

DataX
Connect

SALARY
SURVEY
2024

DATA CENTER SALARY SURVEY 2024

Taking a close look at the compensation packages of 1000+ data center employees across the US

INSIGHTS ON SALARIES, BONUSES,
AND BENEFITS IN THE SECTOR

FOREWORD FROM THE CEO



There has been a growing demand for transparency and clarity in compensation packages within the data center sector.

The 2024 Salary Survey is our answer to this need, aiming to provide accurate and actionable information for the businesses we collaborate with and the individuals we support.

Our mission is clear: we are obsessed with providing the best customer experience. This mission drives us to empower the organisations we work with with the insights they need to attract and retain the best data center talent, and to equip data center professionals with the knowledge to understand their market value and career potential.

We have put together this information to help leaders to understand the market value of specific skill sets in the data center industry. Understanding the salary ranges and benefits packages is important to stay competitive in attracting top-tier talent. At the same time any data center professional can use the insights to understand market trends and make informed choices about their career in the data center sector.

This report is more than just data; it's a strategic tool to empower everyone we work with. By leveraging these insights, companies in the data center space can make informed decisions that align with their business goals. Job seekers will gain a clearer understanding of their worth in the marketplace so that they can navigate the industry with confidence and clarity.

Thank you for your continued trust in DataX Connect. We remain committed to providing exceptional service and insights, driving success for both the organisations we support and the data center professionals we represent.

Sincerely,

Liam Thomas

Liam Thomas
Co-founder and CEO, DataX Connect

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EXECUTIVE SUMMARY



This report takes a close look at the compensation packages of 1000+ data center employees across the US. With the industry facing some substantial challenges, the competition for skilled, experienced professionals has intensified in recent years.

One key challenge faced by data center employers is the persistent talent shortage, which has been fuelled more recently by significant growth in the industry, a retiring workforce, rapid advancements in technology, and a systemic lack of investment in data center skills and training.

Among challenges with sourcing talent, the data center sector is also facing challenges with sustainability, power availability, and land availability. The industry is expanding vigorously, driven by increasing demands for data storage, cloud computing, and artificial intelligence.

Overview

The survey offers some reasons why there might be an ongoing talent shortage in the data center industry:

- **A staggering 42% of US data center professionals said they are unsatisfied with or feel neutrally towards their current benefits package.**
- **Just 1% of US data center professionals are under the age of 25.**

The data also offers some suggestions on how companies can work to improve the situation:

- Improve benefits packages offered to make them more competitive in comparison to other industries.
- Make the data center sector more attractive to new talent.

In an effort to help attract young talent into the data center sector, we are proud to announce our participation in the Digital Futures Programme at a number of University Technical Colleges (UTCs) in the UK. The programme equips 14-19 year old students with the essential knowledge and skills needed to thrive in technical careers within the digital infrastructure industry, specifically in data centers. Partnering with employers such as CyrusOne, CBRE, AWS, and JLL. We work with the schools to promote careers in the data center sector. We would love to promote any similar US such schemes so please contact me if you want our support.

News from this survey is mixed, and there remains an uncertainty over the way forward with the talent shortage in the industry. It is clear that the industry needs to make a change with the way that talent is sought in the sector.

Andy Davis

Director, DataX Connect
 Founder of The Data Centre Club and Host of the Inside Data Centre Podcast

**Inside
 Data
 Centre
 Podcast.**
 WITH ANDY DAVIS

RESEARCH SYNOPSIS

2024 DATA CENTER SALARY SURVEY

SURVEY DATE: JUNE 2024

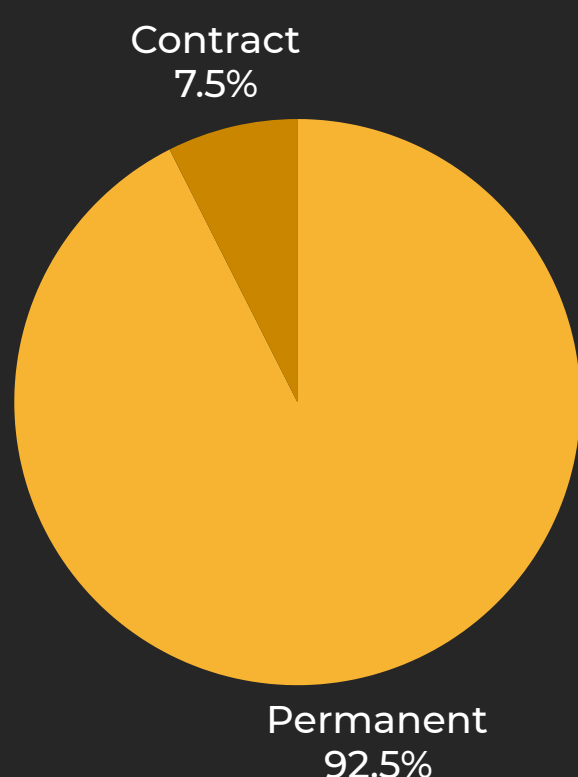
REGION: US

METHODOLOGY

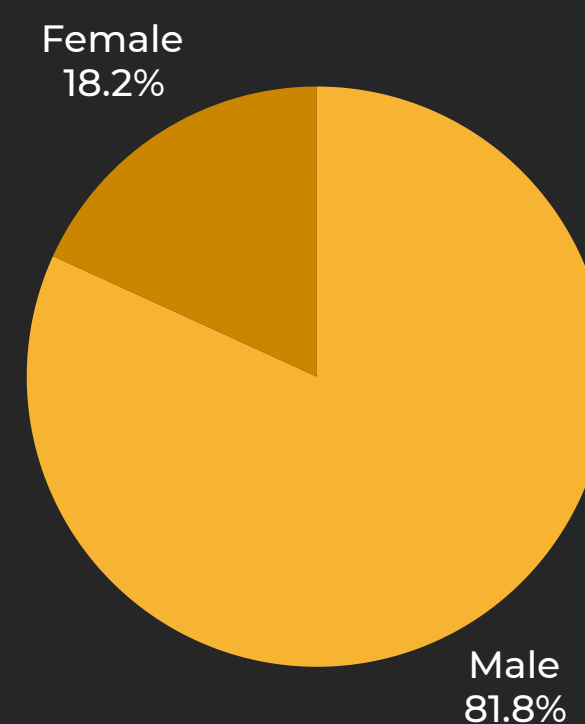
DataX Connect surveyed data center professionals employed in the UK, US, and Europe with questions related to job experience, salaries, bonuses, and benefits. The survey was conducted online and respondents were recruited via email, telephone, and LinkedIn. Data was also collected from placements made by DataX Connect. Respondents represent approximately 40 different job roles across the data center sector. This report is specifically on the US sector, we also have reports on the UK and Europe if you want to compare results for these regions.

