



DATA CENTRE OPERATIONS SALARY SURVEY 2025

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

ABOUT THE SURVEY

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

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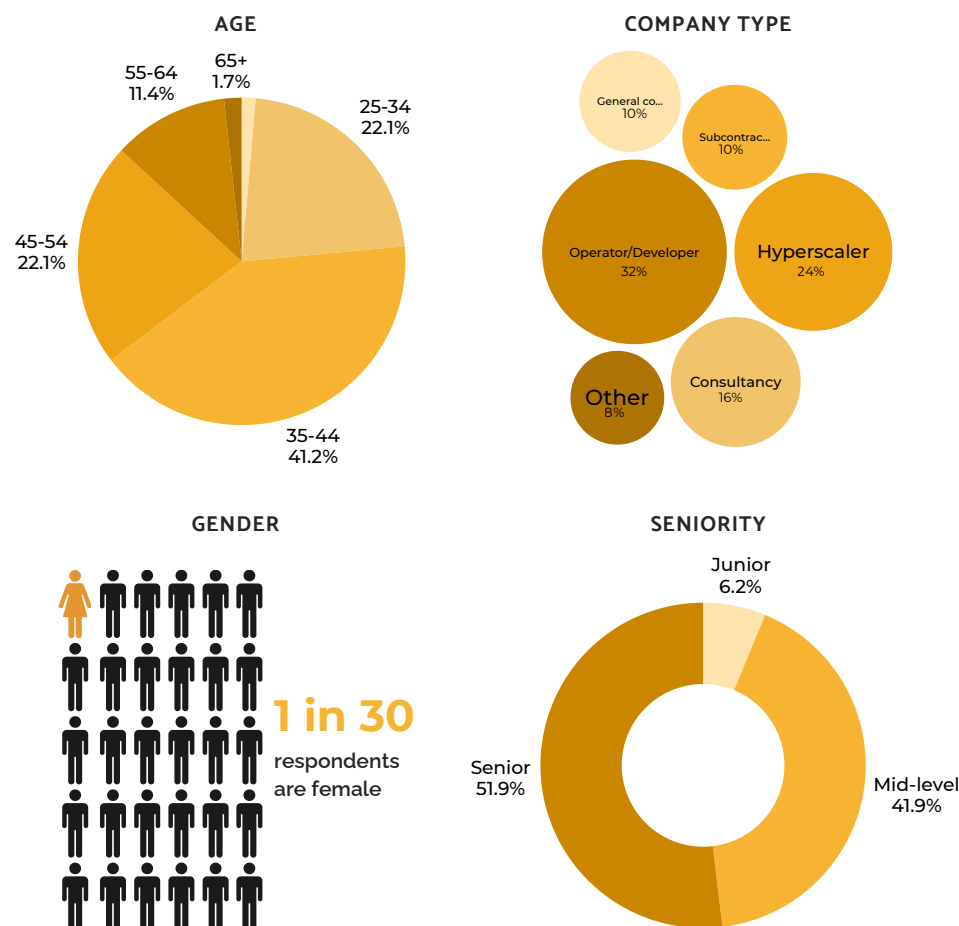
This report is part of our wider 2025 Data Centre Salary Survey, which collected insights from over 1,500 professionals across Europe and the USA. The main regional reports go deeper into salaries, benefits, and workforce trends across the full range of job roles in the sector. If you'd like to benchmark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

SURVEY RESPONDENTS

Most Operations respondents described themselves as either senior or mid-level professionals, with only a small number in junior positions. The largest groups work for operators/developers and hyperscalers. The group is predominantly male and experienced, with most respondents aged between 35 and 54.

CONTENTS

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



KEY FINDINGS

COMPETITIVE BUT VARIABLE PAY

Operations professionals are generally well compensated, but there are clear variations between roles, companies, and regions. In some cases, pay levels overlap across roles, showing that factors such as employer type, responsibilities, and scope of work can be just as important as job title.

MOST HAVE SEEN SALARY GROWTH

Pay rises have been widespread, but for many, the increases remain modest. The data suggests that less experienced professionals may have gained slightly more ground in the last year, though the difference between career stages is not dramatic.

BONUS SATISFACTION IS MIXED

Bonus payments are a common feature of compensation packages, with performance-based schemes the most typical. However, satisfaction with bonuses is only moderate, underlining the importance of transparent and fair structures.

