SOFTWARE SEARCH

BUILDING ELITE SOFTWARE TEAMS

DevOps Engineer Salary Guide - Netherlands 2025

Average DevOps Salaries

Company Size	Randstad Area (Amsterdam, Utrecht, Rotterdam)	Other Major Cities (Eindhoven, Groningen, Arnhem)	Remote / Nationwide Average
Startup (11–50)	€55,000 – €75,000	€50,000 – €70,000	€50,000 – €72,500
Scale-up (51–250)	€70,000 – €90,000	€65,000 – €85,000	€67,500 – €87,500
Large Company (250+)	€80,000 – €105,000	€70,000 – €95,000	€75,000 – €100,000
Top Consulting/FAANG	€95,000 – €120,000	€85,000 – €110,000	€90,000 – €115,000

These are base salaries only, see below for what typically rounds out a full DevOps package.

Top Employers of DevOps Engineers

- Booking.com
- Adyen
- ASML
- KPN
- CM.com
- Bol.com
- TNO
- ING
- Rabobank
- Capgemini / Accenture

Additional Compensation & Benefits

Besides base salary, DevOps Engineers in the Netherlands typically expect:

8% holiday allowance (vakantiegeld), mandatory by law, paid in May

Annual performance bonus, usually 5% to 15% at corporates and scale-ups

Equity or stock options, more common at startups and big tech (Booking.com, Adyen)

Remote work allowance, €30 to €50 monthly tax-free for home office expenses

Pension contributions, standard employer contribution ranges from 5% to 15%

Learning & certification budget, €1,000 to €3,000 per year is normal

Health insurance contribution, some employers pay part of private health insurance

Mobility budget, car lease, NS Business Card, or travel reimbursement

Hiring Trends for DevOps Engineers, 2025

Cloud-native remains dominant, skills in AWS, Azure, GCP, Kubernetes, Terraform, and GitOps are in high demand

H**ybrid work is the standard,** 3 to 4 days remote is common, **fully remote roles are more available at startups** or specialist consultancies

DevSecOps is growing, automation plus security skills are a major differentiator

Salaries have stabilised, after significant increases in 2021 to 2023, pay levels are steady **but still competitive** due to talent shortages

Sustainable infrastructure and AI Ops, **companies want engineers who can optimise cloud workload**s for AI, ML, and sustainability

Contract and freelance roles on the rise, many scale-ups and consultancies rely on external experts for infra migrations and automation