

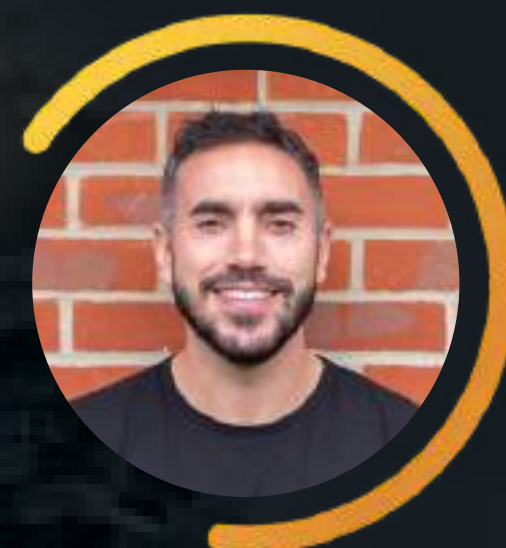


DATA CENTRE SALARY SURVEY 2025 (EUROPE)

Taking a close look at the compensation packages of 1500+ data centre employees

INSIGHTS ON SALARIES, BONUSES,
AND BENEFITS IN THE SECTOR

FOREWORD FROM THE CEO



The data centre industry is one of the most exciting places to be right now, and we're proud to be part of it. The growth is incredible, innovation is constant, and the scale of opportunity is bigger every year. But with that growth comes challenges. Competition for skilled people is fierce, expectations around flexibility and benefits are shifting, and conversations around pay transparency are getting louder.

Against this backdrop, the **2025 Data Centre Salary Survey** gives a clear picture of not just what people are earning, but how they feel about it - the benefits they're getting, the moves they're making, and what's really keeping them motivated to stay.

For employers, it's a great benchmark. It's a way to see if what you're offering is competitive in a fast-changing market, and whether it's helping you attract and keep the people who'll drive your business forward. **For professionals**, it's a chance to see how your role stacks up, to make you feel more confident in the choices you make for your career.

Putting this survey together is no small task, it takes months of data collection, conversations, and analysis. We do it because we get asked for this information every day and our goal is simple: to give you the information you need in your hands, so you can make confident decisions for yourself and your business. This year, with even more people involved, we've been able to go deeper. From gender pay gaps to regional differences, and the real impact of bonuses and benefits, there's more insight than ever before.

The result is a survey shaped by the community, for the community.

A huge thank you to everyone who took part. We're proud to share this snapshot of where the industry stands, and to keep supporting both businesses and individuals as we shape the future of the data centre workforce, together.

Sincerely,

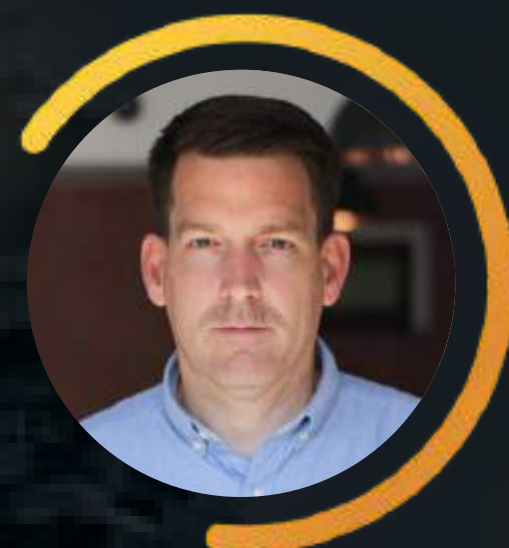
A stylized, handwritten signature of 'Liam Thomas' in white ink, written in a cursive script.

Liam Thomas
Co-founder and CEO, [DataX Connect](#)

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EXECUTIVE SUMMARY



This year's report takes a closer look at the pay and progression of over 1,500 data centre professionals across Europe and the USA. Thank you to everyone who contributed; survey responses surged by 50% this year, strengthening the accuracy and depth of the results. It paints a picture of an industry that's growing fast and still paying well - but also one that's grappling with some real challenges around retention, satisfaction, and pay fairness. With demand for digital infrastructure only going one way (up), the competition to attract and keep great people is fierce. Salaries are on the rise, but it's clear that the money isn't doing all the heavy lifting anymore.

Pay rises ≠ retention

The data shows that pay rises are not an effective retention strategy on their own. In fact, one in three professionals who got a pay bump last year still plan to leave, and approximately 40% of all our respondents are planning a move in the next year. Competitive salaries might open the door, but it's culture, recognition, and real career growth that make people want to stay.

Women are earning less on every rung of the ladder

Across every seniority level, women are earning less than men. While it might be a smaller gap than in some other industries, that's not the benchmark we should be aiming for. Building stronger leadership pathways for women, and committing to open, fair pay, needs to be a priority. It's also a powerful attraction strategy — companies that actively close the gap and promote gender equity stand out to top talent and are more likely to draw in the next generation of female leaders.

Outlook

The takeaway is clear: the industry's doing well, but salary alone won't solve the bigger challenges. If we're serious about retention, equity, and satisfaction, we've got to do more than just pay competitively.

The next 12 months will be a turning point. The businesses willing to adapt - to rethink their pay strategies, invest in inclusive leadership, and bring more clarity to bonuses and benefits - will be the ones that stay ahead. Those who don't may find themselves falling behind.

Andy Davis

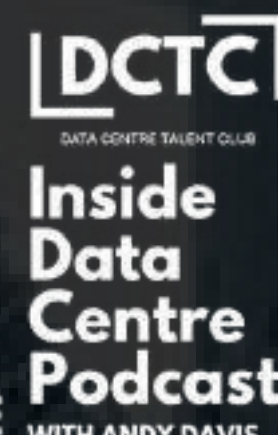
Director, [DataX Connect](#)
Founder of The Data Centre Club and Host of the Inside Data Centre Podcast

Young professionals are progressing fast

Career progression is fast. One in five people with less than five years' experience are already in a senior role. Almost 60% of professionals under 35 are now at mid-level, and 30% are in senior positions. Those aged 18-24 are already earning an average salary of £64k. It shows what's possible for ambitious young talent in this space.

Competitive pay, low satisfaction

More than half of respondents believe they're better off in the data centre sector than in other industries - a fact we should be truly proud of. But only 1 in 5 are genuinely satisfied with what they're earning. The frustration often comes down to bonuses that feel out of reach, or benefits that just aren't cutting it.



RESEARCH SYNOPSIS

2025 DATA CENTRE SALARY SURVEY

SURVEY DATE: JUNE 2025

REGION: EUROPE

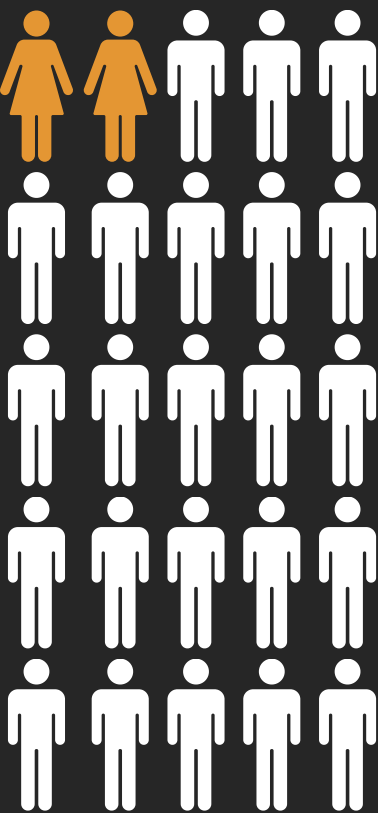
Focus roles: BIM, Commercial, Commissioning, Construction Management, Data Centre Engineering, Design, Development, Health and Safety, Operations, Planning, Project Management, Quality, Sales, and Testing.

METHODOLOGY

DataX Connect surveyed data centre professionals employed in Europe and the USA with questions related to 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 100 different job roles across the sector. This report is specifically based on European respondents; a separate USA report is also available [here](#).

