

SRCF Salary Translation Guide

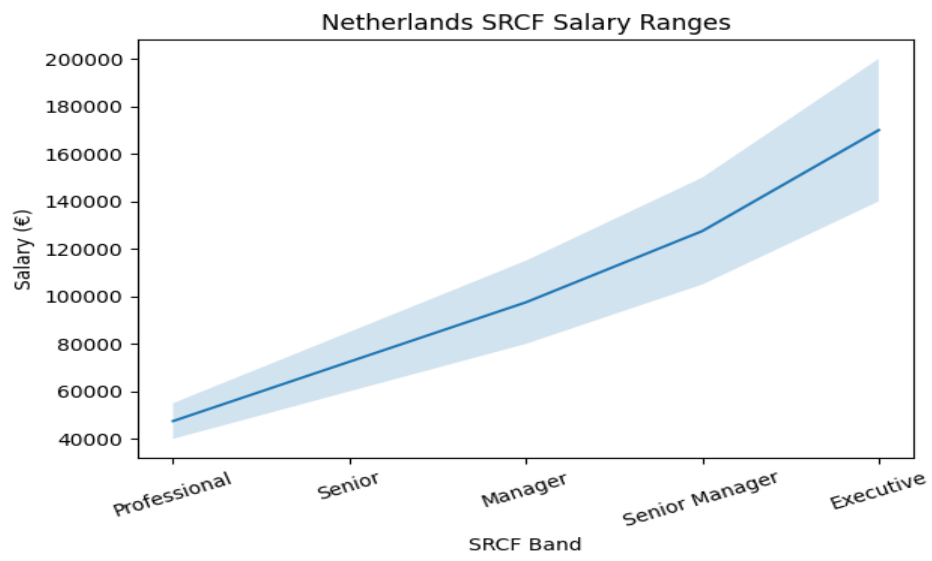
For Modern Knowledge-Based Organizations

Netherlands • Germany • United Kingdom • United States

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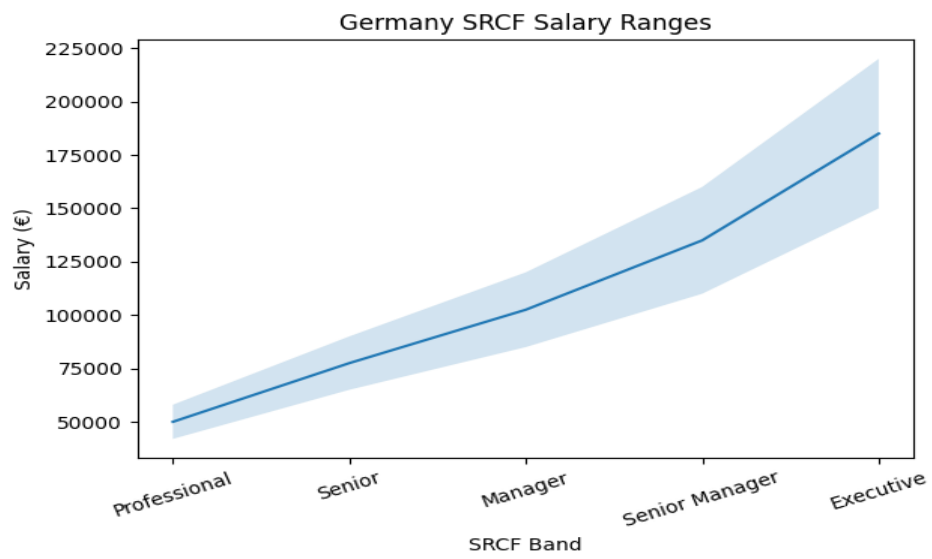
Netherlands

SRCF Band	Min	Max
Professional	€40,000	€55,000
Senior	€60,000	€85,000
Manager	€80,000	€115,000
Senior Manager	€105,000	€150,000
Executive	€140,000	€200,000



