

## 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 Gross Basic Pay - starting
Management Board	191,000
Head	104,000
Senior Advisor	94,524
Principal	72,119
Senior Officer	54,250
Officer	40,000
Senior Support	31,000
Support staff	27,663