Adecco



Salary Guide 2026

Market Analysis

Hiring insights

Adecco Permanent Recruitment



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SALARY GUIDE 2026

From global trends to real value

In a global economic landscape defined by volatility, rapid evolution, and the increasing influence of Artificial Intelligence, understanding the true value of talent has become critical. Now more than ever, professionals who can integrate technical and digital expertise with human skills, critical thinking, and purpose are the ones driving organizational development and ensuring a competitive edge.

Within this transformative scenario, the 2026 Salary Guide serves as a strategic reference tool. Talent scarcity, technological progress, and shifting professional expectations are redefining the concept of qualification: versatility is no longer a differentiator but an essential requirement. Professionals capable of integrating these dimensions are increasingly rare and, simultaneously, decisive for the success and competitiveness of organizations.

Drawing on the extensive expertise gained through our field experience, daily interviews, and the numerous career transitions we oversee, we have gathered the most relevant and objective insights on salary trends. This information provides a solid foundation for confident decision-making from budget planning to defining effective talent attraction and retention strategies.

In the following pages, you will find data that transparently reflects the demands of today's labor market, highlighting the search for flexible, technically robust profiles with a mastery of critical skills such as emotional intelligence. In parallel, we observe a consistent evolution in benefits models, which are shifting towards increasingly personalized solutions focused on well-being and the overall employee experience.

The future is undoubtedly global. However, your organization's success is built today, through informed decisions aligned with reality. The Adecco Permanent Recruitment Salary Guide is a tool that provides the foundation for such decisions, allowing you to anticipate trends and plan with greater precision.
Here and now.

Bernardo Samuel
Country Head of Permanent Recruitment



About this guide and our methodology

At Adecco Permanent Recruitment, every salary analysis is based on real-world data gathered from extensive candidate and client references, combining rigor, reliability, and a deep understanding of each sector's unique dynamics.

It is this consolidated expertise and global vision that transforms the 2026 Salary Guide into a strategic tool, capable of guiding the decisions of companies and professionals with clarity, consistency, and a forward-looking perspective on the future of work.
An essential resource for those seeking alignment between talent and strategy in a rapidly transforming market.



DATA KEY:

The data presented in our guide
refers to the national average base salaries,
segmented by company size and salary range.

Location:

Lisbon
Porto

Salary range:

Minimum: Lower limit of the salary range
Maximum: Upper limit of the salary range

Finance

> **Middle management as the link between strategy, execution and technological development.**

Roles within the finance sector are undergoing an accelerated transformation, driven by digitalization and the need for new efficiency and decision-making models. This context has intensified the challenge of recruiting profiles that balance practical experience, strategic vision, and technological fluency. Despite a general increase in qualifications, demand continues to outpace supply: on one hand, young professionals with digital skills but limited experience; on the other, seasoned professionals faced with increasing demands for technological adaptation. There is a clear premium on middle management professionals who can act as a bridge between strategy and execution, balancing technical expertise, leadership, and innovation in a sector undergoing constant reinvention.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Business Controller
- Accountant / Treasury
- Specialist



Finance Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Finance Director	70.000€	140.000€	60.000€	120.000€
Finance Manager	42.000€	80.000€	42.000€	70.000€
Controlling Manager	50.000€	85.000€	45.000€	65.000€
Financial Controller	28.000€	55.000€	26.000€	48.000€
Business Controller	30.000€	60.000€	28.000€	55.000€
Plant Controller	33.000€	80.000€	30.000€	75.000€
Accounting Manager	50.000€	80.000€	42.000€	65.000€

Certified Accountant	32.000€	65.000€	28.000€	50.000€
Accountant	25.200€	40.000€	21.000€	35.000€
Treasury Manager	42.000€	65.000€	38.000€	60.000€
Treasury Specialist	25.000€	45.000€	23.000€	35.000€
Credit and Collections Specialist	24.000€	35.000€	23.000€	35.000€
Finance Technician	24.000€	32.000€	23.000€	30.000€
Tax Manager	45.000€	90.000€	28.000€	75.000€
Tax Consultant	26.000€	48.000€	23.000€	35.000€
Internal Auditor	26.000€	50.000€	23.000€	50.000€
External Audit Manager	45.000€	70.000€	38.000€	65.000€
External Auditor	24.000€	50.000€	23.000€	45.000€
Compliance Officer	23.000€	45.000€	23.000€	40.000€
Compliance Manager	40.000€	75.000€	35.000€	60.000€
Executive Assistant	25.000€	60.000€	23.000€	50.000€
Office Manager	25.000€	45.000€	23.000€	40.000€



Banking & Financial Services

> **The challenge is to transform data into decisions and innovation into results.**

Banking and Financial Services operate in a highly demanding environment, characterized by pressure on operational efficiency, the reinforcement of compliance, and risk management, set against a backdrop of geopolitical instability and macroeconomic challenges. The prioritization of data quality, regulatory compliance, and more agile operating models supports informed decision-making and an omnichannel experience powered by CRM tools.

