

## 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	213,883
Head	135,934
Senior Advisor	117,131
Principal	96,018
Senior Officer	60,644
Officer	49,844
Senior Support	43,605
Support staff	36,432