



ADDITIVE MANUFACTURING

2024 SALARY SURVEY REPORT



ALEXANDER DANIELS GLOBAL
INDUSTRY 4.0 RECRUITMENT SPECIALISTS

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EXECUTIVE SUMMARY



2023 has been something of a turbulent year for the Additive Manufacturing (AM) industry. The saga that dominated the news for a large part of the year was the protracted merger between Stratasys and Desktop Metal and then the former was also the target of takeover attempts by both 3D Systems and Nano Dimension. In the end none of the deals materialised as Stratasys shareholders voted against acquiring Desktop Metal. Where that leaves the struggling firm now is one to watch for 2024, having been served with a notice from the New York Stock Exchange (NYSE), indicating that the company is not in compliance with the NYSE's continued listing standards.

For most companies in AM, 2023 was a year best described as one of 'rightsizing'! Previous industry forecasts, projecting the typical 'hockey stick' type growth, have simply not materialised. Rising interest rates, combined with slower growth rates, and the continued poor performance of the plethora of IPO's, has stunted investor confidence and shifted funding elsewhere.

Access to funding to support growth has been difficult to secure and where it has been secured, valuations have been down, and funding rounds are taking longer to close. As a result, many of the start-up and scale-up businesses that have long been the driver for growth in the industry, needed to shift focus. A greater emphasis has been needed on driving sales for existing technology and reducing investment into new R&D projects, cutting costs to reduce burn and attempt to reach a break even/point of sustainability more quickly.

The layoffs that started in 2022 have continued through 2023 which has had a big impact on the talent market in AM. Our analysis shows that the number of candidates open to work as a percentage of the total workforce has increased by 34% in the US & Canada, 36% in EMEA and 40% in APAC. At the same time the number of jobs being advertised has also significantly decreased by 77% in the US & Canada, and 46% and 65% in EMEA and APAC respectively.

It has been a challenging time for candidates searching for new roles and that is also reflected in our data, that shows the number of candidates changing companies has also slowed massively. Only 20% of the workforce in The US & Canada changed companies, with 8% in EMEA and 15% in APAC. Compared to 2022 that signals a 26% reduction in movement for The US & Canada, a 43% decrease for EMEA, while APAC remained the same. An 8% turnover in EMEA is quite significant and demonstrates a real lack of confidence among candidates, fearing a move, but also the reduction in available opportunities.

For most companies in AM, 2023 was a year best described as one of 'rightsizing'! Previous industry forecasts, projecting the typical 'hockey stick' type growth, have simply not materialised.

Taking all of the above into account it is easy to understand why we have seen salary growth continuing it's slowdown that started in 2022. With inflation hitting 10%+ in some countries, growth of wages in AM did not keep pace. In the US & Canada salaries grew at only 3%. APAC saw the best rises overall at 3.6%. EMEA however saw a slight contraction at -0.3%, which was still an improvement on the -2.5% we saw in 2022.

While the overall trend in salary growth has slowed, there are still some disciplines in which salary levels grew across all regions. Notably Sales continued to perform better seeing growth of 11.2%, 2.9% and 11.6% in The US & Canada, EMEA and APAC respectively. The number of companies hiring has fallen but the need to drive sales remains critical to the success of all companies in the AM industry.

Another notable highlight from the salary report is that APAC has performed the best in terms of overall growth compared to The US & Canada and EMEA. Diving deeper into the numbers we also see that the biggest growth in salaries can be seen in Sales (+11.6%) and Service (+27.7%) in APAC. 2023 was evidently the year that APAC started to return from Covid, after being far slower to open up.

Equally 2023 was the year that manufacturers from the East started to make bigger plays in the European and US markets. Companies like Bright Laser Technologies and EPlus3D launched LPBF technologies, opened up European operations and are starting to compete with the more established players. A much lower price point and improving reliability and quality are certainly turning heads and could point to a changing of dynamics for the metal market. Equally in polymers, companies like Bambu Labs, have steadily been making progress.

The question I ask myself is where is the AM market and the global economy in the overall cycle? Inflation is coming down. The FED have suggested there may be interest rate cuts coming in 2024. The looming recession hasn't quite hit as expected and a softer landing for most global economies is what is more likely. To me it feels like we are reaching the bottom and as an optimist, I believe that better times are round the corner. In fact in the final two months of the year, we, Alexander Daniels Global, have already started to see some positive shoots.

