

Tier 1: Most Comprehensive European Salary Data

1. Glassdoor ([glassdoor.com](https://www.glassdoor.com), [glassdoor.de](https://www.glassdoor.de), [glassdoor.ie](https://www.glassdoor.ie), etc.)

- **Coverage:** All major European countries
- **Strength:** Company-specific salaries with employee-submitted data
- **Cybersecurity positions:** SOC Analyst, Security Engineer, CISO, Penetration Tester
- **Filters:** Location, experience level, company size
- **Example:** Search "SOC Analyst Munich" shows salary range + company reviews
- **Limitation:** Self-reported (can be inflated/deflated)

2. Levels.fyi (levels.fyi)

- **Coverage:** Major tech hubs (Berlin, Dublin, Amsterdam, Zurich, London)
- **Strength:** Tech company compensation (base + equity + bonus breakdown)
- **Cybersecurity positions:** Security Engineer levels (L3-L7)
- **Best for:** Big tech companies (Google, Meta, Amazon, Microsoft)
- **Data quality:** Verified through offer letters
- **Limitation:** Limited coverage of non-tech companies, MSSPs, consulting

3. PayScale ([payscale.com](https://www.payscale.com))

- **Coverage:** 15+ European countries
- **Strength:** Cost of living adjusted salaries, skill-based pay data
- **Cybersecurity positions:** All major roles with skill breakdowns
- **Unique feature:** "Am I paid fairly?" calculator
- **Example:** Shows how Python skills vs. CISSP certification affects salary
- **Limitation:** Requires survey participation for full data access

4. SalaryExpert ([salaryexpert.com](https://www.salaryexpert.com))

- **Coverage:** 190+ countries including all EU nations
- **Strength:** Cost of living comparisons, tax calculations
- **Cybersecurity positions:** SOC Analyst, Security Consultant, CISO
- **Unique feature:** Shows net salary after taxes by country
- **Example:** "SOC Analyst Germany" shows €54,424 gross = €XX,XXX net
- **Best for:** Cross-country comparisons (e.g., Dublin vs. Amsterdam)

Tier 2: European-Specific Platforms

5. EuroSalaries.com ([eurosalaries.com](https://www.eurosalaries.com))

- **Coverage:** EU27 + UK + Switzerland + Norway
- **Strength:** IT sector focus, quarterly updates
- **Cybersecurity positions:** Detailed role breakdowns
- **Best for:** Comparing salaries across multiple EU countries side-by-side

6. TechPays.eu (techpays.eu)

- **Coverage:** Western Europe (Germany, Netherlands, UK, France, Ireland)
- **Strength:** Tech-specific salary data, startup vs. corporate breakdowns
- **Cybersecurity positions:** Security Engineer, DevSecOps, SOC Analyst
- **Unique feature:** Equity/RSU valuations for startups

7. Honeypot (honeypot.io/pages/how-much-do-developers-earn)

- **Coverage:** Germany, Netherlands, Austria, Switzerland
- **Strength:** Developer-focused but includes DevSecOps, Security Engineer
- **Report:** Annual "European Tech Talent Compensation Report"
- **Best for:** German market (very accurate Berlin/Munich data)

Tier 3: Country-Specific Platforms

Germany

- **Gehalt.de** (gehalt.de) - German salary database, comprehensive
- **StepStone Gehaltsreport** (stepstone.de/gehalt) - Annual German salary report
- **Absolventa** (absolventa.de/karriereguide/gehaltscheck) - Entry-level focus

Ireland

- **IrishJobs.ie Salary Calculator** ([irishjobs.ie/salary-checker](https://www.irishjobs.ie/salary-checker))
- **Prosperity.ie** ([prosperity.ie](https://www.prosperity.ie)) - Irish tech salaries

Netherlands

- **Emolument** (emolument.com/nl) - Dutch salary comparisons
- **Intermediair** (intermediair.nl/salaris) - Dutch professional salaries

UK

- **ITJobsWatch** (itjobswatch.co.uk) - UK tech salaries with trend data
- **CWJobs Salary Checker** (cwjobs.co.uk/salary-checker)

Switzerland

- **Lohncheck.ch** (lohncheck.ch) - Swiss salary calculator

- **Salarium** (salarium.bfs.admin.ch) - Official Swiss government salary data

Austria

- **Gehaltskompass.at** (gehaltskompass.at) - Austrian government salary guide
- **Karriere.at Gehaltsrechner** (karriere.at/c/a/gehaltsrechner)

