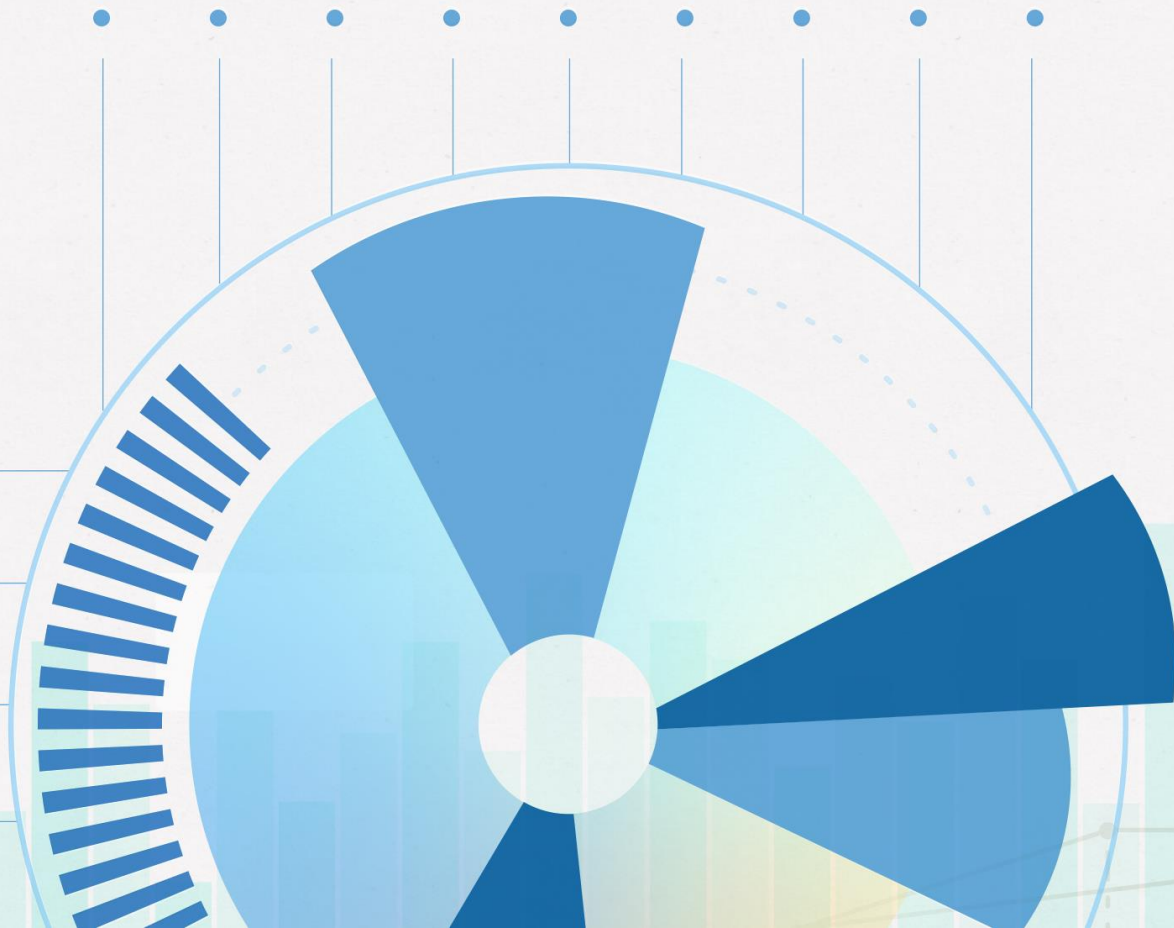


# SALARY GUIDE 2024



**GERMANY**

# TABLE OF CONTENTS

The Salary Guide 2024 is based on the analysis of thousands of skilled professional placements made across Germany over the past twelve months and includes a market outlook for the year ahead, complemented with survey data from employers and workers.

**03** Market Outlook 2024

**08** How to use our Salary Tables

**09** Finance & Accounting

**11** IT & Technology

**13** Administrative, HR, and Office Support

**15** Legal

**17** Financial Services

**19** Perks & Benefits

**23** Methodology

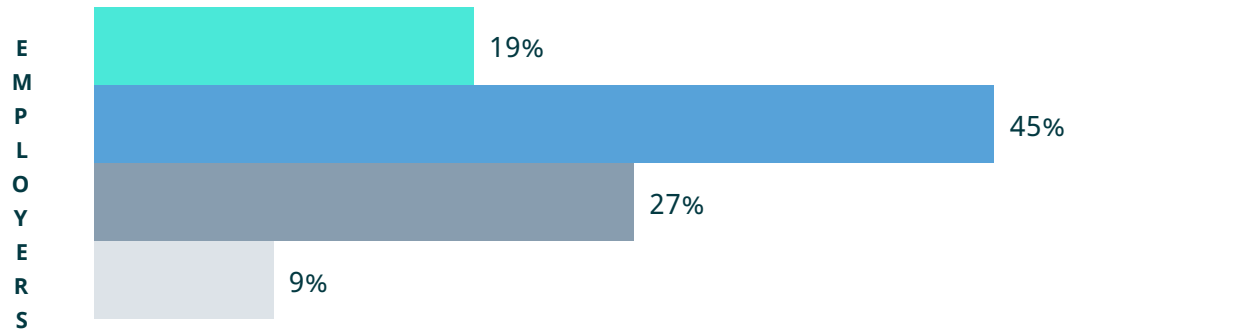
**24** About Robert Half

**25** Salary Tables



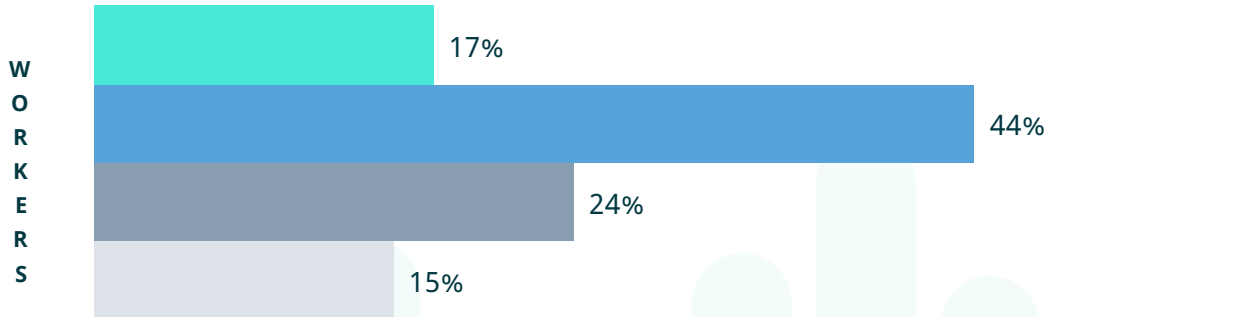
The need for new personnel outweighs the economic uncertainty. Resignation rates and unemployment rates remain historically low. Employee retention strategies for 2024 protect employers from high turnover.

