

The logo for DataX Connect, featuring the word "Data" in white, "X" in orange, and "Connect" in white, with a stylized orange and white swoosh above the "X".

**DataX
Connect**

The logo for the Salary Survey 2026, featuring the words "SALARY SURVEY" in white and "2026" in orange, enclosed within a stylized orange and white circular graphic.

**SALARY
SURVEY
2026**

DATA CENTRE SALARY SURVEY 2026 (EUROPE)

Taking a close look at the compensation packages of 1700+ data centre employees

**INSIGHTS ON SALARIES, BONUSES,
AND BENEFITS IN THE SECTOR**

FOREWORD FROM THE CEO



The data centre industry is still one of the most exciting places to be, and we're proud to be part of it. Growth hasn't slowed, innovation hasn't slowed, and the scale of opportunity keeps getting bigger. But that growth brings its own pressure. Finding people with the right skills is harder, what candidates expect from a package is shifting fast, and the businesses that get this right are pulling further ahead of the ones that don't.

Against this backdrop, the **2026 Data Centre Salary Survey** gives you a clear picture of not just what people are earning, but what they actually want from their next move, and where the gaps are between what you're offering and what would keep them. This year, that means a closer look at where new talent is really coming from, which benefits are landing and which aren't, why people leave even when the pay is competitive, and where opportunity still isn't equal.

For **employers**, this is your benchmark. It's a way to check whether your offer holds up in a market that's moving fast, and whether it's doing what you need it to do: helping you find, attract, and keep the people who'll drive your business forward. For **professionals**, it's a chance to see how your role and your package really compare, so you can make your next career decision with confidence, not guesswork.

Putting this together is no small task, it takes months of data collection, conversations, and analysis. We do it because you ask us for this information all year round, and our goal has always been simple: to put it directly in your hands so you can make better decisions, whichever side of the hiring table you're on.

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 handwritten signature in white ink that reads "Liam Thomas". The script is fluid and cursive.

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

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EXECUTIVE SUMMARY



This year's report takes a close look at the compensation packages of data centre professionals across Europe. Thank you to everyone who took part; your answers are what make this benchmark worth trusting. It paints a picture of an industry that's still growing fast, but one where finding, attracting, and keeping the right people is getting harder, not easier. Here's what stood out.

FINDING TALENT

This year, we asked our survey participants which industry they worked in immediately prior to the data centre industry. Over 40% came from energy backgrounds (renewables, oil and gas, nuclear) and semiconductor or pharmaceutical backgrounds, 41.7% in total. We all know that finding talent in this sector is a challenge, and these stats give us a clue as to where we can find talent with transferrable skills. We've done a detailed breakdown for some fast-growing regions including the Nordics and Iberia. In Spain, for example, the renewable energy sector is huge, and a great talent market to tap into. On the other hand, Norway has a booming oil and gas industry that is still relatively untapped for data centre talent.

ATTRACTING TALENT

We also asked our survey participants for more information on the benefits they want to see in their compensation package. 30% say it's equity that they actually want, making it the most requested benefit this year. Worth thinking about if you're trying to attract top notch talent.

RETAINING TALENT

In last year's survey we uncovered that 38% of respondents got a pay rise in the last twelve months and still planned to move jobs. This year, we've asked why. Career development is the biggest reason people are planning to move company in the next 12 months, cited by 35%, ahead of salary (26%) and company culture (7%). Pay might get someone through the door, but it's the path forward that decides whether they stay. Companies need to invest in training up existing employees or risk losing them. It's as simple as that. We're now supporting companies across Europe with apprenticeship programmes - [get in touch](#) if you're interested.

EQUALISING OPPORTUNITY

Half of women say their gender has hurt their pay or career progression, 46.4%, vs just 1.7% of men. In fact, every woman who said their career had been impacted in some way described the effect as negative. As an industry I know we can do better to equalise pay and opportunity among men and women.

If you want to know exactly where your offer stands against this data, [get in touch](#). We do everything from individual role benchmarking to a full strategic compensation review, so you can make your next hiring or retention decision with real numbers behind it.

Andy Davis

Director, DataX Connect

Founder of The Data Centre Club and Host of the Inside Data Centre Podcast

DATA
CENTRE
CLUB

DCMC
DATA CENTRE MARKETING
CLUB

DATA CENTRE
2025

DCTC
DATA CENTRE TALENT CLUB

Inside
Data
Centre
Podcast.
WITH ANDY DAVIS

RESEARCH SYNOPSIS

2026 DATA CENTRE SALARY SURVEY

SURVEY DATE: JUNE-JULY 2026

REGION: EUROPE

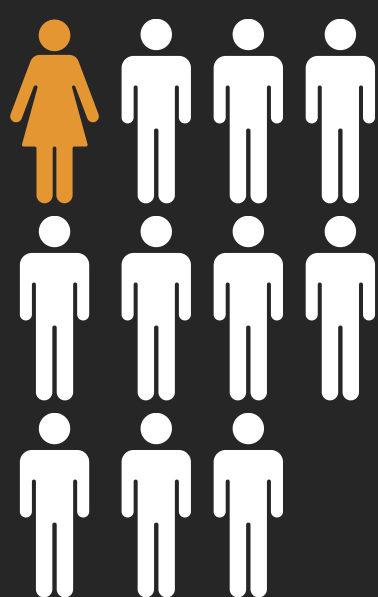
Focus roles: Commercial, Commissioning, Construction Management, Data Centre Engineering, Design, Development, Health and Safety, Operations, Planning, Project Management, Quality, Sales, and Testing.

METHODOLOGY

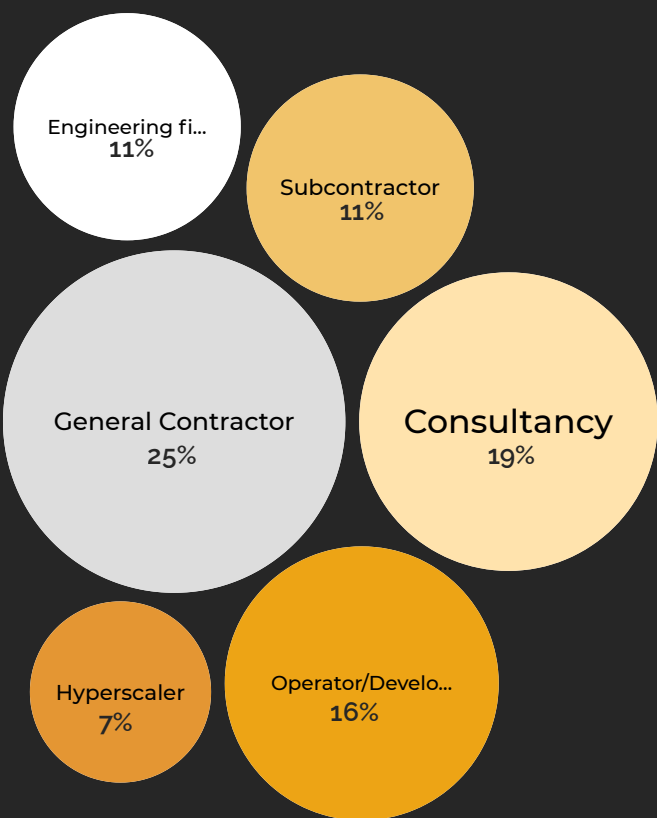
DataX Connect surveyed data centre professionals employed in Europe and the USA with questions related to experience, salaries, bonuses, and benefits. The survey was conducted online and respondents were recruited via email, telephone, and LinkedIn. Data was also collected from placements made by DataX 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

