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Eursap's European SAP Salary & Rate Guide 2026/2027

Permanent SAP salaries, SAP contractor day rates and midpoints, SAP skills in demand, language premiums, take-home and real pay, cost to employer, contract vs permanent, key SAP dates, hiring timescales and strategies.

21 EUROPEAN SAP MARKETS COVERED



European SAP recruitment market analysis by Eursap

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The 2026/2027 SAP market at a glance

A few numbers and useful things to know — with the pages that hold the detail.

€155k
highest permanent midpoint
Switzerland · lowest €47.5k in Romania · page 10

€1225/day
highest contractor midpoint
Switzerland · lowest €475 in Romania · page 11

€85k
median market midpoint
Belgium, 11th · median day rate €712.50 (France) · pages 8–9

€65.5k
highest real pay
Sweden · 4th on gross, 1st on real pay · page 17

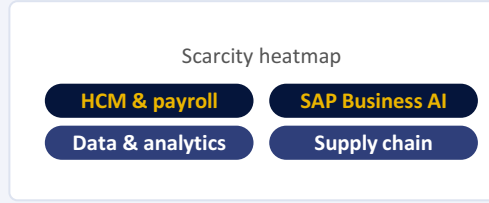
Gross pay is not what it buys.

After tax and living costs Sweden's €105k midpoint goes further than Switzerland's €155k; Belgium drops 8 places and Czechia climbs 10. Compare offers on real pay and budget on cost to employer (pages 12–17).



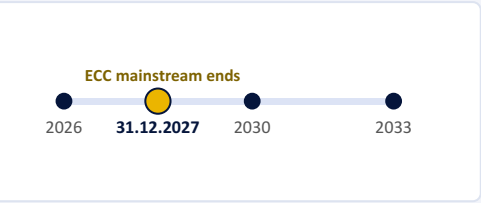
Scarcity: HCM & payroll, SAP Business AI, data, supply chain.

Demand is rising fastest in data, AI and HCM; architects and programme leaders with delivered S/4HANA go-lives command the highest fees. Classic ABAP alone no longer carries a premium (page 6).



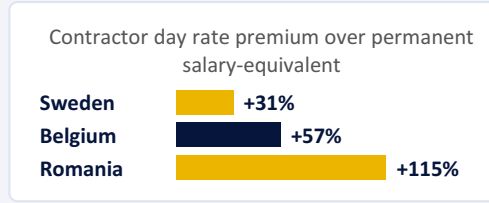
The clock is running.

ECC mainstream maintenance ends on 31 December 2027: conversion demand peaks through 2027–2028, then the market shifts to optimisation, BTP and AI, and ECC-only skills start to discount (page 7).



Contract and permanent are different markets.

The day rate premium over a salary-equivalent runs from +31% (Sweden) to +115% (Romania), median +57% (Belgium); rankings differ — the UK is 8th for salaries, 12th for day rates. Price each separately (page 11 and page 18).



Figures are headline-range midpoints converted to EUR at the guide's reference rates (October 2026); rankings cover the 21 markets in this guide. Each number links to the page behind it.

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Introduction

What this guide covers, who it is for, and how to use it.

What this guide covers, and who it is for

This guide sets out permanent SAP salary ranges, SAP contractor day rates, the SAP skills in demand and the hiring outlook across 21 European SAP markets for 2026/2027. It is written for hiring managers and talent teams who need a realistic view of what SAP capability costs in each country; for SAP consultants benchmarking their own salary or day rate and weighing up a raise or a move; and for leadership teams planning multi-country programmes and budgets.

One page per country

Every country has a single page: headline salary and day rate ranges, a skill-area breakdown, hiring factors, SAP hubs, contracting compliance, hiring timescales and work eligibility, with each figure ranked across all 21 countries alongside quality of life, cost of living, tax & deductions and employer on-costs.

Where the figures come from

The figures draw on Eursap's day-to-day work placing SAP professionals across Europe — more than 175000 SAP candidates and over 300 client relationships, live vacancies and placement data — cross-checked against public sources including Glassdoor, PayScale, SalaryExpert, StepStone, LinkedIn Jobs, Indeed, JobServe and freelancermap. Living costs and quality of life come from Numbeo; tax & deductions (page 13) and employer on-costs (page 14) from national rules and net-salary calculators; hiring context from Robert Half and Gartner. The figures are indicative benchmarks, not offers: the right number still depends on scope, language, working model and seniority.

How to read the ranges

Low indicates entry-level and junior consultants, high senior architect and management level. The midpoint is the mean of the two, not a measured median; based on Eursap's vacancy, placement and survey data it is a reasonable approximation of a representative mid-level salary or day rate, and that is how the guide uses it. Salaries are gross annual base pay; day rates are what the contractor receives, excluding agency or other intermediary margins. Salaries are shown in € thousands (€86.25k = €86250), day rates to the cent where not whole euros (€712.50); computed figures (take-home, costs, real pay) are rounded to the nearest €1k or €100 as shown.

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What SAP professionals value most from jobs in 2026/2027

Nine factors that increasingly decide whether SAP candidates engage, stay in process and accept offers. They also apply to retaining staff.

Competitive compensation

Credible salary and rate ranges that reflect the exact skill, language and seniority required — and are met at offer stage, not low-balled or renegotiated.



Remote/hybrid work

Clear onsite expectations — days per week or a percentage — beat vague hybrid labels. Openness to remote work widens the reachable talent pool considerably.



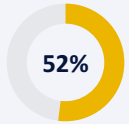
Flexibility

Flexible hours, flexible holiday scheduling and trust in how people manage their own working day. Autonomy is valued far more than close supervision.



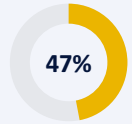
Role alignment

A role that fits the candidate's real skills, seniority and career direction — not a title stretched to suit a budget. Mismatches drive early exits.



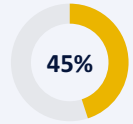
Strong & clear governance

Accessible leadership and decisive decision-making. Defined scope, clear authority and direct stakeholder access reduce the delivery risk candidates perceive.



Quick processes

Short interview loops (the best SAP profiles are gone within two weeks), quick communication lines, fast feedback and prompt decisions. Bureaucracy and inertia lose candidates.



Job stability

A financially secure client & programme, a pipeline of work beyond the current project and an employer committed to SAP long term. Security counts for more in a slower market.



Modern SAP exposure/training

Hands-on exposure to areas such as S/4HANA, BTP, Integration Suite, MDG, SAC, RAP/CAP and AI-ready data — with the training to keep pace — adds lasting career value.



Holistic wellbeing

Genuine work-life balance and support for mental wellbeing: reasonable working hours, wellness benefits, positive relationships and a healthy team environment.



Percentages show the share of SAP professionals rating each factor as essential.

Sources: Eursap European SAP recruitment market analysis, 2026 — candidate survey of a sample of 10000 SAP candidates from Eursap's European SAP network.

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SAP skills in demand in 2026/2027

Where hiring demand, talent scarcity and rate premiums concentrate across Europe — and what is driving each area.

SAP MODULES · SKILL AREA	DEMAND	SCARCITY	RATE PREMIUM	TREND	EURSAP VIEW
FI/CO, S/4 Finance, Treasury, Group Reporting Finance & Enterprise Management	Very high	Moderate	Moderate	▶ Steady	Finance transformation leads most S/4HANA programmes ahead of the 2027 ECC deadline; senior FI/CO consultants with go-lives are the most placed profile.
MM, SD, Ariba, CX/CRM Procurement, Sales & Customer Processes	Very high	Moderate	Moderate	▶ Steady	Steady MM/SD demand in every conversion, but the best-supplied functional area; premiums only for Ariba integration or CX architecture.
EWM, TM, IBP, PP, QM, PM/EAM, PS Supply Chain, Manufacturing & Assets	High	High	High	▶ Steady	Planning and logistics modernisation continues; IBP, EWM and PM/EAM specialists remain thin outside DACH and Benelux.
BW/4HANA, SAC, Datasphere, MDG, Migration Data, Analytics & Planning	Very high	High	Lower	▲ Rising	Master-data quality and analytics underpin both S/4 and AI programmes; MDG leads and Datasphere/SAC architects are consistently scarce as demand rises.
Joule, AI-ready data, GenAI use cases SAP Business AI	Lower	Very high	Very high	▲ Rising	Early but accelerating: clients want consultants who pair Joule and GenAI use cases with clean S/4 data, not AI knowledge alone.
BTP, CPI, ABAP Cloud, Basis, Fiori Technology, Development & Integration	Moderate	Moderate	Lower	▶ Steady	Clean-core extensibility, BTP and API-first integration replace custom ABAP; classic ABAP on its own no longer commands a premium.
GRC, IAG, S/4 Authorisations Security, GRC & Identity	Moderate	High	High	▶ Steady	NIS2, DORA and cloud moves make S/4 authorisations, GRC and IAG specialists a growing priority for regulated industries.
HCM, SuccessFactors, Payroll Human Capital Management	Very high	Very high	High	▲ Rising	Steady core-HR, with rising HCM Payroll and ECP demand; H4S4 and SuccessFactors moves keep experienced payroll consultants busy.
Solution/Enterprise Architect, PM, Programme Lead Architecture & Programme Leadership	High	Moderate	Very high	▶ Steady	Clean-core and RISE decisions need architects who span process, integration and BTP; programme leaders with delivered S/4 go-lives command the highest fees.

HEAT SCALE Low · Lower · Moderate · High · Very high ▲ Rising demand vs 2025 ▶ Steady

Source: Eursap 2026 European SAP recruitment market analysis. Demand, scarcity and trend are Eursap's assessment from live vacancies and placements; rate premium follows the skill-area midpoints on the country pages against the Finance & Enterprise Management row (Lower = below it, Moderate = level, High = 2–5% above, Very high = over 5%).

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Key SAP dates 2026–2033 and what they do to demand

The maintenance deadlines, cloud milestones and AI roadmap that shape SAP hiring — with Eursap's read on demand and pay at each step.

Mid-conversion flow

Most ECC estates are mid-conversion or contracting RISE/GROW; clean core and BTP extensions are the default; Business Data Cloud and Joule pair AI with S/4 data. Geopolitical and macro-economic headwinds slow the rise in demand and pay.

Demand & pay: Architects, senior FI/CO, BTP/integration at peak; EWM/TM and data scarce.

Demand ▲ | Pay ▲

2026

ECC mainstream maintenance ends

End of mainstream maintenance for ECC 6.0 (EHP 6–8) and Business Suite 7. Many late movers compress timelines and lean on partners and contractors.

Demand & pay: Second spike in conversion, testing and cutover roles; brownfield and data-migration premiums peak.

Demand ▲▲▲ | Pay ▲▲

31 Dec 2027

Extended maintenance (+2%) begins

Laggards pay for extended maintenance to end-2030 or take the RISE transition option, which keeps ECC supported to 2033 for customers committed to RISE.

Demand & pay: Hypercare, integration and data teams stay busy; ECC-only functional skills start to discount.

Demand ▲▲ | Pay ▲▲

2028

Optimise and automate

Live S/4 estates move budget to process mining, analytics, Joule agents and side-by-side apps on BTP; public-cloud (GROW) adoption widens in the mid-market.

Demand & pay: BTP, data/MDG and AI-adjacent profiles overtake conversion roles; classic ABAP pay softens; AI use starts to affect demand and pay.

Demand ▲ | Pay ►

2029

ECC extended maintenance ends

Final deadline for customers outside RISE: last-wave conversions, carve-outs and decommissioning of legacy landscapes.

Demand & pay: A short, intense migration burst, then conversion roles taper; architecture, AI and analytics dominate.

Demand ▲▲ | Pay ▲

31 Dec 2030

End of the ECC era

RISE transition-option support for ECC ends; the installed base is S/4HANA and cloud ERP, with agentic AI standard in cloud editions.

Demand & pay: Cloud-edition, clean-core and AI skills set the premium; legacy ECC skills become a niche.

Demand ▲ | Pay ►

2033

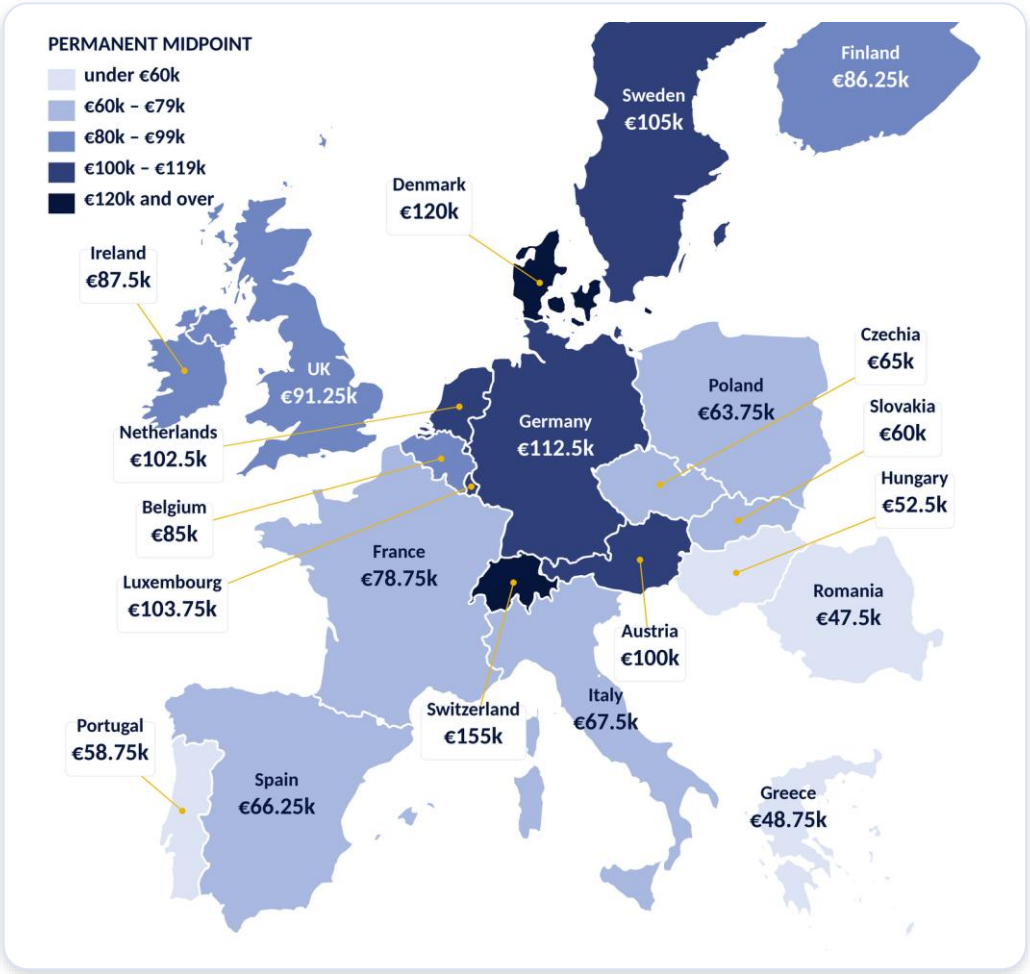
Sources: SAP maintenance strategy and product announcements (ECC 6.0 / Business Suite 7 maintenance, RISE with SAP transition option, compatibility packs); demand and pay commentary is Eursap's 2026 market view.

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Europe at a glance: where permanent SAP jobs pay most

Permanent salary midpoint for a typical mid-level SAP consultant, in EUR, across the 21 markets Eursap covers.