**How confident are you in your company's growth prospects for 2024 compared to 2023?**



**Increasing confidence anticipated for 2024 driven by:**

- Better economic situation
- Increased product / service demand
- Increased headcount
- Expanding business opportunities
- Pace of digitization / adoption of new technologies



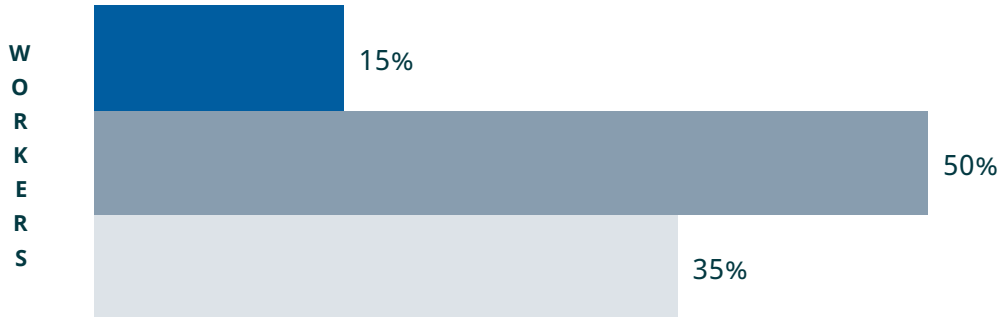
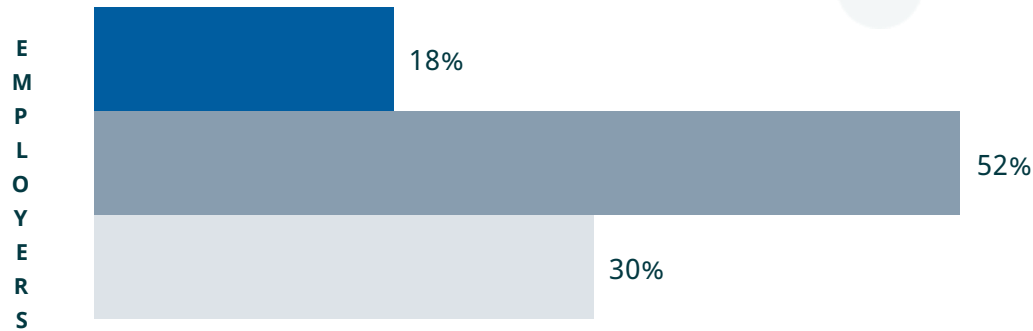
- Increased product / service demand
- Better economic situation
- Pace of digitization / adoption of new technologies
- Successful restructuring
- Increased headcount





In 2024, the companies surveyed will continue to face a challenging labour market, which is characterised by a persistent shortage of skilled professionals. Retaining essential skilled workers in key positions and areas will therefore continue to determine human resources strategies at management level in the coming year.

**How concerned are you about your company’s ability to retain employees in 2024?**



Very concerned    Somewhat concerned    Not concerned

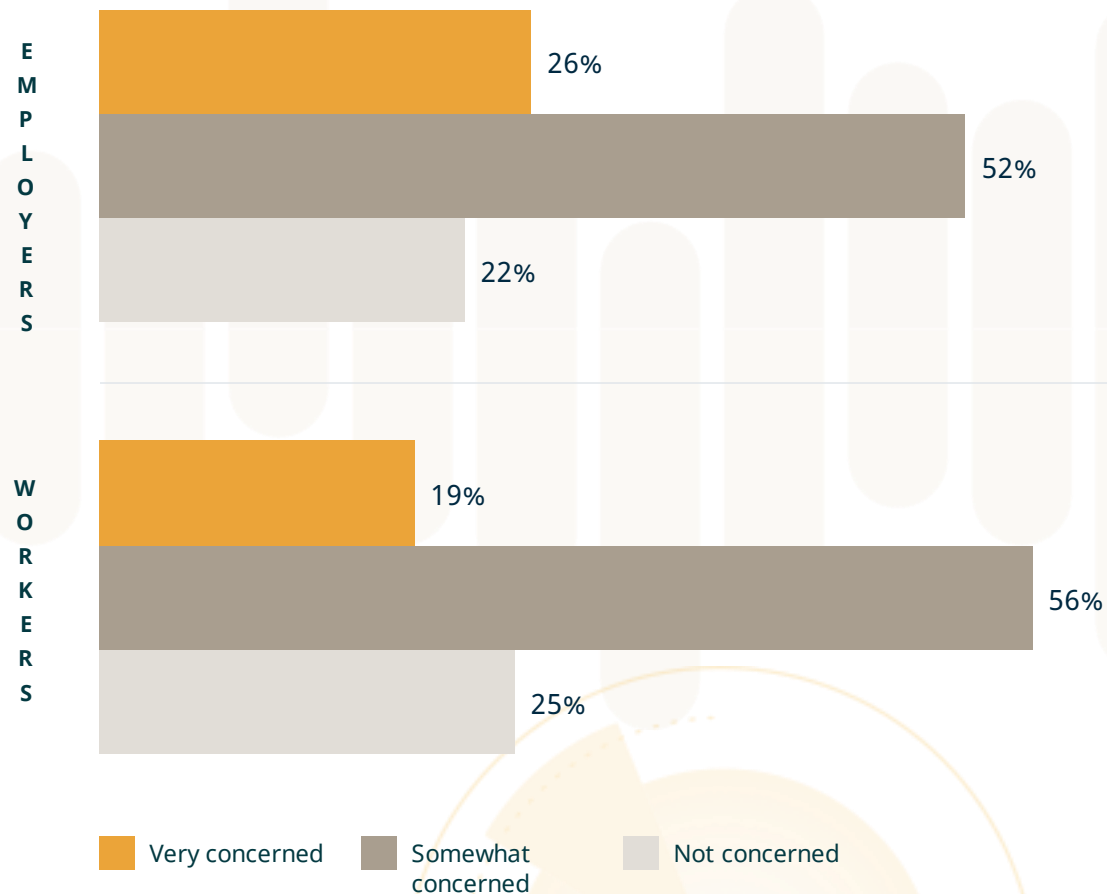
**Main concerns about retaining staff in 2024:**

- Talent may be headhunted by competitors
  - Heavy workloads / increased work pressure
  - Not being able to offer competitive salaries
  - Poor work-life balance
  - Lack of flexibility (e.g. Remote working / flexible hours)
- 
- Heavy workloads / increased work pressure
  - Talent may be headhunted by competitors
  - Staff dissatisfaction with management
  - Staff dissatisfaction with corporate culture
  - Poor pay / lack of competitive pay



Attracting new skilled professionals sits high on the agenda of many companies, as they ensure business success. Many of the companies surveyed state that they are concerned about being sufficiently attractive for new employees.

**How concerned are you about your company’s ability to attract employees in 2024?**



**Main concerns about attracting staff in 2024:**

- Unrealistic job expectations from employees
  - Lack of flexibility (e.g. Remote working / flexible hours)
  - Poor work-life balance
  - Not being able to offer competitive salaries
  - Pace of hiring process
- 
- Poor pay / lack of competitive pay
  - Poor work-life balance
  - Lack of flexibility
  - Limited opportunities for career progression / training
  - Unrealistic job expectations from employer



**Employers' intention to increase salaries**

**31%**

A flat rate percentage increase

**21%**

Performance-based increase

**20%**

In line with inflation

**Employers' ability to increase salaries**

**23%**

My organization will pass on salary increases to our customers via price increases

**22%**

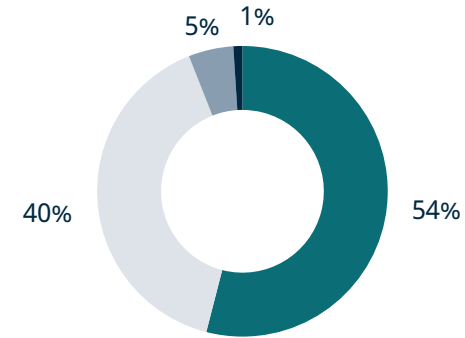
Increasing salaries is affecting my organization's revenues and profits

**21%**

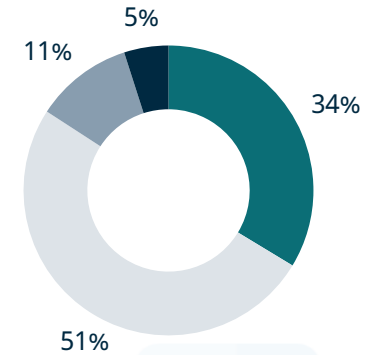
My organization must choose between stability and helping staff with the cost of living



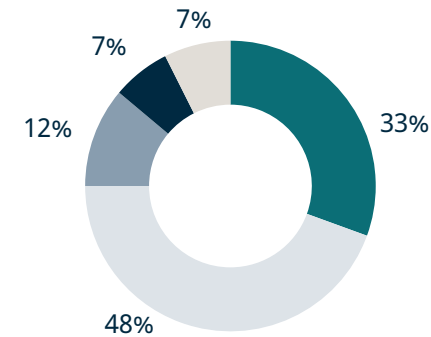
**Hiring intentions for permanent jobs**