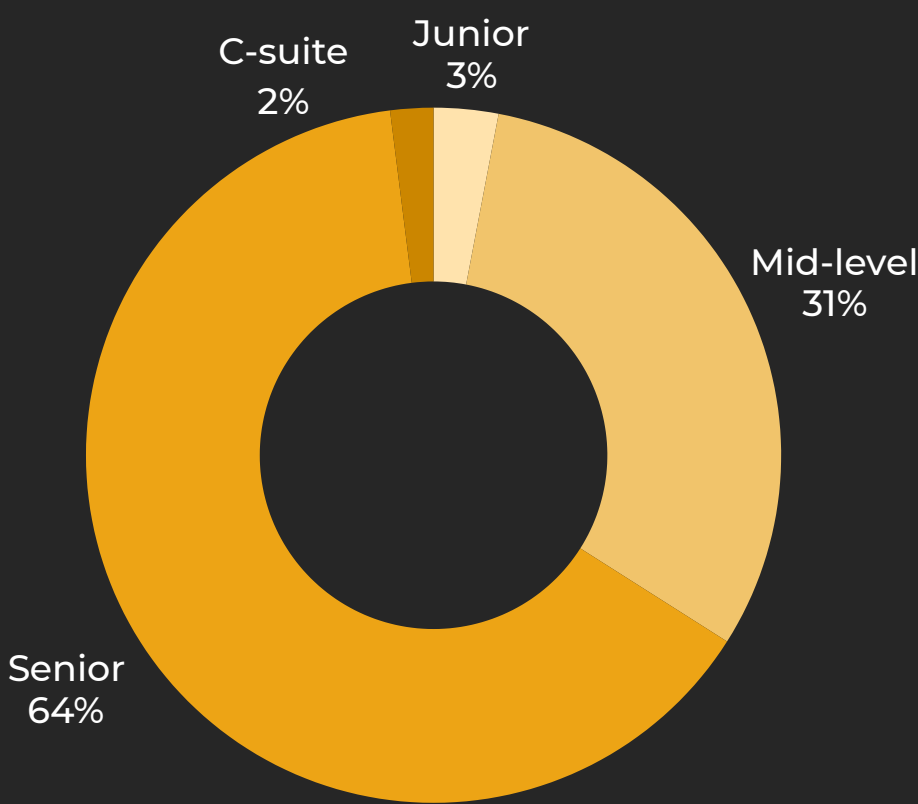
GENDER



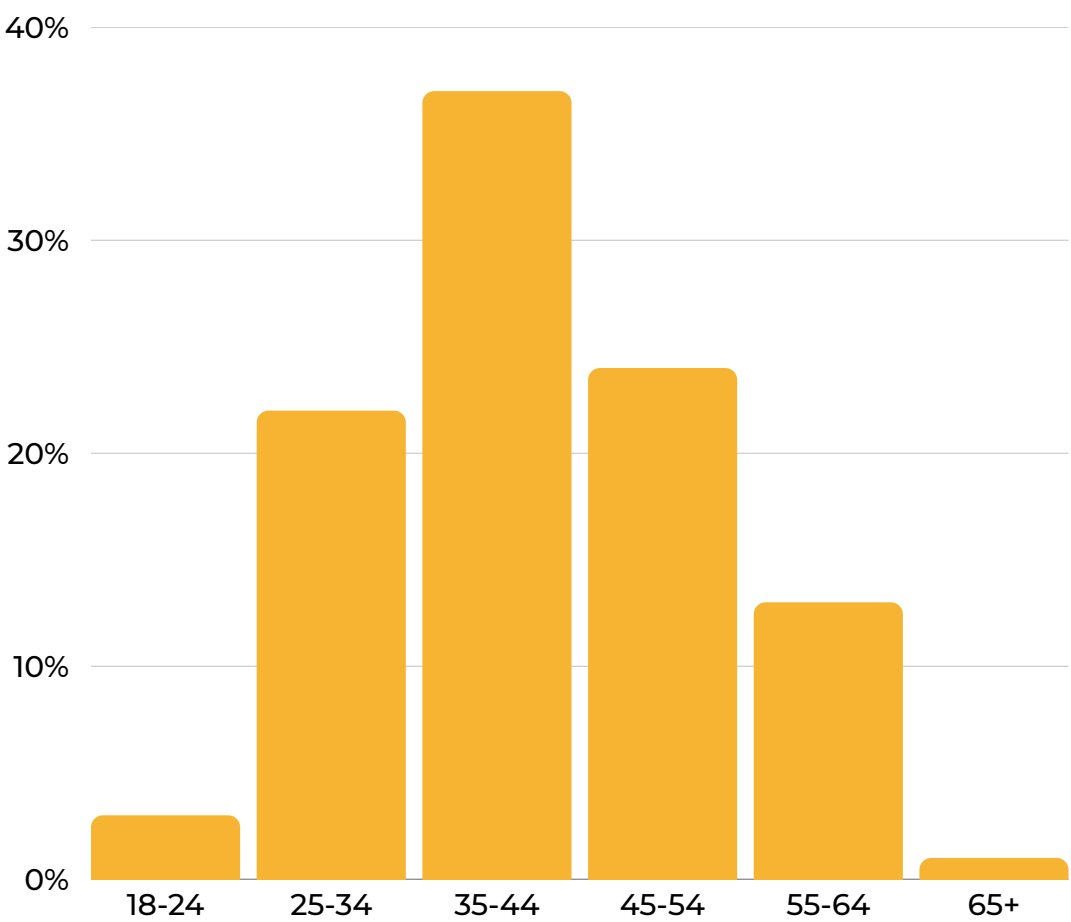
COMPANY TYPE



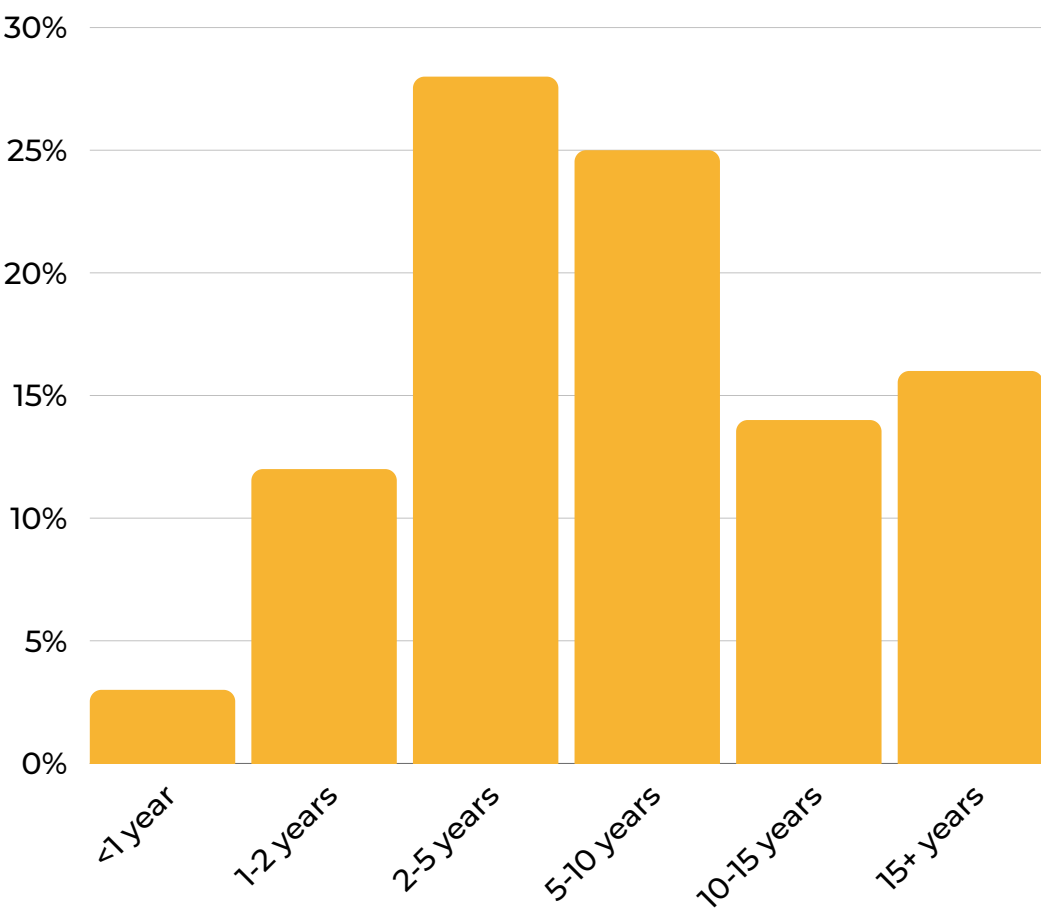
SENIORITY



AGE



EXPERIENCE



TALENT CROSSOVER

MORE THAN **2 IN 5** CAME FROM ENERGY
AND SEMICONDUCTOR SECTORS



41.7% of European respondents worked in energy (e.g. renewables, oil and gas, nuclear) or semiconductor/pharmaceutical roles before moving into data centres.

PERMANENT SALARIES

The average salary for a permanent data centre position in **Europe is €122,000 per year (£105,000 per year).**

The average salary for a permanent data centre position in the **UK is £119,000 per year (€139,000 per year).**

The average salary for a permanent data centre position in the **US is \$175,000 per year (£129,000/€150,000 per year).**

EUROPE

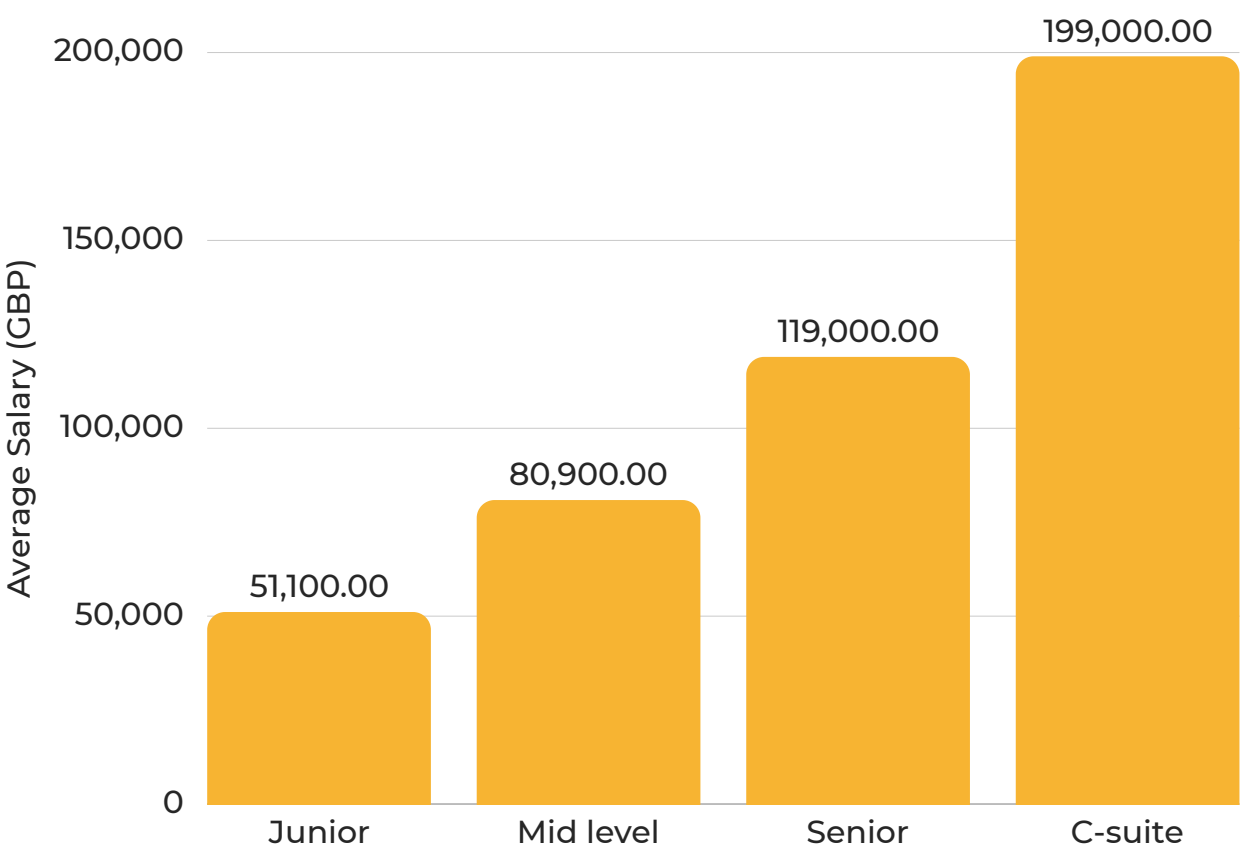
UK

US

PAY RISES

65% 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 **24%** had an increase of **between 4% and 8%**.

SALARY BY SENIORITY



AVERAGE SALARY

COMMERCIAL	£102,000	€119,000
COMMISSIONING	£101,000	€118,000
CONSTRUCTION MANAGEMENT	£97,000	€113,000
DATA CENTRE ENGINEERING	£61,300	€71,300
DESIGN	£113,000	€132,000
DEVELOPMENT	£153,000	€178,000
OPERATIONS MANAGEMENT	£128,000	€149,000
PLANNING	£97,700	€114,000
PROJECT MANAGEMENT	£98,100	€114,000

[Read the full breakdown by job title](#)

INDUSTRY INSIGHT

“The numbers tell us something important: women may be satisfied with their pay, but that doesn’t mean they believe the system is fair. Half of the women surveyed feel their gender has affected their career progression or pay - and 97% of them say that impact has been negative. It would appear that women are still very much viewed through the through the prism of gender and recompensed as a result of this as opposed to their experience, skills or knowledge, and that is a much bigger issue than the number on a payslip.”



LIZZY MCDOWELL
MARKETING DIRECTOR AT KAO DATA AND FOUNDING PARTNER OF CRITICAL CAREERS

CONTRACT RATES

The average rate for a contract data centre position in Europe is €640 per day (£540 per day).

The average rate for a contract data centre position in the UK is £530 per day (€617 per day).

The average rate for a contract data centre position in the USA is \$680 per day (£500/€582 per day)

EUROPE

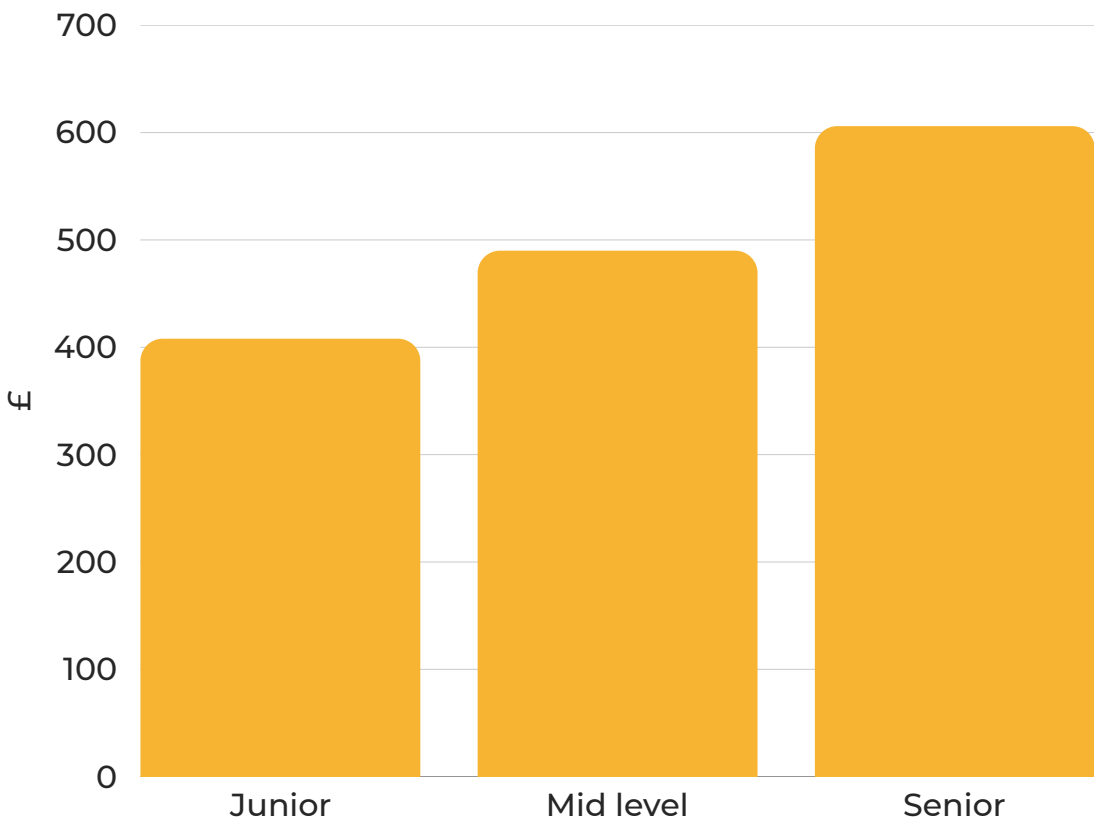
UK

USA

PAY RISES

47% of European respondents in contract roles received a rate increase in the last 12 months. **79%** had an increase of more than 4% and **32%** had an increase of 12% or more.

DAY RATES BY SENIORITY



AVERAGE DAY RATES

COMMERCIAL	£560	€650
COMMISSIONING	£610	€710
CONSTRUCTION MANAGEMENT	£530	€617
DATA CENTRE ENGINEERING	£440	€512
PROJECT MANAGEMENT	£650	€760
QUALITY	£460	€540
TESTING	£460	€540

[Read the full breakdown by job title](#)

INDUSTRY INSIGHT

“Young people aren’t just looking at what they can earn; they’re looking at where a career can take them. The rapid progression we’re seeing is hugely positive, but the fact that career development is also the biggest reason young professionals are considering leaving should make the industry take notice. At Gen+1, we want the next generation to see this as an industry where they can build, develop and grow for the long term.”



HOLLY FENNER
HEAD OF MARKETING & COMMUNICATIONS, GEN+1

TAKE-HOME PAY

As a contractor, day rate only tells half the story. What actually lands in your bank account depends on the pay structure your contract runs through, whether that's an **Employer of Record (EOR)**, an **in-country umbrella** or **self-employed** route, and that structure varies by country far more than most contractors expect. The same day rate, run through two different structures, can produce two very different take-home figures, so it's worth understanding the options.