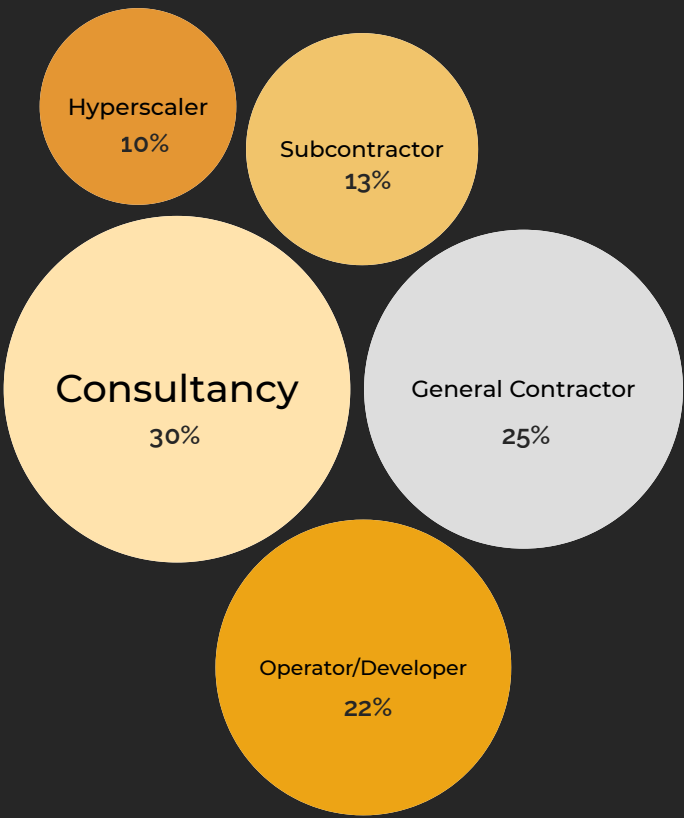
RESPONDENTS' DEMOGRAPHIC

GENDER

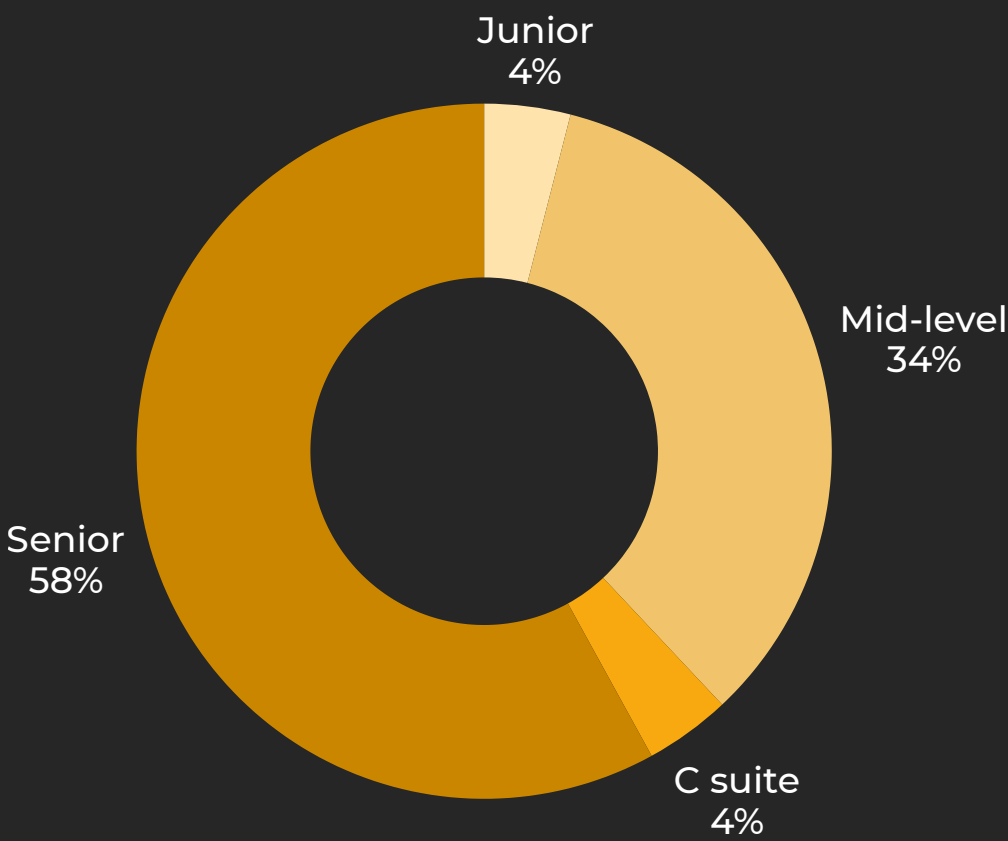


2 in 25
respondents
are female

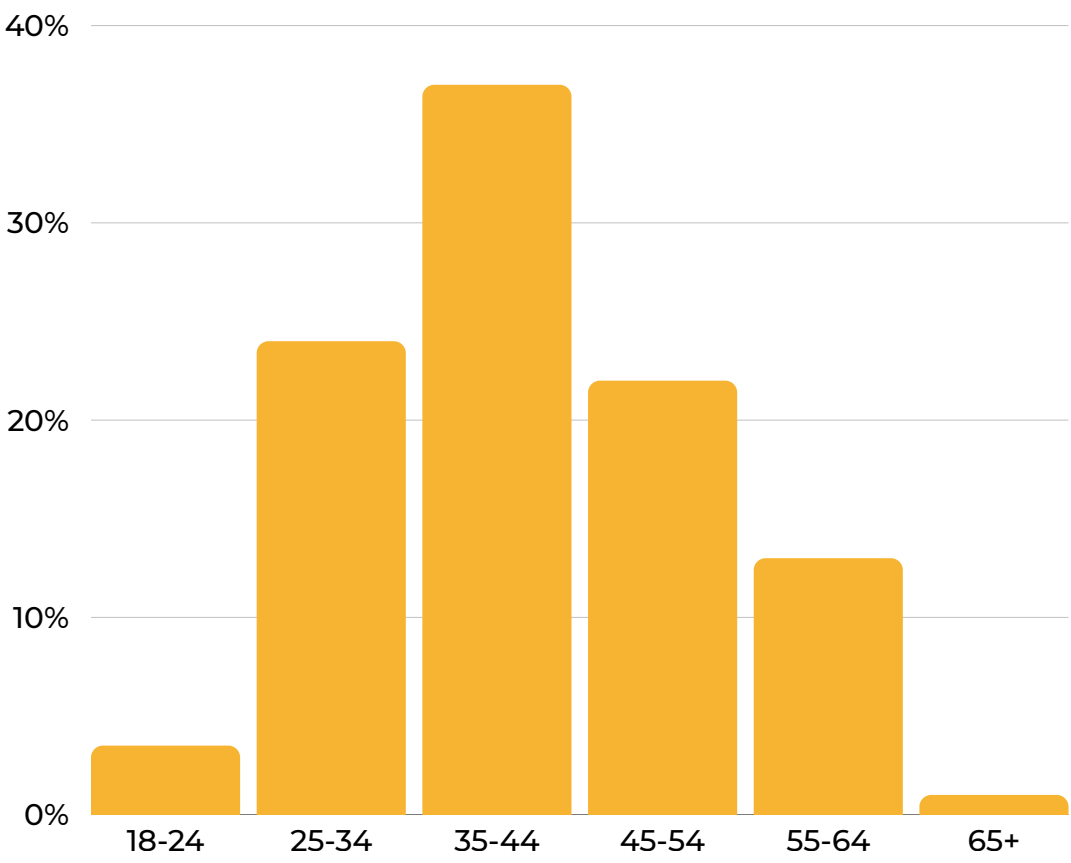
COMPANY TYPE



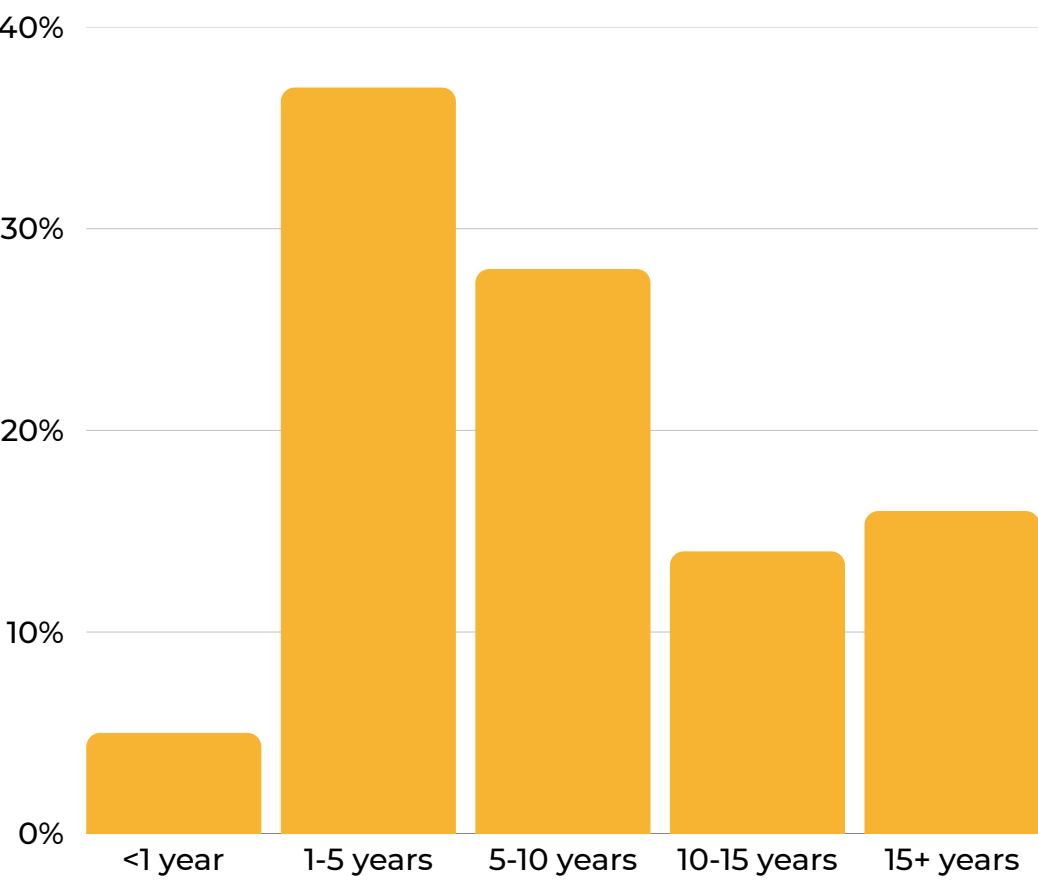
SENIORITY



AGE



EXPERIENCE



RISES ≠ RETENTION

MORE THAN **1 IN 3** GOT A PAY
RISE BUT STILL PLAN TO LEAVE



37.6% of European respondents who received a pay rise in the last twelve months said they are planning to change company in the next twelve months.

PERMANENT SALARIES

The average salary for a permanent data centre position in **Europe** is **€116,761 per year (£99,247 per year)**.

The average salary for a permanent data centre position in the **UK** is **£102,982 per year**.

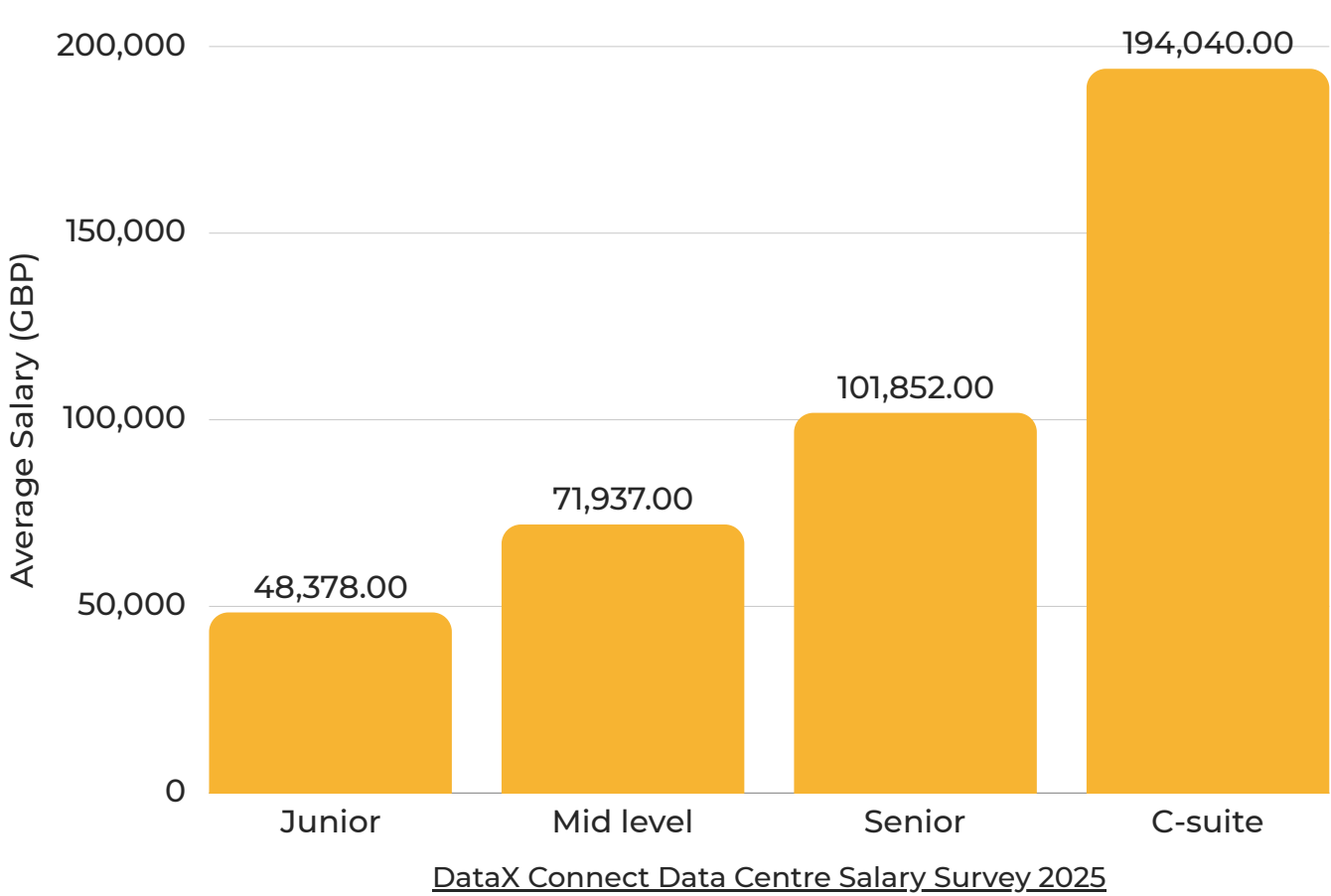
The average salary for a permanent data centre position in the **US** is **\$180,951 per year (£144,761 per year)**.



PAY RISES

66% of **European** respondents in permanent roles received a salary increase in the last 12 months. **46%** of people who received a salary increase had an increase of **between 0% and 4%** and **25%** had an increase of **between 4% and 8%**.

SALARY BY SENIORITY



AVERAGE SALARY

COMMERCIAL	£95,156
COMMISSIONING	£91,113
CONSTRUCTION MANAGEMENT	£95,833
DATA CENTRE ENGINEERING	£62,225
OPERATIONS	£95,304
PLANNING	£93,964
PROJECT MANAGEMENT	£91,832

[Read the full breakdown by job title and company type.](#)

INDUSTRY INSIGHT

“Hiring and retention difficulties remain widespread and justify a sustained effort to attract talent from a broad range of sources and groups of candidates. There have been some shifts over previous years, with skills gaps affecting different job roles. Poaching of workers from other data centres is a widely used and popular approach, but is only a short-term strategy to meet an organisation’s most urgent staffing requirements. The industry’s labour pool is already constrained, and hiring from competitors only fuels higher worker turnover, driving up labour costs and diverting resources from programs that could result in a stronger long-term talent pipeline.”

[UPTIME INSTITUTE GLOBAL DATA CENTRE SURVEY 2025](#)

LOCALISED INSIGHTS

HIGHEST SALARY IN EUROPE

Our data indicates that the country in Europe with the highest average salary for permanent roles is **Norway** at **£152k**.

LOWEST SALARY IN EUROPE

Our data indicates that the country in Europe with the lowest average salary for permanent roles is **Spain** at **£70k**.

