

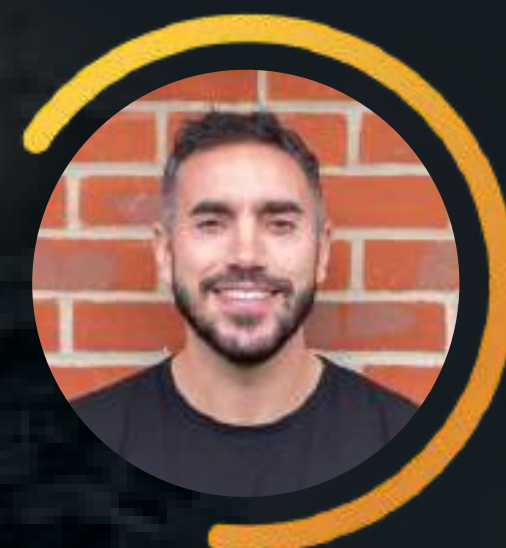


DATA CENTER SALARY SURVEY 2025 (USA)

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

INSIGHTS ON SALARIES, BONUSES,
AND BENEFITS IN THE SECTOR

FOREWORD FROM THE CEO



The data center 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 Center 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 center workforce, together.

Sincerely,

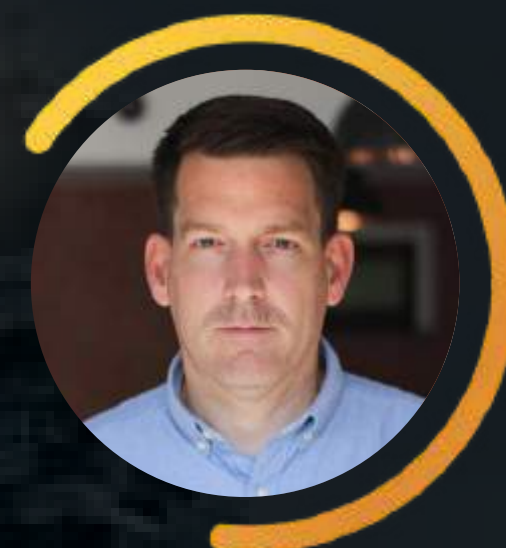
Liam Thomas

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

CONTENTS

EXECUTIVE SUMMARY	4
RESEARCH SYNOPSIS	5
PERMANENT SALARIES SUMMARY	7
BONUSES	10
BENEFITS	11
SALARIES AND RATES	12
REGIONAL INSIGHTS	15
OTHER INSIGHTS	17
RECOMMENDATIONS	18
CONTRIBUTORS	19

EXECUTIVE SUMMARY



This year's report takes a closer look at the pay and progression of over 1,500 data center 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.

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 center 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.

Andy Davis

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



RESEARCH SYNOPSIS

2025 DATA CENTER SALARY SURVEY

SURVEY DATE: JUNE 2025

REGION: UNITED STATES

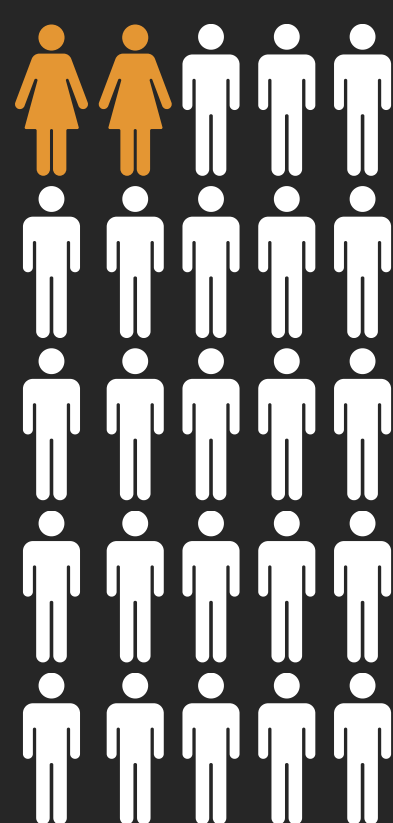
Focus roles: BIM, Commercial, Commissioning, Construction Management, Data Center Engineering, Design, Development, Health and Safety, Operations, Planning, Project Management, Quality, Sales, and Testing.

METHODOLOGY

DataX Connect surveyed data center 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 respondents in the USA; a separate European report is also available [here](#).