TAKE-HOME PAY BY PAY STRUCTURE

DENMARK	EOR (EXPAT TAX SCHEME)	67%
DENMARK	IN-COUNTRY SELF-EMPLOYED	50-55%
FINLAND	EOR (EXPAT TAX SCHEME)	63%
FINLAND	IN-COUNTRY SELF-EMPLOYED	55-60%
PORTUGAL	IN-COUNTRY SELF-EMPLOYED	65%
GERMANY	EOR (AÜG, 18MO CAP, 3 EXT. MAX)	55%
SWEDEN	EOR (2YR CAP)	55-65%
IRELAND	EOR (2YR CAP)	52-55%
IRELAND	IN-COUNTRY DIRECTOR UMBRELLA	60-65%
NORWAY	EOR	50%
UNITED KINGDOM	UMBRELLA PAYE	52-55%
UNITED KINGDOM	IN-COUNTRY UMBRELLA CIS (CONSTRUCTION)	75-80%
NETHERLANDS	EOR	65%
NETHERLANDS	IN-COUNTRY ZZP	65-75%
SPAIN	IN-COUNTRY SELF-EMPLOYED (AUTÓNOMO)	60-75%
ITALY	IN-COUNTRY SELF-EMPLOYED (LIBERO PROFESSIONISTA)	55-60%
AUSTRIA	IN-COUNTRY SELF-EMPLOYED	55-65%
BELGIUM	IN-COUNTRY SELF-EMPLOYED	40-45%

The gap between structures usually comes down to how each country treats contractor income at source. Some routes qualify for a reduced expat or key-personnel tax rate, others sit under standard income tax with the umbrella or EOR provider's fee taken off the top, and self-employed routes shift the calculation again depending on local social security rules. None of that shows up in a headline day rate, which is exactly why it's worth asking about before you commit to a placement.

The pattern across all of this: two contractors on identical day rates, in different countries or even under different structures in the same country, can end up with very different money in their account.

£600-£760 (€700-€880)

average gross day rate in Europe for a Commissioning Manager translates to **£255-£323 (€297-€376) net in Belgium** and **£402-£509 (€468-€592) net in Denmark**.

This information is provided for general guidance only and does not constitute financial, tax, or legal advice. Take-home pay depends on your individual circumstances and can change with local tax rules, so speak to a qualified financial or tax adviser before choosing a pay structure.

WANTED: EQUITY

ALMOST A THIRD WANT
EQUITY INCLUDED IN THEIR
BENEFITS PACKAGE

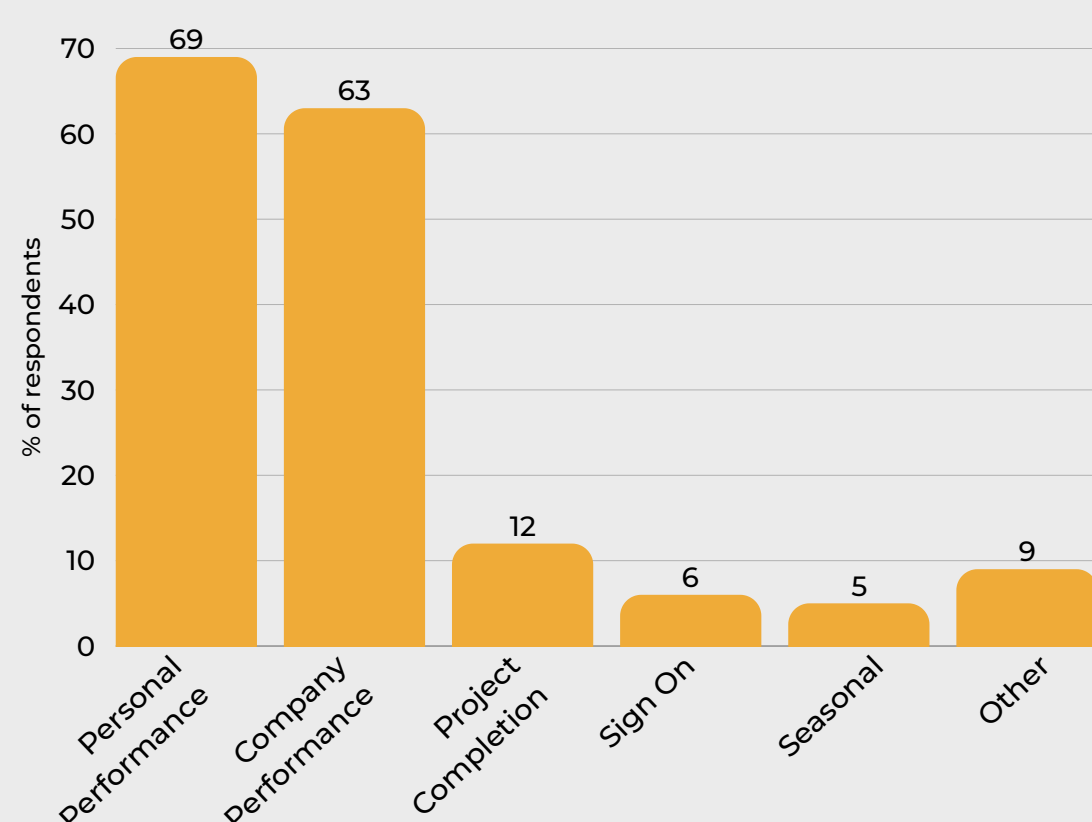
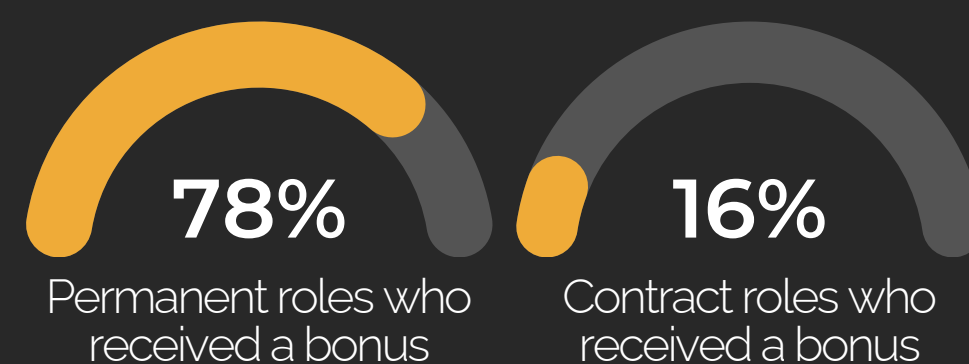


30.3% of European respondents say they want stocks/shares/equity included in their benefits package, the most requested benefit in the survey.

BONUSES

78% 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 16%.



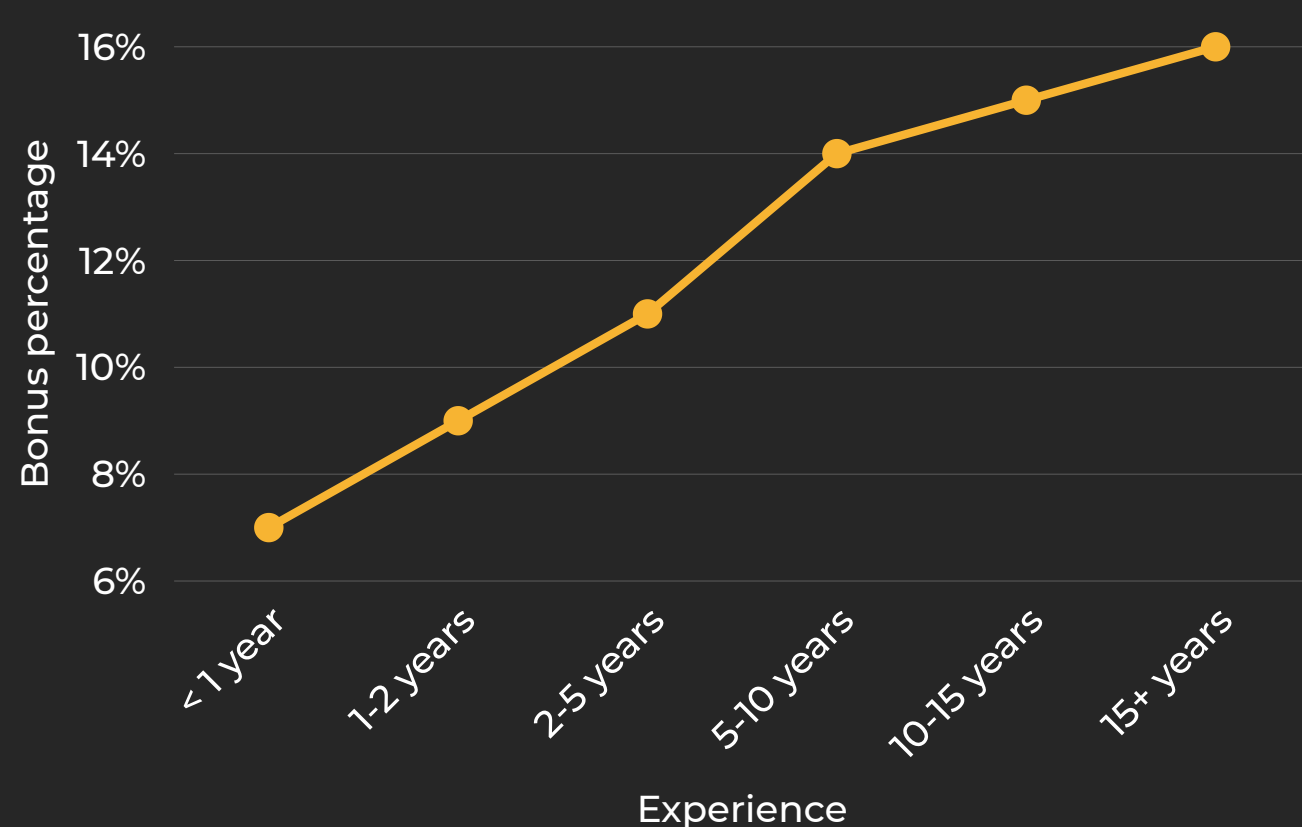
BONUS PAYMENT TYPES

69% of European respondents said they received a bonus related to **Personal Performance**.

63% of European respondents said they received a bonus related to **Company Performance**.

12% 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 **9%** of base salary, while more seasoned professionals earned over **15%**.

Project Management and Construction Management professionals saw average bonuses of **13%**, with Commercial roles at **14%**, Commissioning at **15%**, and Design roles at **16%**. Sales roles topped the list at **30%+**.

By company type, hyperscalers, system integrators, and operators/developers awarded the highest bonuses, while engineering firms offered the lowest.

INDUSTRY INSIGHT

"Once in a generation transformational infrastructure revolutions follow a pattern - they recruit and rely on talent from adjacent industries. The two industries that consistently being tapped for talent [in the USA] are the energy vertical and the military, which remains the home for some of the most advanced weapons, machines and technologies ever built. The AI Boom is simply a labor boom and an energy boom all wrapped up in one. As demand for talent continues to outpace supply in the data centre industry, we should continue to see an uptick in recruiting from both sectors throughout Europe and America in the years to come."



KIRK OFFEL

CEO AT OVERWATCH MISSION CRITICAL (SDVOB), HOST OF DATA CENTER REVOLUTION, FOUNDER OF DCAC

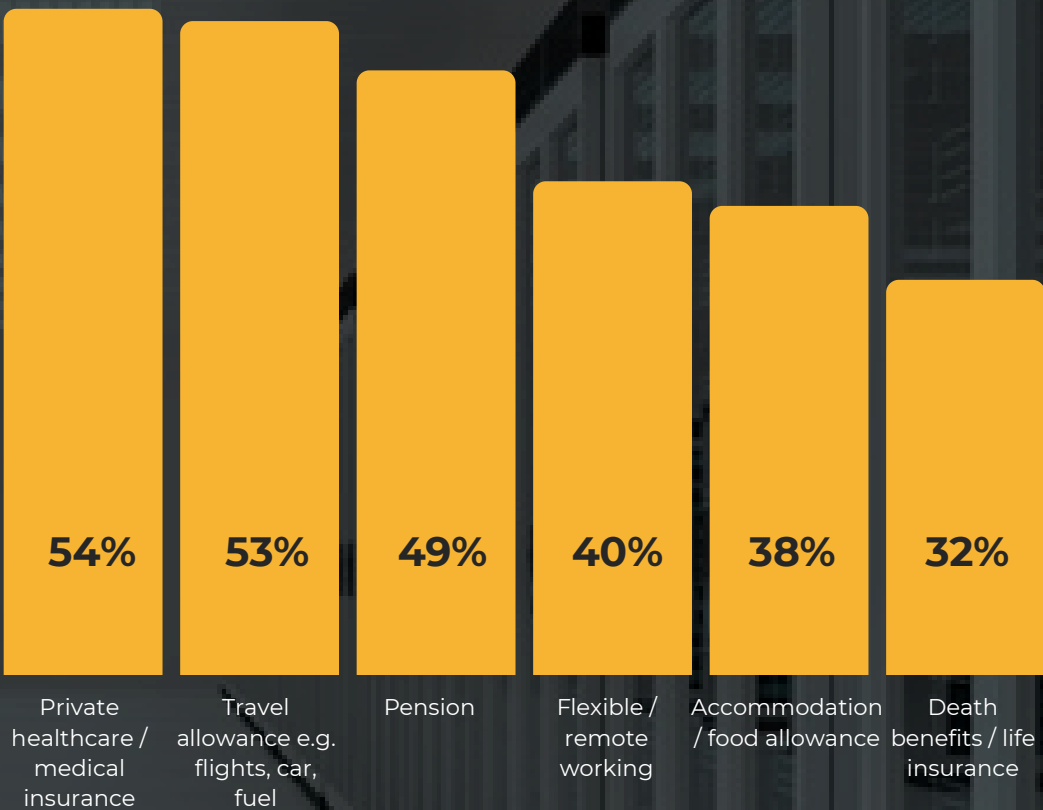
BENEFITS

Approximately half of European respondents receive benefits related to private healthcare, travel allowance, and pensions as part of their employment in the data centre industry.

14% of European respondents said they receive shares, stocks, or equity benefits as part of their benefits package.

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

MOST COMMONLY OFFERED BENEFITS



BENEFITS SATISFACTION



Respondents in permanent positions rated their satisfaction with benefits **3.6 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.

