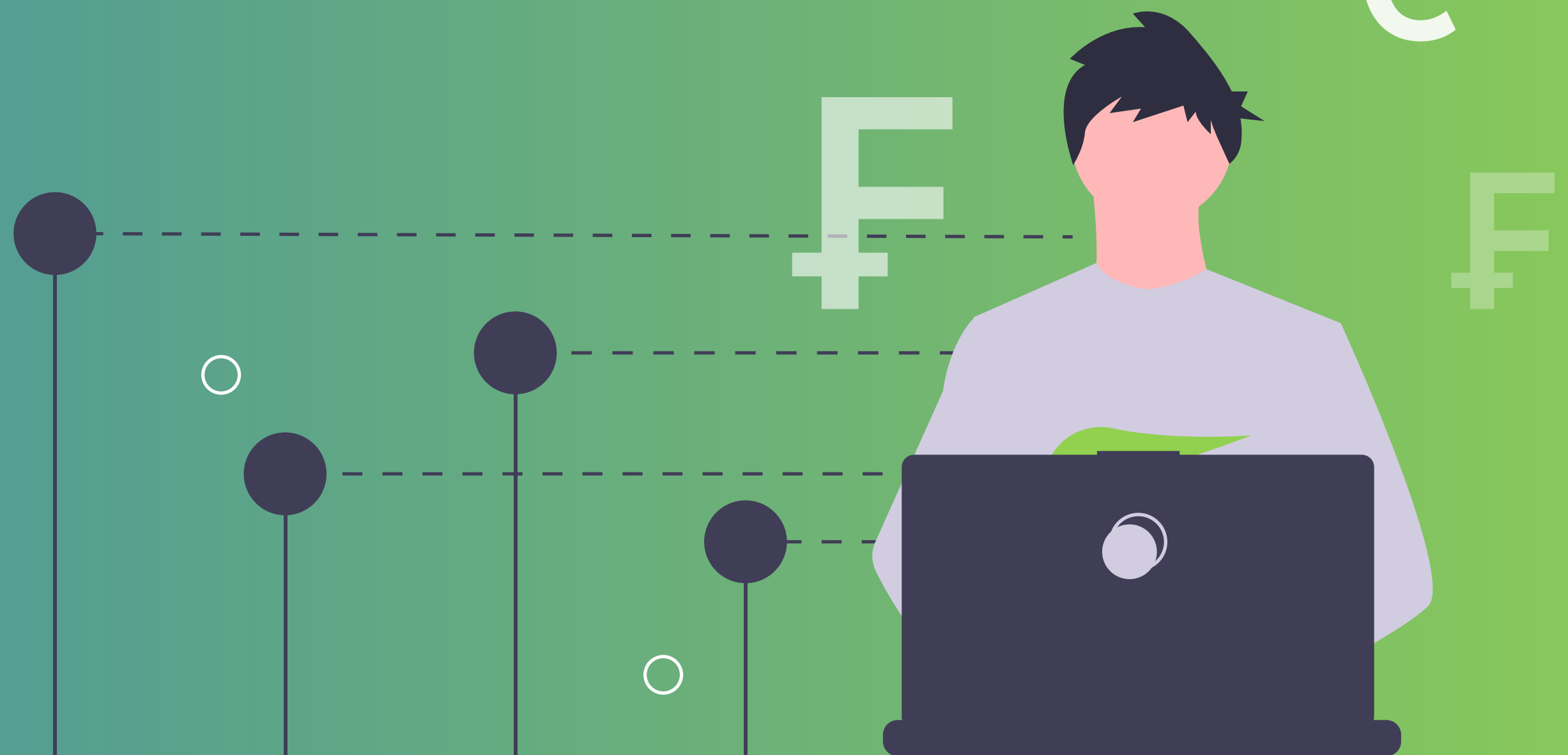


Developer Salaries in DACH



You will learn:

- ✓ Software Engineering Salaries in Berlin, Hamburg, Frankfurt, Vienna and Zurich
- ✓ Fresh compensation data for Data Developers, Cloud Engineers and DevOps

acework's annual salary reports



The need for accurate, **up-to-date salary information** has never been more critical. Despite the wealth of compensation data available, much of it is either out of date, not region-specific, or doesn't take into account the unique dynamics of the tech industry in the DACH region at a city level. Recognising these gaps, once again we developed our own benchmarking ([check our salary report from 2022](#)).

Methodology

To ensure the reliability of our benchmarks, we used a multi-faceted data collection strategy. We use information from six different salary platforms: **LinkedIn, Glassdoor, SalaryExpert, GermanTechJobs, SwissDevJobs and Levels**. In addition we used the salary expectations from acework's network of developers and recent hires from our clients. Each data point from these sources is weighted differently, based on the reliability of the source and the volume of salary data it provides.