€155k
Switzerland
highest midpoint

€85k
Belgium
median market

€47.5k
Romania
lowest midpoint

RANKED BY PERMANENT MIDPOINT

1	Switzerland	€155k	12	France	€78.75k
2	Denmark	€120k	13	Italy	€67.5k
3	Germany	€112.5k	14	Spain	€66.25k
4	Sweden	€105k	15	Czechia	€65k
5	Luxembourg	€103.75k	16	Poland	€63.75k
6	Netherlands	€102.5k	17	Slovakia	€60k
7	Austria	€100k	18	Portugal	€58.75k
8	United Kingdom	€91.25k	19	Hungary	€52.5k
9	Ireland	€87.5k	20	Greece	€48.75k
10	Finland	€86.25k	21	Romania	€47.5k
11	Belgium	€85k			

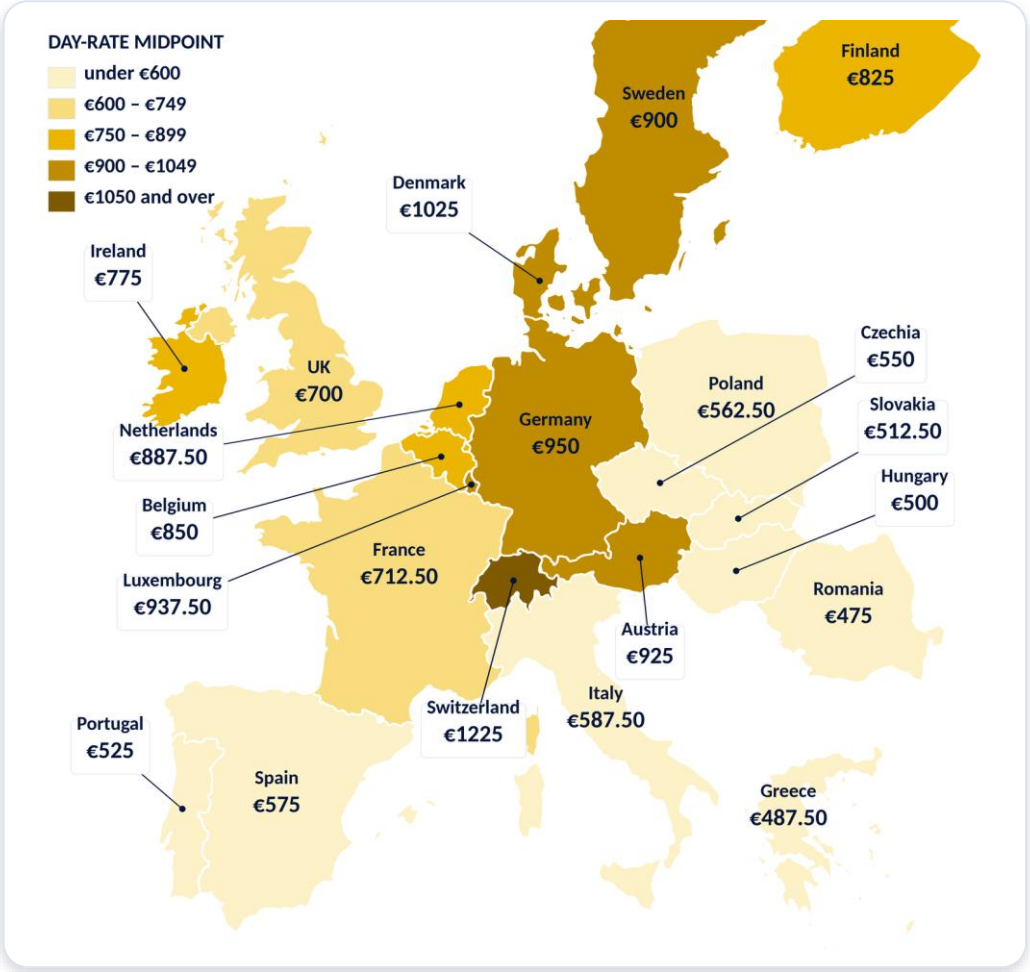
Midpoint = mean of the headline low and high on each country page (pages 21–41) — a reasonable approximation of a representative mid-level salary (page 44); non-euro markets at the guide's reference rates. Only the 21 markets covered are shown. Map: Natural Earth.

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Europe at a glance: where SAP contract assignments pay most

Contractor day rate midpoint for a typical mid-level SAP consultant, in EUR, across the 21 markets Eursap covers.



€1225
Switzerland
highest midpoint

€712.50
France
median market

€475
Romania
lowest midpoint

RANKED BY DAY-RATE MIDPOINT

1	Switzerland	€1225	12	United Kingdom	€700
2	Denmark	€1025	13	Italy	€587.50
3	Germany	€950	14	Spain	€575
4	Luxembourg	€937.50	15	Poland	€562.50
5	Austria	€925	16	Czechia	€550
6	Sweden	€900	17	Portugal	€525
7	Netherlands	€887.50	18	Slovakia	€512.50
8	Belgium	€850	19	Hungary	€500
9	Finland	€825	20	Greece	€487.50
10	Ireland	€775	21	Romania	€475
11	France	€712.50			

Midpoint = mean of the headline low and high day rate on each country page (pages 21–41) — a reasonable approximation of a representative mid-level rate (page 44); non-euro markets at reference rates. Day rates are what the contractor receives, excluding agency or intermediary margins. Only the 21 markets covered are shown. Map: Natural Earth.

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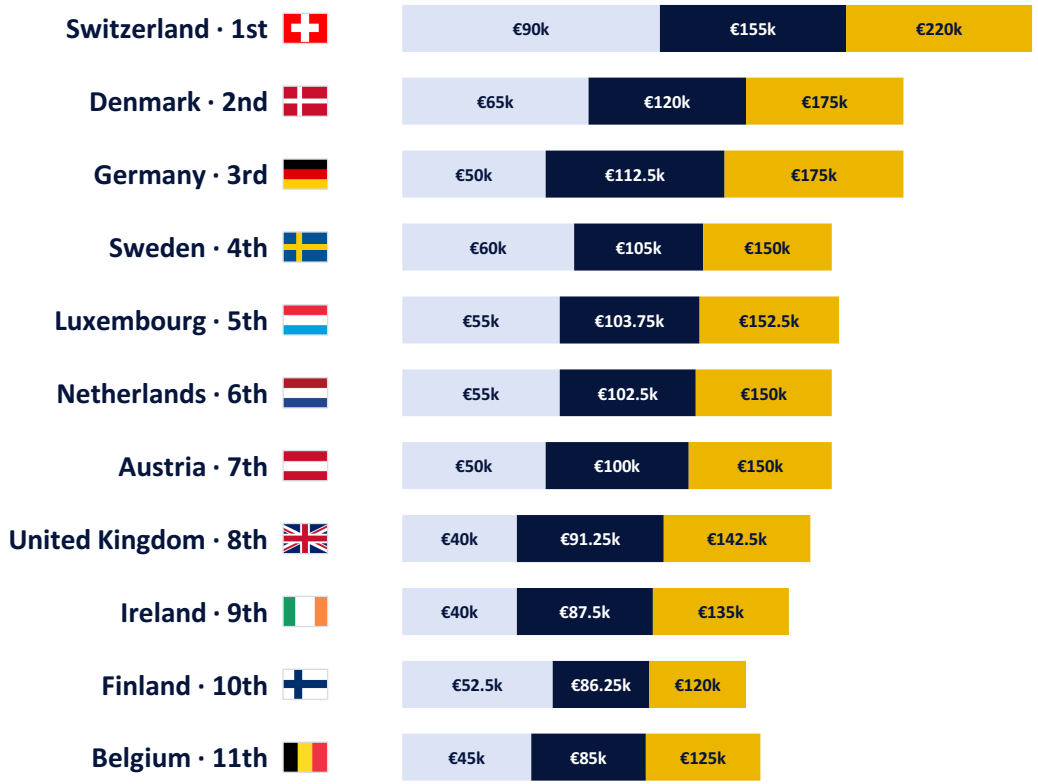
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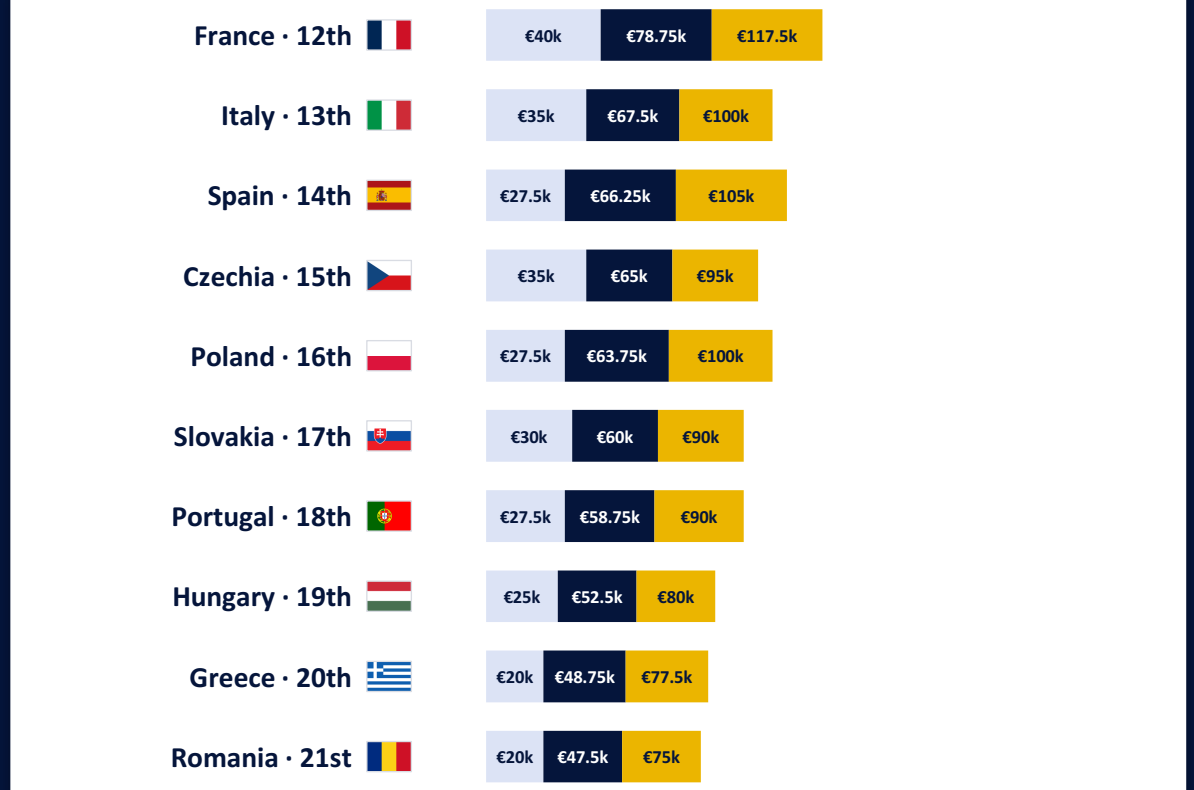
Permanent salaries compared

SAP salary range from junior to senior, with the midpoint for a typical mid-level consultant, converted to EUR for cross-market comparison.

Low (entry-level / junior) | Midpoint (mean of low and high ≈ typical mid-level consultant) | High (senior architect / management)

Permanent salary range, EUR (k)





Ranked by midpoint. Bars run from the headline low to high across all skill areas on the country page; the navy section ends at the midpoint: mean of low and high, a proxy for a mid-level consultant (page 44).

Sources: Eursap 2026 salary benchmarks; local currencies converted to EUR at the guide's reference rates (xe.com mid-market, 15 October 2026) for cross-market comparison.

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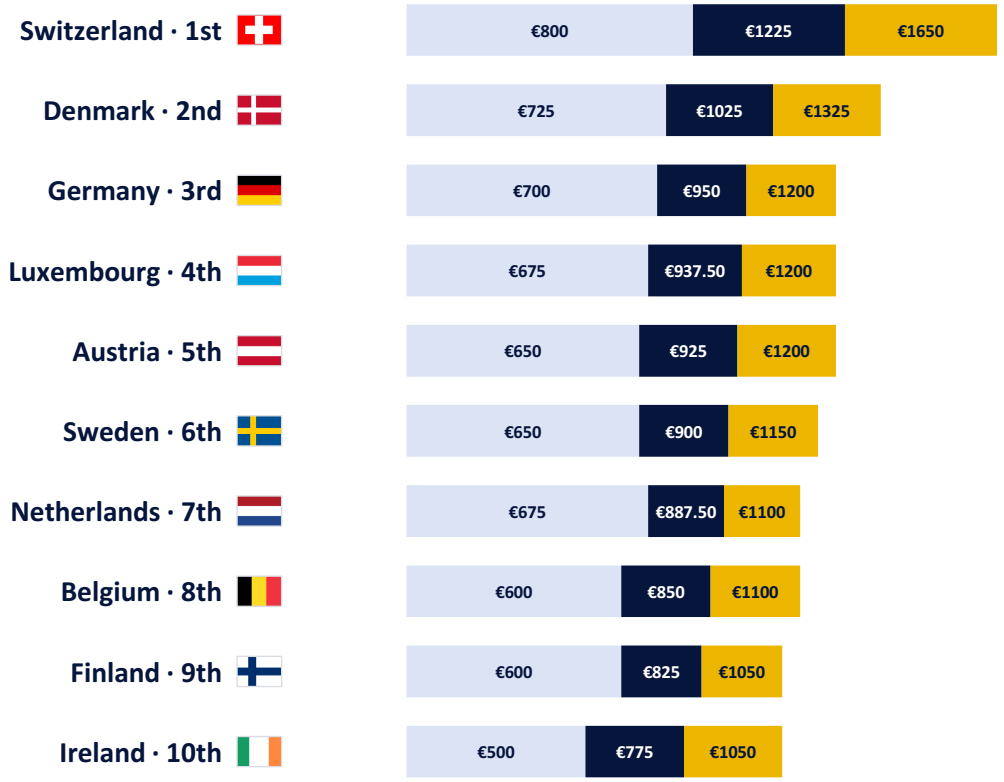
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Contractor day rates compared

Day rates paid to the contractor (no agency or intermediary margin), junior to senior, with the midpoint for a mid-level consultant.

Low (entry-level / junior) · Midpoint (mean of low and high ≈ typical mid-level consultant) · High (senior architect / management)

Contractor day rate, EUR





Ranked by midpoint. Bars run from the headline low to high across all skill areas on the country page; the navy section ends at the midpoint: mean of low and high, a proxy for a mid-level consultant (page 44).

Sources: Eursap 2026 contractor day rate benchmarks; local currencies converted to EUR at the guide's reference rates (xe.com mid-market, 15 October 2026) for cross-market comparison.

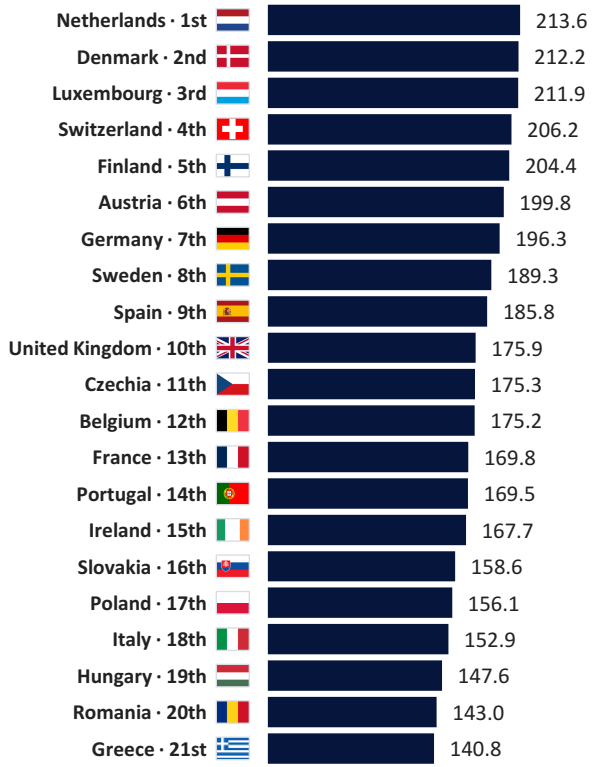
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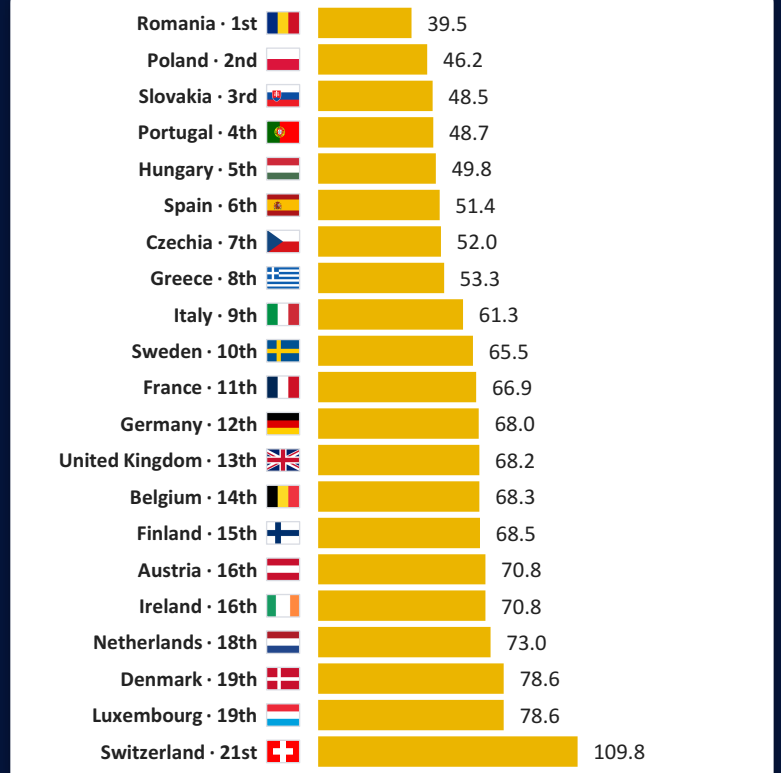
Europe beyond salary: cost, quality of life & tax

Three country-context indicators for interpreting compensation across markets.

