

# Salary Guide 2026



Michael Page

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## Salaries 2026: what to expect?

As we look toward 2026, the Dutch labour market continues to evolve at high speed. Global economic shifts, rapid technological innovation, and changing workforce expectations are reshaping the way organisations attract and retain talent.

At Michael Page, we anticipate sustained demand for skilled professionals, especially in roles requiring digital, analytical, and advisory expertise. Technology, AI, and automation are redefining job functions, making adaptability and upskilling essential. At the same time, companies must invest in retention, engagement, and a strong workplace culture to stay competitive.

Sustainability, ESG, and corporate responsibility are no longer optional, they're decisive factors for talent attraction. Today's professionals are looking for employers whose values reflect their own. Flexibility, work-life balance, and clear career growth opportunities are becoming non-negotiable.

Our Salary Guide 2026 offers a comprehensive overview of salary benchmarks, hiring trends, and market insights across key sectors. Whether you're hiring or job hunting, this guide is designed to help you make confident, informed decisions in a fast-changing market.

Stay ahead. Understand what talent wants. And make smarter moves in 2026.



**Marlous Marsman**

Managing Director,  
Michael Page The  
Netherlands

# Finance & Accounting

The finance sector is evolving rapidly, and 2026 is set to bring significant changes for professionals in the field. ESG reporting is becoming central, with organizations prioritizing sustainability and transparent financial practices. At the same time, AI and automation are transforming financial analysis, forecasting, and decision-making, enabling faster, more accurate insights.

Digitalization continues to streamline operations, from reporting and compliance to real-time performance monitoring, while an emphasis on continuous improvement and performance excellence ensures that finance teams can deliver strategic value efficiently.

The workforce itself is also shifting. Remote and hybrid work models are becoming standard, influencing how organizations attract and retain top talent. There is a growing demand for new skills, including data analytics, technology literacy, and advisory capabilities, making upskilling a priority. Diversity, equity, and inclusion initiatives are shaping hiring and career development, while increasing regulatory complexity and compliance requirements are demanding agile and knowledgeable finance professionals.

Together, these trends are redefining the finance landscape, shaping both the roles and expectations of the workforce and the strategic priorities of organizations in the coming year.

## Check salaries in the sector

### COMMON FRINGE BENEFITS

- Hybrid Work
- Company Car
- Flexible Hours
- Bonus Scheme
- Pension Scheme

### MOST RECRUITED POSITIONS

- Business Controller
- Financial Controller
- Finance Manager
- Group Controller
- Business Analyst

### MOST WANTED SKILLS

- Sector Knowledge
- Reporting Standards
- Analytical
- Communication Skills
- Dashboard / PowerBI
- Knowledge

**36648**

Number of candidates

**1157**

Number of interviews

**37%**

of women believe there is a gender pay gap at their company

## Salaries in the Netherlands 2026

Job Position	Junior	Medior	Senior
Financial Accountant	€60.000 - €75.0000	€75.000 - €85.000	–
Financial Controller	€65.000 - €75.000	€75.000 - €95.000	€95.000 +
Business Controller	€65.000 - €80.000	€80.000 - €100.000	€100.000 +
Business Analyst	€65.000 - €75.000	€75.000 - €85.000	€85.000 +
Financial Analyst	€65.000 - €75.000	€75.000 - €85.000	–
FP&A Analyst	€65.000 - €75.000	€75.000 - €95.000	–
FP&A Manager	–	€100.000 - €120.000	€120.000 +
Plant/Operations Controller	€65.000 - €75.000	€75.000 - €95.000	–
Finance Manager/Head of Finance	–	€90.000 - €110.000	€110.000 +
Finance Director	–	€100.000 - €125.000	€125.000 +
Group Controller	–	€100.000 - €120.000	€120.000 +
Concern Controller	–	€100.000 - €120.000	€120.000 +
Accountant & Reporting Specialist	€65.000 - €75.000	€75.000 - €95.000	
Accounting & Reporting Manager	–	€95.000 - €120.000	€120.000 +
Head of Accounting	–	€90.000 - €110.000	€110.000 +
Head of Controlling	–	€90.000 - €120.000	€120.000 +
Manager Financial Control	–	€100.000 - €125.000	€125.000 +
Manager Business Control	–	€100.000 - €125.000	€125.000 +

\*The salaries are the gross salaries per year in euros, including holiday allowance.

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# Healthcare & Life Sciences

The Healthcare and Life Sciences sector is facing dynamic changes in 2026, with several key trends set to influence both the workforce and organizational strategies. Sustainability is increasingly at the forefront, as organizations integrate environmentally responsible practices and focus on long-term impact in their operations and research.

