

2025

Data, Analytics, and Artificial Intelligence Officers Compensation Survey



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A letter from the author

Welcome to our annual *Data, Analytics, and Artificial Intelligence Officers Compensation Survey*. This report explores compensation for executive roles related to artificial intelligence and/or data analytics. For this report, Heidrick & Struggles compiled data from a survey conducted in summer 2025, featuring responses from 318 executives.

As always, we welcome your feedback and encourage you to contact us or your Heidrick & Struggles representative with any questions or comments.

With warmest regards,



Ryan Bulkoski

Partner and Global Leader

Artificial Intelligence, Data & Analytics Practice

rbulkoski@heidrick.com

Methodology

In an online survey conducted in summer 2025, we asked participants to provide information on their role structure and industry, alongside data on compensation including current base salary and bonus for the most recent fiscal year. All data is self-reported anonymously and in aggregate.

On confidentiality

The Data, Analytics, and Artificial Intelligence Officers Compensation Survey, 2025, was conducted on an anonymous basis.

Market context

Across industries, organizations are racing to integrate artificial intelligence into their operations—but few would describe themselves as experts. Nearly every company is experimenting, often through multiple pilot programs or proofs of concept, yet most still consider themselves in early implementation phases. The prevailing sentiment is one of collective learning: progress is real, but maturity remains elusive. In some cases, the drive to move quickly has already led to setbacks, including litigation and compliance risks that have made many leaders more cautious about scaling AI too aggressively.

Data quality, security, and compliance continue to be the most consistent barriers to scale, underscoring that even as AI reshapes business priorities, few organizations have yet figured out how to operationalize it sustainably.

Leadership structures—and by extension, compensation patterns—are evolving unevenly. AI initiatives typically begin under technology executives such as the CTO, but many companies are now carving out distinct AI leadership roles. However, nearly half of the AI leaders surveyed report that their organization has simply reclassified existing positions to include AI responsibilities. This approach has created confusion about what

constitutes true AI leadership and has inflated compensation expectations across the board, because these roles have a remit wider than AI alone. As companies benchmark against these redefined roles, salary bands are rising even when the scope of responsibility or the technical expertise required may not justify it. The result is a market where compensation is outpacing clarity. Organizations want AI leaders but are still figuring out what those leaders should do—and not do.

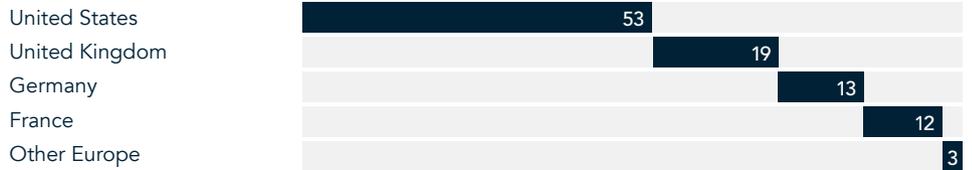
At the workforce level, companies recognize the need for widespread upskilling. Change management and cloud engineering skills are in especially high demand as organizations navigate how to integrate AI systems responsibly and at scale. Meanwhile, some skills once viewed as critical, such as prompt engineering, have already seen declining demand as AI tools improve their own capabilities. The net effect is a fluid, fast-moving skills market that parallels the higher-level lack of clarity about AI leadership and compensation. Nonetheless, the fact that companies are finding it easier to find people with strategically relevant skills even as the technology continues to evolve quickly suggests that companies are moving toward successfully embedding AI into the ways of working.

Demographics

Location

Survey respondents were located almost evenly across the United States and Europe. Only a small fraction work in APAC markets or Canada, and 84% are based in the same country as their company's headquarters.

Personal location (%)



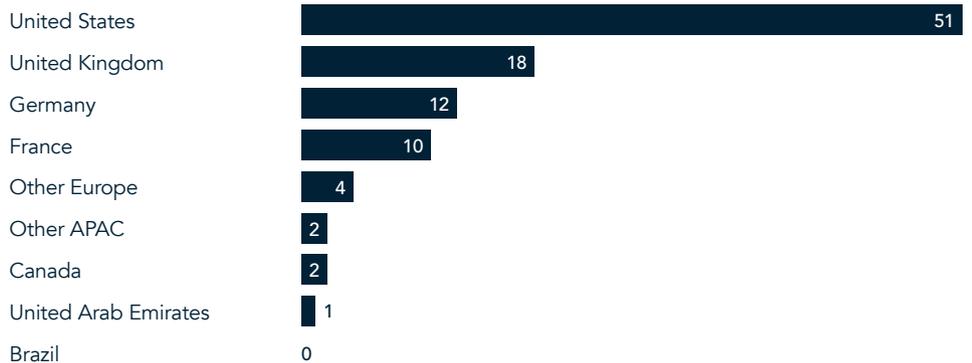
n=318

Located in same location as company headquarters (%)



n=318

Company headquarters location (%)