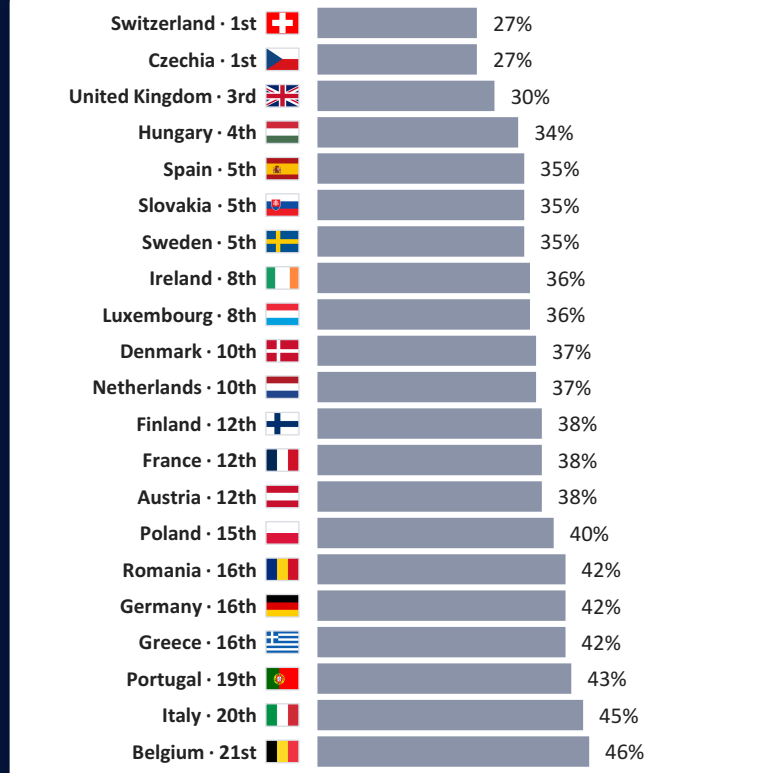
Quality of Life Index (higher is better)



Cost of Living Index (lower is better)



Tax & deductions on €100k (lower is better)



Tax & deductions = approximate income tax plus statutory employee deductions (social security, health, pension) on €100k for a single filer, standard deductions, no expat regimes; Switzerland is a nine-canton average — method and sources on page 13. Indices are Numbeo scores.

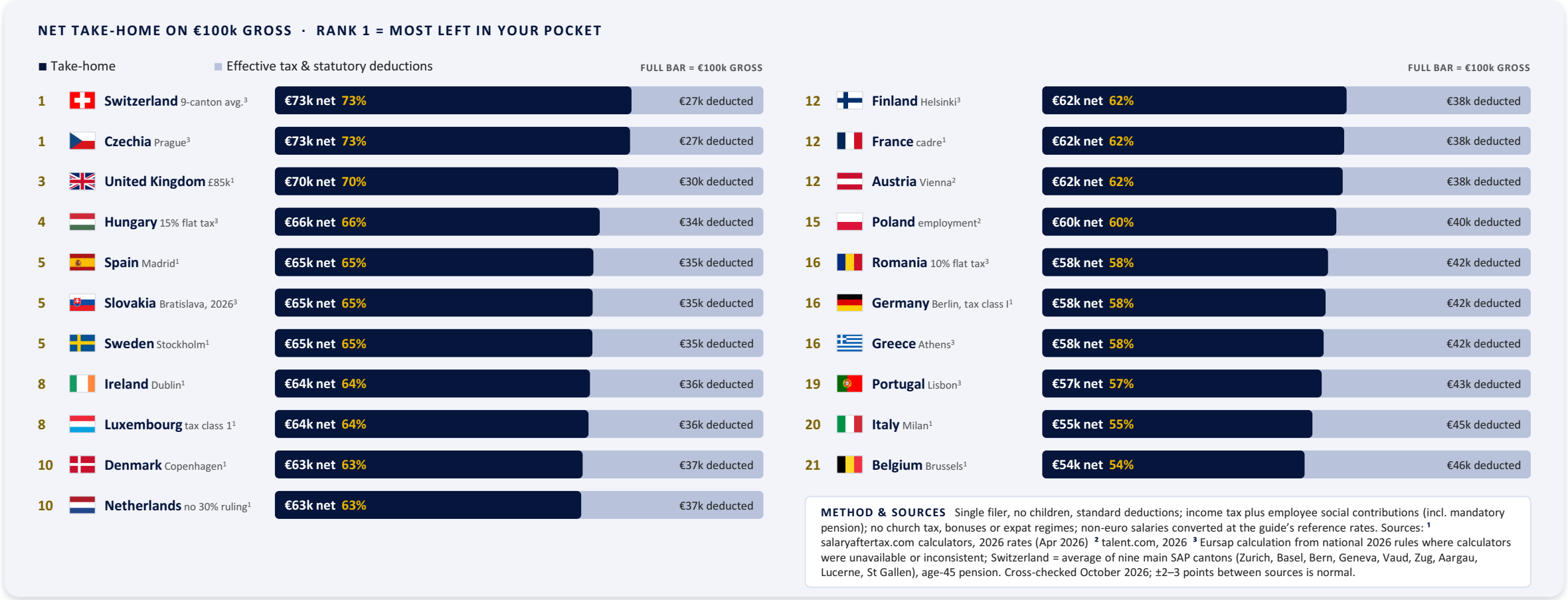
Sources: Numbeo Quality of Life Index 2026 and Cost of Living Index 2026 (mid-year); tax & deductions from salaryaftertax.com and talent.com calculators (2026) and Eursap calculations on 2026 rules.

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What €100k gross salary leaves in your pocket

Approximate take-home on €100k for a single filer after tax & statutory deductions (income tax, social security) — all 21 markets ranked.



Approximations — actual net pay varies with canton/region/municipality, personal circumstances, benefits and employer pension schemes. Verified in October 2026 against PwC Worldwide Tax Summaries, national tax authorities and the Euronews/OECD €100000 take-home study (May 2026). Ranked on the rounded rates shown; equal figures share a rank, as on page 12.

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What €100k gross salary costs the employer

Statutory employer contributions and levies on top of gross salary, ranked across all 21 markets — and what they mean for a hiring budget.



€102k
Romania · +2.25%
lowest cost to employer

€121k
Finland · +21%
median cost to employer

€145k
France · +45%
highest cost to employer

WHAT EMPLOYER ON-COSTS ARE

The statutory charges an employer pays on top of gross salary: employer social security (pension, health, unemployment, accident cover), payroll levies and compulsory pay elements such as holiday pay or a 13th month. They never show on the employee's payslip, but they are real cash cost — from 2.25% of gross in Romania to 45% in France.

HOW WE CALCULATED THEM

Modelled on a €100k gross salary (or local equivalent) at 2026 employer contribution rates with ceilings applied — capped markets (Germany, Spain, Poland, Czechia) show a lower effective rate than their headline rates. Employer pensions included where effectively mandatory (Denmark, Sweden, UK); bonuses, benefits and fees excluded.

HOW TO USE THE NUMBER

Cost to employer ≈ gross × (1 + on-cost): the same €100k salary costs about €102k in Romania and €145k in France. Treat a low on-cost with care: Romania* moved social contributions from employer to employee in 2018 — still paid via the employer, just not counted here. Page 15 and page 16 add employee tax and contributions back.

Approximations — contributions vary with sector, company size, age and region. Sources: national social-security and tax authorities, 2026 payroll guides, Eursap calculations, PwC Worldwide Tax Summaries 2026. Rank 1 = lowest on-cost.

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What €1 of take-home pay costs the employer at €100k gross

Gross salary plus on-costs for every €1 of net pay at €100k gross — page 13 and page 14 combined, all 21 markets ranked cheapest first.

EMPLOYER COST PER €1 OF NET PAY, AT €100k GROSS · RANK 1 = CHEAPEST



		COST PER €1 NET	OF WHICH EMPLOYEE TAX & CONTRIBUTIONS	OF WHICH EMPLOYER ON-COSTS
1	Switzerland	€1.58	€0.37	€0.21
2	United Kingdom	€1.65	€0.42	€0.23
3	Hungary	€1.70	€0.50	€0.20
4	Ireland	€1.75	€0.55	€0.20
5	Romania	€1.75	€0.71	€0.04
6	Luxembourg	€1.78	€0.56	€0.22
7	Denmark	€1.78	€0.59	€0.19
8	Czechia	€1.81	€0.38	€0.44
9	Spain	€1.82	€0.53	€0.28
10	Poland	€1.94	€0.66	€0.28
11	Finland	€1.94	€0.61	€0.34
12	Netherlands	€1.98	€0.59	€0.38
13	Germany	€2.05	€0.72	€0.33
14	Slovakia	€2.09	€0.54	€0.56
15	Austria	€2.11	€0.63	€0.48
16	Greece	€2.11	€0.74	€0.37
17	Portugal	€2.18	€0.75	€0.43
18	Sweden	€2.20	€0.54	€0.66
19	France	€2.35	€0.62	€0.73
20	Italy	€2.48	€0.81	€0.67
21	Belgium	€2.61	€0.86	€0.74

€1.58
cheapest per €1 net
Switzerland · employee keeps 63c in €1

€1.94
median market
Finland · employee keeps 51c in €1

€2.61
dearest per €1 net
Belgium · employee keeps 38c in €1

WHAT IT SHOWS

Page 13 and page 14 combined: everything the employer pays — gross salary plus statutory on-costs — for each €1 that reaches the employee, at €100k gross. One number that compares a Swiss, a German and a Romanian hire like for like, and it reorders both of the tables before it.

HOW WE CALCULATED IT

Cost per €1 net = (1 + employer on-cost, page 14) ÷ net share of gross (page 13). Exact at €100k gross; above that the ratio creeps up in progressive systems, so budget a little more for a €150k hire everywhere except flat-tax Romania and Hungary. For a real hire, recalculate both at the actual salary — page 16 does this at each market's midpoint.

HOW TO USE IT

Romania has the lowest on-costs (+2.25%) yet sits 5th here: 42% of gross goes in employee tax and contributions, so €100k net needs about €171k gross and €175k cost to employer. Where the wedge is wide (Belgium, Italy, France) a net-pay promise is costly — quote gross. Where it is narrow (Switzerland, UK, Hungary) a higher gross costs less than it looks.

Indicative. Net share of gross (page 13, single filer, €100k) and employer on-cost (page 14); employee side varies with personal circumstances, employer side with sector and company size. Rank 1 = cheapest per €1 net; unrounded ranks.

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What a typical SAP consultant really costs — and keeps

Midpoint salary plus on-costs — what one mid-level hire costs in each market, and what they keep (page 10, page 13 and page 14 combined).

COST TO EMPLOYER OF A MID-LEVEL SAP CONSULTANT, EUR PER YEAR · RANK 1 = LOWEST



		COST TO EMPLOYER	GROSS MIDPOINT SALARY	CONSULTANT KEEPS (NET)
1	Romania	€49k	€47.5k	€28k
2	Greece	€59k	€48.75k	€32k
3	Hungary	€59k	€52.5k	€35k
4	Portugal	€73k	€58.75k	€37k
5	Poland	€78k	€63.75k	€39k
6	Slovakia	€82k	€60k	€41k
7	Spain	€85k	€66.25k	€46k
8	Czechia	€86k	€65k	€49k
9	Italy	€92k	€67.5k	€40k
10	Ireland	€99k	€87.5k	€59k
11	Finland	€104k	€86.25k	€55k
12	United Kingdom	€106k	€91.25k	€65k
13	France	€114k	€78.75k	€50k
14	Luxembourg	€118k	€103.75k	€66k
15	Belgium	€119k	€85k	€48k
16	Netherlands	€127k	€102.5k	€64k
17	Austria	€130k	€100k	€62k
18	Germany	€132k	€112.5k	€65k
19	Denmark	€134k	€120k	€73k
20	Sweden	€151k	€105k	€67k
21	Switzerland	€175k	€155k	€113k

€49k
lowest employer cost
Romania · gross €47.5k, keeps €28k

€104k
median market
Finland · gross €86.25k, keeps €55k

€175k
highest employer cost
Switzerland · gross €155k, keeps €113k

WHAT IT SHOWS

The budget for one mid-level SAP consultant in each market: the permanent midpoint from page 10 plus the employer on-costs from page 14, split into what the consultant keeps, employee tax and contributions, and the employer's own contributions. Page 15 shows the ratio; this page shows the money.

HOW WE CALCULATED IT

Cost to employer = midpoint × (1 + employer on-cost at that salary); take-home = midpoint after income tax and contributions. Both use the page 13 and page 14 rates at each midpoint: a €48.75k Greek midpoint keeps more than €100k would, a €155k Swiss one a little less; capped systems (Germany, Spain, Poland, Czechia) cost less above the ceiling.

HOW TO USE IT

Nearshoring: a German midpoint hire costs about €132k a year, a Polish one €78k — €54k saved per head, though the Polish consultant keeps €39k vs €65k in Germany. Salary rank is not cost rank: Belgium €119k, France €114k cost more than their gross suggests; Luxembourg €118k, Ireland €99k less. Across 21 markets the same role spans 3.6×.

Indicative. Permanent midpoint from page 10; tax, contributions and employer on-costs computed at that midpoint under 2026 rules (page 13 and page 14 rates with bands and ceilings). Rank 1 = lowest cost to employer; unrounded ranks.