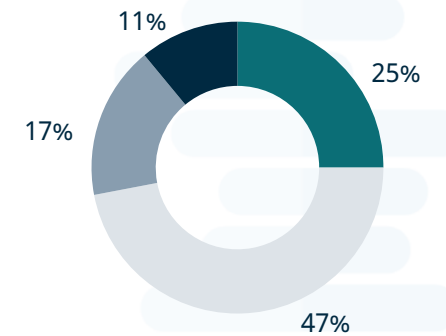
**Hiring intentions for temporary jobs**



**Hiring intentions for Outsourcing / project sourcing**



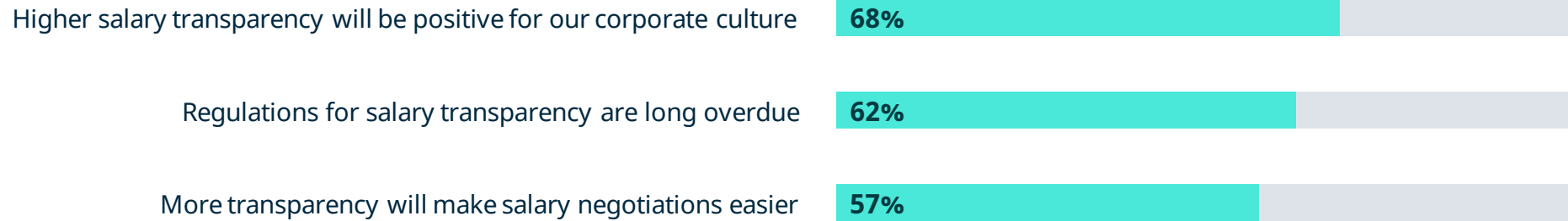
**Hiring intentions for freelancers**



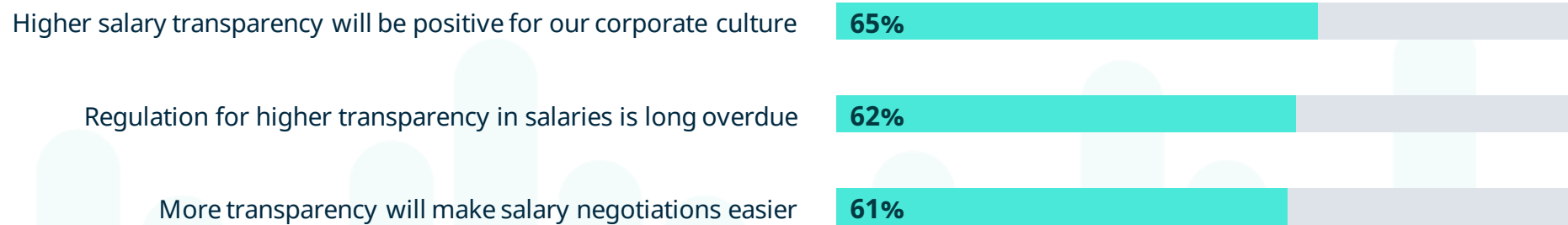
■ Adding
 ■ Maintaining
 ■ Freezing
 ■ Reducing



### How employers view greater salary transparency



### How employees view greater salary transparency





# HOW TO USE OUR SALARY TABLES

## Salary percentiles

Starting salaries are not one-size-fits-all. That’s why we separate them into percentiles based on multiple factors. Any of these factors may apply when making or receiving a job offer. You can calculate the gross yearly salary by multiplying the monthly salary by 13.92. The salary indications do not include any bonuses, benefits or other compensations.

### 25th

The applicant has limited or no experience in the position and is still developing their skills.

### 50th

The applicant has sound professional experience in the respective position and has most of the required skills.

### 75th

The applicant has above-average experience for a position, has (nearly) all necessary skills and/or specialized qualifications.

## Regional variances

Due to the cost of living, availability of skilled labour and other factors, starting salaries vary by region. Increase or decrease reported salaries in our tables [starting on page 25](#) by the percentage indicated according to the region shown. These represent Robert Half's locations in Germany.

Berlin	<b>+ 2%</b>	Frankfurt	<b>+ 12%</b>	Mannheim	<b>+ 3%</b>
Bonn	<b>+ 5%</b>	Hamburg	<b>+ 15%</b>	Mönchengladbach	<b>+ 5%</b>
Dortmund	<b>- 3%</b>	Hannover	<b>- 3%</b>	Munich	<b>+ 14%</b>
Düsseldorf	<b>+ 5%</b>	Cologne	<b>+ 4%</b>	Stuttgart	<b>+ 6%</b>
Essen	<b>+ 1%</b>	Leipzig	<b>- 6%</b>		





The finance and accounting department is facing growing challenges in connection with increasing regulatory requirements in addition to its traditional tasks. Employers are therefore planning to increase their staffing levels in this area in 2024 as well.

## Most in-demand permanent jobs

---

Accountant (FiBu, BiBu)

---

Controller

---

Head of Accounting

---

Head of Controlling

---

Tax Specialist

## Most in-demand temporary jobs

---

Accounts Receivable Accountant

---

Accounts Payable Clerk

---

Financial Accountant

---

Accounting Clerk

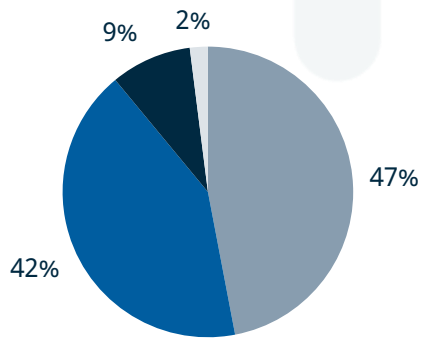
---

Payroll Clerk

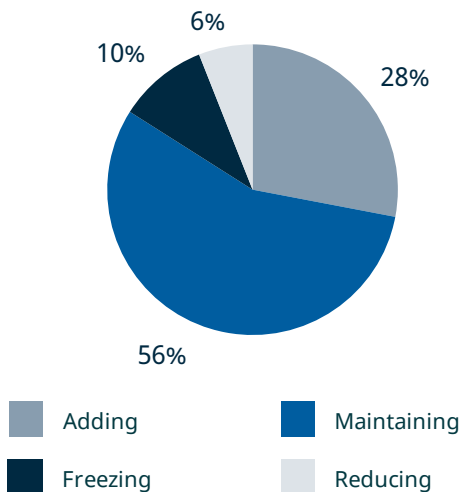
**Discover all salaries in  
Finance and Accounting**



**Hiring intentions for permanent jobs**



**Hiring intentions for temporary jobs**



**Most in-demand soft skills**

- High Sense of Responsibility
- Project and Time Management
- Analytical
- Team Player
- Resilience

**Most in-demand certifications and degrees**

- Certified Public Accountant (CPA)
- Certified Financial Analyst (CFA)
- Certified Fraud Examiner (CFE)
- Internal Audit
- Management Accountant

**Sectors that recruit the most**

- Banking & Financial Services
- Luxury Goods Industry
- Professional Services
- Energy
- Insurances

**Most in-demand technical skills**

- Closing (Month-End, Quarter-End, Year-End)
- Financial Reporting Standard
- ERP Know How
- Industry/Business Know How
- Microsoft Office 365

**Top 5 benefits workers in demand**

- Stress Reduction Program
- Agreed Bonus
- Sabbatical (Paid)
- Days off due to a reduction in working hours
- Fuel Assistance

**Areas in which staff are hard to find**

- Payroll Accounting
- Travel Expense Accounting
- Balance Sheet Accounting
- Rental / Property Accounting
- Assets Accounting



The sustained demand for IT experts will remain at a high level in 2024. Considering the current volatile market environment, companies need to push their digital strategy forward rapidly. Companies will have to make concessions to attract these specialists, some of whom are currently very rare on the market.