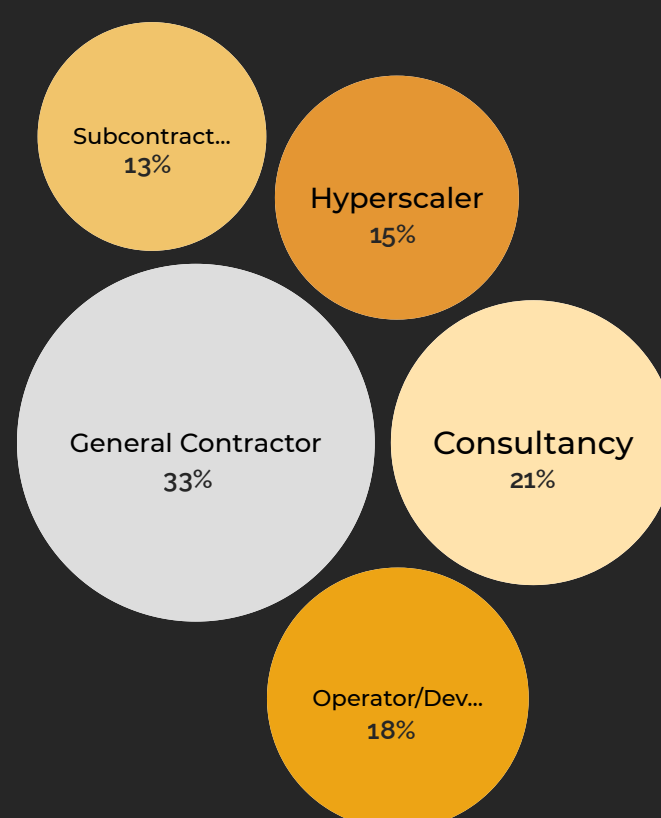
RESPONDENTS' DEMOGRAPHIC

GENDER

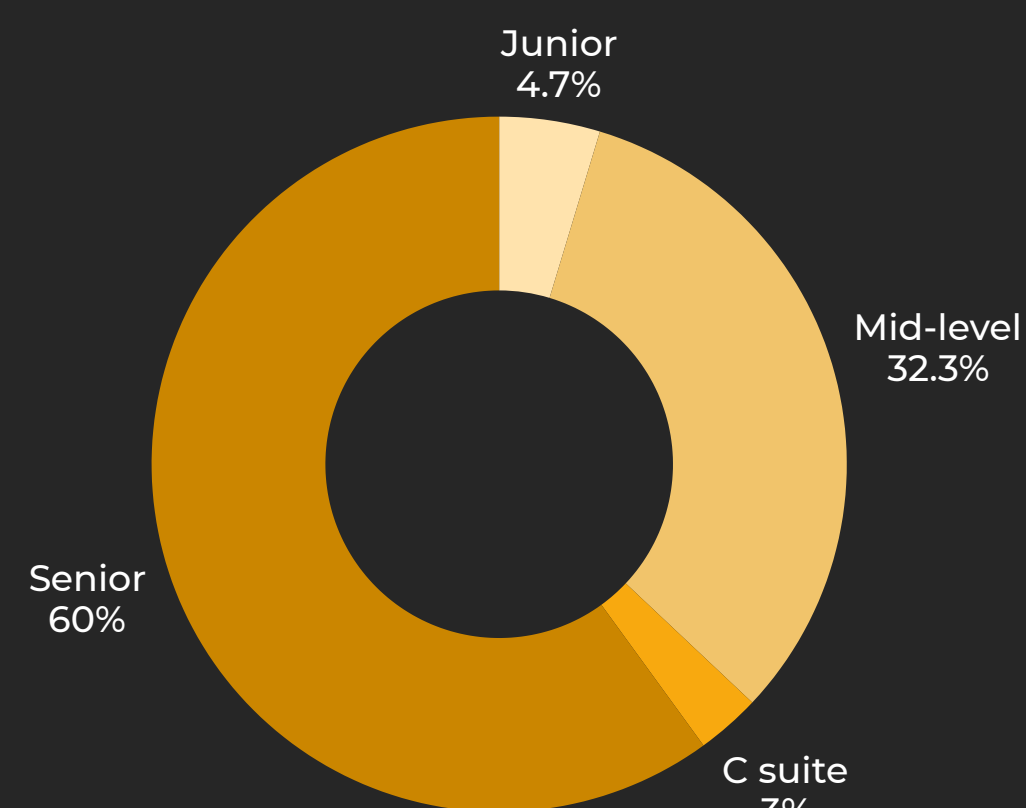


2 in 25
respondents
are female

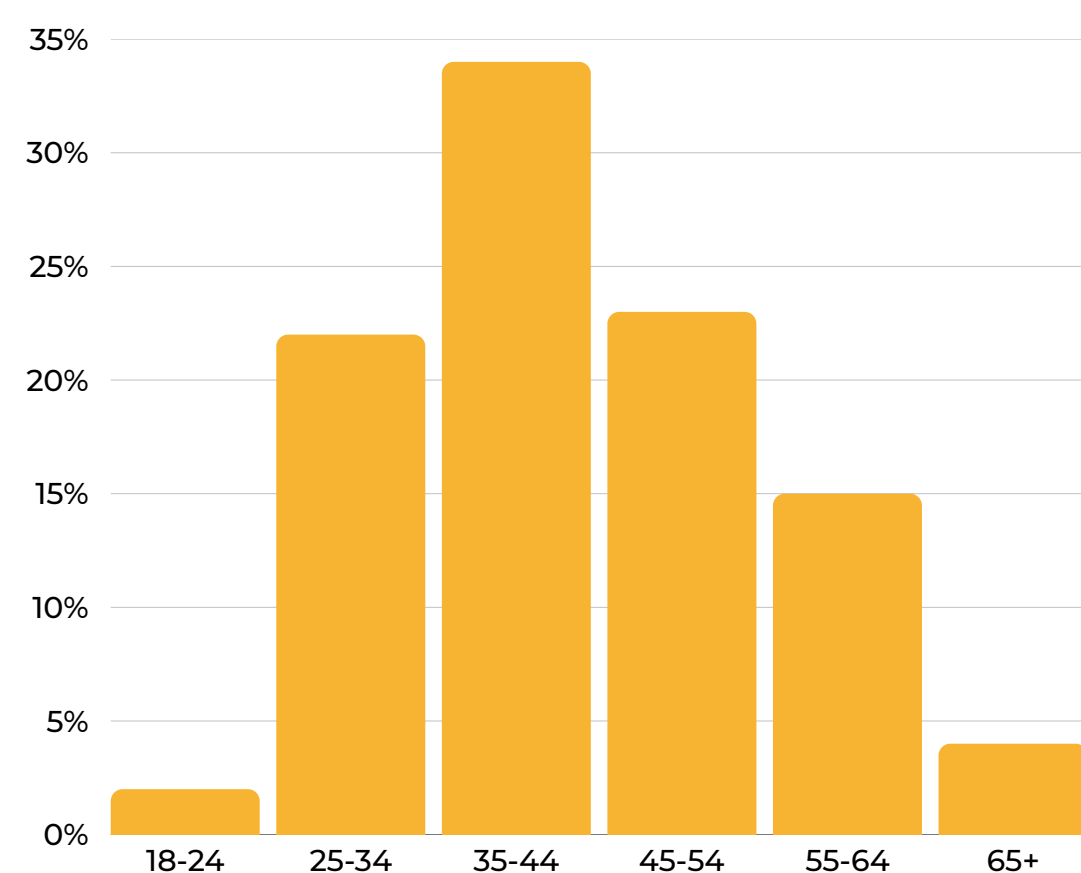
COMPANY TYPE



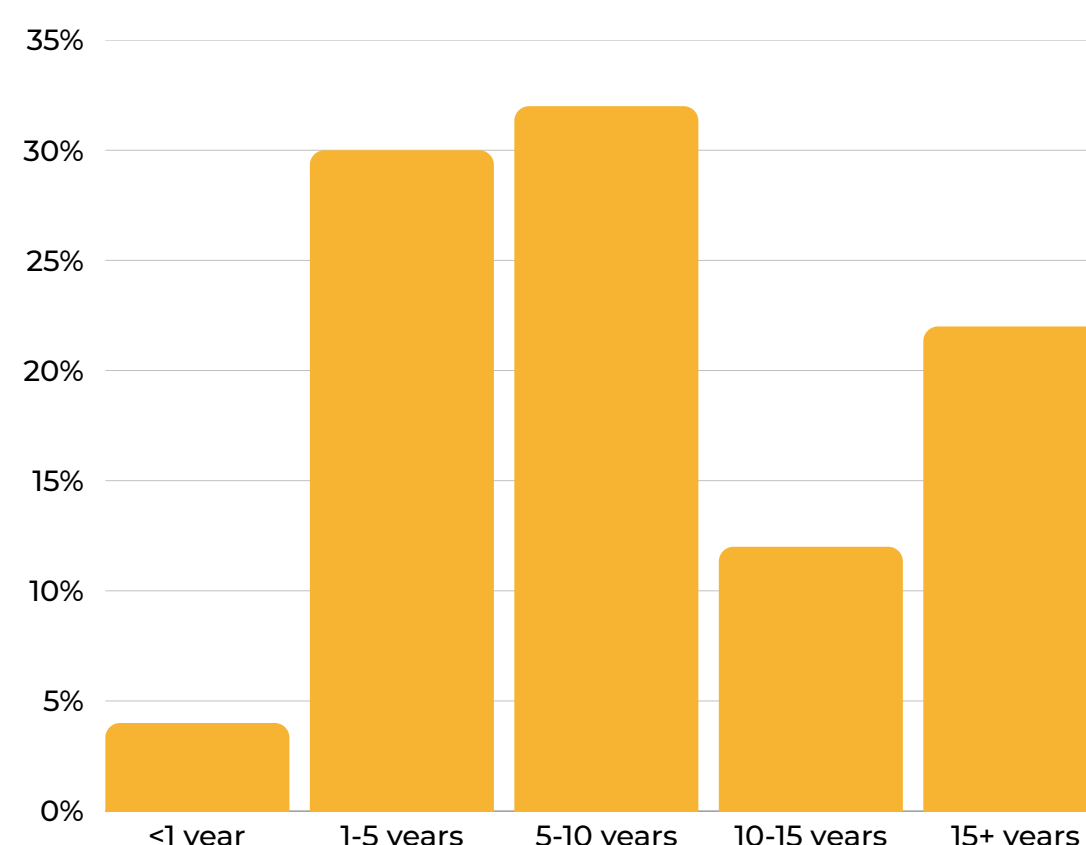
SENIORITY



AGE



EXPERIENCE



RAISES ≠ RETENTION

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



30.8% of US 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 center position in the **US** is **\$180,951 per year**.

The average salary for a permanent data center position in **Europe** is **€116,761 per year (\$124,059 per year)**.

The average salary for a permanent data center position in the **UK** is **£102,982 per year (\$128,728 per year)**.