49% of respondents indicated that they are satisfied with their current benefits package, rating it 4 or 5.

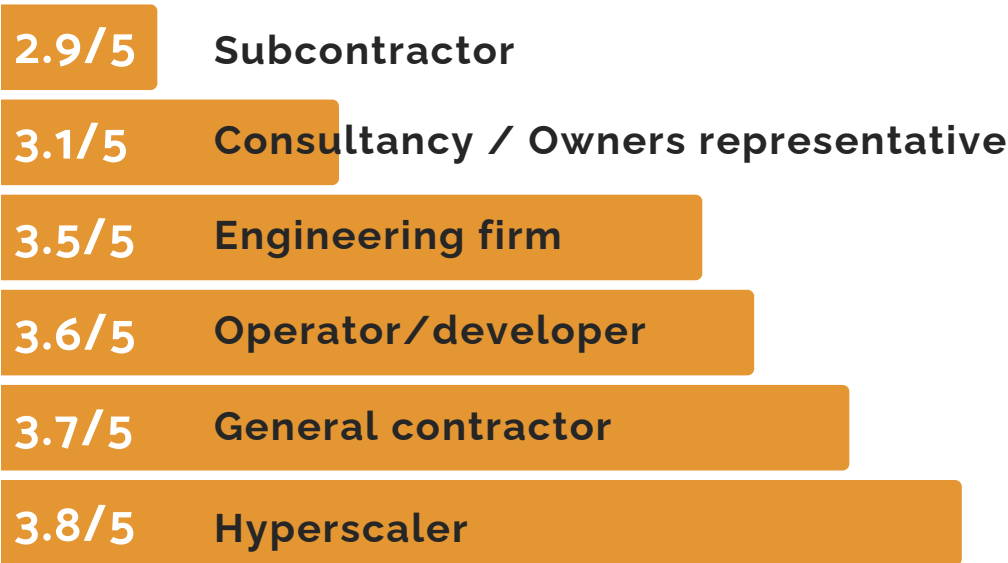
Just under half of permanent workers are satisfied with their benefits package, but the fifth who are unsatisfied and 32% who are neutral are a flight risk to companies who do not have a competitive offering.

REGIONAL COMPARISON

Satisfaction with benefits is similar across the regions, with respondents in the USA being marginally more happy.



COMPANY TYPE COMPARISON



ADDITIONAL BENEFITS

Respondents were asked to suggest additional benefits that they would like their current employer to offer. Almost a third (30.3%) said they would like shares/stocks/equity as part of their benefits package, almost double the number of people who already had this included in their benefits (16.0%).

22% of respondents answered 'none' when asked if they wanted any additional benefits.

% of respondents who selected at least one benefit

SHARES / STOCKS / EQUITY	30.3%
COMPANY CAR	28.4%
PRIVATE HEALTHCARE / MEDICAL INSURANCE	27.4%
WORK PHONE	26.6%
CAR / FUEL ALLOWANCE	24.9%

REGIONAL ANALYSIS

UNITED KINGDOM

NORDICS

IBERIA AND ITALY

UNITED KINGDOM

If you're hiring in the UK data centre market, you're competing in the biggest market in Europe, and it's about to get busier.

London still dominates, accounting for over 80% of national supply, and new supply is accelerating fast: 373MW is forecast for 2025-2026, more than double the 147MW delivered in the previous two years. Vacancy has dropped from 27% in 2016 to just 8% in early 2026, space gets taken almost as fast as it's built (CBRE, Savills, 2026).

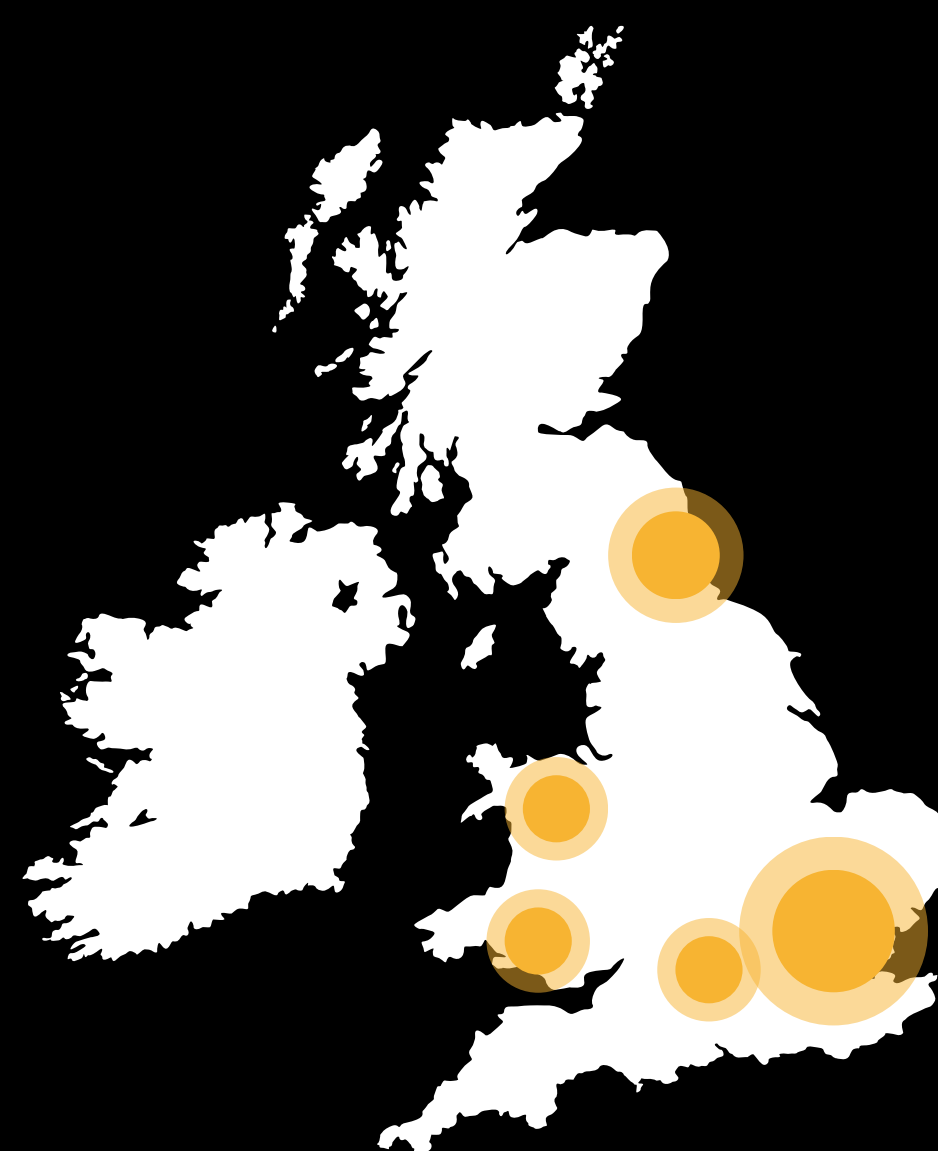
Power, not space, is what will really shape your hiring plans from here. The UK's pipeline could more than double IT power capacity, from 2.9GW today to around 6.2GW by 2030, though Ofgem data shows more power has been requested than the grid can currently supply, so not every announced project will land (Oxford Economics, Ofgem, 2026).

For you, that's genuinely good news if you're willing to look beyond the traditional heartland: government AI Growth Zones are fast-tracking planning and grid access in Culham, Teesside, Newcastle, and North and South Wales, alongside newer clusters in North London, Oxfordshire, Hertfordshire, the Docklands, and Essex.

6.2GW of added IT power capacity by 2030, more than double the current 2.9GW [Source: Oxford Economics]

50GW of grid capacity collectively requested by UK data centre projects [Source: Ofgem]

8% current vacancy, down from 27% ten years ago [Sources: Savills, BCLP]



UK government AI growth zones

WHERE YOUR TALENT POOL COMES FROM

Infrastructure backgrounds (highways, water, rail) supply the largest single slice, **17%** of our respondents, closely followed by energy at **15%**. Add semiconductor, pharmaceutical, manufacturing, and telecoms together and you're looking at over a third of the market.

Around **one in eight** professionals arrived with no prior data centre experience at all, real proof that people can be trained in from adjacent trades, not just poached from within the sector. And with half your candidate pool sitting between 2 and 10 years' experience, this is a market of people building careers here, not just passing through.

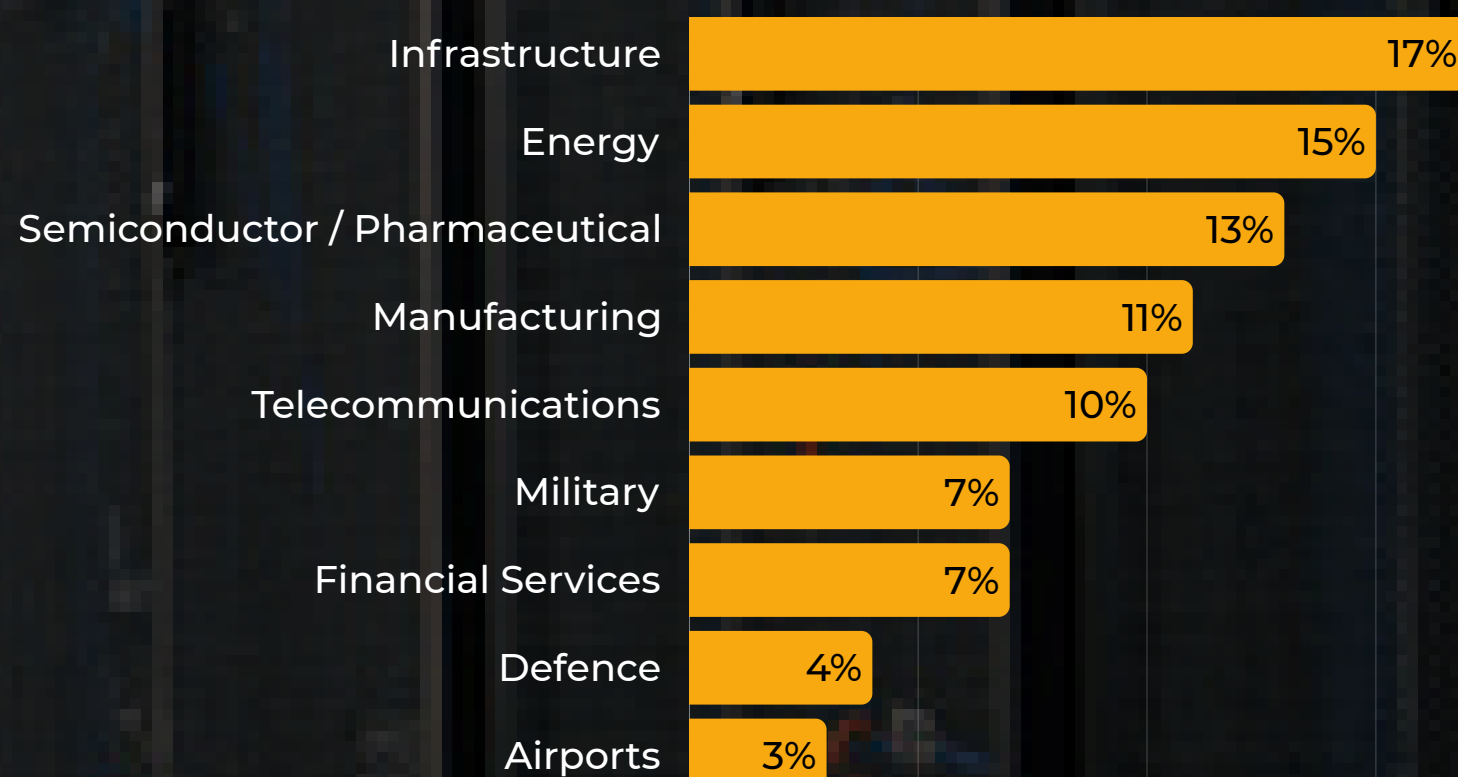
That said, expect real competition for specific skills. Independent research puts UK gaps at around 40% in **networking**, 44% in **cybersecurity**, and 33% in **data/AI/automation**, and **construction trades** are under similar pressure, with an estimated 41,200 extra workers needed a year through 2030 (IDC, CITB, 2026). Women make up under 10% of the workforce right now, which means there's a substantial pool most of your competitors aren't actively pursuing.

1 in 3 come from infrastructure and energy backgrounds

Experience in the data centre sector



Q: Which industry did you work in prior to data centres?





38%

of UK respondents are looking to move jobs **in the next twelve months.**

★ **3.7**_{/5} average satisfaction rating for base pay

★ **3.1**_{/5} average satisfaction rating for bonus payments

★ **3.3**_{/5} average satisfaction rating for benefits

HIRING ADVICE

Where to find talent:

Look beyond the obvious. Infrastructure and energy backgrounds already make up a third of today's workforce, and around one in eight professionals came in with no prior data centre experience at all, so adjacent sectors are a proven source, not a gamble.

How to attract talent:

Expect genuine competition for networking, cybersecurity, and data/AI skills, and for construction trades more broadly. Women remain under 10% of the workforce, a real, largely untapped pool. And growth-zone locations outside London and Slough may work in your favour too, less competition for talent where the new jobs are landing first.

How to retain talent:

With over a third of the market open to a move, don't wait for it to show up as a resignation. The data points to bonus and benefits satisfaction as the softer spot, so it's worth checking there before assuming you've got a pay problem.

