



SALARY BANDS UPDATE

March 5, 2024

SALARY BAND DEVELOPER

Developer		
Job Level	Salary Band	Transition Band
Junior	€ 48,000 - 58,000	
Regular	€ 58,000 - 75,000	up to € 79,500
Senior	€ 75,000 - 96,000	
Team Lead	€ 75,000 - 96,000	up to € 106,560
Senior Team Lead	€ 96,000 - 115,000	up to € 125,000
Expert	from € 96,000	
Head	from € 115,000	

*Gross salaries for employees with place of employment in Germany. Salaries in other countries may vary.

**This salary band has remained unchanged since July 19, 2022.

SALARY BAND GAME DESIGNER

Game Designer		
Job Level	Salary Band	Transition Band
Junior	€ 38,000 (+12%) - 46,000 (+10%)	up to € 50,000 (+9%)
Regular	€ 46,000 (+10%) - 65,000 (+12%)	up to € 70,000 (+13%)
Senior	€ 65,000 (+12%) - 85,000	up to € 90,000
Expert	from € 85,000	

*Gross salaries for employees with place of employment in Germany. Salaries in other countries may vary.

**Percentages in brackets indicate changes since July 19, 2022.

SALARY BAND MARKETER

Marketer		
Job Level	Salary Band	Transition Band
Junior	€ 44,000 - 52,000	
Regular	€ 52,000 - 64,900	up to € 70,000
Senior	€ 64,900 - 89,700	up to € 96,000
Team Lead	€ 64,900 - 82,500	up to € 90,000
Senior Team Lead	€ 82,500 - 106,375	up to € 115,000
Expert	from € 89,700	
Head	from € 106,375	

*Gross salaries for employees with place of employment in Germany. Salaries in other countries may vary.

**This salary band has remained unchanged since July 19, 2022.

SALARY BAND ARTIST

Artist		
Job Level	Salary Band	Transition Band
Junior	€ 34,000 (+6%) - 41,000 (+8%)	up to € 44,000 (+10%)
Regular	€ 41,000 (+8%) - 53,000 (+10%)	up to € 55,000 (+6%)
Senior	€ 53,000 (+10%) - 68,000	up to € 77,000
Team Lead	€ 65,000 - 80,000	up to € 85,000
Senior Team Lead	from € 80,000	
Expert	from € 68,000	

*Gross salaries for employees with place of employment in Germany. Salaries in other countries may vary.

**Percentages in brackets indicate changes since July 19, 2022.

SALARY BAND ANALYST

Analyst		
Job Level	Salary Band	Transition Band
Junior	€ 45,600 - 55,200	up to € 60,000
Regular	€ 55,200 - 72,000	up to € 77,400
Senior	€ 72,000 - 95,040	up to € 100,000
Team Lead	€ 79,200 - 91,080	up to € 100,000
Senior Team Lead	€ 91,080 - 104,280	up to € 119,922
Expert	from € 95,040	
Head	from € 104,280	

*Gross salaries for employees with place of employment in Germany. Salaries in other countries may vary.

**This salary band has remained unchanged since July 19, 2022.

SALARY BAND COMMUNITY MANAGER

Community Manager		
Job Level	Salary Band	Transition Band
Junior	€ 34,000 (+6%) - 41,000 (+12%)	
Regular	€ 41,000 (+12%) - 53,000 (+20%)	up to € 58,000 (+23%)
Senior	€ 53,000 (+20%) - 68,000 (+18%)	up to € 75,000 (+15%)
Team Lead	€ 60,000 (+25%) - 85,000 (+37%)	up to € 90,000 (+29%)
Senior Team Lead	from € 85,000 (+37%)	
Expert	from € 68,000 (+18%)	
Head	from € 100,000 (+18%)	

*Gross salaries for employees with place of employment in Germany. Salaries in other countries may vary.

**Percentages in brackets indicate changes since July 19, 2022.

SALARY BAND PRODUCT MANAGER

Product Manager	
Job Level	Salary Band
Junior	€ 40,000 - 55,000
Regular	€ 55,000 - 75,000
Senior	from € 75,000
Product Head	from € 115,000

*Gross salaries for employees with place of employment in Germany. Salaries in other countries may vary.

**This salary band has remained unchanged since July 19, 2022.

SALARY BAND QA ENGINEER

QA Engineer		
Job Level	Salary Band	Transition Band
Quality Assurance Tester	€ 25,000 (+25%) - 45,000	
Junior	€ 38,000 - 50,000	
Regular	€ 50,000 - 65,000	up to € 72,080
Senior	€ 65,000 - 85,000	up to € 98,000
Expert	from € 85,000	

*Gross salaries for employees with place of employment in Germany. Salaries in other countries may vary.

**Percentages in brackets indicate changes since July 19, 2022.

SALARY BAND SYSTEM ADMINISTRATOR

System Administrator		
Job Level	Salary Band	Transition Band
Junior	€ 45,000 - 57,500	up to € 60,000
Regular	€ 57,500 - 75,000	up to € 80,000
Senior	€ 75,000 - 88,500	up to € 98,000
Team Lead	€ 75,000 - 86,000	up to € 95,000
Senior Team Lead	€ 86,000 - 110,000	up to € 114,000
Expert	from € 88,500	
Head	from € 110,000	

*Gross salaries for employees with place of employment in Germany. Salaries in other countries may vary.

**This salary band has remained unchanged since July 19, 2022.

ABOUT INNOGAMES

InnoGames is one of the leading German developers of mobile and browser games and a certified Great Place to Work®. The climate-neutral company based in Hamburg was founded in 2007 and is now part of Modern Times Group (MTG). Together with 350+ employees from over 40 nations, the company founders develop unique games that provide years of fun for millions of players around the world. InnoGames is best known for Forge of Empires, Elvenar and Tribal Wars, but the company is continually expanding its now 9-game portfolio across platforms and genres. The most recent additions were Rise of Cultures and Sunrise Village, which were launched in early 2022.

www.innogames.com