US

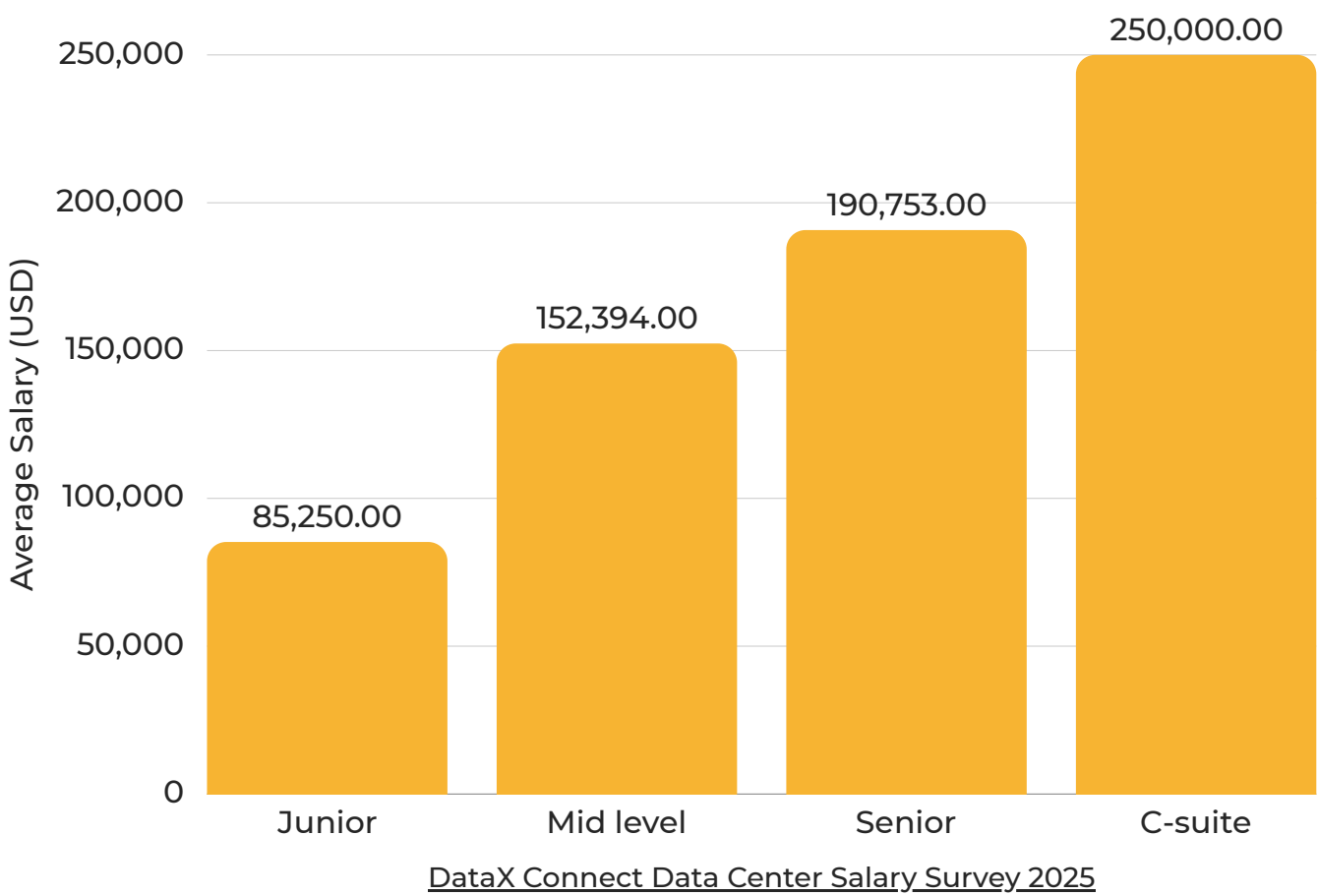
EUROPE

UK

PAY RISES

59% of **US** respondents in permanent roles received a salary increase in the last twelve months. **41%** of people who received a salary increase had an increase of **between 0% and 4%** and **30%** had an increase of **between 4% and 8%**.

SALARY BY SENIORITY



AVERAGE SALARY

COMMISSIONING	\$156,223
CONSTRUCTION MANAGEMENT	\$185,127
DATA CENTER ENGINEERING	\$135,760
OPERATIONS	\$177,750
PROJECT MANAGEMENT	\$162,181
QUALITY	\$133,970

[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 centers is a widely used and popular approach, but is only a short-term strategy to meet an organization's most urgent staffing requirements. The industry's labor pool is already constrained, and hiring from competitors only fuels higher worker turnover, driving up labor costs and diverting resources from programs that could result in a stronger long-term talent pipeline.”

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

LOCALISED INSIGHTS

HIGHEST SALARY IN THE UNITED STATES

Our data indicates that the US state with the highest average salary for permanent roles is **North Carolina** at **\$207k**.

HIGHEST BONUS PAYMENTS

Our data indicates that the US states with the highest average bonus payments (as a percentage of salary) for permanent roles are **Texas** and **Washington**.