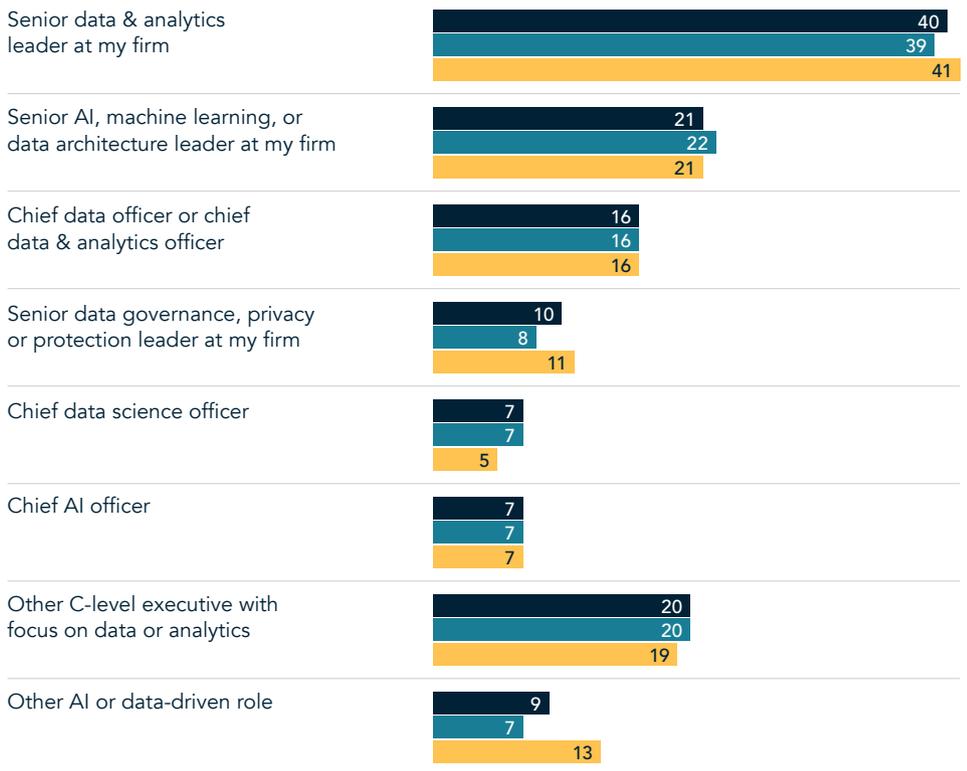
n=318

Current role

Forty percent of respondents are senior data and analytics leaders at their firms. Three-quarters are two to four levels below the CEO.

Current title (%)

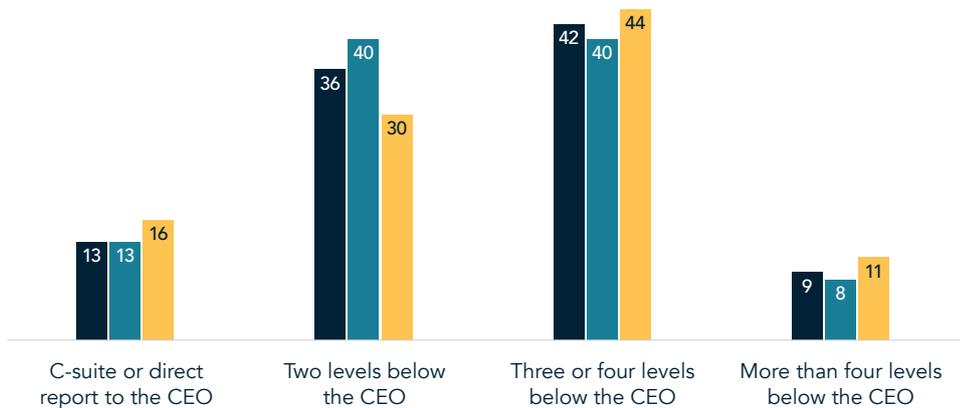
Overall United States Europe



n=318. 'Select all that apply'.

Seniority of role at company (%)

