

Salary Guide 2026



Michael Page

Salaries For Every Role and Sector	3
Banking & Financial Services	4
Engineering & Manufacturing	6
Property & Construction	8
Finance	10
Healthcare & Life Sciences	12
Human Resources	14
Information Technology	16
Procurement & Supply Chain	19
Legal	21
Sales & Marketing B2C	23
Sales & Marketing B2B	25
Luxembourg: Banking & Financial Services	27
Luxembourg: Finance	29

Salaries For Every Role and Sector

Know your market value in a changing world.

In today's fast-paced professional landscape, understanding your market value is essential. While salary remains important, today's talent also values flexibility, purpose, and opportunities for growth.

The Michael Page Salary Guide 2026 provides detailed insights into salary trends across 15 key disciplines. Designed for a competitive and agile market, this guide helps you make informed decisions, refine your talent strategies, and attract and retain top talent in an environment where every advantage counts.



Gregory Renardy

Managing Director
Michael Page
Belgium & Luxembourg

Banking & Financial Services

Demand for front office profiles remains strong, although the overall hiring pace has moderated. The private banking landscape continues to evolve in the wake of recent mergers and acquisitions. Ongoing digital transformation is fueling demand for specialised and niche talent.

What drives today's workforce

Most wanted positions

Compliance & Risk
Front Office
Accounting & Finance
Emerging Roles in ESG & Digital Transformation

Most in-demand skills & experience

Career Stability & Coherent Track Record
Commercial Drive & Client Acquisition Skills
Regulatory & Compliance Expertise

Top benefits to attract talent

Flexibility
Career Development
Remuneration

125

Jobs created in 2025

7.911

Applicants in 2025

64%

of professionals feel recognised by their line manager for their contribution at work — beyond salary and benefits.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+10 years	Benefits
Compliance	4800	6800	7500	Company car
Anti Money Laundering	4000	5500	6500	Company car
Relationship Manager	4200	6000	7500	Company car
Risk	4000	5500	6500	Company car
Audit	4200	5700	6800	-
Legal	4500	6000	6800	-
Portfolio Manager	4500	6000	7500	Company car
Wealth Planner	4500	5700	7000	Company car
Sales & Marketing	4000	4500	5700	Company car
Communication	3200	4300	5200	-
Financial Analyst	4000	5000	5500	-

*The salaries are the gross salaries per month in euros.

Average fixed salary by experience

	(€)
3-5 years	4100
5-8 years	5200
8-10 years	5600
+10 years	6300

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Engineering & Manufacturing

The industry is shifting towards a more client-driven market, where swift execution remains critical to achieving successful outcomes.

Ongoing geopolitical factors are creating a sense of uncertainty and doubt, influencing both hiring decisions and market confidence.

Demand is particularly strong for junior to mid-level profiles, while senior roles remain less visible; at the same time, candidates continue to apply directly and often receive multiple offers.

What drives today's workforce

Most wanted positions

- SHEQ Management
- Production Management
- Technical Management
- Operations Management
- Project Management

Sectors that pay the most

- Chemical
- Oil & Gas
- Pharmaceutical
- Technical / Manufacturing
- Biotech

Top benefits to attract talent

- Company Car
- Flexibility
- Remuneration
- Work Environment
- Training & Career Development

226

Jobs created in 2025

3.912

Applicants in 2025



47%

of professionals say that experiencing discrimination at work negatively impacted their motivation.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+10 years	Benefits
Site / Operations Manager	-	6200	8000	Company car + bonus 12%
Maintenance Engineer / Manager	5100	6000	7500	Company car + bonus 10%
Production Engineer / Manager	4600	6000	7800	Company car + bonus 5%
Process Improvement Engineer / Manager	4500	5800	7000	Company car + bonus 8%
Project Manager / Engineer	4600	6200	7000	Company car + bonus 8%
HSE(Q) Engineer / Manager	4500	5800	6900	Company car + bonus 10%
Plant Manager / Director	-	7000	9500	Company car + bonus 20%
Quality Engineer / Manager	5000	6200	7200	Company car + bonus 10%
Field Service Engineer / Manager	5200	6000	6800	Company car + bonus 8%

*The salaries are the gross salaries per month in euros.