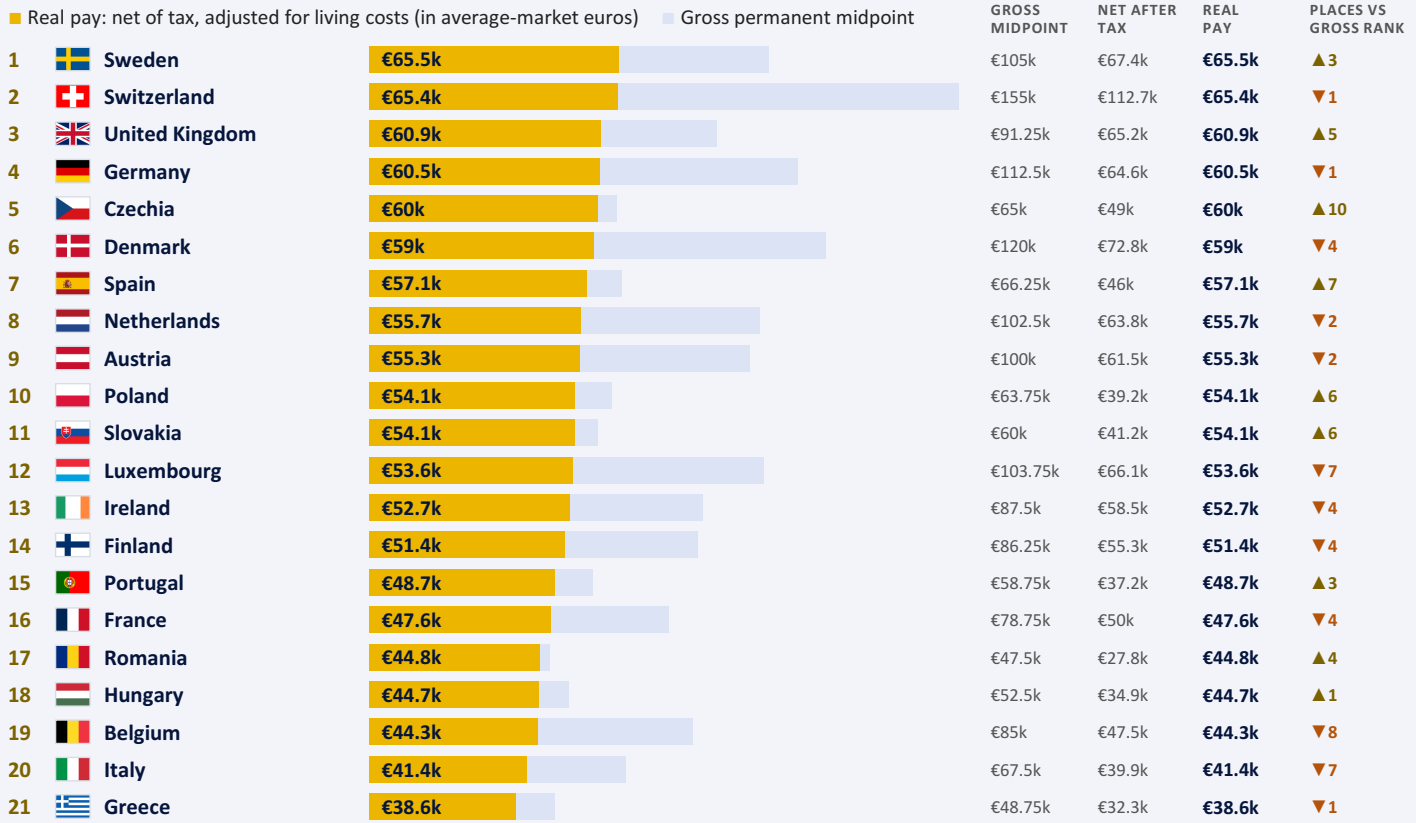
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Real pay: what the midpoint is worth after tax and living costs

Permanent midpoint, net of tax & deductions, then adjusted to the 21-market average cost of living — the closest thing to like-for-like pay.

REAL PAY · NET MIDPOINT ADJUSTED FOR COST OF LIVING · RANK 1 = GOES FURTHEST



		Real pay	Gross midpoint	Net after tax	Real pay	Places vs gross rank
1	Sweden	€65.5k	€105k	€67.4k	€65.5k	▲3
2	Switzerland	€65.4k	€155k	€112.7k	€65.4k	▼1
3	United Kingdom	€60.9k	€91.25k	€65.2k	€60.9k	▲5
4	Germany	€60.5k	€112.5k	€64.6k	€60.5k	▼1
5	Czechia	€60k	€65k	€49k	€60k	▲10
6	Denmark	€59k	€120k	€72.8k	€59k	▼4
7	Spain	€57.1k	€66.25k	€46k	€57.1k	▲7
8	Netherlands	€55.7k	€102.5k	€63.8k	€55.7k	▼2
9	Austria	€55.3k	€100k	€61.5k	€55.3k	▼2
10	Poland	€54.1k	€63.75k	€39.2k	€54.1k	▲6
11	Slovakia	€54.1k	€60k	€41.2k	€54.1k	▲6
12	Luxembourg	€53.6k	€103.75k	€66.1k	€53.6k	▼7
13	Ireland	€52.7k	€87.5k	€58.5k	€52.7k	▼4
14	Finland	€51.4k	€86.25k	€55.3k	€51.4k	▼4
15	Portugal	€48.7k	€58.75k	€37.2k	€48.7k	▲3
16	France	€47.6k	€78.75k	€50k	€47.6k	▼4
17	Romania	€44.8k	€47.5k	€27.8k	€44.8k	▲4
18	Hungary	€44.7k	€52.5k	€34.9k	€44.7k	▲1
19	Belgium	€44.3k	€85k	€47.5k	€44.3k	▼8
20	Italy	€41.4k	€67.5k	€39.9k	€41.4k	▼7
21	Greece	€38.6k	€48.75k	€32.3k	€38.6k	▼1

€65.5k
Sweden · 1st (gross 4th)
goes furthest

+10 places
Czechia · 15th → 5th
biggest climber

–8 places
Belgium · 11th → 19th
biggest faller

WHAT REAL PAY IS

The permanent midpoint — a proxy for a typical mid-level consultant's pay — after the effective tax & deductions of that market, then re-based to what the money buys: a market whose cost of living is 10% above the 21-country average has its net pay reduced by 10%, and vice versa. The closest single number to like-for-like pay across Europe.

HOW WE CALCULATED IT

Real pay = net midpoint ÷ (Numbeo cost-of-living index, page 12 ÷ 21-market average of 64). Net = midpoint after 2026 income tax and contributions at that salary — the page 13 rates with each market's bands and ceilings, so a €48.75k midpoint keeps more than €100k would and a €155k one a little less. Figures in "average-market euros".

HOW TO USE IT

Candidates: a lower gross offer can leave you better off — compare the real-pay rank, not the headline. Hiring managers: this is why nearshore and Nordic markets attract relocators and why gross-only benchmarks mislead — a €105k Swedish midpoint goes further than €155k in Switzerland after tax and living costs.

Indicative. Net = midpoint after each market's 2026 tax & deductions at that salary (page 13 rates with bands and ceilings); cost of living = Numbeo mid-2026 index, ex-rent (page 12), vs the 21-market average. Single filer, no expat regimes.

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Contract vs permanent: what a day rate is really worth

The contractor day rate midpoint in each market, against the permanent midpoint plus employer on-costs, spread over 220 working days.

CONTRACTOR MIDPOINT VS SALARY-EQUIVALENT DAY RATE · RANK 1 = LARGEST PREMIUM

■ Contractor day rate midpoint ■ Salary-equivalent day rate (permanent midpoint + on-costs ÷ 220 days)

		CONTRACT MIDPOINT		SALARY-EQUIVALENT	CONTRACT PREMIUM VS SALARY-EQUIVALENT
1	Romania	€475/day	vs	€221/day	+115%
2	Hungary	€500/day	vs	€270/day	+85%
3	Greece	€487.50/day	vs	€269/day	+81%
4	Luxembourg	€937.50/day	vs	€538/day	+74%
5	Finland	€825/day	vs	€474/day	+74%
6	Ireland	€775/day	vs	€449/day	+73%
7	Denmark	€1025/day	vs	€609/day	+68%
8	Germany	€950/day	vs	€599/day	+59%
9	Poland	€562.50/day	vs	€356/day	+58%
10	Portugal	€525/day	vs	€333/day	+58%
11	Belgium	€850/day	vs	€541/day	+57%
12	Austria	€925/day	vs	€589/day	+57%
13	Netherlands	€887.50/day	vs	€576/day	+54%
14	Switzerland	€1225/day	vs	€797/day	+54%
15	Spain	€575/day	vs	€385/day	+49%
16	United Kingdom	€700/day	vs	€481/day	+45%
17	Czechia	€550/day	vs	€392/day	+40%
18	Italy	€587.50/day	vs	€420/day	+40%
19	Slovakia	€512.50/day	vs	€371/day	+38%
20	France	€712.50/day	vs	€519/day	+37%
21	Sweden	€900/day	vs	€685/day	+31%

+115%
largest premium
Romania €475 vs €221

+57%
median premium
Belgium €850 vs €541

+31%
smallest premium
Sweden €900 vs €685

WHAT IT SHOWS

The salary-equivalent day rate is what a permanent hire at the midpoint costs the employer per working day with statutory on-costs added and the year spread over 220 days. The premium is how much more the contractor's own rate is than that — before any agency margin — the price of flexibility, speed and no long-term commitment.

HOW WE CALCULATED IT

Salary-equivalent day rate = permanent midpoint × (1 + employer on-cost at that salary: the page 14 rate with ceilings applied) ÷ 220. Premium = contractor midpoint (page 11) ÷ salary-equivalent − 1. Both midpoints are the mean of the headline low and high; non-euro markets at the guide's reference rates.

HOW TO USE IT

A contract premium of roughly 45–75% is normal: contractors fund their own leave, pension, insurance and bench time. Above that (Romania, Hungary, Greece) day rates follow international programme budgets, not local pay, so permanent hires are relatively cheap; below it (Czechia, Italy, Slovakia, France, Sweden) high on-costs make contracting good value.

Indicative. Salary-equivalent day rate = permanent midpoint × (1 + employer on-cost, page 14) ÷ 220 days; contractor midpoint from page 11 — what the contractor receives, before any agency margin. Ranks use unrounded premiums.

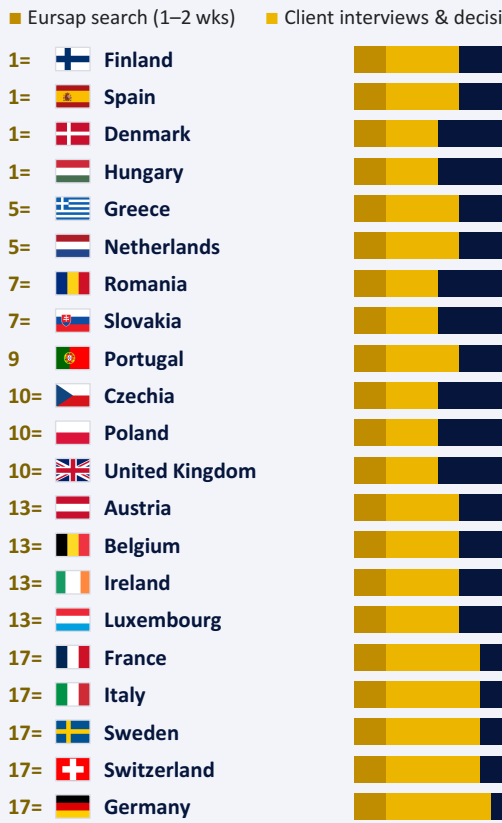
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Hiring timescales compared: how fast can you get someone?

Eursap's search, the client's interviews and decision, and the notice a senior SAP professional serves — weeks from search to first day.

WEEKS FROM SEARCH TO START, PERMANENT HIRE · RANK 1 = FASTEST · = JOINT



		EURSAP SEARCH	INTERVIEWS & DECISION	NOTICE PERIOD	TOTAL TIME TO FILL
1=	Finland	1–2 wks	3–4 wks	2–4 wks	**≈8 wks**
1=	Spain	1–2 wks	3–4 wks	2–4 wks	**≈8 wks**
1=	Denmark	1–2 wks	2–3 wks	4 wks	**≈8 wks**
1=	Hungary	1–2 wks	2–3 wks	4 wks	**≈8 wks**
5=	Greece	1–2 wks	3–4 wks	2–6 wks	**≈9 wks**
5=	Netherlands	1–2 wks	3–4 wks	4 wks	**≈9 wks**
7=	Romania	1–2 wks	2–3 wks	4–9 wks	**≈10 wks**
7=	Slovakia	1–2 wks	2–3 wks	4–9 wks	**≈10 wks**
9	Portugal	1–2 wks	3–4 wks	4–9 wks	**≈11 wks**
10=	Czechia	1–2 wks	2–3 wks	9 wks	**≈13 wks**
10=	Poland	1–2 wks	2–3 wks	4–13 wks	**≈13 wks**
10=	United Kingdom	1–2 wks	2–3 wks	4–13 wks	**≈13 wks**
13=	Austria	1–2 wks	3–4 wks	4–13 wks	**≈14 wks**
13=	Belgium	1–2 wks	3–4 wks	4–13 wks	**≈14 wks**
13=	Ireland	1–2 wks	3–4 wks	4–13 wks	**≈14 wks**
13=	Luxembourg	1–2 wks	3–4 wks	4–13 wks	**≈14 wks**
17=	France	1–2 wks	4–5 wks	4–13 wks	**≈15 wks**
17=	Italy	1–2 wks	4–5 wks	4–13 wks	**≈15 wks**
17=	Sweden	1–2 wks	4–5 wks	4–13 wks	**≈15 wks**
17=	Switzerland	1–2 wks	4–5 wks	4–13 wks	**≈15 wks**
17=	Germany	1–2 wks	4–6 wks	4–13 wks	**≈15 wks**

≈8 wks
fastest permanent hire
Finland, Spain, Denmark, Hungary — joint

≈13 wks
median market
Poland · also Czechia, UK

≈15 wks
slowest permanent hire
Germany · also France, Italy, Sweden, Switzerland

WHAT IT SHOWS

Weeks from launching a permanent search to the new hire's first day, in three stages that add up: Eursap's search (one to two weeks to a shortlist), the client's interviews and decision, then the notice a senior SAP professional usually has to serve. Contractors skip most of the notice — one to three weeks to an offer and a start within days of signature.

HOW TO READ IT

The columns add up to the total. Interviews & decision = the country page's time to offer less Eursap's search, assuming a ready process (agreed range, named decision-makers, interview slots held). Notice = typical senior range in weeks, bar at the midpoint; the country pages (pages 21–41) carry statutory minimums, probation and tenure rules.

HOW TO USE IT

Start a permanent search three to four months ahead in Germany, Switzerland, Sweden, Italy and France (in Germany add two to four weeks for works-council consent); two to three months elsewhere; with a month's notice or less (Finland, Spain, Denmark, Hungary, Netherlands) a hire can start in about two months. Sooner? Contract or EOR (page 43).

Indicative. Interviews & decision = time to offer (country pages) less Eursap's 1–2 week search; notice = typical for senior profiles at 4.33 weeks a month — statutory minimums differ. Contractors: 1–3 weeks to offer, start within days.

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Country deep-dives: page index

21 European SAP markets, one page each. Click a country, its flag or its page number to go straight to that page.

Austria 21	Greece 28	Portugal 35
Belgium 22	Hungary 29	Romania 36
Czechia 23	Ireland 30	Slovakia 37
Denmark 24	Italy 31	Spain 38
Finland 25	Luxembourg 32	Sweden 39
France 26	Netherlands 33	Switzerland 40
Germany 27	Poland 34	United Kingdom 41

Each country page: headline ranges and midpoints, a skill-area table, SAP hubs, hiring factors, on-costs, contracting compliance, work eligibility and hiring timescales.

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Austria

SAP Salary & Rate Guide 2026/2027 – Austria

Austria – Salary, Rates & Info

PERMANENT SALARY #7/21



CONTRACTOR DAY RATE #5/21



QUALITY OF LIFE #6/21

199.8

COST OF LIVING #16/21

70.8

TAX & DEDUCTIONS #12/21

~38%

EMPLOYER ON-COSTS #15/21

29.5%

HIRING FACTORS

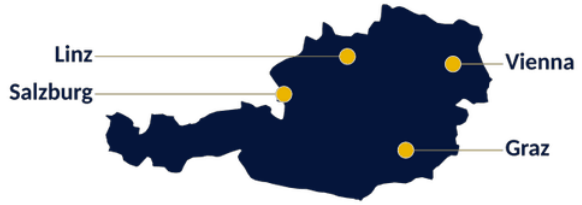
Language: German materially widens access to end-user and stakeholder-heavy roles; English-only specialists mainly compete for international programmes.

Language premium: Fluent German +10–15% on permanent base and ~€50–100/day on contract rates versus English-only profiles.

Major industries: Manufacturing • Engineering • Consumer • Life Sciences

Local currency: EUR (Euro)

SAP HUBS · AUSTRIA



CONTRACTING COMPLIANCE

Freelance (Werkvertrag / freier Dienstvertrag) is common for senior SAP with SVS registration; status is tested on instructions and integration; labour leasing needs an AÜG licence; EOR available.

HIRING TIMESCALE

Notice: Employee 1 month statutory, 2–3 months often agreed for seniors (employer 6 weeks–5 months) · Probation: 1 month · Time to offer: Permanent 4–6 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: Red-White-Red Card (points) or EU Blue Card (~€53k, 2026) · Expat tax regime: none — only relocation-cost relief for researchers · EU/EEA: free movement, register within 4 months

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€50k – €135k	€92.5k	€650 – €1100/day	€875/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€50k – €135k	€92.5k	€650 – €1100/day	€875/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€50k – €140k	€95k	€650 – €1150/day	€900/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€50k – €135k	€92.5k	€650 – €1050/day	€850/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€55k – €145k	€100k	€750 – €1100/day	€925/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€50k – €130k	€90k	€650 – €1050/day	€850/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€50k – €140k	€95k	€650 – €1150/day	€900/day
HCM, SuccessFactors, Payroll	Human Capital Management	€50k – €140k	€95k	€650 – €1175/day	€912.50/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€80k – €150k	€115k	€900 – €1200/day	€1050/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Belgium

SAP Salary & Rate Guide 2026/2027 – Belgium

Belgium – Salary, Rates & Info

PERMANENT SALARY #11/21



CONTRACTOR DAY RATE #8/21



QUALITY OF LIFE #12/21

175.2

COST OF LIVING #14/21

68.3

TAX & DEDUCTIONS #21/21

~46%

EMPLOYER ON-COSTS #19/21

40%

HIRING FACTORS

Language: French or Dutch is often essential for local roles; French + Dutch + English is especially valuable in senior stakeholder positions.

Language premium: Bilingual French/Dutch +8–12%; trilingual senior profiles up to +15%.

Major industries: Manufacturing • Logistics • Chemicals • Public/EU • Consumer

Local currency: EUR (Euro)

SAP HUBS · BELGIUM



CONTRACTING COMPLIANCE

Status tested under the 2006 Labour Relations Act (control, hierarchy, freedom to organise); BV management-company contracting is standard; foreign contractors file a Limosa declaration first; umbrella and EOR available.

HIRING TIMESCALE

Notice: Employee 1–13 weeks by tenure (3 months after 8 years) · Probation: None, but 1 week's notice in first 6 months (from Aug 2026) · Time to offer: Permanent 4–6 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: highly-skilled permit (Flanders ~€53k) or EU Blue Card (~€65k) · Expat regime: 30% of gross tax-free up to €90k for 5+3 years (salary ≥ €75k) · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€45k – €112.5k	€78.75k	€600 – €1010/day	€805/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€45k – €112.5k	€78.75k	€600 – €1010/day	€805/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€45k – €116.5k	€80.75k	€600 – €1055/day	€827.50/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€45k – €112.5k	€78.75k	€600 – €960/day	€780/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€49.5k – €121k	€85.25k	€690 – €1010/day	€850/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€45k – €108.5k	€76.75k	€600 – €960/day	€780/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€45k – €116.5k	€80.75k	€600 – €1055/day	€827.50/day
HCM, SuccessFactors, Payroll	Human Capital Management	€45k – €116.5k	€80.75k	€600 – €1075/day	€837.50/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€72k – €125k	€98.5k	€830 – €1100/day	€965/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Czechia

SAP Salary & Rate Guide 2026/2027 – Czechia

Czechia – Salary, Rates & Info

PERMANENT SALARY #15/21



CONTRACTOR DAY RATE #16/21



QUALITY OF LIFE #11/21

175.3

COST OF LIVING #7/21

52.0

TAX & DEDUCTIONS #1/21

~27%

EMPLOYER ON-COSTS #16/21

31.8%

HIRING FACTORS

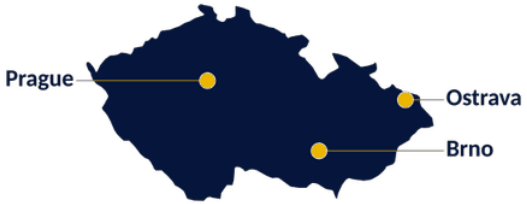
Language: English is common in delivery centres; Czech/Slovak opens domestic roles and German increases DACH-facing opportunity volume.

Language premium: German +10–20% in shared-service and DACH delivery centres; English fluency is a baseline, not a premium.

Major industries: Manufacturing • Automotive • Shared Services • Technology

Local currency: CZK (Czech koruna) — figures shown in EUR with CZK in brackets

SAP HUBS · CZECHIA



CONTRACTING COMPLIANCE

The "švarcsystém" (disguised employment) is illegal and fined, but genuine OSVČ or s.r.o. B2B contracts are common for SAP; agency work requires a licence; EOR available.

HIRING TIMESCALE

Notice: 2 months statutory, both sides, from delivery (15 days on DPP/DPČ agreements) · Probation: Up to 4 months (8 for managers) · Time to offer: Permanent 3–5 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: Employee Card or EU Blue Card (~1.5× average wage, €2.9k+/month, CZK 71k+) · Expat regime: none — 15%/23% income tax with capped contributions · EU/EEA: free movement, report residence within 30 days

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€35k – €85.5k** (CZK 853k – 2.08m)	**€60.25k** (CZK 1.47m)	**€350 – €690/day** (CZK 8500 – 16800)	**€520/day** (CZK 12700)
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€35k – €85.5k** (CZK 853k – 2.08m)	**€60.25k** (CZK 1.47m)	**€350 – €690/day** (CZK 8500 – 16800)	**€520/day** (CZK 12700)
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€35k – €88.5k** (CZK 853k – 2.16m)	**€61.75k** (CZK 1.5m)	**€350 – €720/day** (CZK 8500 – 17500)	**€535/day** (CZK 13000)
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€35k – €85.5k** (CZK 853k – 2.08m)	**€60.25k** (CZK 1.47m)	**€350 – €655/day** (CZK 8500 – 16000)	**€502.50/day** (CZK 12200)
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€38.5k – €92k** (CZK 938k – 2.24m)	**€65.25k** (CZK 1.59m)	**€405 – €690/day** (CZK 9900 – 16800)	**€547.50/day** (CZK 13300)
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€35k – €82.5k** (CZK 853k – 2.01m)	**€58.75k** (CZK 1.43m)	**€350 – €655/day** (CZK 8500 – 16000)	**€502.50/day** (CZK 12200)
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€35k – €88.5k** (CZK 853k – 2.16m)	**€61.75k** (CZK 1.5m)	**€350 – €720/day** (CZK 8500 – 17500)	**€535/day** (CZK 13000)
HCM, SuccessFactors, Payroll	Human Capital Management	**€35k – €88.5k** (CZK 853k – 2.16m)	**€61.75k** (CZK 1.5m)	**€350 – €735/day** (CZK 8500 – 17900)	**€542.50/day** (CZK 13200)
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€56k – €95k** (CZK 1.36m – 2.31m)	**€75.5k** (CZK 1.84m)	**€485 – €750/day** (CZK 11800 – 18300)	**€617.50/day** (CZK 15000)

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Denmark

SAP Salary & Rate Guide 2026/2027 – Denmark

Denmark – Salary, Rates & Info

PERMANENT SALARY #2/21



CONTRACTOR DAY RATE #2/21



QUALITY OF LIFE #2/21

212.2

COST OF LIVING #19/21

78.6

TAX & DEDUCTIONS #10/21

~37%

EMPLOYER ON-COSTS #2/21

12%

HIRING FACTORS

Language: English is widely accepted in international programmes; Danish matters more for public-sector and change-heavy business roles.

Language premium: Danish +5–10% for business-facing roles; little or no premium in international delivery teams.

Major industries: Life Sciences • Logistics • Manufacturing • Consumer

Local currency: DKK (Danish krone) — figures shown in EUR with DKK in brackets

SAP HUBS · DENMARK



CONTRACTING COMPLIANCE

B2B via ApS or sole trader is common; the tax authority tests instruction and economic risk, and 2024 rules tightened freelance/platform status; umbrella and EOR available.

HIRING TIMESCALE

Notice: Employee 1 month, employer 1–6 months by tenure (white-collar act) · Probation: 3 months · Time to offer: Permanent 3–5 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: Pay Limit Scheme (~€69k/yr, DKK 514k) or Positive List for IT · Expat regime: researcher/key-employee flat ~32.8% for 7 years (salary ≥ €10.4k/month, DKK 78k) · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€65k – €157.5k** (DKK 486k – 1.18m)	**€111.25k** (DKK 832k)	**€725 – €1215/day** (DKK 5400 – 9100)	**€970/day** (DKK 7250)
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€65k – €157.5k** (DKK 486k – 1.18m)	**€111.25k** (DKK 832k)	**€725 – €1215/day** (DKK 5400 – 9100)	**€970/day** (DKK 7250)
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€65k – €163.5k** (DKK 486k – 1.22m)	**€114.25k** (DKK 855k)	**€725 – €1270/day** (DKK 5400 – 9500)	**€997.50/day** (DKK 7450)
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€65k – €157.5k** (DKK 486k – 1.18m)	**€111.25k** (DKK 832k)	**€725 – €1160/day** (DKK 5400 – 8700)	**€942.50/day** (DKK 7050)
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€71.5k – €169k** (DKK 535k – 1.26m)	**€120.25k** (DKK 899k)	**€835 – €1215/day** (DKK 6250 – 9100)	**€1025/day** (DKK 7650)
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€65k – €151.5k** (DKK 486k – 1.13m)	**€108.25k** (DKK 810k)	**€725 – €1160/day** (DKK 5400 – 8700)	**€942.50/day** (DKK 7050)
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€65k – €163.5k** (DKK 486k – 1.22m)	**€114.25k** (DKK 855k)	**€725 – €1270/day** (DKK 5400 – 9500)	**€997.50/day** (DKK 7450)
HCM, SuccessFactors, Payroll	Human Capital Management	**€65k – €163.5k** (DKK 486k – 1.22m)	**€114.25k** (DKK 855k)	**€725 – €1295/day** (DKK 5400 – 9700)	**€1010/day** (DKK 7550)
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€104k – €175k** (DKK 778k – 1.31m)	**€139.5k** (DKK 1.04m)	**€1005 – €1325/day** (DKK 7500 – 9900)	**€1165/day** (DKK 8700)

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Finland

SAP Salary & Rate Guide 2026/2027 – Finland

Finland – Salary, Rates & Info

PERMANENT SALARY #10/21



CONTRACTOR DAY RATE #9/21



QUALITY OF LIFE #5/21

204.4

COST OF LIVING #15/21

68.5

TAX & DEDUCTIONS #12/21

~38%

EMPLOYER ON-COSTS #11/21

21%

HIRING FACTORS

Language: English is common in multinational teams; Finnish can be decisive for local processes, training and stakeholder-facing roles.

Language premium: Finnish +5–10%; Swedish adds a small further premium in Nordic-wide roles.

Major industries: Manufacturing • Forestry • Energy • Technology

Local currency: EUR (Euro)

SAP HUBS · FINLAND



CONTRACTING COMPLIANCE

Oy contracting and "light entrepreneur" (kevytyrittäjä) invoicing are common; false self-employment is assessed on direction and integration; EOR available.

HIRING TIMESCALE

Notice: Employee 2 weeks–1 month, employer 2 weeks–6 months by tenure · Probation: Up to 6 months · Time to offer: Permanent 4–6 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: specialist residence permit (≥ €3.8k/month) or EU Blue Card · Expat regime: key-employee flat 32% tax for 7 years (salary ≥ €5.8k/month) · EU/EEA: free movement, register after 3 months

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€52.5k – €108k	€80.25k	€600 – €960/day	€780/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€52.5k – €108k	€80.25k	€600 – €960/day	€780/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€52.5k – €112k	€82.25k	€600 – €1005/day	€802.50/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€52.5k – €108k	€80.25k	€600 – €920/day	€760/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€58k – €116k	€87k	€690 – €960/day	€825/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€52.5k – €104k	€78.25k	€600 – €920/day	€760/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€52.5k – €112k	€82.25k	€600 – €1005/day	€802.50/day
HCM, SuccessFactors, Payroll	Human Capital Management	€52.5k – €112k	€82.25k	€600 – €1030/day	€815/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€84k – €120k	€102k	€830 – €1050/day	€940/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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France

SAP Salary & Rate Guide 2026/2027 – France

France – Salary, Rates & Info

PERMANENT SALARY #12/21



CONTRACTOR DAY RATE #11/21



QUALITY OF LIFE #13/21

169.8

COST OF LIVING #11/21

66.9

TAX & DEDUCTIONS #12/21

~38%

EMPLOYER ON-COSTS #21/21

45%

HIRING FACTORS

Language: French is a major access factor for end-user and stakeholder-heavy roles; English-only specialists have a narrower local market.

Language premium: Fluent French +10–15%; French + German commands a further ~5% in cross-border programmes.

Major industries: Luxury/Retail • Aerospace • Manufacturing • Utilities • Consumer

Local currency: EUR (Euro)

SAP HUBS · FRANCE



CONTRACTING COMPLIANCE

Portage salarial is the standard vehicle for foreign or short-term contractors, SASU/micro-entreprise for locals; requalification risk where a subordination link exists; EOR available.

HIRING TIMESCALE

Notice: 3 months for cadres (Syntec), 1–2 for non-cadres; shorter often negotiated · Probation: Up to 4 months, renewable once · Time to offer: Permanent 5–7 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: Talent passport / EU Blue Card (~1.5× average, ~€58k) · Expat regime: impatriate exemption of 30% of pay (or actual bonus) for up to 8 years · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€40k – €106k**	**€73k**	**€425 – €915/day**	**€670/day**
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€40k – €106k**	**€73k**	**€425 – €915/day**	**€670/day**
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€40k – €109.5k**	**€74.75k**	**€425 – €960/day**	**€692.50/day**
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€40k – €106k**	**€73k**	**€425 – €875/day**	**€650/day**
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€44k – €113.5k**	**€78.75k**	**€490 – €915/day**	**€702.50/day**
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€40k – €102k**	**€71k**	**€425 – €875/day**	**€650/day**
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€40k – €109.5k**	**€74.75k**	**€425 – €960/day**	**€692.50/day**
HCM, SuccessFactors, Payroll	Human Capital Management	**€40k – €109.5k**	**€74.75k**	**€425 – €980/day**	**€702.50/day**
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€64k – €117.5k**	**€90.75k**	**€590 – €1000/day**	**€795/day**

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Germany

SAP Salary & Rate Guide 2026/2027 – Germany

Germany – Salary, Rates & Info

PERMANENT SALARY #3/21



CONTRACTOR DAY RATE #3/21



QUALITY OF LIFE #7/21

196.3

COST OF LIVING #12/21

68.0

TAX & DEDUCTIONS #16/21

~42%

EMPLOYER ON-COSTS #10/21

19%

HIRING FACTORS

Language: German creates one of Europe's strongest language-related scarcity advantages for end-user and stakeholder-heavy roles.

Language premium: Fluent German +15–20% on base and ~€100–150/day on contract rates versus English-only profiles.

Major industries: Automotive • Manufacturing • Chemicals • Life Sciences • Consumer

Local currency: EUR (Euro)

SAP HUBS · GERMANY



CONTRACTING COMPLIANCE

Scheinselbständigkeit risk is high on long single-client roles — request a DRV status check (Statusfeststellung); labour leasing needs an AÜG licence; GmbH/freelance common for senior SAP.

HIRING TIMESCALE

Notice: 4 weeks statutory; 3 months to quarter-end usual for seniors · Probation: 6 months · Time to offer: Permanent 5–8 weeks (+2–4 for works-council consent), contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: EU Blue Card ~€50.7k, ~€45.9k for IT/shortage roles (2026); Chancenkarte points visa · Expat regime: none (a 30/20/10% newcomer rebate was proposed, not enacted) · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€50k – €157.5k	€103.75k	€700 – €1100/day	€900/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€50k – €157.5k	€103.75k	€700 – €1100/day	€900/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€50k – €163.5k	€106.75k	€700 – €1150/day	€925/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€50k – €157.5k	€103.75k	€700 – €1050/day	€875/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€55k – €169k	€112k	€810 – €1100/day	€955/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€50k – €151.5k	€100.75k	€700 – €1050/day	€875/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€50k – €163.5k	€106.75k	€700 – €1150/day	€925/day
HCM, SuccessFactors, Payroll	Human Capital Management	€50k – €163.5k	€106.75k	€700 – €1175/day	€937.50/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€80k – €175k	€127.5k	€970 – €1200/day	€1085/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Greece

SAP Salary & Rate Guide 2026/2027 – Greece

Greece – Salary, Rates & Info

PERMANENT SALARY #20/21



CONTRACTOR DAY RATE #20/21



QUALITY OF LIFE #21/21

140.8

COST OF LIVING #8/21

53.3

TAX & DEDUCTIONS #16/21

~42%

EMPLOYER ON-COSTS #12/21

21.5%

HIRING FACTORS

Language: Greek matters for local end-user roles; English is widely used in multinational and regional delivery.

Language premium: Greek ~+5% in end-user roles; German or French +10% for nearshore delivery hubs.

Major industries: Services • Energy • Retail • Shipping • Shared Services

Local currency: EUR (Euro)

SAP HUBS · GREECE



CONTRACTING COMPLIANCE

Freelancers invoicing under a block of services are common, but heavy single-client dependency triggers employee-like contributions; EOR is the safest route for foreign hires.

HIRING TIMESCALE

Notice: Employees' notice periods are half the employer's — 15 days to 2 months by tenure; none in the first 12 months · Probation: Up to 6 months · Time to offer: Permanent 4–6 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: EU Blue Card (~1.5× average, ~€30k) · Expat regime: 50% of employment income exempt for 7 years for new tax residents (conditions apply) · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€20k – €70k	€45k	€275 – €640/day	€457.50/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€20k – €70k	€45k	€275 – €640/day	€457.50/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€20k – €72.5k	€46.25k	€275 – €670/day	€472.50/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€20k – €70k	€45k	€275 – €610/day	€442.50/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€22k – €75k	€48.5k	€315 – €640/day	€477.50/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€20k – €67k	€43.5k	€275 – €610/day	€442.50/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€20k – €72.5k	€46.25k	€275 – €670/day	€472.50/day
HCM, SuccessFactors, Payroll	Human Capital Management	€20k – €72.5k	€46.25k	€275 – €685/day	€480/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€32k – €77.5k	€54.75k	€380 – €700/day	€540/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Hungary

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Hungary – Salary, Rates & Info

PERMANENT SALARY #19/21



CONTRACTOR DAY RATE #19/21



QUALITY OF LIFE #19/21

147.6

COST OF LIVING #5/21

49.8

TAX & DEDUCTIONS #4/21

~34%

EMPLOYER ON-COSTS #4/21

13%

HIRING FACTORS

Language: English is standard in shared services; German materially improves access to DACH-oriented delivery and senior rates.

Language premium: German +15–20%; French or Italian +10% in selected shared-service centres.

Major industries: Shared Services • Automotive • Manufacturing • Technology

Local currency: HUF (Hungarian forint) — figures shown in EUR with HUF in brackets

SAP HUBS · HUNGARY



CONTRACTING COMPLIANCE

KATA can no longer be used for B2B; Kft. or sole-trader contracting is common; disguised employment is penalised where control and integration tests are met; EOR available.

HIRING TIMESCALE

Notice: Employee 30 days (longer only by agreement, max 6 months); employer 30–90 days by tenure · Probation: 3 months · Time to offer: Permanent 3–5 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: guest-worker or EU Blue Card (~1.5× average gross) · Expat regime: none — 15% flat income tax · EU/EEA: free movement, register within 93 days

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€25k – €72k** (HUF 9.1m – 26.21m)	**€48.5k** (HUF 17.65m)	**€300 – €640/day** (HUF 109k – 233k)	**€470/day** (HUF 171k)
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€25k – €72k** (HUF 9.1m – 26.21m)	**€48.5k** (HUF 17.65m)	**€300 – €640/day** (HUF 109k – 233k)	**€470/day** (HUF 171k)
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€25k – €74.5k** (HUF 9.1m – 27.12m)	**€49.75k** (HUF 18.11m)	**€300 – €670/day** (HUF 109k – 244k)	**€485/day** (HUF 177k)
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€25k – €72k** (HUF 9.1m – 26.21m)	**€48.5k** (HUF 17.65m)	**€300 – €610/day** (HUF 109k – 222k)	**€455/day** (HUF 166k)
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€27.5k – €77.5k** (HUF 10.01m – 28.21m)	**€52.5k** (HUF 19.11m)	**€345 – €640/day** (HUF 126k – 233k)	**€492.50/day** (HUF 179k)
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€25k – €69.5k** (HUF 9.1m – 25.3m)	**€47.25k** (HUF 17.2m)	**€300 – €610/day** (HUF 109k – 222k)	**€455/day** (HUF 166k)
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€25k – €74.5k** (HUF 9.1m – 27.12m)	**€49.75k** (HUF 18.11m)	**€300 – €670/day** (HUF 109k – 244k)	**€485/day** (HUF 177k)
HCM, SuccessFactors, Payroll	Human Capital Management	**€25k – €74.5k** (HUF 9.1m – 27.12m)	**€49.75k** (HUF 18.11m)	**€300 – €685/day** (HUF 109k – 249k)	**€492.50/day** (HUF 179k)
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€40k – €80k** (HUF 14.56m – 29.12m)	**€60k** (HUF 21.84m)	**€415 – €700/day** (HUF 151k – 255k)	**€557.50/day** (HUF 203k)

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Ireland

SAP Salary & Rate Guide 2026/2027 – Ireland

Ireland – Salary, Rates & Info

PERMANENT SALARY #9/21



CONTRACTOR DAY RATE #10/21



QUALITY OF LIFE #15/21

167.7

COST OF LIVING #16/21

70.8

TAX & DEDUCTIONS #8/21

~36%

EMPLOYER ON-COSTS #3/21

12.6%

HIRING FACTORS

Language: English is the standard working language; additional European languages help EMEA shared-service and rollout roles.

Language premium: German, French or Dutch +5–10% in EMEA rollout and shared-service roles; no premium for English.

Major industries: Technology • Pharma/Life Sciences • MedTech • Consumer

Local currency: EUR (Euro)

SAP HUBS · IRELAND



CONTRACTING COMPLIANCE

Contractors use a limited company or umbrella; Revenue applies the Karshan (2023) five-step test on control, integration and mutuality; EOR available.

HIRING TIMESCALE

Notice: 1–3 months contractual (statutory 1–8 weeks) · Probation: 6 months · Time to offer: Permanent 4–6 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: Critical Skills Employment Permit for ICT roles (threshold rising to ~€44k in 2026) · Expat regime: SARP relief for intra-group assignees only · EU/EEA/UK: free movement (CTA for UK)

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€40k – €121.5k	€80.75k	€500 – €960/day	€730/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€40k – €121.5k	€80.75k	€500 – €960/day	€730/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€40k – €126k	€83k	€500 – €1005/day	€752.50/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€40k – €121.5k	€80.75k	€500 – €920/day	€710/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€44k – €130.5k	€87.25k	€575 – €960/day	€767.50/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€40k – €117k	€78.5k	€500 – €920/day	€710/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€40k – €126k	€83k	€500 – €1005/day	€752.50/day
HCM, SuccessFactors, Payroll	Human Capital Management	€40k – €126k	€83k	€500 – €1030/day	€765/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€64k – €135k	€99.5k	€690 – €1050/day	€870/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Italy

SAP Salary & Rate Guide 2026/2027 – Italy

Italy – Salary, Rates & Info

PERMANENT SALARY #13/21



CONTRACTOR DAY RATE #13/21



QUALITY OF LIFE #18/21

152.9

COST OF LIVING #9/21

61.3

TAX & DEDUCTIONS #20/21

~45%

EMPLOYER ON-COSTS #18/21

37%

HIRING FACTORS

Language: Italian is important for most domestic end-user roles; English-only candidates face a narrower local market.

Language premium: Fluent Italian + English +8–12%; German adds ~5% in northern manufacturing groups.

Major industries: Manufacturing • Automotive • Fashion/Retail • Consumer • Energy

Local currency: EUR (Euro)

SAP HUBS · ITALY



CONTRACTING COMPLIANCE

Partita IVA contracting is common, but single-client (mono-committenza) employee-like work risks reclassification; co.co.co. is rarely used for IT; EOR available.

HIRING TIMESCALE

Notice: 1–3 months per collective agreement (CCNL) · Probation: Up to 6 months for quadri · Time to offer: Permanent 5–7 weeks, contract 2–3 weeks

WORK ELIGIBILITY

Non-EU: EU Blue Card (~€33.5k minimum) or extra-quota highly-skilled entry · Expat regime: impatriate scheme — 50% of income exempt (up to €600k) for 5 years after 3 years abroad · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€35k – €90k	€62.5k	€375 – €735/day	€555/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€35k – €90k	€62.5k	€375 – €735/day	€555/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€35k – €93.5k	€64.25k	€375 – €765/day	€570/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€35k – €90k	€62.5k	€375 – €700/day	€537.50/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€38.5k – €96.5k	€67.5k	€435 – €735/day	€585/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€35k – €86.5k	€60.75k	€375 – €700/day	€537.50/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€35k – €93.5k	€64.25k	€375 – €765/day	€570/day
HCM, SuccessFactors, Payroll	Human Capital Management	€35k – €93.5k	€64.25k	€375 – €785/day	€580/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€56k – €100k	€78k	€520 – €800/day	€660/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Luxembourg

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Luxembourg – Salary, Rates & Info

PERMANENT SALARY #5/21



CONTRACTOR DAY RATE #4/21



QUALITY OF LIFE #3/21

211.9

COST OF LIVING #19/21

78.6

TAX & DEDUCTIONS #8/21

~36%

EMPLOYER ON-COSTS #5/21

14%

HIRING FACTORS

Language: French, German and English combinations materially widen opportunity volume; Luxembourgish helps in specific public-sector contexts.

Language premium: Trilingual French/German/English +10–15%; Luxembourgish a further +5% in public-sector roles.

Major industries: Financial Services • Holdings • Public Sector • Professional Services

Local currency: EUR (Euro)

SAP HUBS · LUXEMBOURG



CONTRACTING COMPLIANCE

Freelancing via SARL-S or self-employed status; economic dependency on one client can trigger requalification; temp/interim work is licensed; EOR available.

HIRING TIMESCALE

Notice: Employee 1–3 months, employer 2–6 months by tenure · Probation: Up to 6 months (12 for higher salaries) · Time to offer: Permanent 4–6 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: EU Blue Card ~€64k for IT shortage roles (1.2× average), else ~€80k · Expat regime: 50% of gross exempt up to €400k for 8 years (salary ≥ €75k) · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€55k – €137k	€96k	€675 – €1100/day	€887.50/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€55k – €137k	€96k	€675 – €1100/day	€887.50/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€55k – €142.5k	€98.75k	€675 – €1150/day	€912.50/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€55k – €137k	€96k	€675 – €1050/day	€862.50/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€60.5k – €147.5k	€104k	€780 – €1100/day	€940/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€55k – €132k	€93.5k	€675 – €1050/day	€862.50/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€55k – €142.5k	€98.75k	€675 – €1150/day	€912.50/day
HCM, SuccessFactors, Payroll	Human Capital Management	€55k – €142.5k	€98.75k	€675 – €1175/day	€925/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€88k – €152.5k	€120.25k	€935 – €1200/day	€1067.50/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Netherlands

SAP Salary & Rate Guide 2026/2027 – Netherlands

Netherlands – Salary, Rates & Info

PERMANENT SALARY #6/21



CONTRACTOR DAY RATE #7/21



QUALITY OF LIFE #1/21

213.6

COST OF LIVING #18/21

73.0

TAX & DEDUCTIONS #10/21

~37%

EMPLOYER ON-COSTS #13/21

24%

HIRING FACTORS

Language: English is widely accepted; Dutch becomes important for local stakeholder, change and process roles.

Language premium: Dutch +5–10% for stakeholder-facing roles; German +5% in cross-border programmes.

Major industries: Logistics • Manufacturing • Consumer • Chemicals • Technology

Local currency: EUR (Euro)

SAP HUBS · NETHERLANDS



CONTRACTING COMPLIANCE

DBA enforcement resumed in January 2025 — the tax authority can reclassify zzp/B2B roles showing employment features (instruction, embedding); use a model agreement, umbrella or EOR.

HIRING TIMESCALE

Notice: 1 month (employee), 1–4 months by tenure (employer) · Probation: 1–2 months · Time to offer: Permanent 4–6 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: highly-skilled migrant (~€5.7k/month, under-30s ~€4.2k) or EU Blue Card · Expat regime: 30% ruling (27% from 2027) for up to 5 years, salary threshold ~€47k · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€55k – €135k	€95k	€675 – €1010/day	€842.50/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€55k – €135k	€95k	€675 – €1010/day	€842.50/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€55k – €140k	€97.5k	€675 – €1055/day	€865/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€55k – €135k	€95k	€675 – €960/day	€817.50/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€60.5k – €145k	€102.75k	€780 – €1010/day	€895/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€55k – €130k	€92.5k	€675 – €960/day	€817.50/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€55k – €140k	€97.5k	€675 – €1055/day	€865/day
HCM, SuccessFactors, Payroll	Human Capital Management	€55k – €140k	€97.5k	€675 – €1075/day	€875/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€88k – €150k	€119k	€935 – €1100/day	€1017.50/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Poland

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Poland – Salary, Rates & Info

PERMANENT SALARY #16/21



CONTRACTOR DAY RATE #15/21



QUALITY OF LIFE #17/21

156.1

COST OF LIVING #2/21

46.2

TAX & DEDUCTIONS #15/21

~40%

EMPLOYER ON-COSTS #8/21

16.7%

HIRING FACTORS

Language: English is standard in international delivery; German and French create premiums in selected centres.

Language premium: German +15–20%, French +10–15%; Dutch and Nordic languages up to +20% in shared-service centres.

Major industries: Shared Services • Manufacturing • Technology • Consumer

Local currency: PLN (Polish złoty) — figures shown in EUR with PLN in brackets

SAP HUBS · POLAND



CONTRACTING COMPLIANCE

B2B (JDG) contracts are the norm for senior SAP and tax-efficient, but Art. 22 Labour Code bans contracts that are employment in substance — keep autonomy and risk genuine; EOR available.