Overall United States Europe

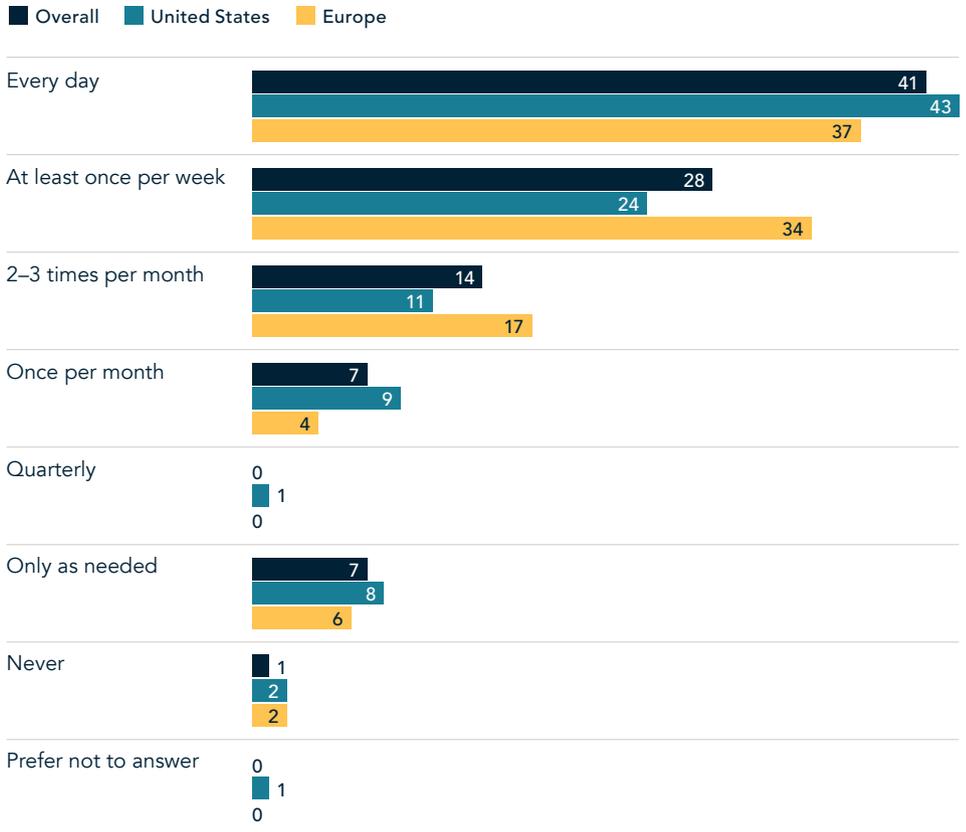


n=318

Work setting

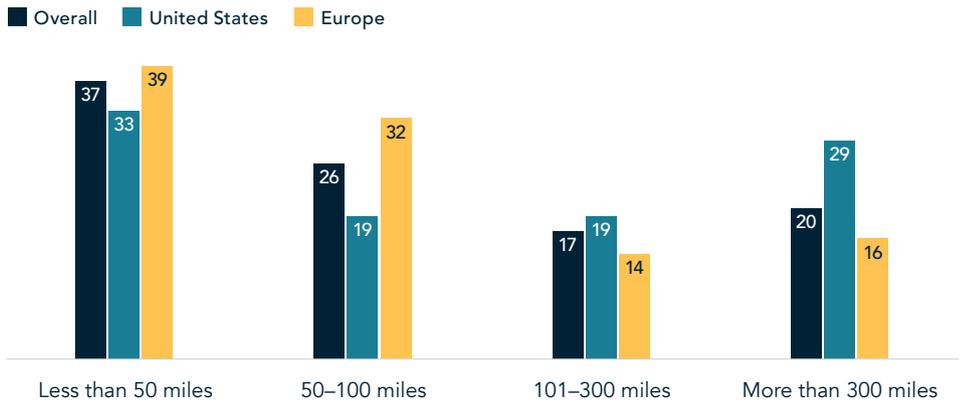
More than two-thirds of respondents work from a corporate office location at least once per week, yet only 37% live within 50 miles of one.

How often do you work from a corporate office? (%)



n=318

How far away is your primary work location from any of your company's corporate offices? (%)



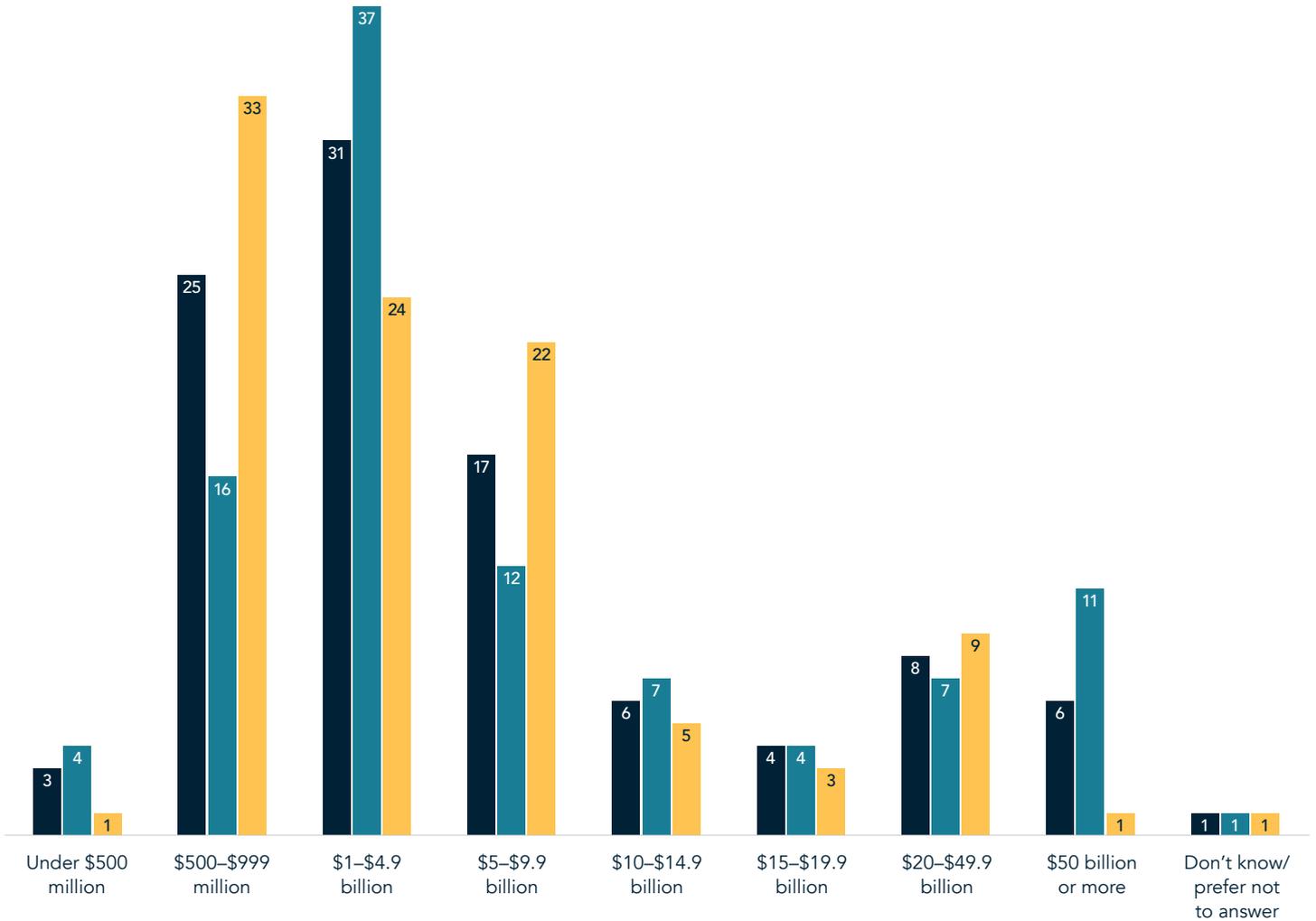
n=96

Company information

Slightly less than half of respondents work for companies with annual revenues above \$5 billion. The technology and services sector is the most represented, accounting for 37% of respondents. About half of all respondents work for publicly traded companies.

