



DSJ GLOBAL

PART OF PHAIDON INTERNATIONAL ▼

Europe

COMPENSATION GUIDE

Technical Operations

Detailed salary guidance for the
German technical operations market



Introduction

DSJ Global's technical operations salary guide has been compiled by our experts in Germany to help professionals and hiring managers understand the current base salary structure for those working in the sector.

German technical operations salaries vary according to expertise, seniority level, company size, plant size and region within Germany. This guide reflects current market conditions and provides insight into local compensation trends and benchmarks across various industries.

You'll gain a comprehensive understanding of base salaries with our guide, so you can make informed decisions in Germany's fast-paced and competitive tech operations industry, whether you're a seasoned professional contemplating changing careers or a hiring manager trying to attract top talent. DSJ Global provides knowledge and expertise to help you make informed decisions.

If you need further salary advice after reading this guide, please **contact Yacine Fall, Associate Director - DSJ Global**.

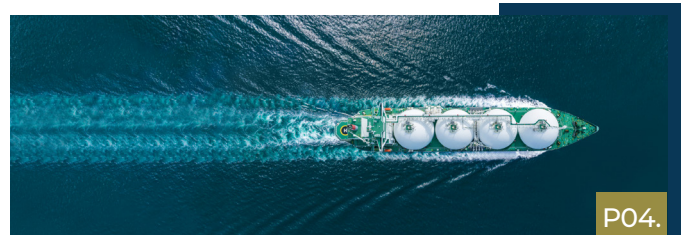
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Automotive



Chemicals



Life Sciences / Medical Devices



Salary Guidance

Automotive		
Role	Years of Experience	Base Salary
HSE Manager	0-5 years	€70.000 - €100.000
	5-10 years	€100.000 - €130.000
	10+ years	€130.000 - €160.000
Quality Manager	0-5 years	€60.000 - €80.000
	5-10 years	€80.000 - €100.000
	10+ years	€100.000 - €120.000
Operational Excellence Manager	0-5 years	€80.000 - €90.000
	5-10 years	€90.000 - €120.000
	10+ years	€120.000 - €180.000
Production and Technical Operations Manager	0-5 years	€80.000 - €100.000
	5-10 years	€100.000 - €140.000
	10+ years	€140.000 - €200.000
Industrial		
Role	Years of Experience	Base Salary
HSE Manager	0-5 years	€50.000 - €100.000
	5-10 years	€100.000 - €130.000
	10+ years	€130.000 - €160.000
Quality Manager	0-5 years	€65.000 - €75.000
	5-10 years	€75.000 - €90.000
	10+ years	€90.000 - €130.000
Operational Excellence Manager	0-5 years	€80.000 - €90.000
	5-10 years	€90.000 - €120.000
	10+ years	€120.000 - €150.000
Production and Technical Operations Manager	0-5 years	€80.000 - €100.000
	5-10 years	€100.000 - €120.000
	10+ years	€120.000 - €160.000



Salary Guidance

Chemicals		
Role	Years of Experience	Base Salary
HSE Manager	0-5 years	€50.000 - €90.000
	5-10 years	€90.000 - €120.000
	10+ years	€120.000 - €160.000
Quality Manager	0-5 years	€70.000 - €90.000
	5-10 years	€90.000 - €110.000
	10+	€110.000 - €130.000
Operational Excellence Manager	0-5 years	€60.000 - €80.000
	5-10 years	€80.000 - €100.000
	10+ years	€100.000 - €150.000
Production and Technical Operations Manager	0-5 years	€80.000 - €100.000
	5-10 years	€100.000 - €120.000
	10+ years	€120.000 - €160.000
Food & Beverage		
Role	Years of Experience	Base Salary
HSE Manager	0-5 years	€50.000 - €80.000
	5-10 years	€80.000 - €120.000
	10+ years	€120.000 - €160.000
Quality Manager	0-5 years	€50.000 - €70.000
	5-10 years	€70.000 - €85.000
	10+ years	€85.000 - €110.000
Operational Excellence Manager	0-5 years	€60.000 - €80.000
	5-10 years	€80.000 - €100.000
	10+ years	€100.000 - €130.000
Production and Technical Operations Manager	0-5 years	€70.000 - €90.000
	5-10 years	€90.000 - €120.000
	10+ years	€120.000 - €150.000



Salary Guidance

Life Sciences / Medical Devices		
Role	Years of Experience	Base Salary
HSE Manager	0-5 years	€65.000 - €90.000
	5-10 years	€90.000 - €130.000
	10+ years	€130.000 - €160.000
Quality Manager	0-5 years	€75.000 - €95.000
	5-10 years	€95.000 - €120.000
	10+	€120.000 - €150.000
Operational Excellence Manager	0-5 years	€80.000 - €100.000
	5-10 years	€100.000 - €140.000
	10+ years	€140.000 - €170.000
Production and Technical Operations Manager	0-5 years	€80.000 - €120.000
	5-10 years	€120.000 - €150.000
	10+ years	€150.000 - €180.000

