DeepRec.ai

MARKET GUIDE

Market Insights. Salaries.

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Trinnovo Group

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Executive Summary

Deep Tech's recent triumphs represent a brighter future for industries everywhere. From enhanced resilience to streamlined workflows and innovation-rich teams, the ripple effects of an AI-enabled future are profound, and it's only the beginning.

AI is scaling faster than any workforce in history. In 2024, 33% of global venture capital funding went to AI startups, a 26% rise in market share since 2014.

2025 looks poised to continue the trend as adoption rates rise, energy requirements intensify, and the push for workforce augmentation accelerates. As investment wanes in the broader technology sector (declining 63% since 2021), niche pockets of Deep Tech are taking off.

In Q1 of 2025 alone, the quantum computing space raised over $1.25 billion, which is more than double the previous year. The trajectory of GenAI is similarly bewildering, a market expected to grow by 76% to $644 billion in a single year.

Much of this innovation is grounded in physical infrastructure. Around 60% of global Deep Tech Investment flows into hardware, a reminder that behind every breakthrough, be it robotics, AI, or quantum, you'll find a vast and often fragile supply chain.

Inside this growth, you'll find the most persistent challenge facing Deep Tech today: skill shortages. Increasingly specialised tech demands increasingly specialised talent. According to Staffing Industry Analysts, AI-related job postings have surged by 68% in the US over the past two years, while overall IT vacancies declined by 27%.

Executive Summary

We’re in the middle of the biggest workforce redefinition since the Industrial Revolution, and its impact on the hiring market is proving exceptionally difficult to navigate.

A laundry list of challenges endures (legacy systems, data privacy, regulatory pressures, global trade wars, etc.), but we’re seeing a notable shift in the way leaders, founders, hiring managers, and investors are approaching Deep Tech.

Instead of chasing scale with a laser focus, attention is moving towards precision. Teams are smaller and expectations are higher, and the candidates who meet the gold standard are commanding a premium.

Beyond the talent crunch lies a much broader issue. From quantum experiments in Zurich to GenAI development in Silicon Valley, the scramble to innovate is outpacing traditional models of oversight.

The next frontier of technological discovery concerns the operational. It needs to be precise, scalable, explainable, and human-centred. As the systems get stronger and we better understand their use cases, the higher the stakes will be.

Now’s the time to build for long-term resilience. Deep Tech is very much a candidate-driven market, where access to the right people will determine who leads and who lags. For candidates, some of the best careers in Deep Tech are about what you can build, who you can build it with, and why it matters.

SPEAK TO A MEMBER OF OUR TEAM TO DISCUSS YOUR HIRING NEEDS

AI & MACHINE LEARNING

AI/ML

Between early-stage volatility and fierce competition for talent, median tenure is shrinking. AI and ML engineers are, on average, likely to switch jobs in only 8 months. Plus, around 42,000 engineers changed roles in the last year, spotlighting another one of the industry's key challenges: retention.

In markets like the US, AI and ML engineers routinely command salary uplifts of 5% and equity packages in the 10-20% range. Globally, candidates with proven experience in areas like model deployment, optimisation, and infrastructure engineering are among the hardest to secure, and harder still to retain.

Plus, location-based skill gaps are shrinking. Remote superstars are expecting San Francisco-level compensation, which for Machine Learning Engineers, is an average of $213,100. The median equity offered nowadays is usually between 0.8 and 1.5% for a first technical hire, and between 10 and 50% for a technical co-founder.

As tech pioneers race to build an agentic AI future, we're seeing a shift from model experimentation to productisation at scale.

Companies are moving beyond fine-tuning foundation models toward orchestrating multi-agent systems, building infrastructure that allows autonomous agents to reason, act, and collaborate in complex environments.

This means that the AI/ML engineer now finds themselves designing ecosystems where models interact, adapt, and integrate across workflows.

Innovation is happening across every layer of the stack. Engineers are deploying models into low-latency, privacy-preserving environments, building custom inference runtimes, and solving challenges around context memory, retrieval pipelines, and human feedback loops.

Talent Trends

There's growing demand for talent who can move fluently between research, infrastructure, and application. It's a hybrid profile that's hard to find.

It's worth noting that, thanks to longer development cycles, higher capital needs, and evolving talent priorities in deep tech, ESOP (Employee Stock Ownership Plan) availability for candidates, while still crucial, appears less readily available. Given the recent later-stage hiring focus, ESOP pools tend to be smaller.

This could represent an opportunity to differentiate on purpose, ownership, and technical challenge, all of which are increasingly influential factors for AI/ML candidates choosing between competing offers.

The return-to-work debate rages on, leading some hiring managers to lose out on top candidates. It's estimated that around 1 in 3 businesses cite leasing obligations as the driving force for this. Sectors like finance, defence, and advanced manufacturing are now competing directly with Big Tech for deep tech talent, shrinking pipelines and driving up recruitment costs when it's done traditionally.

Businesses are wrestling with what the AI shift means for their workforces, with some opting for heavy role automation in place of people, a decision that some are starting to regret. A similar move backfired for Klarna back in 2022, when it replaced 700 service employees with AI agents.

AI & ML in Financial Services

While nearly every industry has felt the transformative touch of AI, its presence in the banking sector is one of the biggest turnarounds in recent years.

Banks have gone from tech laggards to leaders in only a few years, particularly in North America, where banks dominate the global rankings in AI innovation. Europe is catching up, and it's reflected in the talent pool.

In the last 12 months, the ML talent pool grew by 111% in Switzerland's banking industry, with the UK not far behind at 110% in Switzerland. In contrast, the US saw only 6% growth in the same period.

The disparity isn't a sign of lag. US banks are further along the AI maturity curve, boasting well-established teams and more deeply embedded infrastructure. Elsewhere, we're often seeing a catch-up effect as firms race to modernise legacy systems (although this is also a major challenge in the US).

Globally, banks are using AI and ML to drive everything from real-time fraud detection and credit risk modelling to hyper-personalised customer journeys and automated compliance checks.

AI-native risk frameworks are evolving, but many firms are still relying on legacy governance models (that don't work for black box systems). Firms are struggling to find candidates with experience in both worlds.

Specialist skills in cloud and threat intelligence are in demand, and they're typically concentrated in small talent pools with strong demand and high churn.

Demand for data talent is rising, with many 'traditional' analytics roles now skewing toward governance, lineage, and AI readiness.
On the infrastructure side, the shift toward real-time ML is accelerating. Many banks are re-architecting data pipelines using streaming platforms, feature stores, and online learning systems to enable fraud detection and risk scoring at pace.

Synthetic data generation is also gaining traction, allowing teams to train models on sensitive financial patterns without compromising PII.

RESEARCH

Research

Research is currently one of our busiest verticals, and given the rate of innovation, it's easy to see why. We've seen a significant lift in the number of research vacancies across GenAI, ML, Computer Vision, NLP, and Embedded Engineering.

Globally, this talent pool has grown by 11% in the last 12 months, with some hidden gem locations (where supply is relative to hiring demand) including South Korea, Iran, and Vietnam.

While software development has seen a somewhat unsurprising 25% growth in AI research talent in the last year, hospitals and health care saw a massive 97% uptick, a clear signal that core research is moving closer to real-world impact.

Like most roles, the research space is evolving. Employers are hiring for product-alinged innovation, which means securing researchers who can contribute to IP and shape architecture decisions.

The vast majority of today's companies invest in some form of AI. Whether that's an off-the-shelf integration or a purpose-built LLM, capturing market share and innovating in a space that's maturing quickly often depends on the strength of internal research capability.

Automation

Some predictions claim as much as 50% of jobs will be automated by 2045, with GenAI and robotics emerging as the key drivers. If this is indeed the case, researchers are at a strategic tipping point.

As automation moves toward creative and cognitive domains, the research agenda is broadening. AI researchers today are increasingly tasked with solving problems at the intersection of tech, ethics, and society, from autonomous system oversight to workforce augmentation, and more recently, human-in-the-loop design.

This means researchers are pulled closer to the business function. Specialists who can stress-test foundational models and guide long-term R&D are in demand.