HIRING TIMESCALE

Notice: 2 weeks–3 months by tenure (3 months after 3 years); B2B typically 1 month · Probation: Up to 3 months · Time to offer: Permanent 3–5 weeks, B2B 1–2 weeks

WORK ELIGIBILITY

Non-EU: work permit or EU Blue Card (~1.5× average, €2.9k+/month, PLN 12.7k+) · Expat regime: none; B2B contractors can elect 12% lump-sum or 19% flat tax · EU/EEA: free movement, register after 3 months

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€27.5k – €90k** (PLN 120k – 393k)	**€58.75k** (PLN 257k)	**€325 – €735/day** (PLN 1420 – 3210)	**€530/day** (PLN 2320)
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€27.5k – €90k** (PLN 120k – 393k)	**€58.75k** (PLN 257k)	**€325 – €735/day** (PLN 1420 – 3210)	**€530/day** (PLN 2320)
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€27.5k – €93.5k** (PLN 120k – 409k)	**€60.5k** (PLN 264k)	**€325 – €765/day** (PLN 1420 – 3340)	**€545/day** (PLN 2380)
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€27.5k – €90k** (PLN 120k – 393k)	**€58.75k** (PLN 257k)	**€325 – €700/day** (PLN 1420 – 3060)	**€512.50/day** (PLN 2240)
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€30.5k – €96.5k** (PLN 133k – 422k)	**€63.5k** (PLN 277k)	**€375 – €735/day** (PLN 1640 – 3210)	**€555/day** (PLN 2430)
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€27.5k – €86.5k** (PLN 120k – 378k)	**€57k** (PLN 249k)	**€325 – €700/day** (PLN 1420 – 3060)	**€512.50/day** (PLN 2240)
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€27.5k – €93.5k** (PLN 120k – 409k)	**€60.5k** (PLN 264k)	**€325 – €765/day** (PLN 1420 – 3340)	**€545/day** (PLN 2380)
HCM, SuccessFactors, Payroll	Human Capital Management	**€27.5k – €93.5k** (PLN 120k – 409k)	**€60.5k** (PLN 264k)	**€325 – €785/day** (PLN 1420 – 3430)	**€555/day** (PLN 2430)
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€44k – €100k** (PLN 192k – 437k)	**€72k** (PLN 315k)	**€450 – €800/day** (PLN 1970 – 3500)	**€625/day** (PLN 2730)

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Portugal

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Portugal – Salary, Rates & Info

PERMANENT SALARY #18/21



CONTRACTOR DAY RATE #17/21



QUALITY OF LIFE #14/21

169.5

COST OF LIVING #4/21

48.7

TAX & DEDUCTIONS #19/21

~43%

EMPLOYER ON-COSTS #14/21

24.8%

HIRING FACTORS

Language: English is widely accepted; Portuguese matters for local roles and French/German create premiums for cross-border teams.

Language premium: French +10–15%, German ~+15%; Spanish adds ~5% for Iberian roles.

Major industries: Nearshore Services • Technology • Manufacturing • Consumer

Local currency: EUR (Euro)

SAP HUBS · PORTUGAL



CONTRACTING COMPLIANCE

Recibos verdes (green receipts) are common; the 2023 labour reform lets inspectors reclassify economically dependent contractors; EOR available.

HIRING TIMESCALE

Notice: 30–60 days (employee) · Probation: 180 days for senior/technical roles · Time to offer: Permanent 4–6 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: EU Blue Card (~1.5× average) or highly-qualified activity visa · Expat regime: IFICI ("NHR 2.0") — 20% flat rate for 10 years on eligible tech/R&D roles; old NHR closed · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	€27.5k – €81k	€54.25k	€325 – €665/day	€495/day
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	€27.5k – €81k	€54.25k	€325 – €665/day	€495/day
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	€27.5k – €84k	€55.75k	€325 – €695/day	€510/day
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	€27.5k – €81k	€54.25k	€325 – €635/day	€480/day
Joule, AI-ready data, GenAI use cases	SAP Business AI	€30.5k – €87k	€58.75k	€375 – €665/day	€520/day
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	€27.5k – €78k	€52.75k	€325 – €635/day	€480/day
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	€27.5k – €84k	€55.75k	€325 – €695/day	€510/day
HCM, SuccessFactors, Payroll	Human Capital Management	€27.5k – €84k	€55.75k	€325 – €710/day	€517.50/day
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	€44k – €90k	€67k	€450 – €725/day	€587.50/day

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Romania

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Romania – Salary, Rates & Info

PERMANENT SALARY #21/21



CONTRACTOR DAY RATE #21/21



QUALITY OF LIFE #20/21

143.0

COST OF LIVING #1/21

39.5

TAX & DEDUCTIONS #16/21

~42%

EMPLOYER ON-COSTS #1/21

2.25%

HIRING FACTORS

Language: English is standard; German and French materially improve access to Western European nearshore programmes.

Language premium: German +15–20%, French +10–15%, Italian +10% in nearshore centres.

Major industries: Technology Services • Automotive • Manufacturing • Shared Services

Local currency: RON (Romanian leu) — figures shown in EUR with RON in brackets

SAP HUBS · ROMANIA



CONTRACTING COMPLIANCE

PFA/SRL B2B contracts are widespread in IT; tax-code dependency criteria can requalify income as employment, and the IT income-tax exemption ended in 2025; EOR available.

HIRING TIMESCALE

Notice: 20 working days (45 for managers) · Probation: Up to 90 days (120 for managers) · Time to offer: Permanent 3–5 weeks, B2B 1–2 weeks

WORK ELIGIBILITY

Non-EU: work permit or EU Blue Card (≥ 2× average gross, ~€3.0k/month, RON 16k) · Expat regime: none — 10% flat tax; IT exemption ended 2025 · EU/EEA: free movement, register after 3 months

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€20k – €67.5k** (RON 107k – 360k)	**€43.75k** (RON 234k)	**€250 – €640/day** (RON 1340 – 3420)	**€445/day** (RON 2380)
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€20k – €67.5k** (RON 107k – 360k)	**€43.75k** (RON 234k)	**€250 – €640/day** (RON 1340 – 3420)	**€445/day** (RON 2380)
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€20k – €70k** (RON 107k – 374k)	**€45k** (RON 240k)	**€250 – €670/day** (RON 1340 – 3580)	**€460/day** (RON 2460)
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€20k – €67.5k** (RON 107k – 360k)	**€43.75k** (RON 234k)	**€250 – €610/day** (RON 1340 – 3260)	**€430/day** (RON 2300)
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€22k – €72.5k** (RON 117k – 387k)	**€47.25k** (RON 252k)	**€290 – €640/day** (RON 1550 – 3420)	**€465/day** (RON 2480)
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€20k – €65k** (RON 107k – 347k)	**€42.5k** (RON 227k)	**€250 – €610/day** (RON 1340 – 3260)	**€430/day** (RON 2300)
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€20k – €70k** (RON 107k – 374k)	**€45k** (RON 240k)	**€250 – €670/day** (RON 1340 – 3580)	**€460/day** (RON 2460)
HCM, SuccessFactors, Payroll	Human Capital Management	**€20k – €70k** (RON 107k – 374k)	**€45k** (RON 240k)	**€250 – €685/day** (RON 1340 – 3660)	**€467.50/day** (RON 2500)
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€32k – €75k** (RON 171k – 400k)	**€53.5k** (RON 286k)	**€345 – €700/day** (RON 1840 – 3740)	**€522.50/day** (RON 2790)

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Slovakia

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Slovakia – Salary, Rates & Info

PERMANENT SALARY #17/21



CONTRACTOR DAY RATE #18/21



QUALITY OF LIFE #16/21

158.6

COST OF LIVING #3/21

48.5

TAX & DEDUCTIONS #5/21

~35%

EMPLOYER ON-COSTS #17/21

36.2%

HIRING FACTORS

Language: English is common in international centres; Slovak/Czech supports local roles and German adds value for DACH proximity.

Language premium: German +15–20% in DACH-facing centres; French +10%.

Major industries: Automotive • Manufacturing • Shared Services • Technology

Local currency: EUR (Euro)

SAP HUBS · SLOVAKIA



CONTRACTING COMPLIANCE

Živnosť (trade licence) and s.r.o. contracting are common; the Labour Code's "dependent work" definition prohibits disguised employment; EOR available.

HIRING TIMESCALE

Notice: Employee 1 month, 2 months after a year; employer 2–3 months by tenure · Probation: 3 months (6 for managers) · Time to offer: Permanent 3–5 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: EU Blue Card (~1.5× average, ~€2.2k/month) or single permit · Expat regime: none — 19%/25% income tax · EU/EEA: free movement, register after 3 months

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€30k – €81k**	**€55.5k**	**€325 – €640/day**	**€482.50/day**
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€30k – €81k**	**€55.5k**	**€325 – €640/day**	**€482.50/day**
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€30k – €84k**	**€57k**	**€325 – €670/day**	**€497.50/day**
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€30k – €81k**	**€55.5k**	**€325 – €610/day**	**€467.50/day**
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€33k – €87k**	**€60k**	**€375 – €640/day**	**€507.50/day**
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€30k – €78k**	**€54k**	**€325 – €610/day**	**€467.50/day**
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€30k – €84k**	**€57k**	**€325 – €670/day**	**€497.50/day**
HCM, SuccessFactors, Payroll	Human Capital Management	**€30k – €84k**	**€57k**	**€325 – €685/day**	**€505/day**
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€48k – €90k**	**€69k**	**€450 – €700/day**	**€575/day**

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Spain

SAP Salary & Rate Guide 2026/2027 – Spain

Spain – Salary, Rates & Info

PERMANENT SALARY #14/21



CONTRACTOR DAY RATE #14/21



QUALITY OF LIFE #9/21

185.8

COST OF LIVING #6/21

51.4

TAX & DEDUCTIONS #5/21

~35%

EMPLOYER ON-COSTS #9/21

18.5%

HIRING FACTORS

Language: Spanish is important for domestic roles; English, French and German add value in international delivery centres.

Language premium: German +10–15%, French +8–12%; Portuguese ~+5% for Iberian roles.

Major industries: Consumer • Manufacturing • Pharma • Retail • Services

Local currency: EUR (Euro)

SAP HUBS · SPAIN



CONTRACTING COMPLIANCE

Falso autónomo enforcement is active (Labour Inspectorate campaigns); TRADE status covers economically dependent contractors; SL or umbrella vehicles are used; EOR available.

HIRING TIMESCALE

Notice: 15 days statutory (consultancy agreement too); 1 month common by contract, up to 3 months for seniors · Probation: Up to 6 months · Time to offer: Permanent 4–6 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: highly-qualified professional permit (UGE, ~€40–55k) or EU Blue Card · Expat regime: Beckham law — flat 24% up to €600k for 6 years (no residence in prior 5 years) · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€27.5k – €94.5k**	**€61k**	**€350 – €735/day**	**€542.50/day**
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€27.5k – €94.5k**	**€61k**	**€350 – €735/day**	**€542.50/day**
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€27.5k – €98k**	**€62.75k**	**€350 – €765/day**	**€557.50/day**
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€27.5k – €94.5k**	**€61k**	**€350 – €700/day**	**€525/day**
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€30.5k – €101.5k**	**€66k**	**€405 – €735/day**	**€570/day**
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€27.5k – €91k**	**€59.25k**	**€350 – €700/day**	**€525/day**
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€27.5k – €98k**	**€62.75k**	**€350 – €765/day**	**€557.50/day**
HCM, SuccessFactors, Payroll	Human Capital Management	**€27.5k – €98k**	**€62.75k**	**€350 – €785/day**	**€567.50/day**
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€44k – €105k**	**€74.5k**	**€485 – €800/day**	**€642.50/day**

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Sweden

SAP Salary & Rate Guide 2026/2027 – Sweden

Sweden – Salary, Rates & Info

PERMANENT SALARY #4/21



CONTRACTOR DAY RATE #6/21



QUALITY OF LIFE #8/21

189.3

COST OF LIVING #10/21

65.5

TAX & DEDUCTIONS #5/21

~35%

EMPLOYER ON-COSTS #20/21

43%

HIRING FACTORS

Language: English is common in multinational teams; Swedish matters more for local processes, public-sector and change roles.

Language premium: Swedish +5–10% for business-facing roles; other Nordic languages add a small further premium.

Major industries: Manufacturing • Energy/Utilities • Telecoms • Consumer

Local currency: SEK (Swedish krona) — figures shown in EUR with SEK in brackets

SAP HUBS · SWEDEN



CONTRACTING COMPLIANCE

AB or F-skatt sole-trader contracting is common; Skatteverket assesses independence through F-tax approval; strong CBA context; umbrella and EOR available.

HIRING TIMESCALE

Notice: Employee 1–3 months, employer 1–6 months by tenure · Probation: 6 months · Time to offer: Permanent 5–7 weeks, contract 1–2 weeks

WORK ELIGIBILITY

Non-EU: work permit at ≥ 80% of median wage (~€2.7k/month, SEK 29.7k; rise to 100% under review) · Expat regime: expert tax relief — 25% of pay exempt for 7 years · EU/EEA: free movement

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€60k – €135k** (SEK 671k – 1.51m)	**€97.5k** (SEK 1.09m)	**€650 – €1055/day** (SEK 7250 – 11800)	**€852.50/day** (SEK 9550)
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€60k – €135k** (SEK 671k – 1.51m)	**€97.5k** (SEK 1.09m)	**€650 – €1055/day** (SEK 7250 – 11800)	**€852.50/day** (SEK 9550)
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€60k – €140k** (SEK 671k – 1.57m)	**€100k** (SEK 1.12m)	**€650 – €1100/day** (SEK 7250 – 12300)	**€875/day** (SEK 9800)
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€60k – €135k** (SEK 671k – 1.51m)	**€97.5k** (SEK 1.09m)	**€650 – €1005/day** (SEK 7250 – 11250)	**€827.50/day** (SEK 9250)
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€66k – €145k** (SEK 738k – 1.62m)	**€105.5k** (SEK 1.18m)	**€750 – €1055/day** (SEK 8400 – 11800)	**€902.50/day** (SEK 10100)
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€60k – €130k** (SEK 671k – 1.45m)	**€95k** (SEK 1.06m)	**€650 – €1005/day** (SEK 7250 – 11250)	**€827.50/day** (SEK 9250)
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€60k – €140k** (SEK 671k – 1.57m)	**€100k** (SEK 1.12m)	**€650 – €1100/day** (SEK 7250 – 12300)	**€875/day** (SEK 9800)
HCM, SuccessFactors, Payroll	Human Capital Management	**€60k – €140k** (SEK 671k – 1.57m)	**€100k** (SEK 1.12m)	**€650 – €1125/day** (SEK 7250 – 12600)	**€887.50/day** (SEK 9900)
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€96k – €150k** (SEK 1.07m – 1.68m)	**€123k** (SEK 1.38m)	**€900 – €1150/day** (SEK 10050 – 12850)	**€1025/day** (SEK 11450)

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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Switzerland

SAP Salary & Rate Guide 2026/2027 – Switzerland

Switzerland – Salary, Rates & Info

PERMANENT SALARY #1/21



CONTRACTOR DAY RATE #1/21



QUALITY OF LIFE #4/21

206.2

COST OF LIVING #21/21

109.8

TAX & DEDUCTIONS #1/21

~27%

EMPLOYER ON-COSTS #6/21

15%

HIRING FACTORS

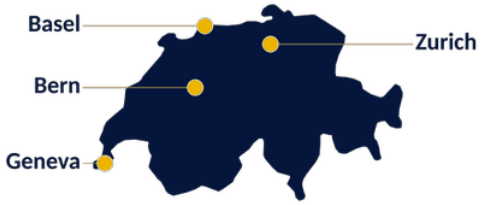
Language: German, French or Italian with English creates a significant scarcity advantage; requirements vary by canton and employer.

Language premium: Swiss-German fluency +10–15%; bilingual German/French up to +20%; English-only profiles face a narrower market.

Major industries: Life Sciences • Financial Services • Manufacturing • Consumer

Local currency: CHF (Swiss franc) — figures shown in EUR with CHF in brackets

SAP HUBS · SWITZERLAND



CONTRACTING COMPLIANCE

Foreign contractors are payrolled through a licensed Swiss umbrella (Personalverleih) — cross-border leasing is restricted and permits are needed; direct B2B only via a Swiss GmbH.

