

## Tech Salaries in Germany

Firstly, I'd like to note that I appreciate salaries will highly vary depending on experience, location and even company budget (I.E a start-up will likely have a lower budget than a huge consultancy)

However, over the years I have been recruiting IT professionals through-out Germany, a common factor when looking for a new position is always salary requirements, whether you're currently being paid within the market average or perhaps under paid for your experience compared to other companies within the industry.

In this document I am going to talk through the salary bands in various cities in Germany and even break this down dependant on Tech stack and years of experience.

### Berlin

Over the past 4 years, I have noticed Berlin's start-up scene grow massively and, in my opinion, has quickly become the tech centre of Germany due to its diversity and vast amount of opportunities.

A report from EY in 2017 clarified that 70% of the venture capital raised by Germany's top 100 start-ups were from Berlin;

Position	Junior (0-2 years' experience)	Mid-Level (2-4 years' experience)	Senior (5+ years' experience)	Tech Lead (1+ year management experience)
Java	€40,000 - €45,000	€50,000 - €65,000	€70,000 - €80,000	€85,000+
PHP	€35,000 - €45,000	€50,000 - €60,000	€65,000 - €75,000	€80,000+
Ruby	€40,000 - €45,000	€50,000 - €65,000	€70,000 - €80,000	€85,000+
DevOps	€40,000 - €45,000	€50,000 - €65,000	€70,000 - €85,000	€90,000+
Mobile (iOS & Android)	€35,000 - €45,000	€50,000 - €60,000	€65,000 - €75,000	€80,000+
Data Engineer	€45,000 - €55,000	€60,000 - €70,000	€75,000 - €80,000	€85,000+
Frontend	€40,000 - €45,000	€50,000 - €65,000	€70,000 - €80,000	€85,000+
Node	€45,000 - €55,000	€60,000 - €70,000	€75,000 - €80,000	€85,000+
Python	€40,000 - €45,000	€50,000 - €65,000	€70,000 - €80,000	€85,000+
Scala	€45,000 - €55,000	€60,000 - €70,000	€75,000 - €80,000	€85,000+
Designer	€35,000 - €45,000	€50,000 - €60,000	€65,000 - €75,000	€80,000+
QA	€30,000 - €35,000	€40,000 - €50,000	€55,000 - €65,000	€70,000+
Golang	€45,000 - €55,000	€60,000 - €70,000	€75,000 - €80,000	€85,000+
Salesforce	€40,000 - €50,000	€55,000 - €60,000	€65,000 - €75,000	€80,000+
Product Management	€55,000 - €60,000	€65,000 - €75,000	€85,000+	N/A
Project Management	€55,000 - €60,000	€65,000 - €75,000	€85,000+	N/A
Agile Management	€55,000 - €60,000	€65,000 - €75,000	€85,000+	N/A

## Munich

Seeming to be the economic heartland of Germany, Munich has now become one of the world's leading Tech hub cities, where it boasts a start-up scene alongside a huge presence of Tech giants.

Also, according to data from Stack Overflow in 2018, there are 98,000 professional developers in Munich compared to 100,000 professional developers in Berlin. That's pretty close, considering Berlin has a population of 3.52 million compared to just 1.45 million in Munich.

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Java	€50,000 - €60,000	€65,000 - €75,000	€80,000 - €85,000	€90,000+
PHP	€45,000 - €55,000	€60,000 - €70,000	€75,000 - €80,000	€85,000+
Ruby	€50,000 - €60,000	€65,000 - €75,000	€80,000 - €85,000	€90,000+
DevOps	€55,000 - €60,000	€65,000 - €75,000	€80,000 - €90,000	€95,000+
Mobile (iOS & Android)	€45,000 - €55,000	€60,000 - €70,000	€75,000 - €80,000	€85,000+
Data Engineer	€55,000 - €60,000	€65,000 - €75,000	€80,000 - €90,000	€95,000+
Frontend	€50,000 - €60,000	€65,000 - €75,000	€80,000 - €85,000	€90,000+
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Salesforce	€50,000 - €60,000	€65,000 - €75,000	€80,000 - €85,000	€90,000+
Product Management	€60,000 - €70,000	€75,000 - €85,000	€90,000+	N/A
Project Management	€60,000 - €70,000	€75,000 - €85,000	€90,000+	N/A
Agile Management	€60,000 - €70,000	€75,000 - €85,000	€90,000+	N/A

## Hamburg

Hamburg is home to a multitude of tech giants including; Google, Facebook, Twitter, Airbnb and Yelp, with Snapchat joining its American peers with their newly built offices in the summer 2017. It's no surprise that it was also the year (2017) Hamburg was dubbed the new German capital for starting a business in a report that found it had outstripped Berlin for the newest business founders per capita.

And according to the report EY conducted in 2017, Hamburg contributed 8.1% to venture capital raised by Germany's top 100 start-ups, coming second only to Berlin.

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Project Management	€60,000 - €65,000	€70,000 - €80,000	€85,000+	N/A
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## North Rhine-Westphalia

North Rhine-Westphalia has quickly become one of Germany's leading cities for Digital Transformation, having the NRW state investing €640 million in digital future projects by 2020.

NRW also has a growing start-up scene where 20% of all German start-ups are now based within NRW, this is largely due to the "Pirate Summit" which is the biggest start-up festival in Europe, with around 250 investors and 650 founders attending each year.

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