



ESM Salary Scale

Compensation for all ESM staff is competitive, with reference to the appropriate peer institutions and market conditions. Basic salaries are determined according to the level of responsibility of the jobs and are reviewed annually to ensure that ESM's compensation remains attractive.

EUR	Annual Basic Gross Salary - starting
Management Board	204,610
Head	130,040
Senior Advisor	112,052
Principal	91,855
Senior Officer	58,014
Officer	47,682
Senior Support	41,714
Support staff	34,852