Average fixed salary by experience	(€)
3-5 years	4900
5-8 years	6200
8-10 years	7100
+10 years	8700

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Property & Construction

Demand is increasing for real estate professionals with expertise in sustainable and energy-efficient building, reflecting both environmental priorities and cost-saving objectives.

Digital construction tools such as BIM, modular building, and robotics are being adopted more widely to boost efficiency.

Industrial real estate is experiencing a boom, with strong investment flows particularly in logistics and warehousing.

New construction permits remain at historic lows, creating delays in project pipelines.

Rental demand is stable, with continued strong interest in high-quality, energy-efficient properties in urban areas.

What drives today's workforce

Most wanted positions

Site Manager
Project Leader
Calculator
Acquisition Specialist

Sectors that pay the most

Real Estate
Asset Management / Private
Equity
Consulting

Top benefits to attract talent

Flexibility
Remuneration
Work Environment

222

Jobs created in 2025

3.708

Applicants in 2025

72%

of professionals say that GenAI tools have enhanced their productivity at work.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+10 years	Benefits
Draftsman	3200	4200	5200	-
BIM Designer	3500	4700	5800	-
BIM Manager / Coordinator	-	5300	6650	Company car
Architect	3200	5100	5800	Company car
Project Engineer	4000	5500	6800	Company car
Tender Manager / Director	-	6200	8500	Company car
Site Supervisor	3200	4300	5400	Company car
Project Leader	3800	5150	6500	Company car
Project Manager	4000	5600	7000	Company car
Calculator	3800	5900	7500	Company car
Head of Department	-	7200	9600	Company car
Property Manager	3800	4900	5900	Company car
Facility Manager	4000	5200	6300	Company car

*The salaries are the gross salaries per month in euros.

Average fixed salary by experience

	(€)
3-5 years	3700
5-8 years	5300
8-10 years	6200
+10 years	6900

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Demand for “plug and play” professionals in accounting, controlling, and finance leadership roles remains consistently high.

A transparent, structured, and high-quality recruitment process is now critical to securing candidate commitment.

Salary packages must go beyond compensation, addressing career development aspirations and work–life balance expectations.

Candidates are increasingly focused on role content, organisational purpose, and company values when making decisions.

More professionals are passively open to new opportunities, often engaging in multiple recruitment processes at once.

What drives today's workforce

Most wanted positions

Business Controller / FP&A
Accounting Manager / Finance
Manager
Financial Controller
Senior Accountant
Consolidation Specialist

Sectors that pay the most

Pharmaceutical
Biotech
Chemical
IT & Tech
Real Estate

Top benefits to attract talent

Work Environment
Flexibility
Salary
Exciting Projects
Mobility budget

450

Jobs created in 2025

11.922

Applicants in 2025

51%

of professionals would reject a promotion if it could harm their well-being.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+10 years	Benefits
Senior Accountant	4200	5000	6000	Company car
Head of Accounting	-	6000	7000	Company car + bonus 10%
Financial Controller	4500	5800	6800	Company car + bonus 5%
FP&A / Business Controller	4600	6000	7000	Company car + bonus 7%
Plant Controller	4600	6500	8000	Company car + bonus 7%
Finance Manager	-	6000	8000	Company car + bonus 10%
CFO / Finance Director	-	-	10500	Company car + bonus 15%
Internal Auditor	4600	6000	7000	Company car + bonus 7%
Management Reporting Analyst	4300	4600	6650	Company car
Treasury Specialist	4300	5600	6500	Company car
Treasury Manager	-	6500	8000	Company car + bonus 10%
Consolidation Specialist	4300	6000	7500	Company car + bonus 7%

*The salaries are the gross salaries per month in euros.

