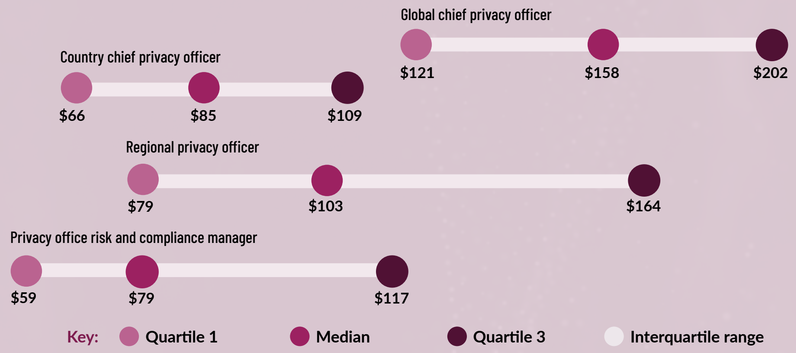
iapp

Your Privacy Salary Benchmark — Europe

What the IAPP's 2025-26 survey data says about pay, your career and future moves

See how your role compares to the salary distribution.



All figures are in thousands of U.S. dollars.

Use the median salary and range to your advantage.



Where you work makes a difference

Your employer's sector is a part of the benchmark.

	Technology	Finance	Retail, media and leisure	Government and education	Other industries
Data protection officer	$118 ($100-$148)	$102 ($90-$149)	$117 ($100-$160)	$80 ($61-$82)	$106 ($85-$131)

This table spotlights DPO salaries across selected sectors. All figures are in thousands of U.S. dollars.

Total compensation

Compare the whole compensation package and not just the base salary. Bonuses, benefits and flexibility are key parts of the package.

Among respondents in Europe

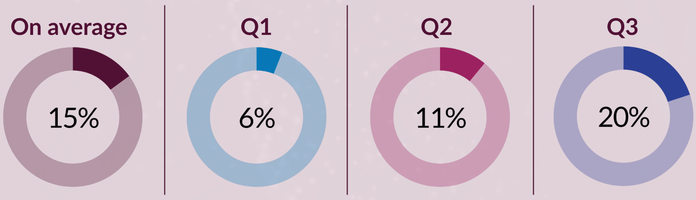
67% received a bonus

Q1: **$4K**

Median: **$11K**

Q3: **$24K**

In Europe, bonuses represent the following proportions of employees' base salary:



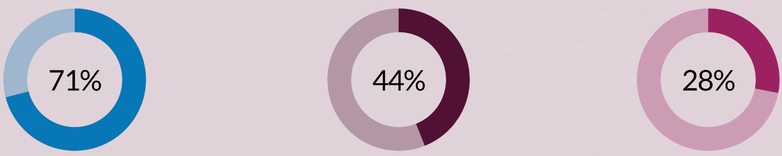
	Overall	Europe
Base salary	$150	$111
Overall additional compensation	$51	$36
Bonus	$23	$15
Stock/equity long-term incentive	$16	$12
Cash-based long-term incentive	$2	$2
Cost of living bonus/payment	$1	$0
Commission	$0	$0
Employer pension	$4	$4
Other monetary compensation	$6	$3
Total compensation	**$201**	**$147**

All figures are in thousands of U.S. dollars.

What makes people move?

Pay matters, but so does progression and flexibility.

Top three motivating factors causing respondents to seek new jobs



So, where do you sit?

Your role. Your move. Read the full IAPP Salary and Jobs Report 2025-26 today.

Note: Salary differences shown in this report are observed associations between demographics and reported pay by survey respondents. They do not mean that a particular skill, certification, responsibility or career move will produce a specific compensation increase. Other factors may contribute to an increase.

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