THE WORKFORCE IS MOBILE

A significant share of Operations professionals have changed jobs recently, and many more are considering a move next year. This highlights the competitive nature of the market and the need for employers to look closely at retention strategies.

BENEFITS ALIGN WITH EXPECTATIONS

Benefits offerings tend to reflect what employees value most, but a notable group of respondents did not suggest any additional perks. Employers should not assume that silence signals satisfaction. Clear communication and greater flexibility could enhance retention.

SALARIES

Salaries for Operations professionals are competitive across regions, though variation is evident between roles, company types, and experience levels.

Pay ranges for different job titles often overlap, suggesting that factors such as employer, operational scope, and specific responsibilities have a strong influence on compensation. Company type also plays a role, but there are high and low earners in every category, and the same is true for experience levels. Salaries are generally similar for people in the first two experience categories as many employers are hiring younger people for more senior roles.

Salaries in the USA are significantly higher than in both the UK and the rest of Europe - around 60% higher than UK averages for comparable roles. The UK consistently has the lowest salaries across most job titles.

For individuals, the data reinforces the value of benchmarking their skills and responsibilities against the wider market, while **for employers**, it offers an opportunity to review pay structures to ensure both fairness and market competitiveness.

AVERAGE SALARIES BY REGION

Job Title	UK	Rest of Europe	USA
Technician	£54k	€70k	\$92k
Day Engineer	£61k	€76k	\$144k
Shift Engineer	£52k	€100k	\$121k
Shift Leader	£58k	€114k	N/A
Shift Manager	£62k	€86k	N/A
Shift Supervisor	£61k	€89k	N/A
Data Centre Manager	£83k	€90k	\$175k
Operations Manager	£86k	€90k	\$184k
Facilities Manager	£80k	€98k	\$158k
Regional Manager	£89k	€133k	\$175k
Operations Director	£130k	€138k	\$191k
VP Operations	£163k	€135k	\$225k

Experience	UK	Rest of Europe	USA
1-5 years	£68k	€84k	\$135k
5-10 years	£68k	€82k	\$143k
10-15 years	£81k	€97k	\$183k
15+ years	£93k	€114k	\$184k



SALARY SATISFACTION

On average, data centre professionals working in Operations roles rated their satisfaction with their base salary **3.5 out of 5**. The region with the highest satisfaction was the USA, and the lowest was Europe. Salary satisfaction was highest for those working in operator/developers. Respondents working in general contractors reported lower average salary satisfaction scores.

69%

PAY RISES

69% of respondents received a pay rise in the last twelve months. Of those who got a pay rise, 51% stated their increase was between 0% and 4%, and a further 27% received a raise between 4% and 8%. Less experienced professionals (1-5 years) experienced the greatest pay rises, but only by a small margin, and mid-career professionals (5-10 years) experienced the lowest.



SALARY VARIABILITY

Europe has the widest average and maximum salary ranges, suggesting greater variability in pay, possibly due to multiple countries with very different market conditions, cost of living, and compensation norms. The UK has the narrowest salary ranges, suggesting more defined job roles and consistent pay.



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 some people also pointing to more Time Off as a desirable extra benefit.

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

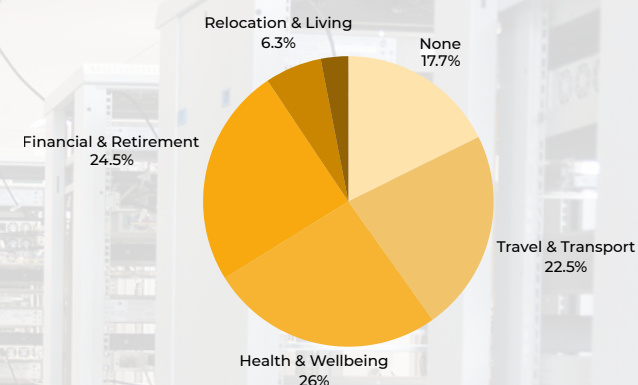
44% of respondents did not suggest any additional benefits when asked.



