

The Ultimate
Manufacturing
and Engineering

Salary Guide

For the German Market
Q4 2022

Morpheus
TALENT SOLUTIONS





It is no secret that manufacturing is one of the most competitive and skill short sectors in Europe, therefore, it's important to understand the true market value of roles when planning resource budgets or considering your next move.

Morpheus' goal is to be your talent partner, supporting candidates to achieve their personal and professional goals. Using our industry knowledge, and recruitment expertise and backed by AI and hot tech stack, we deliver beyond expectations.

For candidates seeking rewarding manufacturing and engineering roles, our Salary Guide is the ultimate tool. The Morpheus talent solutions match market-leading candidates with businesses that are seeking top talent.

Using research collated on current trends, salaries, and norms across the sector, this report contains information gathered from 1,110 manufacturing leaders in Europe who are involved in supply chains.

This survey covers the following Job roles and functions:



PLAN



SOURCE



MAKE



DELIVER



RETURN



ENABLE

Salary by Functional Title:

Research and Development

- Product Development
- R&D Engineer
- Product Development Engineer
- Product Developer
- Value Engineer
- Design Engineer
- Prototype Engineer
- DFM
- Droughting
- Product Manager
- Product Development
- Design to Cost Engineer
- Design to Value Engineer
- Value Engineering
- Value based Engineer
- New Product Engineer
- Product Innovation Engineer
- Performance Engineer

Supply Chain

- Product Development
- R&D Engineer
- Product Development Engineer
- Product Developer
- Value Engineer
- Design Engineer
- Prototype Engineer
- DFM
- Droughting
- Product Manager
- Product Development
- Design to Cost Engineer
- Design to Value Engineer
- Value Engineering
- Value based Engineer
- New Product Engineer
- Product Innovation Engineer
- Performance Engineer

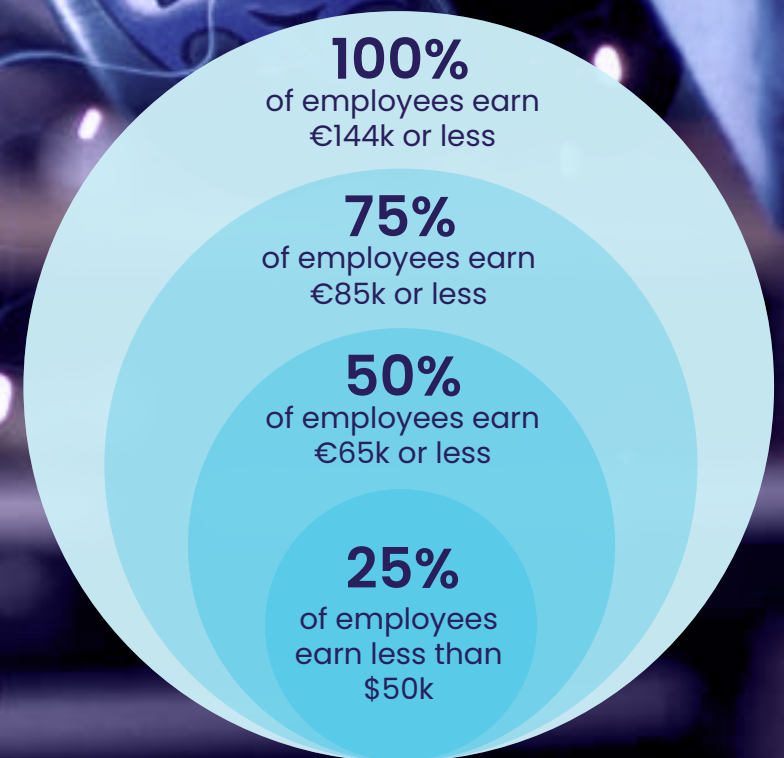
Procurement

- Procurement Analyst
- Purchaser
- Strategic Sourcing Manager
- Buyer
- Purchaser / Purchasing
- Cost Engineer
- Cost Optimisation
- Procurement Manager
- Procurement Engineer
- Category Manager
- Digital Sourcing Engineer
- Sourcing Manager
- Materials Engineer
- Inventory Manager
- Strategic purchasing Manager
- Strategic sourcing Manager
- Procurement engineer
- Commodity manager
- Commodity buyer