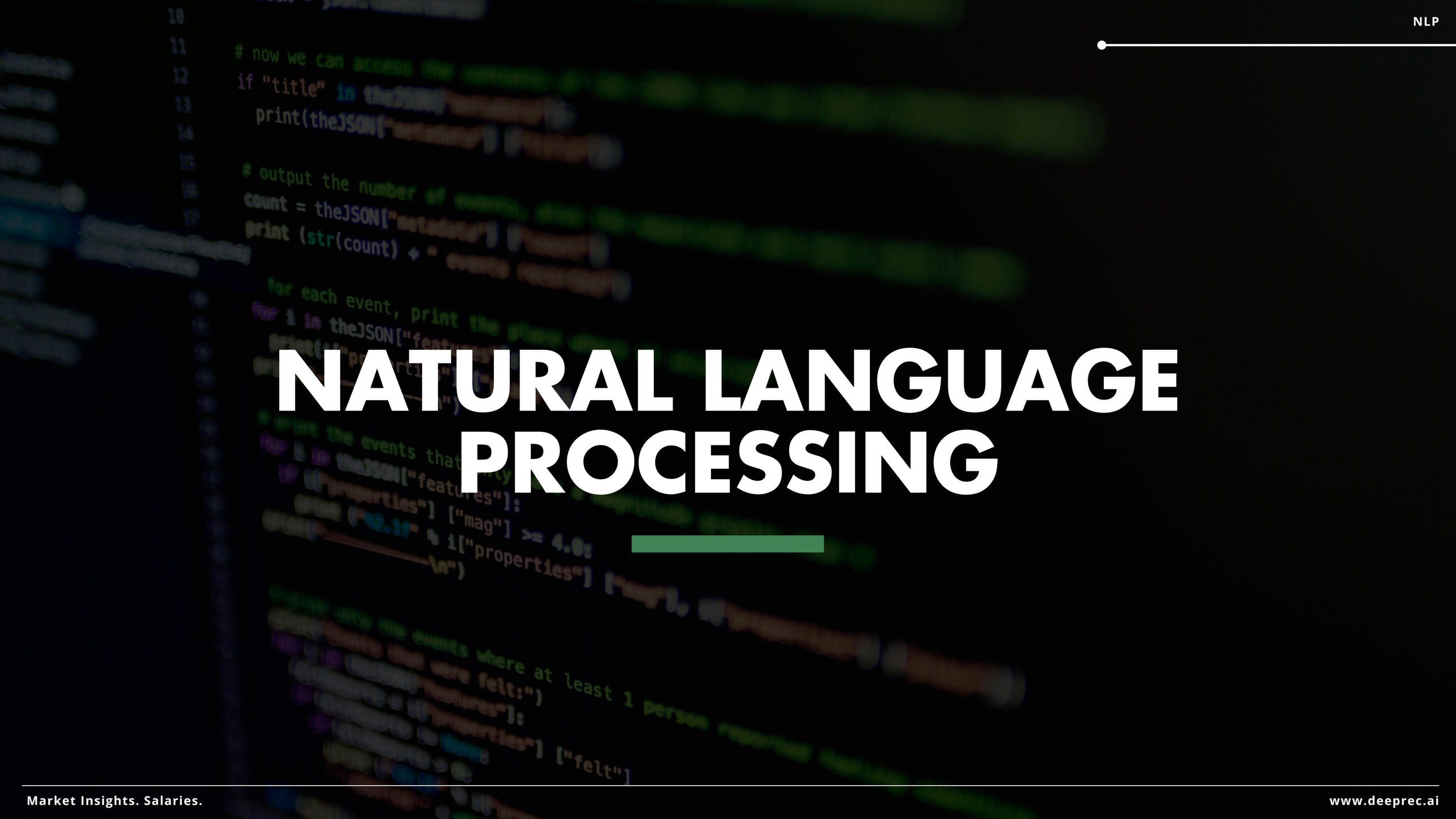
For candidates, the upside is that the path into research-related roles in Deep Tech has never been shorter.

Research Across Geographies

Across our core markets, research hotspots are thriving. Zurich and Lausanne lead in Switzerland, anchored by ETH and EPFL's influence in robotics, embedded AI, and quantum. In the US, San Francisco remains the global hub for GenAI and frontier research, while Boston and New York drive innovation in computational biology, governance, and financial ML.

Dublin continues to scale as a research centre for LLM deployment and ethical AI, supported by major tech R&D investment. In the UK, London and Cambridge dominate AI safety and infrastructure research, while Edinburgh (named by Deloitte as the UK's only global AI leader) stands out in computer vision and robotics.

Germany's research strength is concentrated in Berlin, Munich, and Stuttgart, with a clear focus on industrial AI, simulation, and embedded systems, powered by close university/industry ties.



NATURAL LANGUAGE PROCESSING

NLP

OpenAI once again leads the charge in funding, securing $40 billion in a round led by SoftBank Group, a new record for private capital raised in a single round by the tech sector.

The headline-grabbing raise may be an outlier, but it spotlights the sheer capital intensity behind today's most advanced language systems.

For much of the market, the focus has realigned towards adapting foundational models and applying them, fuelling demand for engineers and researchers who can scale NLP across high-stakes domains.

NLP continues to evolve beyond language understanding into a foundational layer of human/machine interaction, enterprise search, and decision automation.

We're seeing significant demand for talent across multilingual model training, LLM fine-tuning, retrieval-augmented generation (RAG), and domain-specific language modelling, particularly in high-impact sectors like financial services, healthcare, and law.

Advancements in areas like real-time language translation and emotionally intelligent systems (like Hume AI's empathic voice interface) represent the next evolution of NLP, one where context, tone, and affect are just as important as accuracy.

These developments are pushing companies to hire NLP specialists who can go beyond prompt engineering to build emotion-aware pipelines, multimodal models, and adaptive language agents.