In recruitment, demand remains high for profiles with regulatory expertise, analytical depth, and a strong track record of execution, particularly in the areas of compliance, risk, and credit analysis. Addressing these challenges requires profound market knowledge, an early understanding of emerging trends, and rigorous assessment processes, ensuring both speed and precision in identifying critical talent for the sector.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Compliance Officer
- Internal Auditor
- Credit Analyst



Banking & Financial Services Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Branch Manager	35.000€	60.000€	35.000€	60.000€
Private Client Manager	35.000€	45.000€	32.000€	42.000€
Corporate Client Manager	35.000€	55.000€	32.000€	50.000€
Private Banker Senior	42.000€	70.000€	42.000€	65.000€
Private Banker	30.000€	50.000€	30.000€	50.000€
Financial Advisor	28.000€	55.000€	23.000€	50.000€

Product Manager	30.000€	60.000€	28.000€	50.000€
Product Specialist	25.000€	35.000€	23.000€	30.000€
Senior Wealth Management	45.000€	85.000€	40.000€	75.000€
Wealth Management Consultant	28.000€	45.000€	25.000€	40.000€
Head of Audit	70.000€	100.000€	70.000€	100.000€
Audit Manager	40.000€	70.000€	38.000€	65.000€
Internal Auditor	28.000€	55.000€	26.000€	53.000€
Head of Risk	75.000€	110.000€	75.000€	100.000€
Risk Manager	40.000€	80.000€	35.500€	70.000€
Risk Analyst	24.000€	50.000€	23.000€	45.000€
Senior Credit Analyst	35.000€	60.000€	35.000€	50.000€
Credit Analyst	25.000€	40.000€	23.000€	40.000€
Manager Capital Markets	40.000€	65.000€	35.000€	55.000€
Debt Capital Markets	25.000€	42.000€	23.000€	40.000€
Senior Market Information Analyst	40.000€	70.000€	35.000€	60.000€
Market Information Analyst	25.000€	42.000€	23.000€	40.000€
Senior Liquidity Analyst	30.000€	55.000€	28.000€	50.000€
Liquidity Analyst	25.000€	35.000€	23.000€	32.000€
Head of Investment Banking / Corporate Finance	80.000€	160.000€	80.000€	160.000€
Manager Corporate Finance	55.000€	90.000€	50.000€	80.000€
Corporate Finance Senior Consultant	35.000€	50.000€	30.000€	45.000€
Corporate Finance Consultant	25.000€	35.000€	23.500€	30.000€
Investment Manager	60.000€	100.000€	50.000€	80.000€
Investment Senior Analyst / Associate	30.000€	55.000€	30.000€	55.000€

Investment Analyst / Associate	28.000€	55.000€	25.000€	47.000€
Valuations & Modelling Manager	45.000€	75.000€	40.000€	65.000€
Valuations & Modelling Senior Consultant	28.000€	45.000€	25.000€	40.000€
Valuations & Modelling Consultant	23.000€	28.000€	21.000€	25.000€
Project Finance / Structured Finance Manager	55.000€	80.000€	45.000€	72.000€
Project Finance / Structured Finance Senior Consultant	35.000€	50.000€	30.000€	45.000€
Project Finance / Structured Finance Consultant	25.000€	35.000€	23.500€	30.000€
Senior Investor Relations	38.000€	55.000€	35.000€	47.000€
Investor Relations	28.000€	40.000€	25.000€	38.000€
Portfolio Manager	30.800€	70.000€	28.000€	65.000€
Asset Manager	55.000€	80.000€	50.000€	70.000€
Senior Asset Management Consultant	30.000€	60.000€	28.000€	50.000€
Asset Management Analyst	23.000€	35.000€	21.000€	30.000€
CFO	80.000€	130.000€	80.000€	110.000€
Finance Manager	40.000€	70.000€	40.000€	70.000€
Head of Accounting	70.000€	100.000€	70.000€	100.000€
Accountant - Banking	25.000€	50.000€	23.000€	45.000€
Accountant - SCR & UCITS Management Companies	28.000€	50.000€	25.000€	45.000€
Regulatory Reporting	25.000€	42.000€	23.000€	40.000€
Head of Compliance	75.000€	100.000€	65.000€	90.000€
Compliance Manager	35.000€	80.000€	33.000€	70.000€
Compliance Officer	23.000€	35.000€	23.000€	32.000€

Human Resources

> **HR success depends on defining strategies blending people, data and sense of purpose.**

The Human Resources sector faces growing challenges in balancing productivity versus benefits, enhancing the employee experience, addressing the scarcity of specialized professionals, and implementing People Analytics for decision-making all within the context of hybrid work models and increased demands for flexibility and transparency.
Demand is focused on professionals with data literacy, mastery of HR platforms, legal knowledge, and expertise in change management, compensation, and employer branding, capable of strengthening organizational culture and competitiveness.
To meet these demands, having a specialized market vision and rigorous assessment processes is crucial for identifying and attracting top talent. This combination of expertise and precision is exactly what Adecco offers organizations looking to anticipate trends and build future-ready teams.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Human Resources Business Partner
- Payroll Specialist
- Learning & Development Specialist



Human Resources Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
HR Director	63.000€	140.000€	42.000€	120.000€
HR Manager	42.000€	65.000€	35.000€	60.000€
Human Resources Business Partner	30.000€	55.000€	28.000€	50.000€
HR Generalist	24.000€	35.000€	22.000€	30.000€
Learning & Development Manager	42.000€	60.000€	40.000€	60.000€
Learning & Development Specialist	21.000€	42.000€	21.000€	40.000€

Talent Acquisition Manager	35.000€	60.000€	30.000€	52.000€
Talent Acquisition Specialist	24.000€	40.000€	22.000€	35.000€
Compensation & Benefits Manager	36.000€	70.000€	32.000€	65.000€
Compensation & Benefits Specialist	28.000€	42.000€	25.000€	42.000€
Payroll Manager	33.000€	63.000€	28.000€	43.000€
Payroll Specialist	25.000€	35.000€	23.000€	32.000€
HR Analytics Manager	42.000€	70.000€	35.000€	60.000€
HR Analytics Specialist	25.000€	42.000€	21.000€	40.000€



Shared Service Centre

> **Efficiency, integration and specialist talent: the foundation for global results.**

Shared Service Centres are consolidating their position as strategic hubs, leveraging intelligent automation, standardization, and advanced data analytics to drive rapid decision-making and cost reduction. In Portugal, the demand for specialized professionals remains high, fueled by the growth of international centres and the need for centralized financial services.