RESPONDENTS DEMOGRAPHIC

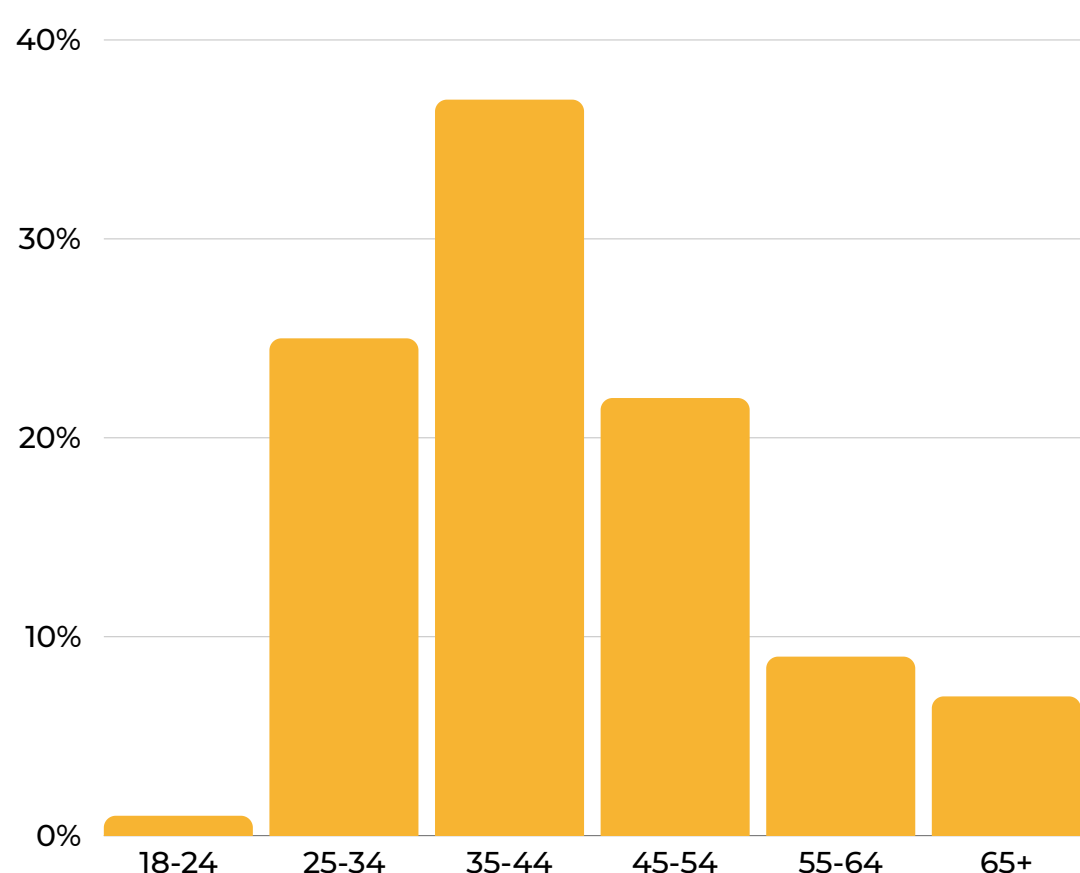
PERM VS CONTRACT



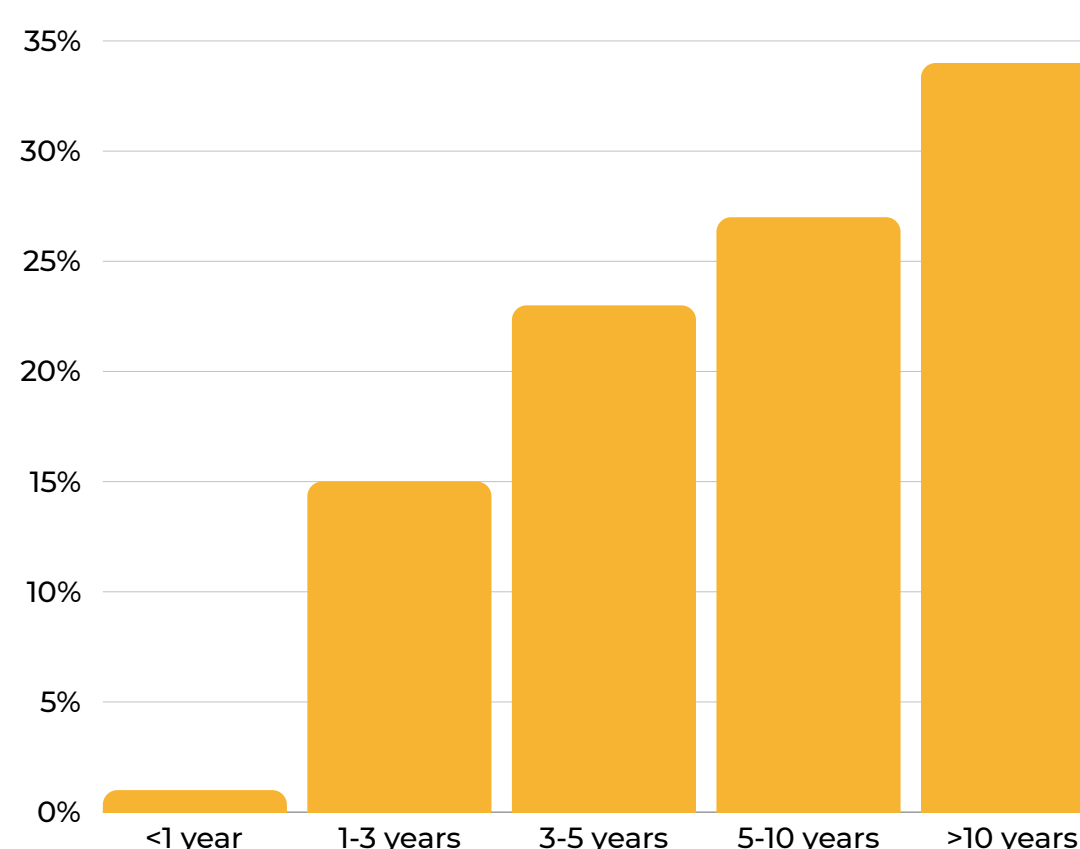
MALE VS FEMALE



AGE



EXPERIENCE



PERMANENT SALARIES

The average salary for a permanent data center position in the **US** is **\$160,102.66 /year**.

The average salary for a permanent data center position in **Europe** is **€108,229.30 /year (\$116,887.64 /year)**.

The average salary for a permanent data center position in the **UK** is **£89,836.79 /year (\$116,787.83 /year)**.

US

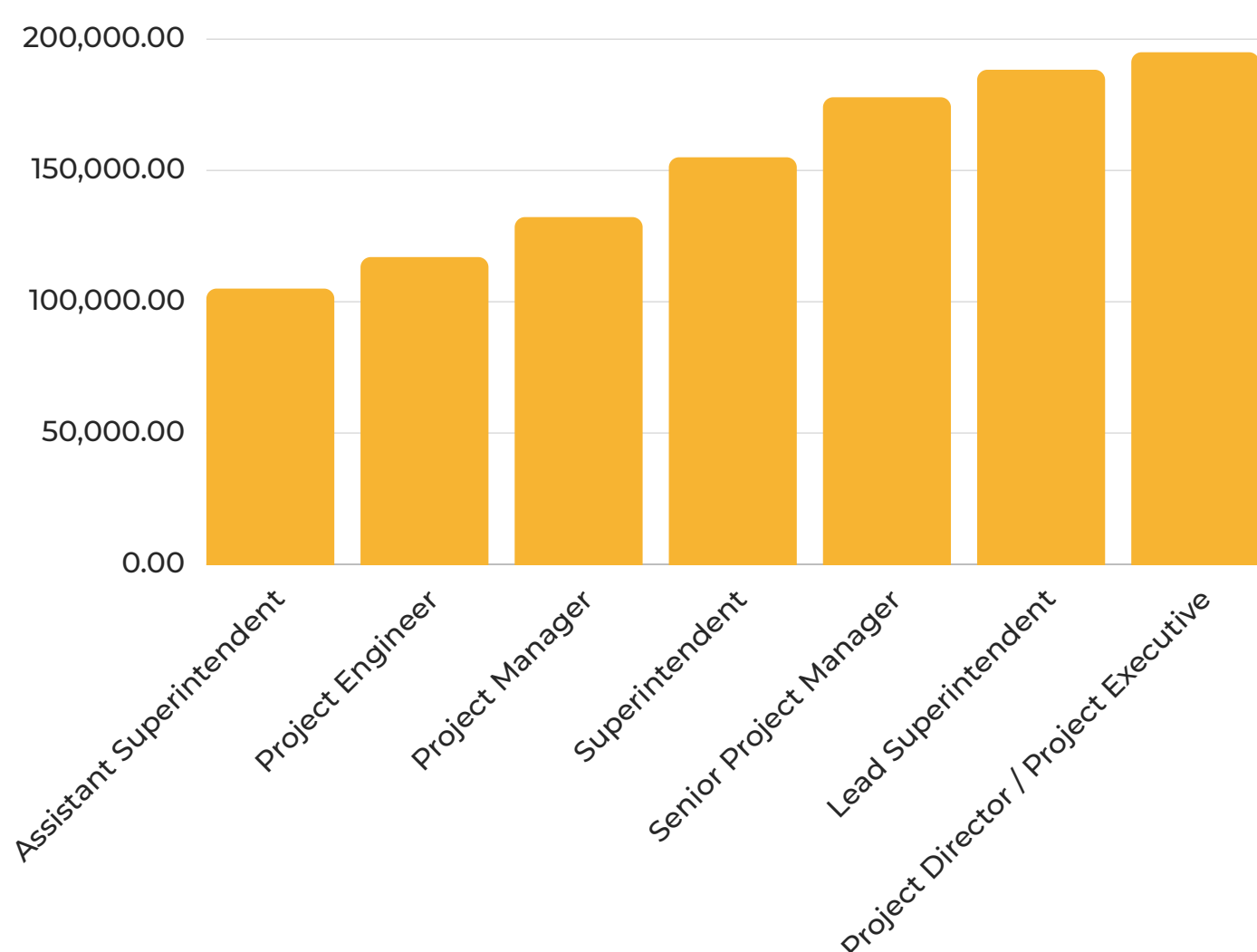
EUROPE

UK

PAY RISES

82% of **US** respondents in permanent roles received a salary increase in the last twelve months. **48%** of people who received a salary increase **had an increase of 5% or more** and **11%** had an increase of **10% or more**.