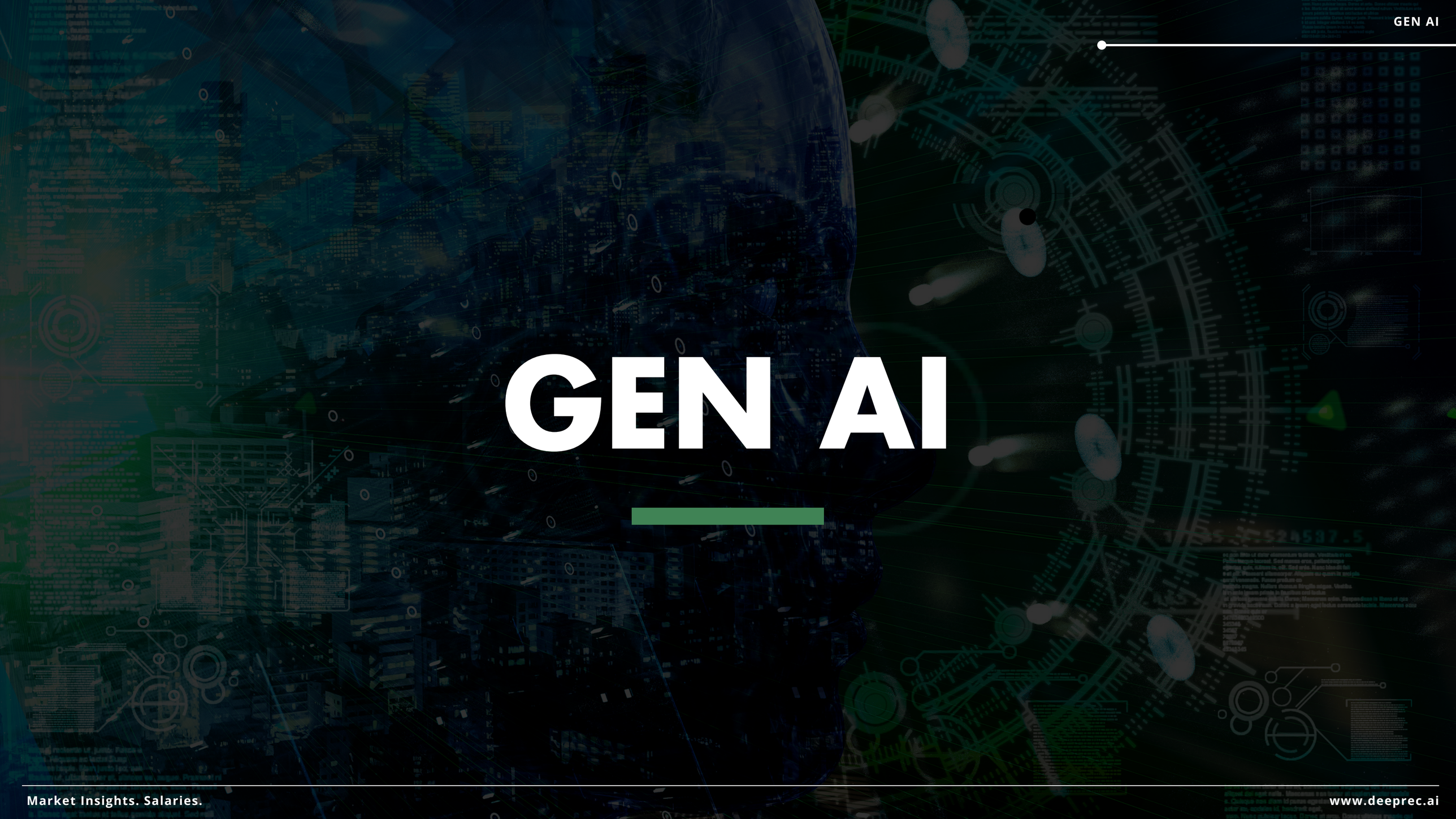
Skill Shifts and Growth

Skills data from the last 12 months highlights just how fast NLP roles are expanding in scope. Alongside the expected growth in language modelling (+96%), we're also seeing a 151% rise in large language model skills and a 142% spike in Generative AI knowledge across NLP-relevant job titles, all signs that engineers are being asked to fine-tune, customise, and deploy large models, not just prompt them.

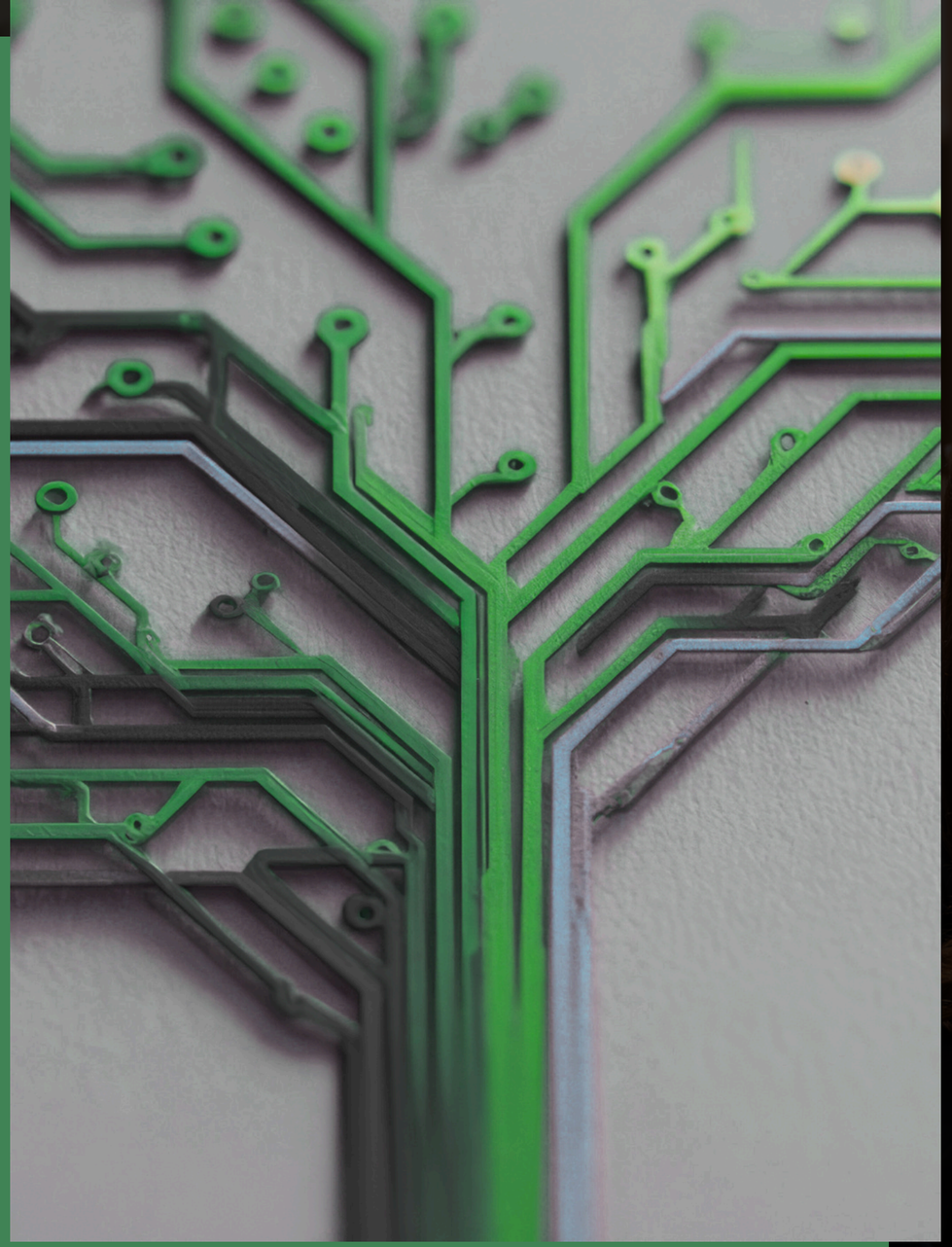
Perhaps more interestingly, machine tools showed the most dramatic growth (+486%), a reminder that language models increasingly intersect with the physical world, whether that's through embedded devices, robotics, or human/AI interaction layers.

As GenAI becomes more agentic and multimodal, NLP specialists are being pulled into systems design, data infrastructure, and real-time deployment, not just syntax and semantics.

The growth in Azure SQL (+103%) and data processing (+98%) reinforces that point: today's NLP engineers are operating more like platform engineers, working across cloud environments, inference pipelines, and memory-augmented architectures.



GEN AI



Gen AI

GenAI broke all sorts of funding records in 2024, hurtling into the lead as the most valuable investment category in Deep Tech. By all current data, it's the most capitalised vertical in technology today, particularly when you factor in its dominance of the global VC share (almost 12%).

Over half of all this investment has gone to model makers, highlighting the sky-high barrier to entry at the foundational layer.

The US dominates this landscape by a big margin. Data from Dealroom shows that the nation has received over $54 billion in funding to date, a significant portion of which can be attributed to OpenAI. China and the UK follow next at $3 billion each. In 2025, much of the competitive edge is coming from who can deploy faster and more responsible models. Hiring trends are reflecting this, and it's perhaps most visible in the uptick for contract and SOW (statement of work) solutions, which offer a cost-sustainable alternative to permanent hiring in a space that commands high premiums.

This is prominent in mid-stage companies and non-tech enterprises, where compensation benchmarks are climbing quickly. This includes critical sectors like finance and healthcare.

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Shrinking Tenures and Popular Candidates

The talent market here is fluid and fast-moving. Candidates with production-level experience in GenAI systems are sought after. The tech is moving at such a high pace that we're seeing a growing appetite for hybrid profiles.

Many of these roles straddle the boundary between ML engineering and backend development, a space where demand is currently spiking.

With a median tenure of just 6 months, we're seeing a great deal of market movement. The global talent pool for GenAI engineers grew by 26% in the last 12 months, with the bulk of the skills growth centred on RAG, Algorithm Design, LangChain, API Development, AWS Lambda, Unsupervised Learning, and Prompt Engineering.

COMPUTER VISION

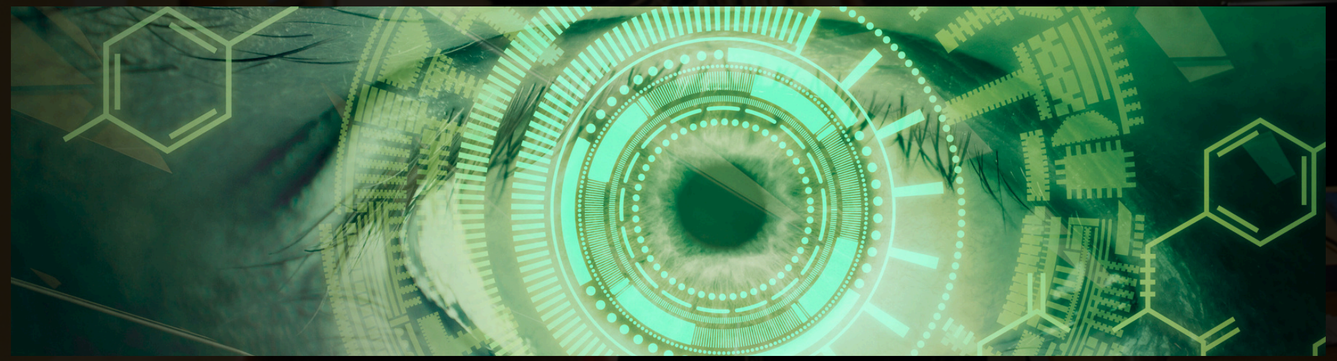
Computer Vision

Once a niche capability, computer vision has become central to everything from autonomous systems and spatial computing to retail analytics and healthcare diagnostics.