Language proficiency, multicultural experience, and digital fluency are essential requirements. Core financial functions such as Accounts Payable (AP), Accounts Receivable (AR), and Record-to-Report (R2R) are evolving into automated, metric-driven models. These centres are shifting from purely operational roles to becoming key contributors to global strategy, requiring leadership with business acumen and the ability to transform data into actionable insights.

Consequently, the ability to attract specialized talent plays a decisive role in the evolution and maturity of Shared Service Centres.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Accounts Payable Specialist
- Accounts Receivable Specialist
- Record-to-Report Specialist



Shared Service Centre Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Head of SSC/Head of GBS	86.000€	160.000€	70.000€	135.000€
Accounts Payable Manager	47.000€	65.000€	40.000€	60.000€
Accounts Receivable Manager	47.000€	65.000€	40.000€	60.000€
Record-to-Report Manager	51.000€	70.000€	45.000€	65.000€
Financial Planning & Analysis Manager	56.000€	80.000€	54.000€	80.000€
Master Data Manager	45.000€	60.000€	40.000€	55.000€
Accounts Payable Team Leader	32.000€	45.000€	30.000€	42.000€
Accounts Receivable Team Leader	32.000€	45.000€	30.000€	42.000€
Record-to-Report Team Leader	35.000€	50.000€	33.000€	48.000€
Financial Controller Team Leader	40.000€	55.000€	42.000€	55.000€
Master Data Team Leader	35.000€	42.000€	30.000€	38.000€
Accounts Payable Specialist	25.000€	31.000€	23.000€	30.000€
Accounts Receivable Specialist	25.000€	31.000€	23.000€	30.000€
Record-to-Report Specialist	25.000€	42.000€	23.000€	33.000€
Intercompany Specialist	25.000€	40.000€	21.000€	35.000€
Financial Controller Specialist	31.000€	45.000€	28.000€	45.000€
Master Data Specialist	25.000€	32.000€	23.000€	39.000€

Credit and Collections Specialist	23.000€	30.000€	21.000€	30.000€
Travel & Expenses Specialist	23.000€	30.000€	23.000€	30.000€
Payroll Specialist	25.000€	35.000€	21.000€	33.000€
Human Resources Specialist	25.000€	35.000€	21.000€	33.000€

Tax & Legal

“ Prepare for the new legal era: AI Act and Salary Transparency.

The Legal sector is consolidating the integration of generative AI and automation into its processes, while adapting to new European regulatory frameworks, such as the AI Act, and pay transparency requirements. This dual transformation is redefining organizational structures, skill sets, and compensation models.

Law firms and in-house legal departments are intensifying their collaboration with technology, compliance, and data analytics teams, reducing operational tasks and redirecting efforts toward risk management, strategy, and client relations. Profiles with digital proficiency and a multidisciplinary outlook stand out as the most sought-after.

Increasing regulatory complexity is driving specialization in critical areas such as TMT, Privacy and AI, Competition, Cybersecurity, Energy/ESG, and International Tax. Demand for these professionals is high, yet supply remains limited, sustaining competitive compensation packages, particularly in Lisbon and highly regulated sectors.

We act as a partner to attract top-tier professionals and accelerate the evolution of organizations.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Legal Counsel Associate
- Lawyer Senior/Coordinator/Partner
- Tax Manager (Consulting)



Tax & Legal Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Trainee Lawyer	14.400€	36.000€	14.000€	30.000€
Junior Associate Lawyer (1-3 years post-admission)	20.000€	48.000€	20.000€	35.000€
Senior Associate Lawyer (4-10 years post-admission)	25.000€	75.000€	25.000€	48.000€
Head of Practice (>10 years post-admission)	47.000€	150.000€	31.000€	100.000€
Legal Director/Legal Manager	45.000€	150.000€	35.000€	120.000€
Legal Counsel	18.200€	70.000€	21.000€	60.000€
Head of Compliance	75.000€	100.000€	65.000€	90.000€
Compliance Manager	35.000€	80.000€	30.000€	70.000€
Compliance Officer	23.000€	35.000€	23.000€	30.000€
Tax Consultant (Consulting)	21.000€	25.000€	21.000€	24.000€
Senior Tax Consultant (Consulting)	26.000€	35.000€	24.000€	32.000€
Tax Manager (Consulting)	34.000€	88.000€	29.000€	72.000€
Tax Manager (Company)	33.000€	90.000€	29.000€	65.000€



Sales & Marketing

> **AI and sense of purpose is redefining how we sell and communicate.**

Sales teams are evolving into data-driven models, where the integration of generative AI, intelligent automation, and advanced CRM platforms allows for anticipating behaviors, optimizing sales funnels, and accelerating commercial cycles. Demand for Sales Managers and Business Developers with digital proficiency, strong analytical skills, and a consultative approach remains consistent. Strategies such as social selling, account-based marketing, and omnichannel management are consolidating as critical competencies for leading teams and ensuring sustainable results in an increasingly demanding market.

In Marketing, value creation centers on combining artificial intelligence with data-driven strategies to develop personalized, relevant, and authentic experiences. While AI tools accelerate creative and analytical processes, the true differentiator lies in the ability to transform insights into consistent narratives that connect brands with purpose, sustainability, and social responsibility.