Semiconductors		
Role	Years of Experience	Base Salary
HSE Manager	0-5 years	€60.000 - €80.000
	5-10 years	€80.000 - €120.000
	10+ years	€120.000 - €160.000
Quality Manager	0-5 years	€70.000 - €85.000
	5-10 years	€85.000 - €100.000
	10+ years	€100.000 - €130.000
Operational Excellence Manager	0-5 years	€70.000 - €90.000
	5-10 years	€90.000 - €100.000
	10+ years	€100.000 - €120.000
Production and Technical Operations Manager	0-5 years	€90.000 - €110.000
	5-10 years	€110.000 - €150.000
	10+ years	€150.000 - €180.000



About DSJ Global

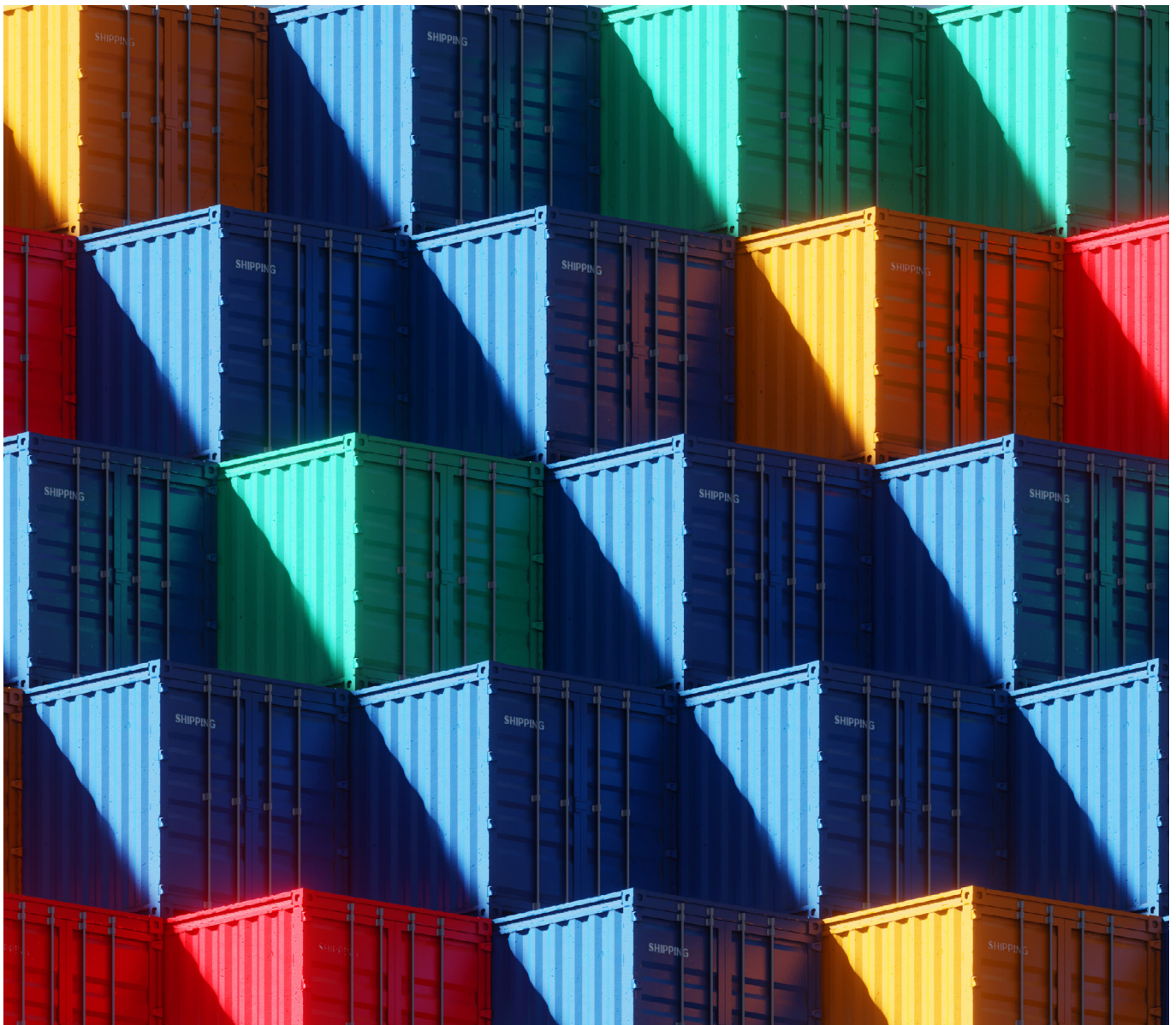
As the supply chain industry rapidly evolves to become more digital, localized, and sustainable, organizations are facing the challenge of sourcing in-demand, business-critical professionals to manage these ever increasing, complex structures.

From increasing transparency to encourage greener practices, to implementing secure technology to protect supply chains from cyber threats, organizations are enacting transformational change and need high-caliber talent to be able to future-proof their operations and remain resilient.

We support businesses with the very best talent that will shape the supply chain industry of tomorrow, ensuring the world's goods keep moving efficiently along the way.

OUR SPECIALISMS

- Planning
- Procurement
- Engineering
- Logistics
- Supply Chain Leadership
- Technical Operations



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Contact DSJ Global

For further information or advice following this guide, or to discuss your hiring needs, please contact:

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DSJ Global



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