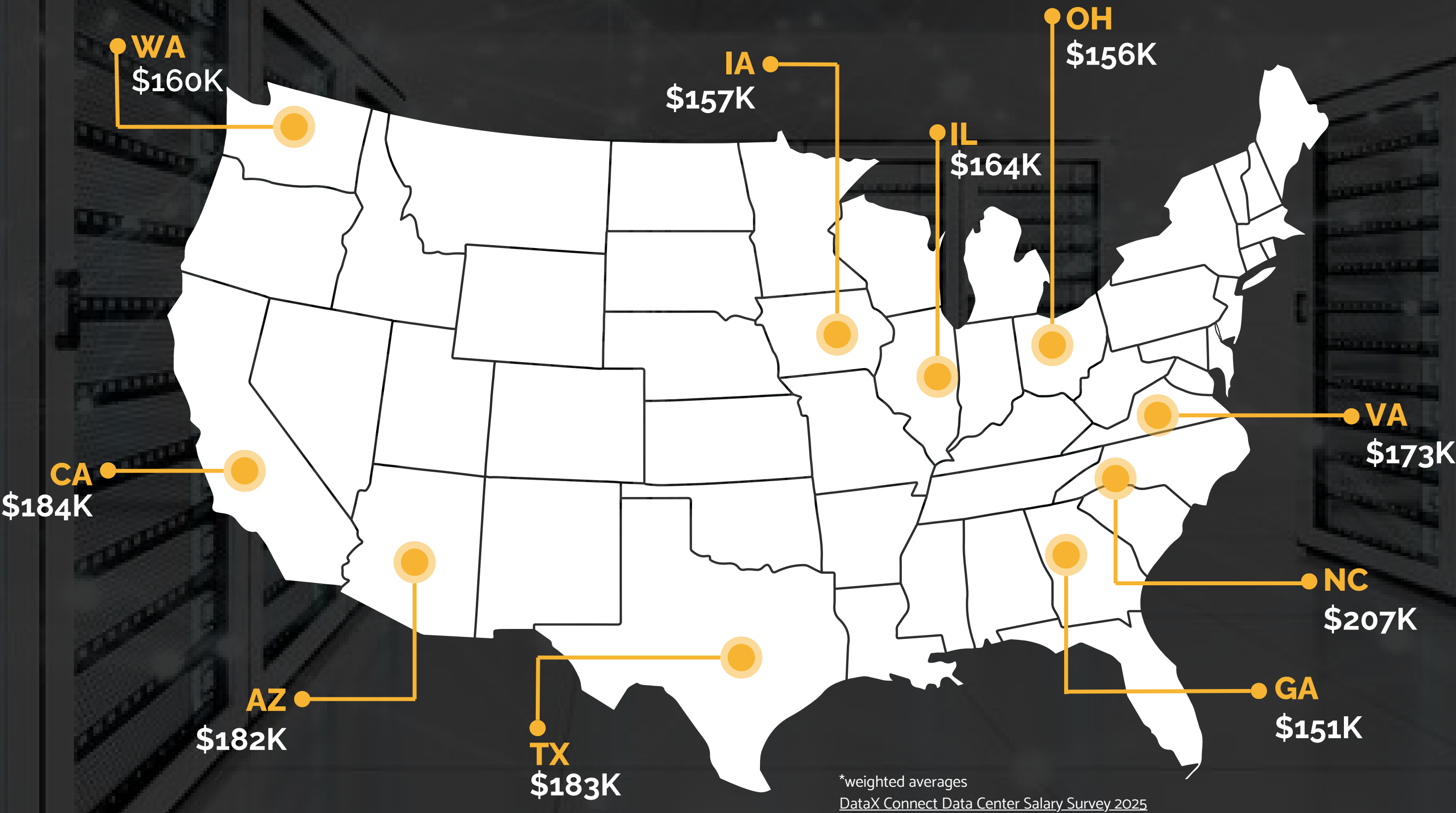
LOWEST SALARY IN THE UNITED STATES

Our data indicates that the US state with the lowest average salary for permanent roles is **Georgia** at **\$151k**.

LOWEST BONUS PAYMENTS

Our data indicates that the US states with the lowest average bonus payments (as a percentage of salary) for permanent roles are **Arizona** and **Illinois**.

