

**EMEA Team****Robert Miller**

+44 (0)20 7680 3807  
 rmiller@radford.com

**Guy Pritchard**

+44 (0)20 7680 3808  
 gpritchard@radford.com

**Philip McMullen**

+44 (0)20 7680 3814  
 pmcmullen@radford.com

**Brenda De Souza**

+44 (0)20 7680 3815  
 bdesouza@radford.com

**Gaurav Dutt**

+44 (0)20 7680 7417  
 gdutt@radford.com

**Axel Schuette**

+49 (69) 29727-6248  
 axel.schuette@radford.com

**James Seechurn**

+44 (0)20 7680 3818  
 jseechurn@radford.com

**Bart Schoofs**

+32 2 730 99 82  
 bart.schoofs@aonhewitt.com

**Stefanie Verberckt**

+32 2 730 99 84  
 stefanie.verberckt@aonhewitt.com

**Katherine Aldred**

+44 (0)20 7680 3836  
 kaldred@radford.com

**Deborah Chang**

+44 (0)20 7680 3830  
 deborah.chang@radford.com

**Nikolaos Tsimogiannis**

+44 (0)20 7680 7415  
 nikolaos.tsimogiannis@radford.com

## Top Paying Technology Jobs in Germany

### March 2012

The Technology sector in Germany has continued to grow in recent years despite a challenging economic environment. Today's companies in the Technology sector are faced with a talent market which is dominated by the drive for skills related to internet/data security and cloud/mobile connectivity. Companies are also faced by a shortage of labour supply due to the demographic changes across Germany.

As a leading reward consultancy in the Technology and Life Science sectors, Radford monitors the main trends for key jobs in the Technology sector. With reference to our compensation data from nearly 340 technology companies in Germany we present a sample of our data which may be of interest to HR and Reward managers across the sector.

At Radford we categorize jobs into four main categories: Executives, Managers, Professionals and Support roles. Each category is then divided into career levels. For this analysis we have looked at the Professional category. (Typically, these are individual contributor roles, where a university degree or its equivalent is required). This category is levelled as follows:

Job Level	Description
1	Entry (Graduate)
2	Intermediate
3	Career
4	Advanced
5	Expert
6	Principal

**Our analysis**

Using our Global Technology Survey, we have identified those jobs, where the median base salary and target total cash figures exceed its function (e.g. marketing, or product development) average median figure by more than 10%. This is conducted on a level-by-level basis and we have charted the results, shown on the next page, for Professional Levels 2, 3 and 4.

**Technology jobs of interest**

Our key findings from our analysis in the accompanying charts is summarised below:

**Network Engineering**

Within the Information Technology function we have identified the Network Engineer as a job where median base salary is on average 20% higher than the broader IT function average. Base salary plus the target short-term incentive exceeds the IT function average by 18%. This trend is observed mainly for Network Engineers at Radford Professional Levels 2, 3 and 4.

**Marketing**

For Marketing jobs we have identified the Product Marketing and Channel Marketing jobs to be 10% above the average of the broader Marketing function for base salary. Base salary plus the target short-term incentive exceeds the Marketing function average by more than 12%. This trend is observed mainly for Radford Professional Levels 2, 3 and 4.

