

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.

Employment Grade	Annual Basic Gross Salary – starting, in EUR
Management Board	216,879
Head	137,839
Senior Advisor	118,772
Principal	97,365
Senior Officer	66,710
Officer	54,830
Senior Support	44,218
Support staff	36,943