

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 
Startup Base	45–55k	50–60	50–58k	47–55k
Scale-up Base	50–60k	55–65k	55–63k	52–60k
Enterprise Base	55–65k	60–70k	58–68K	55–65k

All numbers are in Euros

Startup Bonus

~5% (nominal)

Scale-up Bonus





~5–10%

Enterprise Bonus

–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 
Startup Base	70–85k	80–90k	75–88k	72–85k
Scale-up Base	80–90k	90–100k	85–95k	82–92k
Enterprise Base	90–100k	100–110k	95–105k	90–100k

All numbers are in Euros

Startup Bonus

~15%

Scale-up Bonus

~20%
(commission)

Enterprise Bonus

~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 
Startup Base	85–100k	95–110k	90–105k	80–95k
Scale-up Base	100–120k	110–130k	105–125k	95–115k
Enterprise Base	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 
Startup Base	100–130k	110–140k	105–135k	95–125k
Scale-up Base	130–150k	140–160k	135–155k	125–145k
Enterprise Base	150–180k	170–200k	160–190k	150–180k

All numbers are in Euros

Startup Bonus

~20% (bonus/
commission)

Scale-up Bonus

~30% (bonus/
commission)

Enterprise Bonus

~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!

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