



COMMISSIONING SALARY SURVEY 2025

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

ABOUT THE SURVEY

Welcome to the first ever Commissioning Salary Survey for the data centre industry.

ABOUT THE SURVEY

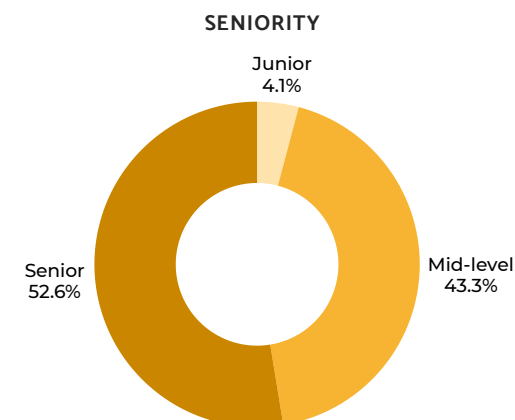
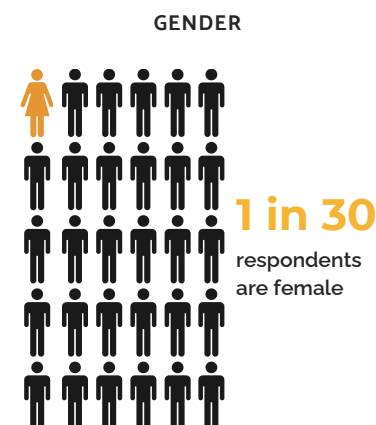
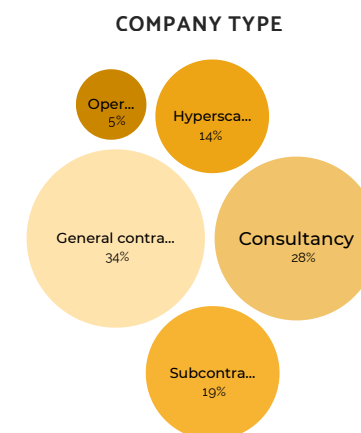
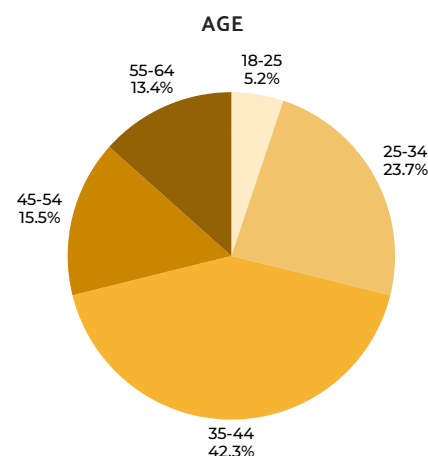
This report is part of our wider 2025 Data Centre Salary Survey, which collected insights from over 1,500 professionals across Europe and the USA. The main regional reports go deeper into salaries, benefits, and workforce trends across the full range of job roles in the sector. If you'd like to benchmark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

SURVEY RESPONDENTS

Most Commissioning respondents described themselves as either mid-level or senior professionals. The majority are employed by general contractors, consultancies, or subcontractors, with smaller numbers working for other types of organisations. The group is predominantly male and experienced, with most respondents aged between 35 and 54.

CONTENTS

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



KEY FINDINGS

PAY RISES ≠ RETENTION

44% of commissioning professionals in permanent roles are planning to change companies in the next 12 months — even though over half received a pay rise last year.

EXPERIENCE PAYS OFF

Those with 15+ years of experience earn more than double those with 1–5 years, underlining the value placed on long-term expertise.

BONUS SATISFACTION IS MIXED

Just over half of professionals received a bonus, typically 5–10% of salary. However, average satisfaction with bonuses was just 3.3 out of 5, pointing to room for improvement.

BENEFITS ALIGN WITH EXPECTATIONS

Most professionals want what they already receive: financial benefits, health and wellbeing support, and transport allowances. 65% expressed no desire for additional benefits.