The balance of demand and opportunity in the AM market is changing. The major growth has always been led by the development of new technology being pushed into companies. Now the focus is shifting...

The balance of demand and opportunity in the AM market is changing. The major growth has always been led by the development of new technology being pushed into companies. Now the focus is shifting towards companies that already have machines and are looking to really leverage their full capability. I've had several conversations with Contract Manufacturers and Niche Service Providers who tell me their order books are full and their facilities are operating at nearly full capacity. This will drive demand for new machines as it seems the demand for printing is not slowing down in the same way the demand for machines might have.

Furthermore, leading OEM's across major industrial verticals, like Aerospace, Automotive and Medical are now pushing forward into more production applications. This will drive the need for Operators,

Technicians, Process Engineer and Application Engineers. One client of ours in Aerospace highlighted that 'demand for AM projects from their business is greater than their ability to support them and the limiting factor is people!'

Significant investment into defense projects is also another major driver for growth and presents opportunities for the AM industry too. Investments into AM companies from defense contractors and private equity firms could be a catalyst that helps stimulate the AM market.

I firmly believe that AM is at the bottom of the cycle and the future remains very bright. There is no shortage of innovation, passion and enthusiasm, as highlighted at the recent Formnext event. Companies will have to be smart in their approach and maybe act more conservatively than in the previous heady days, but good companies, with innovative technology will continue to succeed and grow.

As always, we have secured insights from some key partners to provide additional perspectives for this report. I am thankful to Arno Held and the team at AM Ventures. AM Ventures are, without question, one of the major driving forces of innovation in technology and application based businesses in the AM market. Their support, given through their knowledge, and funding, to founders and management teams, is unrivalled, and ensures great ideas have the opportunity to flourish into successful companies.

Hamid Zarringalam and the Nikon Digital Manufacturing business have been one of the more proactive investors in the AM industry over the past few years. Their strong vision for the future of Digital Manufacturing, combined with the technological expertise gained in high-tech markets, positions them to become a dominant player for years to come.

I am also thankful to our Media Partner 3dprint.com for their contribution and continued partnership.

Finally I want to thank my amazing team at Alexander Daniels Global, Jennifer Killingback, Loxley Graham, Freddie Hatton, Sophie Pontoppidan, Claudia Marita and Domenica Barrera. It has been a challenging year for the whole industry, but the support they offer to candidates and clients through tough times, is unwavering. They truly are exceptional at what they do and bring total passion, enthusiasm and professionalism to everything they do.

Finally I want to thank all the companies and individuals who complete our survey, without which this report would not be possible.

Yours Sincerely,



NICK PEARCE
Founder & Director
Alexander Daniels Global

INTRODUCTION TO THE SURVEY

Welcome! You are now reading the 2024 Global Additive Manufacturing Salary Survey provided by Alexander Daniels Global. This is our 8th year providing the additive manufacturing and 3D printing market with the most comprehensive salary study in the industry. Previous editions have received impressive feedback and have proved instrumental to understanding salary and hiring trends in the AM industry - two areas that are rarely researched or analyzed.

This report was created with the support of the AM industry and is based on survey responses from AM employers and AM professionals across different geographical locations and different stages of the AM value chain. This year, Alexander Daniels Global partnered with leading industry experts in various fields that helped to promote and widen the scope of the survey, and offered more context to the data within, whilst allowing us to shine a spotlight on Market Consolidation of the AM industry. A special thanks goes out to:

3DPRINT.COM

**Additive Manufacturing
Research**

AMVENTURES



This report seeks to answer the burning questions both AM employers and professionals in the AM industry may have. It provides key insights into additive manufacturing specific trends, salary, hiring intentions, and in-demand skills and roles.

THE REPORT PROVIDES INFORMATION ACROSS:

- Six key disciplines: R&D and Engineering, Sales, Service, Applications & Consulting, Marketing and Software;
- Remuneration at various levels of seniority; and
- Across three key regions: EMEA, APAC and North America.

EMPLOYER QUESTIONS ANSWERED BY THE REPORT:

- Is the remuneration package offered by my company aligned with the AM industry standards?
- How do we attract 3D printing professionals from different disciplines to our organization?
- What is the staff budget that we need in order to expand our business to another country?
- What is the likely impact of market consolidation on hiring, innovation of new products and what do I need to be aware of when planning my people strategy?