Tier 4: Specialized Cybersecurity Salary Sources

8. CyberSeek (cyberseek.org)

- **Coverage:** US-focused but has European salary benchmarks
- **Strength:** Cybersecurity-specific career pathway + salary progression
- **Example:** Shows SOC Analyst → Senior SOC → Incident Response salary trajectory

9. ISC² Cybersecurity Workforce Study (isc2.org/Research)

- **Coverage:** Global including detailed Europe breakdown
- **Report:** Annual salary survey by certification, role, country
- **Access:** Free download after registration
- **Best for:** Understanding certification impact on salary (CISSP, SSCP, etc.)

10. SANS Institute Salary Survey (sans.org/cybersecurity-careers/salary-survey)

- **Coverage:** Global, strong European representation
- **Strength:** Role-specific (Penetration Tester, SOC Analyst, Forensics)
- **Report:** Annual, includes skill premium data (e.g., Python +10%, OSCP +15%)

Tier 5: Crowdsourced/Anonymous Platforms

11. Anonymous Professional Networks

- **Blind** (teamblind.com) - Tech workers discuss salaries anonymously
- **Fishbowl** (fishbowlapp.com) - Professional network with salary discussions
- **Reddit**: r/cscareerquestionsEU - European CS salary discussions

Comparison Matrix: Best Platform by Use Case

Use Case	Best Platform	Why
Compare SOC Analyst salaries across EU countries	SalaryExpert	Cost of living adjusted, tax calculations
Find specific company salaries (e.g., Siemens SOC Analyst)	Glassdoor	Company-specific employee data

Use Case	Best Platform	Why
Big tech compensation (Google, Amazon)	Levels.fyi	Verified offers, equity breakdown
German market deep-dive	Gehalt.de	Most comprehensive German data
Irish market research	IrishJobs.ie Salary Calculator	Irish-specific, local employers
Swiss salary negotiation	Lohncheck.ch	Accurate Swiss data + cost of living
Understand certification ROI	ISC² Salary Survey	Certification impact quantified
Skill premium analysis (Python, CISSP)	PayScale	Skill-based salary adjustments
Entry-level vs. senior comparison	CyberSeek	Career pathway visualization

Quick Salary Reference: SOC Analyst (2024-2025)

Based on aggregated data from above sources:

Country	Entry-Level	Mid-Level (2-4 yrs)	Senior (5+ yrs)	Source
Germany	€52-58K	€60-75K	€75-95K	Gehalt.de, Glassdoor
Ireland	€50-60K	€60-72K	€72-90K	IrishJobs, Glassdoor
Netherlands	€54-62K	€65-78K	€78-98K	Emolument, Glassdoor
Switzerland	CHF 75-90K (€78-94K)	CHF 95-115K (€99-120K)	CHF 120-150K (€125-156K)	Lohncheck.ch
Austria	€48-56K	€58-70K	€70-88K	Gehaltskompass.at
UK	£38-48K (€44-56K)	£48-62K (€56-72K)	£62-85K (€72-99K)	ITJobsWatch

Pro Tips for Salary Research

- 1. Use multiple sources:** Cross-reference 3+ platforms for accuracy
- 2. Filter by company size:** Enterprise vs. startup salaries vary significantly
- 3. Check posting dates:** Cybersecurity salaries rising 8-12% annually (2023-2024)
- 4. Include equity/bonus:** Total compensation often 15-30% higher than base
- 5. Factor cost of living:** €60K Dublin ≠ €60K Munich (rent, taxes differ)

6. **Consider remote options:** Some companies pay location-adjusted, others don't
7. **Certification premium:** CISSP adds ~€8-12K, OSCP ~€10-15K in Europe

Bookmarked Combo Strategy

For comprehensive research, use this sequence:

1. **Start:** Glassdoor (company-specific ranges)
2. **Cross-check:** SalaryExpert (country comparison + tax)
3. **Refine:** Country-specific platform (e.g., Gehalt.de for Germany)
4. **Validate:** ISC² or SANS report (industry benchmark)
5. **Negotiate:** Armed with 4+ data sources showing consistent range

Result: Confident salary negotiation backed by multiple verified sources.