Profiles with mastery in advanced SEO, data analytics, omnichannel campaign management, and strategic storytelling are highly valued. The integration of ESG practices and the adoption of inclusive, hybrid work models reinforce innovation capacity and position brands as relevant in an increasingly competitive global market. Having a structured and specialized approach to identifying talent is decisive in ensuring teams are capable of driving growth and innovation across Sales & Marketing.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Sales Manager
- Business Developer
- Marketing Manager





Positions for Sales & Marketing

	Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
SALES	**Comercial**	21.000€	28.000€	17.000€	29.000€
	Account	21.000€	28.000€	17.000€	27.000€
	Key Account Manager	24.000€	56.000€	21.000€	53.000€
	Inside Sales	20.000€	36.000€	19.000€	35.000€
	Sales Representative	24.000€	40.000€	24.000€	36.000€
	Field Sales	19.000€	39.000€	18.000€	39.000€
	Business Developer	24.000€	55.000€	24.000€	55.000€
	Commercial/Sales Director	43.000€	112.000€	39.000€	112.000€
	Sales Manager	39.000€	65.000€	39.000€	63.000€
	E-commerce Manager	50.000€	84.000€	47.000€	84.000€
	Real Estate Agent	21.000€	41.000€	20.000€	40.000€
MARKETING	**Marketing Manager**	31.000€	50.000€	22.000€	49.000€
	Marketing Director	39.000€	90.000€	31.000€	90.000€
	Trade Marketing Specialist	31.000€	47.000€	33.000€	47.000€
	Category Manager	35.000€	49.000€	35.000€	49.000€
	Brand/Product Manager	24.000€	47.000€	24.000€	47.000€
	Digital Marketing Specialist	28.000€	52.000€	20.000€	51.000€
	SEO (Search Engine Optimization)	26.000€	49.000€	24.000€	49.000€
	CRM Specialist	31.000€	47.000€	31.000€	47.000€
	Social Media Specialist	20.000€	42.000€	16.000€	42.000€
	Head of Comunication	47.000€	73.000€	42.000€	71.000€
	Digital Marketing Manager	47.000€	75.000€	47.000€	75.000€
	Customer Experience Analyst	29.000€	50.000€	27.000€	49.000€

Retail

> **Clear deliveries, easy returns, loyal customers.**

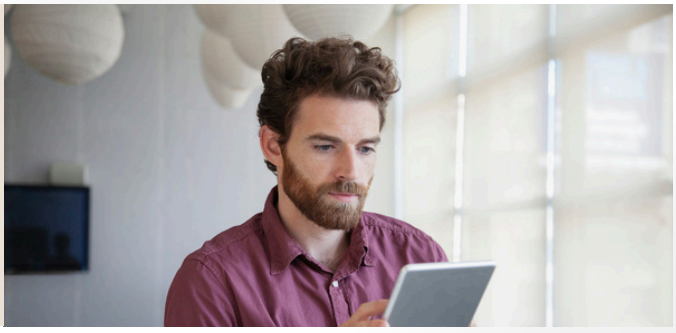
Retail in Portugal is moving towards a model where competitive advantage will be defined by execution capability, speed of adaptation, and customer-centricity. The integration of physical and digital channels has become the standard; what will distinguish brands is the simplicity of the experience, service consistency, and the ability to respond to an informed, demanding, and global consumer.

The future of the sector demands strategic leadership and robust operations. Technology alone does not create differentiation without skilled teams, clear processes, and metrics oriented toward real impact. A 360° experience encompassing product, service, and customer care, will be the primary driver of loyalty and growth.

More than just roles, the retail sector will value competencies, attitude, and results. Customer-oriented professionals with high digital literacy, prepared for demanding environments, will be decisive. Having a structured approach to identifying and developing talent is critical to building teams capable of sustaining innovation and performance within the sector.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Store Manager
- Area Manager
- Expansion Manager



Retail Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Store Director	28.000€	55.000€	24.000€	55.000€
Store Manager	21.000€	30.000€	20.000€	30.000€
Assistant Store Manager	19.000€	25.000€	18.000€	25.000€
Area Manager	31.000€	58.000€	29.000€	58.000€

National Retail Manager	39.000€	66.000€	39.000€	66.000€
Visual Merchandiser	21.000€	31.000€	18.000€	29.000€
Category Manager	36.000€	61.000€	34.000€	59.000€
Expansion Manager	40.000€	85.000€	40.000€	85.000€



Hospitality

> **A welcome that is intelligent, human and truly sustainable.**

The Hospitality sector values professionals who can effectively balance technology with human service. Solutions such as digital check-ins, proactive guest communication, and AI-powered support reduce operational friction, freeing up time for a more personalized and attentive welcome.

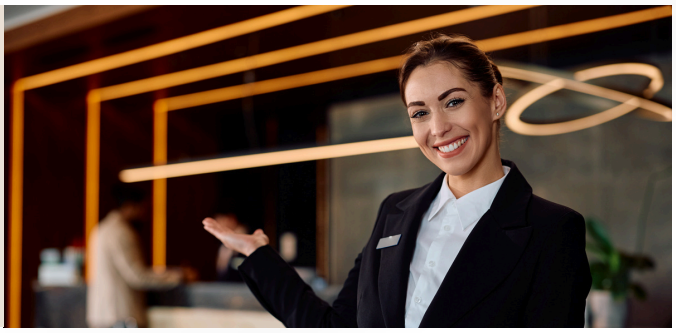
Language proficiency, effective communication, mastery of Property Management Systems (PMS), operational applications, basic CRM, front-and-back-office coordination, and rapid response times are increasingly vital for professional valuation. Sustainability has become a daily practice through water and energy efficiency, waste reduction, and active guest involvement, contributing to a premium and distinctive experience.

For organizations, the priority is to standardize processes that ensure consistency even during peak periods, continuously monitor quality and online reputation with clear metrics, and integrate sustainable management with concrete objectives. Pay transparency, objective career progression criteria, and continuous investment in training, especially in digital literacy and sustainable practices, strengthen stable operations, motivated teams, and superior levels of guest satisfaction.