AM PROFESSIONALS' QUESTIONS ANSWERED BY THE REPORT:

- What is the salary that professionals are receiving in my field in different regions?
- How will my salary increase with more experience in AM?
- Am I currently paid according to my market value?

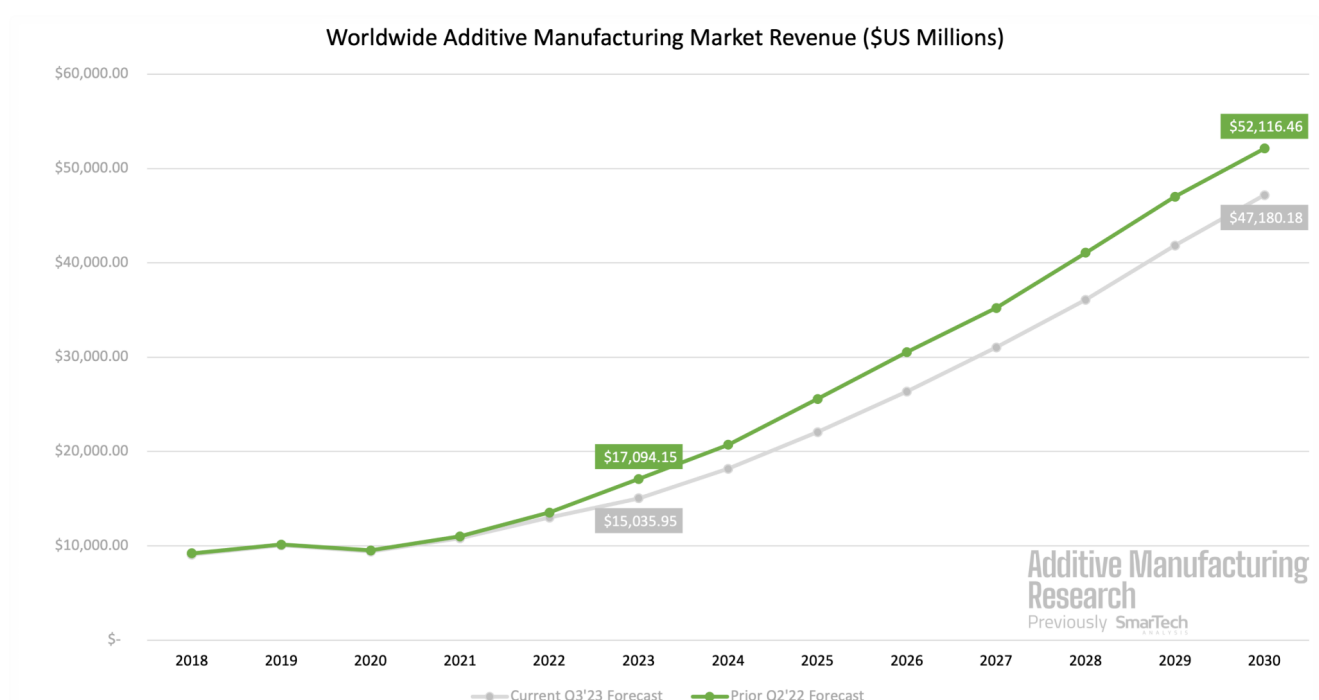
MARKET OVERVIEW

In 2023, a notable trend emerged as many additive manufacturing (AM) companies underwent a process of 'right-sizing.' The first half of the year mirrored the hiring patterns observed in 2022. A significant development in the AM market for 2023 was protracted merger discussions involving three major players—Desktop Metal, 3D Systems, and Stratasys, widely considered three of the largest AM companies. These discussions had far-reaching effects on both the job and talent markets. As Q3 progressed, coupled with the ongoing merger talks, there was a collective 'pause,' anticipating a potential influx of talent should the merger proceed.

Continuing a theme from 2022, the integration of 3D printing into broader manufacturing supply chains persisted as a prevalent trend in 2023. Companies like Cellink and Axial3D established centers of excellence for research, seeking innovative ways to further integrate 3D printing technologies into production methods and expand applications. Simultaneously, some adopters, such as the Howco Group, either opened or acquired AM service bureaus in recent years, shifting their focus from industry prototyping to serial part production for tangible applications and digital inventories.

