

NETHERLANDS

DATA & AI SALARY GUIDE 2024



The definite source of compensation
information **for the Dutch data
and AI market**

Welcome to the 13th annual Salary Guide, presented by **Harnham** and analysis powered by **Rockborne**.

Using data from a global survey of 3,500 data and AI professionals, in conjunction with our own proprietary data, this guide provides an in-depth overview of the data landscape across the Netherlands.

Inside, you'll find an overview of average salaries, an analysis of the latest hiring, workplace and technological trends, as well as expert commentary on how we can continue to drive progress in the world of data, artificial intelligence (AI), and machine learning (ML).



SALARY GUIDE CONTENTS 2024

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ABOUT **THIS GUIDE**

Welcome to the 13th edition of Harnham's Data & AI Salary Guide.

First and foremost, I want to thank every respondent who took the time to take part in our survey. Your responses provide valuable insights and contribute to the transparency and progress within our industry.

It is clear to see the profound impact that AI has had on the job market in the last 12 months. The advancements in the data and AI space have not only revolutionized several industries but also created a wealth of new roles for talented professionals, and it's been great to see the effects it's having on workflows, productivity, innovation, and creativity. This impact can be seen in our responses, with 60% of data professionals currently using AI in their day-to-day work.

This optimism in the space can be seen in the growing job security across the Netherlands, with 66% of people feeling secure in their current role. We're pleased to see the efforts that companies are making to retain their top talent, providing sought-after benefits such as working from home. An overwhelming majority of candidates, unsurprisingly, list salary dissatisfaction as the top reason for leaving their role.

As turbulence in the market remains with continued redundancies and downsizing, and salary dissatisfaction remaining an issue, tools like this guide and our Personalized Salary Benchmarking reports are invaluable resources to attracting top talent and keeping them too. I hope you find this guide helpful and informative.

As always, please email any feedback, suggestions, or questions about the guide you may have to research@harnham.com.



CEO
DAVE FARMER



ABOUT
DAVE FARMER

As one of the founding partners of Harnham, Dave has become a recognized figure in data recruitment over the past 17 years.

Having helped hundreds of data professionals develop their careers, Dave is now leading and growing Harnham's presence throughout the UK, Europe and US.

**Analysis
powered by**

Rockborne
A HARNHAM GROUP COMPANY



**ABOUT
WASEEM ALI**

Waseem co-founded Cloudstream Partners, a boutique consultancy specializing in data engineering, visual analytics, and data science.

Before joining Harnham Group's Data Consultancy, Rockborne, he served as the Chief Analytics & Research Officer at Lloyd's of London.

Rockborne's mission is to diversify the data space. They tackle this in two ways: by connecting companies to diverse, Rockborne-trained, data consultants, and by providing data training to organisations that are looking to upskill their existing teams in AI, LLM, Machine Learning, Data Analysis and more.

Learn more at www.rockborne.com

Harnham's annual survey captures insights from professionals in the Data & AI sector across the UK, US, Netherlands, and France. The goal was to create comprehensive dashboards in Power BI, showcasing key metrics such as salary trends, gender distribution, AI impact, remote work trends, contractor statistics, and academic backgrounds.

This involved cleaning and merging the data, ensuring consistency across different question formats and survey versions, and preparing it for visualization.

This year, the survey was collected on the Alchemer platform, and the preprocessing phase involved manual cleaning and developing a Python script to process the survey data, focusing on the UK initially.

The script streamlined the data by removing unnecessary columns and consolidating responses, especially where multiple answers were provided. It generated additional data frames for questions with numerous values and saved them as separate tables.

The built-in Power BI dashboard utilized these processed tables, ensuring clear visualization of KPIs. Measures were created using DAX, and filters were applied to prevent skewed data from outliers or blanks. The dashboard incorporated new questions on AI, focusing on clarity and accessibility.

— WASEEM ALI / ROCKBORNE CEO

ABOUT THIS GUIDE

For our 2024 Salary Guide, we have compiled over 180,000 data points from:

- | An independent survey of over 3,500 data and AI professionals globally.
- | Analysis of all placements and vacancies by Harnham Netherlands in the last 12 months.
- | Data from roles recruited by Harnham Netherlands.
- | Analysis of data roles advertised online.

* Please note that in some instances throughout the guide, percentages do not add up to 100% due to rounding.

Salaries for each role have been broken down by experience level and respondents were asked to match themselves against one of the following:

- **Entry Level:** Beginning your career in data and analytics, potentially having achieved your first promotion.
- **Mid-Level:** An experienced hands-on role, continuing in a technical capacity and possibly leading projects.
- **Technical Lead Level:** Holding a senior technical hands-on position.
- **Senior Management Level:** Transitioned from technical work to a management role.
- **Head of or Director Level:** Leading business units that include one or more technical teams.

* some rates are not included for contract roles, due to the seniority of the position or experience required.

ANALYSIS

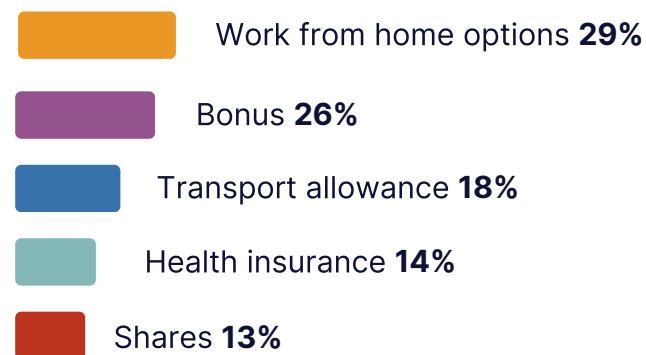
KEY FINDINGS



TOP FIVE REASONS FOR LEAVING A ROLE



TOP FIVE MOST DESIRABLE BENEFITS



TOP FIVE TECHNOLOGIES USED BY PROFESSIONALS THE DUTCH DATA & AI MARKET

1. Python
2. Azure
3. SQL
4. AWS
5. PowerBI

ANALYSIS

KEY FINDINGS

66%

**FEEL AS OR
MORE SECURE**
In their role than
in 2023

18%

**AVERAGE SALARY
INCREASE SOUGHT**
When applying to a role
over the last year

4%

**RECEIVED A
COUNTEROFFER**
Of these 98% did not
accept the offer

19%

**NUMBER OF FEMALE
PROFESSIONALS**
Down 14% from 2023

17%

WOULD LEAVE THEIR ROLE
If the right opportunity
came up

41%

**HAD A PAY
CHANGE IN
2023**

23%

**GENDER
PAY GAP**

3 YEARS

**AVERAGE LENGTH OF
TIME IN A ROLE**

NEED MORE DATA?

