	300,000	20-40
	CRO	120,000	170,000	240,000	15-35
	CTO	150,000	220,000	300,000	20-40
<b>Commercial</b>	Sales Director	115,000	145,000	185,000	20-40
	Head of Sales	95,000	120,000	150,000	15-30
	BDM	70,000	85,000	105,000	10-25
	Key Account Manager	85,000	110,000	140,000	15-30
	Sales Manager	75,000	95,000	120,000	10-25
	Sales Engineer	60,000	75,000	95,000	5-15
	Product Manager	85,000	115,000	145,000	10-20

	Job title	Low €	Medium €	High €	Bonus %
<b>Technical</b>	Technical Director	140,000	165,000	210,000	15-30
	Head of Engineering	110,000	140,000	180,000	10-25
	Engineering Manager	85,000	100,000	130,000	10-20
	Senior Design Engineer	75,000	90,000	115,000	5-15
	Mechanical Design Engineer	65,000	80,000	100,000	5-15
	Graduate Mechanical Design Engineer	50,000	60,000	70,000	0-10
	Electrical Design Engineer	65,000	80,000	100,000	5-15
	Graduate Electrical Design Engineer	50,000	60,000	70,000	0-10
	Control System Manager	90,000	110,000	140,000	10-20
	Senior Control System Engineer	75,000	90,000	115,000	5-15
	Control System Engineer	65,000	80,000	100,000	5-15
<b>Operations</b>	Head of Project Management	100,000	125,000	150,000	10-25
	Senior Project Manager	80,000	100,000	125,000	10-20
	Project Manager	70,000	85,000	105,000	10-15
	Project Engineer	60,000	75,000	90,000	5-15
	Operations Director	115,000	140,000	175,000	15-35
	Operations Manager	85,000	110,000	135,000	10-25
	Senior Process Engineer	85,000	100,000	130,000	10-20
	Process Engineer	65,000	80,000	100,000	5-15
	Service Director	90,000	115,000	145,000	10-20
	Service Manager	70,000	90,000	115,000	5-15
	Service Engineer	40,000	50,000	60,000	5-15
	Applications Manager	75,000	90,000	110,000	10-25
	Applications Engineer	50,000	60,000	75,000	5-15

	Job title	Low €	Medium €	High €	Bonus %
<b>C-Suite</b>	CEO	220,000	300,000	360,000	30-70
	CCO	180,000	250,000	360,000	25-50
	COO	180,000	250,000	360,000	25-50
	CRO	150,000	210,000	290,000	20-40
	CTO	180,000	250,000	360,000	25-50
<b>Commercial</b>	Sales Director	120,000	160,000	220,000	30-50
	Head of Sales	110,000	135,000	180,000	25-40
	BDM	90,000	110,000	135,000	15-35
	Key Account Manager	90,000	120,000	150,000	20-35
	Sales Manager	80,000	95,000	120,000	15-30
	Sales Engineer	65,000	80,000	100,000	10-25
	Product Manager	95,000	125,000	155,000	10-25

	Job title	Low €	Medium €	High €	Bonus %
<b>Technical</b>	Technical Director	160,000	200,000	260,000	20-40
	Head of Engineering	130,000	160,000	210,000	15-35
	Engineering Manager	100,000	120,000	150,000	10-25
	Senior Design Engineer	85,000	105,000	130,000	5-15
	Mechanical Design Engineer	75,000	90,000	115,000	5-15
	Graduate Mechanical Design Engineer	55,000	65,000	75,000	0-10
	Electrical Design Engineer	75,000	90,000	115,000	5-15
	Graduate Electrical Design Engineer	55,000	65,000	75,000	0-10
	Control System Manager	95,000	115,000	140,000	10-25
	Senior Control System Engineer	85,000	105,000	130,000	5-15
	Control System Engineer	75,000	90,000	115,000	5-15
<b>Operations</b>	Head of Project Management	115,000	140,000	180,000	15-30
	Senior Project Manager	95,000	115,000	140,000	10-25
	Project Manager	80,000	95,000	120,000	10-20
	Project Engineer	65,000	80,000	100,000	5-15
	Operations Director	140,000	180,000	230,000	25-40
	Operations Manager	100,000	125,000	160,000	15-30
	Senior Process Engineer	100,000	120,000	150,000	10-25
	Process Engineer	75,000	90,000	115,000	5-15
	Service Director	100,000	130,000	170,000	20-30
	Service Manager	80,000	100,000	130,000	15-25
	Service Engineer	60,000	75,000	95,000	5-15
	Applications Manager	95,000	120,000	155,000	10-25
	Applications Engineer	75,000	90,000	115,000	5-15