AVERAGE SALARIES



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

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**

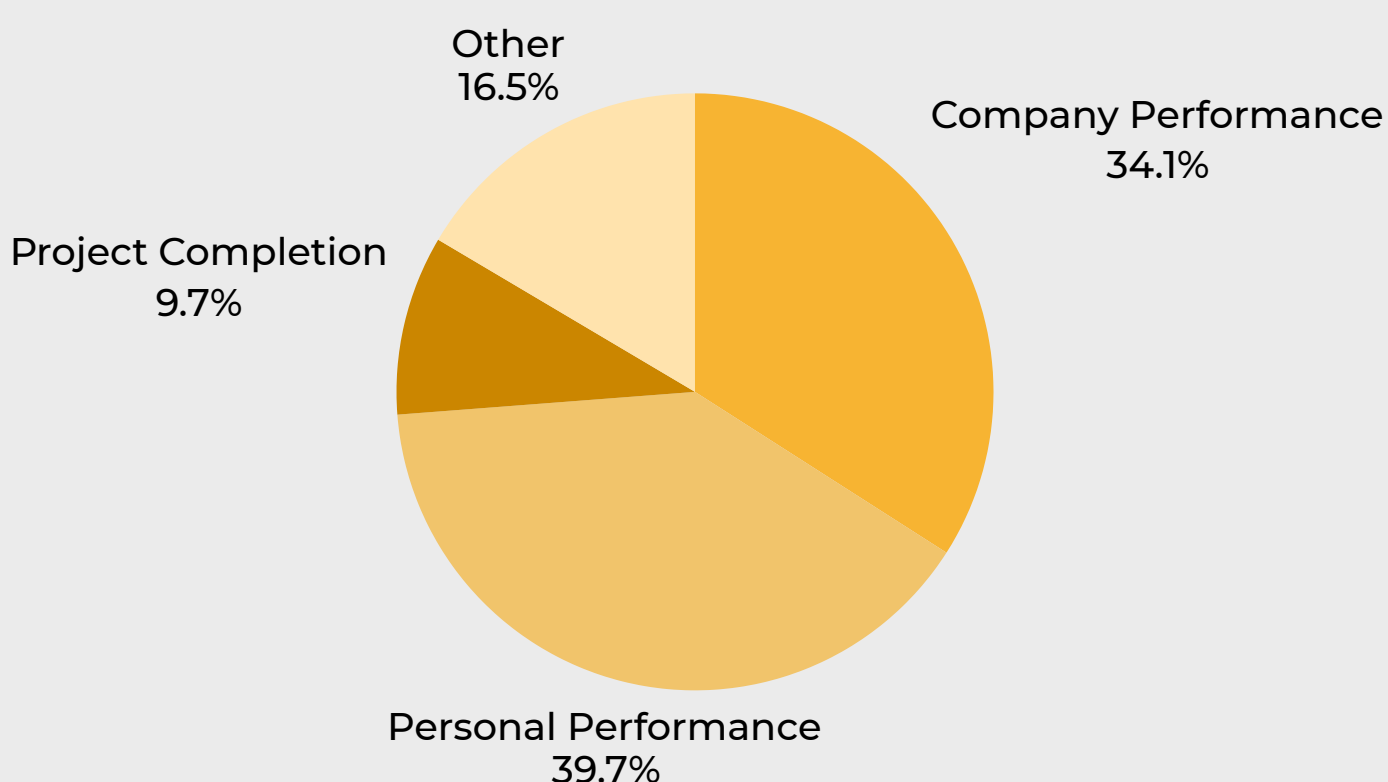


29.8% of US respondents between the ages of 18 and 35 are in senior roles.
A further 56.1% are in mid-level roles.

BONUSES

87% of US respondents in a permanent role received a bonus in the past twelve months.

The percentage of US respondents in a contract role who received a bonus was 33%.



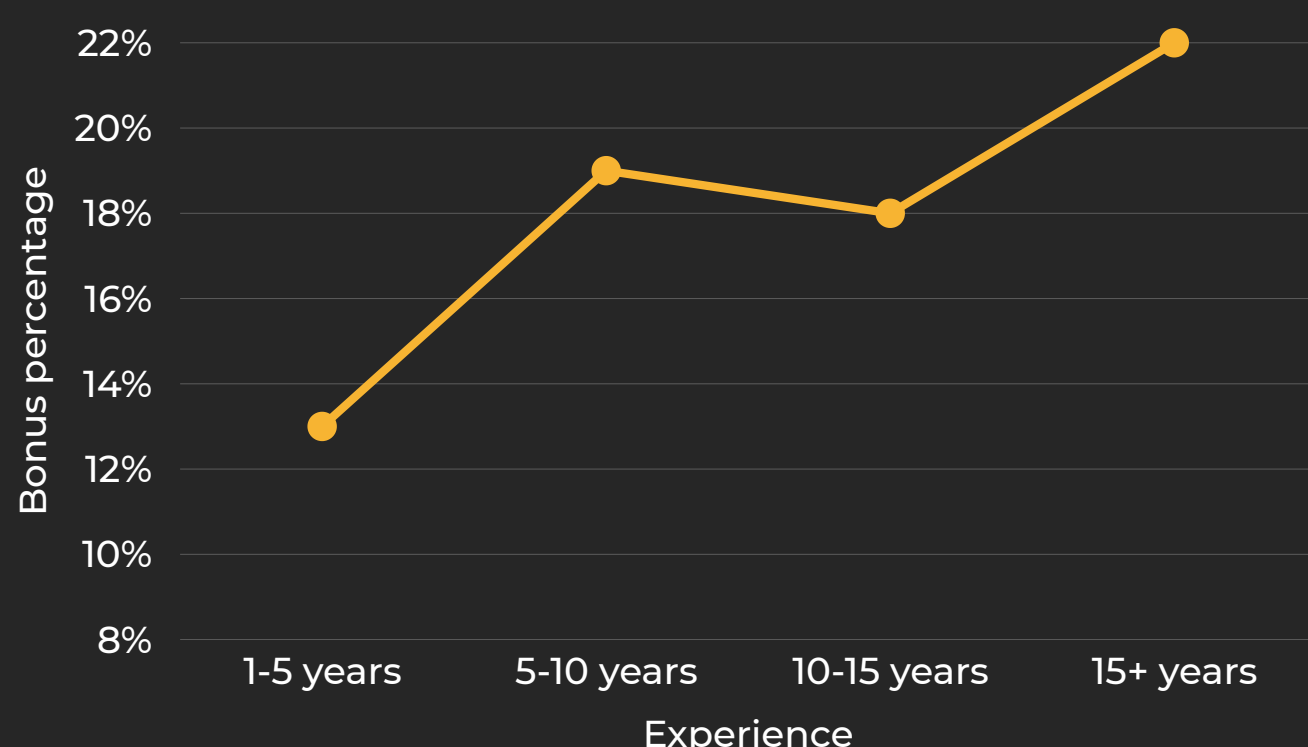
BONUS PAYMENT TYPES

40% of US respondents said they received a bonus related to **Personal Performance**.

34% of US respondents said they received a bonus related to **Company Performance**.