Request a tailored Harnham Personalized Data Salary Benchmarking Report with comprehensive salary insights for up to three specific positions, across three different locations.

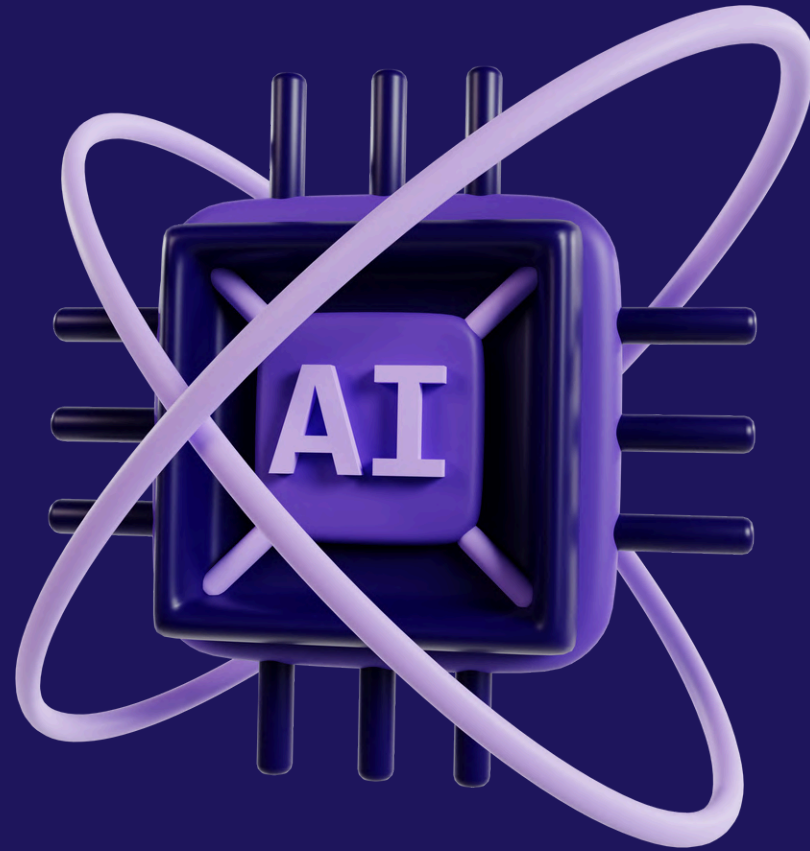
These reports leverage data from our Data and AI Salary Guide and proprietary real-time data, providing the latest market compensation information tailored to your business needs.

We offer custom reporting for roles in the UK, US, France, and the Netherlands.

<https://bit.ly/DataBenchmarkingReport>



THE STATE OF ARTIFICIAL INTELLIGENCE



THE STATE OF AI

KEY FINDINGS & COMMENTARY

Discussions around AI in the Netherlands have focused on **how LLMs can be incorporated into businesses**, as well as long-term AI readiness, encompassing data preparation, governance, and ethics.

Despite these conversations, **significant changes in the marketplace have yet to materialize**, with emerging roles like prompt engineers not making a substantial impact. The primary effects observed include data scientists, data engineers, and software engineers within existing teams incorporating and enhancing LLM models with their business data.

Additionally, there is some **initial growth in AI-driven startups** developing SaaS products.



Director - Netherlands
ROSS HENDERSON



37%

OF COMPANIES
HAVE AN OFFICIAL
AI POLICY

60%

USE AI IN THEIR
ROLE

63%

THINK THAT AI WILL
POSITIVELY IMPACT
THEIR ROLE

16%

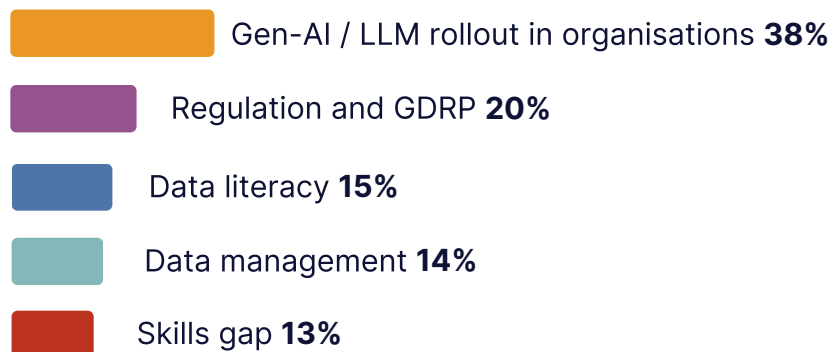
FEEL NEGATIVE
ABOUT THE IMPACT
OF AI IN THEIR FIELD

THE STATE OF AI

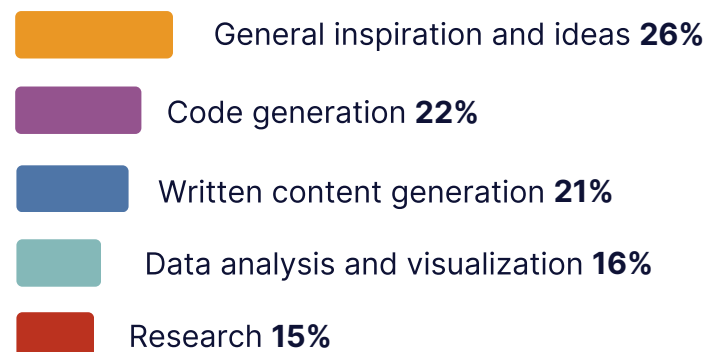
KEY FINDINGS



PREDICTIVE BIGGEST IMPACT OF AI



MOST COMMON USES OF AI



MOST COMMON AI TOOLS USED BY PROFESSIONALS IN THE DUTCH DATA & AI MARKET

1. ChatGPT
2. Python
3. CoPilot
4. Closed LLM
5. Gemini

DEMYSTIFYING AI

BRINGING ORDER TO CHAOS

Generative AI (GenAI) has rapidly propelled artificial intelligence into mainstream discussions. Yet, the swift advancement of this technology, coupled with intense media attention, often leaves businesses grappling with a fundamental understanding of AI—its mechanisms, inherent risks, and even a basic definition.

