

Salary Guide
France

HEALTHTECH

ADLIB



WHAT IS THE AVERAGE HEALTHTECH SALARY IN FRANCE?

We've outlined the average salaries typically received for HealthTech roles in France.

How do we benchmark French HealthTech salaries?

Our findings come from a mixture of research, conversations with clients, and referencing against open positions in the market as well as our own open positions.

While we do our best to keep our finger on the pulse on where the market is heading, there are always going to be external factors that will change what a candidate is looking for, such: specific skills, Key responsibilities, and other benefits that may not be immediately indicated.

What to consider when assigning a salary to a role

The following rates have been collated from research taking in the entirety of France.

A few key points to keep in mind is the factors that are being offered to your employees outside of the tangible. Aspects such as Holiday, Remote Work, Training (provided or allowed), and stability tend to be at the forefront of most candidates' minds.

HEALTHTECH SALARY BENCHMARKS

Likely Role Title	Junior (0-2 years)	Mid-Level (3-5 years)	Senior (5-7 years)	Lead / Head of (8+ years)
Front-End Developer	€35K - €45K	€45K - €55K	€55K - €70K	€75K+
Back-End Developer	€38K - €45K	€40K - €60K	€60K - €80K	€80K - €95K
Full-Stack Developer	€38K - €45K	€50K - €60K	€65K - €85K	€95K+
Solutions Architect <small>(With previous Developer experience)</small>	€38K - €45K	€45K - €55K	€60K - €80K	€90K+
DevOps Engineer	€65K - €80K	€80K - €95K	€100K - €120K	€125K+
QA Engineer	€55K - €70K	€70K - €85K	€85K - €100K	€100K+
Data Engineer	€35K - €45K	€45K - €60K	€65K - €80K	€85K+

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