AI implementation is transforming how healthcare providers and life sciences companies operate, from patient care and diagnostics to research, data analysis, and decision-making. These technological advancements require employees to adapt and acquire new skills to stay effective in their roles.

Work/life balance is becoming a central priority for professionals, influencing recruitment, retention, and employee satisfaction. Organizations are responding by offering flexible schedules, hybrid work models, and wellness initiatives.

Sales and commercial teams are also evolving, with leaner structures designed to improve efficiency while maintaining high performance. At the same time, the sector is experiencing high demand for mid-level candidates, creating competitive hiring landscapes and opportunities for career growth.

Together, these trends are shaping a Healthcare & Life Sciences workforce that is more flexible, technologically adept, and sustainability-focused, with new expectations around work culture and career progression.

## Check salaries in the sector

### COMMON FRINGE BENEFITS

Bonus Scheme / 13th Month  
Lease Car / Travel Allowance  
Hybrid & Flexible Working  
Hours  
Pension / Health Insurance  
Growth Opportunities

### MOST RECRUITED POSITIONS

Quality Assurance Specialist  
Quality Assurance Manager  
Account Manager Medical  
Devices  
Account Manager Pharma  
Sales Manager

### MOST WANTED SKILLS

GMP  
Leadership Experience  
Operating Room Experience  
Business Development  
Growth Mindset

**5226**

Number of candidates

**498**

Number of interviews

**37%**

of women believe there is a  
gender pay gap at their  
company

## Salaries in the Netherlands 2026

Job Position	Junior	Medior	Senior
Quality Assurance	€45.000 - € 60.000	€60.000 - € 75.000	€ 75.000 +
Quality Control Manager	–	€70.000 - €90.000	€ 90.000 +
Quality Assurance Manager	–	€80.000 - €110.000	€ 110.000 +
Head of Quality Management	–	€100.000 - €120.000	€ 120.000 +
Qualified Person	–	€80.000 - €100.000	€ 100.000 +
Regulatory Affairs Specialist	€45.000 - €60.000	€60.000 - €75.000	€ 75.000 +
Regulatory Affairs Manager	–	€80.000 - €100.000	€ 100.000 +
Accountmanager Medical Devices	€50.000 - €65.000	€65.000 - €85.000	€ 85.000+
Salesmanager Medical Devices	–	€80.000 - €95.000	€ 95.000+
Accountmanager Pharma	€50.000 - €70.000	€70.000 - €90.000	€ 90.000 +
Salesmanager Pharma	–	€85.000 - €110.000	€ 110.000 +
Product Manager	€55.000 - €70.000	€70.000 - €85.000	€ 85.000 +
Market Manager	–	€90.000 - €120.000	€ 120.000 +
Market Access Manager	–	€100.000 - €120.000	€ 120.000 +
Medical Affairs Manager	–	€100.000 - €140.000	€ 140.000 +

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# Human Resources

The HR function is evolving rapidly in 2026, with new trends shaping both the role of HR professionals and the organizations they support. There is a growing focus on sustainability, as companies integrate environmentally responsible practices and align people strategies with long-term organizational impact.

HR professionals are increasingly managing a diverse workforce, spanning white-, blue-, and green-collar profiles, requiring adaptability and tailored people strategies. Many organizations are also operating within matrix structures, demanding strong collaboration, communication, and cross-functional coordination skills from HR teams.

Work/life balance remains a top priority, influencing recruitment, retention, and employee well-being initiatives. Flexibility in working arrangements and wellness programs is becoming standard, reflecting the evolving expectations of today's workforce.

Above all, HR continues to be at the heart of the "people's business." The function is central to building inclusive cultures, developing talent, and shaping employee experiences, making HR professionals critical partners in driving organizational success in 2026.

## Check salaries in the sector

### COMMON FRINGE BENEFITS

Bonus Scheme / 13th Month  
Lease Car / Travel Allowance  
Hybrid & Flexible Working  
Hours  
Pension / Health Insurance  
Growth Opportunities

### MOST RECRUITED POSITIONS

HR Manager  
(Sr.) HR Business Partner  
HR Advisor  
HR Payroll

### MOST WANTED SKILLS

Team Engagement  
Employee Relations  
Performance Improvement  
HR-strategy & Implementation  
Labor Law

9109

Number of candidates

610

Number of interviews

37%

of women believe there is a  
gender pay gap at their  
company

## Salaries in the Netherlands 2026

Job Positions	Medior	Senior
HR Officer	€45.000 - €65.000	€55.000 - €70.000
HR Advisor	€50.000 - €70.000	€70.000 - €80.000
HR Recruitment Specialist	€60.000 - €70.000	€70.000 - €90.000
HR Payroll	€70.000 - €85.000	€85.000 - €115.000
HR Business Partner	€70.000 - €90.000	€90.000 - €110.000
HR Compensation & Benefits	€70.000 - €90.000	€90.000 - €110.000
HR Manager	€80.000 - €95.000	€90.000 - €115.000
HR Director	–	€120.000 +

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# Information Technology

The IT sector continues to evolve rapidly, with 2026 bringing both opportunities and challenges for professionals and employers alike. Data-driven decision-making is increasingly at the core of business strategy, while AI continues to transform processes, analytics, and product development. Alongside this, strong data governance and compliance practices are essential to manage risk and meet regulatory requirements.