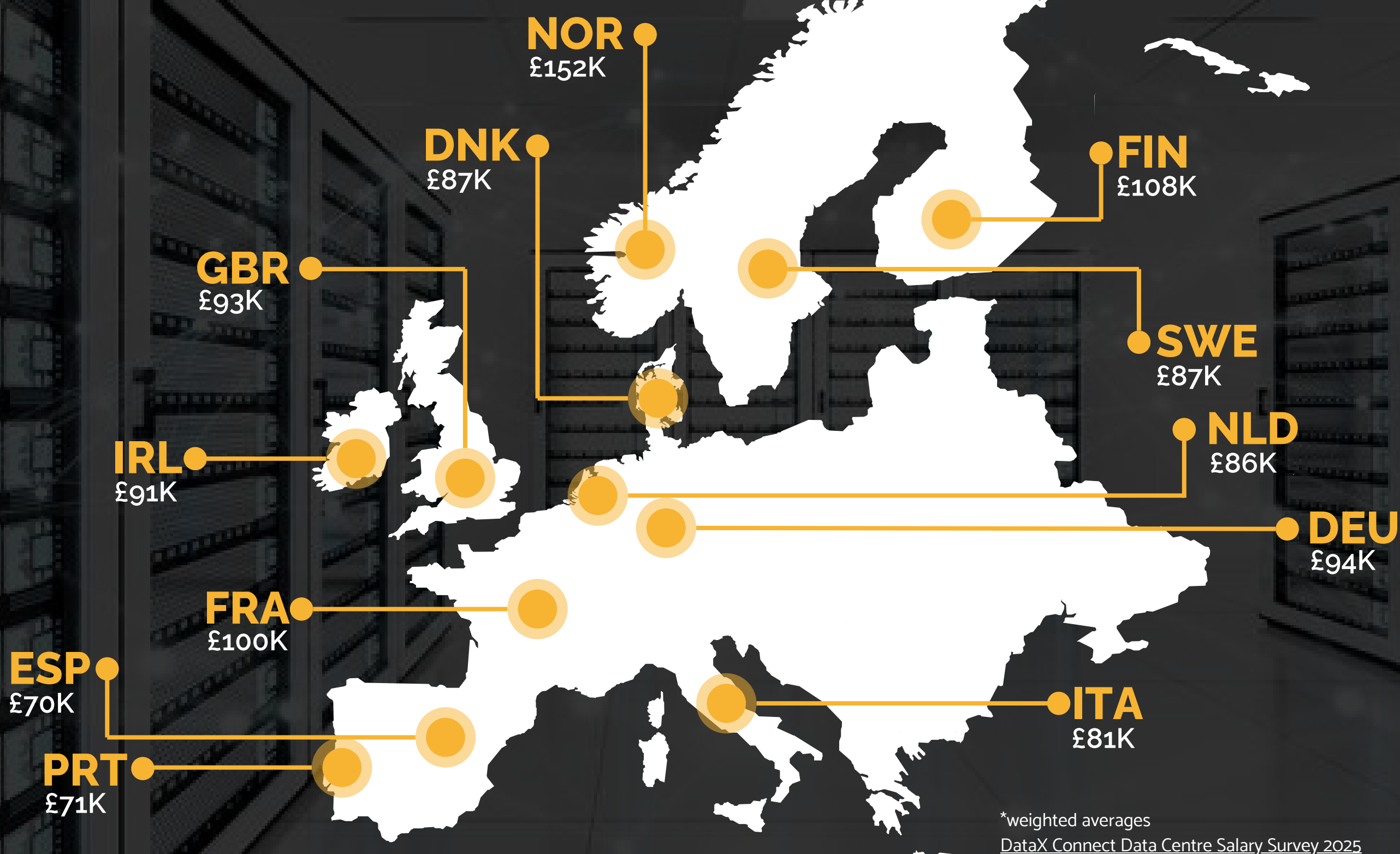
HIGHEST BONUS PAYMENTS IN EUROPE

Our data indicates that the country in Europe with the highest average bonus payments (as a percentage of salary) for permanent roles is **Switzerland**.

LOWEST BONUS PAYMENTS IN EUROPE

Our data indicates that the country in Europe with the lowest average bonus payments (as a percentage of salary) for permanent roles is **Italy**.

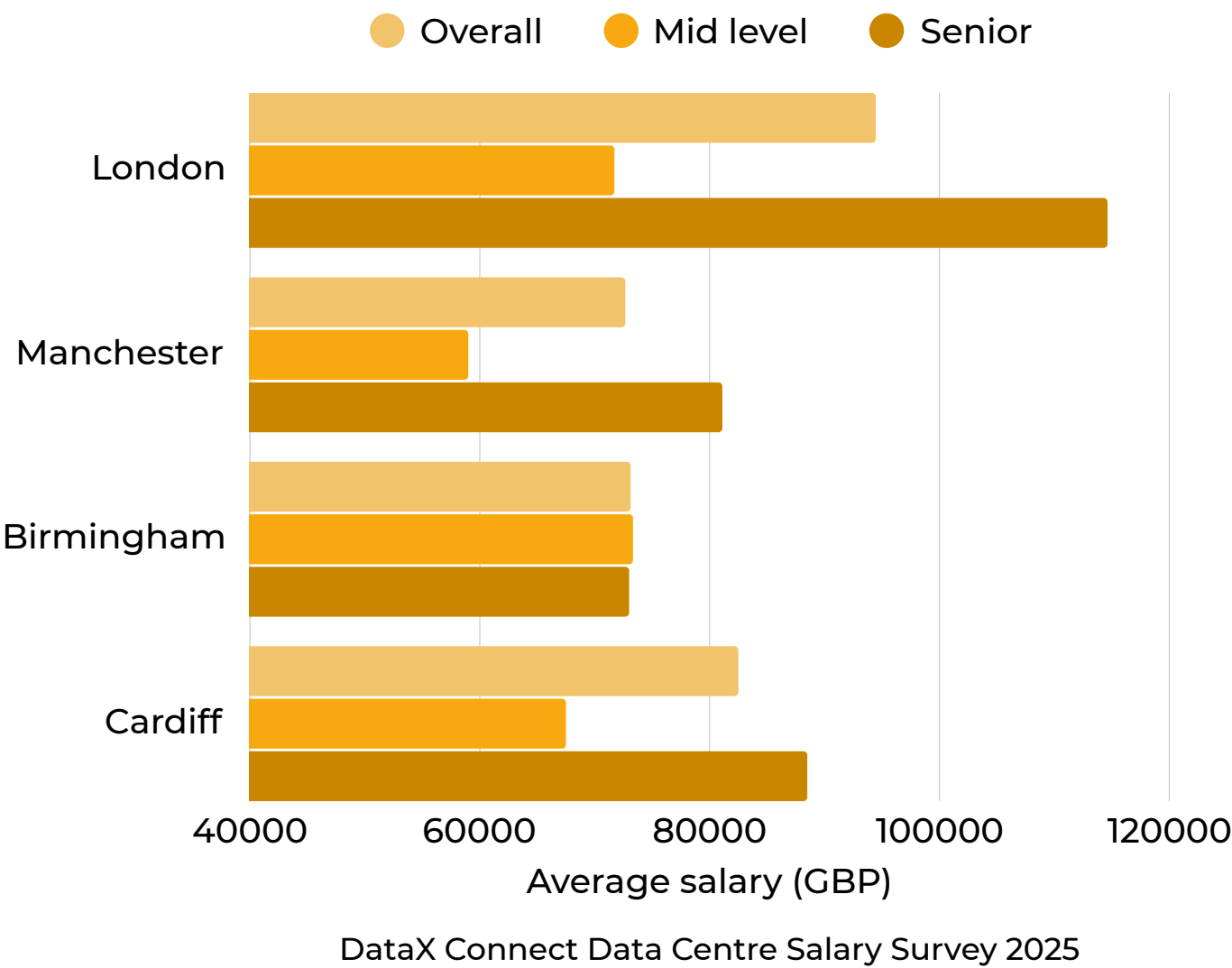
AVERAGE SALARIES



For more localised insights or bespoke reporting please [speak to a member of the team](#).

UNITED KINGDOM

AVERAGE SALARIES (PERMANENT ROLES)



Pay rises were common amongst survey respondents in both permanent and contract positions, with two thirds of professionals receiving an increase in the last year. Bonuses are widespread, with nearly 70% of respondents receiving one at an average of 13% of base pay.

Despite this, satisfaction scores highlight room for improvement: base pay scored relatively well at 3.6 out of 5, but bonuses (3.0) and benefits (3.3) lag behind. Overall, UK respondents report only moderate satisfaction with their total compensation packages, suggesting that while pay is competitive, employers still face challenges in retention and reward.

66%
of UK respondents received a pay rise in the last twelve months.

69%
of respondents received a bonus payment, or other performance related payment, in the last twelve months.

3.3
is the average rating out of 5 for satisfaction with compensation.



The UK is a critical focus for us because it represents one of the largest and most mature data centre markets in Europe. With London acting as a global hub for hyperscale and colocation facilities, the UK attracts a significant share of investment and talent. At the same time, regional cities such as Manchester, Birmingham, and Cardiff are emerging, creating new demand for skilled professionals.