MARKET INTELLIGENCE SUITE

ROLE BENCHMARK

Know what to pay: a focused benchmark for roles + levels + region.

- ✓ Salary benchmark by role, level, and region
- ✓ Clear recommendations on how to position your offer
- ✓ Basic executive dashboard

Email connect@dataxconnect.com to discuss your market intelligence needs.

ROLE INTELLIGENCE

Know how to compete: deeper intelligence for one or multiple roles.

- ✓ Full executive dashboard
- ✓ Competitor talent and compensation review
- ✓ Hot skills and emerging trends
- ✓ Market and hiring trends
- ✓ Talent pool availability and analysis
- ✓ Workshop walk through of the report and its findings

Plus everything in the 'Role Benchmark' package

STRATEGIC WORKFORCE INTELLIGENCE

Know what to change: bespoke analysis of your workforce and reward strategy.

- ✓ Full executive dashboards with recommendations
- ✓ Existing workforce compensation analysis
- ✓ Workforce planning support
- ✓ Pay compression, equity, and salary inversion analysis
- ✓ Workforce risk identification
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NORDICS



The Nordic data centre construction market is projected to grow from around \$7.16 billion in 2024 to **\$13.8-14.9 billion by 2030/2031**, and the region runs on cheap, abundant renewable power, hydropower in Norway, wind in Sweden and Denmark, with industrial electricity as low as \$0.03/kWh in parts of Norway, 40-50% below many continental European markets (Arizton, PRNewswire, May 2026; Mordor Intelligence, Sep 2025). Sweden currently holds the largest share of Nordic capacity, around 45% (MarkSparks Solutions, Nov 2025).

That power advantage is starting to narrow. Statnett forecasts Nordic data centre power consumption rising from around 8TWh/yr in 2024 to 28TWh/yr by 2030, and transmission operators expect 3-7 year queues for large interconnections (50MW+) around Stockholm and Helsinki specifically, as data centre demand collides with transport and industrial electrification (Argus Media, Mar 2026). If your hiring plans are tied to a new site in either of those two cities, getting ahead of the grid conversation matters as much as getting ahead of the hiring one.

WHERE YOUR TALENT POOL COMES FROM

Energy backgrounds supply the largest single slice, 24.7%, closely followed by semiconductor/ pharmaceutical at 20.6%. Most of the region's workforce is early-to-mid career: 2-5 years' experience accounts for 37.6%, the single largest bracket, with another 20.5% at 5-10 years.

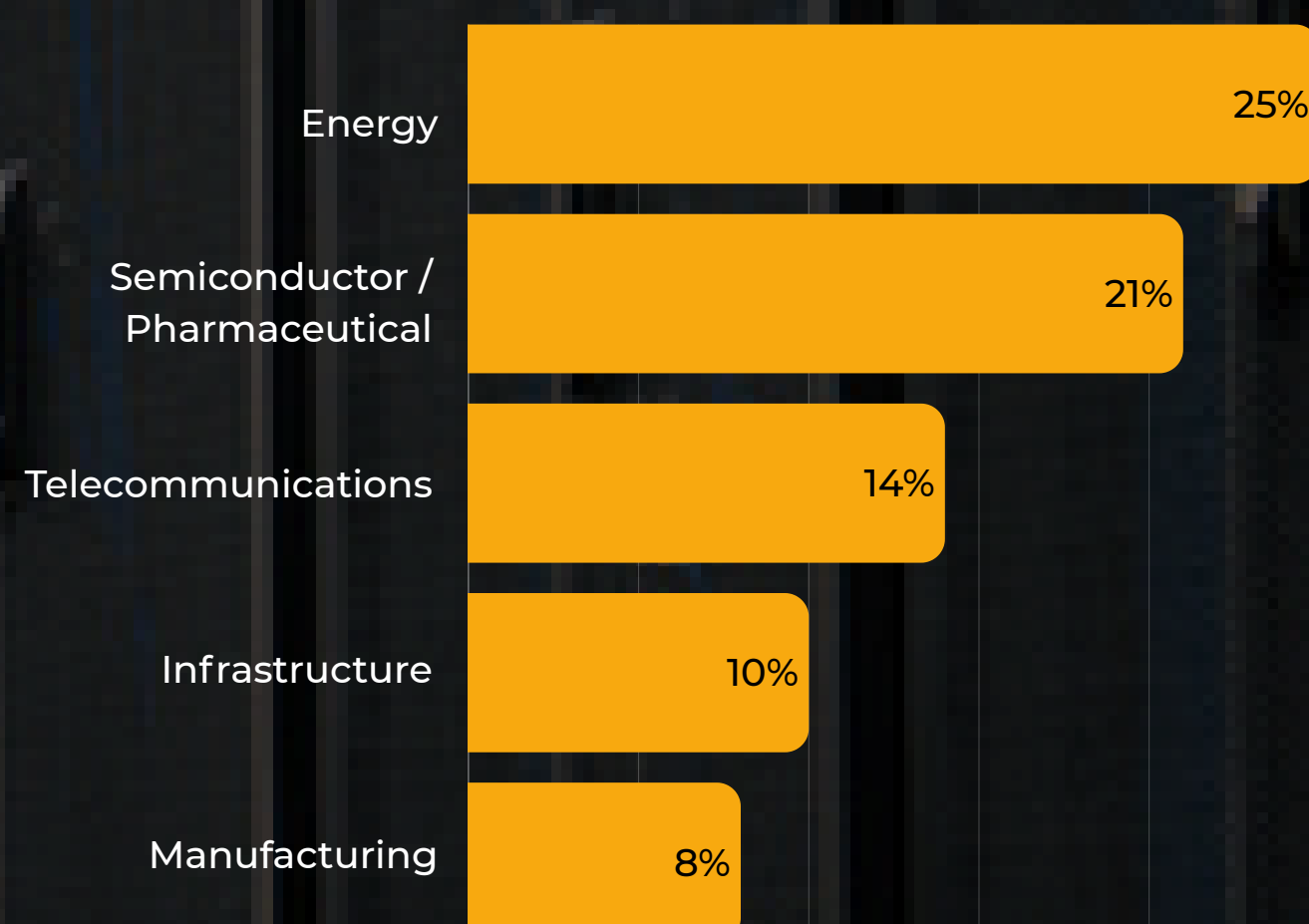
The Nordics is one of the tightest specialist labour markets in Europe. Sweden is already named alongside the Netherlands as reporting persistent ICT specialist shortages, and ageing populations, low birth rates, and a small pool of computer-science graduates are cited as structural drivers across the region (Nortal, Mar 2026; Griddynamics, Jun 2025). The Finnish Data Center Association reports over 50 commercial data centres already operating there, with recruiters reporting gaps across design, procurement, construction, commissioning, operations, engineering, and health and safety roles (Intelligent Employment, Jan 2026).

1 in 4
come from an energy background



44%
of the region is open to a move in the next 12 months

Q: Which industry did you work in prior to data centres?



- ★ **3.7** /5 average satisfaction rating for base pay
- ★ **2.8** /5 average satisfaction rating for bonus payments
- ★ **3.3** /5 average satisfaction rating for benefits

DENMARK

Denmark splits into two zones: **Copenhagen** for connectivity and AI training and **West Denmark**, especially **Esbjerg**, for hyperscale build-out (Microsoft, Thylander, and CA Group are deploying 350MW+ there by 2030). Installed capacity sits around 398MW today, with 1.2GW more expected by 2030 (Mordor Intelligence, 2026). Compensation satisfaction leads on every measure and appetite to move company is the lowest here. The trade-off is tax, a 60.5% top rate, the highest in the OECD (Tax Foundation, 2026).



FINLAND

Finland is one of Europe's fastest-growing markets, drawing a broader international mix than its neighbours, TikTok alone committed €1 billion to a new Lahti data centre in April 2026. IT load has grown from 20MW to over 1.5GW in two years, clustered around **Helsinki**, **Espoo**, and **Vantaa**, with a second wave building north around **Kajaani** (DC Byte, 2026). Data centre talent comes mainly from infrastructure and energy backgrounds. Top tax runs around 45%, recently cut from 51.5% (Tax Foundation, 2026).



NORWAY

Growth in Norway is weighted south. Bulk Infrastructure's No1 campus near **Kristiansand** has secured 400MW with permits sought for 1GW, and Google's **Skien** facility alone demands 840MW (Mordor Intelligence, 2026). The biggest draw is the power position, cheap hydropower keeps costs low even where personal tax runs to around 47.8% (Tax Foundation, 2026). Data centre talent comes mainly from energy and telecoms.



SWEDEN

Stockholm remains the region's most established hub, holding just over a third of national capacity at around 80% utilisation. Growth is shifting north though, **Boden** and the wider **Node Pole** region offer some of the cheapest power in Europe, and operators like atNorth and Brookfield are building 100MW+ campuses there, Brookfield's Strängnäs campus alone is a \$9.9 billion commitment (Mordor Intelligence, 2026). Sweden's combined top tax rate runs around 52% (Tax Foundation, 2026).



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Plus everything in the 'Role Intelligence' package

IBERIA AND ITALY

You're hiring into one of Europe's fastest-growing data centre markets right now. JLL names Spain and Italy specifically as the continent's fastest-growing by percentage, with Madrid and Milan leading, backed by government incentives and new connectivity infrastructure, including Meta's 2Africa subsea cable landing in Spain, which is cementing Madrid's role as a connectivity hub into Africa and the Middle East (Data Center Knowledge, citing JLL, Jun 2026).

2.9GW
of IT capacity in the pipeline in Iberia up to 2030 [Source: Colliers, Iberian Region Snapshot, Apr 2026]

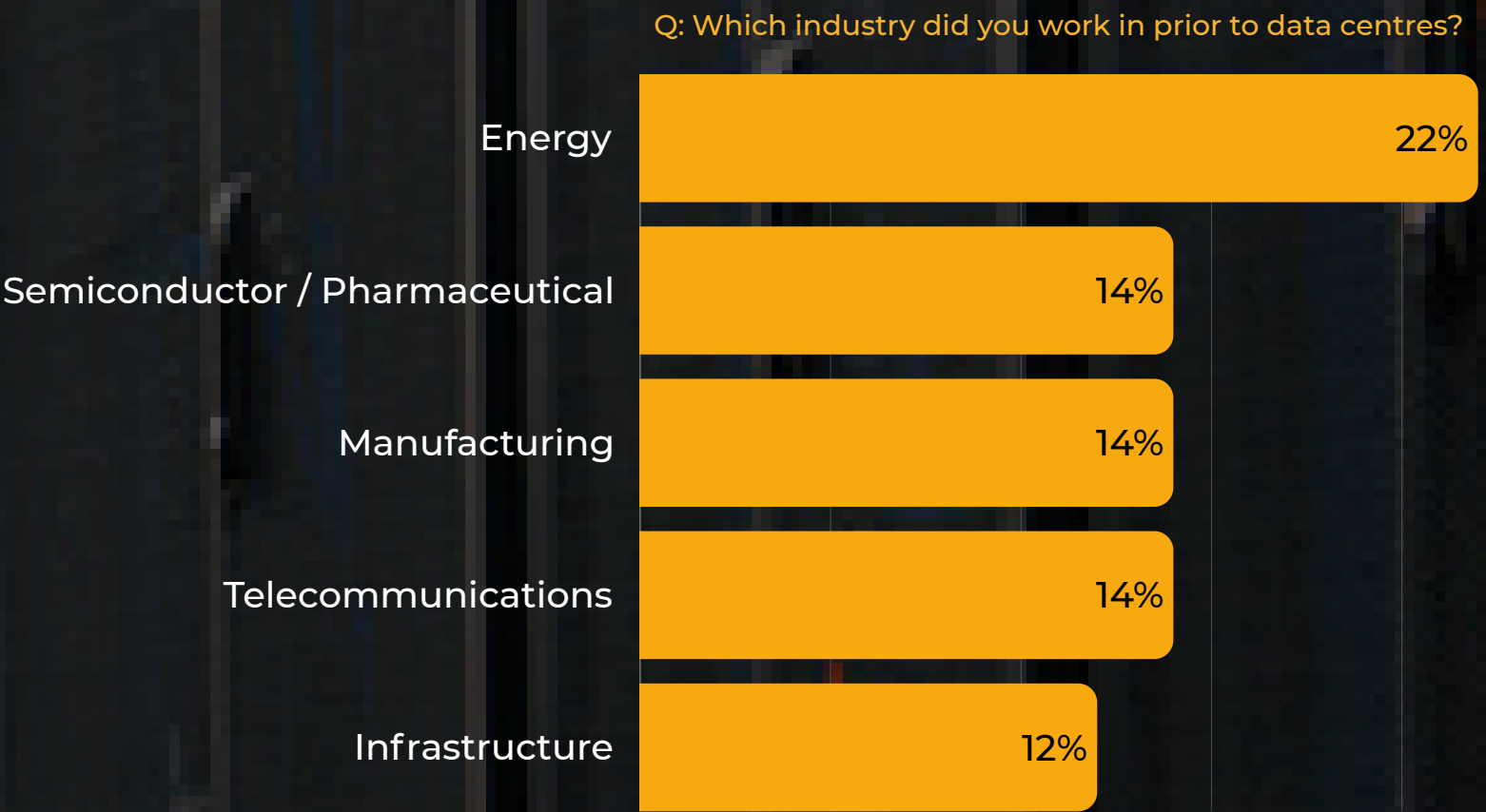
The numbers back it up. Iberia alone has 385MW of live IT capacity today, with over 2,900MW in the pipeline through 2030 (some trackers put the wider, earlier-stage pipeline closer to 14GW) (Colliers, Iberian Region Snapshot, Apr 2026). In Italy, Microsoft's \$4.8 billion commitment to AI and cloud infrastructure is anchoring Milan as the primary hub, with Rome and Turin emerging behind it (sentisight.ai, Jan 2026; Linesight, 2025).