AVERAGE PERM SALARY, US



AVERAGE SALARY: PERMANENT POSITIONS, US

ASSISTANT SUPERINTENDENT	\$105K
PROJECT ENGINEER	\$117K
PROJECT MANAGER	\$132K
SUPERINTENDENT	\$155K
SENIOR PROJECT MANAGER	\$178K
LEAD SUPERINTENDENT	\$188K
PROJECT DIRECTOR / PROJECT EXECUTIVE	\$195K

These are some of the roles we get asked about most. The full data set with more job titles can be found on page 9.

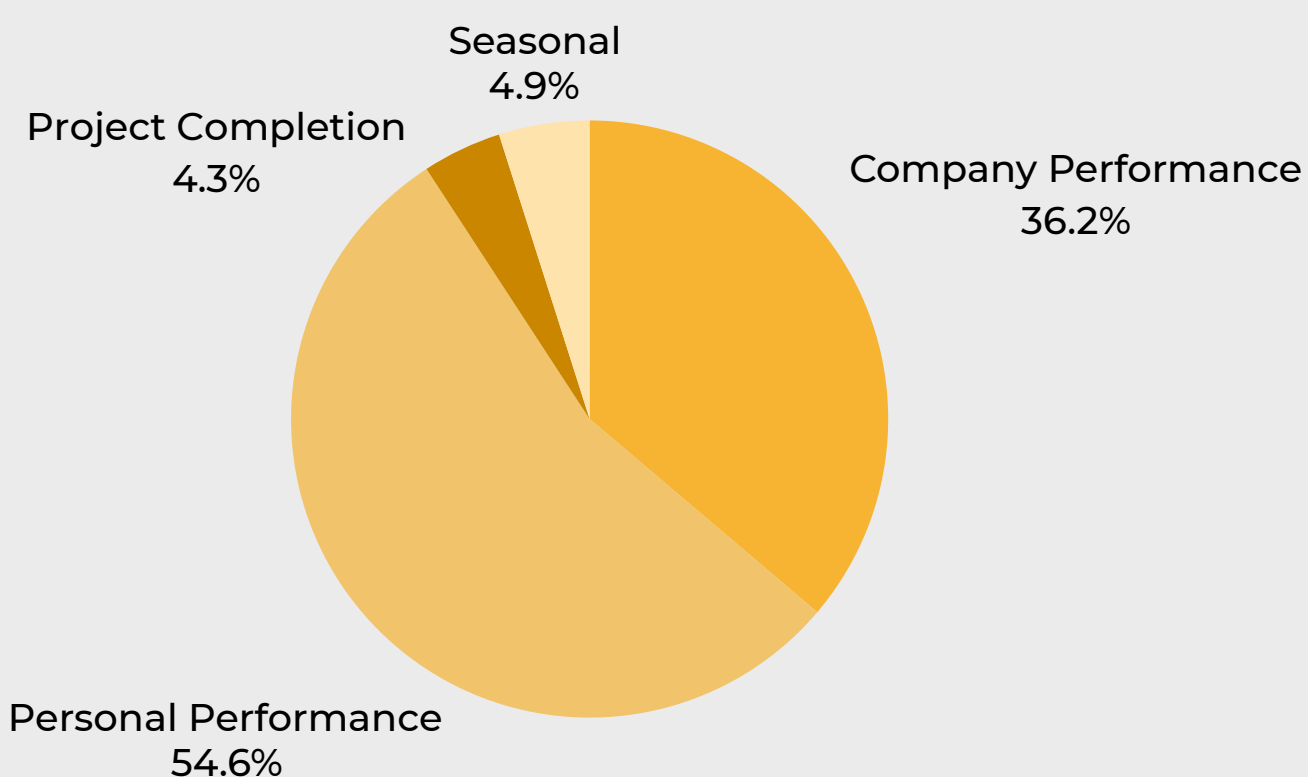
INDUSTRY INSIGHT

“THE RAPID EXPANSION OF DATA CENTERS REQUIRES A CORRESPONDING INCREASE IN SKILLED PROFESSIONALS. THE FINDINGS FROM UPTIME INSTITUTE’S AUGUST 2023 STAFFING AND RECRUITMENT SURVEY PAINT A STARK PICTURE, WITH THREE IN FIVE DATA CENTER OPERATORS (58%) GRAPPLING WITH THE CHALLENGE OF SECURING QUALIFIED CANDIDATES FOR OPEN POSITIONS. ADDING TO THE COMPLEXITY, A SUBSTANTIAL TWO IN FIVE OPERATORS (40%) FACE THE DAUNTING TASK OF RETAINING EXISTING STAFF, OFTEN LOSING THEM TO COMPETITORS. THIS ALARMING TREND IS PRECIPITATED BY A LACK OF SUFFICIENT TRAINING AND INADEQUATE TALENT ACQUISITION PROGRAMS, WHICH CAN ADVERSELY IMPACT THE OPERATIONAL PERFORMANCE OF A DATA CENTER.”

UPTIME INSTITUTE DATA CENTER STAFFING SURVEY 2023

BONUSES

88% of US respondents in a permanent role received a bonus in the past twelve months.