Company annual revenue (USD, %)

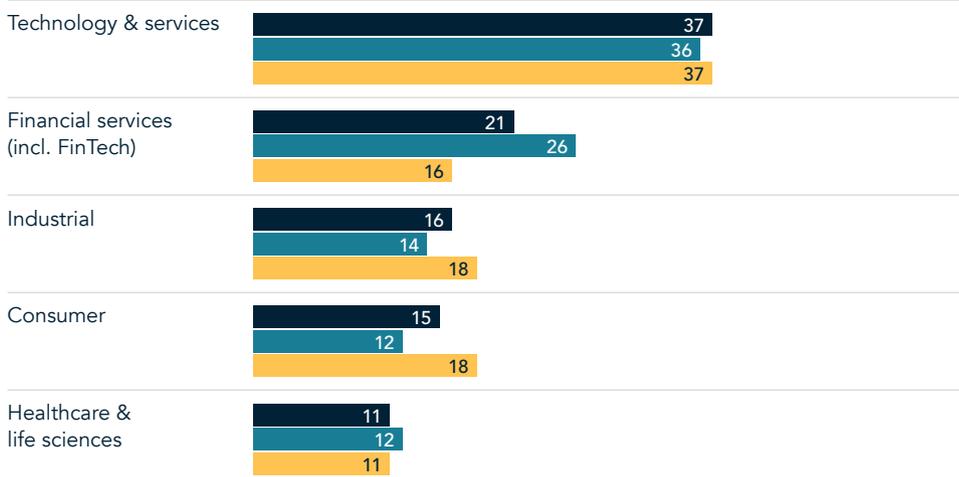
■ Overall ■ United States ■ Europe



n=312

Industry (%)

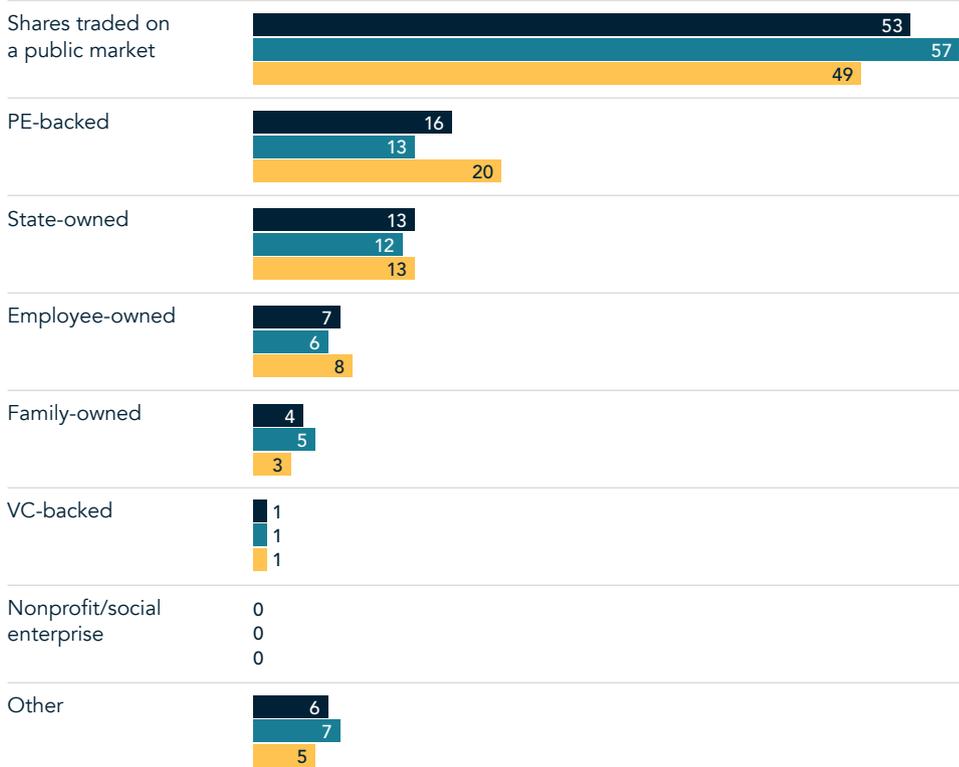
Overall United States Europe



n=312

Ownership structure (%)

Overall United States Europe



n=312

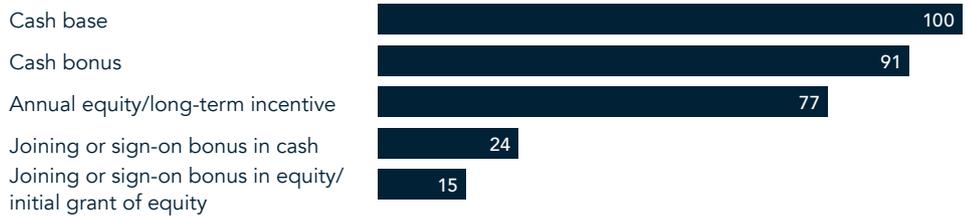
Compensation

United States compensation

All US respondents received a base salary, with 91% also earning a cash bonus and 77% receiving annual equity or long-term incentives. On average, AI officers earned \$380,000 in total cash compensation, plus an additional \$498,000 in equity or long-term incentives. Notably, employees two levels below the CEO earned higher cash bonuses and equity/LTI than even those who report directly to the CEO, resulting in the highest total compensation of any group.

As expected, compensation increased with company size. Financial services was the highest-paying industry, and public companies offered greater compensation than private firms. RSUs were the most common form of both annual and sign-on equity. About half of American respondents were covered by a severance policy, which almost always included base salary and covered other incentives for just under half of those respondents.

United States compensation overview (%)



n=151. "Select all that apply."

United States compensation: Cash base, cash bonus, total cash, and equity/LTI (USD, thousands)