Spain and Portugal have both moved to a new energy regulatory framework, ending the "first-ready, first-served" grid connection model. That puts more pressure on developers to build ahead of demand to secure power, worth factoring in if your hiring plans are tied to a specific site or timeline (Colliers, Iberian Region Snapshot, Apr 2026).

WHERE YOUR TALENT POOL COMES FROM

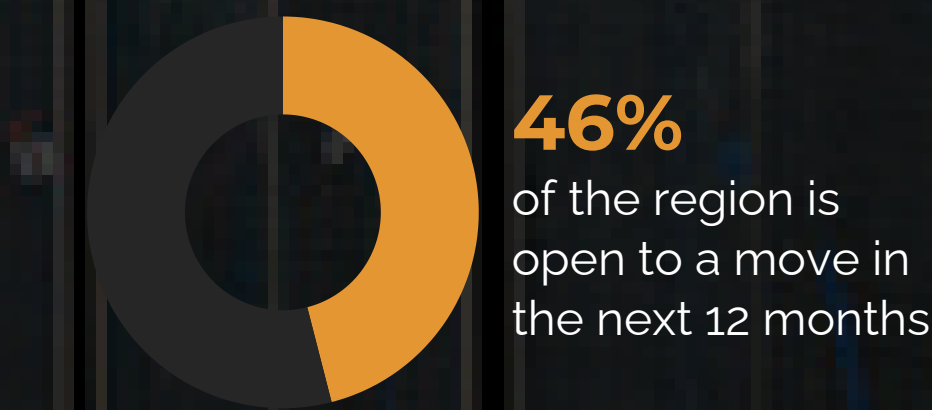
Energy backgrounds supply the single largest slice of the region's talent, **22%**, and if you add semiconductor/pharmaceutical, manufacturing and telecoms (**14%** each), that's well **over half** your candidate pool coming from just four adjacent industries.

Most of the workforce is mid-career: 2-5 years' experience accounts for 34.8%, and 5-10 years another 25.8%, so roughly **six in ten people** here are building a career mid-stream, not just arriving or leaving. Senior talent (15+ years) is a smaller slice, 15.2%, worth knowing if you're hiring for genuinely senior roles.



That said, the local pipeline is under real pressure. Savills flags Italy and Spain, alongside most Nordic countries, as facing above-average talent headwinds: bandwidth demand is forecast to grow at least **30% a year** to 2030, against a relatively small number of universities producing sector-specific graduates. Demand is expected to outpace the local supply here more than in most of Europe (Savills, European Data Centres – Labour & Talent).

1 in 5
come from an energy background

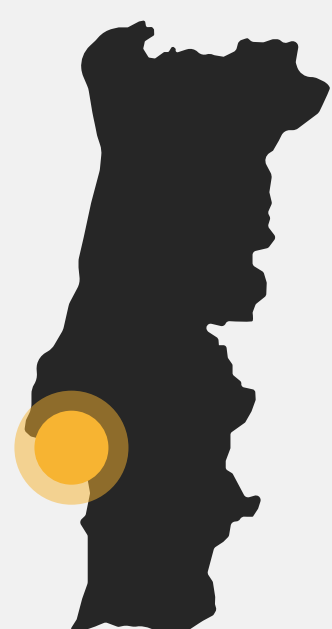


- ★ **3.7** average satisfaction rating for base pay (out of 5)
- ★ **3.0** average satisfaction rating for bonus payments (out of 5)
- ★ **3.4** average satisfaction rating for benefits (out of 5)

SPAIN

Barcelona's pipeline has doubled in six months, from 244MW to 525MW IT, and Aragón, anchored by a €2.9 billion Microsoft campus in Zaragoza, now exceeds 3,460MW IT, one of the biggest single clusters in the region (Colliers, Iberian Region Snapshot, Apr 2026). Madrid's role as a connectivity hub is growing too, Meta's 2Africa subsea cable lands here, linking the city into Africa and the Middle East (Data Center Knowledge, citing JLL, Jun 2026).

Spain is now a global leader in wind and solar deployment, and renewable energy is expanding fast as a share of the economy (Statistics of the World, 2026).



PORTUGAL

Lisbon's pipeline is approaching 1,390MW IT, and the wider market is moving fast, valued at \$947 million in 2024 and projected to reach \$3.09 billion by 2030. Only around 47.5MW is live today against 310MW+ in development, so most of Portugal's capacity is still to come online, useful context if you're planning hires ahead of sites opening (ResearchAndMarkets/BusinessWire, 2025).

Renewables now regularly supply 60%+ of the country's electricity, one of the strongest renewable shares in Europe (Statistics of the World, 2026). Telecommunications listed among Portugal's main industries, and IT/digital services specifically have grown from a niche into a real economic contributor, with Lisbon and Porto now recognised European tech hubs (Wikipedia, Economy of Portugal, 2026; Portugal Pathways, 2026).

ITALY

Milan remains the primary hub, with Rome and Turin both emerging as secondary markets. Microsoft's \$4.8 billion commitment to AI and cloud infrastructure is anchoring that growth, and Italy is expected to attract over €10 billion in data centre investment over the next three years (sentsight.ai, Jan 2026; Linesight, 2025).

Pharmaceuticals appears directly among Italy's listed main industries, alongside chemicals and electrical items (Wikipedia, Economy of Italy, 2026). Europe's second-largest manufacturing economy, built on a dense network of small and medium family businesses (most under 50 employees), strongest in machinery, motor vehicles, chemicals, and electrical items (Lloyds Bank Trade, 2026).



MARKET INTELLIGENCE SUITE

ROLE BENCHMARK

Know what to pay: a focused benchmark for roles + levels + region.

- ✓ Salary benchmark by role, level, and region
- ✓ Clear recommendations on how to position your offer
- ✓ Basic executive dashboard

Email connect@dataxconnect.com to discuss your market intelligence needs.

ROLE INTELLIGENCE

Know how to compete: deeper intelligence for one or multiple roles.

- ✓ Full executive dashboard
- ✓ Competitor talent and compensation review
- ✓ Hot skills and emerging trends
- ✓ Market and hiring trends
- ✓ Talent pool availability and analysis
- ✓ Workshop walk through of the report and its findings

Plus everything in the 'Role Benchmark' package

STRATEGIC WORKFORCE INTELLIGENCE

Know what to change: bespoke analysis of your workforce and reward strategy.

- ✓ Full executive dashboards with recommendations
- ✓ Existing workforce compensation analysis
- ✓ Workforce planning support
- ✓ Pay compression, equity, and salary inversion analysis
- ✓ Workforce risk identification
- ✓ Job grouping review

Plus everything in the 'Role Intelligence' package

DEVELOPMENT > MONEY

**CAREER DEVELOPMENT, NOT
SALARY, IS THE TOP REASON
PEOPLE ARE READY TO WALK**

35% of European respondents cite career development as their main reason for planning to change company in the next 12 months, ahead of salary (26%) and company culture (7%).

INDUSTRY INSIGHT

"Employee Flight Risk is up 10%. That is the big story from this year's People Behind The Racks survey. The explanation sits in the numbers around it: Talent Latency fell, meaning there is less slack in the system, in the shape of untapped talent, to absorb the pressure of schedules which keep tightening. The picture is of a workforce being driven harder with less capacity to absorb the pressure. This produces a siege mentality. People close ranks around their immediate project and colleagues, because that is where the work feels winnable. Attachment moves to the immediate team and away from the employer. Once that happens, Organisational Satisfaction drops and leaving costs people (emotionally) less than it used to. **The biggest single factor behind the fall in organisational satisfaction this year was a perceived lack of support for career development and opportunity to progress.** In order to retain the best talent, organisations need to focus not just on fighting short-term fires, but also on developing people for the long-term."



MARK SCHOFIELD
FOUNDER, MINDALPHA

INDUSTRY INSIGHT

"The data is telling us that progression, **learning and future opportunity matter more than pay** when people consider changing companies. For employers, that should be a clear signal that investing in development is no longer a nice-to-have. Retaining and developing talented people requires meaningful learning opportunities and the visibility of what growth can look like across the organisation. That means helping employees understand what their next role could be, what skills they need to get there, and actively supporting that growth through regular development conversations. Just as importantly, organisations should be looking to fill more opportunities internally, demonstrating that career progression doesn't have to mean changing employer. Organisations that take this approach will be better placed to build sustainable workforces and create an environment where people can see a long-term future for their careers."



SOPHIE PARKER
HEAD OF PEOPLE DEVELOPMENT & TALENT ACQUISITION, PURE DATA CENTRES GROUP

AVERAGE SALARIES AND DAY RATES

COMMERCIAL	OPERATIONS AND DATA CENTRE MANAGEMENT
COMMISSIONING	PLANNING
CONSTRUCTION MANAGEMENT	PROJECT MANAGEMENT
DATA CENTRE ENGINEERING	QUALITY
DESIGN	SALES
DEVELOPMENT	TESTING
HEALTH AND SAFETY	

Job titles vary hugely between companies, and two people with the same title can carry very different levels of responsibility. Use these figures as a general guide rather than a like-for-like match to your own roles. Want a comparison built around your actual job specs? Email benchmarking@dataxconnect.com to chat about bespoke benchmarking tailored to your organisation.

BENCHMARKING HUB

Our interactive site: benchmark salaries, bonuses and pay rises, compare benefits, explore where people are looking to move and discover how the market differs by role, level and region.

[VISIT THE HUB](#)

COMMERCIAL

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Cost Manager	£60k	£65k	£69k
	€70k	€76k	€80k
Senior Cost Manager	£91k	£97k	£103k
	€106k	€113k	€120k
Quantity Surveyor	£62k	£66k	£70k
	€72k	€77k	€82k
Senior Quantity Surveyor	£76k	£89k	£95k
	€89k	€104k	€111k
Estimator	£75k	£79k	£83k
	€87k	€92k	€97k
Commercial Manager	£93k	£110k	£120k
	€108k	€128k	€140k
Commercial Lead	£112k	£118k	£123k
	€130k	€137k	€143k
Commercial Director	£134k	£143k	£153k
	€156k	€167k	€178k

COMMISSIONING

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Commissioning Engineer	£64k	£69k	£73k
	€75k	€80k	€85k
Commissioning Manager	£96k	£104k	£112k
	€112k	€121k	€130k
Commissioning Lead	£100k	£108k	£125k
	€116k	€126k	€146k
Commissioning Director	£139k	£154k	£168k
	€162k	€180k	€196k

If the job title you are looking for is not present please contact us and we will be happy to benchmark it for you. Ranges are based on average min/max of reported salary bands from survey respondents. Email benchmarking@dataxconnect.com.

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
Commissioning Engineer	£390	£650
	€450	€760
Commissioning Lead	£520	£700
	€600	€820
Commissioning Manager	£600	£850
	€700	€990

CONSTRUCTION MANAGEMENT

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
M&E Supervisor	£80k	£83k	£86k
	€93k	€97k	€100k
Construction Manager	£93k	£99k	£105k
	€108k	€115k	€122k
Pre-Construction Manager	£91k	£97k	£104k
	€106k	€113k	€121k
Construction Lead	£115k	£121k	£130k
	€134k	€141k	€151k
Construction Director	£114k	£128k	£143k
	€133k	€149k	€167k
Package Manager	£82k	£87k	£92k
	€95k	€101k	€107k
VP Construction	£139k	£166k	£193k
	€162k	€193k	€225k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
Construction Manager	£600	£990
	€700	€1.1k
Package Manager	£510	£680
	€600	€790

If the job title you are looking for is not present please contact us and we will be happy to benchmark it for you. Ranges are based on average min/max of reported salary bands from survey respondents. Email benchmarking@dataxconnect.com.

