Salary range according to job grade

Your salary range

To review your compensation situation, two tools are available:

Jobmètre
A comprehensive Excel-based tool for reviewing your job and compensation position

Gradéo
Compare your salary online using your job code

- Your pay is automatically benchmarked with market to support you to make arguments during review.
- If the salary is significantly low (compa-ratio below 0.85), discuss salary increase with your manager.
- **Before accepting a new position,** check the grade of the target role in Career Hub and **negotiate your compensation** accordingly.

Your current grade can be found in TalentLink under "My Job Details".

After returning from maternity or adoption leave, make sure to request a salary review within the following year, in line with the provisions of the Group's 2026 Equal Opportunities Agreement.

The minimum conventional salary

- On CFTC website you will find the minimum wage scales according to the collective agreement for the metallurgy industry.

Seniority bonus (non-executive employees)

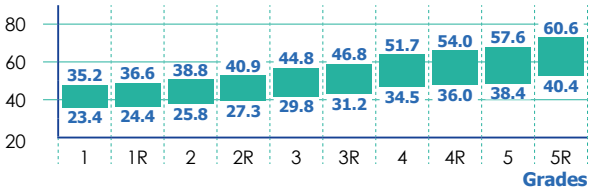
- For employees with at least 3 years' seniority. The bonus is prorata for part-time employees.
- Scan this QR code to calculate or check the gross monthly value of your seniority bonus according to your site and your position.

2026 salary ranges

As your proficiency in the role increases, your salary should move towards the top of the range.

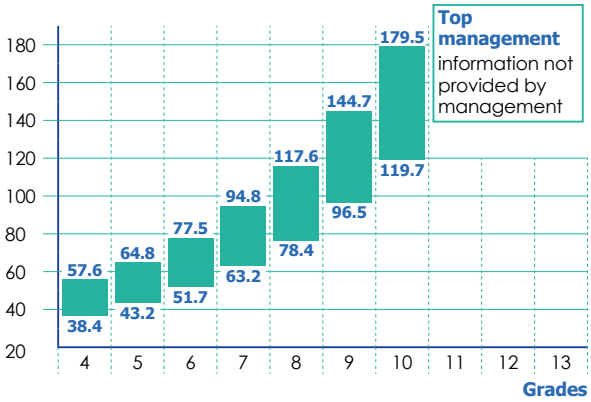
Non-management employees and non-management reference positions

Annual gross base salary + target SIP/STIP (k€), **excluding the seniority bonus**



Management Employees

Annual gross base salary + target SIP/STIP (k€)



Understanding how your job code (last two characters) relates to your job grade

Job code	01	02	03	04	05	06						
O Operation	Operator I	Operator II	Team Lead I Senior operator I	Team Lead II Senior operator II	Supervisor	Senior supervisor						
S Support		S1 Assistant I	S1 Assistant II	S2 Senior assistant I	S3 Senior assistant II							
P Professional				P1 Associate	P2 Senior associate	P3 Specialist	P4 Senior specialist	P5 Manager	P6 Senior manager	P7 Director	P8 Vice president	
T Technical			T1 Technician	T2 Engineer I Senior technician I	T3 Engineer II Senior technician II	T4 Senior engineer I	T5 Senior engineer II	T6 Principal	T7 Senior principal	T8 Distinguished	T9 Fellow	T10 Senior fellow
M Management						M1 Assistant manager	M2 Manager I	M3 Manager II	M4 Senior manager	M5 Director		
E Executive											E1 VIP	E2 SVP & above
Grades	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12+**

Example: if your job code ends with M2, your job grade is Grade 7