Average fixed salary by experience	(€)
3-5 years	4550
5-8 years	5650
8-10 years	6600
+10 years	7800

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Healthcare & Life Sciences

Strong technical expertise, particularly experience within specific therapeutic areas, is increasingly valued.

Autonomous profiles with sector-specific or therapeutic area experience are key to success.

Business development strategies are increasingly driven by innovation and the introduction of new solutions.

What drives today's workforce

Most wanted positions

- Sales & BD Roles
- Product Specialist Medtech
- Sales Leadership
- QA & RA
- Market Access Manager

Sectors that pay the most

- Medical Device
- Pharmaceutical
- Biotech

Top benefits to attract talent

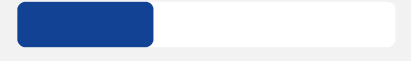
- Remuneration
- Training & Career Development
- Flexibility
- Work Environment
- Exciting Projects

96

Jobs created in 2025

4.929

Applicants in 2025



36%

of professionals have never been promoted in 2025, up from 26% in 2024.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+10 years	Benefits
Account Manager - Medical Devices	4800	5800	6500	Bonus 20-30%
Product/Clinical Specialist - Medical Devices	4500	5500	6000	Bonus 10-20%
Pharmaceutical Representative	3800	4500	5000	Bonus 20%
Medical Representative	4000	4700	5300	Bonus 20%
Key Account Manager	5200	6000	6750	Bonus 20%
District Manager	5200	6000	6750	Bonus 20%
Tender Specialist	3500	4500	5000	Bonus 10%
Product/Brand Manager	4800	5500	6500	Bonus 10%
Sales Manager	6000	7000	8000	Bonus 20%
Business Unit Manager	6500	7500	9500	Bonus 20%
Clinical Trial Manager	4800	5500	6500	Bonus 5-10%
Clinical Operation Director	5500	6500	8500	Bonus 20%
Biostatistician	3500	4500	5000	-
Quality Assurance/Control	3700	4500	5500	-
Regulatory Affairs Manager	5500	6500	8000	-
Medical Affairs Manager	5800	7500	10000	-
Market Access Manager	5800	7500	10000	-

*The salaries are the gross salaries per month in euros.

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

In Q4 and Q1, we generally see a decline in the number of job vacancies, which affects the dynamics of the labour market.

Most available roles are operational in nature, with fewer opportunities at the strategic level.

What drives today's workforce

Most wanted positions

- HRBP
- Talent Acquisition Specialist
- Payroll Specialist
- HR Generalist
- HR Manager

Sectors that pay the most

- Pharmaceutical
- Chemical
- Biotech
- Oil & Gas
- Financial services

Top benefits to attract talent

- Flexibility
- Mobility Budget
- Salary
- Exciting Projects
- People Centered Companies

94

Jobs created in 2025

2.23

Applicants in 2025



33%

of professionals feel they can be their authentic selves at work, the same as in 2024.

Our Salary Benchmarks

Job Positions	3-5 years	5-10 years	+ 10 years	Benefits
HR Business Partner	4000	5000	6000	Company car
HR Generalist	3500	4500	5500	-
HR Manager	5000	6000	7000	Company car
Corporate Recruiter	3500	4500	5200	-
Talent Acquisition Manager	4000	5000	6000	Company car
Talent Development / Learning & Development	4500	5500	6500	Company car
Compensation & Benefits Specialist	4500	6000	6500	Company car
Payroll Specialist	3800	4800	5500	-
HRIS Specialist	4500	6000	7000	-

*The salaries are the gross salaries per month in euros.

Average fixed salary by experience

	(€)
3-5 years	4200
5-8 years	5200
8-10 years	6200
+10 years	7000

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Information Technology

The market shows fewer open positions but a higher number of candidates.

Salary package negotiations are becoming increasingly common during recruitment processes.

Hiring processes can move quickly, though without being rushed, to secure the right talent.