This weighting process allows us to adjust the influence of each source on our overall benchmarks, ensuring that more credible and comprehensive datasets have a proportionately greater impact on our findings. When calculating the salary range for specific positions, we integrate these weighted results with our internal benchmarks to arrive at a final range.

acework's annual salary reports



Developer job titles can vary widely. To provide a comparable benchmark, we use the most common job titles such as Frontend, Backend and Fullstack Developer.

Salary benchmarks may be different based on some of these factors:

→ **Variability across companies and industries:**

The same job title can represent a wide range of salaries depending on the size of the company, the industry it operates in, and its geographical location. A software engineer at a large tech company in a Tier 1 city may receive a significantly different salary than someone with the same title in a smaller organization in a Tier 2 or Tier 3 city.

→ **Impact of German language skills:**

Candidates who speak German may have access to a wider range of job opportunities, including those in more traditional German companies.

→ **Fixed location vs. remote working:**

The flexibility of working remotely can affect salary expectations. Remote workers may have different salary scales, compared to those willing to work on-site.

acework's annual salary reports



In this year's acework report, we have extended our analysis beyond Germany to include the salary benchmarks across Tier 1 tech hubs in the DACH region.

The report highlights the salary expectations from Tier 1 hubs such as Berlin, Vienna or Zurich and the implications for candidates and companies based in smaller cities.

It is important to note that high salaries in Tier 1 cities are often offset by a higher cost of living, so not all candidates find these locations so desirable. This presents an **opportunity for companies in smaller cities, where the cost of living is typically lower, to attract talent by offering competitive compensation packages that take into account salary data from Tier 1 hubs, but are adjusted for the local cost of living.** This nuanced approach helps smaller cities and their tech companies create strategic compensation plans that appeal to top talent.

So let's get into it!



Angelina Ebeling

Founder at acework by HEICO Group



Eustachy Bielecki

Head of Marketing and Comms at acework by HEICO Group

DACH region in a nutshell



Germany



The German software development landscape is experiencing significant growth, with a notable 7.28% increase in full-time positions for software developers, reaching more than **326.000 devs in 2023**. This growth underlines Germany's

position as a decentralised yet dynamic hub for tech talent.

These hubs include prominent areas such as:

Munich-Augsburg, Berlin-Potsdam, Stuttgart-Göppingen, Frankfurt-Darmstadt.

Switzerland



Zurich, the country's largest city, stands out in the mid-sized cities category, largely due to its robust innovation ecosystem, which has attracted investors from around the world. The country's banking heritage, combined with a forward-

looking approach to technological advances, makes it a fertile ground for the development of **financial technologies, deep tech, biotech, robotics and AI**.

Switzerland's main IT hubs - Zurich, Geneva and Lausanne

Austria



Austria's information and communication technology (ICT) sector has shown remarkable growth, with **29,437 companies operating in the sector**. With **more than 6,000 technology companies generating revenues of approximately €20 billion, Vienna accounts for more than two-thirds**

of the country's total ICT revenues, demonstrating its critical role in Austria's digital economy.

Despite Vienna's prominence as a tech hub, it is not the only centre of technological innovation in Austria. Cities such as **Graz, Salzburg and Linz** are also home to successful tech companies.

DACH region in a nutshell – city focus



Berlin

Berlin thrives as a tech startup hub in Europe with over **3,000 tech companies covering diverse sectors like e-commerce, fintech, software development, and biotech**. Prominent tech companies include **Delivery Hero, SAP, N26, and SoundCloud**, contributing to Berlin's international acclaim in the tech industry.

Zurich

Zurich's tech scene flourishes with a diverse range of over **1,500 tech ventures, including finance, biotech, and artificial intelligence**. Notable companies in Zurich include Ava, a women's health tech company, and Beekeeper, a workplace communication platform.

Vienna

Vienna's tech landscape thrives with over **2,000 tech companies, highlighting the city's innovation and entrepreneurship**. Prominent companies in Vienna include **Bitpanda**, a cryptocurrency investment platform, and **TourRadar**, an online marketplace for multi-day tours.

Frankfurt

Frankfurt's tech scene is burgeoning with over **1,000 tech ventures, particularly in fintech, cybersecurity, and logistics**. Benefits from its status as a financial hub, with access to capital and expertise. Notable companies in Frankfurt include **Clark**, an insurance robo-advisor, and **Book a Tiger**, a platform for booking cleaning services.

Hamburg

Hamburg's tech ecosystem is vibrant with over **1,500 tech companies** across various sectors such as media, e-commerce, and gaming. Prominent companies in Hamburg include Deposit Solutions, a fintech company, and **XING**, a professional networking platform.