In this landscape, executives and board members are keen to position their organizations as pioneers in the AI arena, striving to lead and innovate.

To bridge this gap, Harnham and Rockborne have collaborated with senior industry leaders to clarify and advance the AI conversation. Our efforts focus on debunking common myths and offering a clear, practical guide for navigating the AI hype.

Download Our Latest White Paper: “Demystifying AI: Bringing Order to Chaos”

DOWNLOAD NOW



DATA SCIENCE, **MACHINE LEARNING & AI**



DATA SCIENCE, MACHINE LEARNING & AI

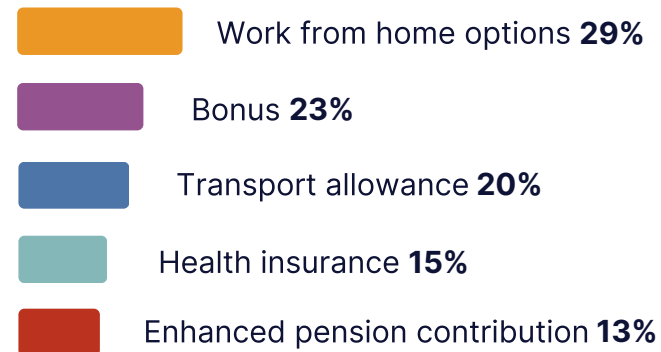
KEY FINDINGS



TOP FIVE REASONS FOR LEAVING A ROLE



TOP FIVE MOST DESIRABLE BENEFITS



TOP FIVE TECHNOLOGIES USED BY DATA SCIENCE, MACHINE LEARNING & AI PROFESSIONALS IN THE DUTCH DATA & AI MARKET

1. Python
2. SQL
3. AWS
4. R
5. PyTorch

DATA SCIENCE, MACHINE LEARNING & AI

KEY FINDINGS & COMMENTARY

As budgets are tight, businesses are often looking for data science candidates with both **deep and broad experience**. This includes specific technical and domain experience for identified problems, the ability to put models into production, maintain the models, and add demonstrable business value.

To these vacancies, there are often 100s of applications making it **challenging to be seen as a candidate** and to filter through the applicants as a prospective employer.

These "full stack" data scientists who can own the process end-to-end with **demonstrable business acumen** are still in high demand across the industry, and despite the number of candidates on the market are challenging to find and secure.



Manager, Data Science, Machine Learning and AI
MAX OLDENBEUVING



23%

**WOULD LEAVE THEIR
ROLE**

If the right opportunity
came up

24%

**NUMBER OF FEMALE
PROFESSIONALS**

Down 3% from 2023

68%

FEEL AS OR MORE SECURE

In their role than in 2023

18%

**AVERAGE SALARY
INCREASE SOUGHT**

DATA SCIENCE & AI

PERMANENT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Annual Base Salary - €EUR					
AI Engineering	€51,000	€83,000	€95,000	€112,000	n/a
Data Science	€50,000	€82,000	€95,000	€115,000	€150,000
Deep Learning	€49,000	€80,000	€94,000	€110,000	€143,000
NLP / LLM	€50,000	€80,000	€91,000	€112,000	€136,000

MACHINE LEARNING

PERMANENT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Annual Base Salary - €EUR					
ML Applied Science	€48,000	€80,000	€94,000	€110,000	€138,000
ML Deployment	€47,000	€76,000	€89,000	€108,000	€134,000
ML Engineering	€49,000	€80,000	€93,000	€109,000	€140,000
MLOps	€45,000	€75,000	€88,000	€100,000	n/a
ML Platforming	€48,000	€77,000	€91,000	€111,000	€132,000

DATA SCIENCE & AI

CONTRACT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Hourly Contract Rate - €EUR					
AI Engineering	n/a	€90	€110	€130	€150
Data Science	n/a	€90	€110	€120	€140
Deep Learning	n/a	€95	€110	€125	€140
NLP / LLM	n/a	€95	€110	€125	€140

MACHINE LEARNING

CONTRACT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Hourly Contract Rate - €EUR					
ML Applied Science	n/a	€85	€105	€115	€135
ML Deployment	n/a	€85	€105	€115	€135
ML Engineering	n/a	€85	€110	€120	€140
MLOps	n/a	€80	€100	€115	n/a
ML Platforming	n/a	€95	€105	€120	n/a

