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MARKET INTELLIGENCE • 2026

Data Centre Salary Guide 2026

What should you pay data centre technicians, critical facilities engineers and managers in 2026 — and what will it take to keep them? Benchmarks and hiring insight for employers, drawn from 2025/2026 salary surveys of 1,500+ professionals, industry staffing research and live market data across the US, UK, Europe, Australia, New Zealand, Canada and Singapore.

~200GW

GLOBAL CAPACITY FORECAST (NEAR-DOUBLE)

2/3

OPERATORS STRUGGLING TO FIND & KEEP STAFF

67%

GROWTH IN COOLING-ENGINEER DEMAND SINCE 2022

Pearson Carter — employer salary benchmarks & contractor day rates. Figures show Lower, Medium and Upper ranges; monthly markets are labelled. © Pearson Carter 2026.

Salary benchmarks & contractor rates by region

United States

Data Centre Operations & Critical Facilities — United States

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	\$87,000	\$122,000	\$141,000	\$830 – \$960
Senior Facility Engineer	\$132,000	\$141,000	\$162,000	\$960 – \$1,105
Data Centre Manager	\$105,000	\$148,000	\$171,000	\$1,010 – \$1,165
Mechanical Engineer	\$89,000	\$125,000	\$146,000	\$850 – \$995
Electrical Engineer	\$92,000	\$130,000	\$151,000	\$885 – \$1,030
HVAC Engineer	\$71,000	\$100,000	\$115,000	\$680 – \$785
Infrastructure Engineer	\$92,000	\$127,000	\$145,000	\$865 – \$990
Network Engineer	\$90,000	\$126,000	\$146,000	\$860 – \$995
Cyber Security Engineer	\$105,000	\$147,000	\$168,000	\$1,000 – \$1,145

United Kingdom

Data Centre Operations & Critical Environments — United Kingdom

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	£50,000	£70,000	£81,000	£475 – £550
Senior Facility Engineer	£75,000	£81,000	£93,000	£550 – £635
Data Centre Manager	£57,000	£81,000	£94,000	£550 – £640
Mechanical Engineer	£47,000	£66,000	£77,000	£450 – £525
Electrical Engineer	£49,000	£69,000	£80,000	£470 – £545
HVAC Engineer	£38,000	£53,000	£61,000	£360 – £415
Infrastructure Engineer	£56,000	£77,000	£88,000	£525 – £600
Network Engineer	£52,000	£73,000	£84,000	£500 – £575
Cyber Security Engineer	£61,000	£85,000	£97,000	£580 – £660

Europe

Germany — Data Centre Operations & Engineering

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	€67,000	€94,000	€108,000	€640 – €735
Senior Facility Engineer	€101,000	€108,000	€125,000	€735 – €850
Data Centre Manager	€76,000	€107,000	€124,000	€730 – €845
Mechanical Engineer	€62,000	€87,000	€102,000	€595 – €695
Electrical Engineer	€64,000	€91,000	€106,000	€620 – €725
HVAC Engineer	€50,000	€70,000	€80,000	€475 – €545
Infrastructure Engineer	€82,000	€113,000	€128,000	€770 – €875
Network Engineer	€69,000	€97,000	€112,000	€660 – €765
Cyber Security Engineer	€80,000	€113,000	€129,000	€770 – €880

Denmark — Data Centre Operations & Engineering

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	€79,000	€111,000	€128,000	€755 – €875
Senior Facility Engineer	€120,000	€128,000	€147,000	€875 – €1,000
Data Centre Manager	€89,000	€127,000	€146,000	€865 – €995
Mechanical Engineer	€73,000	€103,000	€120,000	€700 – €820
Electrical Engineer	€76,000	€107,000	€125,000	€730 – €850
HVAC Engineer	€59,000	€83,000	€95,000	€565 – €650
Infrastructure Engineer	€97,000	€133,000	€151,000	€905 – €1,030
Network Engineer	€81,000	€115,000	€132,000	€785 – €900
Cyber Security Engineer	€95,000	€133,000	€152,000	€905 – €1,035

Finland — Data Centre Operations & Engineering

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	€70,000	€98,000	€113,000	€670 – €770
Senior Facility Engineer	€105,000	€113,000	€130,000	€770 – €885
Data Centre Manager	€79,000	€112,000	€129,000	€765 – €880
Mechanical Engineer	€65,000	€91,000	€106,000	€620 – €725

Role	Lower	Medium	Upper	Contractor rate (day)
Electrical Engineer	€67,000	€94,000	€110,000	€640 – €750
HVAC Engineer	€52,000	€73,000	€84,000	€500 – €575
Infrastructure Engineer	€85,000	€117,000	€134,000	€800 – €915
Network Engineer	€72,000	€101,000	€117,000	€690 – €800
Cyber Security Engineer	€84,000	€117,000	€134,000	€800 – €915

Portugal — Data Centre Operations & Engineering

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	€44,000	€62,000	€72,000	€425 – €490
Senior Facility Engineer	€67,000	€72,000	€82,000	€490 – €560
Data Centre Manager	€50,000	€71,000	€82,000	€485 – €560
Mechanical Engineer	€41,000	€58,000	€67,000	€395 – €455
Electrical Engineer	€42,000	€60,000	€70,000	€410 – €475
HVAC Engineer	€33,000	€46,000	€53,000	€315 – €360
Infrastructure Engineer	€54,000	€74,000	€85,000	€505 – €580
Network Engineer	€45,000	€64,000	€74,000	€435 – €505
Cyber Security Engineer	€53,000	€74,000	€85,000	€505 – €580