Despite an overall slowdown in industry investment for the second consecutive year, investment patterns now serve as indicators for potential future industry leaders. Investors, prioritizing return on investment (ROI) over speculative bets on the future, backed established players like Seurat Technologies, securing \$99M in Series C funding, and emerging startups like Solideon, which raised \$8M in Seed funding. Both companies showcased groundbreaking work with 3D printing technologies. Additionally, investment from the space and defense sector fueled the flourishing of wire arc technologies, such as Wire Arc Additive Manufacturing (WAAM), enabling large part production for military and space applications.

The graph below illustrates the actual and projected worldwide market revenue of the additive manufacturing/3D printing industry in million US dollars. In 2023, the industry is valued at approximately \$15BN, falling short of the anticipated revenue of \$17.4BN. This results in a 9.5% decrease in the projected market value for 2030.



2023 IN REVIEW



MICHAEL MOLITCH-HOU

Editor in Chief
3dprint.com

There is no doubt to anyone following the industry that the 3D printing market has slowed down significantly throughout 2023, even compared to 2022. The main cause of this has been the macroeconomic climate, with interest levels hindering investment into the tech sector. While major companies like Microsoft can continue to thrive, despite the larger financial environment, smaller firms in niche sectors like additive manufacturing (AM) have been unable to receive the same level of investment as less risky areas of tech.

At the same time, that doesn't mean that 3D printing as a whole has been struggling. Public and military interest in the technology has been at its highest level yet. As detailed in the "Additive Manufacturing for Military and Defense: Market Analysis and Forecast" from Additive Manufacturing Research (AMR), world governments, particularly the U.S., are pouring funds into 3D printing as a means of supply chain insurance. Specifically, the U.S. Department of Defense (DoD) was estimated to spend \$300 million directly on AM in 2023, which does not include indirect spending or investments from defense contractors, which has been substantial.

What it does mean is that the funding into the sector has been extremely strategic. This means that companies that have the most impact on the military and national security supply chains of a given country are those that have received the most attention and, therefore, investment. For hiring managers and job seekers, this will mean adopting a similarly strategic mode of thinking. Job seekers with expertise or interest in these sectors may find more opportunities, while hiring managers in these areas might be looking for candidates with specific skills related to defense applications of 3D printing.

AM MARKET TRENDS

1) Mergeracolypse

One of the major events of 2023 acted as a synecdoche for the entire sector: the proposed and failed merger of industry stalwart Stratasys with Desktop Metal, 3D Systems, or Nano Dimension. After a summer of negotiations, dirty tricks, and questionable third parties, [the outcome](#) was that no one merged with anyone.

In most cases, this involved divesting and restructuring, a synonym for "layoffs." Nearly all publicly traded AM companies, and some private ones, reduced headcount, sometimes by as much as 20 percent. After 3D Systems had divested its 3D printing service division two years earlier, Stratasys too eliminated much of its Stratasys Direct Manufacturing bureau.

For job seekers, looking for work at a 3D printer OEM, particularly a publicly traded, legacy business, may not be the way to go. These businesses are trimming their rosters for the moment and may not be looking for much in the way of talent. However, for hiring managers, these may be the ideal sources for new candidates to guide into larger firms or startups that have recently received an influx of capital.

2) Rise of the PE Service Bureaus

Just as legacy 3D printer manufacturers got out of the service game, private equity (PE) got into it. The trend had started in 2020, when Chicago-based PE group CORE Industrial Partners acquired FATHOM and executed several roll-up strategies for bundling advanced manufacturing providers.

In addition to being backed by PE firms, these service bureau consolidations largely have something else in common: they target advanced manufacturing sectors. Just as these roll-ups have been happening, there are service bureaus that becoming increasingly integrated into the defense industrial base (DIB). These include Morf3D, acquired by Nikon, and Sintavia. Rather than attempt to act as consumer-facing or prototyping outfits, many of these businesses have achieved the necessary certifications, expertise, and equipment to make parts for major military and space companies.