Identifying and attracting specialized talent, prepared for these demands, is decisive in elevating the guest experience and strengthening operational excellence within the hospitality sector.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Diretor de Hotel
- Office Manager
- F&B Director



Hospitality Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Hotel Director	31.000€	141.000€	31.000€	141.000€
F&B Director	36.000€	75.000€	36.000€	75.000€
F&B Assistant Manager	35.000€	45.000€	35.000€	45.000€
Executive Chef	39.000€	77.000€	39.000€	77.000€
Housekeeper	24.000€	35.000€	24.000€	35.000€
Restaurant Manager	22.000€	39.000€	22.000€	39.000€
Front Office Manager	24.000€	35.000€	24.000€	35.000€
Assistant Hotel Manager	39.000€	50.000€	39.000€	50.000€



Healthcare & Life Sciences

> **Healthcare innovation stems from individual talent blending science, the digital and patient focus.**

The Healthcare and Life Sciences sector in Portugal maintains consistent growth, driven by market development and a strategic focus on Oncology and the launch of key products. Sales and Marketing roles remain among the most sought-after, across both the hospital sector and Consumer Healthcare, while Quality and Technical Direction areas continue to show strong dynamism. Digitalization and increasing investment in Artificial Intelligence are reinforcing the sector's modernization and its capacity for innovation.

In a market characterized by demanding and scarce talent, professionals who combine critical thinking, adaptability, and strategic vision stand out. Consequently, the most competitive organizations are those offering professional development, internal progression, and flexible work models.

Building prepared and competitive teams requires a specialized approach, incorporating technical sector knowledge and rigorous talent identification processes, ensuring that organizations can anticipate challenges and maintain their edge in a rapidly evolving market.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Sales Manager/Director
- Key Account Manager
- Product Manager



Healthcare & Life Sciences Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Business Unit Manager/Director	85.000€	130.000€	75.000€	110.000€
Sales Manager/Director	56.000€	80.000€	56.000€	80.000€
Key Account Manager	42.000€	65.000€	42.000€	65.000€
Territory Sales Manager	42.000€	60.000€	42.000€	60.000€

Hospital Sales Representative	35.000€	50.000€	35.000€	50.000€
Medical Information Representative	25.000€	42.000€	25.000€	42.000€
Pharmacy Sales Representative	25.000€	42.000€	25.000€	42.000€
Product Specialist	35.000€	50.000€	35.000€	50.000€
Business Development Manager	63.000€	91.000€	63.000€	91.000€
Marketing Manager/Director	63.000€	85.000€	63.000€	85.000€
Product Manager	35.000€	70.000€	35.000€	70.000€
Digital Marketing Manager	42.000€	60.000€	40.000€	53.000€
E-Commercial Key Account Manager	42.000€	60.000€	30.000€	44.000€
Medical Director	90.000€	130.000€	85.000€	110.000€
Medical Manager	60.000€	85.000€	60.000€	80.000€
Medical Scientific Liaison	45.000€	63.000€	42.000€	50.000€
Medical Writer	28.000€	38.000€	28.000€	38.000€
Qualified Person	60.000€	100.000€	50.000€	90.000€
Regulatory Affairs Manager/Director	45.000€	70.000€	40.000€	65.000€
Regulatory Affairs Specialist	28.000€	40.000€	28.000€	40.000€
Quality Control Manager	45.000€	70.000€	45.000€	70.000€
Quality Assurance Manager	45.000€	70.000€	45.000€	70.000€
Lead Clinical Research Associate	45.000€	60.000€	40.000€	55.000€
Clinical Research Associate	35.000€	47.000€	30.000€	45.000€
Clinical Trial Assistant	21.000€	30.000€	21.000€	30.000€
Market Access Manager/Director	60.000€	90.000€	50.000€	80.000€

Market Access Specialist	35.000€	42.000€	35.000€	42.000€
Pharmacovigilance Manager/Director	42.000€	50.000€	40.000€	50.000€
Pharmacovigilance Specialist	21.000€	30.000€	21.000€	30.000€

Industry

> **Technology, people and sustainability moving forward together.**

The Industry sector is entering a more mature phase, where 'producing better' signifies greater control, less waste, and a higher capacity for adaptation. On the shop floor, this translates into stable processes, skilled teams, and data-informed decision-making, while maintaining a constant focus on quality.
Preventive maintenance reduces downtime and frees up time for tasks of higher strategic value. Quality is no longer limited to verification; it is integrated from the start of the process, reinforcing continuous improvement and confidence in the final product. Health, Safety, and Environment (HSE) are part of the daily routine, with simple, consistent practices centered on people's well-being.
The proximity between product development and production accelerates market response times and strengthens personalization, while the supply chain demands robustness and flexibility in a volatile context. To keep pace with this evolution, practical training, digital literacy, and process simplification have gained prominence.
Identifying and attracting specialized and adaptable talent is decisive for strengthening processes, quality, and innovation, ensuring that the industry keeps up with changes and remains competitive.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Maintenance Engineer
- Process/Continuous Improvement Engineer
- Senior Environment, Hygiene and Safety Technician



Industry Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Plant Manager	56.000€	135.000€	56.000€	120.000€
Maintenance Manager	32.000€	60.000€	28.000€	55.000€
Maintenance Engineer	28.000€	40.000€	28.000€	40.000€
Production Manager	45.000€	70.000€	38.000€	65.000€
Production Supervisor	22.000€	30.000€	21.000€	28.000€
Production/Planning Engineer	22.000€	38.000€	25.200€	32.000€
Process/Continuous Improvement Engineer	25.000€	45.000€	25.200€	42.000€
Quality Director	42.000€	70.000€	42.000€	65.000€
Quality Engineer	22.000€	40.000€	21.000€	35.000€
Chemical Engineer	22.000€	45.000€	21.000€	42.000€
Electrical Engineer	32.000€	56.000€	28.000€	53.200€
Mechanical Engineer	32.000€	58.000€	25.200€	49.000€
Environmental, Hygiene and Safety Manager	30.000€	45.000€	28.000€	45.000€
Senior Environment, Hygiene and Safety Technician	25.000€	50.000€	25.200€	40.000€
R&D Director	48.000€	68.000€	45.000€	56.000€
R&D Engineer	25.000€	45.000€	25.200€	42.000€
Product Engineer	27.000€	35.000€	25.200€	35.000€
Procurement Specialist	26.000€	42.000€	25.000€	42.000€
Test Engineer	29.000€	38.000€	28.000€	42.000€