**Most in-demand permanent jobs**

- IT Administrator
- IT Support
- Software Developer
- IT Project Manager
- IT Manager

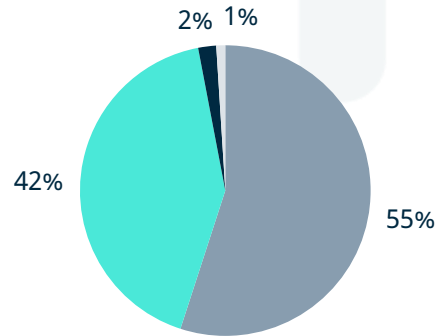
**Most in-demand temporary jobs**

- System Admin
- IT Support
- Help Desk Analyst II
- Network Admin
- Onsite Support

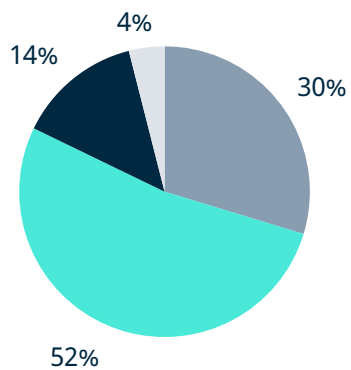
**Discover all salaries in  
IT and Technology**



**Hiring intentions for permanent jobs**



**Hiring intentions for temporary jobs**



**Most in-demand soft skills**

- Analytical
- Translation Skills to Business
- Quick Comprehension
- Team Player
- Communication Skills

**Most in-demand certifications and degrees**

- IT Infrastructure Library (ITIL)
- Microsoft (e.g., Azure, 365)
- CISSP
- CISA / CISM
- Certified Ethical Hacker (CEH)

**Sectors that recruit the most**

- Banking & Financial Services
- Insurance
- Automotive
- Professional Services
- Critical Infrastructures (e.g., Energy)

**Most in-demand technical skills**

- Digital Transformation
- AI / Machine Learning
- ERP knowledge
- Information Security
- Cloud Solutions

**Top 5 benefits workers in demand**

- Fuel Assistance / Allowance
- Meal Vouchers (i.e., Sodexo)
- Financial Allowance for Working from Home
- Sabbaticals / Leave of Absence (Paid )
- Flexible Benefits Program

**Areas in which staff are hard to find**

- Information Security
- AI / Machine Learning / RPA
- ERP Systems
- Cloud & System Engineering
- Data Management



The commercial area is the boiler room of every company, and its demand continues to grow in importance considering increasing administrative requirements. 96% of the companies therefore plan to maintain and further increase the number of staff in this field.

### Most in-demand permanent jobs

---

HR Specialist

---

Assistant

---

Office Manager

---

Sales Manager

---

Purchasing Agent

### Most in-demand temporary jobs

---

HR Assistant

---

Account Manager

---

Sales Inbound

---

Purchasing Clerk

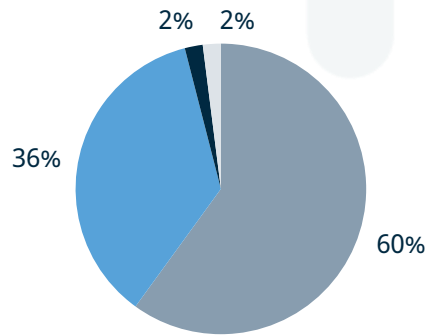
---

Commercial Clerk

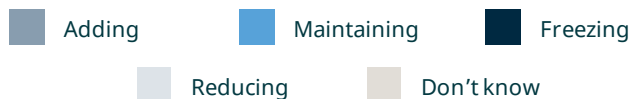
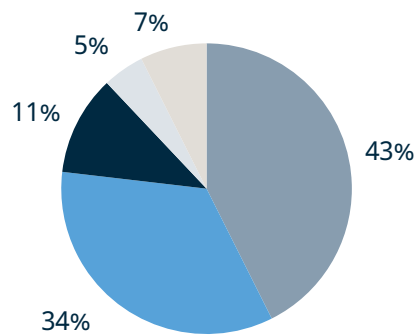
**Discover all salaries in  
Administrative, HR and Office Support**



## Hiring intentions for permanent jobs



## Hiring intentions for temporary jobs



## Most in-demand soft skills

- Quick Comprehension
- Communications Skills
- High Sense Of Responsibility
- Careful, Thorough Way Of Working
- Resilience

## Most in-demand certifications and degrees

- Microsoft Office 365
- Certified Professional – Human Resources
- Trained Office Clerk (IHK)
- Data Collector
- Logistics Administrator

## Sectors that recruit the most

- Financial Services
- Insurance
- Professional Services
- Real Estate
- Logistics

## Most in-demand technical skills

- Industry / Business Know How
- Foreign Language Skills
- General HR Standards
- Presentation Skills
- Business Basics

## Top 5 benefits workers in demand

- Agreed Bonus
- Financial Allowance working from Home
- Days off due to a reduction in working hours
- Sabbatical (Paid)
- Commuting Discounts / Season-ticket-loan

## Areas in which staff are hard to find

- Recruiting
- Purchasing Department
- Legal Department
- Fleet Management
- Logistics



New regulatory requirements and laws are forcing companies to make rapid adjustments. Specialist lawyers, legal and data experts are therefore in high demand. Further regulations such as ESG or EU taxonomy will further increase the need for these specialists.

**Most in-demand permanent jobs**

---

Corporate Lawyer

---

IT Lawyer

---

Contract Manager

---

Data Privacy Officer

---

IP/Patent Attorney

**Most in-demand temporary jobs**

---

Contract Manager

---

Legal Assistant

---

Paralegal

---

Assistant Compliance

---

Data Privacy Associate

**Discover all salaries in Legal**



**Most in-demand soft skills**

- Stakeholder Management
- Ability To Influence
- Project & Time Management
- Communication Skills
- Horizon Scanning

**Most in-demand certifications and degrees**

- Second State Examination
- Master Degree
- Compliance Officer
- Data Privacy Professional
- European Patent Attorney

**Sectors that recruit the most**

- Law Firms
- Financial Services
- Pharma
- Public Sector
- Insurance

**Most in-demand technical skills**

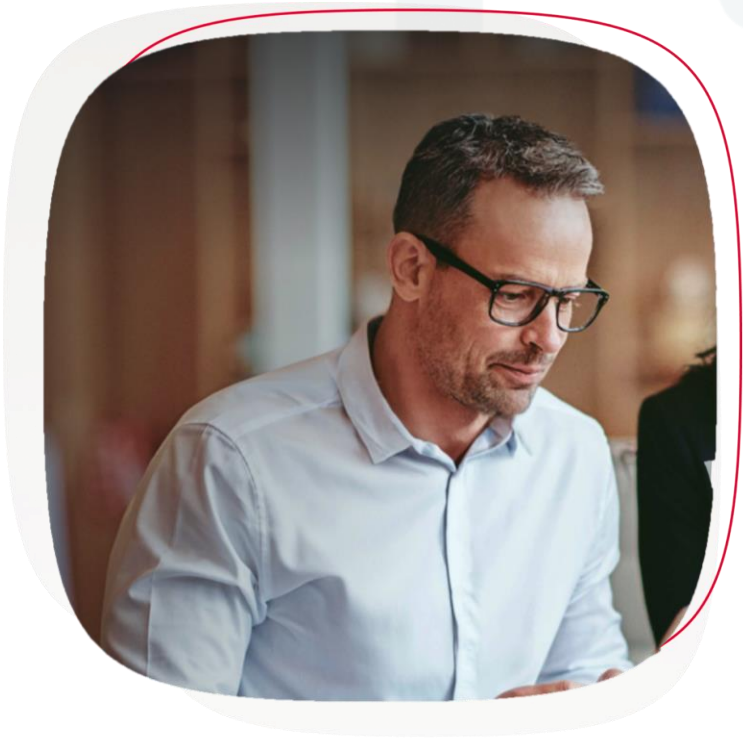
- Code Of Laws
- Legal Writing
- Data Sourcing
- Negotiation Skills
- Contract Drafting

**Top 5 benefits workers in demand**

- Agreed Bonus
- In House Counsel Approval
- Hybrid Working Model Agreement
- Car Allowance
- Additional Insurance

**Areas in which staff are hard to find**

- Patents
- ESG Regulation
- Public Procurement Law
- IT/IP Compliance
- Banking Supervisory Law







Financial institutions have always been highly regulated. To be able to hold their own in this market environment, specialised companies are looking for experts to fill important pivotal positions, for example to meet growing regulatory requirements and to ensure economic growth.

### Most in-demand permanent jobs

---

Risk Controller / Risk Manager

---

Compliance Manager

---

Finance Manager

---

Auditor

---

Credit Analyst

### Most in-demand temporary jobs

---

Clearing & Settlement Specialist

---

Credit Analyst

---

Personalsachbearbeiter

---

Compliance Analyst

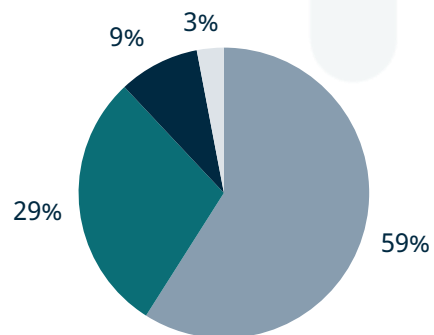
---

Fund Account Clerk

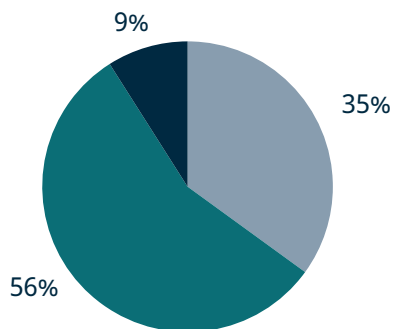
**Discover all salaries in  
Financial Services**



**Hiring intentions for permanent jobs**



**Hiring intentions for temporary jobs**



**Most in-demand soft skills**

- Stakeholder Management
- Strong Communication Skills
- Time Management
- Ability To Work Under Pressure
- Analytical

**Most in-demand certifications and degrees**

- Certified Financial Planner (CFP)
- Certified Compliance Professional (CCP)
- Certified Management Accountant (CMA)
- Chartered Investment Banking Professional
- Personal Financial Specialist (PFS)

**Sectors that recruit the most**

- Insurance
- Banking & Financial Services
- Reinsurance
- Asset Management
- Logistics

**Most in-demand technical skills**

- EU Regulatory Knowledge
- Digitization & Automation
- Translation Skills To Business
- Banking Landscape Experience
- Banking Product Understanding

**Top 5 benefits workers in demand**

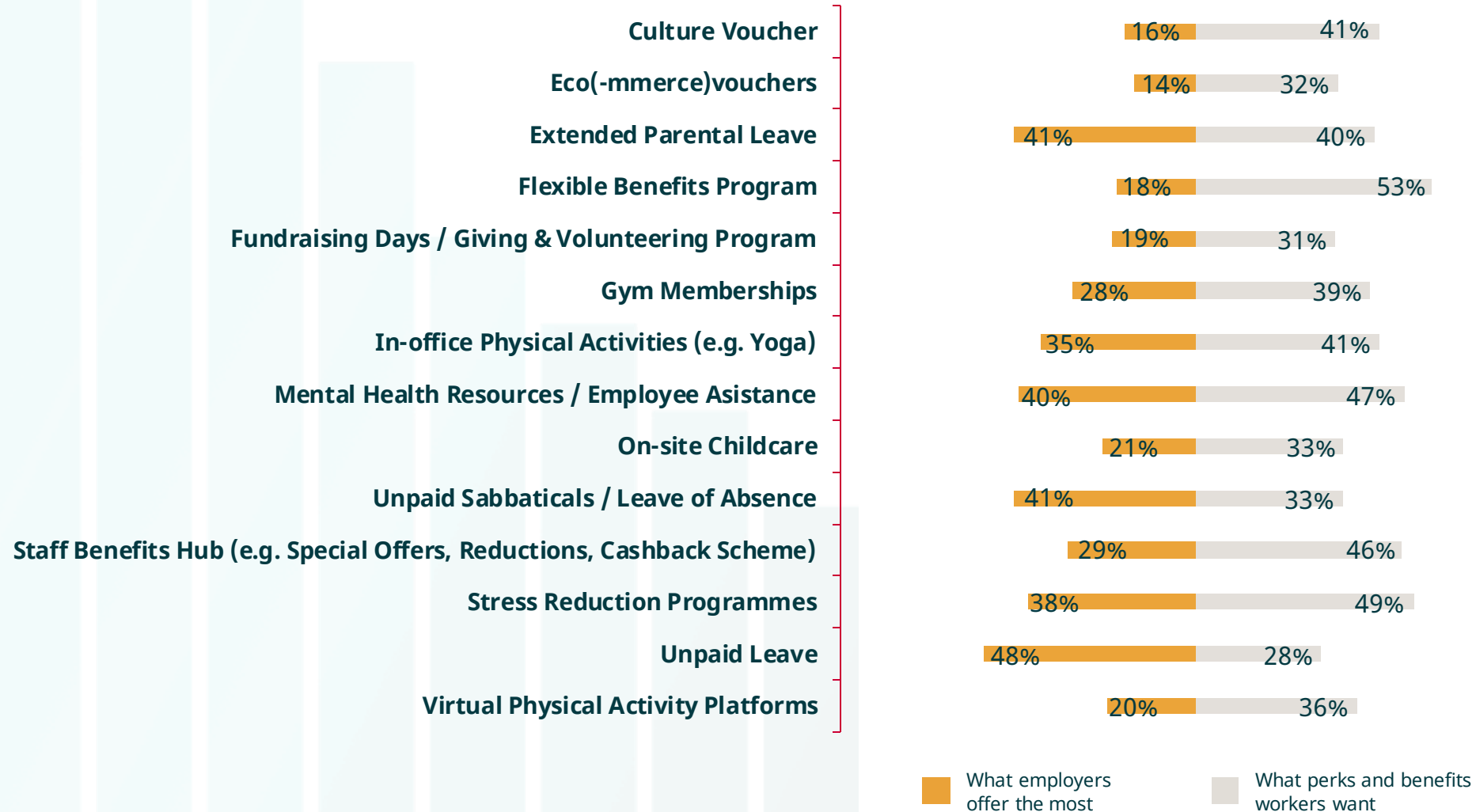
- Agreed Bonus
- Stress Reduction Programmes
- Mental Health Programmes
- Extended Parental Leave
- Sabbatical (npaid)

**Areas in which staff are hard to find**

- Risk Management
- Compliance Management
- Data & Analytics
- Backoffice & Operations
- Internal Audit

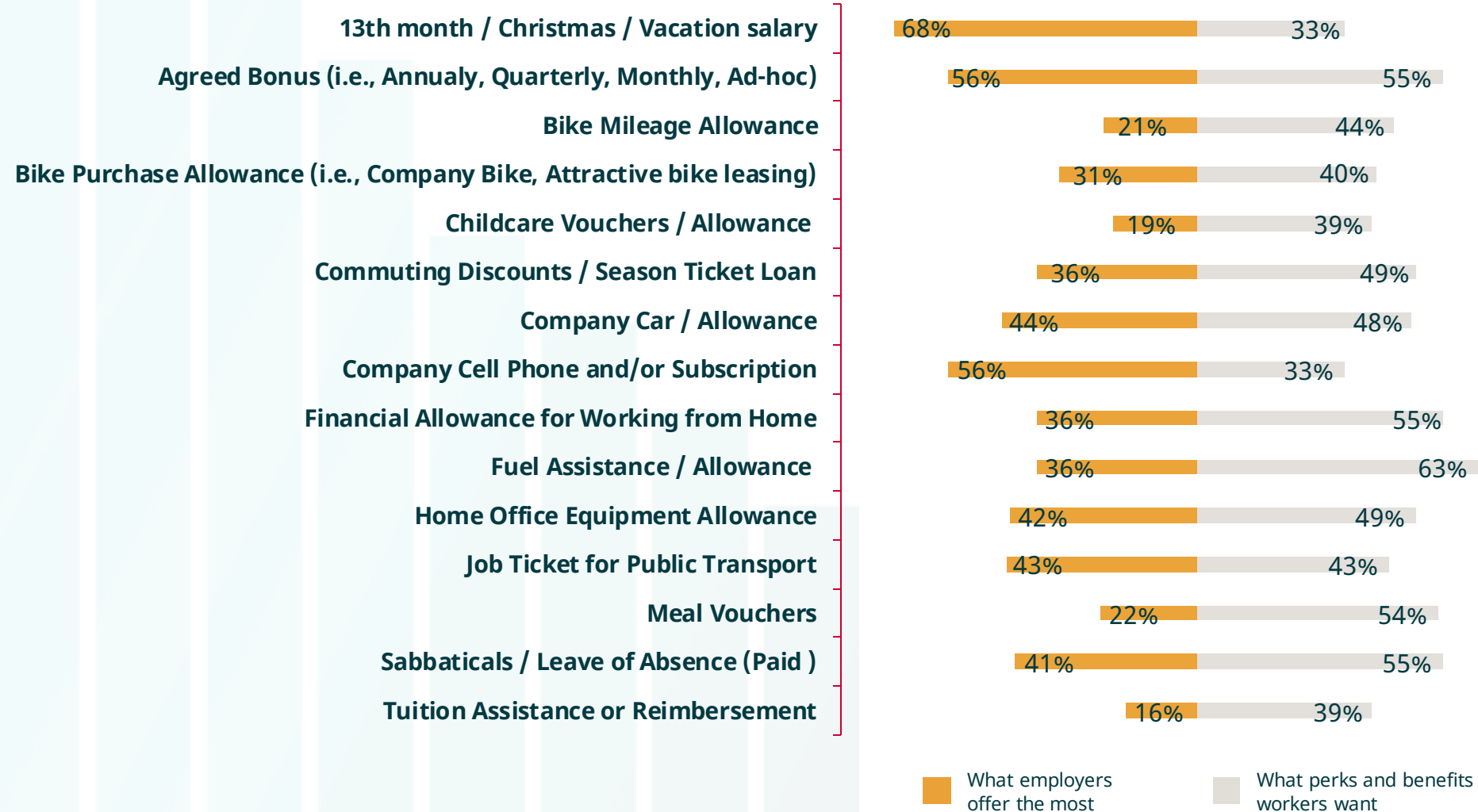


Companies must actively recruit new skilled professionals at present. In addition to salaries, fringe benefits are playing an increasingly important role, and they also help companies to position themselves as attractive employers. On this and the following pages you will find a comparison of the benefits that are already offered by companies today and which are desired and demanded by workers.



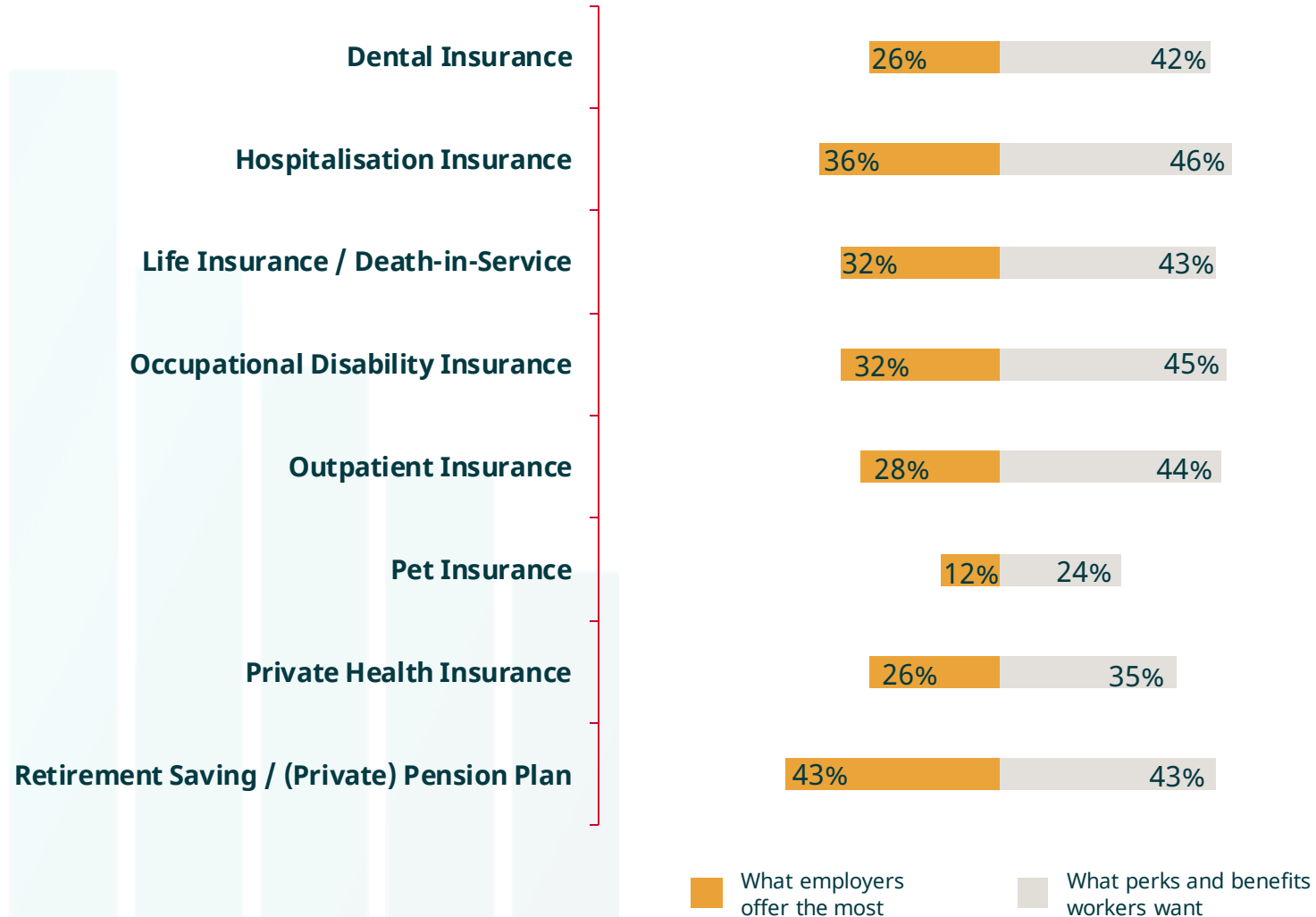


Besides salary, the benefits offered by companies are key factors in an employee's decision to join a company. While a 13th month's salary or Christmas and annual leave bonuses are still mostly a standard benefit with many employers today, employees mainly expect allowances for their travel costs, home office as well as a bonus if the business develops positively.