Salaries in the UK data centre sector vary depending on company type, location, experience, and discipline. Operators/developers offer the highest average permanent salaries, while subcontractors and consultancies sit at the lower end.

Company type	Lower	Average	Upper
Consultancy	£74k	£82k	£90k
General Contractor	£78k	£87k	£96k
Hyperscaler	£85k	£95k	£104k
Operator/Developer	£97k	£110k	£124k
Subcontractor	£72k	£79k	£87k

Experience	Lower	Average	Upper
Less than one year	£63k	£69k	£74k
1-5 years	£68k	£75k	£82k
5-10 years	£85k	£96k	£106k
10-15 years	£91k	£103k	£114k
15+ years	£105k	£120k	£135k

Job category	Lower	Average	Upper
Commercial	£86k	£96k	£107k
Commissioning	£91k	£102k	£113k
Construction Management	£96k	£107k	£119k
Data Centre Engineering	£52k	£56k	£61k
Operations	£88k	£98k	£108k
Planning	£83k	£92k	£102k
Project Management	£81k	£90k	£99k

CONTRACT RATES

The average rate for a contract data centre position in Europe is **€706 per day (£600 per day)**.

The average rate for a contract data centre position in the UK is **£518 per day**.

The average rate for a contract data centre position in the USA is **\$760 per day (£608 per day)**

EUROPE

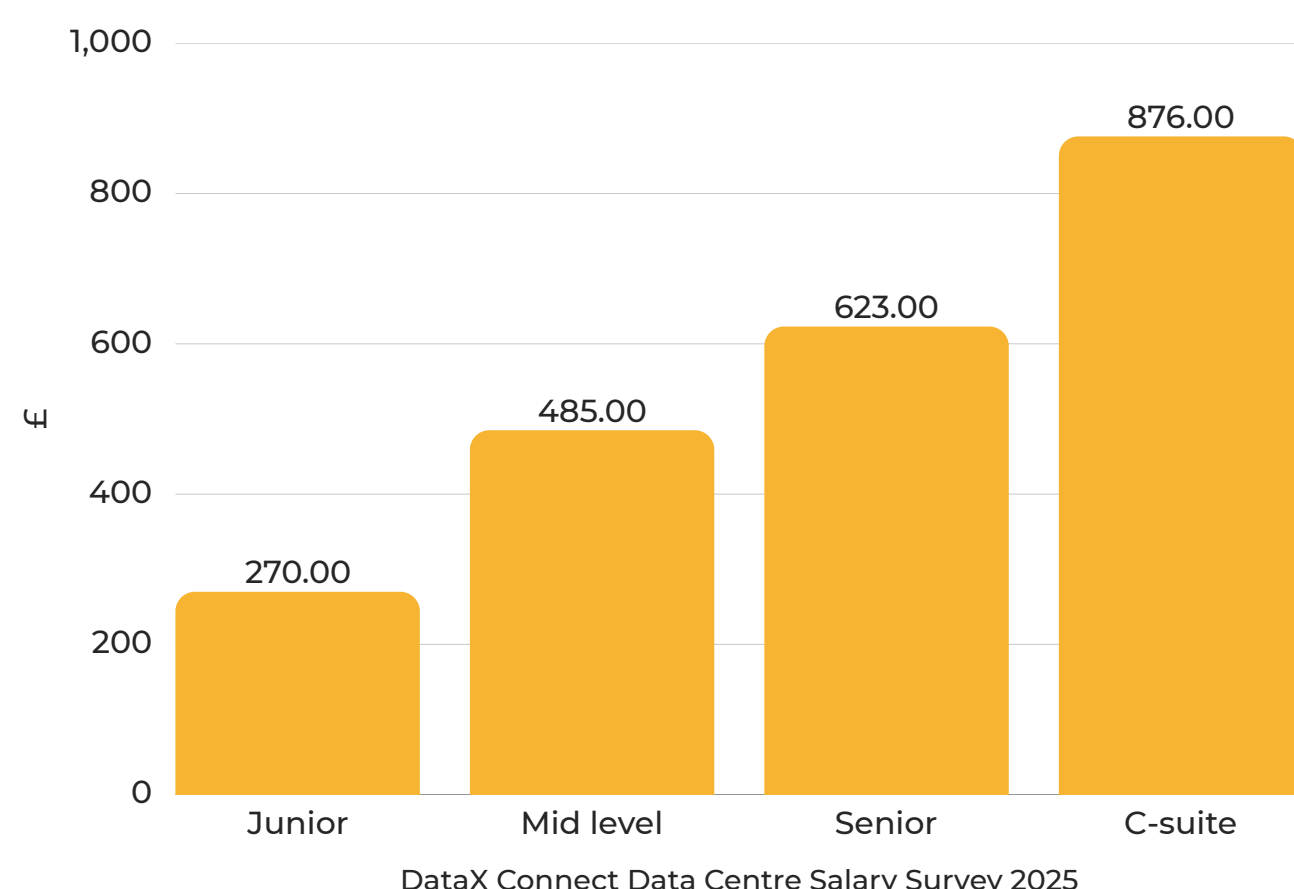
UK

USA

PAY RISES

37% of European respondents in contract roles received a rate increase in the last 12 months. **88%** had an increase of more than **4%** and **23%** had an increase of **12%** or more.

DAY RATES BY SENIORITY



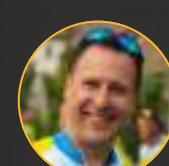
AVERAGE DAY RATES

COMMERCIAL	£545
COMMISSIONING	£654
CONSTRUCTION MANAGEMENT	£574
DATA CENTRE ENGINEERING	£434
OPERATIONS	£427
PLANNING	£613
PROJECT MANAGEMENT	£608

[Read the full breakdown by job title and company type.](#)

INDUSTRY INSIGHT

“At GeN+1, we’ve always believed the data centre sector offers unmatched opportunities for young people, and this research proves it. With strong salaries, rapid progression, and such a breadth of roles, it’s no surprise that the next generation is making their mark so quickly. The challenge for employers is not just attracting this talent, but creating the transparent, flexible environments that will retain them. Young professionals aren’t only motivated by pay - they’re driven by progression, variety, and the chance to work in a sector that is truly future-facing.”



