



PROJECT MANAGEMENT SALARY SURVEY 2025

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

ABOUT THE SURVEY

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

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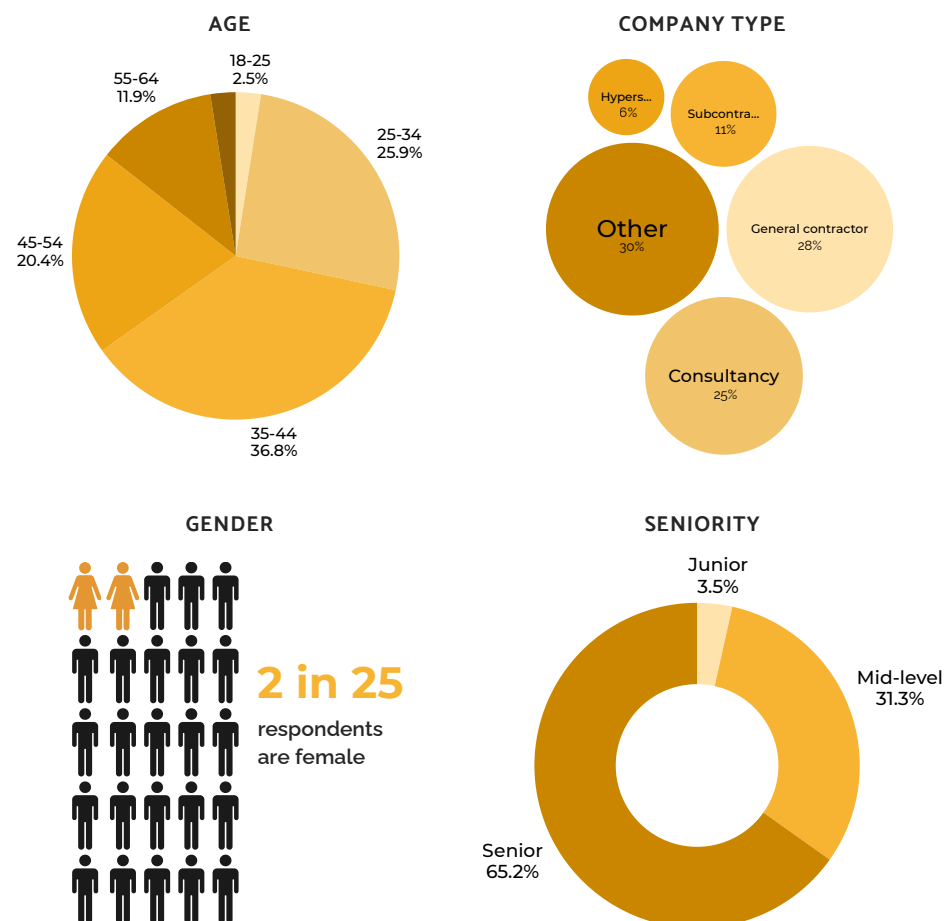
This report is part of our wider 2025 Data Centre Salary Survey, which collected insights from over 1,500 professionals across Europe and the USA. The main regional reports go deeper into salaries, benefits, and workforce trends across the full range of job roles in the sector. If you'd like to benchmark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

SURVEY RESPONDENTS

Most Project Management respondents described themselves as either senior or mid-level professionals. Most work for general contractors, consultancies, or subcontractors, with smaller groups employed by hyperscalers or other organisations. The group skews male and experienced, with most respondents aged between 35 and 54.

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KEY FINDINGS

SALARIES ARE GOOD BUT VARIATION IS HIGH

Project Management salaries vary widely across regions, experience levels, and company types. Hyperscalers offer some of the highest packages, but the influence of project scope and the market cannot be underestimated. In the UK, Project Management professionals earn an average of £73K, and in the USA an average of \$135K. European professionals earn €103k on average.

MODEST PAY RISES ARE COMMON

More than half of respondents in permanent roles received a pay rise in the last 12 months, and the most common increase was 5–10%.

BONUS SATISFACTION IS MIXED

69% received a bonus in the last 12 months, with the most common amount being 5–10% of base salary. Bonus satisfaction averages 3.2 out of 5, suggesting room for improvement in transparency and fairness.

FUTURE TALENT IS AMBITIOUS

Nearly 40% of young talent plans to move company within a year. Younger professionals are not any less satisfied than older peers, suggesting moves are driven by ambition rather than dissatisfaction.

MOBILITY IS HIGH

Many PMs are open to new opportunities, especially if the full package doesn't feel aligned with their value. Employers who offer clarity, career progression, and meaningful benefits will have the edge in a highly competitive market.

