

Sales and Marketing^{DE}

	PERMANENT per annum - Contract rates available on request			
	Mid-Level	Senior	Manager	Director
Internal Sales	40 - 45.000 €	45 - 60.000 €	65 - 75.000 €	-
Account Management	60 - 70.000 €	70 - 80.000 €	80.000 €+	-
Sales Management/GAM/KAM	70 - 85.000 €	85 - 120.000 €	120 - 140.000 €	140 - 160.000 €
Product Marketing Management	75 - 90.000 €	90 - 115.000 €	120 - 130.000 €	140 - 150.000 €
Marketing (Marcomms / Digital)	70 - 80.000 €	80 - 90.000 €	90 - 110.000 €	110 - 140.000 €
Field Applications	65 - 85.000 €	85 - 115.000 €	115 - 130.000 €	130 - 150.000 €+

Salaries for those who receive a significant part of their total compensation as a performance related bonus are hard to define. Salaries shown are base salaries and meant as a guide. Base salary is likely to vary depending on type of organisation and total package on offer. An FAE may have a bonus, based on design-wins, of circa 20-30%. Likewise, sales professionals will have bonuses that vary from 20% - 100% of base and may be capped, or uncapped, depending on organisation and product type (e.g. SaaS roles tend to have a 50/50 split on OTE). Typically, travelling roles will have a car / car allowance on top of base salary and bonus/commission. Start-ups or suppliers may offer equity, stock options or an RSU scheme but slightly lower bases.