Construction

> **Data, collaboration, and HSW as the basis for on-site decisions.**

The Construction sector remains highly dynamic, driven by urban rehabilitation, energy efficiency projects, and infrastructure investment, generating strong demand for qualified technical profiles with experience in site management.
Roles with direct responsibility for execution, team coordination, and the control of deadlines and costs are becoming increasingly critical, within a context of heightened demands for safety, quality, and regulatory compliance. Recruitment follows this evolution, becoming more digital and specialized, with an emphasis on technical assessment, soft skills, and leadership within a construction site environment.
Ensuring the identification and selection of talent aligned with the specific needs of each project is decisive for guaranteeing efficient execution, quality, and innovation, allowing projects to meet the growing demands of the sector.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Site Manager
- Site Director
- Senior Safety Technician



Construction Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Site Director	35.000€	70.000€	35.000€	70.000€
Site Manager	42.000€	70.000€	42.000€	70.000€
Site Planner	42.000€	45.000€	42.000€	45.000€
Quantity Surveyor	42.000€	63.000€	35.000€	49.000€
BIM Specialist	25.000€	42.000€	22.000€	40.000€

Senior Occupational Health and Safety Technician	36.000€	49.000€	35.000€	45.000€
Contract Manager / Project Manager	40.000€	80.000€	35.000€	60.000€
Cost Engineer	40.000€	45.000€	35.000€	40.000€
Production Director	75.000€	90.000€	70.000€	85.000€
Design Engineer	35.000€	50.000€	28.000€	42.000€
Studies and Proposals Coordinator	46.000€	60.000€	40.000€	50.000€
Purchasing Manager	50.000€	70.000€	35.000€	49.000€
Purchasing Technician	28.000€	40.000€	25.000€	35.000€



Supply Chain & Logistics

> **Supply Chain in 2026: agility, technology and operational efficiency.**

Logistics and Supply Chain demand professionals who combine data analytics, operational leadership, and technological proficiency, ensuring rapid decision-making and resilient operations. Demand is concentrated on talent with an end-to-end vision, the agility to manage disruptions, and the ability to drive digital transformation through continuous improvement and operational efficiency.

In a context of increasing complexity and accelerated innovation, identifying profiles prepared to lead modern, sustainable, and future-oriented operations is decisive. This alignment between skills, strategy, and innovation strengthens the long-term competitiveness of organizations.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Buyer
- Warehouse Manager
- Logistics Manager



Supply Chain & Logistics Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Logistics Manager	30.000€	70.000€	28.000€	55.000€
Supply Chain Manager	35.000€	60.000€	32.000€	55.000€
Supply Chain Director	62.000€	90.000€	56.000€	75.000€
Purchases/Procurement Manager	30.000€	60.000€	30.000€	55.000€
Buyer	22.000€	40.000€	23.800€	38.000€
Warehouse Manager	30.000€	45.000€	26.000€	38.000€
Stock Manager	25.000€	37.000€	21.000€	35.000€
Transport Manager	45.000€	56.000€	28.000€	45.000€
Traffic Manager	25.000€	45.000€	22.000€	35.000€
Fleet Manager	30.000€	50.000€	26.000€	42.000€
Demand Planner	26.000€	39.000€	24.000€	36.000€



Energy

> **The future of energy depends on talents combining technology, adaptation and strategic vision.**

The Energy sector is entering a decisive phase, marked by the transition to renewable sources and a growing demand for qualified talent in Engineering and digital skills, capable of addressing new challenges and high-impact projects. The progress of green hydrogen reinforces Portugal's position as a European benchmark in clean energy, creating opportunities for professionals prepared to innovate and transform operations.

As digitalization gains momentum, adaptability and technological vision have become essential to keep pace with the sector's evolution. Ensuring the identification and attraction of talent prepared to lead innovation is decisive in strengthening the country's energy future and sustaining long-term competitiveness and sustainability.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Electrical Engineer O&M
- Manager
- Environmental and Sustainability Manager



Energy Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Asset Manager	40.000€	70.000€	38.000€	65.000€
O&M Manager	40.000€	65.000€	35.000€	60.000€
Técnico O&M	25.000€	40.000€	25.000€	40.000€
Electrical Engineer	35.000€	55.000€	32.000€	52.000€
Environmental and Sustainability Manager	38.000€	64.000€	35.000€	55.000€

Real Estate

> **Sustainability and innovation transforming the real estate sector with smart solutions.**

The Real Estate sector remains highly dynamic, driven by new investments, urban rehabilitation, and projects that are increasingly demanding in technical, financial, and regulatory terms.
Demand for experienced professionals in project management, construction coordination, and real estate development continues to grow, within a context of increased pressure on deadlines, costs, and sustainability.
Profiles capable of managing complex projects in an integrated manner, balancing technical requirements, certifications, energy efficiency, and profitability targets stand out. The combination of strategic vision, technical expertise, and business orientation is critical to the success of any development.
Ensuring the identification and attraction of qualified talent, prepared for the sector's challenges, is decisive in supporting more strategic, efficient, and sustainable projects, strengthening competitiveness and excellence in the real estate market.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Project Manager
- Construction Manager
- Development Manager