DIGITAL ANALYTICS

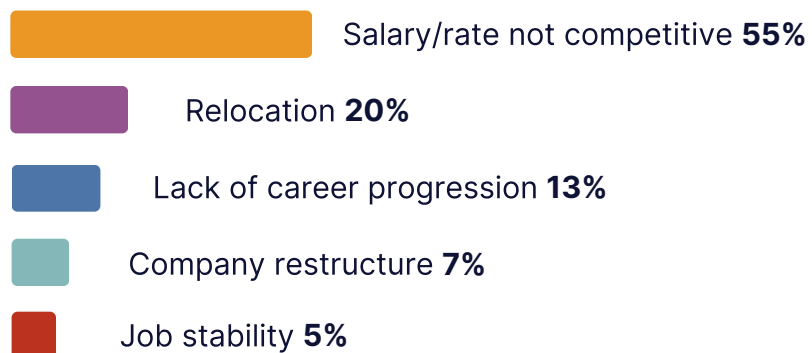


DIGITAL ANALYTICS

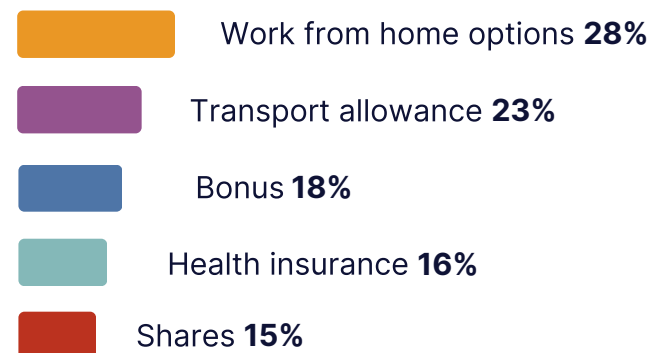
KEY FINDINGS



TOP FIVE REASONS FOR LEAVING A ROLE



TOP FIVE MOST DESIRABLE BENEFITS



TOP FIVE TECHNOLOGIES USED BY DIGITAL ANALYTICS PROFESSIONALS IN THE DUTCH DATA & AI MARKET

1. Google Analytics 2. SQL 3. Google Tag Manager 4. Adobe Analytics 5. Power BI

DIGITAL ANALYTICS

KEY FINDINGS & COMMENTARY

It has been a **turbulent year in digital analytics** in the Netherlands. Many large retailers / ecommerce businesses have seen restructures which has resulted in some uncertainty and movement.

That said, the agency market, which is smaller than some other European countries, has been growing with big players from other EU countries looking to move to the Netherlands. This has created a demand for digital analytics professionals that can be client-facing as well as strong technical skills and **competition for candidates is fierce**.

This is even more true for **Dutch-speaking professionals** in this space, who have many options, as well as lots of freelance opportunities.



Recruitment Consultant
CHELSEY KHITANEA



30%

**WOULD LEAVE THEIR
ROLE**

If the right opportunity
came up

33%

**NUMBER OF FEMALE
PROFESSIONALS**

Down 3% from 2023

70%

FEEL AS OR MORE SECURE

In their role than in 2023

18%

**AVERAGE SALARY
INCREASE SOUGHT**

DIGITAL ANALYTICS

PERMANENT SALARIES

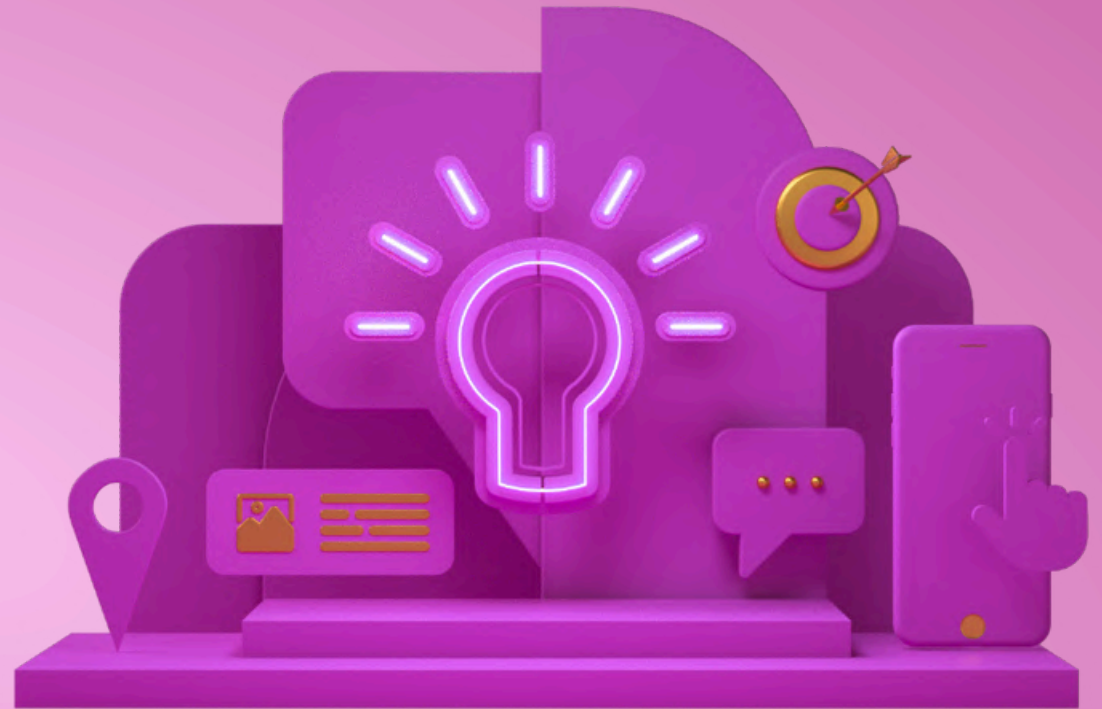
ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Annual Base Salary - €EUR					
Web Analytics	€39,000	€66,000	€79,000	€90,000	€107,000
CRO	€37,000	€63,000	€77,000	€95,000	€113,000
Ecommerce Analytics	€39,000	€64,000	€78,000	€96,000	€112,000
Media Analytics	€38,000	€65,000	€75,000	€89,000	€105,000

DIGITAL ANALYTICS

CONTRACT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Hourly Contract Rate - €EUR					
Web Analytics	n/a	€80	€90	€105	€115
CRO	n/a	€75	€95	€100	€120
Ecommerce Analytics	n/a	€75	€95	€105	€115
Media Analytics	n/a	€75	€80	€95	€105