10% of US respondents said they received a bonus related to **Project Completion**.

AVERAGE BONUS (% OF ANNUAL BASE SALARY)



DataX Connect Data Center Salary Survey 2025

BONUS PAYMENT AMOUNTS

Across all job titles, bonus amounts generally rose with experience. Those with under five years in the data center sector typically received bonuses of around 13% of base salary, while more seasoned professionals earned over 20%.

Project Management and Commissioning professionals saw average bonuses of 14-15%, with Construction Management at 17%. Operations roles were near the top of the list at 21%.

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."



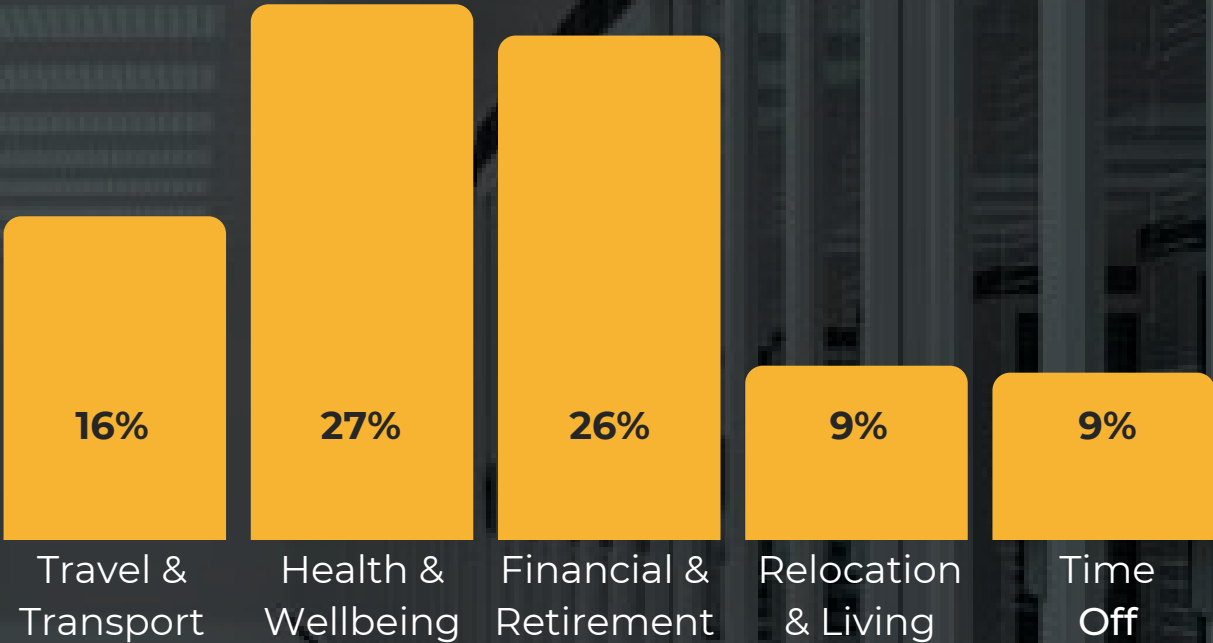
MARK SCHOFIELD
FOUNDER, MINDALPHA

BENEFITS

27% of US respondents receive benefits related to healthcare as part of their employment in the data center industry.

26% receive financial and retirement benefits, and 16% receive benefits related to travel and transport.

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



DataX Connect Data Center Salary Survey 2025

BENEFITS SATISFACTION



Respondents in permanent positions rated their satisfaction with benefits **4 out of 5**.

6% of respondents in permanent roles indicated that they are unsatisfied with their current benefits package, rating their satisfaction 1 or 2 out of 5.

70% of respondents indicated that they are satisfied with their current benefits package, rating it 4 or 5.

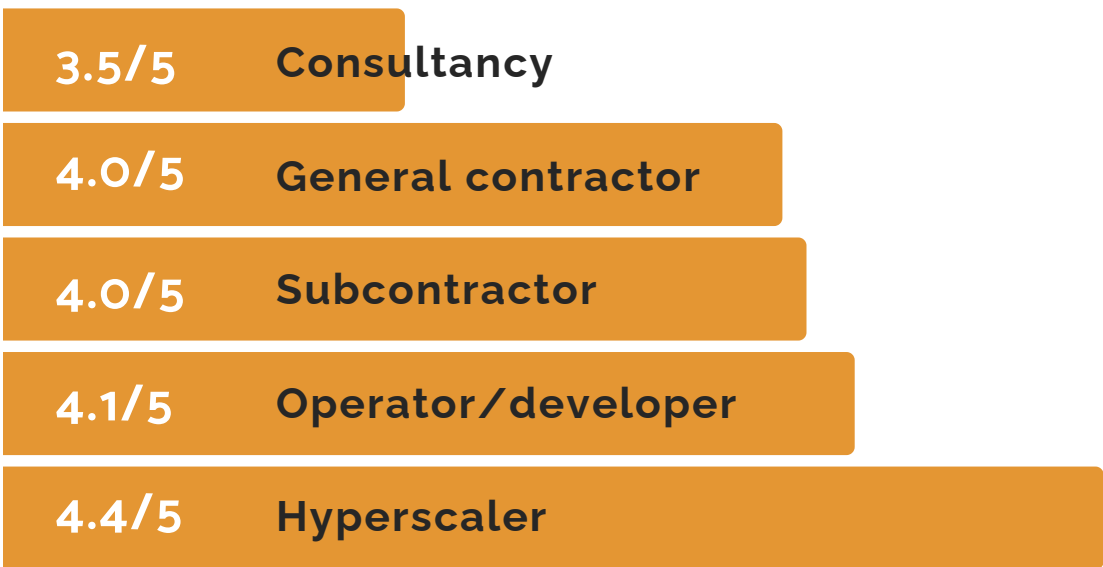
Over two thirds of permanent workers are satisfied with their benefits package, but the remaining third who are unsatisfied or neutral are a flight risk to companies who do not have a competitive offering.