DATA CENTRE ENGINEERING

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Technician	£46k	£52k	£60k
	€54k	€61k	€70
Day Engineer	£63k	£70k	£77k
	€73k	€82k	€90k
Shift Engineer	£51k	£55k	£59k
	€59k	€64k	€69k
Shift Leader	£63k	£68k	£72k
	€73k	€79k	€84k
Shift Manager	£75k	£82k	£89k
	€87k	€95k	€104k
Shift Supervisor	£59k	£64k	£68k
	€69k	€75k	€79k

DESIGN

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Electrical Design Engineer	£73k	£79k	£86k
	€85k	€92k	€100k
Mechanical Design Engineer	£72k	£77k	£83k
	€84k	€90k	€97k
Design Manager	£83k	£90k	£97k
	€97k	€105k	€113k
Associate Director	£106k	£117k	£129k
	€123k	€136k	€150k
Design Director	£154k	£160k	£166k
	€179k	€186k	€193k
VP Design	£181k	£189k	£196k
	€211k	€220k	€228k

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DEVELOPMENT

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Development Manager	£97k	£108k	£119k
	€113k	€126k	€139k
Development Director	£166k	£182k	£197k
	€193k	€212k	€229k
Land Acquisition Manager/Senior Development Manager	£138k	£154k	£170k
	€161k	€179k	€198k
Land Acquisition Director	£208k	£213k	£217k
	€242k	€248k	€253k

HEALTH AND SAFETY

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
HSE Manager	£86k	£95k	£103k
	€100k	€111k	€120k
HSE Lead	£76k	£81k	£86k
	€89k	€94k	€100k
HSE Director	£138k	£151k	£164k
	€161k	€176k	€191k

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OPERATIONS

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Operations/Engineering Manager	£65k	£73k	£80k
	€76k	€85k	€93k
Facilities Manager	£74k	£79k	£83k
	€86k	€92k	€97k
Regional Manager/Data Centre Manager	£88k	£96k	£104k
	€102k	€112k	€121k
Operations Director	£150k	£165k	£181k
	€175k	€192k	€211k

PLANNING

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Planner/Planning Engineer	£60k	£71k	£78k
	€70k	€83k	€91k
Senior Planner	£77k	£81k	£86k
	€90k	€94k	€100k
Planning Manager/Lead	£99k	£118k	£128k
	€115k	€137k	€149k
Planning Director	£142k	£158k	£179k
	€165k	€182k	€208k

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PROJECT MANAGEMENT

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Project Engineer	£63k	£67k	£70k
	€73k	€78k	€82k
Project Manager	£78k	£83k	£88k
	€91k	€97k	€102k
Senior Project Manager	£92k	£99k	£105k
	€107k	€115k	€122k
Program Manager	£102k	£114k	£126k
	€119k	€133k	€147k
Project Director / Executive	£116k	£130k	£143k
	€135k	€151k	€167k

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
Project Manager	£550	£650
	€640	€760
Senior Project Manager	£610	£750
	€710	€870

QUALITY

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
QA/QC Inspector	£380	£480
	€440	€560
QA/QC Manager	£480	£590
	€560	€690
Quality Manager	£620	£850
	€720	€990

If the job title you are looking for is not present please contact us and we will be happy to benchmark it for you. Ranges are based on average min/max of reported salary bands from survey respondents. Email benchmarking@dataxconnect.com.

SALES

AVERAGE SALARIES - PERMANENT ROLES

Job Title	Lower range	Average salary	Upper range
Account Manager	£62k	£67k	£72k
	€72k	€78k	€84k
Business Development Manager	£84k	£92k	£99k
	€98k	€107k	€115k
Business Development Director	£95k	£107k	£119k
	€111k	€125k	€139k
Sales Manager	£96k	£104k	£112k
	€112k	€121k	€130k
Sales Director	£128k	£142k	£156k
	€149k	€165k	€182k

TESTING

AVERAGE DAY RATES - CONTRACT ROLES

Job Title	Lower range	Upper range
Authorised Person	£410	£590
	€480	€690
Senior Authorised Person	£600	£920
	€700	€1.1k
Tester	£340	£410
	€400	€480

If the job title you are looking for is not present please contact us and we will be happy to benchmark it for you. Ranges are based on average min/max of reported salary bands from survey respondents. Email benchmarking@dataxconnect.com.

REGIONAL INSIGHTS

HOW DOES EUROPE COMPARE WITH THE UNITED STATES?

SALARIES

The average salary for a **permanent** data centre position in Europe is

£105,000 per year

This is £24k per year less than the equivalent in the US.

BONUSES

78%

of **permanent** data centre professionals in Europe received a bonus in the last twelve months.

This is 7 percentage points less than the equivalent in the US. **16.7%** is the average bonus amount (as a percentage of salary) in Europe compared with **15.5%** in the USA.

PAY RISES

65%

of **permanent** 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.

16%

of **contract** data centre professionals in Europe received a bonus in the last twelve months.

This is 17 percentage points less than the equivalent in the US.

47%

of **contract** data centre professionals in Europe received a pay rise in the last twelve months.

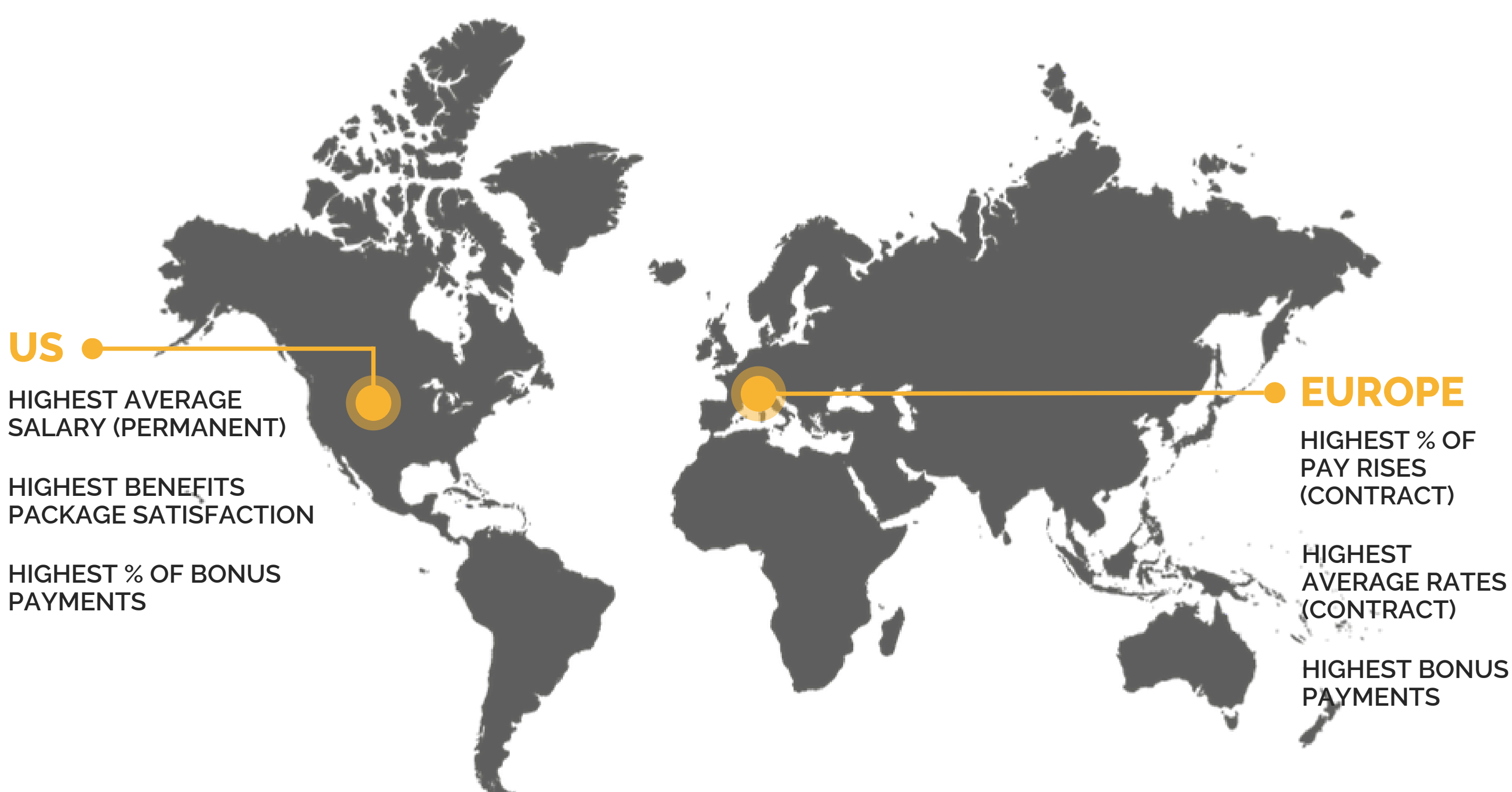
This is 9 percentage points higher than the equivalent in the US.

BENEFITS



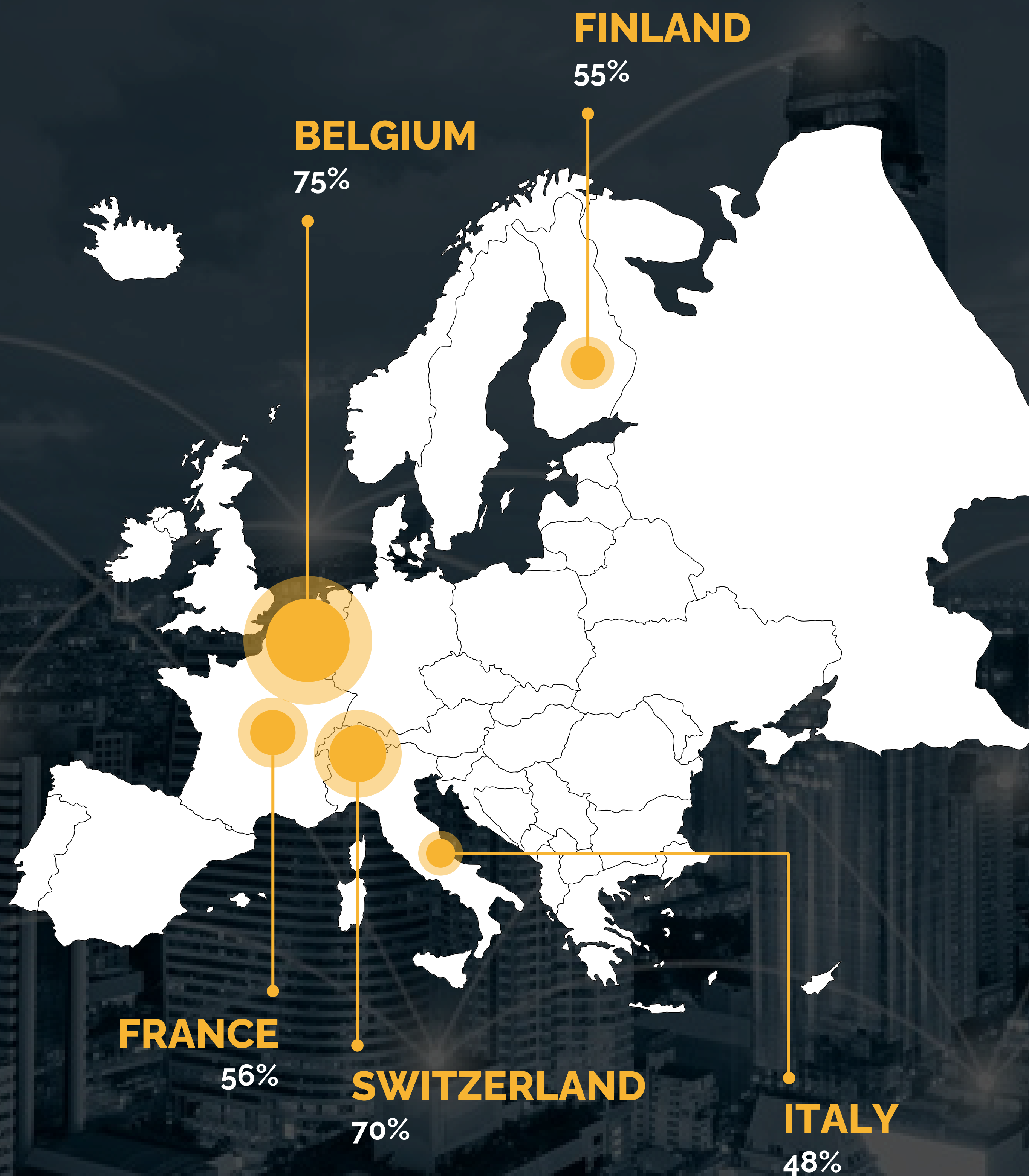
European data centre professionals in **permanent** positions rated their satisfaction with their current benefits package **3.6 out of 5**.

This is lower than the US (3.8/5).



MARKET MOBILITY

FLIGHT RISK BY COUNTRY (TOP 5)



Percentage of respondents planning to move company in the next twelve months by country (top 5)

MARKET MOBILITY

PERMANENT ROLES

Nearly two in five data centre professionals in permanent roles across Europe (38.8%) are planning to change company in the next 12 months, and more than a quarter (28.2%) have in the last year. If your retention plan assumes people stay put, the numbers say otherwise, and that same fluidity is your chance to bring in talent your competitors haven't spotted yet.

Don't be afraid to look outside the sector. Among permanent respondents who moved into data centres from another industry, the largest group arrived from energy (20.3%), closely followed by infrastructure (17.8%) and semiconductor/pharmaceutical (17.6%), with telecommunications (13.9%) and manufacturing (11.9%) also feeding the talent pool. These are industries where engineers and technical specialists are already used to high-stakes, safety-critical, infrastructure-heavy environments, exactly the mindset your teams need, whether or not the candidate has ever set foot in a data centre.