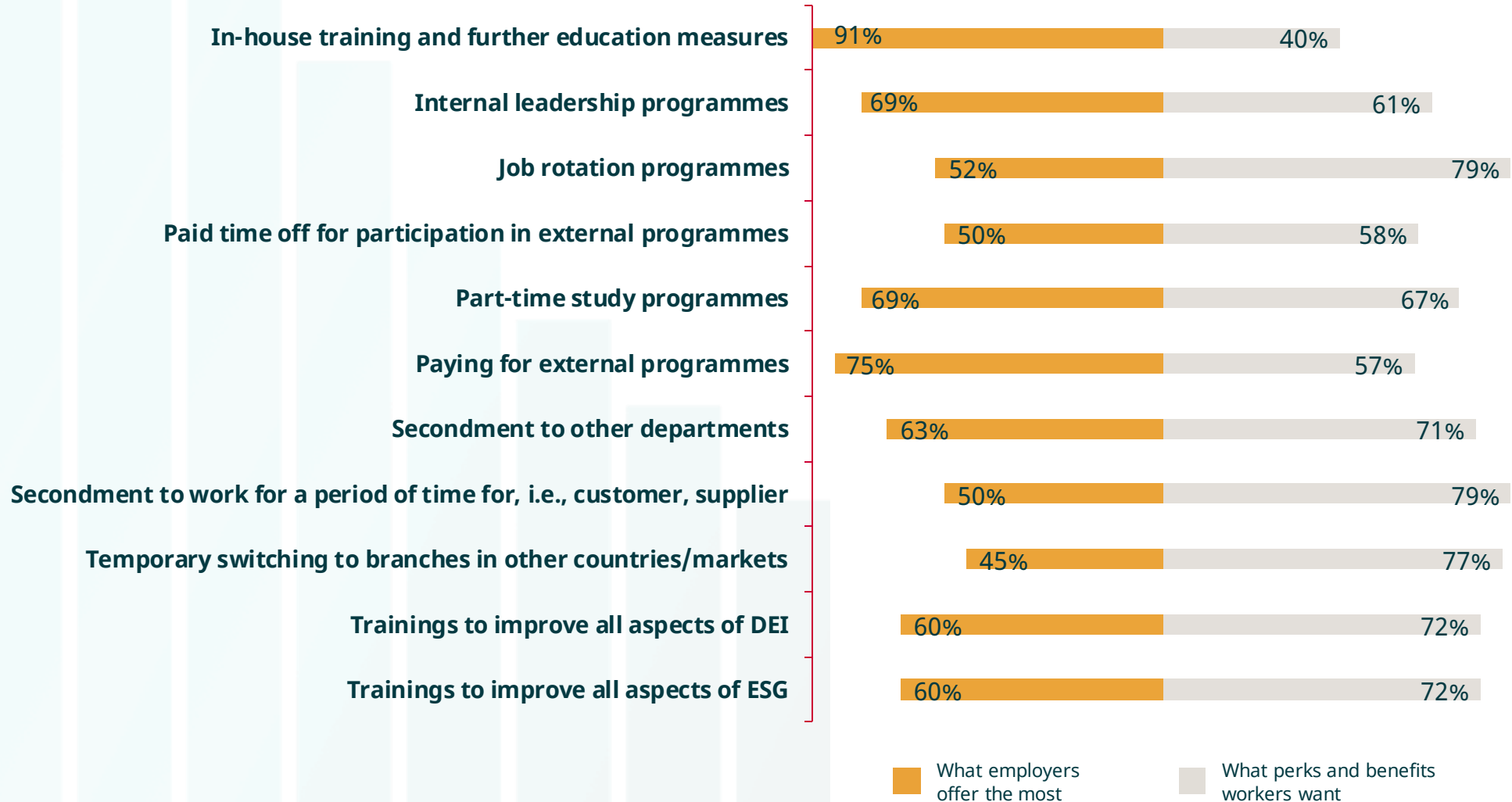


Declining benefits from statutory health insurance and the increasing need to make private pension plans for retirement make such offers a useful tool for employers to significantly expand their portfolio of fringe benefits. These benefits are not only attractive to the existing workforce to retain them. These benefits are not only attractive to the existing workforce to retain them. They can also tip the scales in negotiations with new skilled professionals.





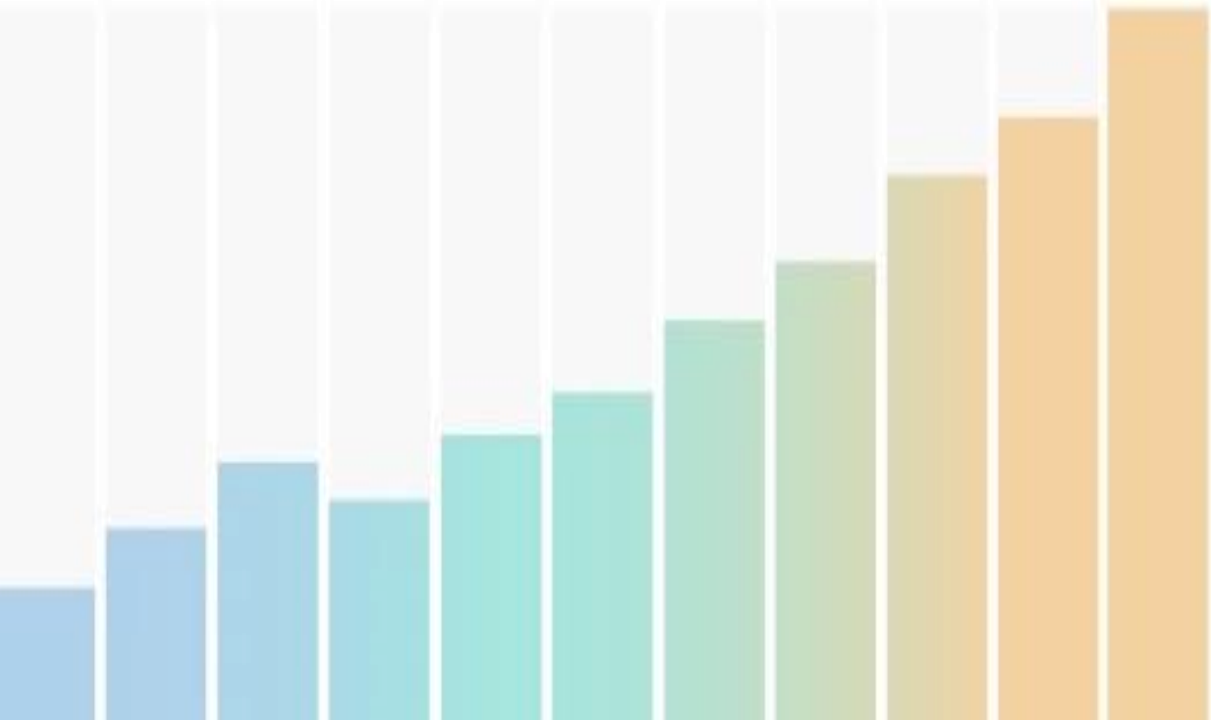
Over the past few years, further development and training opportunities have become increasingly important for skilled professionals. They even became an important criterion for deciding whether they want to stay with their current employer. Many companies have recognised this trend and have increased their learning and development offering comprehensively. In addition, works want to broaden their horizons and work in other departments and areas of responsibility.



# METHODOLOGY



Data referenced in this Salary Guide is based on an online survey developed by Robert Half and conducted by an independent research firm. During June and July 2023 Robert Half commissioned research amongst 1,500 respondents using an online data collection methodology. The respondents represent 500 employers with hiring responsibility in their organizations and 1,000 employees in Finance and Accounting, Tech, Administrative, HR and Office Support, Legal and Financial Services. Respondents are drawn from a sample of small and medium-sized enterprises (SME) and large organizations from the public sector, private and publicly listed businesses across Germany.



# ABOUT ROBERT HALF



Robert Half is the world's first and largest specialized talent solutions firm that connects companies with highly skilled job seekers. Offering contract and permanent placement solutions in the fields of finance and accounting, technology, administrative and customer support, legal, and marketing and creative, Robert Half has more than 300 locations worldwide, including nearly 100 locations in 18 countries outside the United States.

Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.