ADVANCED ANALYTICS, **MARKETING** & INSIGHT

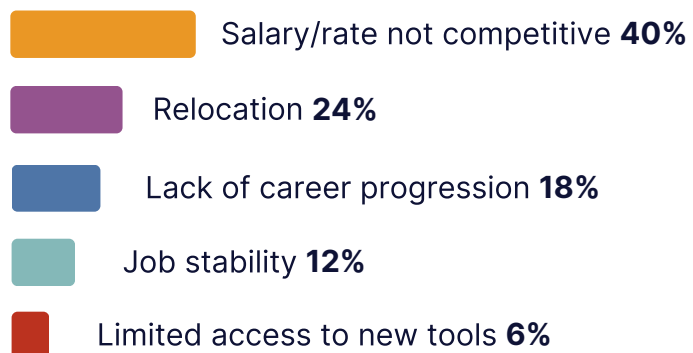


ADVANCED ANALYTICS, MARKETING & INSIGHT

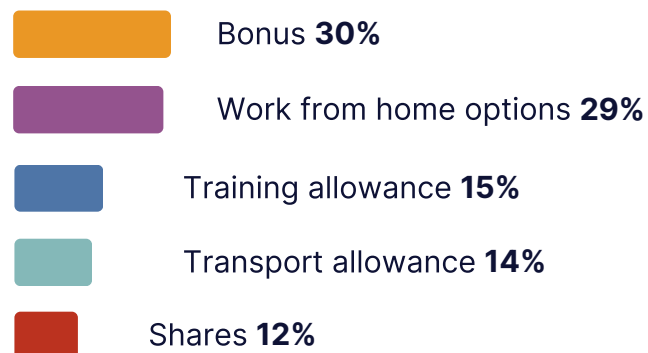
KEY FINDINGS



TOP FIVE REASONS FOR LEAVING A ROLE



TOP FIVE MOST DESIRABLE BENEFITS



TOP FIVE TECHNOLOGIES USED BY ADVANCED ANALYTICS, MARKETING & INSIGHT PROFESSIONALS IN THE DUTCH DATA & AI MARKET

1. SQL
2. Python
3. Excel
4. R
5. Tableau

ADVANCED ANALYTICS, MARKETING & INSIGHT

KEY FINDINGS & COMMENTARY

There have been ample opportunities for data analysts of all types in the Netherlands. However, there are also a lot of applications making for **fierce competition**.

The most **successful candidates have had a breadth of experience**, including data modelling, visualization, statistics, stakeholder management, and the ability to present insights back to stakeholders with a focus on commercial benefit.

AI is set to impact this market over the next 12 months with the big BI vendors incorporating SQL and Data modeling automation into their tooling, meaning data analysts may need **fewer technical skills and a larger commercial focus**.



Senior Recruitment Consultant
FABIAN BRICENO



16%

**WOULD LEAVE THEIR
ROLE**

If the right opportunity
came up

40%

**NUMBER OF FEMALE
PROFESSIONALS**

Down 3% from 2023

65%

FEEL AS OR MORE SECURE

In their role than in 2023

19%

**AVERAGE SALARY
INCREASE SOUGHT**

ADVANCED ANALYTICS, MARKETING & INSIGHT

PERMANENT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Annual Base Salary - €EUR					
Product Analytics	€39,000	€64,000	€82,000	€102,000	€115,000
Product Management	€42,000	€66,000	€85,000	€103,000	€120,000
Predictive Analytics	€37,000	€65,000	€83,000	€108,000	€119,000
Customer Analytics	€36,000	€64,000	€82,000	€100,000	€110,000
Pricing Analytics	€38,000	€61,000	€81,000	€99,000	€115,000

ADVANCED ANALYTICS, MARKETING & INSIGHT

PERMANENT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Annual Base Salary - €EUR					
Business Intelligence	€38,000	€63,000	€85,000	€100,000	€120,000
CRM	€37,000	€60,000	€83,000	€98,000	€110,000
Data Planning & Data Strategy	€39,000	€63,000	€82,000	€99,000	€115,000
Econometrics	€43,000	€66,000	€87,000	€102,000	€125,000
Research - Consumer Insight	€36,000	€59,000	€80,000	€88,000	€109,000

ADVANCED ANALYTICS, MARKETING & INSIGHT

CONTRACT SALARIES

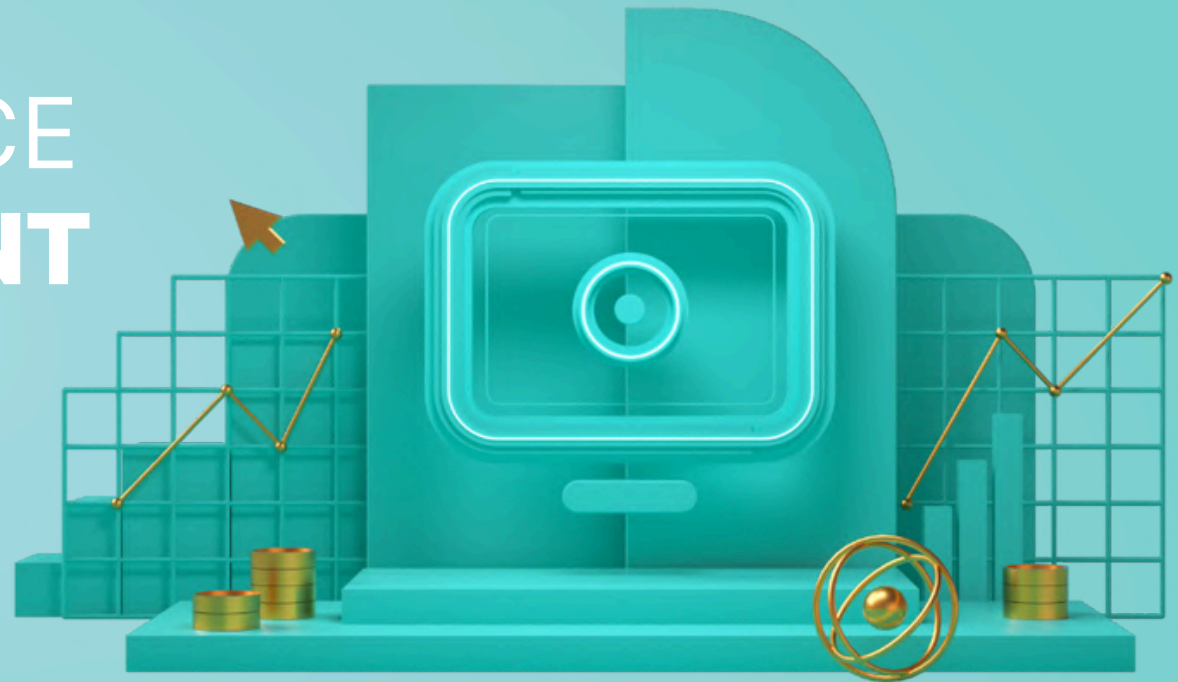
ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Hourly Contract Rate - €EUR					
Product Analytics	n/a	€85	€90	€95	€110
Product Management	n/a	€80	€95	€110	€120
Predictive Analytics	n/a	€85	€90	€95	€110
Customer Analytics	n/a	€80	€90	€95	€110
Pricing Analytics	n/a	€80	€85	€100	€115