Italy — Data Centre Operations & Engineering

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	€60,000	€85,000	€98,000	€580 – €670
Senior Facility Engineer	€91,000	€98,000	€112,000	€670 – €765
Data Centre Manager	€68,000	€97,000	€111,000	€660 – €755
Mechanical Engineer	€56,000	€79,000	€91,000	€540 – €620
Electrical Engineer	€58,000	€82,000	€95,000	€560 – €650
HVAC Engineer	€45,000	€63,000	€72,000	€430 – €490
Infrastructure Engineer	€74,000	€101,000	€116,000	€690 – €790
Network Engineer	€62,000	€87,000	€101,000	€595 – €690
Cyber Security Engineer	€72,000	€101,000	€116,000	€690 – €790

Australia

Data Centre Operations & Facilities — Australia

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	A\$116,000	A\$165,000	A\$187,000	A\$1,125 – A\$1,275
Senior Facility Engineer	A\$176,000	A\$187,000	A\$215,000	A\$1,275 – A\$1,465
Data Centre Manager	A\$127,000	A\$182,000	A\$209,000	A\$1,240 – A\$1,425
Mechanical Engineer	A\$105,000	A\$149,000	A\$176,000	A\$1,015 – A\$1,200
Electrical Engineer	A\$110,000	A\$154,000	A\$182,000	A\$1,050 – A\$1,240
HVAC Engineer	A\$86,000	A\$121,000	A\$138,000	A\$825 – A\$940
Infrastructure Engineer	A\$132,000	A\$182,000	A\$209,000	A\$1,240 – A\$1,425
Network Engineer	A\$116,000	A\$165,000	A\$193,000	A\$1,125 – A\$1,315
Cyber Security Engineer	A\$138,000	A\$193,000	A\$220,000	A\$1,315 – A\$1,500

New Zealand

Data Centre Operations & Facilities — New Zealand

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	NZ\$105,000	NZ\$149,000	NZ\$171,000	NZ\$1,015 – NZ\$1,165
Senior Facility Engineer	NZ\$160,000	NZ\$171,000	NZ\$198,000	NZ\$1,165 – NZ\$1,350
Data Centre Manager	NZ\$110,000	NZ\$160,000	NZ\$182,000	NZ\$1,090 – NZ\$1,240
Mechanical Engineer	NZ\$99,000	NZ\$143,000	NZ\$165,000	NZ\$975 – NZ\$1,125
Electrical Engineer	NZ\$105,000	NZ\$149,000	NZ\$171,000	NZ\$1,015 – NZ\$1,165
HVAC Engineer	NZ\$81,000	NZ\$110,000	NZ\$132,000	NZ\$750 – NZ\$900
Infrastructure Engineer	NZ\$116,000	NZ\$160,000	NZ\$182,000	NZ\$1,090 – NZ\$1,240
Network Engineer	NZ\$110,000	NZ\$154,000	NZ\$176,000	NZ\$1,050 – NZ\$1,200
Cyber Security Engineer	NZ\$127,000	NZ\$176,000	NZ\$204,000	NZ\$1,200 – NZ\$1,390

Canada

Data Centre Operations & Critical Facilities — Canada

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	CA\$89,000	CA\$125,000	CA\$144,000	CA\$850 – CA\$980
Senior Facility Engineer	CA\$134,000	CA\$144,000	CA\$165,000	CA\$980 – CA\$1,125
Data Centre Manager	CA\$105,000	CA\$149,000	CA\$171,000	CA\$1,015 – CA\$1,165
Mechanical Engineer	CA\$90,000	CA\$127,000	CA\$147,000	CA\$865 – CA\$1,000
Electrical Engineer	CA\$93,000	CA\$132,000	CA\$153,000	CA\$900 – CA\$1,045
HVAC Engineer	CA\$72,000	CA\$101,000	CA\$116,000	CA\$690 – CA\$790
Infrastructure Engineer	CA\$97,000	CA\$134,000	CA\$152,000	CA\$915 – CA\$1,035
Network Engineer	CA\$94,000	CA\$132,000	CA\$152,000	CA\$900 – CA\$1,035
Cyber Security Engineer	CA\$109,000	CA\$153,000	CA\$175,000	CA\$1,045 – CA\$1,195

Singapore

Data Centre Operations & Engineering — Singapore

Role	Lower	Medium	Upper	Contractor rate (day)
Facility Engineer	S\$85,000	S\$119,000	S\$139,000	S\$810 – S\$950
Senior Facility Engineer	S\$129,000	S\$139,000	S\$159,000	S\$950 – S\$1,085
Data Centre Manager	S\$102,000	S\$144,000	S\$168,000	S\$980 – S\$1,145
Mechanical Engineer	S\$82,000	S\$115,000	S\$135,000	S\$785 – S\$920
Electrical Engineer	S\$85,000	S\$120,000	S\$141,000	S\$820 – S\$960
HVAC Engineer	S\$66,000	S\$92,000	S\$107,000	S\$625 – S\$730
Infrastructure Engineer	S\$92,000	S\$126,000	S\$145,000	S\$860 – S\$990
Network Engineer	S\$89,000	S\$125,000	S\$146,000	S\$850 – S\$995
Cyber Security Engineer	S\$104,000	S\$145,000	S\$168,000	S\$990 – S\$1,145

Benchmarking your 2026 offers? These figures show Lower, Medium and Upper ranges with indicative contractor day rates. To secure scarce talent we typically advise offering 10-15% above the medium. Need a bespoke benchmark for a role or region not shown? Contact Pearson Carter — it's free.