Employers are placing greater emphasis on multi-skilled candidates who can adapt to varied demands.

The use of personality tests and assessments is becoming more widespread in selection processes.

What drives today's workforce

Most wanted positions

Project Manager
Analysts (Functional /
Technical)
IT Support
Security Expert
Data Analyst

Sectors that pay the most

Pharmaceutical
Private Banking
Oil & Gas
Banking
IT & Tech

Top benefits to attract talent

Flexibility
Company Car
Salary
Exciting Projects
Job Security

292

Jobs created in 2025

13.767

Applicants in 2025

60%

of professionals use AI tools not provided by their employer, 37% do not, and 3% are unsure.

Our Salary Benchmarks

Transversal	3-5 years	5-10 years	+10 years	Benefits
IT Manager	-	5000 - 6000	6000 - 12 000	Company car + bonus
IT Audit	-	4500 - 5500	5500 - 8000	Company car + bonus
Enterprise Architect	-	5000 - 6500	6500 - 10 000	Company car + bonus

Infra & Ops	3-5 years	5-10 years	+10 years	Benefits
System & Network Engineer	2700 - 3500	3500 - 4000	4000 and more	Company car
Service & Operations Manager	-	3800 - 4500	4500 and more	Company car
DevOps Engineer	3000 - 4000	4000 - 4700	4700 and more	Company car
Helpdesk / Support Manager	-	3500 - 4500	4500 and more	Company car
Infrastructure Architect	-	4800 - 5700	5700 and more	Company car
PM Infrastructure	-	4000 - 5000	5000 and more	Company car

Application & Product	3-5 years	5-10 years	+10 years	Benefits
Dev Engineer	2700 - 3200	3200 - 4500	4500 and more	Company car
Tester	2300 - 3000	3000 - 3800	3800 and more	Company car
Functional Analyst	2500 - 3200	3200 - 4000	4000 and more	Company car
Business Analyst & Product Owner	2800 - 3700	3700 - 4500	4500 and more	Company car
Scrum Master	3500 - 4000	4000 - 5000	5000 and more	Company car + bonus
Project Manager – Apps	3200 - 3800	3800 - 4800	4800 and more	Company car + bonus
PMO	3000 - 3500	3500 - 4500	4500 and more	Company car + bonus

Data	3-5 years	5-10 years	+10 years	Benefits
Data Analyst	2800 - 3500	3500 - 4200	4200 and more	Company car
Data Engineer	3000 - 3800	3800 - 4700	4700 and more	Company car
Data Scientist	3200 - 4000	4000 - 5500	5500 and more	Company car
PM – Data	-	4500 - 5500	5500 and more	Company car + bonus
Data Architect	-	5000 - 6000	6000 and more	Company car + bonus
Team Lead – Data	-	5500 - 6500	6500 and more	Company car + bonus
DBA	2800 - 3200	3200 - 3800	3800 and more	Company car
DPO	-	5000 - 6000	6000 and more	Company car + bonus

Cyber	3-5 years	5-10 years	+10 years	Benefits
Pentester	3500 - 4000	4000 - 5000	5000 and more	Company car
SOC Analyst	3500 - 4500	4500 - 5500	5500 and more	Company car
PM – Cyber	4000 - 5000	5000 - 6000	6000 and more	Company car
Cybersecurity Architect	-	6000 - 7600	7500 and more	Company car + bonus
Cyber Governance	-	6000 - 7000	7000 and more	Company car + bonus
CISO	-	6500 - 7500	7500 and more	Company car + bonus

*The average salary depends on the package associated with the gross salary.

Average fixed salary by experience	(€)
3-5 years	4200
5-8 years	5500
8-10 years	6500
+10 years	8000

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Procurement & Supply Chain

Procurement roles show a strong focus on negotiation skills, with employers prioritising candidates who can drive value in supplier relationships.

There is a high demand for hands-on profiles capable of managing operational as well as strategic responsibilities.

The adoption of AI tools is on the horizon, signaling a shift in how processes and decision-making will be supported.