ADVANCED ANALYTICS, MARKETING & INSIGHT

CONTRACT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Hourly Contract Rate - €EUR					
Business Intelligence	n/a	€80	€100	€110	€120
CRM	n/a	€85	€95	€100	€115
Data Planning & Data Strategy	n/a	€80	€80	€100	€115
Econometrics	n/a	€85	€90	€105	€125
Research - Consumer Insight	n/a	€75	€80	€95	€110

DATA GOVERNANCE AND MANAGEMENT



DATA GOVERNANCE AND MANAGEMENT

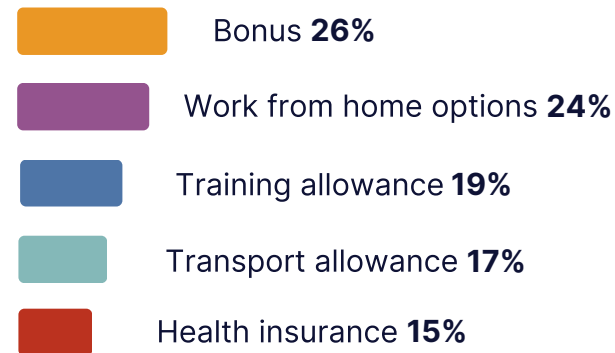
KEY FINDINGS



TOP FIVE REASONS FOR LEAVING A ROLE



TOP FIVE MOST DESIRABLE BENEFITS



TOP FIVE TECHNOLOGIES USED BY DATA GOVERNANCE AND MANAGEMENT PROFESSIONALS IN THE DUTCH DATA & AI MARKET

1. SQL
2. Collibra
3. Informatica
4. Oracle
5. Atlan

DATA GOVERNANCE AND MANAGEMENT

KEY FINDINGS & COMMENTARY

The AI revolution has had a profound impact on the data governance market. The consensus is that the only way AI can be effective for businesses is with **excellent data quality**, and proper processes in place to govern the data and its usage.

This, in addition to the other benefits of data quality and governance, has meant **roles becoming available at companies of all sizes**.

Regulatory pressures in financial services have further driven the demand for data management and governance hiring, with the **big banks running large-scale hiring projects** in the space.



Director
ROSS HENDERSON



42%

**WOULD LEAVE THEIR
ROLE**

If the right opportunity
came up

25%

**NUMBER OF FEMALE
PROFESSIONALS**

Down 3% from 2023

69%

FEEL AS OR MORE SECURE

In their role than in 2023

21%

**AVERAGE SALARY
INCREASE SOUGHT**

DATA GOVERNANCE & MANAGEMENT

PERMANENT SALARIES

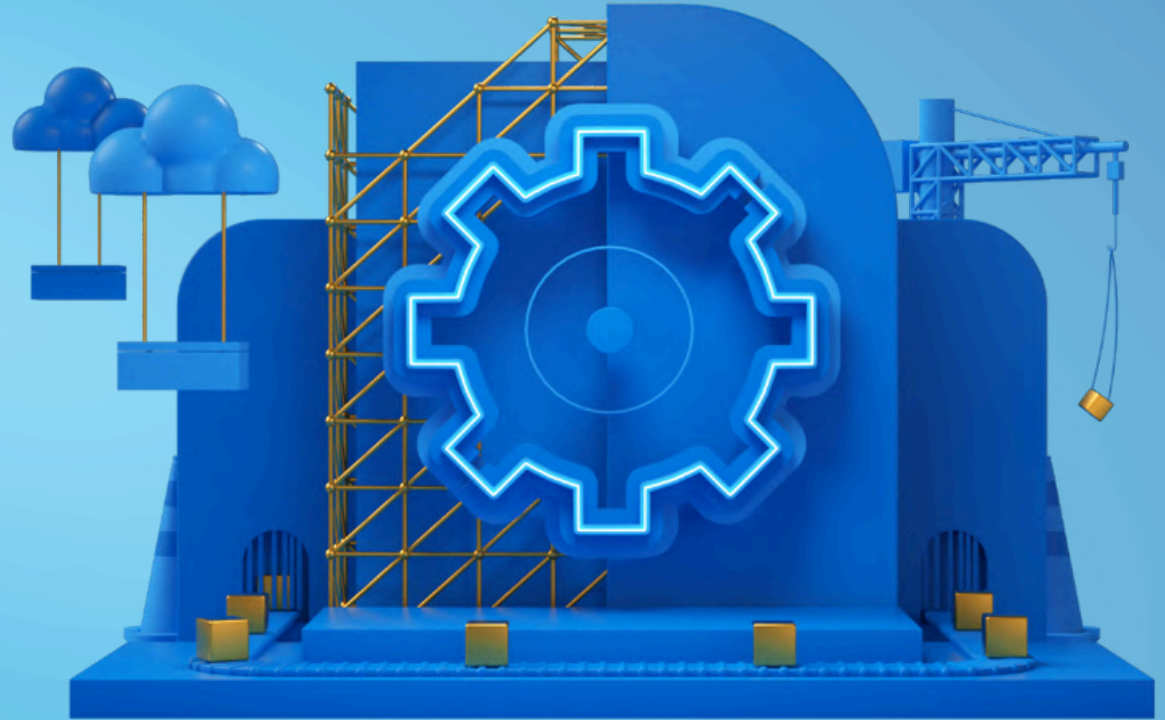
ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Annual Base Salary - €EUR					
Data Governance	€41,000	€67,000	€90,000	€102,000	€118,000
Data Management	€40,000	€65,000	€80,000	€100,000	€115,000
Data Protection	€39,000	€64,000	€79,000	€99,000	€114,000
Data Quality	€38,000	€64,000	€82,000	€95,000	€112,000
Data Security	€38,000	€65,000	€78,000	€98,000	€115,000