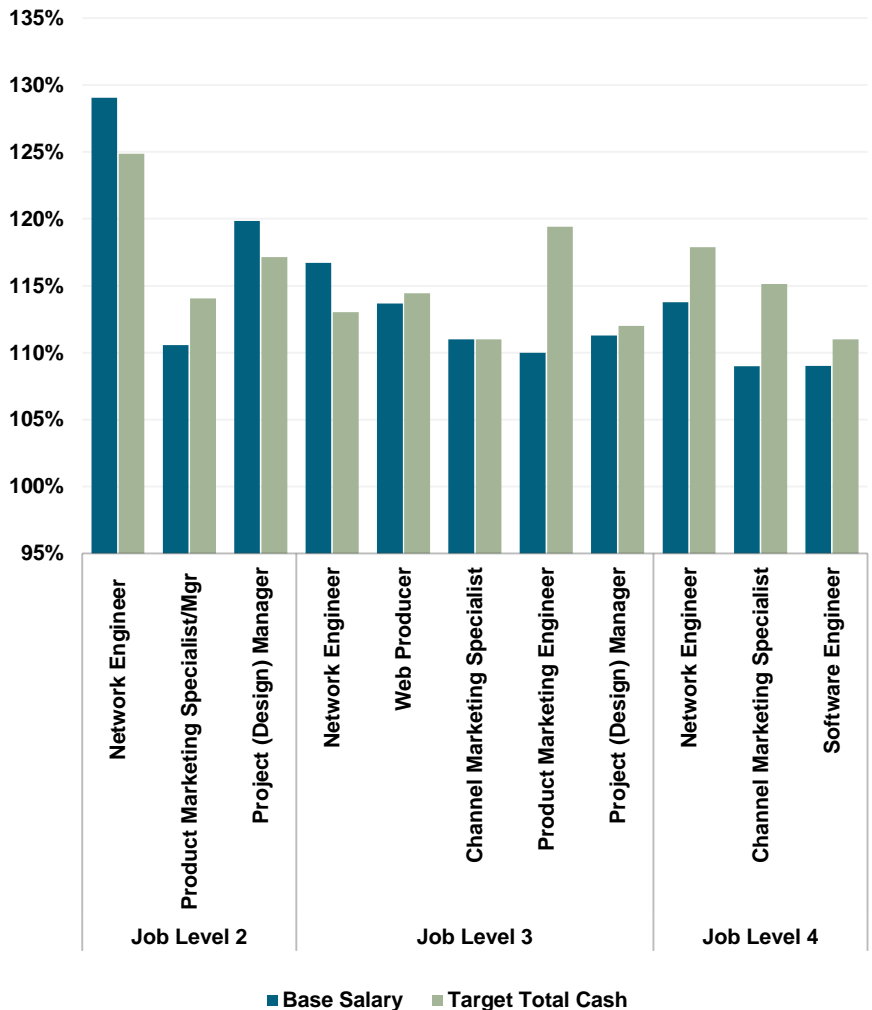
**Key Participants**

- Accenture
- Adobe Systems
- AMD
- Agilent
- Alcatel-Lucent
- Altera
- Amazon.com
- Analog Devices
- Apple
- Applied Materials
- ARM
- CA
- Cadence Design Sys
- Cisco Systems
- CSR
- Dell
- Dassault Systemes
- eBay
- EMC
- Ericsson
- Facebook
- Fairchild Semi
- Flextronics
- Freescale Semi
- Hewlett-Packard
- Hitachi
- IBM
- Intel
- Infineon Technologies
- Invensys
- Juniper Networks
- KLA-Tencor
- Lam Research
- Lenovo
- Logitech
- LSI
- McAfee
- Melexis
- Mentor Graphics
- Microsoft
- Motorola Mobility
- National Semi
- NetApp
- Nokia
- Nortel
- NVIDIA
- NXP
- Oracle
- QUALCOMM
- Research in Motion
- SanDisk
- SAP
- Schneider Electric
- Seagate Technology
- Siemens
- Spirent Communications
- Sprint Nextel
- STMicroelectronics
- SunPower
- Symantec
- Synopsys
- Texas Instruments
- Thomson Reuters
- VMware
- Wipro
- Xilinx
- Yahoo!

**Product Development and Engineering**

In the Product Development function we find Design Project Managers and Software Engineers across Radford Professional Levels 2 to 6, on average, to have the highest levels of base salary and base salary plus target short-term incentive. We have identified that these jobs are paid 13% higher when compared to the broader Product Development function average.

**Radford Professional category jobs which deviate from their function average by more than 10% in Germany**



**About Radford:**

Radford is the industry leader, providing advice and benchmarking to technology and life sciences companies to address their toughest HR and rewards challenges: attracting, engaging and retaining talent. Our advisors provide industry-specific expertise, applying an analytical approach that integrates market data, trends and our experience in working with **more than 2,000** companies – from Global 1000 firms to start-ups – to balance the needs of executives, employees and shareholders.

Source: Radford Global Technology Survey – Germany, March 2012