	n	Cash base					Cash bonus					Total cash					Equity/LTI					
		25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	
Overall	151	100	290	303	400	810	30	80	135	200	450	120	300	380	520	1,000	93	200	498	475	2,000	
Seniority	C-suite/ CEO direct report	15	100	200	372	500	1,200	30	60	71	90	200	100	195	381	530	1,400	50	100	269	500	1,000
	2 levels below CEO	61	250	340	365	420	810	80	155	210	300	600	300	480	525	700	1,370	150	200	609	700	2,500
	3+ levels below CEO	63	75	100	200	230	300	530	23	40	81	98	400	100	200	262	340	800	70	200	407	350
Company size	Under \$1 billion	33	100	190	199	300	400	20	40	80	80	400	100	150	222	310	700	75	175	162	200	400
	\$1–\$4.9 billion	56	100	200	267	400	500	30	60	98	100	350	140	250	337	460	850	70	155	331	288	1,700
	\$5–\$9.9 billion	17	100	220	291	375	1,000	75	100	178	350	450	100	240	327	500	1,000	70	90	213	200	1,000
	\$10–\$19.9 billion	17	200	300	383	500	810	40	60	95	120	300	245	380	424	665	930	100	200	525	300	3,000
	\$20–\$49.9 billion	11	300	380	419	500	900	100	170	194	300	500	240	520	557	700	1,200	150	275	673	738	3,000
\$50 billion or more	16	290	400	441	500	1,230	85	175	274	450	1,000	350	665	715	1,038	1,730	220	700	1,125	2,000	5,000	
Industry	Technology & services	56	180	300	347	400	900	30	60	82	100	300	103	315	360	500	1,100	100	220	747	1,250	3,000
	Consumer	18	100	200	246	350	600	40	90	98	118	300	120	265	319	470	800	90	200	495	750	2,000
	Industrial	21	140	300	329	400	1,200	80	130	173	300	450	200	390	434	573	1,373	150	200	263	375	700
	Financial services (Incl. FinTech)	38	100	300	304	400	520	50	200	257	400	650	110	360	485	720	1,500	80	200	391	260	700
Healthcare & life sciences	18	90	200	213	290	700	20	30	46	60	210	120	195	237	310	710	70	70	141	200	400	
Ownership	Public	85	200	300	345	450	900	40	100	155	200	600	153	385	434	583	1,098	100	200	588	700	2,500
	PE-backed	19	100	100	201	270	1,070	20	40	81	70	400	100	140	250	320	1,370	125	200	310	245	1,250
	Other private	47	160	240	270	330	700	20	70	122	200	450	123	285	339	488	780	70	120	344	200	2,000

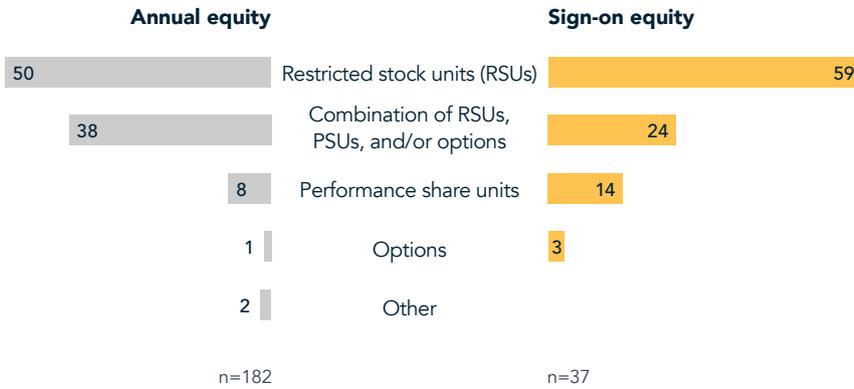
n=151

United States compensation: Sign-on bonus (USD, thousands)

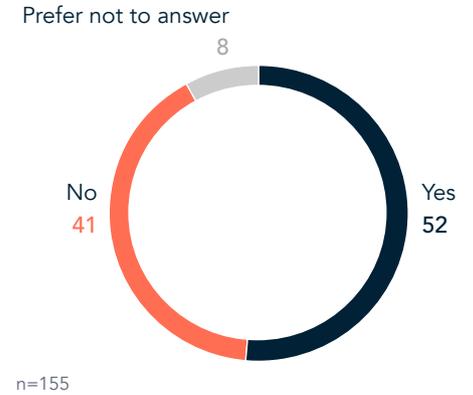
		n	Cash					Equity				
			25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile
Overall		41	50	100	152	200	400	100	200	505	700	3,000
Seniority	C-suite/ CEO direct report	2	50	125	125	200	200	150	150	150	150	150
	2 levels below CEO	17	100	200	236	400	500	260	700	829	1,000	3,000
	3+ levels below CEO	22	50	65	108	200	330	60	100	140	200	300
Company size	Under \$1 billion	11	50	60	116	100	400	200	300	300	400	400
	\$1–\$4.9 billion	16	50	100	164	300	500	100	260	373	700	1,000
	\$5–\$9.9 billion	5	100	150	150	200	200	70	150	290	650	800
	\$10–\$19.9 billion	3	50	200	183	300	300	N/A	N/A	N/A	N/A	N/A
	\$20–\$49.9 billion	2	150	175	175	200	200	N/A	N/A	N/A	N/A	N/A
	\$50 billion or more	4	10	100	170	400	400	65	600	1,055	2,500	3,000
Industry	Technology & services	14	60	100	150	110	500	200	260	717	1,000	3,000
	Consumer	4	10	200	137	200	200	20	60	60	100	100
	Industrial	7	50	150	158	250	330	150	800	650	1,000	1,000
	Financial services (Incl. FinTech)	11	63	150	175	275	400	100	150	275	575	700
	Healthcare & life sciences	5	43	55	113	240	300	400	400	400	400	400
Ownership	Public	20	50	100	128	200	400	200	330	661	950	3,000
	PE-backed	8	23	80	168	400	500	70	100	140	250	300
	Other private	13	50	150	174	300	400	100	100	100	100	100

n=41

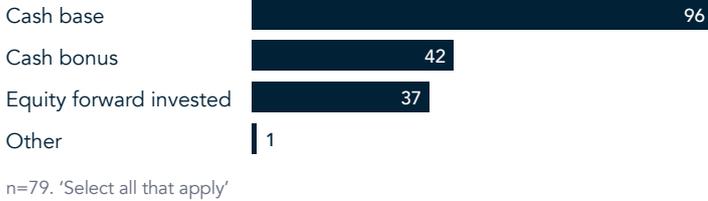
United States: Format of equity (%)