MOBILITY IS HIGH

44% of permanent employees plan to move companies in the next year. Younger and less experienced professionals are especially likely to move, even though they are very satisfied with their compensation on average.



SALARIES

Commissioning salaries show a clear progression with seniority and experience, highlighting the value placed on experience in this specialist function.

When looking by company type, operator/developers offer the highest salaries in both the UK and USA, while consultancy roles sit in the middle, and general contractors are lowest across all regions.

Salaries are substantially higher in the USA across all job titles, company types, and experience levels shown. While salaries between the UK and the rest of Europe are often closely matched, US figures consistently outstrip both, often by 50% or more.

For **individuals**, this underlines the importance of understanding your market value, and for **employers**, it's a prompt to review internal consistency and competitiveness.

AVERAGE SALARIES BY REGION

Job Title	UK	Rest of Europe	USA
Commissioning Engineer	£70k	€79k	\$126k
Commissioning Manager	£98k	€89k	\$168k
Commissioning Lead	£109k	€109k	\$131k
Commissioning Director	£142k	€138k	\$213k

Company type	UK	Rest of Europe	USA
General contractor	£70k	€90k	\$172k
Consultancy	£98k	€87k	\$149k
Operator/Developer	£144k	€75k	\$250k

Experience	UK	Rest of Europe	USA
1-5 years	£70k	€79k	\$122k
5-10 years	£101k	€113k	\$166k
10-15 years	£84k	€90k	\$165k
15+ years	£144k	€90k	\$203k



SALARY SATISFACTION

On average, data centre professionals working in Commissioning rated their satisfaction with their base salary **3.6 out of 5**. The region with the highest satisfaction was the USA, and the lowest was the UK. Salary satisfaction was highest for those working for an operator/developer. Respondents working for subcontractors reported lower average salary satisfaction scores.

53%

PAY RISES

53% of respondents received a pay rise in the last twelve months. Of those who got a pay rise, 40% stated their increase was between 0% and 4%, and a further 23% received a raise between 4% and 8%. Less experienced professionals (1-5 years) experienced the greatest pay rises, while the more experienced professionals (10-15 years) experienced the lowest.

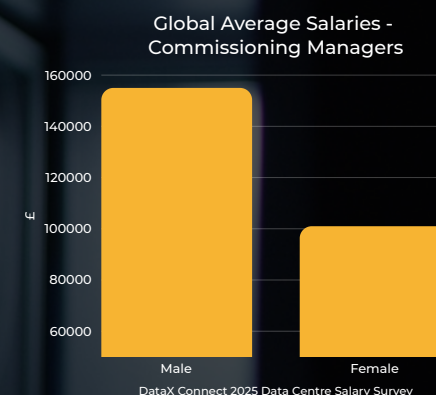


SALARY VARIABILITY

The USA has the widest average salary ranges, suggesting greater variability in pay, possibly due to broader commissioning role definitions, variations in project scale, or cost-of-living differences across states. Europe has the narrowest salary ranges, suggesting more standardised pay structures.

GENDER PAY GAP

Our data shows a notable gender pay gap among Commissioning Managers. On average, female respondents reported earning £101k, compared to £155k for their male counterparts - a difference of around 50%. While the sample size for women in this group is very small, the gap is significant and consistent with broader industry patterns. It highlights the need for continued transparency and equity in compensation practices, particularly as more women enter technical and leadership roles within commissioning.



RATES

Rates vary noticeably between job titles, with senior positions commanding higher averages, though there is some overlap across the scale.

Even within the same experience bracket, rates can differ significantly. Company type also plays a role, with some organisation types consistently offering higher rates than others.

The figures provided for contract roles are a variance of gross pay rates across Europe, including the UK. The net retention varies according to in-country tax and compliance rules.