The average UK Project Management professional earns **47% more** working in the data centre industry than other industries.

£52,500
£77,000

ALL INDUSTRIES

APM 2025 Project Management Salary Survey

DATA CENTRES

DataX Connect Salary Survey 2025

SALARIES

Salaries for project management professionals are strong, but variation is high, even within the same job title or experience level.

The data shows overlaps across roles and company types, highlighting just how much compensation depends on the specific project, employer, and scope of responsibility.

Salaries in the USA are significantly higher than in both the UK and the rest of Europe - around 40% higher than UK averages for comparable roles. The UK consistently has the lowest salaries across most job titles.

While hyperscalers are the top-paying employers in Europe, this pattern doesn't hold globally. In the USA, operator/developers offer the highest pay, highlighting regional differences in employer competitiveness.

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
Project Manager	£73k	€103k	\$135k
Senior Project Manager	£86k	€100k	\$167k
Program Manager	£98k	€131k	\$178k
Project Engineer	£72k	€84k	\$102k
Project Director / Project Executive	£123k	€154k	\$225k

Company type	UK	Rest of Europe	USA
Consultancy	£91k	€103k	\$156k
General contractor	£89k	€136k	\$166k
Subcontractor	£73k	€93k	\$161k
Hyperscaler	£101k	€142k	\$184k
Other	£89k	€124k	\$212k

Experience	UK	Rest of Europe	USA
1-5 years	£74k	€94k	\$157k
5-10 years	£92k	€125k	\$173k
10-15 years	£131k	€135k	\$194k
15+ years	£105k	€127k	\$175k



SALARY SATISFACTION

On average, data centre professionals working in Project Management rated their satisfaction with their base salary **3.7 out of 5**. The region with the highest satisfaction was the USA, and the lowest the UK. Salary satisfaction was highest for those working in General Contractors. Respondents working in Consultancies and Hyperscalers reported lower average salary satisfaction scores.



PAY RISES

69% 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 28% received a raise between 4% and 8%. Experienced professionals (10-15 years) experienced the greatest pay rises, and mid-career professionals (5-10 years) experienced the lowest.



SALARY VARIABILITY

The USA has the widest average and maximum salary ranges, suggesting greater variability in pay, possibly due to broader role definitions, diverse company types, or cost-of-living differences across states. The UK has the narrowest salary ranges, suggesting more defined job roles.



RATES

The data shows a broad spread across roles, experience levels, and company types. 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. Overall, the picture is one of a healthy but varied market, where individual rates are shaped by a mix of role, experience, and employer profile rather than any single factor.

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 subsistence on top of daily rates.

AVERAGE DAY RATES IN EUROPE

	Europe	
Job Title	Lower range	Upper range
Project Engineer	£450	£600
Project Manager	£550	£700
Package Manager	£680	£900

Company type	Europe
Consultancy	£720
General contractor	£616
Subcontractor	£800
Hyperscaler	£700
Operator/developer	£575

Experience	Europe
1-5 years	£483
5-10 years	£700
10-15 years	£750
15+ years	£737

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 people pointing to more Travel & Transport as a desirable extra benefit, suggesting this need is largely met.