We're seeing hiring demand expand across multiple fronts, largely in areas like 3D vision, video analytics, image segmentation, and sensor fusion.

Computer vision is shifting from static image analysis to dynamic, context-aware interpretation. A prime example is inait, a Swiss AI startup recently backed by Microsoft, whose 'digital brain' platform uses causal learning to adapt to real-world complexity. While the partnership is anchored in Switzerland, it reflects a global trend: vision systems are reasoning.

Across markets, this shift is fuelling demand for CV engineers who can work across modalities (visual, spatial, and sensor data) and develop real-time systems for robotics. From San Francisco to Stuttgart, companies are prioritising candidates who can build perception layers that are fast, explainable, and ready for deployment in the physical world.



Robotics

In 2025, robotics is transitioning from isolated automation to integrated, intelligent systems across various industries, resulting in some extraordinary market movement.

Data from Nasdaq shows that the global robotics space is projected to more than double from $71.78 billion in 2025 to $150.84 billion in 2030, spurred on by advancements in AI integration.

From autonomous mobility to warehouse automation and surgical robotics, the technology is transforming how work gets done in high-stakes environments.
Manufacturing and logistics remain anchor industries, with companies deploying robots to streamline operations and mitigate labour shortages.

In healthcare, robotic-assisted surgery and diagnostic automation are advancing rapidly, improving precision and patient outcomes. Meanwhile, large-scale employers like Amazon now operate with over 750,000 robots in their fulfilment network, a signifier that robotics is rooted in the operational.

We're seeing rising demand for robotics professionals in Switzerland, Germany, and the US, particularly in cities with strong industrial and research roots like Zurich, Munich, Boston, and San Jose.

Public investment is rising, and growth is also picking up in the UK and Ireland as government-backed innovation hubs and defence tech investment drive more embedded robotics projects.

GEOSPATIAL & EARTH DATA

Geospatial and Earth Data

Very few (if any) avenues of deep tech are seeing the same acceleration as the geospatial market. Spurred on by the urgency of climate change, increased defence spending, and a host of innovations in the satellite imagery supply chain, the sector is scaling in both capability and commercial relevance.

The global geospatial analytics market was valued at $102.45 billion, representing a CAGR of 14.1% between 2025 and 2032. Correspondingly, we're seeing demand for talent sharpen.

Earth data is occupying the lion's share of the geospatial conversation in the US, driven largely by massive government investment and a robust private sector, with pioneers like Planet, Maxar, and Esri innovating at scale.

Moreover, geospatial data science is currently enjoying a commercial expansion into non-traditional sectors, reflected in the rising demand for candidates across financial services, where hyperlocalised real-time data is giving fintechs a competitive edge.

Parcel mapping is currently the fastest-growing skill amongst geospatial engineers, rising at a rate of 171% in the last 12 months. The growth mirrors the rising demand we're seeing in sectors like real estate, land governance, and insurance, where location intelligence plays a key role in unlocking new revenue streams.

Hiring demand is still at its highest in defence and space manufacturing, which has seen its talent pool grow by 73% in the last year.

The Tech Behind the Growth

In the last few years, the uptick in satellite deployments and developments in computer vision has laid the groundwork for a new era of Earth observation. An estimated 11,700 active satellites orbit the planet, many of which are dedicated to capturing ever-richer streams of geospatial data.

The advent and subsequent hypergrowth of multi-hyperspectral Earth observation is a prime example. Once exclusive to government missions, hyperspectral sensors are now being integrated into smallsat constellations, enabled through lower launch costs and improved tech.

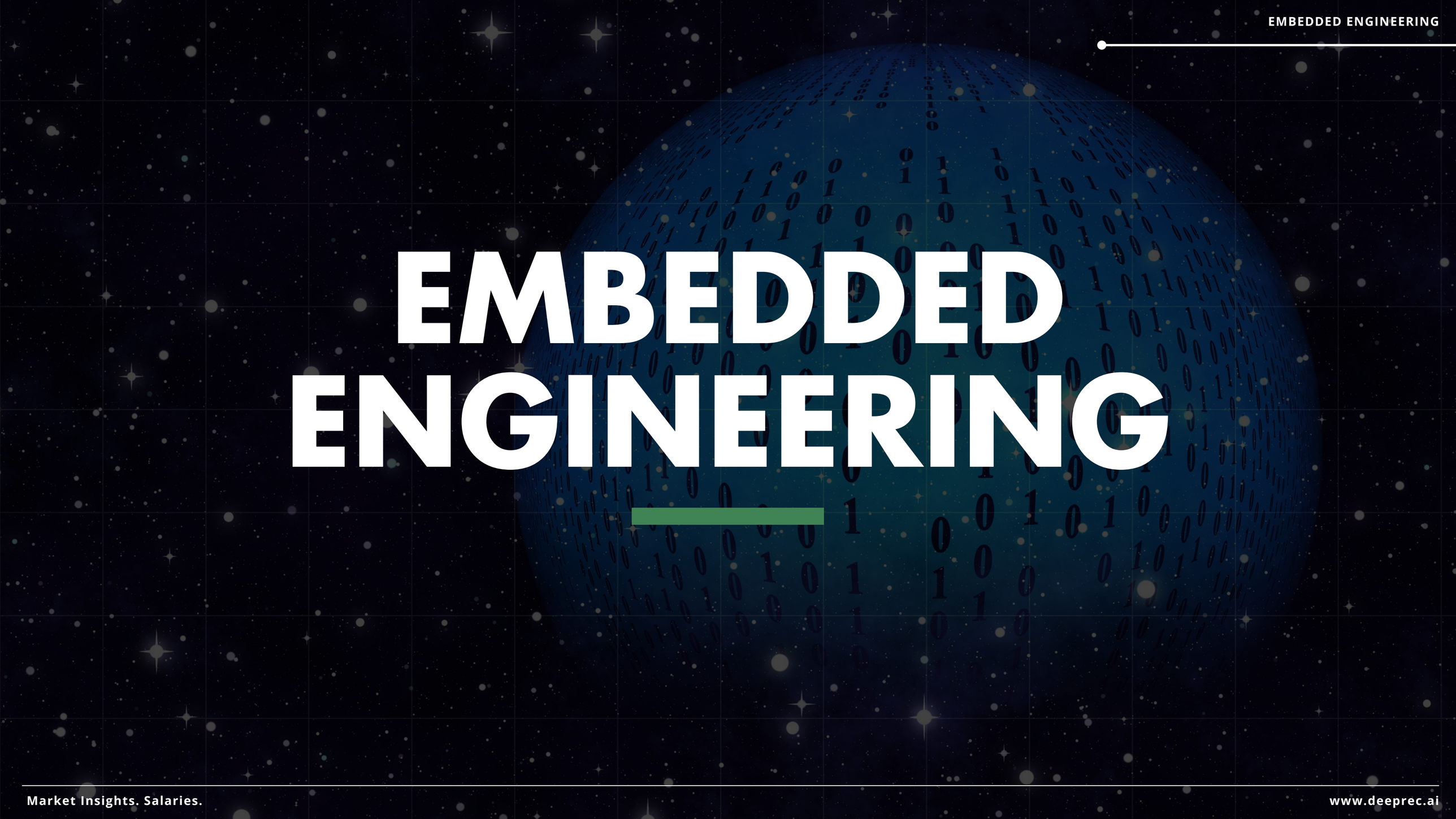
This momentum has captured the imagination of public and private sector investors alike, underscored by NV5's recent $250 million NOAA (National Oceanic and Atmospheric Administration) contract to support mapping and coastal resilience efforts.