DATA GOVERNANCE & MANAGEMENT

CONTRACT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Hourly Contract Rate - €EUR					
Data Governance	n/a	€75	€95	€110	€130
Data Management	n/a	€70	€90	€115	€125
Data Protection	n/a	€75	€95	€115	€125
Data Quality	n/a	€65	€90	€105	€115
Data Security	n/a	€75	€95	€115	€130

DATA ENGINEERING

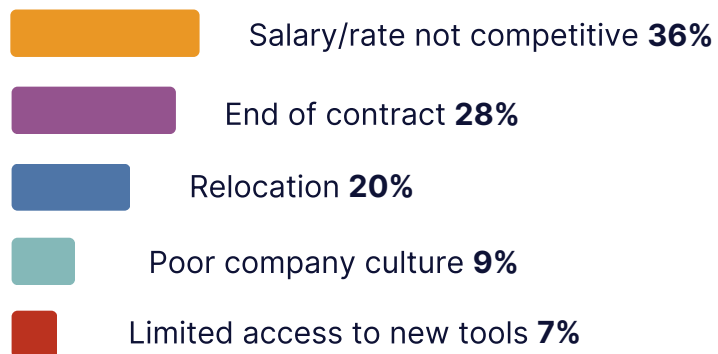


DATA ENGINEERING

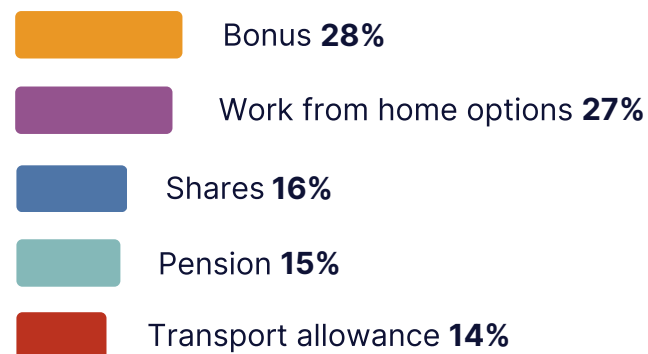
KEY FINDINGS



TOP FIVE REASONS FOR LEAVING A ROLE



TOP FIVE MOST DESIRABLE BENEFITS



TOP FIVE TECHNOLOGIES USED BY DATA ENGINEERING PROFESSIONALS IN THE DUTCH DATA & AI MARKET

1. Azure
2. SQL
3. AWS
4. PowerBI
5. Google Cloud

DATA ENGINEERING

KEY FINDINGS & COMMENTARY

The trends of last year continued, with **senior individual contributors being in the highest demand**, as they can add value quickly in organisations whose resources are stretched.

There is particular demand in the Netherlands on **Dutch-speaking Azure data engineers**, as Dutch-speaking businesses and consultancies require these skills, and the country has traditionally relied on issuing visas to English speakers to fill this need.

There has been an increase in demand for people with **commercial experience in unstructured data processing**, particularly in text data, to get ready for AI. This gap is often filled with data scientists with experience in the space, moving into engineering roles.



Managing Consultant
CHARLOTTE YORK



26%

**WOULD LEAVE THEIR
ROLE**

If the right opportunity
came up

11%

**NUMBER OF FEMALE
PROFESSIONALS**

Down 3% from 2023

61%

FEEL AS OR MORE SECURE

In their role than in 2023

16%

**AVERAGE SALARY
INCREASE SOUGHT**

DATA ENGINEERING

PERMANENT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Annual Base Salary - €EUR					
Data Engineering	€48,000	€66,000	€87,000	€109,000	€130,000
Data Architecture	n/a	€65,000	€88,000	€107,000	€132,000
Data Platform Engineering	€43,000	€64,000	€80,000	€104,000	€129,000
Data Product Management	€44,000	€64,000	€83,000	€105,000	€123,000

DATA ENGINEERING

PERMANENT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Annual Base Salary - €EUR					
DevOps Engineering	€41,000	€66,000	€85,000	€98,000	€120,000
Platform Engineering	€42,000	€63,000	€75,000	€103,000	€125,000
Cloud Engineering	€44,000	€64,000	€78,000	€105,000	€128,000
Analytics Engineering	€41,000	€62,000	€77,000	€100,000	€119,000
Software Engineering	€45,000	€66,000	€79,000	€109,000	€130,000

DATA ENGINEERING

CONTRACT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Hourly Contract Rate - €EUR					
Data Engineering	n/a	€85	€100	€120	€135
Data Architecture	n/a	€90	€100	€120	€130
Data Platform Engineering	n/a	€85	€95	€115	€125
Data Product Management	n/a	€95	€105	€115	€130

DATA ENGINEERING

CONTRACT SALARIES

ROLE TYPE	ENTRY LEVEL	MID-LEVEL	TECHNICAL LEAD/ MANAGER	SENIOR MANAGEMENT	HEAD OF/ DIRECTOR
Hourly Contract Rate - €EUR					
DevOps Engineering	n/a	€70	€90	€115	€125
Platform Engineering	n/a	€85	€100	€115	€130
Cloud Engineering	n/a	€80	€95	€120	€135
Analytics Engineering	n/a	€75	€90	€105	€115
Software Engineering	n/a	€85	€95	€120	€135

ABOUT HARNHAM

Harnham Group was founded in 2006 as a specialist end-to-end talent solutions provider for the Data and AI market.