	Job title	Low €	Medium €	High €	Bonus %
<b>C-Suite</b>	CEO	160,000	200,000	230,000	20-50
	CCO	130,000	195,000	220,000	20-40
	COO	130,000	195,000	220,000	20-40
	CRO	110,000	150,000	200,000	15-35
	CTO	130,000	195,000	225,000	20-40
<b>Commercial</b>	Sales Director	100,000	135,000	170,000	20-40
	Head of Sales	90,000	110,000	140,000	15-30
	BDM	60,000	75,000	95,000	10-25
	Key Account Manager	75,000	95,000	125,000	15-30
	Sales Manager	70,000	85,000	105,000	10-25
	Sales Engineer	55,000	70,000	80,000	5-15
	Product Manager	80,000	110,000	120,000	10-20

	Job title	Low €	Medium €	High €	Bonus %
<b>Technical</b>	Technical Director	110,000	125,000	170,000	10-25
	Head of Engineering	90,000	110,000	145,000	10-25
	Engineering Manager	70,000	85,000	105,000	10-20
	Senior Design Engineer	60,000	75,000	90,000	5-15
	Mechanical Design Engineer	50,000	60,000	75,000	5-15
	Graduate Mechanical Design Engineer	35,000	45,000	55,000	0-10
	Electrical Design Engineer	50,000	65,000	80,000	5-15
	Graduate Electrical Design Engineer	35,000	45,000	55,000	0-10
	Control System Manager	75,000	90,000	115,000	10-20
	Senior Control System Engineer	60,000	75,000	100,000	5-15
	Control System Engineer	50,000	65,000	80,000	5-15
<b>Operations</b>	Head of Project Management	100,000	115,000	140,000	10-25
	Senior Project Manager	80,000	95,000	115,000	10-20
	Project Manager	65,000	75,000	95,000	10-15
	Project Engineer	55,000	65,000	80,000	5-15
	Operations Director	110,000	145,000	180,000	15-35
	Operations Manager	75,000	95,000	120,000	10-25
	Senior Process Engineer	80,000	95,000	115,000	10-20
	Process Engineer	60,000	70,000	85,000	5-15
	Service Director	85,000	110,000	140,000	10-20
	Service Manager	65,000	85,000	110,000	10-20
	Service Engineer	45,000	55,000	70,000	5-15
	Applications Manager	75,000	95,000	125,000	10-20
	Applications Engineer	60,000	70,000	85,000	5-15

	Job title	Low €	Medium €	High €	Bonus %
<b>C-Suite</b>	CEO	190,000	250,000	320,000	20-50
	CCO	150,000	220,000	280,000	20-40
	COO	150,000	220,000	280,000	20-40
	CRO	120,000	170,000	240,000	15-35
	CTO	150,000	220,000	280,000	20-40
<b>Commercial</b>	Sales Director	115,000	145,000	185,000	20-40
	Head of Sales	95,000	120,000	150,000	15-30
	BDM	70,000	85,000	105,000	10-25
	Key Account Manager	85,000	110,000	140,000	15-30
	Sales Manager	75,000	95,000	120,000	10-25
	Sales Engineer	60,000	75,000	95,000	5-15
	Product Manager	85,000	115,000	145,000	10-20

	Job title	Low €	Medium €	High €	Bonus %
<b>Technical</b>	Technical Director	140,000	165,000	210,000	15-30
	Head of Engineering	110,000	140,000	180,000	10-25
	Engineering Manager	85,000	100,000	130,000	10-20
	Senior Design Engineer	75,000	90,000	115,000	5-15
	Mechanical Design Engineer	65,000	80,000	100,000	5-15
	Graduate Mechanical Design Engineer	50,000	60,000	70,000	0-10
	Electrical Design Engineer	65,000	80,000	100,000	5-15
	Graduate Electrical Design Engineer	50,000	60,000	70,000	0-10
	Control System Manager	90,000	110,000	140,000	10-20
	Senior Control System Engineer	75,000	90,000	115,000	5-15
	Control System Engineer	65,000	80,000	100,000	5-15
<b>Operations</b>	Head of Project Management	100,000	125,000	155,000	10-25
	Senior Project Manager	80,000	100,000	125,000	10-20
	Project Manager	70,000	85,000	105,000	10-15
	Project Engineer	60,000	75,000	90,000	5-15
	Operations Director	115,000	140,000	175,000	15-35
	Operations Manager	85,000	110,000	135,000	10-20
	Senior Process Engineer	85,000	100,000	130,000	5-15
	Process Engineer	65,000	80,000	100,000	5-15
	Service Director	90,000	115,000	145,000	10-20
	Service Manager	70,000	90,000	115,000	10-20
	Service Engineer	55,000	65,000	80,000	5-15
	Applications Manager	85,000	110,000	140,000	10-20
	Applications Engineer	65,000	80,000	100,000	5-15

