

## ESM SALARY SCALE

Compensation for 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.

<b>Employment Grade</b>	<b>Annual Basic Gross Salary – starting, in EUR</b>
Management Board	206,451
Head	131,210
Senior Advisor	113,060
Principal	92,682
Senior Officer	58,536
Officer	48,111
Senior Support	42,089
Support staff	35,166