

PCN

# Salary Insights 2026

Business Developers  
in Germany's Fintech  
& Payments Sector

by ***Christopher Fowers*** at PCN

## Overview

As fintech firms in Germany push for growth in a competitive and regulated landscape, Business Development (BD) professionals have become mission-critical. Whether in charge of outbound sales, enterprise deal-making, or strategic expansion, BD teams are on the front lines of revenue generation.

In 2026, the salary landscape for BD talent reflects both this rising importance and the increasing complexity of the fintech ecosystem.

Salaries vary widely depending on company stage, location, and revenue model - especially for roles with quota-carrying responsibility or regulated product lines. Scale-ups and enterprises offer premium compensation, often blending solid base pay with aggressive commission structures.

This section breaks down how BD roles are compensated across seniorities and cities, providing insight into what fintech employers must offer to attract and retain commercial growth talent.



**Christopher Fowers**

Business Development Lead  
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## Junior Business Development

(0–2 years experience)

Types of companies	Berlin	Munich	Frankfurt	Hamburg
<b>Startup Base</b>	45–55k	50–60	50–58k	47–55k
<b>Scale-up Base</b>	50–60k	55–65k	55–63k	52–60k
<b>Enterprise Base</b>	55–65k	60–70k	58–68K	55–65k

*All numbers are in Euros*

Startup Bonus	Scale-up Bonus	Enterprise Bonus
~5% (nominal)	~5–10%	–10%

*\* The bonus structure is mostly consistent across all cities.*

## Mid-Level Business Development

(3–5 years experience)

Types of companies	Berlin	Munich	Frankfurt	Hamburg
<b>Startup Base</b>	70–85k	80–90k	75–88k	72–85k
<b>Scale-up Base</b>	80–90k	90–100k	85–95k	82–92k
<b>Enterprise Base</b>	90–100k	100–110k	95–105k	90–100k

*All numbers are in Euros*

Startup Bonus	Scale-up Bonus	Enterprise Bonus
~15%	~20% (commission)	~20–25% (commission)

*\* The bonus structure is mostly consistent across all cities.*

## Senior Business Development

(6–8+ years *experience*)

Types of companies	Berlin	Munich	Frankfurt	Hamburg
<b>Startup Base</b>	85–100k	95–110k	90–105k	80–95k
<b>Scale-up Base</b>	100–120k	110–130k	105–125k	95–115k
<b>Enterprise Base</b>	120–140k	130–150k	95–105k	110–130k

*All numbers are in Euros*

**Startup Bonus**  
~20%  
(commission)

**Scale-up Bonus**  
~30%  
(commission)

**Enterprise Bonus**  
~30–40%  
(commission)

*\* The bonus structure is mostly consistent across all cities.*

## Director/VP Business Development

Types of companies	Berlin	Munich	Frankfurt	Hamburg
<b>Startup Base</b>	100–130k	110–140k	105–135k	95–125k
<b>Scale-up Base</b>	130–150k	140–160k	135–155k	125–145k
<b>Enterprise Base</b>	150–180k	170–200k	160–190k	150–180k

*All numbers are in Euros*

Startup Bonus	Scale-up Bonus	Enterprise Bonus
~20% (bonus/commission)	~30% (bonus/commission)	~30–40% (bonus, capped)

*\* The bonus structure is mostly consistent across all cities.*

Feel free to get in touch with us for any recruitment, career & development questions!

## Chat with Christopher

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