	Job title	Low CHF	Medium CHF	High CHF	Bonus %
<b>C-Suite</b>	CEO	250,000	320,000	380,000	30-70
	CCO	180,000	260,000	350,000	25-50
	COO	180,000	260,000	350,000	25-50
	CRO	150,000	220,000	300,000	20-40
	CTO	180,000	260,000	350,000	25-50
<b>Commercial</b>	Sales Director	130,000	170,000	220,000	30-50
	Head of Sales	115,000	140,000	180,000	25-40
	BDM	80,000	95,000	120,000	15-35
	Key Account Manager	100,000	130,000	160,000	20-35
	Sales Manager	85,000	100,000	130,000	15-30
	Sales Engineer	75,000	85,000	105,000	10-25
	Product Manager	110,000	145,000	180,000	10-25

	Job title	Low CHF	Medium CHF	High CHF	Bonus %
<b>Technical</b>	Technical Director	160,000	200,000	260,000	20-40
	Head of Engineering	130,000	170,000	220,000	15-35
	Engineering Manager	100,000	120,000	125,000	10-25
	Senior Design Engineer	90,000	110,000	135,000	5-15
	Mechanical Design Engineer	80,000	95,000	120,000	5-15
	Graduate Mechanical Design Engineer	60,000	70,000	85,000	0-10
	Electrical Design Engineer	80,000	95,000	120,000	5-15
	Graduate Electrical Design Engineer	60,000	70,000	85,000	0-10
	Control System Manager	115,000	130,000	160,000	10-25
	Senior Control System Engineer	90,000	110,000	135,000	5-15
	Control System Engineer	80,000	95,000	120,000	5-15
<b>Operations</b>	Head of Project Management	130,000	155,000	195,000	15-30
	Senior Project Manager	100,000	120,000	150,000	10-25
	Project Manager	85,000	100,000	120,000	10-20
	Project Engineer	70,000	85,000	105,000	5-15
	Operations Director	150,000	190,000	230,000	25-40
	Operations Manager	105,000	125,000	160,000	15-30
	Senior Process Engineer	105,000	125,000	160,000	10-25
	Process Engineer	80,000	95,000	120,000	5-15
	Service Director	120,000	150,000	185,000	20-30
	Service Manager	90,000	110,000	140,000	10-20
	Service Engineer	70,000	85,000	100,000	0-10
	Applications Manager	120,000	140,000	175,000	10-25
	Applications Engineer	85,000	100,000	125,000	5-15

	Job title	Low £	Medium £	High £	Bonus %
<b>C-Suite</b>	CEO	180,000	270,000	350,000	25-60
	CCO	150,000	225,000	300,000	20-40
	COO	150,000	225,000	300,000	20-40
	CRO	120,000	180,000	250,000	20-40
	CTO	150,000	225,000	300,000	20-40
<b>Commercial</b>	Sales Director	110,000	140,000	180,000	25-50
	Head of Sales	90,000	115,000	140,000	20-40
	BDM	65,000	80,000	100,000	15-35
	Key Account Manager	80,000	100,000	130,000	15-35
	Sales Manager	70,000	85,000	105,000	15-35
	Sales Engineer	55,000	70,000	85,000	10-25
	Product Manager	85,000	115,000	140,000	10-25

	Job title	Low £	Medium £	High £	Bonus %
<b>Technical</b>	Technical Director	130,000	160,000	200,000	15-35
	Head of Engineering	110,000	135,000	170,000	15-30
	Engineering Manager	85,000	105,000	125,000	10-25
	Senior Design Engineer	65,000	85,000	100,000	5-15
	Mechanical Design Engineer	55,000	70,000	85,000	5-15
	Graduate Mechanical Design Engineer	40,000	50,000	60,000	0-10
	Electrical Design Engineer	55,000	70,000	85,000	5-15
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	Project Manager	70,000	85,000	105,000	10-20
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	Operations Director	120,000	150,000	180,000	20-40
	Operations Manager	85,000	100,000	130,000	15-30
	Senior Process Engineer	85,000	100,000	130,000	10-25
	Process Engineer	65,000	75,000	90,000	5-15
	Service Director	90,000	115,000	145,000	15-30
	Service Manager	70,000	90,000	115,000	10-25
	Service Engineer	50,000	60,000	75,000	5-15
	Applications Manager	75,000	90,000	110,000	10-25
	Applications Engineer	50,000	60,000	75,000	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.

### Contact us

For more information or salary details for additional roles, please contact us.



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