## ESM SALARY SCALE

Compensation for ESM staff is competitive, with reference to the appropriate peer institutions and market conditions. Basic salaries are determined according to the level of responsibility of the jobs and are reviewed annually to ensure that ESM's compensation remains attractive.

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