For these reasons, advanced service bureaus like these may be on the lookout for new talent. It's necessary to examine the background of such a business, however. Smaller services are struggling and may be gobbled up by these roll-ups. In some cases, like FATHOM, even the roll-ups may be underwater. Job seekers might want to look to the larger, private consolidation vehicles for employment.

3) Gigacasting and More

The only way that such an advanced manufacturing renaissance can spread from the DIB to broader industrial sectors is if traditional manufacturers take up these new technologies not only for military applications, but for civilian goods, as well. There is a key indicator that this may be on the horizon, as the world's largest automotive companies have revealed their interest in gigacasting, a manufacturing process developed by Tesla for producing large-scale, single-piece castings for automotive parts.

Throughout 2023, carmakers were said to be exploring the use of sand 3D printing, typically from voxeljet in Germany, to create large molds that could be cast into metal car parts. While Tesla was the most widely known user of the process, others included BMW, GM, and Toyota. In November 2023, GM went so far as to acquire the U.S. supplier of sand 3D printing technology to Tesla, Tooling & Equipment International.

Somewhat relatedly, Invisalign purchased a 3D printing materials startup called Cubicure, signaling a potential shift to the direct production of aligners. As a result, the company could, once again, revolutionize its industry and bring AM closer to end part production. If so, the acquisition becomes another example of 3D printing's position at the precipice of mainstream adoption.

What may have an even more substantial impact on the 3D printing sector were two pieces of news that suggested that Apple, the world's largest company by revenues, is exploring the use of AM for the production of its next Apple Watch Ultra. One story was unsubstantiated, but put forth by a reliable Apple analyst, who said that the tech giant was going to be relying on laser powder bed fusion (LPBF) from two major Chinese OEMs, Bright Laser Technologies and Farsoon, to 3D print mechanical titanium parts. The other piece of information was that Apple

was going to use binder jetting to 3D print the steel chassis for the watch, leading to speculation about who the machine provider might be.

Altogether, this suggests that AM may officially be going mainstream, such that a 3D printing specialist might have better luck finding employment with a large manufacturer like Apple than with a printer OEM. This could lead to more stable jobs with higher benefits, particularly as these giants adopt AM at a greater level, potentially displacing employees with limited knowledge of these lean production techniques.

4) The Chinese Factor

Though it was commented upon by 3D printing professionals, the sheer impact of the increased presence of Chinese manufacturers in the high-end portion of the AM sector has not been fully grasped. All of the above developments are occurring in relation to the very rapid evolution of the 3D printing market in China as the world's manufacturing leader moves from producing the globe's consumer goods to making its advanced technology, as well.

This trend is impacting the entire 3D printing sector, but it is most obvious in the area of LPBF, where Chinese AM stalwarts have grown significantly beyond the boundaries of the People's Republic to penetrate the U.S. and European markets. Additive Manufacturing Research estimates their total share of the North American and European LPBF sectors as just 3.2 percent.

However, there is no doubt that this will grow rapidly because not only can machines from Chinese manufacturers like Bright Laser Technologies, EPlus3D, and Farsoon achieve the quality necessary by large manufacturers, such as Airbus and British Steel, but they can do so more cost-effectively. Not only that, but because China is the heart of the world's manufacturing economy, these firms are able to develop and deploy their machines faster, making it possible to add more build volume, more lasers, and, therefore, greater productivity to their 3D printers more quickly than their western counterparts—and then ship them to customers faster, as well.

This global competition will have an interesting impact on the numerous specialists that make up the AM sector. On the one hand, 3D printing experts will be in increasingly high demand from established manufacturers. Though remote work will remain an option in many businesses, location will also play a key role because, on the other hand, reshoring is going to require employees at the site of operations. Those who are looking for a completely new chapter in their lives will be able to find employment at offices around the world, particularly in China and the countries that fall under its sphere of influence.

Meanwhile, many foreign companies are opening offices in the U.S., including businesses in Germany that have shifted their AM focus to the U.S. This scenario might require mobility and flexibility from job seekers, while hiring managers might need to navigate a more diverse and global talent pool. Additionally, they might consider focusing on local talent pools or finding candidates willing to relocate.

What this means for AM talent

All of the above trends will further contribute to not only changes within corporations, but also the public and education sectors that supply those corporations. This means that, even if you've historically been involved in the private sector, there will be increasing opportunities to work for governments interested in driving changes for their regions' supply chains. The same is true of public officials wishing to get into private businesses.