REGIONAL COMPARISON

US respondents are much more satisfied with their current benefits package than respondents in Europe.



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 (27%), followed by time off (15%) and travel and transport (13%).

27% of respondents did not suggest any additional benefits.

AVERAGE SALARIES

COMMISSIONING

CONSTRUCTION MANAGEMENT

DATA CENTER ENGINEERING

OPERATIONS AND DATA CENTER MANAGEMENT

PROJECT MANAGEMENT

QUALITY

COMMISSIONING

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Commissioning Engineer	\$100k	\$126k	\$141k
Commissioning Lead	\$116k	\$131k	\$159k
Commissioning Manager	\$156k	\$178k	\$200k
Commissioning Director	\$175k	\$213k	\$250k

CONSTRUCTION MANAGEMENT

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Assistant Superintendent	\$87k	\$98k	\$108k
Superintendent	\$110k	\$163k	\$185k
Lead Superintendent	\$171k	\$167k	\$220k
Construction Manager	\$162k	\$195k	\$227k
Construction Director	\$185k	\$228k	\$270k
M&E Supervisor	\$145k	\$168k	\$190k
Pre-Construction Manager	\$130k	\$145k	\$160k
VP Construction	\$217k	\$250k	\$283k

DATA CENTER ENGINEERING

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Technician	\$82k	\$92k	\$101k
Day Engineer / Shift Engineer	\$105k	\$134k	\$150k

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.

OPERATIONS

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Facilities/Operations Manager	\$130k	\$171k	\$195k
Operations Director/VP Operations	\$181k	\$199k	\$260k

PROJECT MANAGEMENT

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Project Engineer	\$91k	\$102k	\$112k
Project Manager	\$119k	\$135k	\$150k
Senior Project Manager	\$145k	\$169k	\$192k
Program Manager	\$150k	\$178k	\$206k
Project Director / Executive	\$183k	\$225k	\$267k

QUALITY

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
QA/QC Engineer	\$90k	\$113k	\$125k
QA/QC Manager	\$125k	\$141k	\$156k

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.

REGIONAL INSIGHTS

HOW DOES THE US COMPARE WITH EUROPE?

SALARIES

The average salary for a **permanent** data center position in the US is
\$180,951 per year
 This is \$56,892 per year more than the equivalent in Europe.

PAY RISES

59%
 of **permanent** data center professionals in the US received a pay rise in the last twelve months.
 This is 7 percentage points lower than the equivalent in Europe.

43%
 of **contract** data center professionals in the US received a pay rise in the last twelve months.
 This is 6 percentage points higher than the equivalent in Europe.

BONUSES

87%
 of **permanent** data center professionals in the US received a bonus in the last twelve months.
 This is 12 percentage points more than the equivalent in Europe.

33%
 of **contract** data center professionals in the US received a bonus in the last twelve months.
 This is 18 percentage points more than the equivalent in Europe.

BENEFITS

★★★★★
 US data center professionals in permanent positions rated their satisfaction with their current benefits package 4.0 out of 5.
 This is higher than Europe (3.4 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 mid-level roles are earning on average 22% less than men in mid-level roles. This gap is on average 20% in senior roles.

OTHER INSIGHTS

INDUSTRY PERCEPTION

Respondents were asked to rate the competitiveness of their current data center salary and benefits in comparison to other industries they have worked in.

53%

of US respondents rated their current data center benefits as **‘much more competitive’** or **‘somewhat more competitive’** than other industries.

1 in 5

US respondents rated their current benefits as **‘somewhat less competitive’** or **‘much less competitive’** than benefits in other industries they’ve worked in.

TRAVEL FOR WORK

21%

of US respondents in **permanent** roles work in a different town or city to where they live.

55%

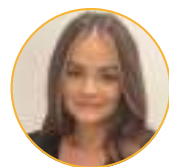
of US respondents in **contract** roles work in a different town or city to where they live.

GENDER PAY GAPS (PERMANENT ROLES)

Women are earning on average 22% less than men in mid-level roles, and 20% less in senior roles.

Seniority	Average salary	
	Men	Women
Mid level	\$157k	\$122k
Senior	\$193k	\$154k

“The data clearly shows that women in the data center 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 center industry feels more progressive, 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)

1 in 3

moved company in the last twelve months.

32%

are planning to move company in the next twelve months.

Those looking to move are notably less satisfied with their compensation (3.5) than the average for the US (3.8). In particular, satisfaction with bonus payments is the lowest (3.3) 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. **29.8%** of US respondents between the ages of 18 and 35 are in senior roles and a further **56.1%** 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 CENTERS.

DataX Connect is a global data center 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 center sector.

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

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



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