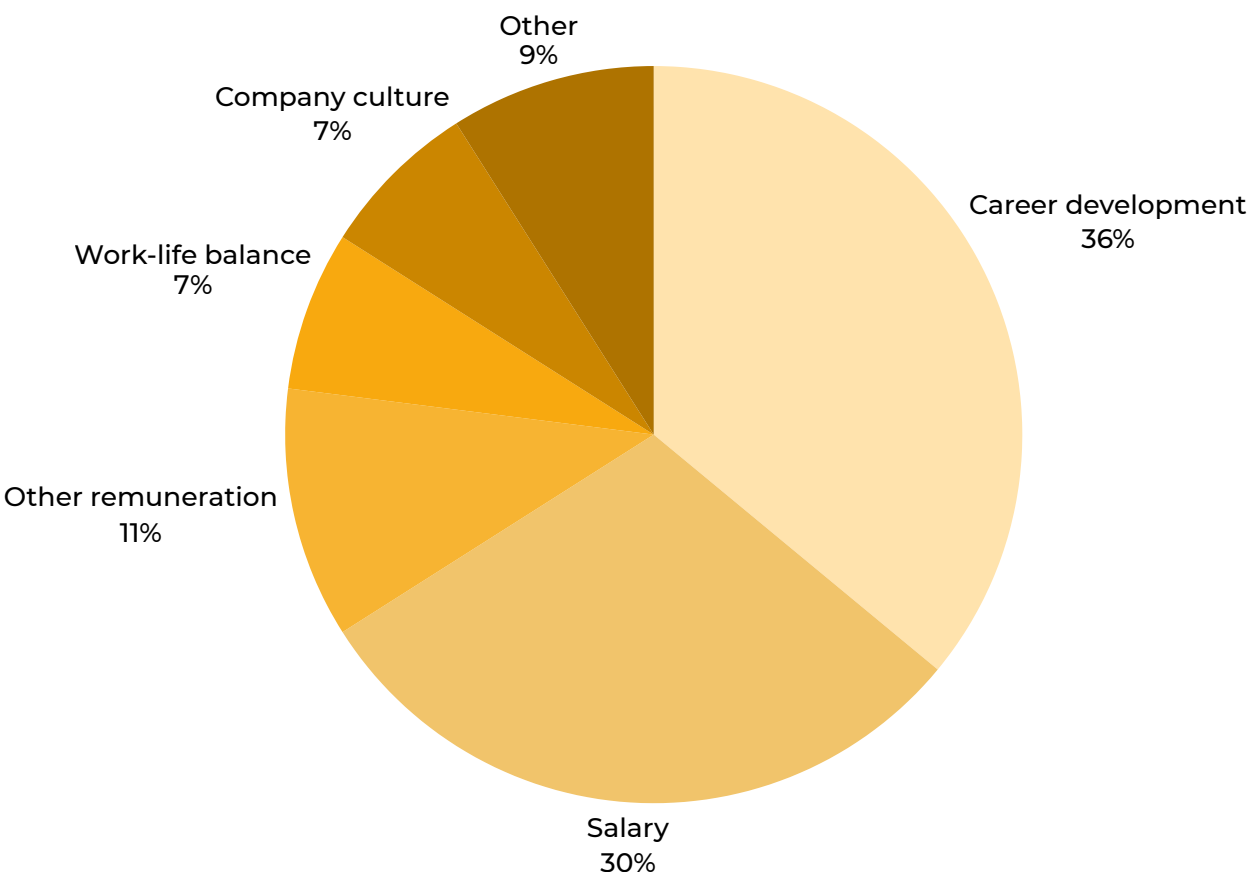
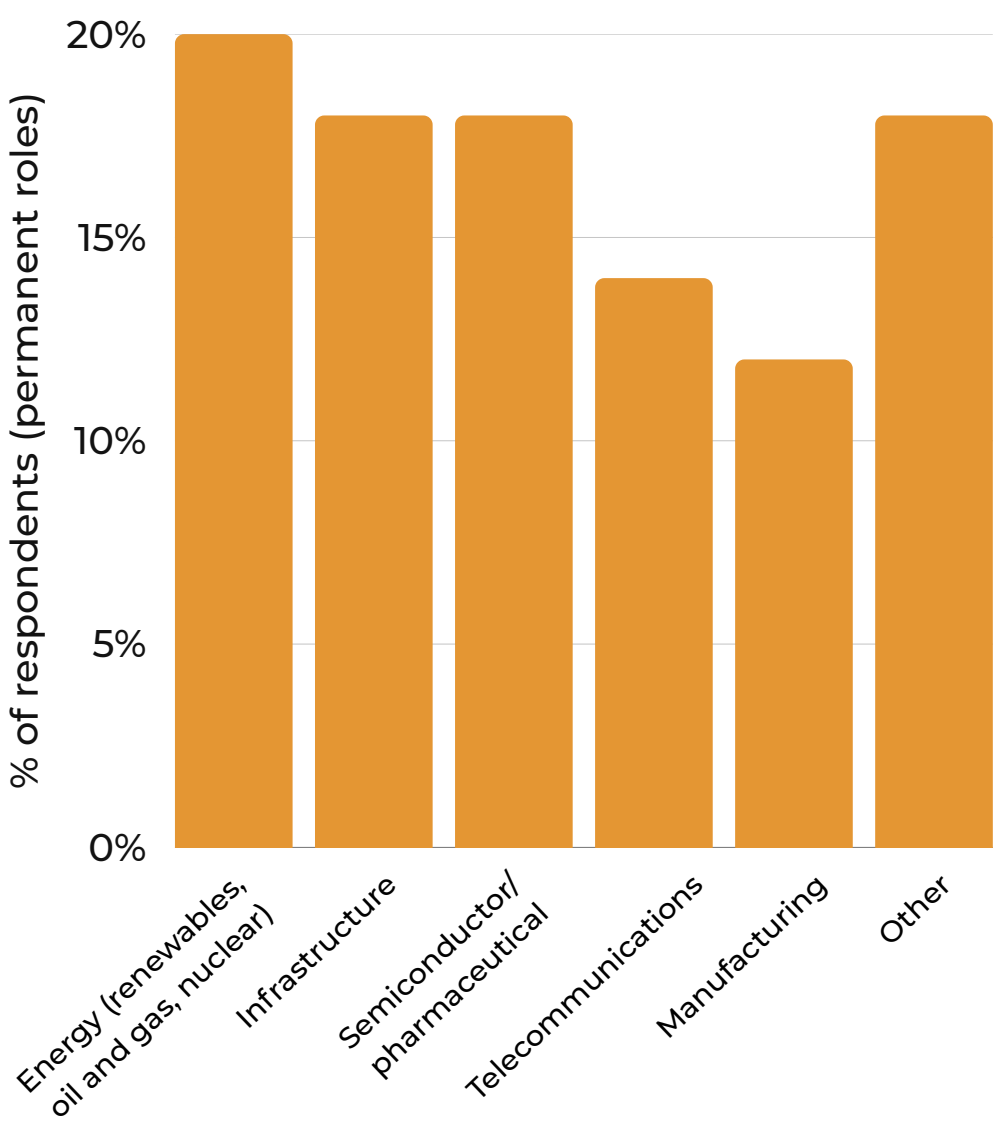
28%

moved company in the last twelve months.

39%

are planning to move company in the next twelve months.

Q: Which industry did you work in immediately prior to the data centre industry? (Permanent roles)



Data for professionals in permanent roles

REASONS FOR LEAVING

Before you assume it's all about pay, look at why people are actually planning to leave.

Career development is actually the number one reason permanent employees give for planning to change company (36.0%), ahead of salary (30.1%).

On the whole, people are paid well in this sector, and of course your offer needs to compete on money, but it needs to win on growth. A clear path, real progression, and visible investment in someone's next step will do more to keep, and attract, talent than a bigger number on the offer letter alone.

UPSKILLING AND APPRENTICESHIPS

Your workforce upskilling, apprenticeships, and technical skills programmes, managed from start to finish - designed and run in partnership with you, so they stay compliant, deliver real impact, and get a strong return.

- ✓ Skills strategy and programme design
- ✓ Provider management and SLA governance
- ✓ Levy optimisation and funding compliance
- ✓ Performance reporting and risk management
- ✓ Stakeholder engagement and programme oversight
- ✓ EPA readiness and outcome tracking
- ✓ Reporting and insights for your leadership team

Email connect@dataxconnect.com to talk through your workforce development plans.

DEEP DIVIDE

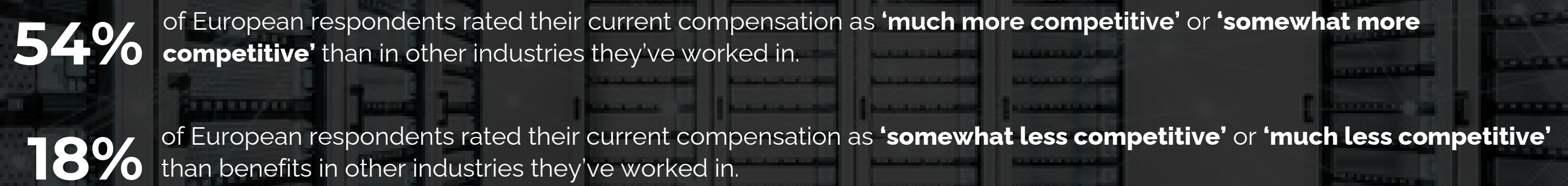
HALF OF WOMEN SAY THEIR
GENDER HAS HURT THEIR PAY OR
CAREER PROGRESSION

46.4% of women say their gender has had a negative effect
on their pay or career progression, vs just 1.7% of men.

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.



GENDER PAY GAPS (PERMANENT ROLES)

Women are earning on average 5% less than men in mid-level roles, and 22% less in senior roles.

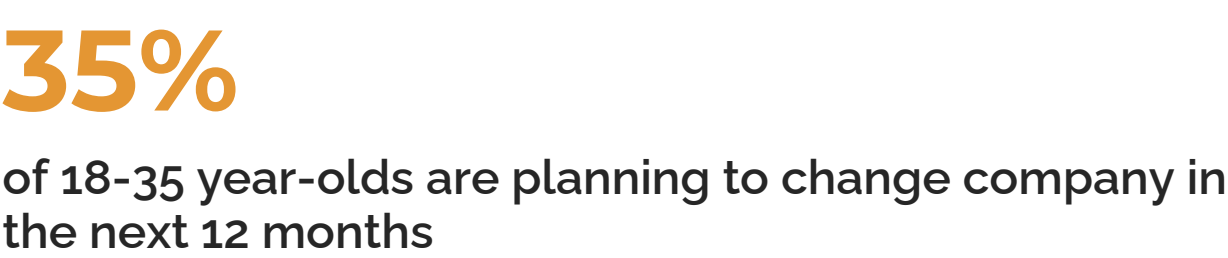
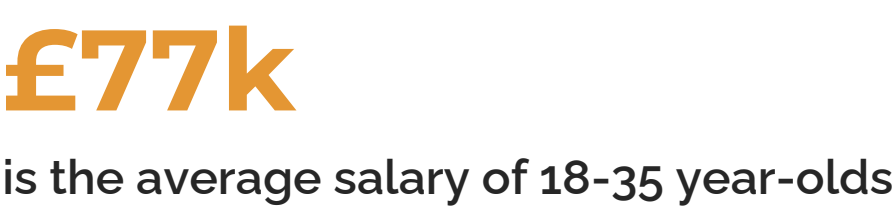
Men report bonuses almost 28% larger than women in Europe. Male respondents average a 14% bonus, female respondents average 11%, a 3 percentage point gap.

Seniority	Average salary	
	Men	Women
Mid level	£80k	£76k
Senior	£106k	£83k

FUTURE TALENT

3% of global respondents were aged 18-24 and 22% were aged 25-34. **29%** of European respondents between the ages of 18 and 35 with 1-5 years experience hold a Senior or C-Suite title.

The data shows that fast career progression is not just possible in this sector, but the norm.



UPSKILLING AND APPRENTICESHIPS

Your workforce upskilling, apprenticeships, and technical skills programmes, managed from start to finish - designed and run in partnership with you, so they stay compliant, deliver real impact, and get a strong return.

- ✓

Skills strategy and programme design

✓

Provider management and SLA governance

✓

Levy optimisation and funding compliance

✓

Performance reporting and risk management

✓

Stakeholder engagement and programme oversight

✓

EPA readiness and outcome tracking

✓

Reporting and insights for your leadership team

Email connect@dataxconnect.com to talk through your workforce development plans.

RECOMMENDATIONS

FOR EMPLOYERS

FINDING TALENT



Look beyond the data centre sector for your next hire.

More than 2 in 5 crossed over from energy and semiconductor or pharmaceutical roles. If your sourcing strategy only looks at people already in the sector, you're fishing in a much smaller pond than you need to. Widen your search to adjacent industries with transferable technical skills, and you'll find candidates your competitors are overlooking.

ATTRACTING TALENT



Make growth visible, not just available.

A development pathway that exists on paper doesn't do much for someone who can't see it. Pair whatever financial incentives you're already offering with real recognition, promotions, training, and progression people can actually picture themselves reaching. A visible route forward is what makes people stay.

RETAINING TALENT



Retention isn't just a pay problem, so don't treat it like one.

Salary and bonuses will always matter, but they're not what's actually keeping people at your company right now. Almost 2 in 5 of your permanent people in Europe are already weighing up a move in the next 12 months, and career development is the reason they'd give, well ahead of salary and company culture. If your retention plan starts and ends with the next pay review, you're solving the wrong problem.

EQUALISING OPPORTUNITY



Representation closes gaps that policy alone can't.

Mentorship schemes and formal pipelines matter, but so does what people can actually see day-to-day. A woman early in her career who can point to someone senior who looks like her, who's visibly mentoring, being recognised, being promoted, gets a very different signal than one reading about "equal opportunity" in a policy document. If you want to close the pay and progression gap for women in your organisation, invest in the pipeline and make sure the women succeeding in it are seen, not just supported quietly in the background.

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:

- **Do your homework** – A number you can back up with a proper regional and experience-level benchmark lands very differently to a guess. Want to chat about your role? Email 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.
- **Bring evidence** – 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.

CONTRIBUTORS

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



MINDALPHA



pure^{DC}



VERWATCH

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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