

Enterprise Software European Salary Guide 2014



Fig 1: Intrinsic eCommerce & Enterprise Software Seminar May 2013

During March 2014, Intrinsic Executive Search surveyed a total of 270 CEO, VP and Director level Executives across 11 different European countries working within the Enterprise Software and eCommerce markets. We asked for their opinions on the performance of various technology areas and feedback on the European market in general.

We surveyed a cross section of Executives, specifically targeting Enterprise software and eCommerce sectors.

For further information about Intrinsic Executive Search or any of our research and please visit <http://www.intrinsicsearch.com>

European Salary Level Guide

The following figures represent our feedback based on the current values of basic salary in the European Enterprise Software market place. Depending on factors such as vertical market focus, company size / growth, there can be variations in the salary levels mentioned below by as much +/- 20%. The following figures are a guide only and all roles need to be assessed on an individual basis.

The figures are representative of the following sectors within the enterprise software market: **CRM, Business Intelligence, Analytics, Business Process Management, Integration, Document Management, eCommerce applications and Retail Specific and Supply Chain software.**

The figures represent companies who target their senior sales staff with an annual quota of approximately £1 million and **average software deal size of £250k**. The size of the target and deal size can affect the size of base salary. For instance, a lower target and deal size may reduce the base salary.

The figures do not include benefits such as car allowance or pensions:-

	VP EMEA	VP Sales EMEA	Country Sales Leader / Manager	Senior Sales	Pre-Sales
UK	£150k / £300k OTE	£130k / £260k OTE	£110k / £220k OTE	£90/£180k OTE	£85,000 + bonus
Germany	€150k / €250k OTE	€135 / €220k OTE	€120k / €200k OTE	€90/€180k OTE	€85,000 + bonus
France	€140k / €280k OTE	€125k / €250k OTE	€110k / €220k OTE	€85,000 / €170k OTE	€80,000 + bonus
Sweden	€170k / €300k	€150k / €275k OTE	€120k / €240k OTE	€100k / €200k OTE	€90,000 + bonus

Definitions: -

- **VP EMEA** - Running larger teams in Europe of around 75+ people often for more mature vendors where equity has less importance in the package
- **VP Sales EMEA** - Responsible for teams of around 25 - 50 individuals
- **Country/ Sales Leader/ Manager** - Running a country or region with up to 20 reports.



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About Intrinsic Executive Search

Intrinsic Executive Search Ltd is a leading European Pan-European Consulting firm helping high growth software & eCommerce firms with their key senior European hiring strategy. Our Executive Search focus covers the identification, attraction and retention of Vice President, Director, Senior Sales, Pre-sales, Channel, Marketing and Board Level personnel for enterprise software and e-commerce related companies.

Since 1996, the Directors of Intrinsic Executive Search have worked closely with hundreds of small-medium sized enterprise software vendors, assisting them with their European senior hiring. The company's geographical coverage to include the UK, France, Germany, Scandinavia, Benelux and Southern Europe.

The company has a strong focus on Business Intelligence, Analytics, Web Centric software, Risk Management & Banking Software, Enterprise Content Management, Integration and Business Process Management solutions.

With headquarters in Surrey, United Kingdom the company also has further satellite offices in mainland Europe. www.intrinsicsearch.com

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