RICHARD IRWIN
CO-FOUNDER, GEN+1

FAST-TRACK CAREERS

**A THIRD OF UNDER 35S ARE
ALREADY IN SENIOR ROLES**

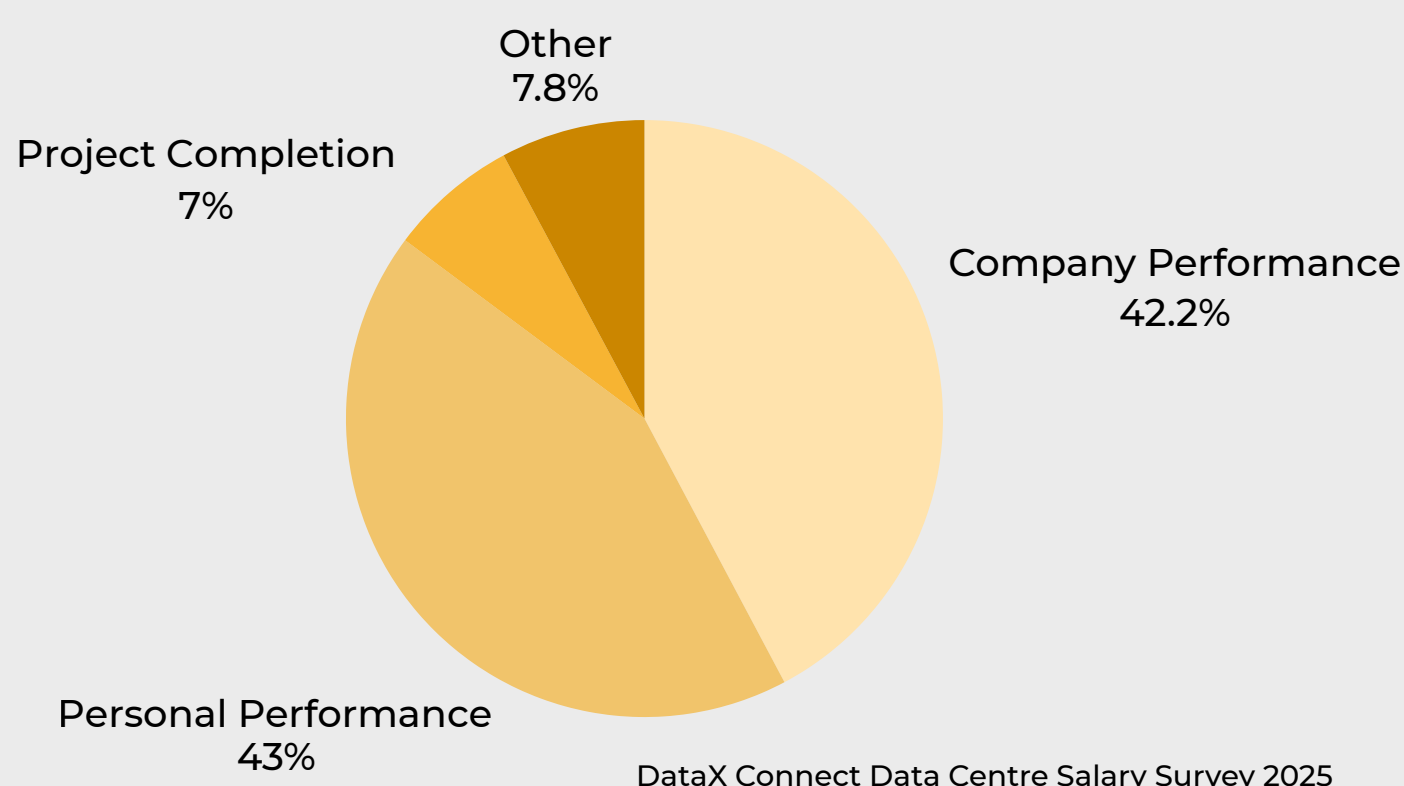
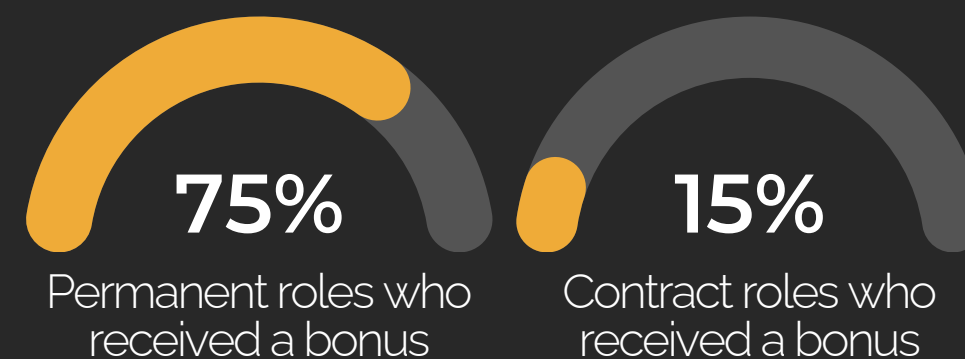


34.6% of European respondents between the ages of 18 and 35 are in senior roles.
A further 53.7% are in mid-level roles.

BONUSES

75% of European respondents in a permanent role received a bonus in the past twelve months.

The percentage of European respondents in a contract role who received a bonus was 15%.



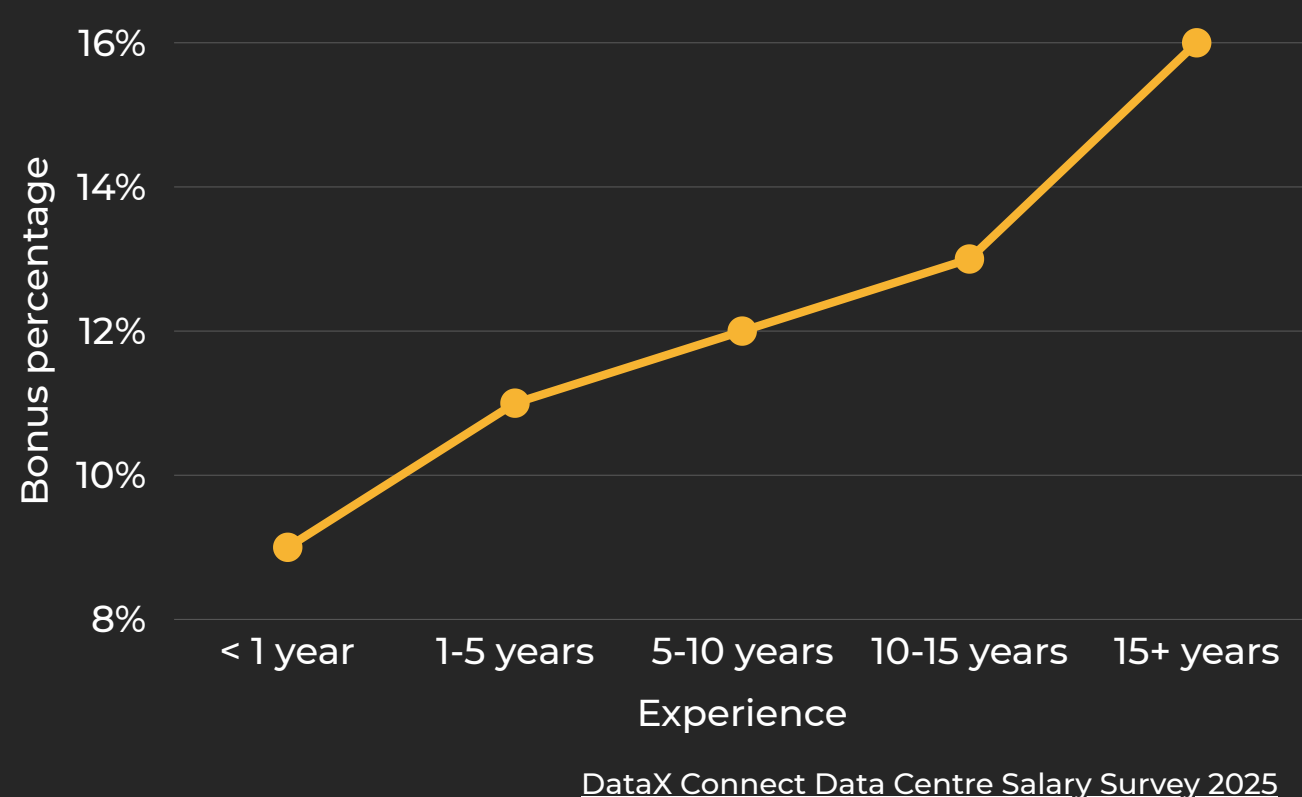
BONUS PAYMENT TYPES

43% of European respondents said they received a bonus related to **Personal Performance**.

42% of European respondents said they received a bonus related to **Company Performance**.

7% of European respondents said they received a bonus related to **Project Completion**.

AVERAGE BONUS (% OF ANNUAL BASE SALARY)



BONUS PAYMENT AMOUNTS

Across all job titles, bonus amounts rose steadily with experience. Those with under five years in the data centre sector typically received bonuses of around **10%** of base salary, while more seasoned professionals earned over **15%**.

Project Management and Commissioning professionals saw average bonuses of **12%**, with Commercial and Design roles at **11%** and Construction Management at **10%**. Sales and Development roles topped the list at **18%**.

By company type, hyperscalers and operators/developers awarded the highest bonuses, while general contractors offered the lowest.

INDUSTRY INSIGHT

"This finding that over 40% of data centre professionals are planning to change jobs in the next year mirrors what we uncovered in our own analysis. In our own survey, around 55% of people were flagged as high or extremely high attrition risk, and we found that this group often feels stretched to their limits. While many enjoy the challenge, it comes with real stress, and a lack of confidence in whether they have the skills or support to keep up. Those most at risk did not feel that the organisations they work for give them enough support in terms of job and career training. We also saw a red flag around psychological safety; the highest-risk individuals didn't feel they could speak up about their concerns, so they're quietly disengaging, and preparing to leave. When you see these patterns repeating across different datasets like this, it's a clear warning sign for employers in the sector."