For example (subject to pay solution), those in the UK, Ireland, Germany, and Switzerland can expect to retain up to 80%, while those in the Netherlands, Denmark, and Spain can expect to retain 60-75%. Those in Italy, Norway, Finland, Sweden, and Belgium can expect to retain 50-60%. Employers will often recognise the variance in retention levels and will offer higher rates to accommodate, and/or will pay for travel and subsidence on top of daily rates.

AVERAGE DAY RATES

	Europe	
Job Title	Lower range	Upper range
Commissioning Engineer	£450	£750
Commissioning Manager	£550	£900
Commissioning Lead	£550	£850

Company type	Europe
Consultancy	£700
General contractor	£880
Subcontractor	£600
Hyperscaler	£700

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 a few more pointing to more Time Off as a desirable extra benefit. This suggests that, for the most part, employers understand the benefits wanted by Commissioning professionals, and generally offer them.

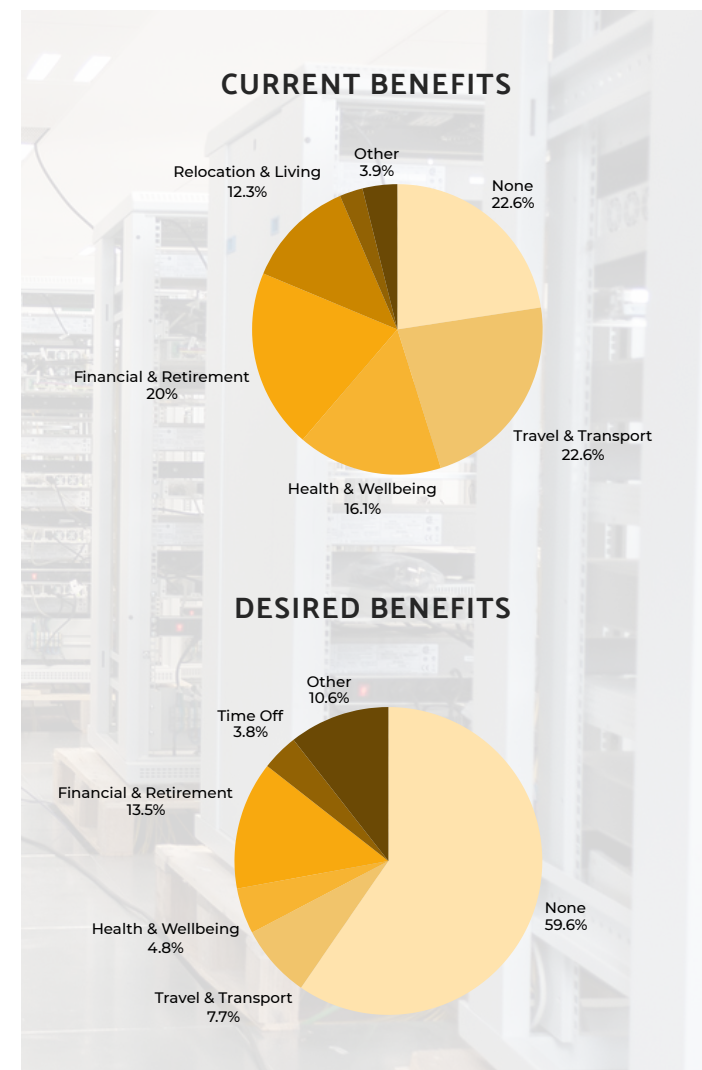
A large number of respondents did not suggest any extra benefits at all. In particular, those working for consultancies and operators/developers tended to answer 'None' when asked to suggest extra benefits they would like their company to offer.

65% of respondents said they have all the benefits they want.



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 Commissioning professionals, 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.



BONUSES

52%

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 Commissioning professionals.