Multilingual abilities, particularly in Dutch, English, and French, are becoming increasingly important.

Employers are placing greater emphasis on career stability, with consistent CVs seen as a strong differentiator.

What drives today's workforce

Most wanted positions

- Supply Chain Manager
- Procurement Manager
- Warehouse Manager
- Logistics Manager
- Strategic Buyer

Sectors that pay the most

- Pharmaceutical
- Tobacco
- Chemical
- Technical / Manufacturing
- Oil & Gas

Top benefits to attract talent

- Remuneration
- Salary
- Company car
- Flexibility
- Exciting Projects

112

Jobs created in 2025

3.601

Applicants in 2025

50%

of professionals using GenAI feel their employer isn't preparing them to work alongside it.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+ 10 years	Benefits
Purchasing Manager	-	6700	7700	Company car + bonus 15-20%
(In)direct Buyer	4400	5800	6500	Company car + bonus 5-15%
Procurement Director	-	7700	9000	Company car + bonus 15-20%
Project Buyer	4400	5800	6500	Company car + 5-15%
Warehouse Manager	4400	5300	6200	Company car
Logistics Manager	4900	6200	7300	Company car + bonus 10-15%
Supply Chain Director	-	8500	9500	Company car + bonus 15-20%
Supply & Demand Planner	4600	5200	5700	Company car
Distribution Manager	4700	6100	7200	Company car

*The salaries are the gross salaries per month in euros.

Average fixed salary by experience	(€)
3-5 years	4750
5-8 years	6200
8-10 years	7300
+10 years	8700

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Demand is shifting toward specialised legal profiles, with generalist roles becoming less sought after. Candidates are less proactive in applying and often participate in several recruitment processes at the same time. Offers must align closely with candidate expectations, making transparency throughout the hiring process essential. Overall demand for legal professionals remains consistently high across the market. Recruitment is increasingly a two-way street, requiring companies to invest more effort in attracting and securing top talent.

What drives today's workforce

Most wanted positions

- Legal Counsel
- Legal Manager
- Lawyer
- Tax Counsel
- Paralegal

Sectors that pay the most

- Chemical
- Oil & Gas
- Life Sciences
- Pharmaceutical
- Banking

Top benefits to attract talent

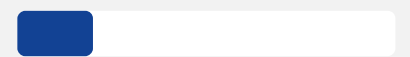
- Remuneration
- Flexibility
- Work Environment
- Exciting Projects
- Training & Career Development

73

Jobs created in 2025

1.915

Applicants in 2025



20%

of salary negotiations were successful in 2025, up from 16% in 2024.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+10 years	Benefits
Legal Counsel	4500	6000	7500	Company car + bonus 0-10%
Tax Counsel	5000	6500	8500	Company car + bonus 0-10%
Head of Legal	–	7500	11000	Company car + bonus 0-10%
Head of Tax	–	7000	11500	Company car + bonus 0-15%
Paralegal	3500	4500	5500	–
Public Affairs	3800	5300	7000	Company car + bonus 0-10%

*The salaries are the gross salaries per month in euros.

Average fixed salary by experience	(€)
3-5 years	4200
5-10 years	6217
+10 years	8500

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Sales & Marketing B2C

The market remains closely tied to the broader economic situation, influencing both demand and hiring activity. Strong candidates are scarce and typically manage multiple offers simultaneously. Salary expectations have begun to stabilize compared to last year, largely driven by candidate experience levels. Sector-specific experience is increasingly critical, which in turn narrows the available talent pool.

What drives today's workforce

Most wanted positions

- Key Account Manager
- Business Development Profiles
- Category Manager
- Sales Manager
- E-Commerce Manager

Sectors that pay the most

- Tobacco
- FMCG

Top benefits to attract talent

- Remuneration
- Flexibility
- Work Environment
- People Centered Companies
- Training & Career Development

322

Jobs created last year
(B2B + B2C)

11.842

Applicants in 2025 (B2B + B2C)



62%

of professionals say their employer shares financial information.