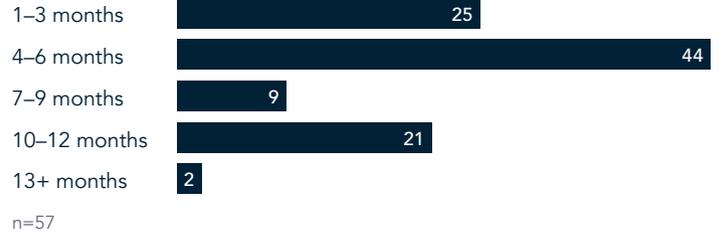
United States severance: Is your position covered by a severance policy? (%)



United States severance: What is covered in severance policy? (%)



United States severance: Number of months included in severance policy (%)



United Kingdom compensation

In the United Kingdom, all AI officers received a base salary, with more than 80% also earning a cash bonus and/or annual equity or long-term incentives. On average, AI officers in the UK earned £217,000 in total cash compensation and £249,000 in equity or LTI. Total compensation generally increased with both seniority and company size, although a larger portion of C-suite compensation came from

equity/LTI, while those two or more levels below the CEO earned more in cash. Publicly traded companies offered higher compensation than privately owned firms. Similar to the United States, RSUs were the most common form of both annual and sign-on equity. However, unlike in the United States, most UK positions were not covered by a severance policy.

United Kingdom compensation overview (%)



n=58. "Select all that apply."

United Kingdom compensation: Cash base, cash bonus, total cash, and equity/LTI (GBP, thousands)

	n	Cash base					Cash bonus					Total cash					Equity/LTI					
		25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	
Overall	58	100	177	183	223	400	20	40	79	100	280	110	180	217	250	610	50	144	249	300	1,000	
Seniority	C-suite/ CEO direct report	11	80	100	196	380	500	20	55	87	150	250	120	185	222	250	500	63	240	344	625	1,000
	2 levels below CEO	14	150	200	224	300	400	30	60	112	120	400	130	230	275	320	800	50	75	138	200	400
	3+ levels below CEO	33	80	169	163	200	300	17	30	57	100	210	103	177	187	235	400	53	144	244	280	1,513
Company size	Under \$1 billion	23	80	100	158	200	400	20	40	73	98	280	95	150	193	238	667	50	100	131	200	400
	\$1–\$4.9 billion	14	150	180	172	200	300	20	40	75	120	250	118	190	197	248	350	70	200	316	310	1,000
	\$5–\$9.9 billion	13	177	200	221	261	500	17	40	95	100	400	177	240	272	279	800	30	50	121	200	400
	\$10 billion or more	8	80	100	190	200	500	12	65	87	185	210	80	160	215	210	610	300	320	614	800	1,550
Industry	Technology & services	21	80	125	176	200	500	20	50	86	120	250	100	185	208	250	610	100	110	331	310	1,550
	Consumer	5	95	245	238	373	400	25	70	140	325	400	120	315	378	698	800	20	50	157	400	400
	Industrial	12	130	189	204	230	500	17	50	50	80	90	95	177	194	260	500	35	100	185	200	700
	Financial services (Incl. FinTech)	14	80	100	152	200	400	20	35	94	188	280	88	185	202	248	680	50	200	238	300	800
	Healthcare & life sciences	6	160	180	188	200	300	10	20	22	20	50	170	180	208	220	350	60	130	130	200	200
Ownership	Shares traded on a public market	35	100	200	204	261	500	20	70	112	200	280	120	210	254	279	680	55	200	272	308	1,513
	PE-backed	6	100	160	184	230	380	20	30	30	40	50	70	160	178	230	420	60	100	162	200	400
	Other private	17	80	115	135	170	300	20	25	42	78	100	90	125	151	170	400	30	100	245	177	1,000

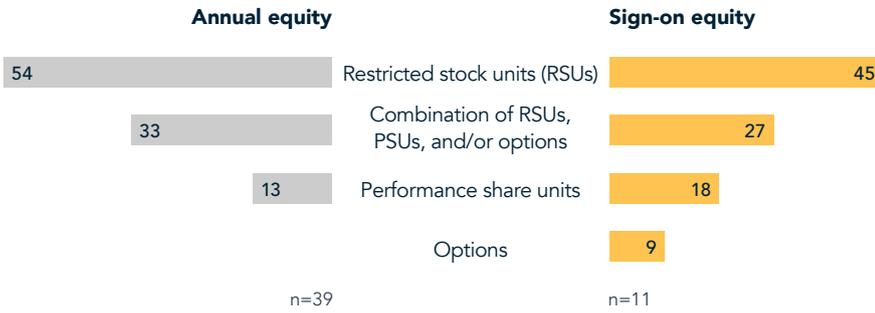
n=58

United Kingdom compensation: Sign-on bonus (GBP, thousands)

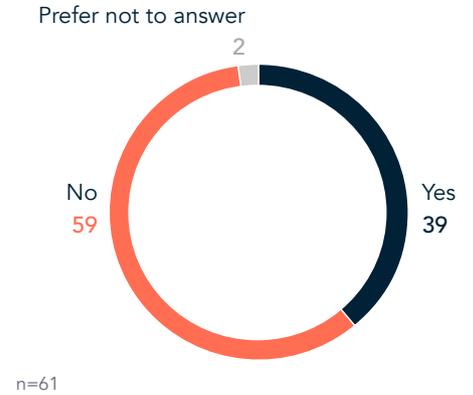
	n	Cash					Equity					
		25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	
Overall	14	30	70	80	100	200	87	200	490	1,100	1,300	
Seniority	C-suite/ CEO direct report	2	50	50	50	50	50	20	560	560	1,100	1,100
	2 levels below CEO	6	33	80	70	98	100	300	1,200	933	1,300	1,300
	3+ levels below CEO	6	30	115	115	200	200	68	114	122	185	200
Company size	Under \$1 billion	7	55	80	78	98	100	200	300	577	1,100	1,200
	\$1–\$4.9 billion	1	N/A	N/A	N/A	N/A	N/A	20	20	20	20	20
	\$5–\$9.9 billion	4	20	110	110	200	200	61	101	101	140	140
	\$10 billion or more	2	30	30	30	30	30	1,300	1,300	1,300	1,300	1,300
Industry	Technology & services	5	50	125	125	200	200	155	650	685	1,250	1,300
	Consumer	1	N/A	N/A	N/A	N/A	N/A	20	20	20	20	20
	Industrial	4	90	95	95	100	100	61	87	449	1,200	1,200
	Financial services (Incl. FinTech)	4	20	30	40	70	70	300	300	300	300	300
	Healthcare & life sciences	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ownership	Shares traded on a public market	8	20	30	83	200	200	61	140	364	300	1,300
	PE-backed	2	50	75	75	100	100	1,100	1,150	1,150	1,200	1,200
	Other private	4	70	80	80	90	90	87	144	144	200	200

n=14

United Kingdom: Format of equity (%)