Cybersecurity remains a top priority, with organizations investing heavily to protect critical infrastructure, while cloud computing continues to reshape IT operations and service delivery. Companies are encouraged to invest in competitive tech talent, particularly in areas with scarce skills such as AI, cloud, and cybersecurity. Building internal learning paths and offering flexible work models are key strategies to close skill gaps.

For tech professionals, prioritizing in-demand skills—AI/ML, cloud infrastructure, data, and security—and committing to lifelong learning will be critical to staying competitive in a tight labor market.

After the sharp salary jumps between 2022 and 2024 driven by extreme talent scarcity, growth in 2025 has begun to ease, and forecasts for 2026 indicate a flatter trajectory. Employers feel less urgency to “overpay” compared to the overheated 2021–2023 market, signaling a more balanced approach to compensation moving forward.

## Check salaries in the sector

### COMMON FRINGE BENEFITS

- Hybrid & Flexible Working Hours
- Pension Scheme
- Health & Wellness Perks
- Extra Leave
- Relocation & Language Support

### MOST RECRUITED POSITIONS

- Information Security Officer
- Data Engineer
- IT Project Manager
- Product Owner
- ERP Functional Consultant

### MOST WANTED SKILLS

- Artificial Intelligence / Machine Learning
- Cloud Infrastructure & Security
- Agile Leadership & Stakeholder Management
- Data Management & Analytics
- ERP Implementation & Customization

**25776**

Number of candidates

**977**

Number of interviews

**37%**

of women believe there is a gender pay gap at their company

## Salaries in the Netherlands 2026

### Information Security

	Medior	Senior
Information Security officer (ISO)	€80.000 - €100.000	€100.000 +
Chief Information Security Officer (CISO)	–	€100.000 +
Security Engineer	€70.000 - €90.000	€90.000 +
Information Security Manager	€90.000 - €100.000	€100.000 +
IT Risk Manager	€90.000 - €100.000	€100.000 +
IT Auditor	€90.000 - €110.000	€100.000 +
IT Audit Manager	€100.000 - €120.000	€120.000 +

### Business IT

	Medior	Senior
Product Owner	€80.000 - €95.000	€95.000 +
IT Project Manager	€80.000 - €95.000	€95.000 +
IT Business Analyst	€65.000 - €90.000	€90.000 +
ERP Consultant	€65.000 - €90.000	€90.000 +
ERP Manager	€80.000 - €100.000	€100.000 +

### Architects

	Medior	Senior
Solution Architect	€90.000 - €110.000	€110.000 +
Cloud Architect	€90.000 - €110.000	€110.000 +
Data Architect	€90.000 - €110.000	€110.000 +
Enterprise Architect	€100.000 - €120.000	€120.000 +
Security Architect	€110.000 - €130.000	€130.000 +

### IT Leadership

	Medior	Senior
IT Teamlead	€80.000 - €95.000	€95.000 +
IT Manager	€90.000 - €110.000	€110.000 +
Programma Manager	–	€110.000 +
IT Director/ Head of IT	–	€120.000 +
CIO/ CTO	–	€140.000 +

### BI & Data

	Medior	Senior
Data Analyst	€65.000 - €80.000	€80.000 +
BI Specialist	€65.000 - €80.000	€80.000 +
Master Data Management	€65.000 - €80.000	€80.000 +
Data Engineer	€70.000 - €90.000	€90.000 +
Data Scientist	€80.000 - €100.000	€100.000 +

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# Information Technology

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# Sales & Marketing

The Sales & Marketing sector is entering an exciting period of transformation in 2026, with new trends shaping both roles and career opportunities. Work/life balance is becoming increasingly important, as professionals seek flexibility, hybrid work arrangements, and wellness initiatives alongside high-performance expectations. Career progression remains a top priority, with employees looking for clear development paths, mentorship, and skill-building opportunities.

International opportunities are on the rise, reflecting the growing globalization of markets and the need for professionals who can navigate cross-border teams and clients. At the same time, digital marketing, data-driven insights, and AI-powered tools continue to reshape campaigns, customer engagement, and lead generation strategies, demanding new technical and analytical skills.