3.3

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

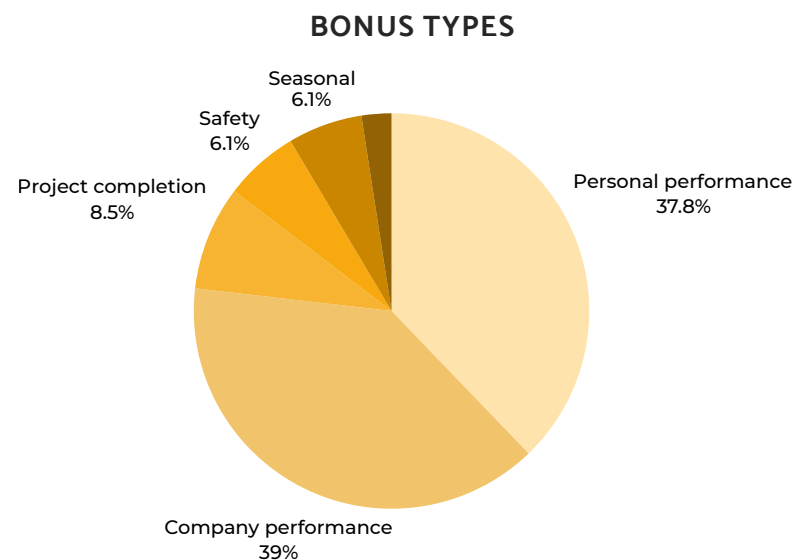


Just over half of Commissioning professionals reported receiving a bonus payment of one type or another in the last twelve months, and respondents gave a score of 3.3 out of 5 on average for their satisfaction with bonus payments.

Commissioning professionals working at operators/developers and general contractors received the highest average bonus payments, whilst the lowest average bonus payments were reported by those working for subcontractors. Respondents in senior positions were more likely to receive a bonus payment than those in junior positions.

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

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



DataX Connect Salary Survey 2025

OTHER INSIGHTS

MOBILITY IN THE MARKET

40% of Commissioning professionals in permanent roles changed company in the last twelve months, and 44% plan to change in the next twelve months.

Looking more closely at those who plan to move, the data shows an average bonus satisfaction rating of less than 3 out of 5, indicating that this might be a particular area of dissatisfaction for those looking to move.

Respondents who received a bonus in the last twelve months are less likely to be planning a move in the next year; 57% of those without a bonus are planning to move company. Those working for hyperscales, general contractors, and subcontractors are more likely to want to move than those at operators/developers and consultancies.

FUTURE TALENT

24% of Commissioning professionals are under the age of 35, and over half of them are planning to change company in the next twelve months. The 25-34 age group has a higher average satisfaction score than most other age groups, showing that, while they're more likely to want to move, it isn't necessarily because they're more dissatisfied with their compensation. This higher mobility is likely to reflect ambition or career exploration rather than frustration.



44%

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

50%

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

36%

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

SUMMARY

Commissioning professionals play a critical role in the data centre lifecycle, and this year's findings confirm the high value placed on their skills, particularly in the USA, where compensation far outpaces that of their European counterparts.

Salaries rise steeply with seniority, and those working for operators or developers earn the most, while general contractors offer the lowest packages. Yet, while the numbers are strong, satisfaction doesn't always follow. Many professionals are planning moves despite recent pay rises, pointing to the importance of benefits, bonus clarity, and career growth.

There's also a clear call for employers to address fairness, both in terms of gender pay gaps and bonus structures. While most commissioning professionals feel they have the benefits they need, time off and recognition remain key areas to watch.

For individuals, understanding your value and advocating for what matters to you is vital. For employers, these findings are a reminder that high pay alone isn't enough to retain top commissioning talent, especially in such a competitive and specialised market.

CONTACT US

 www.dataxconnect.com/salary-survey

 connect@dataxconnect.com

 UK: 01489 888499
Ireland: +35316994424
USA: +19142335289

[Follow us on LinkedIn](#)

[Inside Data Centre Podcast with Andy Davis](#)

I'm looking for a data centre job

I'm looking to hire data centre talent

SUBSCRIBE TO THE DC DIGEST

Everything going on in the data centre industry, all in one place. Breaking news, industry events, useful articles, and more.



Subscribe