Manufacturing

- Manufacturing Engineer
- Production Engineer
- Process Engineer
- Quality Engineer
- QA Engineer
- Quality Manager
- Quality Lead
- Quality Engineering Manager
- Quality Engineering Lead
- Mechanical Engineering
- Electronics Engineering
- Electrical Engineering

Engineering salaries by percentile

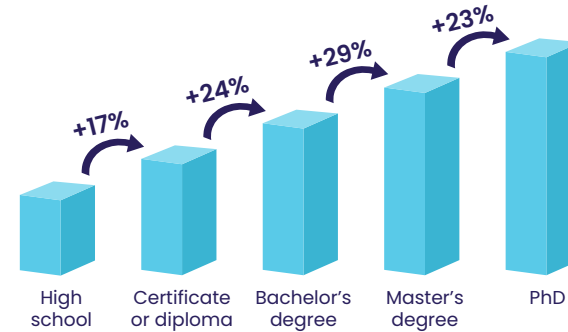


*based on data from **Glassdoor**.

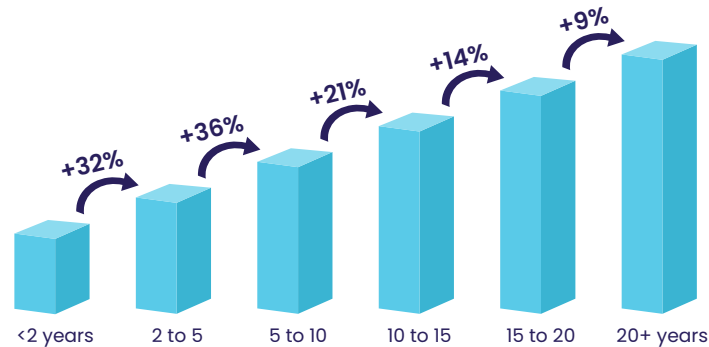
Salaries depending on experience

What can engineers expect to earn in Germany at the **start** of their career?

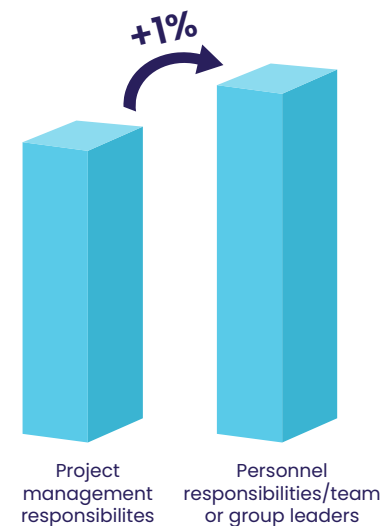
Bachelor's degree	€43,600
Master's degree	€48,100
Diploma from university/ Institute of technology	€47,600
Diploma from university of applied sciences	€46,800



The **experience level** of employers is the most important factor in determining the salary. The more years of experience the higher the wage. Those who have completed a work-study programme typically start their career on a salary of €44,900, while an engineer with a doctorate degree can expect a starting salary of approximately €56,100.

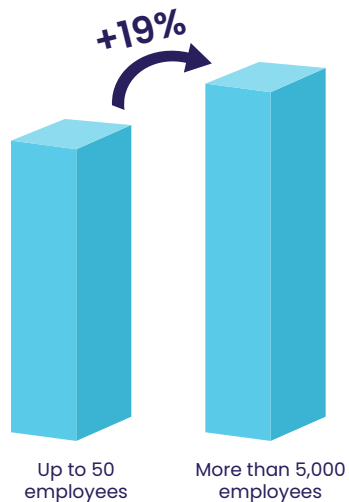


The **longer** an engineer works in the profession, the higher their salary. This is particularly true of engineering, as shown in the current salary test conducted by the online portal ingenieurkarriere.de. The expected salary of a individual with 1-2 years of professional experience is approximately €46,600; which increases by around €10,000 after six to eleven years. After another five years, this increases to an average of €62,600 and, with 16–20 years of professional experience, this figure rises to around €68,000.