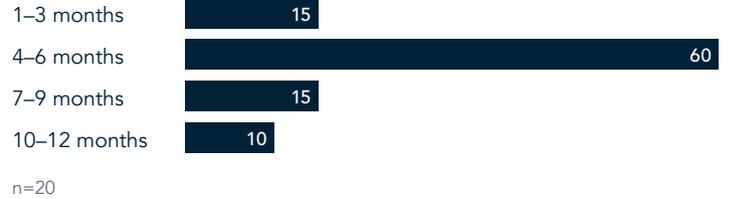
United Kingdom severance: Is your position covered by a severance policy? (%)



United Kingdom severance: What is covered in severance policy? (%)



United Kingdom severance: Number of months included in severance policy (%)

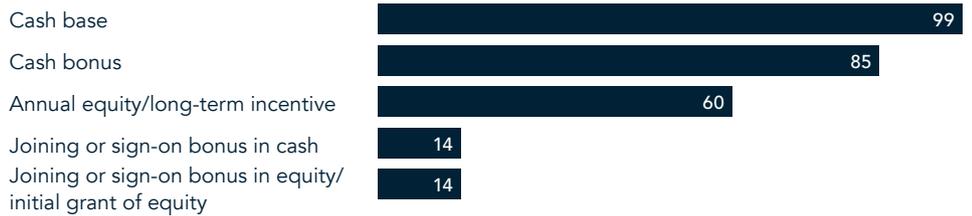


Other Europe compensation

As in other markets, AI officers in Europe almost universally received a base salary, with most also receiving a cash bonus and/or annual equity or long-term incentives. On average, AI officers earned €272,000 in cash and an additional €178,000 in equity or LTI. The financial services industry was the most lucrative, while those

in industrial companies earned the least. Across Europe, a combination of RSUs, PSUs, and other options was the most common form of annual equity, whereas RSUs were the most common for sign-on equity. Similar to the UK, most positions in Europe were not covered by a severance policy.

Europe compensation overview (%)



n=81. 'Select all that apply'.

Europe compensation: Cash base, cash bonus, total cash, and equity/LTI (Euros, thousands)

	n	Cash base					Cash bonus					Total cash					Equity/LTI					
		25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	
Overall	81	100	200	231	300	600	20	50	94	90	300	100	230	272	360	700	50	100	178	200	1,000	
Country	France	35	90	105	207	300	600	10	30	57	70	200	100	115	235	400	600	50	60	178	200	1,000
	Germany	38	105	200	256	318	900	33	65	85	90	300	100	230	281	350	990	70	100	205	240	1,000
	Other Europe	8	140	200	217	290	350	33	61	179	121	1,000	178	286	369	450	1,000	20	50	57	100	100
Seniority	C-suite/ CEO direct report	12	60	110	193	310	500	30	51	54	80	100	70	110	218	310	600	20	150	268	160	1,000
	2 levels below CEO	28	160	300	327	360	900	45	90	156	183	1,000	160	326	386	500	1,000	53	100	143	230	400
	3+ levels below CEO	41	90	120	179	210	500	20	35	49	50	260	100	150	204	300	500	50	60	176	215	1,000
Company size	Under \$1 billion	25	83	100	148	200	395	20	30	142	51	1,000	100	130	219	239	700	50	55	90	168	220
	\$1–\$4.9 billion	20	160	210	244	310	500	50	75	88	90	200	200	290	296	350	580	50	125	158	200	400
	\$5–\$9.9 billion	19	90	200	288	500	1,000	25	65	63	98	100	85	180	301	500	1,100	90	100	291	160	1,000
	\$10–\$19.9 billion	5	70	90	244	420	600	10	10	10	10	10	70	100	246	420	600	10	30	180	500	500
	\$20 billion or more	10	170	295	308	360	900	20	60	59	90	130	230	330	349	360	990	50	100	147	260	310
Industry	Technology & services	30	90	200	225	310	500	30	51	85	100	300	105	234	269	435	600	50	100	187	220	1,000
	Consumer	21	100	165	229	290	885	20	60	65	90	200	103	215	265	353	971	50	55	103	205	260
	Industrial	13	90	170	207	300	600	20	40	37	50	50	80	140	198	300	600	23	80	85	153	160
	Financial services (Incl. FinTech)	9	100	210	314	415	1,000	40	80	246	100	1,000	110	300	416	500	1,100	100	500	533	1,000	1,000
	Healthcare & life sciences	8	63	200	195	315	420	20	30	64	50	200	78	230	235	378	550	50	50	100	200	200
Ownership	Shares traded on a public market	34	100	200	275	360	900	23	60	61	93	130	100	250	297	360	990	50	100	227	260	1,000
	PE-backed	22	90	110	187	260	500	20	40	148	170	1,000	100	150	269	420	1,000	30	50	92	150	200
	Other private	25	100	179	202	300	500	30	50	83	90	300	103	215	240	300	600	50	115	158	220	400