Real Estate Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Project Manager	35.000€	80.000€	32.000€	78.000€
Construction Manager	35.000€	80.000€	32.000€	75.000€
Development Manager	40.000€	90.000€	35.000€	80.000€
Technical Consultant	28.000€	50.000€	26.000€	48.000€

Information & Technology

> **Sustainability and innovation transforming the market with smart solutions.**

The IT (Information Technology) sector continues to be a driver of digital transformation, with strong demand for specialists in development, data management and systems integration. **In 2026, three major areas stand out: AI, Data and Cybersecurity.**

1. IT - Management and Support

The IT – Management & Support area continues to play a central role in the technological coordination of organizations. The focus is on leaders capable of ensuring operational stability, continuous evolution, and an agile response to digital demands. These roles are decisive in guaranteeing efficiency, security, and resilience, consolidating technological infrastructure as a key driver of growth and innovation.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- CTO
- Tech Lead Helpdesk
- Field Support



IT Positions - Management and Support Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
VP / Director of IT	90.000€	150.000€	90.000€	150.000€
CIO – Chief Information Officer	85.000€	130.000€	85.000€	130.000€
CTO – Chief Technology Officer	75.000€	120.000€	70.000€	120.000€
IT Director	75.000€	120.000€	70.000€	120.000€
IT Manager	55.000€	75.000€	55.000€	75.000€
Tech Lead Helpdesk	35.000€	45.000€	35.000€	45.000€
Helpdesk Technician	17.000€	35.000€	17.000€	35.000€

Tech Lead Field Support	35.000€	45.000€	35.000€	45.000€
Field Support	17.000€	35.000€	17.000€	35.000€
IT Project Manager	35.000€	70.000€	35.000€	70.000€

2. IT - Infrastructure

The IT – Infrastructure area is fundamental to ensuring stable, secure, and resilient systems.
Demand is focused on professionals capable of efficiently managing equipment, networks, and cloud environments, ensuring continuous operations and supporting the technological evolution of organizations.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Tech Lead Cloud
- Systems Administrator
- Cybersecurity Engineer



IT - Infrastructure Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Solutions Architect	65.000€	110.000€	65.000€	110.000€
Enterprise Architect	65.000€	110.000€	65.000€	110.000€
Tech Lead Systems Administrator	45.000€	65.000€	45.000€	65.000€
Systems Administrator	35.000€	56.000€	35.000€	56.000€
Linux Systems Administrator	35.000€	56.000€	35.000€	56.000€
Windows Systems Administrator	35.000€	56.000€	35.000€	56.000€
Tech Lead IT Infrastructure	45.000€	65.000€	45.000€	65.000€
Data Center Administrator	45.000€	65.000€	45.000€	65.000€
Storage & Backup Administrator	35.000€	56.000€	35.000€	56.000€

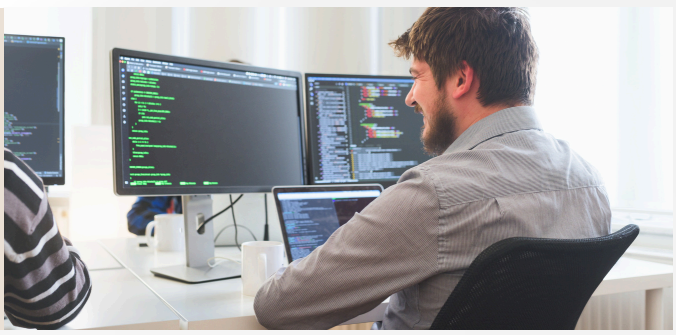
Virtualization Engineer (VMware / Hyper-V)	35.000€	56.000€	35.000€	56.000€
Tech Lead Cloud	45.000€	65.000€	45.000€	65.000€
Cloud Administrator (Azure / AWS / GCP)	40.000€	60.000€	40.000€	60.000€
Cloud Engineer	45.000€	70.000€	45.000€	70.000€
Cloud Architect	50.000€	80.000€	50.000€	80.000€
Tech Lead Network	45.000€	65.000€	45.000€	65.000€
Network Engineer	35.000€	56.000€	35.000€	56.000€
CISO – Chief Information Security Officer	80.000€	120.000€	80.000€	120.000€
Manager Cybersecurity	70.000€	100.000€	70.000€	100.000€
Cloud Security Architect	50.000€	85.000€	50.000€	85.000€
Cibersecurity Engineer	45.000€	85.000€	45.000€	85.000€
IT Governance	35.000€	60.000€	35.000€	60.000€
IT Compliance	35.000€	60.000€	35.000€	60.000€
Risk Analyst	35.000€	60.000€	35.000€	60.000€
Security Analyst	35.000€	60.000€	35.000€	60.000€
Incident Manager	35.000€	60.000€	35.000€	60.000€

3. IT - Software Development

The development of business apps and digital solutions keeps demand high for developers with mastery of languages such as Java, Python, C# and JavaScript, as well as experience in modern frameworks and agile methodologies.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Software Developer: Java
- ServiceNow
- Site Reliability Engineer