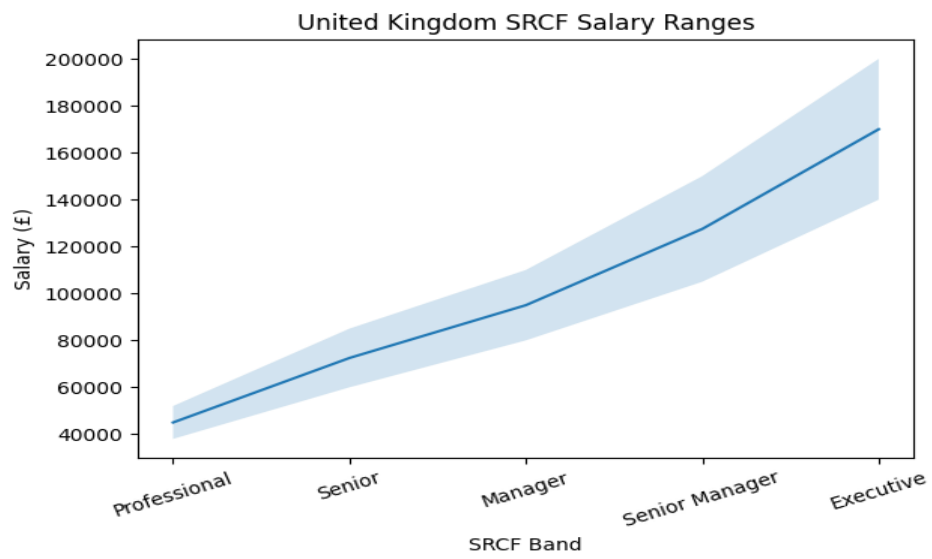
Germany

SRCF Band	Min	Max
Professional	€42,000	€58,000
Senior	€65,000	€90,000
Manager	€85,000	€120,000
Senior Manager	€110,000	€160,000
Executive	€150,000	€220,000



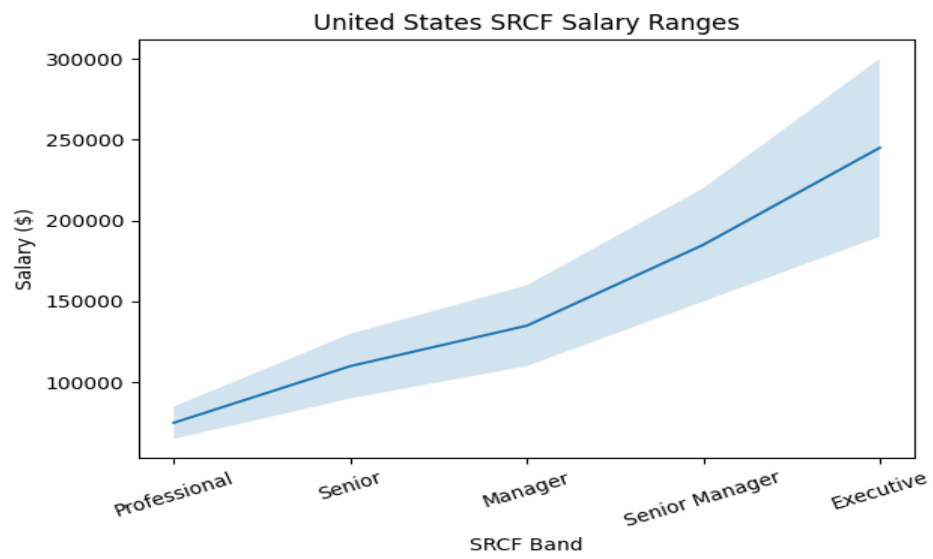
United Kingdom

SRCF Band	Min	Max
Professional	£38,000	£52,000
Senior	£60,000	£85,000
Manager	£80,000	£110,000
Senior Manager	£105,000	£150,000
Executive	£140,000	£200,000



United States

SRCF Band	Min	Max
Professional	\$65,000	\$85,000
Senior	\$90,000	\$130,000
Manager	\$110,000	\$160,000
Senior Manager	\$150,000	\$220,000
Executive	\$190,000	\$300,000



Compensation Philosophy

This guide is designed for modern knowledge-based companies. Salary bands intentionally overlap. A highly specialized professional may earn more than an early-stage manager if market demand and scarcity justify it. Compensation reflects structural contribution, complexity, and market value — not hierarchy alone.

Disclaimer

Salary ranges are indicative and derived from publicly available compensation data. This guide is not affiliated with or derived from proprietary compensation surveys. Figures are estimates for structural calibration purposes only.