Inside the Geospatial Talent Market

Demand for specialisation and candidates with granular domain expertise is rising, as it is in most facets of deep tech.

The talent pool is being stretched thin as non-tech native industries begin to develop internal geospatial capabilities. Leaders will need to move quickly to secure the top talent here, as competition intensifies further afield.

On top of this, leaders are under pressure to deliver faster insights from increasingly complex datasets, often within hybrid legacy environments. This is fuelling demand for candidates who can work across platforms, integrate with existing systems, and translate spatial intelligence into operational or commercial impact.



EMBEDDED ENGINEERING

Embedded Engineering

Embedded engineering sits at the heart of deep tech, where code meets hardware. As systems become more autonomous and decentralised, demand for embedded talent is climbing across robotics, aerospace, automotive and advanced manufacturing.

Hiring is fiercely competitive, especially in areas like the US and the UK, where industrial innovation and defence projects are scaling at pace.

With talent pools often tied to niche technologies or legacy hardware stacks, successful hiring in this environment often means providing engineers with technical ownership.

We've seen a dramatic increase in the number of Embedded Engineers entering IT systems and design services, with talent growth spiking more than tenfold over the past year.

Meanwhile, industries like renewable energy, healthcare, and electric power transmission have all recorded notable upticks in embedded hiring demand.

This doesn't quite paint the full picture. Globally, the overall Embedded Engineering talent pool has grown by less than 0.1%, revealing a market that's expanding in specific verticals while remaining largely static in supply.

With a median tenure of 1.5 years, embedded remains a low-mobility discipline where talent is becoming more clustered, not necessarily more available.

Toolchains, Talent, and the Rise of Open Source

Another key shift is the mainstreaming of open-source software in embedded stacks. From real-time OSs like Zephyr to device-level libraries, open ecosystems are reshaping how engineers build and collaborate.

Employers increasingly value contributors to open projects, which is a sign of growing maturity when it comes to hands-on capability and systems fluency.

We're also seeing renewed demand for modern C++ proficiency, driven by performance-sensitive applications across robotics, aerospace, and safety-critical systems, where the language is still the preferred choice.

It's worth mentioning the ever-growing challenge of supply chain turbulence. As Deep Tech scales, the need for greater resilience is more critical than ever.

Whether that's semiconductor dependencies, custom silicon design, or hardware-centric roles, they're inherently linked to global production risk.

REGULATION

Regulatory Unrest

The EU AI Act came into force on August 1st, 2024, marking a watershed moment in the world of technological regulation. A first-of-its-kind framework, the AI Act is built on a risk-based approach to governance, applying to various touchpoints throughout the AI lifecycle.

The US is taking a different approach. A patchwork of state-level rules and voluntary frameworks currently govern the development and deployment of AI, with no centralised federal legislation in place.

States like California and Colorado have introduced targeted laws on AI transparency and accountability, particularly in areas like hiring and financial services. The UK and Switzerland are somewhere in the middle; neither country has introduced a centralised AI law, but both are moving toward sector-specific governance that aims to balance innovation with accountability.

This underscores the Labour Government's 'pro-innovation' approach to regulation in the UK, where there are currently no plans to develop a centralised AI regulator.

The nation is instead opting to empower existing regulators, like the Financial Conduct Authority, to oversee AI in their respective sectors. The framework appears more flexible than the EU's, but it's also more fragmented.

Switzerland, a country accustomed to a high degree of autonomy and self-regulation, has chosen not to adopt the EU AI Act either, electing instead to develop a Swiss-made framework that aligns with the Council of Europe Convention on Artificial Intelligence (a complementary, principle-based treaty that shares the EU AI Act's focus on trustworthy and rights-based AI governance).

AI Governance

It's essential to recognise that the EU AI Act is extraterritorial in scope, meaning that if your AI systems impact EU users, you're accountable to the regulation.

At the same time, it would be remiss for global-facing businesses to treat good AI governance as a legal tick box. Governance frameworks help teams deploy AI systems that are explainable and resilient, both core foundations of scalable innovation.

> ***As one of our guest speakers noted at a recent panel event, 'Regulatory compliance alone does not guarantee successful and ethical AI outcomes. This is where governance comes in.'***

Whereas compliance is the act of meeting external regulatory obligations, governance is setting your standards, rules, and oversight. The distinction is important, particularly when you consider how slowly it's taken the laws to catch up to the tech in recent years.

When the laws we have won't ever be enough, governance bridges the gaps. AI governance involves the processes by which organisations take responsibility for the decisions made on the implementation of AI. The ISO/IEC 42001 and the ISO/IEC 22989:2022 are good frameworks for anyone looking for strong governance guidelines.

The AI Influence

From a hiring perspective, these shifts are reshaping role definitions, resulting in rising demand for:

- *AI Governance Specialists*
- *Model Auditors*
- *Compliance-Focused Machine Learning Engineers*
- *Cross-Functional Product Teams that Understand Regulatory Constraints*

Many of today's most competitive AI teams aren't optimising solely for performance; they're optimising for trust, traceability, and long-term resilience.
We're seeing a new wave of hiring momentum at the intersection of technical brilliance and regulatory fluency, and this isn't exclusive to highly regulated industries like financial services either.

GOVERNMENT AND PUBLIC SECTOR

Government and Public Sector

Public sector and defence-aligned hiring continues to intensify in 2025, largely across the aerospace, cybersecurity, and advanced manufacturing sectors.

Ongoing geopolitical turmoil and global conflicts are accelerating government investment in security infrastructure, a megatrend that's reflected heavily in the Deep Tech space.

Demand for embedded engineering talent is very high in the defence and space manufacturing industry, which has seen 53% growth in its talent pool over the last 12 months.

Talent pipelines are expanding as a result, and there's been a noticeable uplift in demand for domestic capabilities in areas like export control and defence compliance.

This is leading to longer hiring cycles and more selective briefs, particularly in the UK and Germany, where security clearance often adds another layer of complexity.

Model governance is now central to technical decision-making, hence, explainability is becoming the hot-button issue of ML models today. Black-box models might be great at prediction, but they're often a compliance nightmare.

Add to that growing regulatory scrutiny around model drift, data lineage, and fairness, and you've got a full plate for compliance leads.

Energy Infrastructure

Tech giants are betting on nuclear power as the AI wave submerges mainstream business. Amazon, Microsoft, Google, and Meta are investing big in their nuclear power strategies, pursuing long-term energy deals to secure the infrastructure needed to produce and maintain AI at scale.

The cost of developing new models is around 3 times what it was last year, with the largest models costing upwards of a billion dollars to produce.

If an alternative isn't found, the growing focus on high-quality training data sets will price SMEs (small and medium-sized enterprises) out of the market, leaving only those with the biggest budgets the chance to compete.

On the other hand, rising costs have spurred progress in architecture optimisation and synthetic data, creating an opportunity for pioneers to compete without needing the same scale as big tech.

The shift toward compute-conscious development is changing the profile of AI infrastructure roles we hire for. We're seeing demand rise for candidates with optimisation experience, engineers who can do more with less, especially in compute-constrained environments.