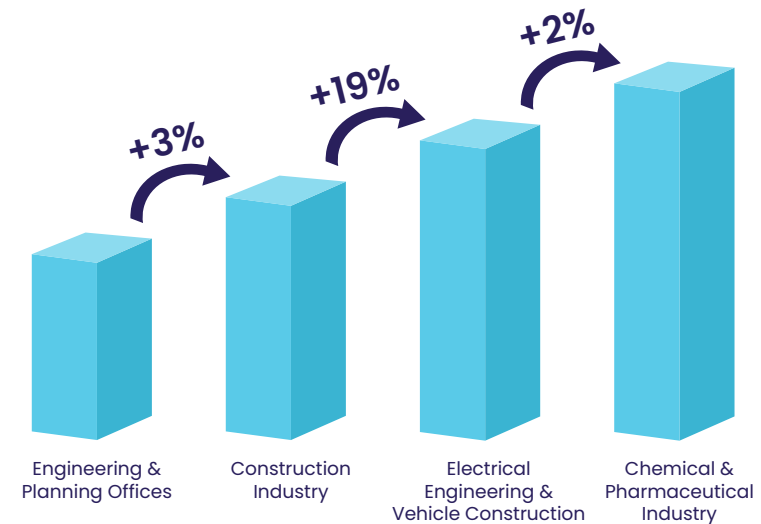


Responsibility within a job also often grows over time, which also has an impact on earnings. For example, an engineer with project management responsibilities can earn about €56,900 in this position after three to five years. Engineers who take on personnel responsibilities and become team or group leaders over the course of their career receive an average of €57,500 after the same period of time.

Salaries depending on company dynamics



In terms of **company size**, the bigger the company, the higher the salary. For example, entry-level employees in companies with up to 50 employees earn on average €42,600, while this climbs to approximately €51,700 in companies with more than 5,000 employees. There are also clear differences between the individual sectors.



The **best entry level salary** awaits engineers in the chemical and pharmaceutical industry (average €51,200), electronics/electrical engineering and vehicle construction (in each case approximately €50,300). In contrast, the **lowest salaries** are earned in engineering and planning offices (approximately €40,200) and in the construction industry (€41,500 on average).

Salary by Functional Title: Research and Development in Germany

	Low	Average	High
Product Development	€57,000	€64,500	€115,000
R&D Engineer	€50,000	€70,500	€99,000
Product Development Engineer	€50,000	€71,000	€88,000
Product Developer	€37,000	€60,000	€90,000
Value Engineer	€64,000	€66,500	€111,000
Design Engineer	€48,000	€64,000	€83,000
Prototype Engineer	€75,000	€80,000	€95,000
DFM	€40,000	€55,000	€85,000
Droughting	€30,000	€55,000	€70,000
Product Manager	€42,000	€60,000	€85,000
Product Development	€39,000	€63,000	€98,000
Design to Cost Engineer	€43,000	€60,000	€75,000
Design to Value Engineer	€55,000	€73,000	€90,000
New Product Engineer	€50,000	€67,000	€86,000
Product Innovation Engineer	€60,000	€62,000	€130,000
Performance Engineer	€44,000	€75,000	€115,000