Customer experience and personalization are also becoming central to sales and marketing strategies, emphasizing the need for professionals who can combine creativity with data-driven decision-making. Finally, diversity, equity, and inclusion initiatives are influencing talent acquisition and team composition, making inclusive practices a key consideration in building high-performing teams.

Together, these trends highlight a workforce that is flexible, globally minded, technologically adept, and focused on both personal growth and organizational impact.

## Check salaries in the sector

### COMMON FRINGE BENEFITS

- Bonus Scheme
- Lease Car / Travel Allowance
- Hybrid Work
- Pension Scheme
- Extra Vacation Days

### MOST RECRUITED POSITIONS

- Account Manager / Sales Engineer
- Business Dev. Manager
- Key Account Manager
- Sales Manager
- Sales Director

### MOST WANTED SKILLS


- Drive
- Technically Commercial
- Negotiation Skills
- Acquisition
- Leadership Skills & Experience

22727

Number of candidates

474

Number of interviews



37%

of women believe there is a gender pay gap at their company

## Salaries in the Netherlands 2026

Job Position	Medior	Senior
Account Manager	€60.000 - €75.000	€75.000 - €90.000
Sales Engineer	€65.000 - €80.000	€80.000 - €100.000
Brand Manager	€70.000 - €85.000	€85.000 - €100.000
Product Manager	€70.000 - €85.000	€85.000 - €100.000
Key Account Manager	€75.000 - €90.000	€90.000 - €105.000
Business Development Manager	€80.000 - €95.000	€95.000 - €110.000
Sales Manager	€80.000 - €95.000	€95.000 - €110.000
Marketing Manager	€80.000 - €95.000	€95.000 - €110.000
Marketing Director	€100.000 - €120.000	€120.000+
Sales Director	€100.000 - €120.000	€120.000+

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# Supply Chain & Operations

The Supply Chain & Operations sector is facing a period of rapid change in 2026, with resilience and risk management remaining top priorities. Companies are focusing on building supply chains that can withstand disruptions, adapt to changing market conditions, and maintain continuity in an increasingly uncertain global environment.

Digital transformation continues to reshape operations, from automated logistics and advanced analytics to AI-driven forecasting and smart inventory management. Professionals with expertise in these areas will be in high demand as organizations seek to leverage technology for efficiency, accuracy, and agility.

Sustainability is also at the forefront, with organizations integrating environmentally responsible practices, reducing carbon footprints, and ensuring ethical sourcing throughout the supply chain. In addition, operational excellence and process optimization remain key, emphasizing the need for continuous improvement, lean methodologies, and data-driven performance monitoring.

Another expected trend is workforce flexibility and upskilling. Supply chain and operations teams are increasingly expected to embrace new technologies, develop cross-functional skills, and collaborate across departments to respond effectively to complex challenges.

Together, these trends highlight a workforce that is resilient, digitally savvy, sustainability-conscious, and equipped to drive efficiency and innovation in 2026 and beyond.

## Check salaries in the sector

### COMMON FRINGE BENEFITS

- Performance / Annual Bonuses
- Pension & Insurance Coverage
- Lease Car / Travel Allowance
- Flexible Work
- Home Office Support
- Training & Development

### MOST RECRUITED POSITIONS

- Manager Operations
- Strategic Buyer
- Production Manager
- Logistics Manager
- Site Manager

### MOST WANTED SKILLS

- Advanced Data Analysis
- ERP & Procurement Software
- Strategic Sourcing & Supplier Management
- Process Optimization & Lean/Six Sigma
- Sustainable Procurement & Risk Management

**19605**

Number of candidates

**595**

Number of interviews

**37%**

of women believe there is a gender pay gap at their company

## Salaries in the Netherlands 2026

Job Position	Medior	Senior
Supply Planner	€50.000 - €65.000	€65.000 - €75.000
Supply Chain Analyst	€60.000 - €70.000	€65.000 - €80.000
Demand Planner	€60.000 - €75.000	€70.000 - €85.000
Warehouse Manager	€65.000 - €75.000	€70.000 - €90.000
Tactical Buyer	€65.000 - €75.000	€75.000 - €90.000
Logistics Manager	€70.000 - €90.000	€85.000 - €110.000
Planning Manager	€75.000 - €85.000	€85.000 - €100.000
Production Manager	€75.000 - €90.000	€85.000 - €100.000
(Q)HSE Manager	€75.000 - €95.000	€90.000 - €120.000
Strategic Buyer	€80.000 - €95.000	€90.000 - €105.000
Procurement Manager	€80.000 - €95.000	€90.000 - €120.000
Operations Manager	€80.000 - €95.000	€95.000 - €120.000
Supply Chain Manager	€80.000 - €95.000	€90.000 - €130.000
Site Manager	€90.000 - €115.000	€110.000 - €130.000
Plant Manager	€90.000 - €110.000	€110.000 - €130.000

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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