Climate Tech

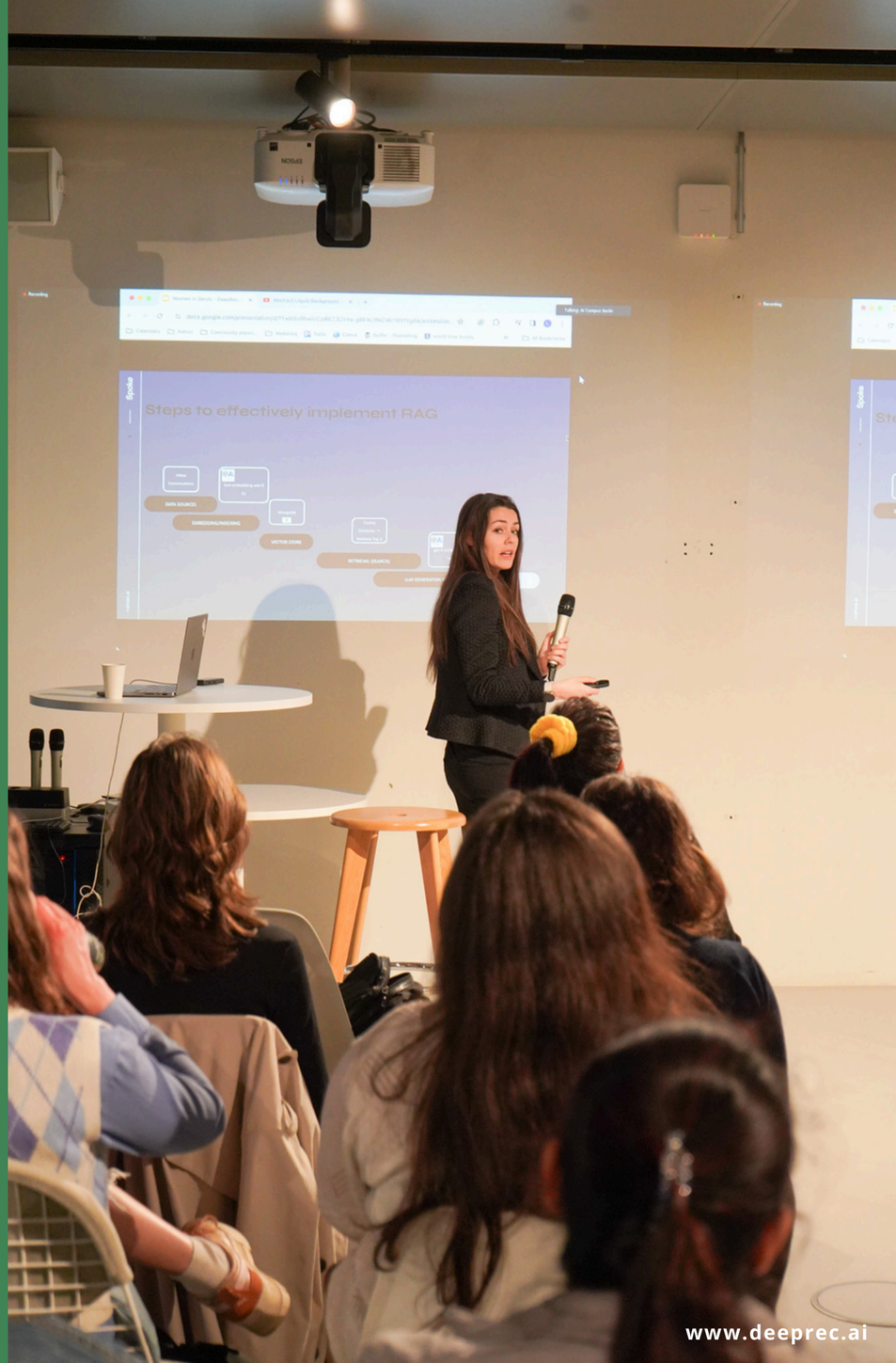
Some forecasts project the climate tech space to expand from $31.45 billion in 2025 to $149.27 billion by 2032, representing a monumental CAGR of 24.9%.

Policy-driven investments have catalysed progress in recent years, especially in Europe, where ESG (environment, social, and governance) is widely enshrined in legislation.

Clean power deals reached record highs in 2024, driven largely by the urgency of combating climate change and the maturing tech landscape.

As regulatory pressure rises and emissions targets tighten, demand is surging for engineers and scientists who can build climate-adaptive models, deploy predictive analytics, and optimise energy systems at scale.

Skills in GenAI, geospatial analysis, and real-time data pipelines are becoming essential tools in a growing climate tech toolkit.



PHARMACEUTICALS

Pharmaceuticals

Deep Tech is poised to help solve some of humanity's gravest challenges, and the emergence of AI in the pharmaceutical space is a prime example.

In pharma, you'll now find hyper-specialised ML models analysing boundless data sets to identify novel drug candidates, GenAI systems that simulate molecule behaviour, and digital twins replacing entire human organs to predict drug response.

Quantum computing, still in its infancy, is also edging into early-stage drug design, while AI-driven retrosynthetic platforms help chemists chart more efficient pathways to molecule production.
The result? Talent needs are shifting. We're seeing high demand for AI engineers and applied scientists with experience in computational biology, cheminformatics, and high-performance computing.

Hiring trends reflect the momentum. Several of the world's most influential pharma companies have dramatically scaled their AI and ML engineering teams in the past 12 months:

- *GSK: up 22%*
- *AstraZeneca: up 43%*
- *Eli Lilly: up 46%*
- *Novo Nordisk: up 44%*

Teams are hiring for dual-domain profiles, candidates who can speak both model and molecule. Many of the most sought-after roles blend ML ops with strict regulatory oversight, making compliance-fluent engineers an especially scarce resource.

This shift is also creating crossover competition for talent from tech, biotech, and even finance, pushing compensation benchmarks upward and fuelling demand for hybrid hiring solutions.

SALARIES

Salary Data

We know salary data can often feel abstract or outdated, particularly if they're pulled from job boards. This guide aims to provide accurate, reliable data that reflects the real conversations happening in today's job markets, backed by the latest compensation trends, and grounded in live offers. **Our datasets are based on:**

- 10,199 conversations with candidates
- 3194 interviews
- 301 vacancies worked by our consultants
- Making hires for 149 companies worldwide
- Our live candidate database of over 400,000 professionals

Salary benchmarks always come with a few important nuances, and compensation data will typically vary depending on:

- Hybrid and remote working arrangements
- Location and the cost of living
- Benefits, equity, and bonus structures
- Skills, experience, and role responsibilities
- Company size
- Industry and market specialisms

If you would like a custom salary guide that dives into these specifics, DeepRec.ai can build one for you. Whether you need a breakdown by seniority, location, skill set or competitor activity, we can provide a personalised report of the talent landscape to support your unique hiring plans - tell the team what you need, and we'll provide the insights: **anthony@deeprec.ai**

VIDEO & IMAGE - PERMANENT SALARIES

Role Title	UK GBP	Ireland EURO	German EURO	Swiss CHF	USD - West	USD - East	USD - Remote
Head of AI Engineering	£120K–£180K	€100K–€140K	€120K–€150K	200K-240K	$300K - $350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff AI Engineer	£120K–£150K	€80K–€120K	€70K–€130K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Engineer	£120K–£180K	€80K–€110K	€80K–€120K	150K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Head of ML	£100K–£140K	€100K–€130K	€120K–€150K	200K-240K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff Machine Learning Engineer	£75K–£100K	€85K–€110K	€75K–€110K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Engineer	£100K–£140K	€70K–€90K	€70K–€100K	140K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Head of AI Research	£120K–£160K	€100K–€120K	€120K–€150K	200K-240K	$320K-$400K	$290K-$370K	$250K-$320K
Snr/ Lead/ Staff AI Research	£120K–£150K	€80K–€100K	€70K–€130K	160K-180K	$240K-$320K	$220K-$290K	$190K-$250K
Founding AI Researcher	£80K–£110K	€80K–€100K	€80K–€120K	150K-170K	$200K-$250K	$190K-$230K	$160K-$200K
Chief Scientist	£120K–£160K	€100K–€120K	€120K–€150K	200K-240K	$350K+	$320K+	$270K+
Snr/ Lead/ Staff Scientist	£120K–£150K	€80K–€100K	€75K–€110K	160K-180K	$240K-$320K	$220K-$290K	$190K-$250K
Founding Scientist	£80K–£110K	€80K–€100K	€70K–€100K	150K-170K	$200K-$250K	$190K-$230K	$160K-$200K
Head of Computer Vision	£120K–£150K	€100K–€120K	€120K–€150K	200K-240K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff Computer Vision Engineer	£70K–£110K	€80K–€110K	€70K–€130K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Computer Vision Engineer	£80K–£100K	€80K–€100K	€80K–€120K	150K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Product Manager							
Senior	£80K–£100K	€85K–€100K	€80K–€95K	130K-150K	$180K-$200K	$170K-$190K	$150K-$170K
Principal / Lead / Staff	£90K–£120K	€100K–€120K	€100K–€120K	150K-220K	$220K-$250K	$200K-$230K	$170K-$200K
Product Owner							
Senior	£70K–£95K	€75K–€90K	€75K–€90K	100K-130K	$160K-$180K	$150K-$170K	$150K-$170K
Principal / Lead / Staff	£90K–£110K	€90K–€110K	€90K–€110K	130K-180K	$180K-$230K	$160K-$220K	$170K-$200K