Salary Data: Fullstack, Backend, Frontend Engineers



Full Stack Engineer

City	Junior (€/CHF)	Mid (€/CHF)	Senior (€/CHF)
Berlin	€50,469	€68,281	€78,523
Frankfurt	€53,125	€71,875	€82,656
Hamburg	€51,983	€70,329	€80,879
Munich	€55,781	€75,469	€86,789
Vienna	€53,125	€71,875	€82,656
Zurich	CHF 77,350	CHF 120,348	CHF 138,400

Backend Engineer

City			
Berlin	€45,422	€61,453	€70,671
Frankfurt	€47,813	€64,688	€74,391
Hamburg	€46,785	€63,297	€72,791
Munich	€50,203	€67,922	€78,110
Vienna	€47,813	€64,688	€74,391
Zurich	CHF 69,615	CHF 108,313	CHF 124,560

Frontend Engineer

City	Junior (€/CHF)	Mid (€/CHF)	Senior (€/CHF)
Berlin	€48,450	€65,550	€75,382
Frankfurt	€51,000	€69,000	€79,350
Hamburg	€49,904	€67,517	€77,643
Munich	€53,550	€72,450	€83,317
Vienna	€51,000	€69,000	€79,350
Zurich	CHF 74,256	CHF 115,534	CHF 132,864

Salary Data: DevOps, Data, Cloud Engineers



DevOps Engineer

City	Junior (€/CHF)	Mid (€/CHF)	Senior (€/CHF)
Berlin	€51,761	€70,029	€80,534
Frankfurt	€54,485	€73,715	€84,772
Hamburg	€53,314	€72,130	€82,950
Munich	€57,209	€77,401	€89,011
Vienna	€54,485	€73,715	€84,772
Zurich	CHF 79,330	CHF 123,428	CHF 141,943

Cloud Engineer

City	Junior (€/CHF)	Mid (€/CHF)	Senior (€/CHF)
Berlin	€52,488	€71,013	€81,664
Frankfurt	€55,250	€74,750	€85,963
Hamburg	€54,063	€73,143	€84,114
Munich	€58,013	€78,487	€90,261
Vienna	€55,250	€74,750	€85,963
Zurich	CHF 80,444	CHF 125,161	CHF 143,936

Data Engineer

City	Junior (€/CHF)	Mid (€/CHF)	Senior (€/CHF)
Berlin	€56,525	€76,475	€87,946
Frankfurt	€59,500	€80,500	€92,575
Hamburg	€58,221	€78,769	€90,584
Munich	€62,475	€84,525	€97,204
Vienna	€59,500	€80,500	€92,575
Zurich	CHF 86,632	CHF 134,789	CHF 155,008