MARK SCHOFIELD
FOUNDER, MINDALPHA

BENEFITS

33%

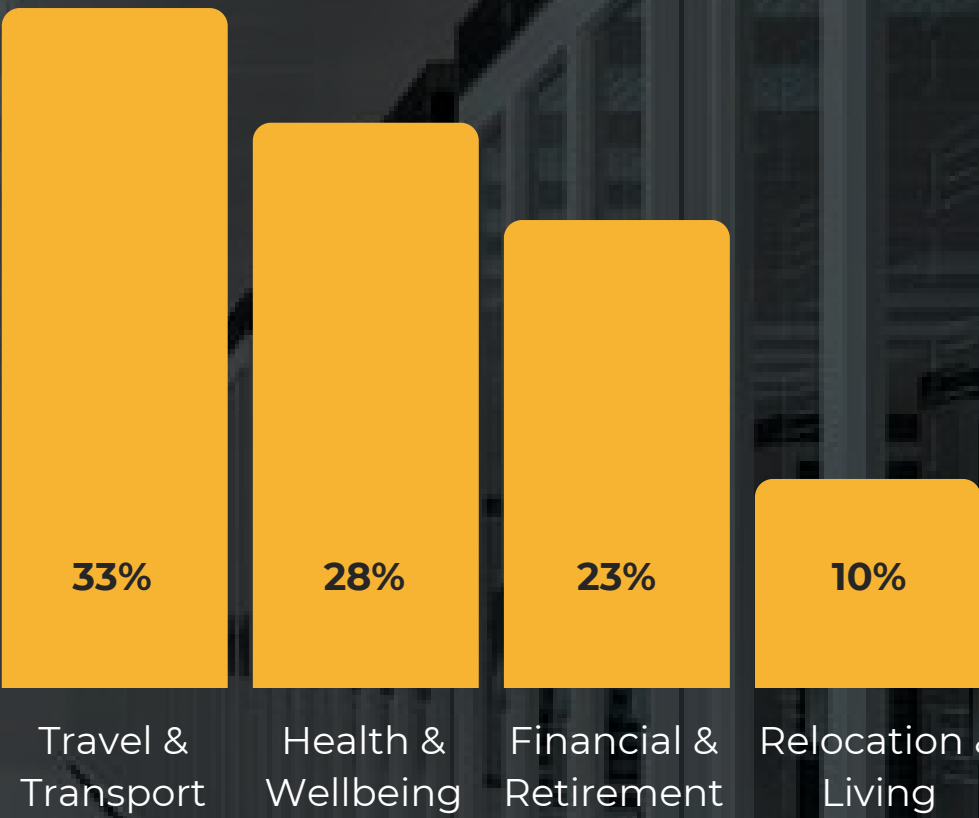
of European respondents receive benefits related to travel / transport as part of their employment in the data centre industry.

28%

of European respondents receive health and wellbeing benefits, and 23% receive benefits related to retirement and finances.

26 days

is the average annual holiday allowance for respondents working in permanent roles.



DataX Connect Data Centre Salary Survey 2025

BENEFITS SATISFACTION



Respondents in permanent positions rated their satisfaction with benefits **3.4 out of 5**.

1 in 5

respondents in permanent roles indicated that they are unsatisfied with their current benefits package, rating their satisfaction 1 or 2 out of 5.

51%

of respondents indicated that they are satisfied with their current benefits package, rating it 4 or 5.

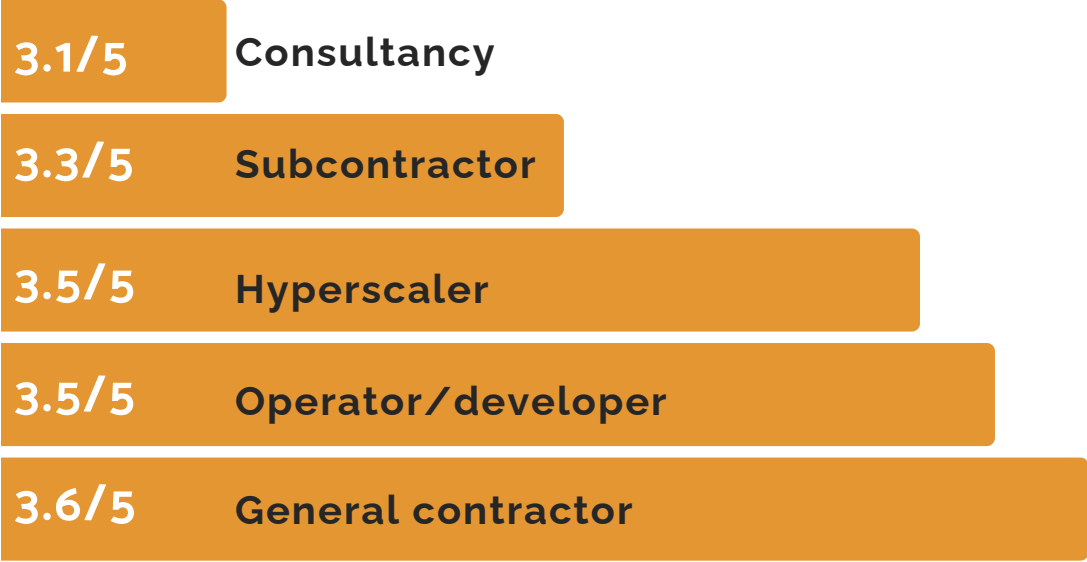
Just over half of permanent workers are satisfied with their benefits package, but the fifth who are unsatisfied and 29% who are neutral are a flight risk to companies who do not have a competitive offering.

REGIONAL COMPARISON

European respondents are less satisfied with their current benefits package than respondents in the USA.



COMPANY TYPE COMPARISON



ADDITIONAL BENEFITS

Respondents were asked to suggest additional benefits that they would like their current employer to offer. While the desired benefits roughly matches the benefits already offered by employers, financial and retirement benefits were the most requested (12%), followed by health and wellbeing (8%) and travel and transport (7%).

35% of respondents did not suggest any additional benefits.

AVERAGE SALARIES AND DAY RATES

BIM

COMMERCIAL

COMMISSIONING

CONSTRUCTION MANAGEMENT

DATA CENTRE ENGINEERING

DESIGN

DEVELOPMENT

HEALTH AND SAFETY

OPERATIONS AND DATA
CENTRE MANAGEMENT

PLANNING

PROJECT MANAGEMENT

QUALITY

SALES

TESTING

BIM

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
BIM Lead	£62k	£68k	£74k
BIM Coordinator	£70k	£75k	£80k
BIM Manager	£92k	£101k	£109k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
BIM Lead	£320	£450
BIM Coordinator	£300	£370
BIM Manager	£360	£500
Piping Designer	£300	£440

COMMERCIAL

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Cost Manager	£55k	£60k	£64k
Senior Cost Manager	£73k	£80k	£88k
Quantity Surveyor	£60k	£66k	£72k
Senior Quantity Surveyor	£81k	£91k	£100k
Commercial Manager	£96k	£107k	£118k
Commercial Lead	£105k	£116k	£127k
Commercial Director	£129k	£146k	£163k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
Cost Manager	£400	£500
Senior Cost Manager	£450	£600
Quantity Surveyor	£400	£500
Senior Quantity Surveyor	£450	£600
Commercial Manager	£600	£900

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.

COMMISSIONING

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Commissioning Engineer	£61k	£67k	£73k
Commissioning Manager	£87k	£97k	£108k
Commissioning Lead	£112k	£122k	£133k
Commissioning Director	£125k	£141k	£156k

AVERAGE DAY RATES - CONTRACT ROLES

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

CONSTRUCTION MANAGEMENT

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
M&E Supervisor	£64k	£70k	£76k
Construction Manager	£78k	£87k	£96k
Construction Lead	£94k	£106k	£117k
Construction Director	£116k	£131k	£147k
Package Manager	£74k	£83k	£91k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
M&E Supervisor	£350	£500
Construction Manager	£500	£650
Electrical Lead	£500	£650
Mechanical Lead	£500	£650
MEP Lead	£550	£900
Package Manager	£400	£550

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DATA CENTRE ENGINEERING

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Technician	£50k	£55k	£60k
Day Engineer	£57k	£64k	£70k
Shift Engineer	£55k	£61k	£68k
Shift Leader	£58k	£64k	£69k
Shift Manager	£61k	£67k	£74k
Shift Supervisor	£59k	£65k	£71k

DESIGN

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Electrical Design Engineer	£62k	£68k	£75k
Mechanical Design Engineer	£62k	£68k	£75k
Design Manager	£90k	£103k	£115k
Associate Director	£93k	£104k	£116k
Design Director	£127k	£143k	£159k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
Electrical Design Engineer	£360	£520
Mechanical Design Engineer	£360	£520
Design Manager	£440	£600

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If the job title you are looking for is not present please contact us and we will be happy to benchmark it for you. For some job categories we have more detailed reports, you can view them [here](#). Ranges are based on average min/max of reported salary bands from survey respondents.

DEVELOPMENT

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Development Manager	£90k	£99k	£120k
Development Director	£153k	£184k	£214k
Land Acquisition Manager	£113k	£125k	£137k
Land Acquisition Director	£175k	£213k	£250k

HEALTH AND SAFETY

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
HSE Officer	£50k	£55k	£60k
HSE Manager	£72k	£80k	£88k
HSE Lead	£74k	£81k	£89k
HSE Advisor	£62k	£68k	£74k
HSE Director	£89k	£100k	£111k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
HSE Lead	£450	£750
HSE Manager	£500	£800
HSE Advisor	£430	£520

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OPERATIONS

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Data Centre Manager	£73k	£81k	£89k
Operations Manager	£76k	£84k	£92k
Facilities Manager	£73k	£81k	£89k
Regional Manager	£86k	£97k	£108k
Operations Director	£113k	£127k	£142k

PLANNING

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Planner	£69k	£76k	£84k
Senior Planner	£79k	£88k	£97k
Planning Lead	£90k	£101k	£118k
Planning Manager	£95k	£106k	£117k
Planning Director	£125k	£138k	£150k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
Planner	£450	£550
Senior Planner	£500	£650
Planning Lead	£525	£700
Planning Manager	£525	£700

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.

If the job title you are looking for is not present please contact us and we will be happy to benchmark it for you. For some job categories we have more detailed reports, you can view them [here](#). Ranges are based on average min/max of reported salary bands from survey respondents.

PROJECT MANAGEMENT

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Project Engineer	£66k	£72k	£78k
Project Manager	£78k	£84k	£91k
Senior Project Manager	£78k	£87k	£106k
Program Manager	£100k	£115k	£131k
Project Director / Executive	£115k	£131k	£148k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
Project Engineer	£450	£600
Project Manager	£550	£800

QUALITY

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
QA/QC Engineer	£51k	£55k	£59k
Quality Lead	£66k	£73k	£80k
QA/QC Manager/Senior Quality Manager	£85k	£96k	£106k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
QA/QC Engineer	£400	£550
QA/QC Manager	£650	£900
Quality Lead	£580	£750
Quality Manager	£650	£900

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SALES

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Account Manager	£58k	£64k	£70k
Business Development Manager	£73k	£81k	£90k
Business Development Director	£105k	£117k	£128k
Sales Manager	£87k	£98k	£108k
Sales Director	£116k	£131k	£170k

TESTING

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
Authorised Person	£500	£750
Senior Authorised Person	£600	£1000
Tester	£350	£550

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.

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REGIONAL INSIGHTS

HOW DOES EUROPE COMPARE WITH THE US?

SALARIES

The average salary for a **permanent** data centre position in Europe is
£99,247 per year
 This is £45,514 per year less than the equivalent in the US.

BONUSES

75%
 of **permanent** data centre professionals in Europe received a bonus in the last twelve months.
 This is 12 percentage points less than the equivalent in the US.

PAY RISES

66%
 of **permanent** data centre professionals in Europe received a pay rise in the last twelve months.
 This is 7 percentage points higher than the equivalent in the US.

15%

of **contract** data centre professionals in Europe received a bonus in the last twelve months.
 This is 18 percentage points less than the equivalent in the US.

37%

of **contract** data centre professionals in Europe received a pay rise in the last twelve months.
 This is 6 percentage points lower than the equivalent in the US.

BENEFITS



European data centre professionals in **permanent** positions rated their satisfaction with their current benefits package **3.4 out of 5**.
 This is lower than the US (4.0 out of 5).



WOMEN ARE EARNING LESS ON EVERY RUNG OF THE LADDER

ACROSS EVERY SENIORITY
LEVEL, WOMEN ARE EARNING
LESS THAN MEN



Women in senior roles are earning on average 5% less than men in senior roles. This gap is much larger, around 20%, in mid level roles, and is around 9% in junior roles.

OTHER INSIGHTS

INDUSTRY PERCEPTION

Respondents were asked to rate the competitiveness of their current data centre salary and benefits in comparison to other industries they have worked in. Most respondents view the data centre industry as more competitive than other industries in terms of compensation.

57% of European respondents rated their current data centre compensation as **'much more competitive'** or **'somewhat more competitive'** than other industries.

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

GENDER PAY GAPS (PERMANENT ROLES)

Women in senior roles are earning, on average, 5% less than men in senior roles. This gap is much larger, around 20%, in mid-level roles, and is around 9% in junior roles. Senior female respondents in Project Management roles earn on average 21% less than their male counterparts. This difference is slightly less in Construction Management roles (14%) and much less in Commercial roles (3%).

Seniority	Average salary	
	Men	Women
Junior	£49k	£45k
Mid level	£73k	£61k
Senior	£102k	£97k

“The data clearly shows that women in the data centre sector are consistently paid less than men, with gaps in salary, bonuses and progression that grow wider at senior levels. These are uncomfortable truths, but they're not unique to our industry. What's different here is the opportunity to change. Compared to other sectors I've worked in, the data centre industry feels more supportive and more open to having these conversations. From speaking to women through the Critical Careers campaign, it's clear these issues are widespread. Many women can find salary discussions difficult to navigate. But changing this won't happen by accident! Companies need to be proactive. That means being transparent with salary bands, evaluating progression criteria fairly, and creating spaces where women don't have to fight for what they've already earned. If we get this right, we won't just attract more women into the industry - we'll keep them here.”

Lizzy McDowell
Marketing Director at Kao Data and Founding Partner of Critical Careers

MARKET MOBILITY (PERMANENT ROLES)

28% moved company in the last twelve months.

39% are planning to move company in the next twelve months.

Those looking to move are notably less satisfied with their compensation (3.2) than the average for Europe (3.4). In particular, satisfaction with bonus payments falls below 3 out of 5, suggesting that this could be a particular area of dissatisfaction.

FUTURE TALENT

3% of global respondents were aged 18-24 and 24% were aged 25-34. **34.6%** of European respondents between the ages of 18 and 35 are in senior roles, and a further **53.7%** are in mid-level roles.

£64k is the average salary of 18-24 year-olds

The data shows that fast career progression is not just possible in this sector, but the norm. 1 in 5 people with 1-5 years experience are already in senior roles.

RECOMMENDATIONS

FOR EMPLOYERS

- 

Go beyond pay: review culture, career progression, and workload as key drivers of retention. Don't assume that money alone will stop attrition.
While base pay, bonuses, and financial benefits are important to many data centre professionals, they are not enough to retain top talent alone. With roughly 2 in 5 people in permanent roles due to move to a new company in the next 12 months, employers should review more than just the finances. Company culture, career progression opportunities, and workload are key areas for employers to look at when trying to improve their employee retention.
- 

Pair financial incentives with recognition and development opportunities. Focus on career progression as a retention lever.
Employers should pair financial rewards with clear development pathways. Recognition through promotions, training, or visible appreciation makes incentives more meaningful. When employees see both short-term reward and long-term growth, they are more likely to stay and progress.
- 

Invest in leadership pipelines for women. Consider mentorship schemes to increase visibility at senior levels.
Building strong leadership pipelines for women is key to closing pay and progression gaps. Mentorship and sponsorship programmes can help increase visibility at senior levels, ensuring talented women are supported to advance in their careers and stay in the industry.
- 

Sing the praises of young talent, and show them the opportunities this sector brings.
Celebrate the achievements of younger professionals and make career pathways visible. Showcasing opportunities, progression stories, and the impact of their work helps attract new talent and keeps the next generation engaged in the sector.

FOR INDIVIDUALS

- 

Your compensation is important, but salary alone shouldn't define your career choices. When discussing your package with employers, consider the full picture - progression opportunities, benefits, training, and flexible working can all make a significant difference.

Be proactive:

- **Know your worth** – benchmark your salary against similar roles in your region and level of experience. If you'd like us to help you with a personalised benchmark, contact us at connect@dataxconnect.com or give us a call.
- **Speak up** – if you're not satisfied with your compensation, have an open and respectful conversation with your employer. Good talent is hard to find, and most employers would rather retain you than lose you.
- **Come prepared** – back up your case with research and evidence, showing your request is thoughtful and fact-based.
- **Find mentors** – experienced leaders in the industry can guide your career and help you navigate challenges.
- **Don't stay silent on inequity** – if you see unfairness in pay or opportunity, raise it. Transparency and dialogue help drive positive change.

Approach conversations with professionalism, and remember that compensation is just one part of building a fulfilling, sustainable career.

CONTRIBUTORS

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



WE BREATHE DATA CENTRES.

DataX Connect is a global data centre 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 centre sector.

We work with the leading data centre organisations across the globe and have a network of the best talent in the industry. Connecting data centre 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 centre market.

We go beyond recruitment, delivering research, insights, networks, and solutions.



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