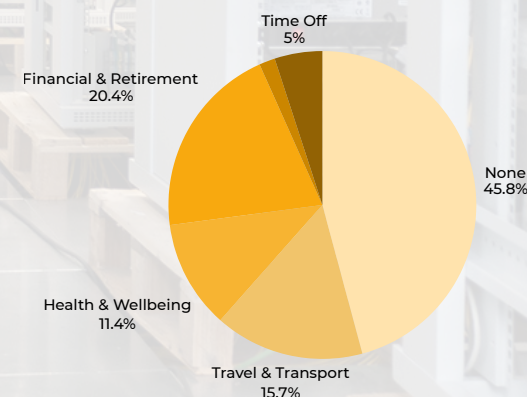
Benefits packages appear broadly aligned with employee expectations, but employers shouldn't assume silence means satisfaction. Clearer communication around bonus structures, more personalised rewards, and flexibility in benefits could significantly boost retention and satisfaction - especially in a competitive market for experienced talent. While base pay and bonuses still rank as more important for most people, benefits are becoming more important.

For Operations 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.

CURRENT BENEFITS



DESIRED BENEFITS



BONUSES

69%

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 Operations professionals.

3.5

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



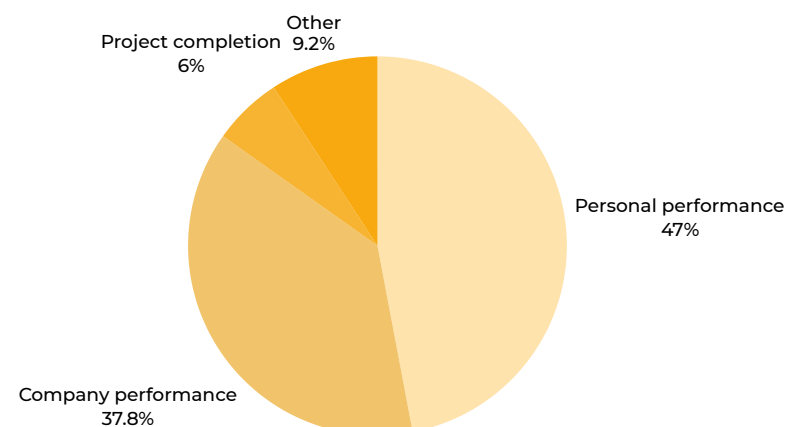
A significant portion of Operations professionals reported receiving a bonus payment of one type or another in the last twelve months, and respondents gave a score of 3.5 out of 5 on average for their satisfaction with bonus payments.

Operations 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 junior 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 Operations professionals, there's room for employers to improve clarity and achievability in the bonus schemes they offer.

BONUS TYPES



DataX Connect Salary Survey 2025

OTHER INSIGHTS

MOBILITY IN THE MARKET

26% of Operations professionals in permanent roles changed company in the last twelve months, and 37% plan to change in the next twelve months.

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

Despite satisfaction with bonuses being low, respondents who did not receive a bonus in the last twelve months are no more likely to be planning a move in the next year than those who did receive a bonus. Those working for hyperscalers and consultancies are marginally more likely to want to move than those at general contractors.

FUTURE TALENT

23% of Operations professionals are under the age of 35, and 44% of them are planning to change company in the next twelve months. Average satisfaction is fairly consistent across age groups, although those in the oldest and youngest categories have the highest average satisfaction. While young people are 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.



37%

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

51%

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

29%

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

SUMMARY

This year's findings highlight a sector that continues to offer competitive salaries and strong opportunities, but also one where variation remains high. Pay levels depend not only on job title but also on the employer, the region, and the scope of responsibilities.

Most Operations professionals have seen salary increases and many receive bonus payments, yet satisfaction with these areas is only moderate. This underlines the need for clearer, fairer, and more consistent approaches to compensation. Benefits packages are broadly aligned with expectations, but silence should not be mistaken for contentment - flexibility and communication will be key to boosting retention.

Mobility in the workforce remains high. A significant share of professionals have recently changed employers or are considering doing so, with younger respondents especially likely to plan a move. Importantly, this is not simply driven by dissatisfaction but often reflects ambition and career exploration.

For individuals, the message is clear: understand your market value and benchmark your skills. For employers, the challenge is to ensure that pay, bonuses, and benefits are not only competitive but also transparent and fair. Those who take this seriously will be best placed to attract, retain, and motivate the talent that keeps the industry moving.

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