Our Salary Benchmarks

FMCG	3-5 years	5-10 years	+10 years	Benefits
Brand Manager	4200	5500	6500	Company car + bonus
Category Manager	4500	5500	6500	Company car + bonus
Communications Manager	3500	4500	5500	Bonus
CRM Manager	4500	5500	6500	Company car + bonus
Digital Marketing Manager	4200	5500	6500	Bonus
Event Manager	3600	4200	5200	Company car + bonus
Key Account Manager	4800	-	-	Company car + bonus
Marketing Manager	4500	6000	8000	Company car + bonus
Product Manager	4200	-	-	Bonus
Field Sales Manager	4500	6000	7000	Company car + bonus
Sales Manager	5200	7000	9000	Company car + bonus
Trade Marketing Manager	4000	5000	-	Company car + bonus

RETAIL	3-5 years	5-10 years	+10 years	Benefits
Account Manager / Business Developer	4200	6000	7200	Company car + bonus
Communications Manager	3500	4500	5500	bonus
CRM Manager	4200	5500	6500	Company car + bonus
Digital Manager	4200	5500	6500	Company car + bonus
District Manager	4200	6000	7200	Company car + bonus
Event Manager	3600	4200	5200	Company car + bonus
Marketing Manager	4500	5600	6500	Company car + bonus
Product Manager	4000	-	6000	Company car + bonus
Sales Manager	4500	6200	7500	Company car + bonus
Store Manager – Distribution	4500	5700	6500	Company car + bonus
Store Manager – Fashion/Retail	3600	5000	5500	Company car + bonus
Trade Marketing Manager	3900	4800	-	Company car + bonus

*The salaries are the gross salaries per month in euros.

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Sales & Marketing B2B

There is strong demand for “Plug & Play” candidates across all industries.

Many companies struggle to remain agile in today’s fast-paced market.

Top candidates often receive multiple offers, making speed and responsiveness in the recruitment process a key success factor.

Marketing roles are increasing in number compared to previous years.

What drives today’s workforce

Most wanted positions

Business Development
Manager bilingual (Dutch &
French)
Technical Sales Profiles
(Senior) Key Account Manager
Business Development Profiles
- Services
Sales Manager & Leadership

Sectors that pay the most

Oil & Gas
Chemical
IT & Tech
Technical / Manufacturing
Construction

Top benefits to attract talent

Remuneration
Flexibility
Exciting Projects
People Centered Companies
Training & Career Development

322

Jobs created last year
(B2B + B2C)

11.842

Applicants in 2025 (B2B +
B2C)

62%

of professionals say their
employer shares financial
information.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+10 years	Benefits
Account Manager & Business Developer	4000	5000	5500	Company car + bonus 15%
Key Account Manager	4500	5500	6500	Company car + bonus 20%
Business Development Manager	4500	5500	6500	Company car + bonus 20%
Sales Manager	4500	6000	7500	Company car + bonus 12%
Product Manager	4000	5000	6000	Company car
Business Analyst	4000	4500	5000	-
Communications Manager	4000	5000	6000	-
Field Marketer	3500	4000	4500	-
Marketing Manager	4500	5500	6500	Company car + bonus 10%
Sales Director	-	6500	9000	Company car + bonus 25%
Digital Marketing Manager	4000	4500	5500	-
Country Manager / Business Unit Manager	-	6500	9500	Company car

*The salaries are the gross salaries per month in euros.

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Luxembourg: Banking & Financial Services

Banking sector companies are taking a cautious approach to recruitment, prioritising the “perfect fit” over speed or urgency.

There is rising demand for front-office roles, particularly those with business development and client acquisition skills.

The Luxembourg market overall is showing signs of slow growth and weaker consumer confidence.