Salary by Functional Title: Manufacturing in Germany

	Low	Average	High
Manufacturing Engineer	€48,000	€66,000	€86,000
Production Engineer	€50,000	€67,000	€86,000
Process Engineer	€49,000	€65,000	€87,000
Quality Engineer	€48,000	€61,000	€83,000
QA Engineer	€43,000	€58,000	€73,000
Quality Manager	€44,000	€68,000	€107,000
Quality Lead	€68,000	€83,000	€121,000
Quality Engineering Manager	€71,000	€84,000	€126,000
Quality Engineering Lead	€50,000	€65,000	€88,000
Mechanical Engineering	€48,000	€62,000	€87,000
Electronics Engineering	€38,000	€58,000	€91,000
Electrical Engineering	€45,000	€62,000	€89,000

Salary by Functional Title: Supply Chain in Germany

	Low	Average	High
Supply Chain Analyst	€41,000	€55,000	€80,000
Logistics Engineer	€48,000	€55,000	€68,000
Supply Chain Engineer	€50,000	€63,000	€83,000
Supply Chain Manager	€46,000	€65,000	€96,000
Supply Chain Expert	€49,000	€72,000	€81,000
Logistics Expert	€40,000	€48,000	€97,000
Logistics Manager	€41,000	€65,000	€110,000
Demand Planner/Planning	€45,000	€61,000	€72,000
Warehousing Manager	€35,000	€60,000	€95,000
Digital Supply Chain	€44,000	€68,000	€105,000
Supply Chain Automation Specialist	€44,000	€61,000	€70,000
Warehouse Manager	€35,000	€60,000	€93,000
Distribution Manager	€47,000	€82,000	€132,000
Supply Planning Manager	€45,000	€63,000	€82,000

Salary by Functional Title: Procurement in Germany

	Low	Average	High
Procurement Analyst	€37,000	€61,000	€68,000
Purchaser	€38,000	€60,000	€97,000
Strategic Sourcing Manager	€50,000	€95,000	€144,000
Buyer	€40,000	€58,000	€81,000
Purchaser / Purchasing	€45,000	€62,000	€80,000
Cost Engineer	€45,000	€77,000	€109,000
Cost Optimisation	€45,000	€67,000	€85,000
Procurement Manager	€52,000	€76,000	€120,000
Procurement Engineer	€37,000	€67,000	€87,000
Category Manager	€44,000	€65,000	€105,000
Digital Sourcing Engineer	€40,000	€67,000	€90,000
Sourcing Manager	€45,000	€79,000	€115,000
Materials Engineer	€47,000	€60,000	€81,000
Inventory Manager	€40,000	€59,000	€76,000
Strategic purchasing Manager	€65,000	€80,000	€113,000
Strategic sourcing Manager	€50,000	€95,000	€144,000
Procurement engineer	€36,000	€67,000	€87,000
Commodity manager	€63,000	€87,000	€112,000
Commodity buyer	€59,000	€77,000	€96,000

Typical Benefits:



Health insurance



Paid time off such as sick & vacation days



Pension plan



Flexible & remote working hours



Financial planning resources



Professional development



Life insurance



Company car



Communications equipment: phone/laptop



Fitness or healthy lifestyle incentives



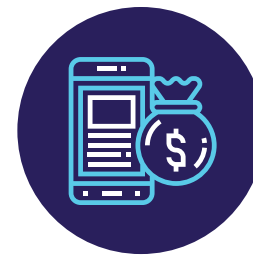
Identity theft protection



Childcare benefits



Home office improvement incentives (remote work)



Sign-on bonus

The Report Author:

At Morpheus Operations and Transformation, I support clients across a variety of industries as the Client Engagement Director, operating in Germany and EMEA. These include consulting firms (boutique through large corporations), PE and VC firms, as well as industry firms (manufacturing, automotive, renewables, pharmaceuticals). Having worked in the talent services industry for more than 20 years, this has given me a unique perspective that allows me to provide advice and guidance in the area of Operational Excellence and Transformation, generally assisting when a major event occurs, such as a new funding round, a new project, or a change in an organization.

Kieran Wilson – Report Author



Morpheus
TALENT SOLUTIONS

It's more than just a role

We offer all of our candidates advice, coaching
and free help on their career journey.

Book a free consultation with us today!

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