HIRING TIMESCALE

Notice: 1–3 months by tenure (1 in year one, 2 in years 2–9, 3 from year ten; 3 often agreed for seniors) · Probation: 1–3 months · Time to offer: Permanent 5–7 weeks, contract 1–2 weeks

WORK ELIGIBILITY

EU/EFTA: free movement with B/L permit registration · Non-EU: quota-limited B/L permits (~8500 in 2026), employer-sponsored · Expat regime: no flat rate; expatriate expense deductions only

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€90k – €198k** (CHF 84k – 184k)	**€144k** (CHF 134k)	**€800 – €1510/day** (CHF 745 – 1405)	**€1155/day** (CHF 1075)
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€90k – €198k** (CHF 84k – 184k)	**€144k** (CHF 134k)	**€800 – €1510/day** (CHF 745 – 1405)	**€1155/day** (CHF 1075)
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€90k – €205.5k** (CHF 84k – 191k)	**€147.75k** (CHF 138k)	**€800 – €1580/day** (CHF 745 – 1470)	**€1190/day** (CHF 1110)
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€90k – €198k** (CHF 84k – 184k)	**€144k** (CHF 134k)	**€800 – €1445/day** (CHF 745 – 1345)	**€1122.50/day** (CHF 1045)
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€99k – €212.5k** (CHF 92k – 198k)	**€155.75k** (CHF 145k)	**€925 – €1510/day** (CHF 860 – 1405)	**€1217.50/day** (CHF 1135)
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€90k – €190.5k** (CHF 84k – 177k)	**€140.25k** (CHF 131k)	**€800 – €1445/day** (CHF 745 – 1345)	**€1122.50/day** (CHF 1045)
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€90k – €205.5k** (CHF 84k – 191k)	**€147.75k** (CHF 138k)	**€800 – €1580/day** (CHF 745 – 1470)	**€1190/day** (CHF 1110)
HCM, SuccessFactors, Payroll	Human Capital Management	**€90k – €205.5k** (CHF 84k – 191k)	**€147.75k** (CHF 138k)	**€800 – €1615/day** (CHF 745 – 1505)	**€1207.50/day** (CHF 1125)
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€144k – €220k** (CHF 134k – 205k)	**€182k** (CHF 169k)	**€1110 – €1650/day** (CHF 1035 – 1535)	**€1380/day** (CHF 1285)

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Tax, on-cost, compliance and eligibility figures are indicative (single filer, ~€100k), not legal advice. Day rates are what the contractor receives.

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United Kingdom

SAP Salary & Rate Guide 2026/2027 – United Kingdom

United Kingdom – Salary, Rates & Info

PERMANENT SALARY #8/21



CONTRACTOR DAY RATE #12/21



QUALITY OF LIFE #10/21

175.9

COST OF LIVING #13/21

68.2

TAX & DEDUCTIONS #3/21

~30%

EMPLOYER ON-COSTS #7/21

16%

HIRING FACTORS

Language: English is standard; German and French help with global template and regional rollout roles.

Language premium: German or French +5–10% for global-template and rollout roles; no premium for English.

Major industries: Consumer • Manufacturing • Financial Services • Pharma • Utilities

Local currency: GBP (Pound sterling) — figures shown in EUR with GBP in brackets

SAP HUBS · UNITED KINGDOM



CONTRACTING COMPLIANCE

IR35: the end client determines status (CEST). Rates here are outside IR35 (limited company/PSC); inside-IR35 roles are paid via umbrella/PAYE with employee-style deductions and need a higher rate; EOR for overseas hires.

HIRING TIMESCALE

Notice: 1–3 months contractual (statutory 1–12 weeks) · Probation: 3–6 months (unfair-dismissal rights after 6 months from Jan 2027) · Time to offer: Permanent 3–5 weeks, contract 1 week

WORK ELIGIBILITY

Skilled Worker visa: ≥ €49.3k (£41700) or the role's going rate, RQF 6+; sponsor licence and Immigration Skills Charge · Expat regime: 4-year FIG regime (foreign income only; UK salary taxed normally) · Irish: CTA

SAP MODULES	SKILL AREA	PERMANENT SALARY annual range	MIDPOINT salary	CONTRACTOR RATE daily range	MIDPOINT rate
FI/CO, S/4 Finance, Treasury, Group Reporting	Finance & Enterprise Management	**€40k – €128k** (£34k – £108k)	**€84k** (£71k)	**€400 – €915/day** (£340 – £775)	**€657.50/day** (£555)
MM, SD, Ariba, CX/CRM	Procurement, Sales & Customer Processes	**€40k – €128k** (£34k – £108k)	**€84k** (£71k)	**€400 – €915/day** (£340 – £775)	**€657.50/day** (£555)
EWM, TM, IBP, PP, QM, PM/EAM, PS	Supply Chain, Manufacturing & Assets	**€40k – €133k** (£34k – £113k)	**€86.5k** (£73k)	**€400 – €960/day** (£340 – £810)	**€680/day** (£575)
BW/4HANA, SAC, Datasphere, MDG, Migration	Data, Analytics & Planning	**€40k – €128k** (£34k – £108k)	**€84k** (£71k)	**€400 – €875/day** (£340 – £740)	**€637.50/day** (£540)
Joule, AI-ready data, GenAI use cases	SAP Business AI	**€44k – €138k** (£37k – £117k)	**€91k** (£77k)	**€460 – €915/day** (£390 – £775)	**€687.50/day** (£580)
BTP, CPI, ABAP Cloud, Basis, Fiori	Technology, Development & Integration	**€40k – €123.5k** (£34k – £104k)	**€81.75k** (£69k)	**€400 – €875/day** (£340 – £740)	**€637.50/day** (£540)
GRC, IAG, S/4 Authorisations	Security, GRC & Identity	**€40k – €133k** (£34k – £113k)	**€86.5k** (£73k)	**€400 – €960/day** (£340 – £810)	**€680/day** (£575)
HCM, SuccessFactors, Payroll	Human Capital Management	**€40k – €133k** (£34k – £113k)	**€86.5k** (£73k)	**€400 – €980/day** (£340 – £830)	**€690/day** (£585)
Solution/Enterprise Architect, PM, Programme Lead	Architecture & Programme Leadership	**€64k – €142.5k** (£54k – £121k)	**€103.25k** (£87k)	**€555 – €1000/day** (£470 – £845)	**€777.50/day** (£660)

Sources: Eursap benchmarks; Numbeo QoL 2026 / CoL mid-2026; methods on pages 13–14. Day rates are what the contractor receives, outside IR35; inside IR35 needs a higher rate (see Contracting compliance). Indicative, not legal advice.

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What the 2026/2027 SAP market means in practice

Five takeaways for each side of the hiring table.

FOR HIRING MANAGERS

1. **Benchmark by market, not by region.** Permanent midpoints span 3.3× (Switzerland €155k, Romania €47.5k), day rates 2.6× and on-costs 2.25–45% — so price the exact skill, language, location and working model, not a region.
2. **Permanent and contract rankings differ.** The UK is 8th for permanent pay but 12th for day rates; Belgium is 11th and 8th. Build a separate case for each engagement model rather than converting one from the other.
3. **Candidates weigh what an offer buys.** Cost of living runs from index 40 (Romania) to 110 (Switzerland) and effective tax & deductions on €100k from 27% to 46% — sell the whole package, not just the headline figure.
4. **Speed and clarity win scarce profiles.** Agree the range, contract status and hybrid rhythm before launch, name the decision-makers, hold interview slots and offer within two weeks of first interview.
5. **Sell the programme and close the loop.** S/4HANA, BTP or transformation scope pulls harder than a generic 'SAP role' — and every candidate should get a decision and a reason; in a small market that protects your brand.

FOR SAP PROFESSIONALS

1. **Compound modern delivery experience.** S/4HANA, BTP and Integration Suite, clean core, data governance and MDG, analytics, architecture and programme ownership are the skills that keep commanding attention.
2. **Know your number by market and skill area.** Use the country pages: each headline range spans every skill area, with architecture and programme leadership at the top and the midpoint approximating a mid-level consultant.
3. **Compare offers on purchasing power.** Switzerland's cost of living is 2.8× Romania's and tax & deductions run from 27% to 46%, so the real-pay ranking (page 17) reorders the table: Sweden tops it and Belgium drops eight places.
4. **Contracting pays most where programmes are largest.** Headline contractor midpoints reach €800/day or more in 9 of 21 markets, led by Switzerland, Denmark and Germany at roughly €950 – €1225/day.
5. **Languages and flexibility widen your options.** German, French, Dutch or a Nordic language alongside English opens the best-paying markets, and openness to hybrid working puts far more roles within reach.

Sources: Eursap 2026 European SAP recruitment market analysis; Numbeo Cost of Living Index 2026 (mid-year); effective tax & deductions and employer on-costs as on pages 13–14. Pay figures are headline-range midpoints converted to EUR.

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SAP hiring strategies

Seven practical ways to close an SAP skills gap faster, or at lower cost, when the obvious hire is not available.



1

Offshoring & nearshoring

Base delivery in Poland, Czechia, Romania or Portugal: permanent midpoints run at 40–60% of German levels for the same S/4 skills, in EU time zones.



2

Employer of Record (EOR) hiring

Hire in any of the 21 markets without a local entity — the EOR employs the consultant compliantly while you direct the work, live in weeks rather than months.



3

Remote-first, onsite for milestones

Design roles remote-first with agreed onsite blocks for design workshops, testing and cutover — it opens a whole country's talent pool, not one commute.



4

Part-time & fractional hires

Senior MDG, IBP, security or architecture skills are often needed two or three days a week — a fractional hire secures them at a fraction of a full-time cost.



5

B2B contracts instead of permanent

In Poland, Czechia, Romania, Hungary and the Netherlands many seniors prefer a B2B contract to employment — offering it widens the shortlist and cuts notice periods.



6

Language training

Where German, French or Dutch is the blocker, hire the strongest SAP profile and fund intensive language tuition — B1 to B2 is faster than finding a perfect bilingual.



7

Upskill graduates

Pair IT graduates or junior developers with senior leads on ABAP Cloud, BTP and analytics: 12–18 months builds a loyal bench at entry-level cost while seniors stay scarce.

HOW EURSAP CAN HELP

Want to hear more about these and other creative hiring solutions?

Talk it through with us — we offer consultative hiring solutions and can benchmark pay for your role and location.

Book a meeting →

Source: Eursap 2026 European SAP recruitment market analysis. Pay comparisons use the headline midpoints in this guide. Photography: Adobe Stock.

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Methodology & sources

How the benchmarks were built, what they draw on, and how to read them.

Scope & benchmarks

21 European SAP markets. Permanent figures are gross annual base salaries; contractor figures are the day rate the contractor receives — agency, umbrella and other intermediary margins (an SI's fee, say) are not included. Both in EUR, local currency in brackets for non-euro markets. Ranges vary by module, seniority, industry, language and working model.

Eursap market data

Our own European SAP candidate network, live vacancies, placement data and recruitment analysis — the primary evidence behind every range in this guide.

Public cross-checks

Spot-checks against Glassdoor, PayScale, SalaryExpert, StepStone, LinkedIn Jobs, Indeed, JobServe and freelancermap, plus Eurostat, European Commission, OECD and national labour statistics where relevant.

Currency comparison

Local currencies converted to EUR at xe.com mid-market rates (15 October 2026): CHF 0.931, DKK 7.48, SEK 11.18, GBP 0.846, PLN 4.37, CZK 24.36, HUF 364, RON 5.34 per euro. A ±5% FX move shifts a non-euro market by up to three EUR ranks — most for Sweden (4th–7th on both salaries and day rates).

Living costs, tax & take-home

Numbeo quality-of-life and cost-of-living indices; tax & take-home on €100k from salaryaftertax.com, talent.com and Eursap calculations on 2026 rules (pages 12–13); pages 16–18 recompute tax and on-costs at each market's midpoint.

Rules & interpretation

Employer on-costs, contracting compliance, notice/probation and work-eligibility notes summarise national social-security, labour and immigration rules — indicative, not legal or tax advice. Validate the role before hiring. Hiring timescales (page 19): time to offer from Eursap placement data; notice is the typical range, cross-checked against statutory rules.

How to read the ranges: low indicates entry-level and junior consultants, high senior architect and management level. The midpoint is the mean of the two — the arithmetic centre of a range that runs from junior to senior architect, not a measured median. Based on Eursap's vacancy, placement and survey data it is a reasonable approximation of a representative mid-level salary or day rate, and the guide uses it that way. Skill-area breakdowns on the country pages apply Eursap's cross-market skill premia to each country's headline range, so rows are comparable across markets.

How to cite this guide: *Eursap, European SAP Salary & Rate Guide 2026/2027 (October 2026), eursap.eu.*

Sources: Eursap methodology and market definitions; xe.com mid-market exchange rates (15 October 2026); Numbeo; salaryaftertax.com; talent.com; PwC Worldwide Tax Summaries; Euronews/OECD €100000 take-home study (May 2026); national tax, social-security and immigration authorities; SAP product announcements; Robert Half; Gartner. Maps: Natural Earth. Photography: Adobe Stock.

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Glossary

The SAP and hiring terms used in this guide, in plain English.

SAP PRODUCTS, PROGRAMMES & PROJECT TERMS

ECC	SAP ERP Central Component, the classic SAP ERP. Mainstream maintenance ends 31 Dec 2027; extended maintenance to 2030, RISE transition option to 2033.
S/4HANA	SAP's current ERP suite — on-premise, private cloud (RISE) or public cloud (GROW).
RISE / GROW with SAP	SAP's bundled routes to S/4HANA Cloud: RISE (private edition, existing customers) and GROW (public edition, new and mid-market).
Brownfield / greenfield	Converting an existing ECC system in place vs a fresh S/4HANA build.
Clean core	Keeping the ERP core standard, with extensions built on BTP.
BTP	SAP Business Technology Platform — integration (Integration Suite/CPI), extensions (ABAP Cloud), data and AI.
ABAP / ABAP Cloud	SAP's programming language; ABAP Cloud is the clean-core-compliant version.
Fiori	SAP's user-interface framework for S/4HANA.
Joule	SAP's generative-AI assistant and agents across SAP applications.
Business Data Cloud	SAP's data platform, with Datasphere (data fabric) and SAP Analytics Cloud (SAC), feeding analytics and AI with S/4HANA data.
MDG	Master Data Governance — clean, consistent master data.
EWM / TM / IBP	Supply-chain applications: warehousing, transportation and planning.
GRC / IAG	Governance, Risk & Compliance; Identity Access Governance (security).
SuccessFactors / ECP	SAP's cloud HR suite; ECP is its payroll engine.
Cutover / hypercare	The go-live switch, and the intensive support period that follows it.

HIRING, CONTRACTING & PAY TERMS

Low / midpoint / high	Junior (low) to senior architect and management (high); the midpoint is the mean of the two, used as a reasonable approximation of a representative mid-level salary or rate (page 44).
Day rate	The daily rate the contractor receives, excluding VAT and any agency or intermediary margin; no paid leave, pension or benefits.
Effective tax & deductions	Income tax plus employee contributions as a share of gross (pages 12–13).
Employer on-costs	Statutory employer contributions and levies on top of gross salary (page 14).
Cost per €1 of net pay	Gross plus on-costs per €1 the employee keeps, at €100k gross (page 15).
Cost to employer	Gross salary plus the employer on-costs due on it (page 16).
Real pay	The net midpoint adjusted to the 21-market average cost of living (page 17).
Contract premium	How far the contractor midpoint exceeds the salary-equivalent (page 18).
EOR	Employer of Record — employs staff locally where you have no entity.
B2B contract	A contractor engaged via their own company (Polish B2B, Dutch zzp, UK PSC).
IR35	UK off-payroll rules that decide whether a contractor is taxed like an employee (inside) or not (outside).
Umbrella / PAYE	A UK contractor employed via an umbrella company, taxed at source.
EU Blue Card	EU work and residence permit for non-EU professionals above a national salary threshold.
Expat tax regime	Reduced-tax schemes for incoming professionals, e.g. the Dutch 30% ruling or Spain's Beckham law.
Notice / probation	The notice period and probation length that govern how quickly someone can start or leave.

Definitions are simplified for orientation. SAP, S/4HANA, RISE with SAP, GROW with SAP, BTP, Joule and SuccessFactors are trademarks of SAP SE. Page references point to where each measure is used.

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It’s good to talk.

Real people, real SAP market knowledge.

Whether you’re hiring SAP talent or weighing up your next SAP role, our team would be delighted to help — market by market, in your language, with figures we can stand behind.

300+ European clients • 175000+ SAP professionals • 21 countries

Our SAP Recruitment Management Team



Daniel Patel
SAP Recruitment Director



Dean Malik
SAP Recruitment Manager



Tony Young
SAP Recruitment Manager



Tony White
SAP Recruitment Manager



Matthew Shaw
SAP Operations Director



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