What drives today's workforce

Most wanted positions

Front Office (Hunter)
Compliance
Fund Controlling / Fund
Accountant

MOST IN-DEMAND SKILLS & EXPERIENCE

Professional Stability
Local expertise, Local
Knowledge
Languages & Communication
Skills

Top benefits to attract talent

Salary
Bonus
Work Environment

73

Jobs created in 2025

2.100

Applicants in 2025

67%

of professionals believe their
company's ethics and values
align with their own.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+10 years	Benefits
Compliance Officer	70.000	85.000	120.000	Bonus up to 10%
AML KYC Officer	60.000	80.000	110.000	Bonus up to 10%
Relationship Manager / Private Banker	70.000	90.000	140.000	Bonus up to 50%
Risk Officer	65.000	85.000	120.000	Bonus up to 10%
Credit Officer	65.000	85.000	120.000	Bonus up to 15%
Legal Counsel Banking	70.000	90.000	120.000	Bonus up to 20%
Middle Officer	60.000	75.000	85.000	Bonus up to 10%
Portfolio Manager	65.000	90.000	140.000	Bonus up to 30%
Conducting Officer	-	120.000	180.000	Bonus up to 40%
Internal Audit	70.000	90.000	130.000	Bonus up to 15%
Fund Controller	80.000	100.000	120.000	Bonus up to 15%
Accountant / Fund Accountant	65.000	85.000	100.000	Bonus up to 10%
Financial Reporting	65.000	85.000	110.000	-

*The salaries are the gross salaries per year in euros.

Average fixed salary by experience

	(€)
3-5 years	67.000
5-8 years	88.000
8-10 years	110.000
+10 years	155.000

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

Luxembourg: Finance

Companies outside the financial sector are adopting a very cautious approach to recruitment. Open positions are often filled internally where possible, or hiring is postponed to a later period. The Luxembourg market overall continues to show signs of slow growth and weaker consumer confidence.

What drives today's workforce

Most wanted positions

Senior Accountant
Finance Controller
Head of Accounting

Sectors that pay the most

Banking
Financial services
Asset Management / Private
Equity
Insurance companies

Top benefits to attract talent

Salary
Bonus
Flexibility
Work Environment

73

Jobs created in 2025

2.100

Applicants in 2025

52%

of professionals agree that GENAI tools have helped them improve the quality of their work.

Our Salary Benchmarks

Job Position	3-5 years	5-10 years	+10 years	Benefits
Senior Accountant	65.000	80.000	95.000	Bonus ± 20 %
Head of Accounting	-	90.000	110.000	Bonus ± 20 %
Financial Controller	65.000	90.000	110.000	Bonus ± 20 %
FP&A/ Business Controller	60.000	70.000	90.000	Bonus ± 20 %
Plant Controller	70.000	90.000	120.000	Bonus ± 20 %
Finance Manager	-	10.000	120.000	Bonus ± 20 %
CF/ Finance Director	-	120.000	140.000	Bonus ± 20 %
Internal Auditor	75.000	95.000	115.000	Bonus ± 20 %
Management Reporting Analyst	70.000	90.000	110.000	Bonus ± 20 %
Treasury Manager	75.000	95.000	120.000	Bonus ± 20 %
Consolidation Specialist	80.000	100.000	120.000	Bonus ± 20 %

*The salaries are the gross salaries per year in euros.

Average fixed salary by experience

	(€)
3-5 years	70.000
5-8 years	78.000
8-10 years	85.000
+10 years	115.000

Looking to hire?

Speak to one of our experienced consultants about your recruitment needs.

Contact us

Searching for a job?

Get started with your job search today and take the next step in your career.

Check our job openings

The background features a dark blue gradient with a vertical line down the center. Three large, overlapping circles are positioned horizontally across the page. The top circle is split by the vertical line, with the left half in a darker blue and the right half in a lighter blue. The middle circle is also split, with the left half in a medium blue and the right half in a darker blue. The bottom circle is split, with the left half in a dark blue and the right half in a teal blue. The text 'Michael Page' is centered at the bottom in a white serif font.

Michael Page