[roberthalf.de](https://roberthalf.de)



Version: 231004 - 2





	<b>JOB TITLE</b>	<b>25th</b>	<b>50th</b>	<b>75th</b>
<b>Accounting</b>	Accounting Clerk	42.250	48.500	55.750
	Accounts Payable / Accounts Receivable Clerk	43.250	49.500	56.750
	Payroll Accountant	46.500	52.250	72.500
	Financial Accountant	48.750	52.750	72.500
	General Accountant	48.750	52.750	72.500
	Accountant	59.250	68.750	91.500
	Financial Analyst	55.750	75.500	97.250
	International Accountant	67.750	75.250	95.250
	Internal Auditor	61.500	74.750	98.500
<b>Tax</b>	Tax Assistant	45.750	53.000	81.750
	Tax Consultant	74.250	87.500	100.750
	Tax Specialist	41.750	50.750	60.250
<b>Treasury</b>	Treasurer	62.750	79.500	91.000
<b>Compliance</b>	Compliance Manager	72.250	86.750	102.250



	<b>JOB TITLE</b>	<b>25th</b>	<b>50th</b>	<b>75th</b>
<b>Controlling</b>	Controller	51.500	69.750	86.750
	Sales Controller	55.500	70.250	87.000
	Factory / Production Controller	64.250	79.250	97.500
	Financial Controller	64.750	79.500	97.750
	Investment Controller	67.500	81.250	99.250
	Project Controller	55.000	72.250	82.500
	IT Controller	63.250	74.250	95.000
	Risk Controller / Risk Manager	72.750	86.750	100.250
<b>Management</b>	Head of Accounting	73.500	81.250	91.250
	Head of Finance & Accounting	79.750	93.250	108.750
	Head of Controlling	83.750	97.750	121.250
	Chief Financial Officer (CFO)	142.500	172.750	247.500



	<b>JOB TITLE</b>	<b>25th</b>	<b>50th</b>	<b>75th</b>
<b>Help Desk and Technical Support</b>	Hardware Support	42.250	48.500	55.750
	Help Desk (1st, 2nd Level)	43.250	49.500	56.750
	Application Support	46.500	52.250	72.500
	3rd-Level-Support	48.750	52.750	72.500
<b>Data and Processes</b>	Database Administrator	45.750	53.000	81.750
	Business Intelligence Analyst	74.250	87.500	100.750
<b>Operations and Infrastructur</b>	Cloud Engineer	62.750	79.500	91.000
	System Engineer	72.250	86.750	102.250
	Network Engineer	55.500	66.500	77.500
	System Engineer	59.750	70.250	79.500
	Network Architect	69.500	79.750	97.500
<b>Software Development</b>	Mobile App Developer	49.000	55.750	68.000
	PHP Developer	56.500	63.750	77.750
	Java Developer	56.500	70.250	85.750
	Software Engineer	60.250	73.250	92.750
	Product Manager	66.500	75.500	94.500
	Application Developer	57.000	70.750	91.500
	Web Developer (Frontend, Backend, Full-Stack)	62.250	73.750	88.250



	JOB TITLE	25th	50th	75th
<b>Software Development</b>	DevOps Engineer	66.500	74.250	96.250
	Software Developer (C#/C++, .Net, Python)	58.250	74.250	90.250
	Database Developer	63.500	77.750	86.250
	Software Architect	72.500	87.500	103.500
<b>Consulting</b>	Scrum Master	56.750	78.250	99.750
	IT Consultant	58.250	77.000	106.750
	IT Project Manager	69.500	80.000	106.750
	Cloud Consultant	58.250	77.000	106.750
	ERP Consultant	67.000	84.500	101.250
	SAP Consultant	79.750	85.250	104.250
<b>Security</b>	IT Security Consultant	65.750	73.750	93.250
	IT Security Architect	66.750	87.500	103.500
<b>Management</b>	IT Team Lead	79.750	85.250	113.250
	Head of Development	83.500	93.000	111.500
	Chief Technology Officer (CTO)	103.000	120.000	162.000
	Chief Security Officer (CSO)	125.000	149.000	173.000
	Chief Information Officer (CIO)	137.000	166.000	181.500



	<b>JOB TITLE</b>	<b>25th</b>	<b>50th</b>	<b>75th</b>
<b>Office Management</b>	Project Assistant	36.750	41.500	52.750
	Team Assistant	36.750	41.500	52.750
	Office Manager	39.250	47.500	59.750
	Personal Assistant / Executive Assistant	51.250	58.250	69.250
	Receptionist	34.750	39.750	50.250
<b>Marketing and Sales</b>	Order Processing Clerk	39.250	44.750	49.500
	Sales Clerk	41.250	46.750	53.250
	Sales Assistant	36.750	41.500	52.750
	Internal Sales Staff	39.750	42.750	52.500
	Marketing Manager	52.500	66.750	81.000
	Marketing Assistant	36.750	41.500	52.750
<b>Human Resources</b>	HR Administrator	38.750	45.750	53.500
	HR Assistant	40.500	47.000	51.500
	HR Business Partner	50.250	60.250	76.250
	HR Manager	46.500	57.500	71.250
	Talent Acquisition Manager (Recruiter)	43.250	51.500	61.250
	Head of HR	72.750	86.250	102.250



	<b>JOB TITLE</b>	<b>25th</b>	<b>50th</b>	<b>75th</b>
<b>Customer Service</b>	Call-Center Agent	27.500	29.500	35.500
	Client Advisor	36.000	41.750	54.000
<b>Logistics</b>	Supply Planner	40.250	46.500	55.250
	Forwarding Agent	42.250	48.250	57.750
	Import / Export Administrator	41.750	47.750	56.750
<b>Procurement</b>	Purchasing Clerk	38.250	48.000	61.250
	Procurement (operational)	42.250	53.250	64.250
	Procurement (strategic)	49.750	58.750	75.500
	Head of Procurement	70.250	81.500	91.750



	<b>JOB TITLE</b>	<b>25th</b>	<b>50th</b>	<b>75th</b>
<b>Legal</b>	Junior Legal Counsel	55.250	63.750	75.000
	Legal Counsel	70.250	80.250	102.000
	Senior Legal Counsel	74.250	96.250	128.000
	Head of Data Privacy	90.250	101.750	130.250
	Head of Legal	95.500	138.500	169.750
	General Counsel	150.000	190.000	250.000



	<b>JOB TITLE</b>	<b>25th</b>	<b>50th</b>	<b>75th</b>
<b>Risk Management</b>	Junior Risk Officer	69.000	71.750	74.250
	Senior Risk Officer	82.750	86.500	90.250
	Senior Risk Manager	95.500	111.500	127.500
	Head of Risk	127.500	132.750	138.000
<b>Information Security</b>	Information Security Officer	85.750	106.250	127.500
<b>Outsourcing</b>	Outsourcing Officer	84.750	92.750	108.750
<b>Finance</b>	Junior Financial Controller	69.000	74.250	79.500
	Senior Financial Controller	79.500	85.000	90.250
	Junior Accountant	69.000	74.250	79.500
	Senior Accountant	79.500	85.000	90.250
	Accounting Director	100.750	108.750	116.750
<b>Compliance Management</b>	Junior Compliance Officer	69.000	71.750	74.250
	Senior Compliance Officer	82.750	89.250	95.500
	Senior Compliance Manager	95.500	106.250	116.750
	Head of Compliance	127.500	132.750	138.000
	Money Laundering Officer	85.000	101.000	120.500
	Head of Legal and Compliance	116.750	132.750	148.500





	<b>JOB TITLE</b>	<b>25th</b>	<b>50th</b>	<b>75th</b>
<b>Internal Audit</b>	Auditor	69.000	74.250	79.500
	Senior Auditor	82.750	88.000	93.500
	Head of Internal Audit	106.250	116.750	127.500
<b>Credit</b>	Credit Analyst	74.250	79.500	90.250
<b>Regulatory Reporting</b>	Regulatory Reporting Specialist	74.250	82.250	95.250
	Director Regulatory Reporting	116.750	127.500	138.000
<b>Debt Capital Markets &amp; Fixed Income Sales</b>	Analyst	60.250	68.500	75.750
	Associate	79.500	98.250	116.750
	Vice President / Associate Director	90.250	124.750	159.250
	Director	148.500	217.500	286.500
	Managing Director	212.250	318.500	424.500
<b>Human Resources</b>	Recruiter	63.750	74.250	95.250
	HR Analyst	63.750	69.000	74.500
	HR Business Partner	74.250	85.000	100.250
	Head of HR	85.000	100.750	116.750



	<b>JOB TITLE</b>	<b>25th</b>	<b>50th</b>	<b>75th</b>
<b>Assistance</b>	Team Assitance	53.000	61.000	69.000
	Executive Assistant	69.000	79.500	95.250
<b>Market</b>	Private Customer Advisor	58.500	69.000	79.500
	Relationship Manager	70.250	77.000	90.250