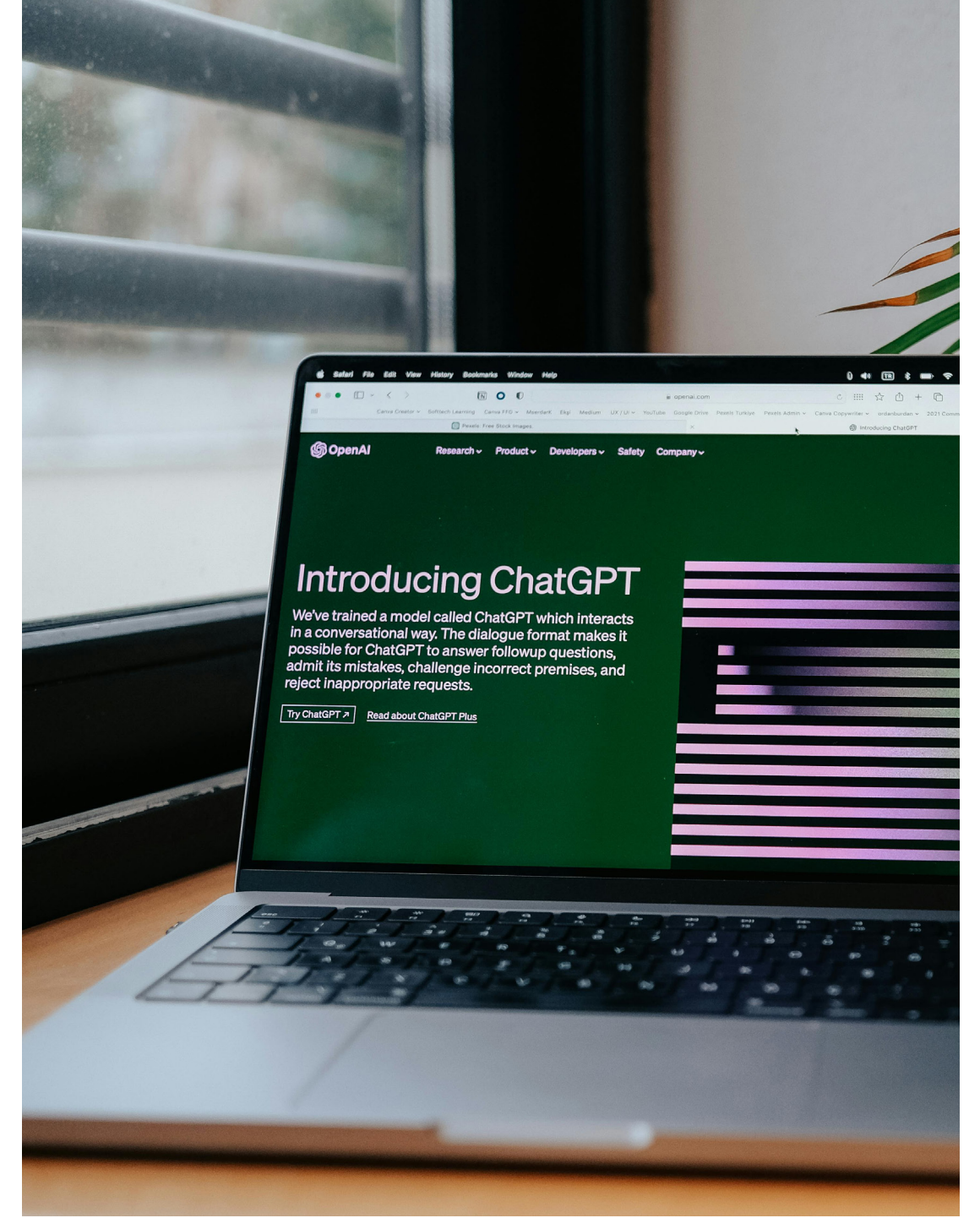
Compensation trends in DACH and beyond



The technology ecosystem in Europe, but particularly in DACH, has shown remarkable resilience in the face of economic fluctuations, including the high inflation rates and layoffs in recent years. **Honeypot's Salary Survey in Germany** highlighted a minor average salary increase of 1.5% for software developers in 2023. While this may seem minimal, it underlines the stability and growth potential of the sector. **Taking Germany as an example, projections suggest that salaries there will increase by almost 5% in 2024.** This is a significant change from a year ago. Currently, salary growth forecasts exceed the expected inflation rate for 2024, which is estimated by most experts to be in the range of 2-3%. As a result, wages are expected to outpace inflation.

Known as a powerhouse for SaaS and home to over 70,000 technology companies, the DACH region is a prime example of how specialised skills are critical to driving the digital economy. A good example is the **increased demand for software engineering roles not only within start-ups and larger companies, but also within the traditional German Mittelstand. Historically, these SME companies have predominantly hired German-speaking developers.** However, **faced with the need to broaden their talent pool to meet growth targets,** they are now being pushed to recruit more globally or shift the corporate language in the engineering department to English.

Highly paid skills & demand across DACH



The rapidly **emerging fields of artificial intelligence (AI), blockchain and web3** highlight areas where specialisation is increasingly becoming a determinant of salary premiums.

- The AI market demonstrates the massive demand for expertise in **machine learning, neural networks and cognitive computing**.
- Similarly, the expected growth of **blockchain, web3**, indicates the need for specialised skills in smart contract development, decentralised finance (DeFi) and non-fungible tokens (NFTs).
- The emergence of quantum computing, which has been identified as a key future technology trend with the potential to **generate nearly \$1.3 trillion in value by 2035**, highlights another frontier where specialised skills will command premium compensation.

About us

Visit our website to learn more →

aceWORK
by HEICO Group

At acework, **we are committed to connecting growing companies with the top 20% off-market candidates in tech, marketing, sales, and operations.** Most of our candidates are experts at working remotely and are open to relocating for the right opportunity.

We've joined HEICO Group in 2023 to complement their existing HR services with expertise in digital, tech, and remote & hybrid recruiting.

As a family business since 1966, **HEICO Group employs over 1200 people at over 25 locations in Germany.** Their three business areas are real estate, aviation, and recruitment & staffing.

Our strategic consulting services help organizations understand the talent landscape and create sustainable and actionable hiring plans. We manage the entire sourcing and outreach process, providing valuable feedback, market insights, and a compelling employer value proposition to attract top talent.

Whether you're building a remote-first/hybrid team or looking for talent for your local hub, acework is here to partner with your organization's recruitment and talent acquisition to help you achieve your goals.



aceWORK

by HEICO Group



Expand the borders
of your local
talent pool



Get support to
set up your hiring
policies



Match with
pre-vetted
candidates



Minimize risk and
decrease the cost
of turnover

Get hiring support for your project. We will help you to find the right talents globally!

Schedule Free Consultation

Successful companies build their teams with acework:

