



2025 SAP Market - Compensation Analysis

****Full-Time SAP Employees of Corporations - NOT Consulting Firms****

Compiled data based on SAP-focused recruiting for over 24 years with extensive experience recruiting and placing SAP talent in full-time positions with Fortune 500 end-clients and SAP Systems Implementation Partners throughout the U.S. Actual searches & placements, recruiting projects and placements with over 70 major clients in virtually every industry vertical.

Key:

Mid-Level	4-7 years of demonstrated SAP experience
Senior	7-10+ years in SAP with multiple full life-cycle SAP Projects
Lead / Architect	10+ years, hands-on, Team Lead , SAP Certified, Consultant Level, could even speak at Sapphire as an industry expert.
Manager	8-10+ years in SAP. Demonstrated People Management, direct-reports with performance review and Hire/Fire responsibility.
Director	Reporting to VP/C-Level. Owns/Manages direct budget responsibility. Mgr level direct reports and total team over 15+. Typically 10+ yrs exp.
VP	Report to CIO. 12-20+ years exp (typically). Strong executive soft skills & business acumen. Director Level direct reports and total team reporting to VP level is generally over 40-60+ FTE's. MBA, Industry Certs, etc.
CIO/CISO	Generally reporting to CEO and Quarterly Direct Report to Board.

Regional Variance: These numbers are accurate for the South (TX) and Midwestern Regions of the U.S. but adjustments need to be made for extremely high cost-of-living areas like CA, NY, NJ, Boston, etc.

Skill	Level	Low	Avg	High (+ 10-15 % Bonus)
Director/VP Enterprise Apps		\$190k+	\$225k+	\$250k + 30% Bonus
FI/CO	Mid	\$110k	\$120k	\$130k
FI/CO	Sr.	\$120k	\$135k	\$150k



Skill	Level	Low	Avg	High (+ 10-20% Bonus)
FI/CO	Lead/Architect	\$145k	\$165k	\$185k
FI/CO	Manager	\$160k	\$175k	\$190k
MM/PP/SD	Mid	\$110k	\$125k	\$135k
MM/PP/SD	Sr.	\$120k	\$137k	\$155k
MM/eWM/PP/SD	Lead/Architect	\$150k	\$163k	\$175k
HCM (HR)	Mid	\$110k	\$125k	\$140k
HCM (HR)	Sr.	\$130k	\$140k	\$150k
HCM (HR)	Lead/Architect	\$145k	\$160k	\$175k
HCM (HR)	Manager	\$160k	\$170k	\$180k
APO/S&OP/IBP	Mid	\$115k	\$125k	\$135k
APO/S&OP/IBP	Sr.	\$130k	\$140k	\$150k
APO/S&OP/IBP	Lead	\$150k	\$165k	\$180k
APO/S&OP/IBP	Manager	\$165k	\$175k	\$190k
SAP C4C/Emarsys	Mid	\$120k	\$132k	\$150k
SAP C4C/Emarsys	Sr.	\$135k	\$147k	\$155k
SAP C4C/Emarsys	Mgr.	\$150k	\$162K	\$175k
HANA/Basis	Mid	\$115k	\$130k	\$145k
HANA/Basis	Sr.	\$130k	\$145k	\$160k
HANA/Basis	Architect	\$150k	\$165k	\$180k
HANA/Basis	Manager	\$160k	\$172k	\$183k
ABAP (BTP, CPI)	Mid	\$110k	\$120k	\$130k

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Skill	Level	Low	Avg	High (+ 10% Bonus)
ABAP (BTP, CPI)	Sr.	\$125k	\$137k	\$150K
ABAP (BTP, CPI)	Lead/Mgr	\$145k	\$158k	\$170k
SAC (Analytics Cloud)	Mid	\$118k	\$128k	\$138k
SAC	Sr.	\$135k	\$150k	\$165k
SAC	Arch / Mgr	\$150k	\$165k	\$180k
BI (BW, BO)	Mid	\$105	\$115k	\$125k
BI (BW, BO)	Sr.	\$120k	\$130k	\$140k
BI (BW, BO, HANA)	Arch/Mgr	\$150k	\$160k	\$170k
SAP Security (GRC)	Jr/Mid	\$107k	\$117,000	\$127,000
Security (GRC)	Sr.	\$125k	\$140,000	\$155k
Security (GRC)	Lead/Mgr	\$150k	\$162,000	\$175k
SAP Project Manager		\$160k	\$170,000	\$180,000
SAP Program Manager		\$170k	\$185,000	\$200,000
SAP MDM / MDG	Sr/Lead	\$140k	\$150,000	\$160,000
SAP MDM / MDG	Manager	\$160k	\$173,000	\$185,000
Director GRC/Security or Audit		\$175k	\$190,000	\$215,000



****Premium Skill Sets** which are rare and therefore may cost more to hire than the above quotes, or it may seem that you can only find contract options and that hardly anyone will accept a full-time position.

These are **High-Demand / Low-Supply skill sets**. These skills include: SAP BTP (CPI, Event Mesh), S4/HANA, C4C, Sales Cloud, Marketing Cloud, Service Cloud, Emarsys, SAP eWM, IBP, IS-Utility CRM, Fashion Brands (AFS), IS-Oil, Transportation Management (TM), SAP CS/SM, SAP TPM, Qualtrics, ARIBA, Fiori, S4 HANA, MDM (Master Data Migration) etc....

Executive Compensation Notes:

- VP, IT (Co's under \$2B) - \$210,000 - \$260,000 + 20-40% bonus & LTI, RSU's etc.
- VP, IT (\$2B+ Co / Large Global) - \$225,000 - \$300,000 salary + 20-50%, LTI, RSU's etc.
- Divisional CIO roles or Country Head of IT would be similar to VP in Comp.
- CIO/CTO (Co's under \$1B) - \$300,000 - \$400,000 + 35-50% bonus & LTI, RSU's etc.
- CIO/CISO (\$2B+ Co / Large Global) - \$400,000 - \$1M+ (varies with size/scope/scale); 35-60% bonus and may offer stock if publicly traded. Often have total packages well over \$800 - \$2M+
- CIO/CISO – **Public Board of Directors** (paid Board Roles). Size of company can matter. \$100-250,000 per year in cash compensation along with Stock Options is common.