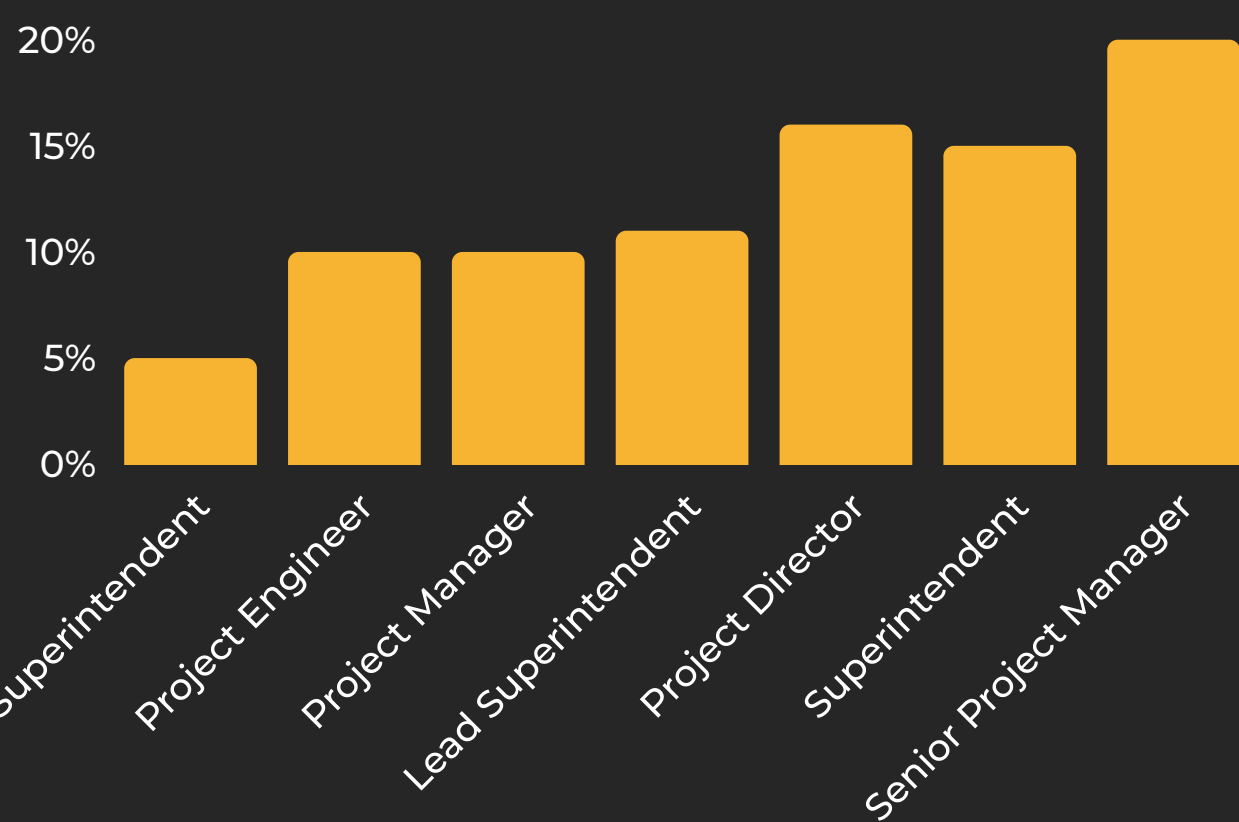
BONUS PAYMENT TYPES

55% of US respondents said their bonus was related to **Personal Performance**.

36% of US respondents said their bonus was related to **Company Performance**.

9% of US respondents said their bonus was related to **Project Completion** or was a **Seasonal Bonus**.

US: AVERAGE BONUS (% OF ANNUAL BASE SALARY)



BONUS PAYMENT AMOUNTS

Of all the job titles surveyed that received a bonus, unsurprisingly C-Suite and Directors received the highest average bonus payments.

The job roles with the lowest average bonus are Senior Quantity Surveyors, Project Engineers, Day Engineers, and Commissioning Engineers.

For the full list of job titles and bonuses see the full table on page 9.

INDUSTRY INSIGHT

"THESE ARE BOTH OPPORTUNE AND WORRYING TIMES FOR DATA CENTERS. ON THE ONE HAND, EXCITEMENT IS HIGH ABOUT BEING ABLE TO WORK IN I.T. INNOVATION AND THE POTENTIAL OF AI IN THE DATA CENTER. ON THE OTHER HAND, SALARIES MAY NOT BE KEEPING UP WITH INFLATION, DEI PROGRESS MAY BE SLOWING, AND THE WORK-LIFE BALANCE MAY BE TIPPING SLIGHTLY IN THE WRONG DIRECTION. WHAT IS CERTAIN IS THAT THE NEXT 12 MONTHS WILL BE INTERESTING FOR THE DATA CENTER. LET'S SEE HOW THE AI FRENZY IMPACTS THINGS IN THE REAL WORLD AND WHETHER SALARIES WILL HEAD UPWARD TO KEEP PACE WITH INFLATION."

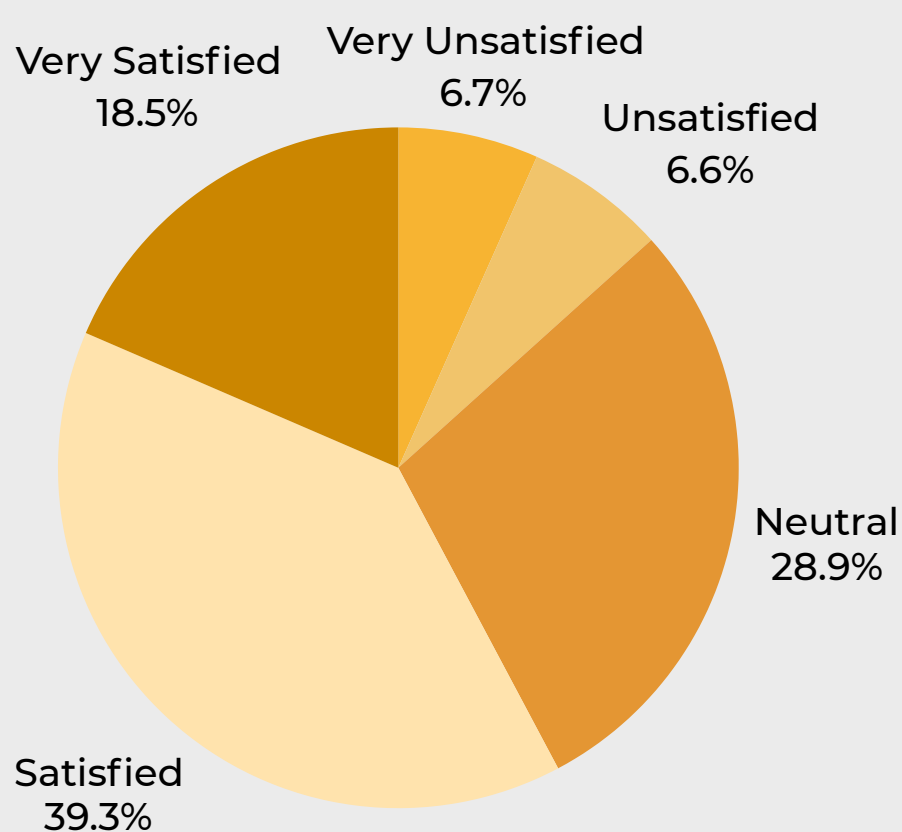
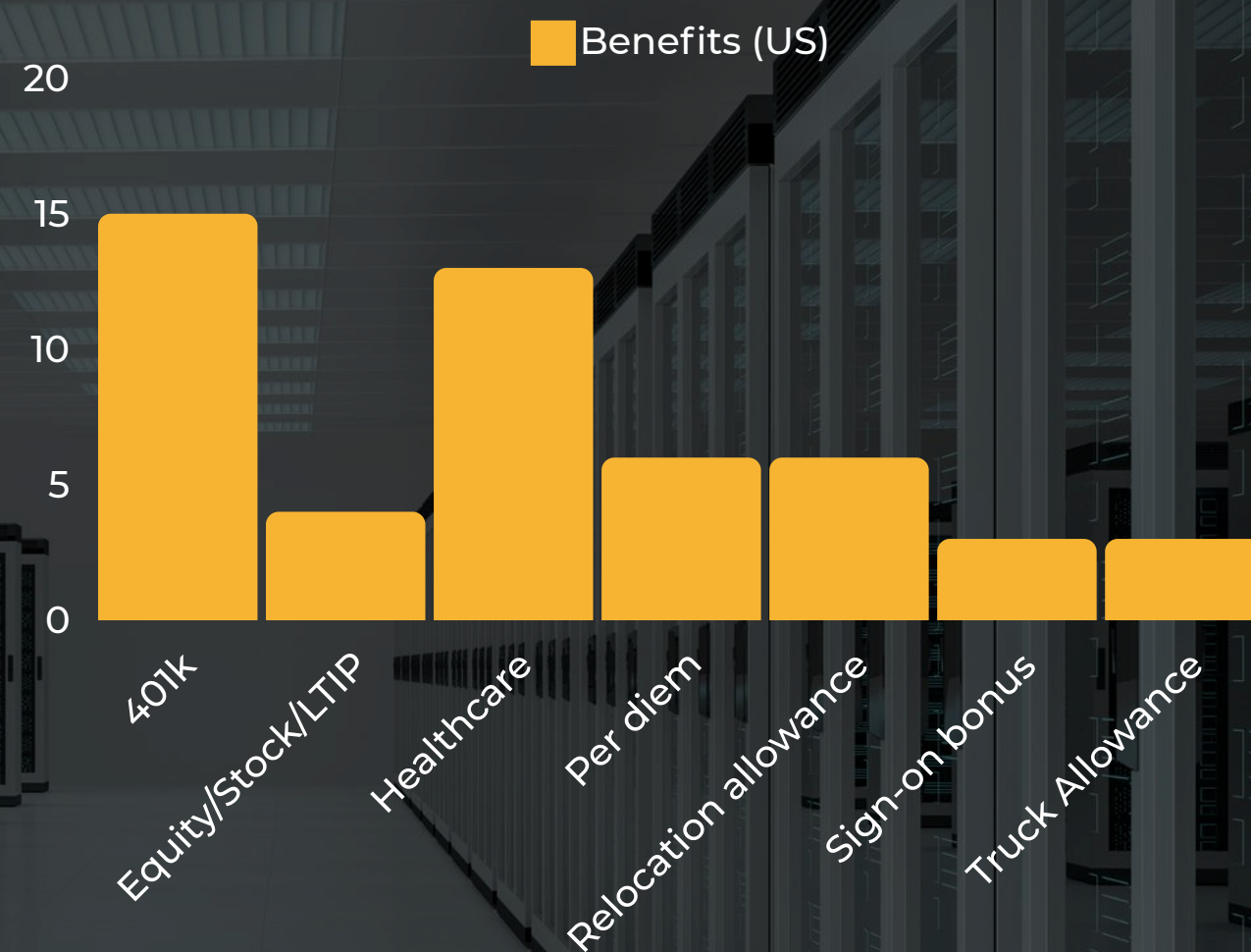
DATA CENTER KNOWLEDGE 2024 SALARY REPORT