Over the last two decades, we have grown to become the global leader in Data and AI talent with over 200 consultants, with 5 offices across Europe, the U.S., and the UK.

Our recruitment and talent teams cover all aspects of the data and AI pipeline, from collection to consumption, across multiple data roles and functions.

We specialize in a variety of data roles and functions, ensuring comprehensive coverage and expertise across the field.

From early career professionals to senior management, our comprehensive services enable you to unearth outstanding data talent across various specializations, ensuring your organization thrives in the data-driven era.



DATA TALENT SOLUTIONS



ATTRACT, TRAIN, **DEPLOY**

Rockborne – our graduate development arm – deploys expertly trained data consultants, who have gone through an intensive **12-week data training program**. After two years in the scheme, your consultant could become a **full-time employee**.

CONTRACT **WORKERS**

Whether you're addressing a talent shortage, **augmenting a project team**, or encountering resource gaps, our specialist consultants offer **bespoke interim talent solutions** to address every organizations unique challenges and drive success.



FULL TIME **EMPLOYEES**

From **early career professionals** to **senior management**, our comprehensive services enable you to **unearth outstanding data talent** across various specializations, ensuring your organization thrives in the data-driven era.

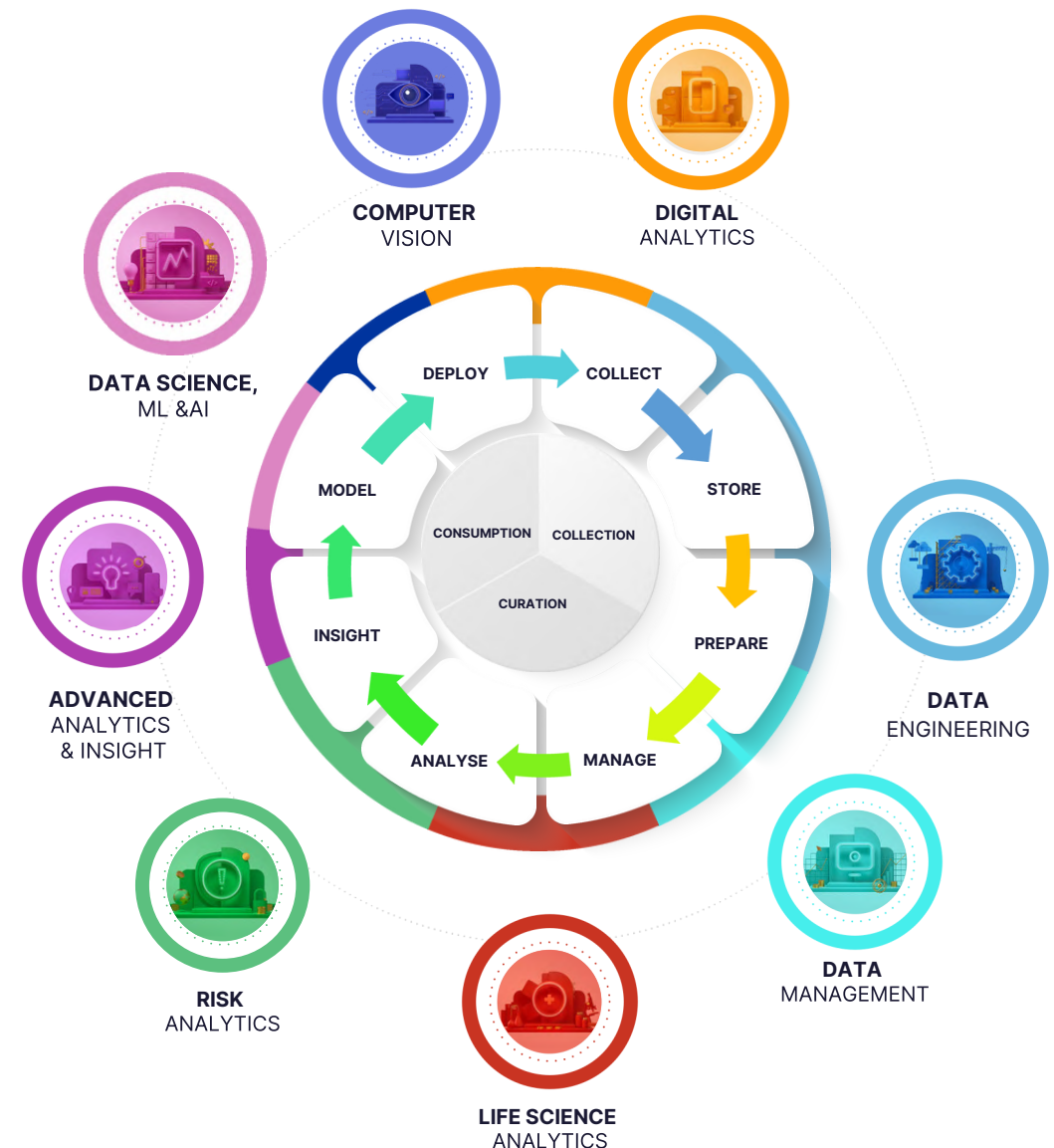
EXECUTIVE **SEARCH**

With our **dedicated executive search team** and an extensive network encompassing the **director to C-suite level**, we assist both global corporations and ambitious start-ups in **securing top-tier leadership talent** to accomplish their goals.



UPSKILLING AND **DATA TRAINING**

Elevate your team's data expertise with our all-encompassing training programs covering essential tools and technologies such as **Python, SQL, Machine Learning, LLM's and AI**. This empowers your workforce to excel in today's data-driven business landscape.



FULL DATA **LIFE CYCLE COVERAGE**

NEED MORE INSIGHTS?

Request a tailored Harnham Personalized Data Salary Benchmarking Report with comprehensive salary insights for up to three specific positions, across three different locations.

These reports leverage data from our Data and AI Salary Guide and proprietary real-time data, providing the latest market compensation information tailored to your business needs.

We offer custom reporting for roles in the UK, US, France, and the Netherlands.

<https://bit.ly/DataBenchmarkingReport>



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