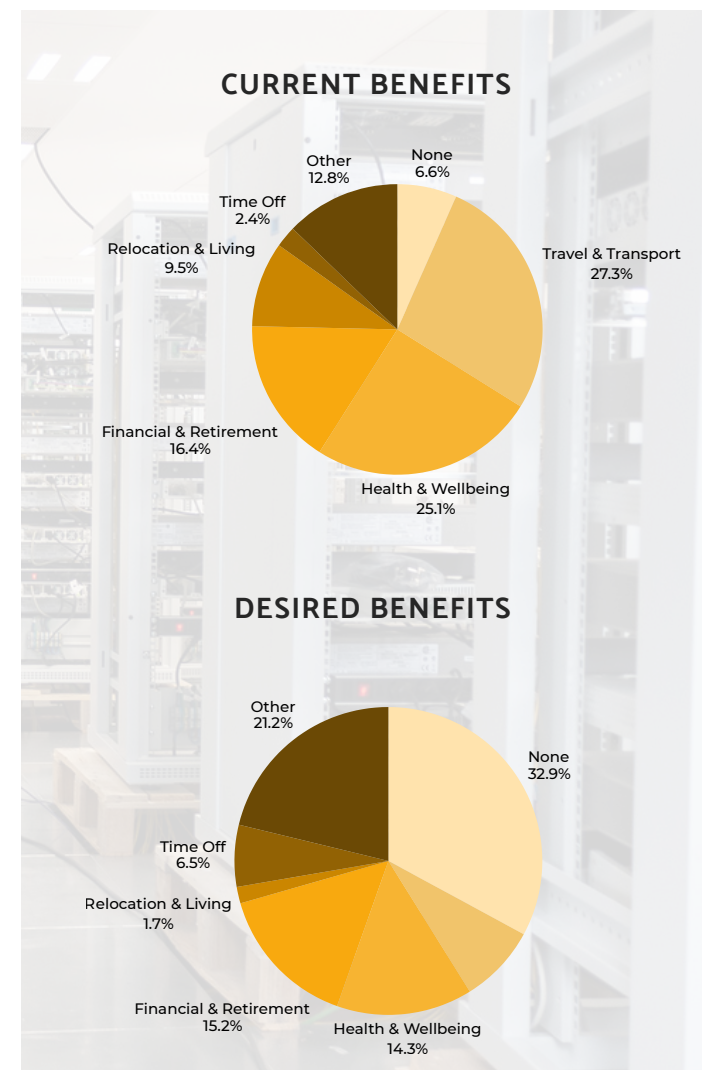
A number of respondents did not suggest any extra benefits at all. In particular, those working for hyperscalers and general contractors tended to answer 'None' when asked to suggest extra benefits they would like their company to offer.

30% 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 Project Management 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

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 Project Management professionals.

3.2

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



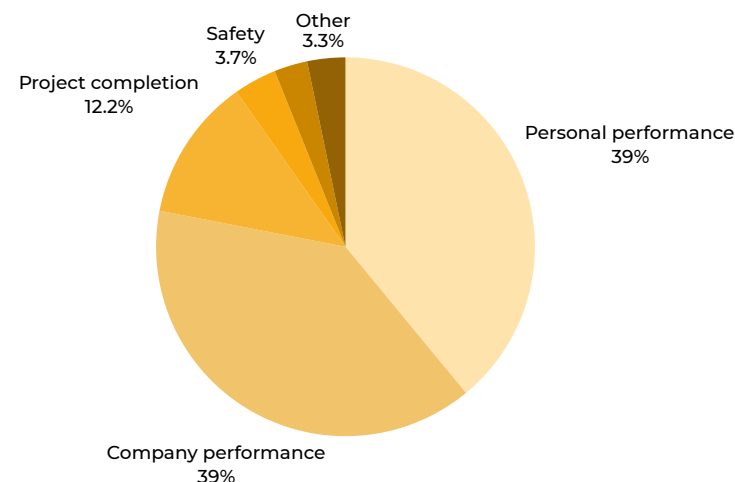
A significant portion of Project Management professionals reported receiving a bonus payment of one type or another in the last twelve months, and respondents gave a score of 3.2 out of 5 on average for their satisfaction with bonus payments.

Project Management professionals working at operators/developers received the highest average bonus payments, whilst the lowest average bonus payments were reported by those working for consultancies. 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 Project Management 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

27% of Project Management professionals in permanent roles changed company in the last twelve months, and 43% plan to change in the next twelve months.

Looking more closely at those who plan to move, the data shows that average satisfaction is consistently above 3 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 no more likely to be planning a move in the next year. Those working for hyperscalers, general contractors, and consultancies are more likely to want to move than those at operators/developers and subcontractors.

FUTURE TALENT

28% of Project Management professionals are under the age of 35, and almost 40% of them are planning to change company in the next twelve months. Average satisfaction is fairly consistent across age groups, although those in the 18-25 category have the lowest average satisfaction. This shows that, 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.



43%

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

60%

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

48%

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

SUMMARY

This year's data tells a clear story: Project Management professionals in the data centre industry are well-compensated, but they're also ambitious, mobile, and looking for more than just money.

The data centre sector offers Project Management professionals strong, competitive salaries, but pay, bonuses, and career mobility vary widely by employer type, project scope, and region. Bonuses are common, yet moderate satisfaction scores suggest room for greater transparency and fairness.

A persistent gender pay gap, especially at senior levels, highlights the need for equitable pay structures. Market mobility remains high, with many planning to change companies in the next year. Younger professionals are ambitious and mobile, offering employers an opportunity to retain talent through clear development pathways.

Benefits packages largely meet current needs, but flexibility and personalisation could help employers stand out. In a competitive market, understanding your value, ensuring pay consistency, and acting on employee priorities are key to attracting and keeping top talent.

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