BENEFITS

83% of US respondents receive benefits as part of their employment in the data center industry.

30% of US respondents receive a 401k. The next most common benefits offered by companies are private healthcare and a relocation allowance.

98% of US respondents receive fewer than 31 days holiday per year, with the majority of these receiving less than 20 days.



BENEFITS SATISFACTION

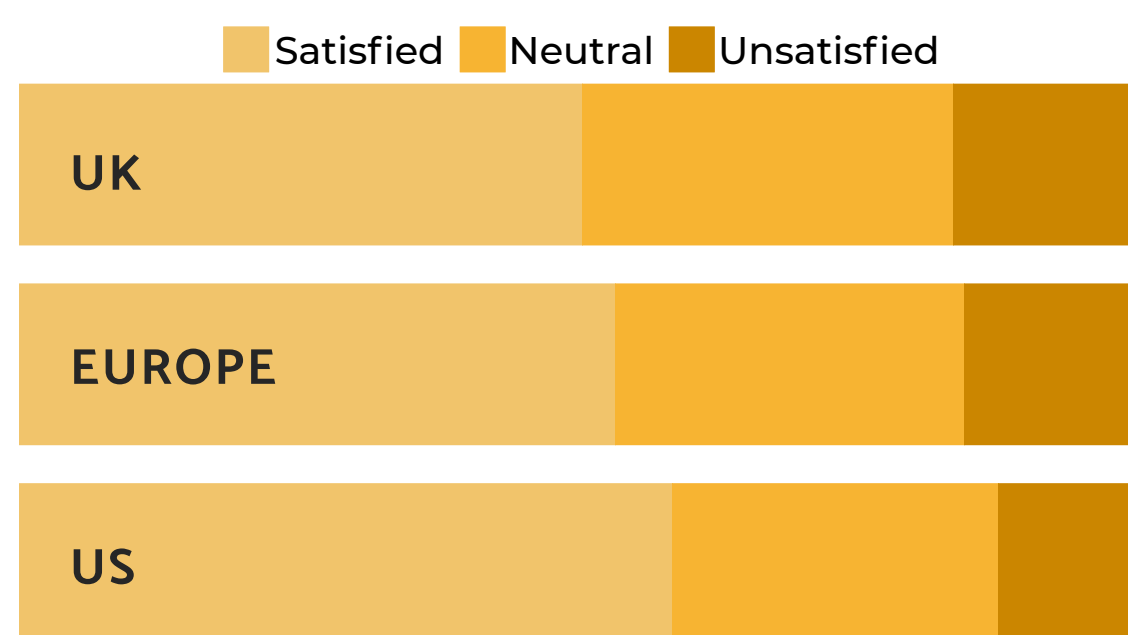
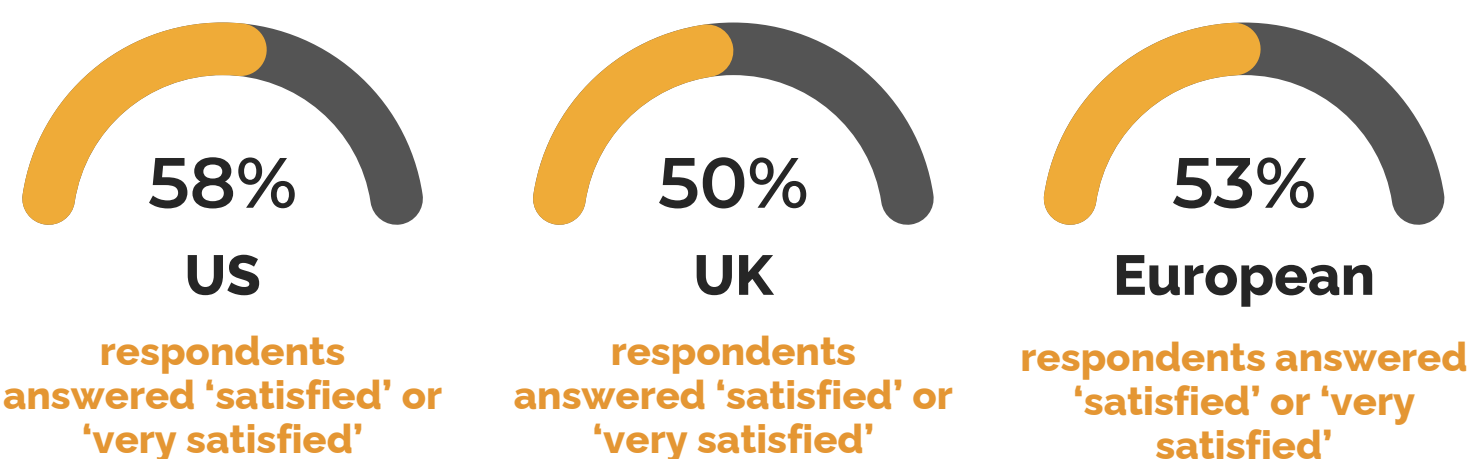
14% of US respondents indicated that they are unsatisfied with their current benefits package, and a further 29% answered 'neutral'.

58% of US respondents indicated that they are satisfied with their current benefits package.

Most people are satisfied with their benefits package, but the 14% who are unsatisfied and 29% who are neutral are a flight risk to companies who are not offering a competitive benefits package.

REGIONAL COMPARISON

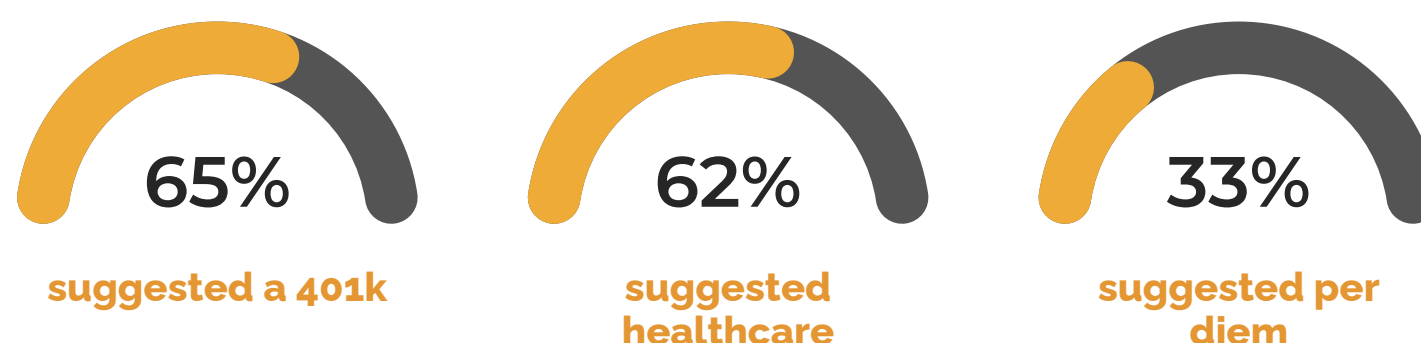
US respondents are more satisfied with their current benefits package than UK or Europe respondents.



ADDITIONAL BENEFITS

Respondents were asked to suggest additional benefits that they would like their current employer to offer. The most popular suggestions were remote and/or hybrid working options, health care and/or medical insurance, company vehicle, childcare, accommodation, better pension, better overtime rate, gym membership, flexible working hours, and better bonus payments. **There is an opportunity for employers to look at this list of benefits and see if they can offer any of these to help to attract talent in a skill shortage market.**

Of the respondents that suggested additional benefits, these were the top three suggestions:



SURVEY DATA

We focused our research on the most in-demand skill sets in the data center industry.

The table below includes the full data, where we had enough data to provide meaningful insight.

If there is a job title missing that you would like to benchmark then please contact us and we would be happy to benchmark it for you.

AVERAGE SALARIES (US)

Job Title	Average Perm Salary	Average Bonus %	Job Title	Average Perm Salary	Average Bonus %
Assistant Superintendent	\$105k	8%	Operations Director	\$190k	18%
Commercial Director	\$215k	35%	Operations Manager	\$155k	18%
Commissioning Engineer	\$111k	9%	Project Director / Project Exec	\$195k	16%
Commissioning Manager	\$148k	5%	Project Engineer	\$117K	10%
Construction Director	\$207k	11%	Project Manager	\$132k	10%
Construction Manager	\$162k	18%	QA/QC	\$105k	
C-Suite / Board	\$315k	20%	Sales Director	\$175k	
Data Center Manager	\$145k	5%	Senior Project Manager	\$178k	20%
Day Engineer / Technician	\$105k	5%	Shift Engineer	\$105k	15%
Design Director	\$195k	15%	Shift Supervisor	\$128k	
Design Manager	\$125k	5%	Superintendent	\$155k	19%
Development Director	\$200k		VP Construction	\$215k	
Development Manager	\$180k	23%	VP Design	\$205k	
HSE Manager	\$160k	15%	VP Sales	\$215k	
Lead Superintendent	\$188k	11%			

“Over the last couple of years, salaries in the data center sector have become more aligned and are therefore a smaller factor for candidates to consider when deciding where to work.

Hiring and retaining top talent now comes down to the benefits an employer can offer. More and more candidates are choosing a position with a good 401k and increased paid time off over a position solely offering increased base salary.”

Toby Mackay
US Team Leader, DataX Connect

AGE AND SECTOR EXPERIENCE

The US has a small percentage of early-career professionals.

16% of data center professionals in the US have **less than 3 years of sector experience**, the lowest among the regions, with **Europe at 28%** and the **UK at 29%**.

The majority of US respondents are experienced professionals, with a significant portion having more than five years sector experience.

The US has a low percentage of data center professionals aged 18-24.

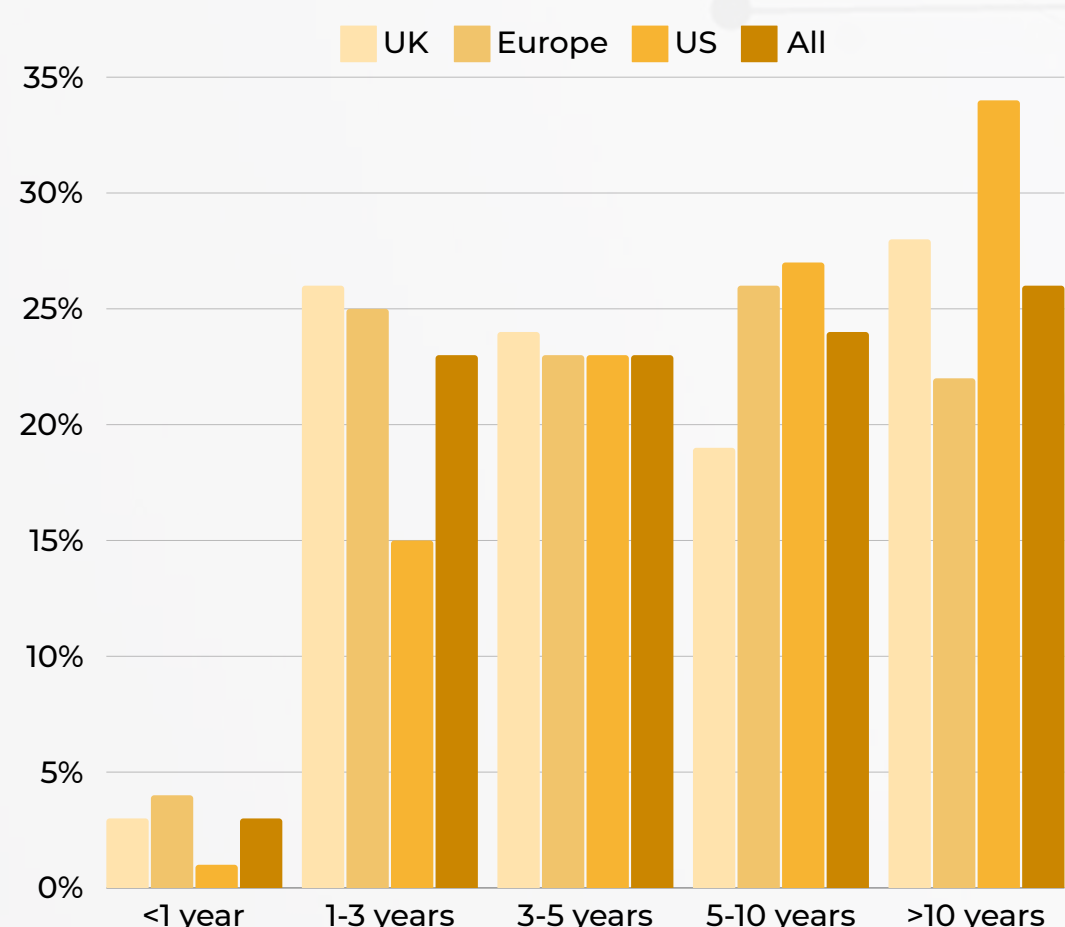
Just 1% of data center professionals in the US are aged between 18 and 24. This is the same as Europe and lower than the UK (3%).

The US has the highest percentage of 65+ year olds.

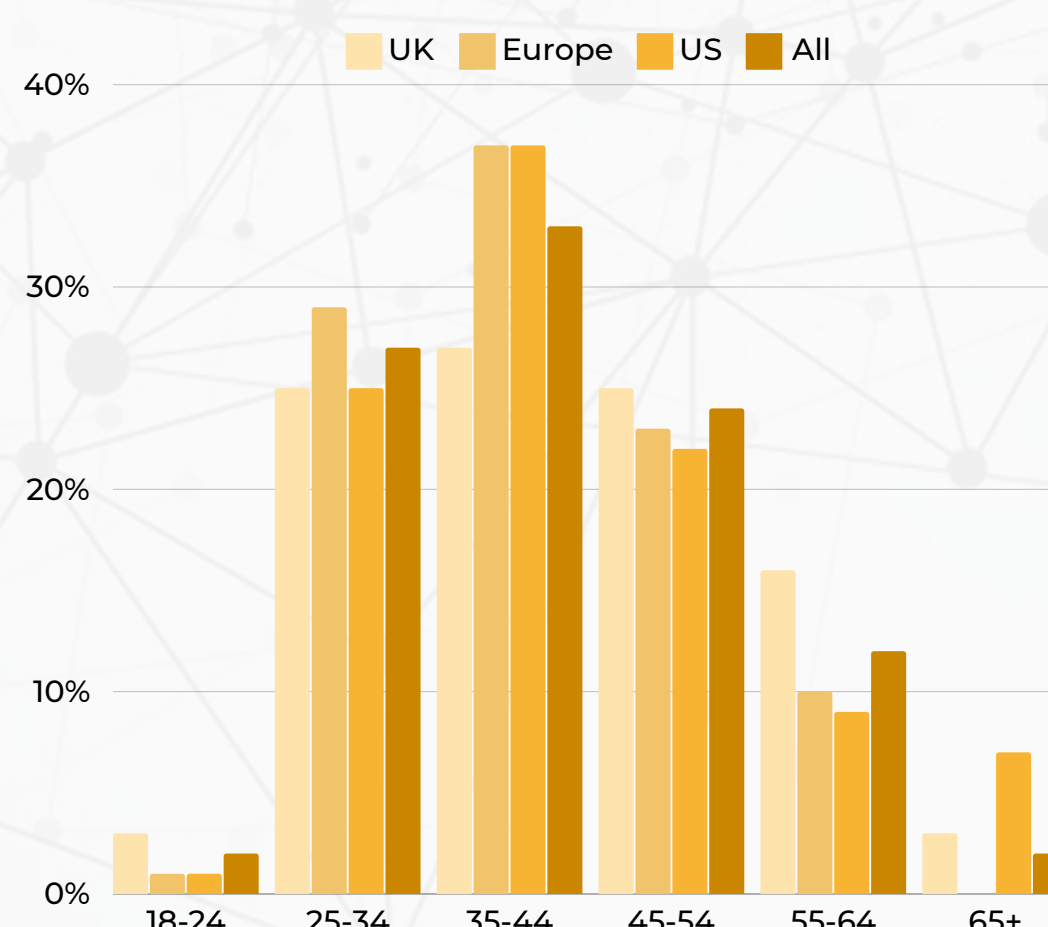
7% of US respondents are aged **65+**, with **Europe at 0%** and the **UK at 3%**.

This shows the survey data is largely influenced by the perspectives of more experienced individuals, which provides valuable insights for seasoned professionals, but may underrepresent the viewpoints of those newer to the field. If we want to attract new talent in to the sector, perhaps we need to focus on the views of younger and less experienced talent.

SECTOR EXPERIENCE



AGE



INDUSTRY INSIGHT

“WITHIN THE DATA CENTER INDUSTRY 33% OF THE TECHNICAL WORKFORCE IS AT OR NEARING RETIREMENT AGE. THAT PERCENTAGE IS LIKELY TO DOUBLE IN THE NEXT FEW YEARS DUE TO DEMOGRAPHIC TRENDS. TO WITHSTAND THE CURRENT LABOR ENVIRONMENT AND FORTHCOMING GENERATIONAL SHIFTS, DATA CENTER OPERATORS NEED TO PRIORITIZE SUCCESSION PLANNING AND ESTABLISH CLEAR CAREER DEVELOPMENT PATHWAYS.”

JLL US DATA CENTER REPORT (MIDYEAR 2024)

REGIONAL INSIGHTS

HOW DOES THE US COMPARE WITH EUROPE AND THE UK?

SALARIES



The average salary for a **permanent** data center position in the US is

\$160,102.66/year

This is \$43,215.02 /year more than the equivalent in Europe and \$43,314.83 /year more than in the UK.

BONUSES



88% of **permanent** data center professionals in the US received a bonus in the last twelve months.

This is 15% more than the equivalent in Europe and 16% more than the equivalent in the UK.

PAY RISES



82% of **permanent** data center professionals in the US received a pay rise in the last twelve months.

This is 13% more than the equivalent in Europe and 7% more than the equivalent in the UK.



64% of **contract** data center professionals in the US received a bonus in the last twelve months.

This is 46% more than the equivalent in Europe and 36% more than the equivalent in the UK.



64% of **contract** data center professionals in the US received a pay rise in the last twelve months.

This is the same as the equivalent in Europe and 9% more than the equivalent in the UK.

BENEFITS



58% of US data center professionals said that they were '**satisfied**' or '**very satisfied**' with their current benefits package.

This is more than **Europe (53%)** and the **UK (49%)**.



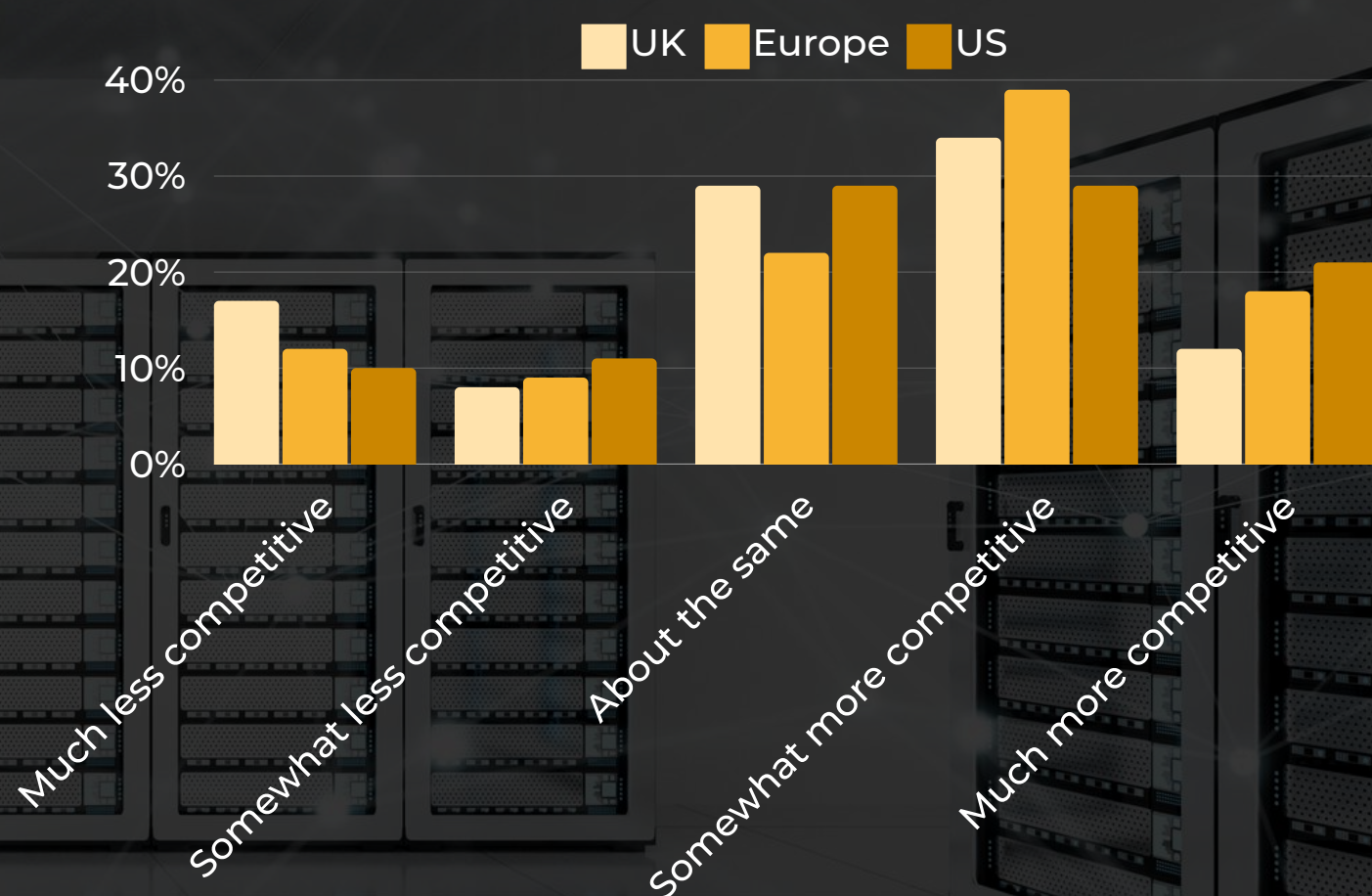
OTHER INSIGHTS

COMPARISON WITH OTHER INDUSTRIES

Respondents were asked to rate the competitiveness of their current data center salary and benefits in comparison to other industries they have worked in. The main takeaway is that the data center industry is more competitive than other industries according to the majority of the respondents.

50% of US respondents rated their current data center benefits as 'much more competitive' or 'somewhat more competitive' than other industries.

1 in 5 US respondents rated their current benefits as 'somewhat less competitive' or 'much less competitive' than benefits in other industries they've worked in.



TRAVEL FOR WORK

"We're now seeing more and more that base salary is no longer the most important factor for data center employees when accepting a job offer.