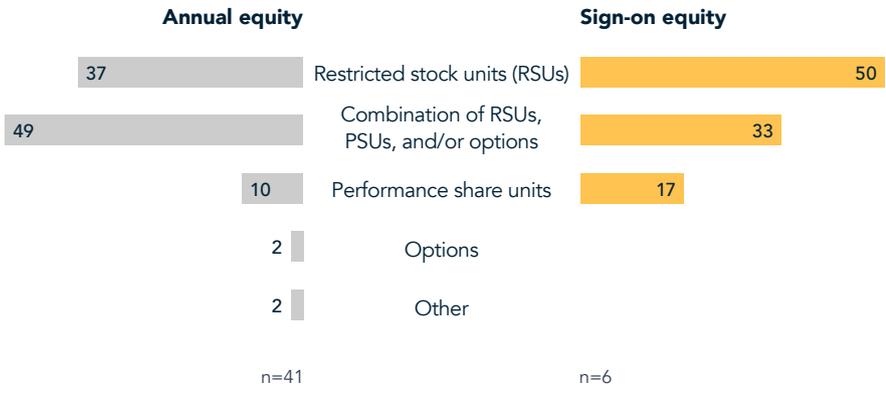
n=81

Europe compensation: Sign-on bonus (Euros, thousands)

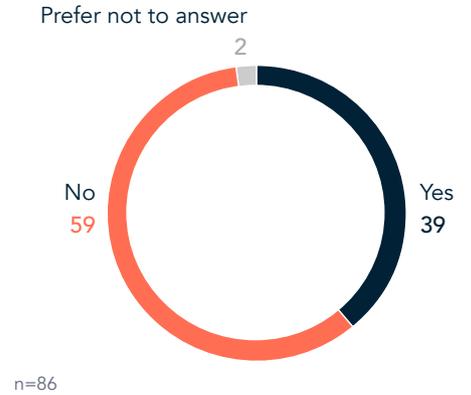
	n	Cash					Equity					
		25th percentile	Median	Average	75th percentile	95th percentile	25th percentile	Median	Average	75th percentile	95th percentile	
Overall	14	100	210	191	300	300	50	100	317	500	1,000	
Country	France	4	210	255	255	300	300	500	750	750	1,000	1,000
	Germany	9	100	200	200	300	300	50	90	144	100	450
	Other Europe	1	30	30	30	30	30	N/A	N/A	N/A	N/A	N/A
Seniority	C-suite/ CEO direct report	2	100	200	200	300	300	N/A	N/A	N/A	N/A	N/A
	2 levels below CEO	4	300	300	300	300	300	100	450	350	500	500
	3+ levels below CEO	8	48	155	160	278	300	35	70	293	773	1,000
Company size	Under \$1 billion	5	100	300	233	300	300	30	40	40	50	50
	\$1–\$4.9 billion	4	300	300	300	300	300	90	450	347	500	500
	\$5–\$9.9 billion	1	100	100	100	100	100	N/A	N/A	N/A	N/A	N/A
	\$10–\$19.9 billion	1	N/A	N/A	N/A	N/A	N/A	1,000	1,000	1,000	1,000	1,000
	\$20 billion or more	2	30	120	120	210	210	N/A	N/A	N/A	N/A	N/A
Industry	Technology & services	5	210	300	270	300	300	50	250	250	450	450
	Consumer	2	N/A	N/A	N/A	N/A	N/A	30	265	265	500	500
	Industrial	4	100	200	200	300	300	90	95	95	100	100
	Financial services (Incl. FinTech)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Healthcare & life sciences	3	30	65	65	100	100	1,000	1,000	1,000	1,000	1,000
Ownership	Shares traded on a public market	4	48	155	160	278	300	N/A	N/A	N/A	N/A	N/A
	PE-backed	3	300	300	300	300	300	90	545	545	1,000	1,000
	Other private	7	100	200	200	300	300	50	100	226	450	500

n=14

Europe: Format of equity (%)



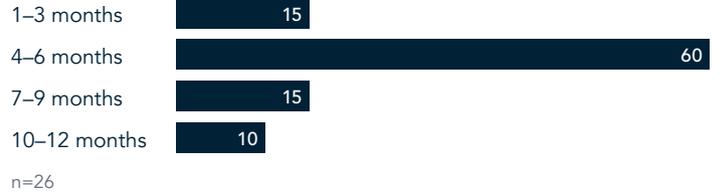
Europe severance: Is your position covered by a severance policy? (%)



Europe severance: What is covered in severance policy? (%)



Europe severance: Number of months included in severance policy (%)



About the author

Ryan Bulkoski is the global head of the Artificial Intelligence, Data & Analytics Practice; he is based in the San Francisco office.
 rbulkoski@heidrick.com

Frontier Tech Practice

The right leadership for every frontier

Innovation is accelerating—AI, cybersecurity, health tech, cryptocurrencies, defense tech, climate tech, and many others represent vast frontiers of opportunity and challenge for businesses, investors, governments, and consumers. Early-stage investments are fueling rapid growth to a maturity level warranting private equity funding. These rapid, large-scale changes are creating an urgent need for adaptable leadership who can grow quickly in an unfamiliar space, learn on the fly, and match fast-evolving trends with agility, humility, and capability. Yet, demand for these executives far exceeds supply.

Heidrick & Struggles has long operated at the frontier of technology, leveraging our expertise, experience, and commitment to the evolving gamut of sectors and thematic, born out of disruption and opportunity identification at the intersection of industry and technology. Like our clients, we work to identify whitespace opportunities and drive innovation. We help disruptors and incumbents build the leadership they need—wherever the frontier leads.

Leaders of Heidrick & Struggles' Frontier Tech Practice

Global

Sam Burman
London
sburman@heidrick.com

Artificial Intelligence,
Data & Analytics

Ryan Bulkoski
San Francisco
rbulkoski@heidrick.com

Crypto & Digital Assets

Guy Shaul
London
gshaul@heidrick.com

Cybersecurity

Matt Aiello
San Francisco
maiello@heidrick.com

Government & Defense Tech

Jason Schmucker
Washington DC
jschmucker@heidrick.com

Health Tech

Josh Clarke
Boston
jclarke@heidrick.com