

FRENCH SALARY GUIDE

2025

Industrial & Manufacturing Compensation

SUMMARY

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FRENCH LABOR MARKET INSIGHTS 1

- Employment contracts: Mainly CDI (permanent) & CDD (fixed-term).
- Trial period: 3-4 months
- Social charges: $\approx 45\%$ of gross salary (employer side)
- Working time: 35 hrs/week + RTT (extra paid leave for cadres)

FRENCH LABOR MARKET INSIGHTS 2

- Meal vouchers (50 % employer-funded), remote work (1–2 days/week), health insurance, annual bonus/profit-sharing, laptop & phone.
- Salaries in provinces often –10 % to –20 % vs. Paris.
- Income tax withheld at source by employer.
- Notice period: 1–3 months.

SIX SECTIONS

Sources: Public salary benchmarks , industry reports, and E3 internal market intelligence.

- ✧ **Generalist Roles**
- ✧ **Chemicals & Materials**
- ✧ **Life Sciences**
- ✧ **Energy, Construction & Utilities**
- ✧ **Vehicles, Electronics & Automation**
- ✧ **FMCG, Luxury & Retail**

GENERALIST
ROLES

(Cross-industries)

ROLE	JUNIOR	EXPERIENCED	SENIOR
Sales / Business Developer / Key Account	30K-50K	50K-65K	65K-100K
Project / Program	45K-55K	55K-70K	70K-100K
Marketing / Brand / Product	40K-50K	50K-65K	65K-95K
Supply Chain / Buyer / Logistics	40K-60K	60K-80K	80K-120K
HR / Talent Acquisition	35K-50K	50K-70K	70K-90K
Finance / Controller	40K-60K	60K-80K	80K-120K
Legal Counsel / Compliance	40K-50K	50K-80K	80K-120K
Data Analyst / Data Engineer	40K-55K	55K-70K	70K-100K

Salary Benchmark (Annual Gross Compensation in EUR)

Junior: 0-5 years of experience
Manager: 5-10 years of experience
Director: 10-20+ years of experience

Salaries reflect Paris benchmarks; subtract 10-20% for regional (non-Paris) roles. Excludes bonuses (base salary only).

CHEMICAL & MATERIALS

(Chemicals & Specialty /
Packaging & Plastics /
Agribusiness & Food
Processing)

ROLE	JUNIOR	EXPERIENCED	SENIOR
Plant Manager	50K-70K	70K-90K	90K-120K
Production Manager	45K-55K	55K-70K	70K-100K
Process Engineer	38K-45K	45K-55K	55K-70K
Quality Manager	45K-55K	55K-70K	70K-95K
Chemical Engineer	35K-43K	43K-55K	55K-75K
Packaging Engineer	38K-45K	45K-58K	60K-75K
Food Safety Manager	42K-50K	50K-65K	65K-85K
HSE Manager	42K-50K	50K-65K	65K-90K

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LIFE SCIENCES

(Pharma & Biotech / Medical
Devices / Healthcare Services)

ROLE	JUNIOR	EXPERIENCED	SENIOR
R&D Engineer	38K-48K	48K-60K	60K-80K
Regulatory Affairs	45K-55K	55K-70K	70K-100K
Quality Manager	45K-55K	55K-70K	70K-95K
Production Manager	45K-55K	55K-70K	70K-100K
Clinical Research Associate	38K-45K	45K-55K	55K-70K
Medical Affairs Manager	50K-60K	60K-80K	80K-100K
QA / RA Manager	45K-55K	55K-70K	70K-95K
Clinical Research Associate	38K-45K	45K-55K	55K-70K

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ENERGY, CONSTRUCTION & UTILITIES

(Renewables / Water & Gas /
Civil & Construction / Mining
& Resources)

ROLE	JUNIOR	EXPERIENCED	SENIOR
Operation Manager	45K-55K	55K-70K	70K-90K
Maintenance / Reliability Manager	45K-55K	55K-70K	70K-90K
Project Manager	42K-50K	50K-70K	70K-100K
Renewable Energy Project Developer	38K-48K	48K-68K	65K-85K
Energy Trader	40K-50K	50K-80K	80K-120K
Superintendent	35K-45K	45K-60K	60K-80K
Site Manager	40K-50K	50K-70K	70K-90K
Civil / Structural / Design Engineer	32K-42K	42K-55K	55K-70K

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VEHICLES, ELECTRONICS & AUTOMATION

(Automotive & Defense /
Semiconductors & Electronics /
Robotics & IoT / Industry 4.0)

ROLE	JUNIOR	EXPERIENCED	SENIOR
Designer Engineer	35K-45K	45K-60K	60K-75K
Semicon Process Engineer	38K-48K	48K-65K	65K-85K
Automation Engineer	36K-45K	45K-60K	60K-75K
Industrial Engineer	33K-40K	40K-52K	52K-65K
Robotics Integration Engineer	38K-48K	48K-60K	60K-80K
Test & Validation Engineer	35K-45K	45K-58K	60K-75K
Program / Platform Manager	45K-55K	55K-70K	70K-95K
Planning manager	40K-50K	50K-65K	65K-85K

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FMCG, LUXURY & RETAIL

(Consumer Goods & Food /
Cosmetics & Personal Care /
Luxury Fashion & Accessories
/ Retail & Distribution)

ROLE	JUNIOR	EXPERIENCED	SENIOR
Brand Manager	38K-48K	48K-65K	65K-85K
Category Manager	38K-45K	45K-60K	60K-75K
E-commerce Manager	40K-48K	48K-65K	65K-85K
Digital Marketing Manager	40K-50K	50K-65K	65K-90K
Warehouse Manager	38K-48K	48K-60K	60K-75K
Fashion Designer / Stylist	35K-45K	45K-60K	60K-70K
Retail Store Manager	35K-45K	45K-60K	60K-85K
Textile / Leather Engineer	32K-40K	40K-52K	52K-65K

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E3

Entreprise, Employee & Education.