TEXT & LANGUAGE - PERMANENT SALARIES

Role Title	UK GBP	Ireland EURO	German EURO	Swiss CHF	USD - West	USD - East	USD - Remote
Head of AI Engineering	£120K–£180K	€100K–€140K	€120K–€150K	200K-240K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff AI Engineer	£120K–£150K	€80K–€120K	€70K–€130K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Engineer	£120K–£180K	€80K–€110K	€80K–€120K	150K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Head of Deep Learning Engineer	£100K–£140K	€100K–€130K	€120K–€150K	200K-240K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff Deep Learning Engineer	£75K–£100K	€85K–€110K	€75K–€110K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Engineer	£100K–£140K	€70K–€90K	€70K–€100K	140K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Head of Applied Research	£120K–£160K	€100K–€120K	€120K–€150K	200K-240K	$320K-$400K	$290K-$370K	$250K-$320K
Snr/ Lead/ Staff Research	£120K–£150K	€80K–€100K	€70K–€130K	160K-180K	$240K-$320K	$220K-$290K	$190K-$250K
Founding Researcher	£80K–£110K	€80K–€100K	€80K–€120K	150K-170K	$200K-$250K	$190K-$230K	$160K-$200K
Chief Scientist	£120K–£160K	€100K–€120K	€120K–€150K	200K-240K	$350K+	$320K+	$270K+
Snr/ Lead/ Staff Scientist	£120K–£150K	€80K–€100K	€75K–€110K	160K-180K	$240K-$320K	$220K-$290K	$190K-$250K
Founding Scientist	£80K–£110K	€80K–€100K	€70K–€100K	150K-170K	$200K-$250K	$190K-$230K	$160K-$200K
Head of Speech	£120K–£150K	€100K–€120K	€120K–€150K	200K-240K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff Speech Engineer	£70K–£110K	€80K–€110K	€70K–€130K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Speech Engineer	£80K–£100K	€80K–€100K	€80K–€120K	150K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Head of Music Generation	£120K–£160K	€100K–€120K	€120K–€150K	200K-240K	$350K+	$320K+	$270K+
Snr/ Lead/ Staff Music Generation Engineer	£120K–£150K	€80K–€100K	€75K–€110K	160K-180K	$240K-$320K	$220K-$290K	$190K-$250K
Founding Music Generation Engineer	£80K–£110K	€80K–€100K	€70K–€100K	150K-170K	$200K-$250K	$190K-$230K	$160K-$200K
Product Manager							
Senior	£80K–£100K	€85K–€100K	€80K–€95K	130K-150K	$180K-$200K	$170K-$190K	$150K-$170K
Principal / Lead / Staff	£90K–£120K	€100K–€120K	€100K–€120K	150K-220K	$220K-$250K	$200K-$230K	$170K-$200K
Product Owner							
Senior	£70K–£95K	€75K–€90K	€75K–€90K	100K-130K	$160K-$180K	$150K-$170K	$150K-$170K
Principal / Lead / Staff	£90K–£110K	€90K–€110K	€90K–€110K	130K-180K	$180K-$230K	$160K-$220K	$170K-$200K

QUANTS - PERMANENT SALARIES

Role Title	Base Salary (USD)
Quant Developer – Associate (Bank)	$150K – $180K
Quant Developer – VP (Bank)	$180K – $220K
Quant Developer – Director (Bank)	$220K – $280K
Quant Developer – HFT Firm	$200K – $300K
Quant Developer – Crypto Trading Firm	$180K – $250K
C++ Quant Developer – eTrading	$180K – $240K
Python Quant Developer – Risk/Modeling	$160K – $210K
Java Quant Developer – OMS/EMS	$170K – $220K
Quant Researcher – Entry Level (PhD)	$150K – $180K
Quant Researcher – Core Strategies (Tier 1 HF)	$200K – 300K
Quant Researcher – Systematic Equities	$180K – $250K
Quant Researcher – Macro/Stat Arb	$200K – $300K
Quant Researcher – Options / Vol Strategies	$220K – $320K
Quant Analyst – Model Validation	$140K – $190K
AI Quant Researcher – LLMs / ML Alpha	$200K – $300K
Senior Quant Researcher – PM Track	$250K – $400K+

EMBODIED AI - PERMANENT SALARIES

Role Title	UK GBP	Ireland EURO	German EURO	Swiss CHF	USD - West	USD - East	USD - Remote
Head of Robotics Engineering	£120K–£150K	€100K–€120K	€100K - 140k	150K - 200K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff Robotics Engineer	£70K–£110K	€80K–€110K	€85K-120k	140K - 170K	$200K-$300K	$190K-$280K +G3	$160K-$240K
Founding Robotics Engineer	£80K–£100K	€80K–€100K	€85K - 120k	120K - 150K	$180K-$220K	$170K-$200K	$150K-$180K
Head of Deep Learning Engineer	£100K–£140K	€100K–€130K	€100K - 140k	150K - 200K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff Deep Learning Engineer	£75K–£100K	€85K–€110K	€85K-120k	140K - 180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Deep Learning Engineer	£100K–£140K	€80K–€100K	€85K - 120k	120K - 150K	$180K-$220K	$170K-$200K	$150K-$180K
Chief Scientist	£120K–£160K	€100K–€130K	€100K - 140k	150K - 200K	$350K+	$320K+	$270K+
Snr/ Lead/ Staff Scientist	£120K–£150K	€85K–€110K	€85K - 130k	140K - 180K	$240K-$320K	$220K-$290K	$190K-$250K
Founding Scientist	£80K–£110K	€80K–€100K	€85K - 120k	120K - 150K	$200K-$250K	$190K-$230K	$160K-$200K
Head of SLAM	£100K–£140K	€100K–€140K	€100K - 140k	150K - 200K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff SLAM Engineer	£75K–£100K	€85K–€110K	€85K - 130k	140K - 180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding SLAM Engineer	£100K–£140K	€80K–€100K	€85K - 120k	120K - 150K	$180K-$220K	$170K-$200K	$150K-$180K
Head of Simulation	£100K–£140K	€100K–€130K	€100K - 140k	150K - 200K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff Simulation Engineer	£75K–£100K	€85K–€110K	€85K-120k	140K - 170K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Simulation Engineer	£100K–£140K	€80K–€100K	€80K-110k	130K - 160K	$180K-$220K	$170K-$200K	$150K-$180K
Product Manager							
Senior	£80K–£100K	€85K–€100K	€80K–€95K	130K-150K	$180K-$200K	$170K-$190K	$150K-$170K
Principal / Lead / Staff	£90K–£120K	€100K–€120K	€100K–€120K	150K-220K	$220K-$250K	$200K-$230K	$170K-$200K
Product Owner							
Senior	£70K–£95K	€75K–€90K	€75K–€90K	100K-130K	$160K-$180K	$150K-$170K	$150K-$170K
Principal / Lead / Staff	£90K–£110K	€90K–€110K	€90K–€110K	130K-180K	$180K-$230K	$160K-$220K	$170K-$200K

