

# Enterprise SaaS Salary Levels – Europe

The following data represents our feedback based on current levels of remuneration in the European Enterprise SaaS market place.

There can be variations in the figures by a factor of +/- 10% depending on factors such as vertical market focus, employer size, complexity of sale, funding and contract value. The Current levels of remuneration DO NOT include car allowance / car, or other employer benefits. The annual sales target and deal size can affect the level of basic salary for Sales Execs.

	CEO/EMEA LEADER	CRO	Senior Sales Point Solutions	Senior Sales - Enterprise	Customer Success Exec	Director Customer Success	CMO	VP Marketing	Pre Sales
<b>UK</b>	£250k / £400k OTE	£200k / £400k OTE	£90k / £180k OTE	£130k / £260k OTE	£90k + bonus	£140k + bonus	£160k + bonus	£130k + bonus	£110k + bonus
<b>GERMANY</b>	€250k / €400k OTE	€180k / €350k OTE	€90k / €180k OTE	€130k / €260k OTE	€90k + bonus	€140k + bonus	€150k + bonus	€130k + bonus	€110k + bonus
<b>FRANCE</b>	€250k / €400k OTE	€160k / €300k OTE	€90k / €180k OTE	€115k / €230k OTE	€90k + bonus	€130k + bonus	€140k + bonus	€120k + bonus	€100k + bonus
<b>SWEDEN</b>	€240k / €400k OTE	€160k / €300k OTE	€95k / €180k OTE	€120k / €250k OTE	€90k + bonus	€130k + bonus	€140k + bonus	€130k + bonus	€100k + bonus
<b>NETHERLANDS</b>	€250k / €400k OTE	€200k / €400k OTE	€90k / €180k OTE	€120k / €250k OTE	€85k + bonus	€130k + bonus	€150k + bonus	€130k + bonus	€100k + bonus

### DEFINITIONS

**CEO/EMEA LEADER** – Running European teams of around 40 - 100 individuals | **CRO** – Running European / Global teams of up to 25 individuals **POINT SOLUTIONS**: High volume, transactional SaaS deals | **ENTERPRISE SOLUTIONS**: Complex, C level selling, long sales cycles

## Who are Intrinsic Executive Search?

Founded in the UK in 2006 with an extensive network in the UK, EMEA and the USA, Intrinsic Executive Search is a leading boutique Executive Search firm specializing in the Global Headhunting of VP, Director, Senior Sales, Pre-Sales, Marketing and Board level personnel for SaaS firms.

ANY QUESTIONS OR NEED MORE SPECIFIC INFO? [VISIT US HERE](#), CALL +44 (0) 1183 282008 OR [CLICK TO BOOK A CALL](#)

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