



COMMERCIAL SALARY SURVEY 2025

Taking a close look at the compensation packages of Commercial professionals working in the data centre sector across Europe.

ABOUT THE SURVEY

Welcome to the first ever Salary Survey for Commercial professionals in the data centre industry.

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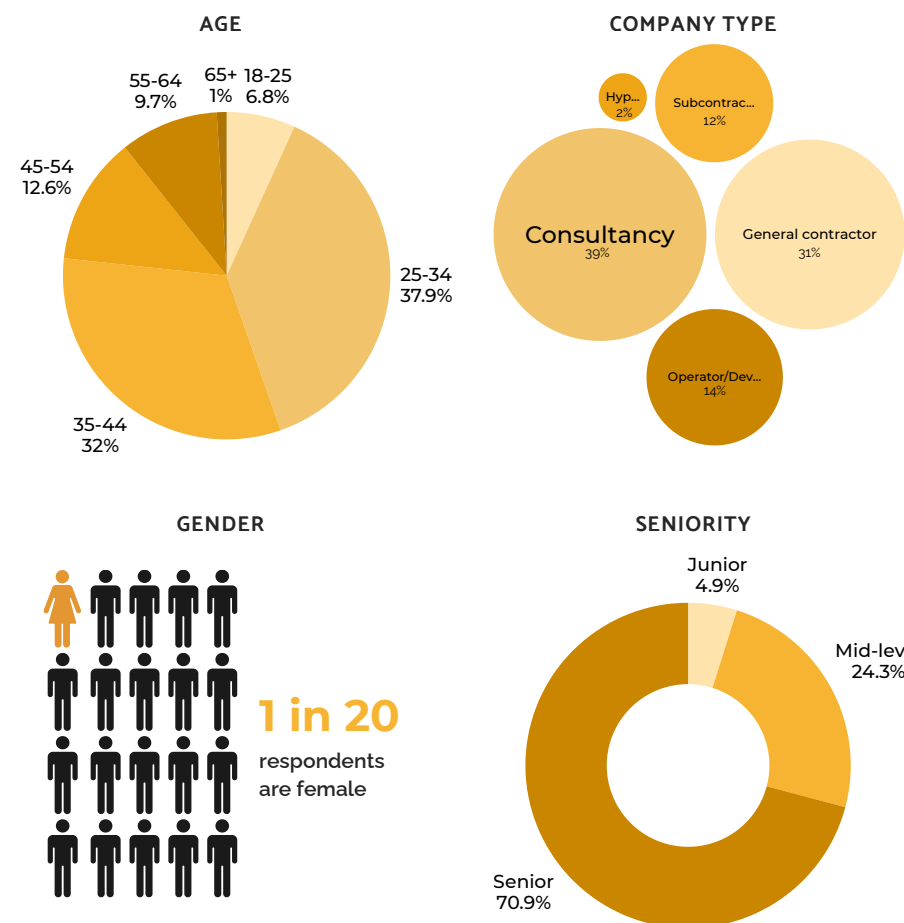
This report is part of our wider 2025 Data Centre Salary Survey, which collected insights from over 1,500 professionals across Europe. The main regional reports go deeper into salaries, benefits, and workforce trends across the full range of job roles in the sector. If you'd like to benchmark your team or your own compensation more broadly, download the full report [here](#).

SURVEY RESPONDENTS

Most respondents described themselves as senior professionals, with a smaller group identifying as mid-level. The majority work for general contractors and consultancies, with fewer employed by subcontractors or other organisations. The group is predominantly male and spans a wide range of experience levels, with most respondents aged between 25 and 44.

CONTENTS

1. [Key findings](#)
2. [Salaries](#)
3. [Benefits](#)
4. [Bonuses](#)
5. [Other insights](#)
6. [Summary](#)



KEY FINDINGS

STRONG BUT VARIABLE SALARIES

Commercial professionals in the data centre sector enjoy competitive pay, though salaries vary widely even within the same role, company type, or level of experience.

PAY RISES ARE COMMON

Three in five respondents received a pay rise in the past year, most often in the 0–4% or 4–8% range. Mid-career professionals saw the greatest increases, while the most experienced groups saw smaller gains.

BONUS SATISFACTION IS MIXED

Nearly 70% of professionals received a bonus, typically 5–10% of salary. However, average satisfaction with bonuses was just 3.2 out of 5, pointing to room for improvement.

BENEFITS MOSTLY ALIGN WITH EXPECTATIONS

Current packages are heavily weighted toward Travel & Transport, Health & Wellbeing, and Financial & Retirement perks. Half of respondents said they already have all the benefits they want, though flexibility and communication remain important.

MOBILITY IS HIGH, ESPECIALLY AMONG YOUNGER TALENT

23% moved company in the last year, and 35% plan to move in the next twelve months. Younger professionals are the most mobile and report lower satisfaction, particularly with bonuses, underlining the importance of retention strategies.



SALARIES

Salaries for Commercial professionals in the data centre sector are competitive, but show considerable variation, even within the same role, company type, or experience level. There are often wide overlaps between job titles, suggesting that factors beyond tenure, such as project size, employer, and responsibilities, play a major role in determining compensation.

Salaries in the UK are mostly comparable to salaries in the rest of Europe, with there generally being very little difference between them. General contractors and operator/developers offer the highest pay, and subcontractors the lowest.

For **individuals**, this data reinforces the value of researching benchmarks and negotiating based on your skills and impact. For **employers**, it's a reminder to ensure internal equity and maintain attractive, market-aligned offers to secure and retain top talent.

AVERAGE SALARIES BY REGION

Job Title	UK	Rest of Europe
Quantity Surveyor	£63k	€80k
Senior Quantity Surveyor	£90k	€104k
Cost Manager	£64k	€72k
Senior Cost Manager	£71k	€113k
Commercial Manager	£116k	€115k
Commercial Lead	£101k	€142k
Commercial Director	£161k	€153k

Company type	UK	Rest of Europe
General contractor	£129k	€134k
Subcontractor	£55k	€93k
Consultancy	£83k	€106k
Operator/Developer	£116k	€132k

Experience	UK	Rest of Europe
1-5 years	£81k	€104k
5-10 years	£106k	€113k
10-15 years	£119k	€112k
15+ years	£108k	€119k



SALARY SATISFACTION

On average, data centre professionals working in Commercial roles rated their satisfaction with their base salary **3.6 out of 5**. Salary satisfaction was highest for those working for a general contractor, while respondents working in consultancies reported lower average salary satisfaction scores.

61%

PAY RISES

61% of respondents received a pay rise in the last twelve months. Of those who got a pay rise, 44% stated their increase was between 0% and 4%, and a further 29% received a raise between 4% and 8%. Experienced professionals (10-15 years) experienced the greatest pay rises, while the most experienced professionals (15+ years) experienced the lowest.



SALARY VARIABILITY

Salary ranges in Europe are wider than in the UK alone, likely due to broader role definitions, variations in project size, or cost-of-living differences across European countries.



BENEFITS

The most common benefits currently offered were related to Travel & Transport, Health & Wellbeing, and Financial & Retirement packages.

When asked what they'd like to receive, respondents mostly echoed these benefits, with fewer pointing to Travel & Transport, suggesting this need is generally well met. For the most part, employers understand the benefits wanted by Commercial professionals, and generally offer them.

Half of respondents did not suggest any extra benefits at all. In particular, those working for consultancies and general contractors tended to answer 'None' when asked to suggest extra benefits they would like their company to offer.

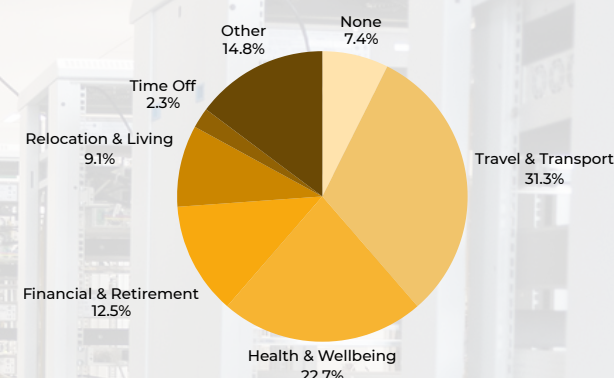
50% of respondents did not suggest any extra benefits when asked.



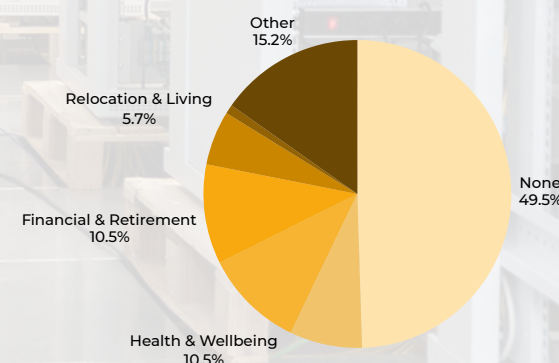
Benefits packages appear broadly aligned with employee expectations, but employers shouldn't assume silence means satisfaction. Clearer communication around bonus structures, more personalised rewards, and flexibility in benefits could significantly boost retention and satisfaction - especially in a competitive market for experienced talent.

For people in Commercial roles, the data reinforces the importance of knowing your value and speaking up about what matters most to you - whether that's more recognition, better perks, or meaningful incentives.

CURRENT BENEFITS



DESIRED BENEFITS



BONUSES

68%

of respondents received a bonus payment, or other performance related payment, in the last twelve months.

5-10%

was the most common bonus payment amount amongst Commercial professionals.

3.2

is the average rating out of 5 for satisfaction with bonus payments.



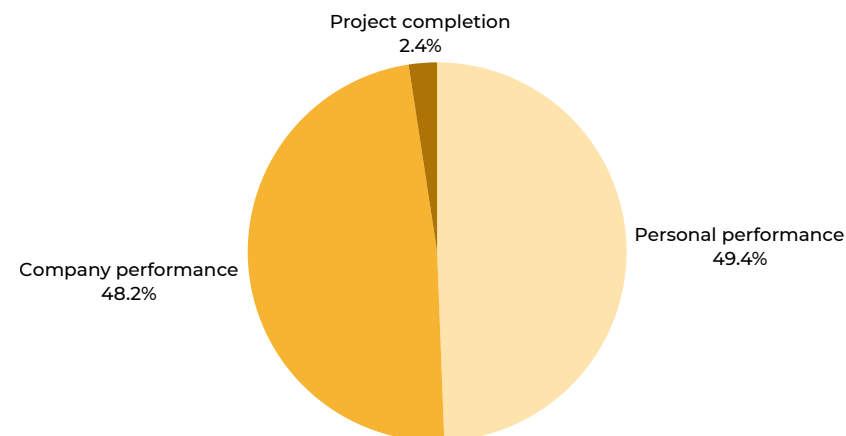
Over two thirds of professionals in Commercial roles reported receiving a bonus payment of one type or another in the last twelve months, and respondents gave a score of 3.2 out of 5 on average for their satisfaction with bonus payments.

Commercial professionals working at hyperscalers received the highest average bonus payments, whilst the lowest average bonus payments were reported by those working for general contractors. Respondents in senior positions were more likely to receive a bonus payment than those in mid-level positions.

The most common bonus payment types were Personal Performance and Company Performance bonuses, although a small number of respondents also reported receiving a bonus for Project Completion.

While bonuses are a key part of total compensation for Commercial professionals, there's room for employers to improve clarity and fairness in the bonus schemes they offer.

BONUS TYPES



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OTHER INSIGHTS

MOBILITY IN THE MARKET

23% of Commercial professionals in permanent roles changed company in the last twelve months, and 35% plan to change in the next twelve months.

Looking more closely at those who plan to move, the data shows an average satisfaction rating of 3.2 out of 5, indicating that there is no particular area of dissatisfaction for those looking to move.

Respondents who received a bonus in the last twelve months are much less likely to be planning a move in the next year. Those working for hyperscalers and subcontractors are more likely to want to move than those at consultancies or general contractors.

FUTURE TALENT

38% of Commercial professionals are under the age of 35, and 36% of them are planning to change company in the next twelve months. The 25-34 age group has the lowest average satisfaction score of all age groups, and in particular the score for satisfaction with bonuses is low (3.1).



35%

are planning to move company in the next twelve months (permanent roles).

56%

said their compensation package in the data centre sector is more competitive than other industries they've worked in.

42%

have fewer than five years' experience in the data centre sector.

SUMMARY

This year's data tells a story of a highly mobile, mid-career workforce: salaries are competitive but uneven, pay rises and bonuses are common yet not always satisfying, and younger professionals are the most likely to seek new opportunities.

Commercial professionals play a vital role in the growth of the data centre sector, and their compensation reflects this importance. Salaries are competitive but show significant variation, highlighting how much pay depends on employer, project, and scope of responsibility. Pay rises and bonuses remain widespread, though satisfaction with rewards is mixed, especially around bonuses and benefits.

The data also shows that mobility is a defining feature of this group. A notable share of professionals changed companies in the past year, and an even larger proportion are considering a move in the next twelve months - particularly younger talent, who also report lower satisfaction levels.

For employers, the findings underline the need to focus on consistency, transparency, and competitiveness in pay and benefits, while also investing in retention strategies for future talent. For professionals, the results provide a clear benchmark to understand their market value and negotiate with confidence.

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