DEEP LEARNING - PERMANENT SALARIES

Role Title	UK GBP	Ireland EURO	German EURO	Swiss CHF	USD - West	USD - East	USD - Remote
Head of Machine Engineering	£120K–£180K	€100K–€140K	€120K–€150K	200K-240K	$300K-$350K	$280K-$320K	$240-$280K
Snr/ Lead/ Staff Machine Engineer	£120K–£150K	€80K–€120K	€70K–€130K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Machine Engineer	£120K–£180K	€80K–€110K	€80K–€120K	150K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Head of AI Engineering	£100K–£140K	€100K–€130K	€120K–€150K	200K-240K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff AI Engineer	£75K–£100K	€85K–€110K	€75K–€110K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Engineer	£100K–£140K	€70K–€90K	€70K–€100K	140K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Head of Deep Learning Engineer	£120K–£160K	€100K–€120K	€120K–€150K	200K-240K	$320K-$400K	$290K-$370K	$250K-$320K
Snr/ Lead/ Staff Deep Learning Engineer	£120K–£150K	€80K–€100K	€70K–€130K	160K-180K	$240K-$320K	$220K-$290K	$190K-$250K
Founding Deep Learning Engineer	£80K–£110K	€80K–€100K	€80K–€120K	150K-170K	$200K-$250K	$190K-$230K	$160K-$200K
Head of Research	£120K–£160K	€100K–€140K	€120K–€150K	200K-240K	$350K+	$320K+	$270K+
Snr/ Lead/ Staff Research	£120K–£150K	€80K–€120K	€75K–€110K	160K-180K	$240K-$320K	$220K-$290K	$190K-$250K
Founding Researcher	£80K–£110K	€80K–€110K	€70K–€100K	150K-170K	$200K-$250K	$190K-$230K	$160K-$200K
Chief Scientist	£120K–£160K	€100K–€140K	€120K–€150K	200K-240K	$350K+	$320K+	$270K+
Snr/ Lead/ Staff Scientist	£120K–£150K	€80K–€120K	€75K–€110K	160K-180K	$240K-$320K	$220K-$290K	$190K-$250K
Founding Scientist	£80K–£110K	€80K–€110K	€70K–€100K	150K-170K	$200K-$250K	$190K-$230K	$160K-$200K
Head of Data Science	£100K–£140K	€100K–€130K	€120K–€150K	200K-240K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff Data Scienctist	£75K–£100K	€85K–€110K	€75K–€110K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Speech Data Scientist	£100K–£140K	€70K–€90K	€70K–€100K	140K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Head of MLOps	£100K–£140K	€100K–€130K	€120K–€150K	200K-240K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff MLOps Engineer	£75K–£100K	€85K–€110K	€75K–€110K	160K-180K	$200K-$300K	$190K-$280K	$160K-$240K
Founding MLOps Engineer	£100K–£140K	€70K–€90K	€70K–€100K	140K-170K	$180K-$220K	$170K-$200K	$150K-$180K
Senior Product Manager	£80K–£100K	€85K–€100K	€80K–€95K	130K-150K	$180K-$200K	$170K-$190K	$150K-$170K
Principal / Lead / Staff Product Manager	£90K–£120K	€100K–€120K	€100K–€120K	150K-220K	$220K-$250K	$200K-$230K	$170K-$200K
Senior Product Owner	£70K–£95K	€75K–€90K	€75K–€90K	100K-130K	$160K-$180K	$150K-$170K	$150K-$170K
Principal / Lead / Staff Product Owner	£90K–£110K	€90K–€110K	€90K–€110K	130K-180K	$180K-$230K	$160K-$220K	$170K-$200K

EMBEDDED ENGINEERING - PERMANENT SALARIES

Role Title	UK GBP	Ireland EURO	German EURO	Swiss CHF	USD - West	USD - East	USD - Remote
Head of Embedded Engineering	£100K–£130K	€90K–€110K	€100K - €140K	150K - 200K	$300K-$350K	$280K-$320K	$240K-$280K
Snr/ Lead/ Staff Embedded Engineer	£70K–£100K	€60K–€90K	€85K-€120K	140K - 170K	$200K-$300K	$190K-$280K	$160K-$240K
Founding Embedded Engineer	£70K–£90K	€60K–€90K	€85K - €120K	120K - 150K	$180K-$220K	$170K-$200K	$150K-$180K
Head of Firmware	£100K–£130K	€90K–€110K	€100K - €140K	140K - 180K	$200K-$300K	$190K-$280K	$160K-$240K
Snr/ Lead/ Staff Firmware Engineer	£70K–£100K	€60K–€80K	€85K-€120K	120K - 170K	$180K-$220K	$170K-$200K	$150K-$180K
Head of SoC (System on Chip)	£120K	€80K–€100K	€100K - €140K	140K - 180K	$200K-$300K	$190K-$280K	$160K-$240K
Snr/ Lead/ Staff SoC (System on Chip) Engineer	£60K–£90K.	€60K–€90K	€85K-€120K	120K - 170K	$180K-$220K	$170K-$200K	$150K-$180K
Founding SoC (System on Chip) Engineer	£60K–£80K	€60K–€80K	€85K - €100K	120K - 150K	$160K-$200K	$150K-$180K	$150K-$180K

EARTH DATA - PERMANENT SALARIES

Role Title	UK GBP	Ireland EURO	German EURO	Swiss CHF	USD - West	USD - East
Chief Geospatial Engineer/Scientist	£126K–£147K	€126K–€147K	€137K–€158K	168K–189K	$189K–$231K	$179K–$221K
VP of Geospatial Engineering/Science	£116K–£137K	€116K–€137K	€126K–€147K	158K–179K	$179K–$210K	$168K–$200K
Director of Geospatial Engineering/Science	£95K–£116K	€105K–€126K	€116K–€137K	137K–158K	$158K–$179K	$147K–$168K
Head of Geospatial Engineering/Science	£84K–£105K	€95K–€116K	€105K–€126K	126K–147K	$147K–$168K	$137K–$158K
Staff/Lead Geospatial Engineer/Scientist	£70K–£90K	€80K–€100K	€90K–€110K	110K–130K	$130K–$150K	$120K–$140K
Geospatial Data Scientist	£55K–£70K	€60K–€75K	€65K–€80K	90K–110K	$110K–$130K	$100K–$120K
Geospatial Data Engineer	£55K–£70K	€60K–€75K	€65K–€80K	90K–110K	$110K–$130K	$100K–$120K
Geospatial Software Engineer	£50K–£65K	€55K–€70K	€60K–€75K	90K–105K	$110K–$130K	$100K–$120K
Chief Remote Sensing Engineer/Scientist	£126K–£147K	€126K–€147K	€137K–€158K	168K–189K	$189K–$231K	$179K–$221K
VP of Remote Sensing	£116K–£137K	€116K–€137K	€126K–€147K	158K–179K	$179K–$210K	$168K–$200K
Director of Remote Sensing	£95K–£116K	€105K–€126K	€116K–€137K	137K–158K	$158K–$179K	$147K–$168K
Head of Remote Sensing	£84K–£105K	€95K–€116K	€105K–€126K	126K–147K	$147K–$168K	$137K–$158K
Staff/Lead Remote Sensing Engineer/Scientist	£70K–£90K	€80K–€100K	€90K–€110K	110K–130K	$130K–$150K	$120K–$140K
Remote Sensing Scientist	£45K–£60K	€50K–€65K	€55K–€70K	85K–100K	$90K–$110K	$85K–$105K
Remote Sensing Engineer	£50K–£65K	€60K–€75K	€60K–€75K	90K–110K	$100K–$120K	$95K–$115K

EARTH DATA - PERMANENT SALARIES

Role Title	UK GBP	Ireland EURO	German EURO	Swiss CHF	USD - West	USD - East
Chief Atmospheric Scientist/Meteorological Scientist	£116K–£137K	€116K–€137K	€126K–€147K	147K–168K	$168K–$200K	$158K–$189K
VP of Atmopsheric Science/Meteorology	£105K–£126K	€105K–€126K	€116K–€137K	137K–158K	$158K–$189K	$147K–$179K
Director of Atmopsheric Science/Meteorology	£90K–£105K	€95K–€116K	€105K–€126K	126K–147K	$137K–$168K	$126K–$158K
Head of Atmopsheric Science/Meteorology	£79K–£95K	€84K–€105K	€95K–€116K	116K–137K	$126K–$147K	$116K–$137K
Staff/Lead Atmospheric Scientist/Meteorological Data Scientist	£65K–£80K	€70K–€85K	€75K–€90K	100K–120K	$110K–$130K	$100K–$120K
Atmospheric Scientist	£45K–£60K	€50K–€65K	€55K–€70K	85K–100K	$90K–$110K	$85K–$105K
Meteorological Data Scientist	£50K–£65K	€55K–€70K	€60K–€75K	90K–110K	$100K–$120K	$95K–$115K
VP of Earth Observation	£116K–£137K	€116K–€137K	€126K–€147K	158K–179K	$179K–$210K	$168K–$200K
Director of Earth Observation	£95K–£116K	€105K–€126K	€116K–€137K	137K–158K	$158K–$179K	$147K–$168K
Head of Earth Observation	£84K–£105K	€95K–€116K	€105K–€126K	126K–147K	$147K–$168K	$137K–$158K
Staff/Lead Earth Observation Engineer/Scientist	£70K–£90K	€80K–€100K	€90K–€110K	110K–130K	$130K–$150K	$120K–$140K
Earth Observation Engineer	£55K–£70K	€60K–€75K	€65K–€80K	90K–110K	$100K–$120K	$95K–$115K
Earth Observation Scientist	£45K–£60K	€50K–€65K	€55K–€70K	85K–100K	$90K–$110K	$85K–$105K

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