IT - Software Development Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Tech lead (Software Development)	60.000€	90.000€	60.000€	90.000€
Software Architect	60.000€	90.000€	60.000€	90.000€
Software Developer: .net	35.000€	75.000€	35.000€	75.000€
Software Developer: Java	35.000€	75.000€	35.000€	75.000€
Software Developer: Python	35.000€	75.000€	35.000€	75.000€
Software Developer: PHP	35.000€	75.000€	35.000€	75.000€
Software Developer: Ruby on Rails	35.000€	75.000€	35.000€	75.000€
Software Developer: JavaScript	30.000€	65.000€	30.000€	65.000€
Software Developer: TypeScript	30.000€	65.000€	30.000€	65.000€
Software Developer: C#	30.000€	65.000€	30.000€	65.000€
Software Developer: Angular	30.000€	65.000€	30.000€	65.000€
Software Developer: Vue	30.000€	65.000€	30.000€	65.000€
Software Developer: React	30.000€	65.000€	30.000€	65.000€
Software Developer: Go	30.000€	65.000€	30.000€	65.000€
Software Developer: OutSystems	35.000€	70.000€	35.000€	70.000€
Software Developer: Mendix	35.000€	70.000€	35.000€	70.000€
Software Developer: ServiceNow	30.000€	70.000€	30.000€	70.000€
Android Developer	30.000€	65.000€	30.000€	65.000€
iOS Developer	30.000€	65.000€	30.000€	65.000€
Business Analyst	30.000€	55.000€	30.000€	55.000€
Functional Analyst	30.000€	55.000€	30.000€	55.000€
QA Lead	50.000€	70.000€	50.000€	70.000€

Test Manager	50.000€	70.000€	50.000€	70.000€
QA Engineer	40.000€	60.000€	40.000€	60.000€
QA Manual Testing	40.000€	60.000€	40.000€	60.000€
QA Automated Testing	40.000€	60.000€	40.000€	60.000€
Site Reliability Engineer	50.000€	80.000€	50.000€	80.000€
DevOps	50.000€	80.000€	50.000€	80.000€

4. IT - ERP

The development of enterprise systems and management platforms reinforces demand for ERP specialists able to integrate critical processes, ensure operational efficiency and support organisational digitalisation. Profiles with development, parameterisation and ERP module integration experience - especially in SAP environments - remain highly valued, particularly when combining solid technical knowledge with understanding of business processes.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- SAP FI/CO
- SAP ABAP
- SAP MM/SD



IT - ERP Positions

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
Head of SAP	90.000€	150.000€	90.000€	150.000€
SAP Manager	80.000€	130.000€	80.000€	130.000€
SAP Lead	75.000€	120.000€	75.000€	120.000€
SAP Solutions Architect	75.000€	90.000€	75.000€	90.000€

SAP Basis Administrator	55.000€	70.000€	55.000€	70.000€
SAP Basis Consultant (Senior)	60.000€	75.000€	60.000€	75.000€
SAP ABAP Developer	45.000€	80.000€	45.000€	80.000€
SAP Fiori / UI5 Developer	45.000€	80.000€	45.000€	80.000€
SAP Integration Developer (PI/PO, CPI, APIs)	55.000€	90.000€	55.000€	90.000€
SAP Cloud Administrator	55.000€	90.000€	55.000€	90.000€
SAP FI / CO – Finance & Controlling	45.000€	80.000€	45.000€	80.000€
SAP MM – Materials Management	45.000€	80.000€	45.000€	80.000€
SAP SD – Sales & Distribution	45.000€	80.000€	45.000€	80.000€
SAP PP – Production Planning	45.000€	80.000€	45.000€	80.000€
SAP QM – Quality Management	45.000€	80.000€	45.000€	80.000€
SAP WM / EWM – Warehouse Management	45.000€	80.000€	45.000€	80.000€
SAP HCM / SuccessFactors – Recursos Humanos	45.000€	80.000€	45.000€	80.000€
SAP PM – Plant Maintenance	45.000€	80.000€	45.000€	80.000€
SAP PS – Project System	45.000€	80.000€	45.000€	80.000€
SAP PI/PO Consultant	45.000€	80.000€	45.000€	80.000€
SAP CPI Consultant (BTP)	45.000€	80.000€	45.000€	80.000€
SAP Integration Consultant Integração SAP–SAP e SAP–non-SAP.	45.000€	80.000€	45.000€	80.000€
SAP Security Consultant Roles, authorizations, GRC.	50.000€	85.000€	50.000€	85.000€
SAP GRC Consultant Compliance, SoD, access control.	50.000€	85.000€	50.000€	85.000€

SAP Project Manager	50.000€	85.000€	50.000€	85.000€
SAP Program Manager	50.000€	85.000€	50.000€	85.000€
SAP Delivery Manager	50.000€	85.000€	50.000€	85.000€
Primavera Consultant	35.000€	65.000€	35.000€	65.000€
Salesforce Developer	40.000€	70.000€	40.000€	70.000€
Workday Specialist	40.000€	60.000€	40.000€	60.000€

5. IT - Data & Analytics

With the data explosion and the adoption of AI (Artificial Intelligence), demand is growing for specialists in Data Engineering, Machine Learning and AI Governance. These profiles are essential for turning data into strategic insights, supporting swift, secure decisions. Digital literacy, interoperability and regulatory compliance are key skills.

The positions currently most in demand, and expected to remain so in 2026, are as follows:

- Data Engineer
- AI Engineer
- Machine Learning



IT Positions - Data & Analytics

Position	Lisbon MIN	Lisbon MAX	Porto MIN	Porto MAX
VP of Data	90.000€	150.000€	90.000€	150.000€
CDAO / CDO (Data) – Chief Data & Analytics Officer	75.000€	110.000€	75.000€	110.000€
Data Team Lead	65.000€	90.000€	65.000€	90.000€
Data Architect	50.000€	80.000€	50.000€	80.000€

Data Analyst	21.000€	45.000€	21.000€	45.000€
Data Engineer	32.000€	55.000€	32.000€	55.000€
Data Scientist	32.000€	55.000€	32.000€	55.000€
Business Intelligence	35.000€	50.000€	35.000€	50.000€
Machine Learning	40.000€	70.000€	40.000€	70.000€
Head of AI	70.000€	120.000€	70.000€	120.000€
AI Tech Lead	65.000€	90.000€	65.000€	90.000€
AI Engineer	45.000€	75.000€	45.000€	75.000€
AI Governance	35.000€	60.000€	35.000€	60.000€



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