As the existing talent pool gets smaller, companies are increasingly looking for people to travel to projects across the United States. It's not uncommon for candidates to feel unfairly compensated for their travel costs."

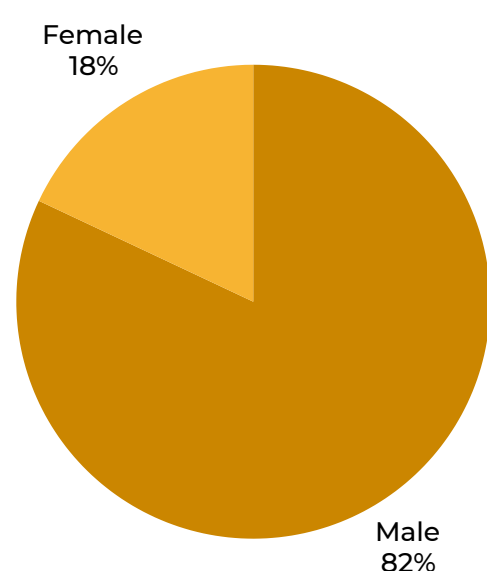
Alex Theakston
US Recruitment Consultant, DataX Connect

21% of US respondents in **permanent** roles work in a different town or city to where they live.

55% of US respondents in **contract** roles work in a different town or city to where they live.

GENDER

18% of US respondents are female and 82% are male. This is a higher percentage than both the UK (13%) and Europe (16%).



"If we truly want to address the balance for women in tech careers and within the Data Center sector, we need collaborative efforts from organizations to focus on creating inclusive workplace cultures that support and empower. The findings from these surveys highlights the need for increased efforts to attract and retain people, particularly diverse talent, in our industry.

To do so we need to provide opportunities for growth and development, leverage transferable skills, and cultivate safe and welcoming spaces for everyone.

Personally, I love to see women at a leadership level, and believe that diverse teams are much more successful. I think we could achieve a lot simply by embracing this and generating opportunities for different people to be seen and heard."

Alexandria Iveson
Senior Pursuit Manager, JLL EMEA Data Centers

SUMMARY OF FINDINGS

The 2024 Data Center Salary Survey reveals a mixed landscape in terms of the salaries, benefits, and bonuses of data center professionals in the US compared to their counterparts in Europe and the UK.

The average salary for a permanent role in the US is higher than in Europe and higher than in the UK. 82% of permanent professionals received a pay rise, which is higher than both Europe and the UK. 64% of contract professionals received a pay rise, which is the same figure as in Europe but is higher than the UK. The US is also ahead of Europe and the UK with bonus payments; 88% of permanent US data center professionals received a bonus in the last twelve months.

Satisfaction with benefits seems to be a real issue. 42% of survey respondents indicated that they were not satisfied their current benefits package, and 1 in 5 respondents rated their benefits as less competitive when compared to other industries they have worked in. 16% of the respondents have less than three years sector experience, the lowest percentage among the regions surveyed. Additionally, the US has the lowest proportion of 18-24 year olds at 1%, compared to 3% in the UK.

A notable percentage of professionals commute for work, with 21% of those in permanent roles and 55% in contract roles working in a different town or city than where they live. Women remain underrepresented in the US data center industry, with only 18% of survey respondents being female.

These findings indicate a hopeful future for the US data center sector, as it remains competitive with regards to compensation compared to other regions.

- ✔ We know that benefits packages are becoming a bigger factor for data center professionals in determining where to work, so a low benefits satisfaction rate is alarming from an employee retention perspective.
- ✔ The low percentage of inexperienced professionals and young people in the sector will exacerbate the talent shortage that the US is facing. The lack of young talent is a huge challenge in this high growth industry.
- ✔ A high proportion of respondents travel to work in a different town or city to where they live, suggesting that companies are often having to pay for talent outside of the local area.

SECTOR GROWTH


THE CHALLENGES THAT THE DATA CENTER SECTOR IS EXPERIENCING ARE MATERIALISING AS A RESULT OF SIGNIFICANT GROWTH IN THE INDUSTRY. AS THE INDUSTRY GROWS, ITS HARDER TO ATTRACT AND RETAIN TALENT.

EMPLOYERS SHOULD ASK THE FOLLOWING TWO QUESTIONS:

1. HOW CAN WE ATTRACT MORE TALENT TO THE SECTOR?
2. HOW CAN WE RETAIN THE TALENT WE HAVE?


RECOMMENDATIONS

FOR EMPLOYERS

-  The fact that 42% of data center professionals in the US are either unsatisfied or feel neutrally towards their current benefits package shows an opportunity for employers to improve. Consider when you last reviewed your benefits package offerings, and ask yourself the question, "Are we offering what employees want?"


Our survey has found that data center professionals would benefit from a wide range of additional benefits including:

- Vehicle allowance / company vehicle
- Advanced per diem
- Gym membership
- Child care
- Relocation packages
- Insurance coverage
- More PTO
- Company equity shares or stock
- Remote working
- Health care
- Uncapped bonuses
- Wellness benefits

-  The number of inexperienced and young people entering the industry is low; only 16% of survey respondents have fewer than three years' sector experience. This suggests that there is simply not enough new talent being attracted into the industry.


Employers should consider whether they are doing enough to attract new talent. Companies can often do more to work with colleges and schools to inspire children from a young age to work in digital futures. For example, we're now part of the [Digital Futures Programme](#) in the UK which aims to inspire 14 to 19-year-olds to join the data center sector. Employers should also consider how they market themselves to young people, embracing other avenues other than professional platforms like LinkedIn.

In addition to attracting more young talent to the sector, companies should focus efforts on attracting talent from other sectors where similar skillsets are often required.

-  Just 18% of US survey respondents are female, suggesting a significant under-representation of women in the sector. In addition to this, there were a number of comments from candidates suggesting that there was a gender pay disparity.

Companies should question what they can do to make the industry a more attractive option for women.

FOR INDIVIDUALS

-  If you would like us to benchmark your specific salary, personalized to your experience and location, please contact us on connect@dataxconnect.com.

If you are not happy with your compensation, we recommend you speak to your employer. Good talent is hard to find and they will want to retain you rather than you leave for a bigger salary elsewhere. It's important to have open and respectful conversations about compensation, approaching the conversation with gratitude and professionalism.

When discussing compensation, it's beneficial to come prepared with research and evidence to support your case. Benchmark your salary against other similar roles in the same location with the same level of experience that you have. This shows that your request is well-considered and based on facts, not just emotions. If you would like coaching or advice before initiating this conversation, please don't hesitate to contact us for guidance.

MARKET VIEW

EUROPE

The top five established markets in Europe are London, Madrid, Paris, Frankfurt, and Amsterdam.

The top five emerging markets in Europe are Milan, Zurich, Copenhagen, Warsaw, and Zaragoza.



THE AMERICAS

The top five established markets in the Americas are Virginia, Atlanta, Dallas, Phoenix, and Oregon.

The top five emerging markets in the Americas are Kansas City, Nashville, Iowa, Minneapolis, and Austin.

ASIA-PACIFIC

The top five established markets in Asia-Pacific are Tokyo, Mumbai, Sydney, Beijing, and Jakarta.

The top five emerging markets in Asia-Pacific are Osaka, Hyderabad, Bangkok, Chennai, and Delhi NCR.



Data from Cushman & Wakefield 2024 Global Data Center Market Comparison.

We're passionate about producing valuable research content for the data center sector. Our researcher produces regular **regional market reports** featuring the latest on vacancy rates, land and power availability, and development pipelines of markets across the globe.

We can produce bespoke reports on additional regions. Contact connect@dataxconnect.com.

CONTRIBUTORS

DataX Connect would like to thank the contributors to this report:



WE BREATHE DATA CENTERS.

DataX Connect is a global data center recruitment specialist. When searching for talent, or when seeking a career move, you want to work with an organisation that is embedded in the data center sector.

We work with the leading data center organisations across the globe and have a network of the best talent in the industry. Connecting data center talent with leading organisations across the globe is our passion.

We understand the challenges faced when recruiting talent, retaining staff, and job seeking in the data center market.

We offer much more than simply a recruitment service.



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