Take, for instance, the launch of a Council on Supply Chain Resilience by the Department of Homeland Security in the U.S. This new program will require both individuals with knowledge of government and corporate operations as it is rolled out. Similar initiatives are being launched globally, including in the U.K., Australia, and China, so there may be ample opportunities for job seekers there. Many more individuals will require training, as well, so there will be an increased demand for AM experts in the educational fields to fuel these efforts.

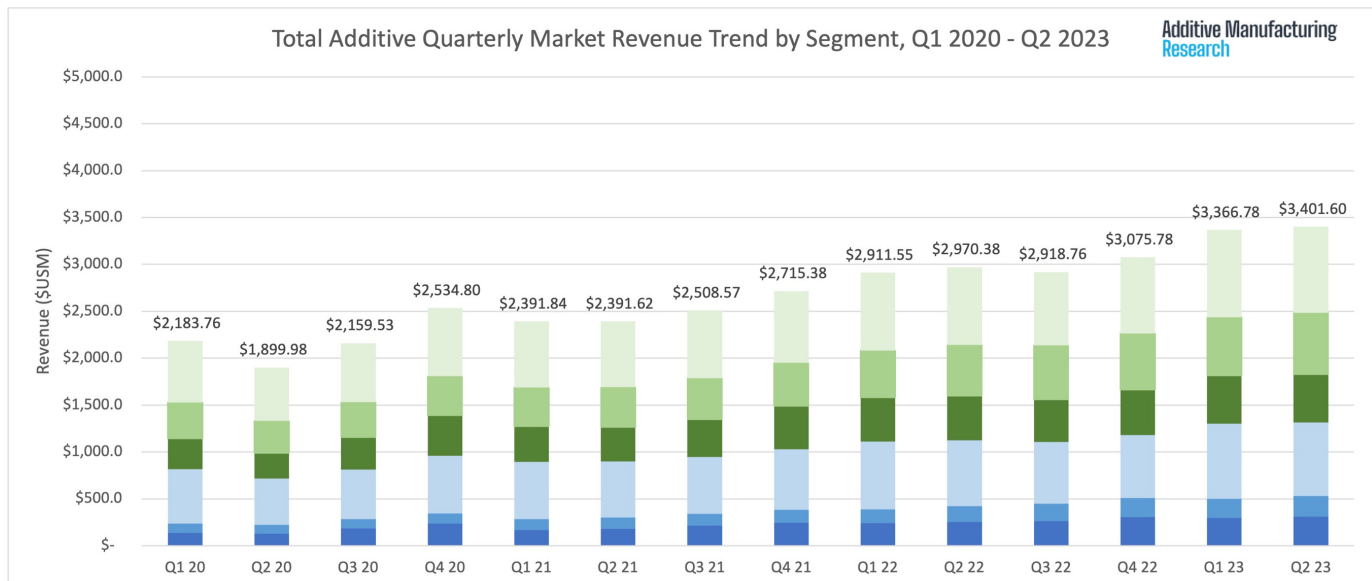
MARKET GROWTH

AM RECESSION NO MORE

Examining the chart provided by [Additive Manufacturing Research](#), formerly SmarTech Analysis, reveals a substantial growth in the industry from 2021. However, towards the end of the period, this growth plateaued. Contrary to the anticipated 'looming recession' that raised concerns throughout 2022, the beginning of 2023 witnessed a modest upturn in the industry. This suggests that the feared recession did not materialize as expected, and instead, we observe a positive trend of recovery across Additive Manufacturing (AM) markets.

Total Additive Quarterly Market Revenue Trend By Segment, Q1 2020 - Q2 2022

- Metal AM Hardware
- Metal AM Powders
- Metal AM Services
- Non- Metal AM Hardware
- Non- Metal AM Materials
- Non-Metal AM Services



2024 PREDICTIONS FROM EXPERTS



ARNO HELD

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In a tough year marked by slowed-down VC investments, widespread valuations readjustments, geopolitical uncertainty, rising interest rates, tighter budgets, and longer sales cycles, we critically review the current state of our industry. Acknowledging that these economic challenges from the outside are a significant part of the puzzle, we also recognize that issues within our industry play a role in the overall stagnation of the adoption of Additive Manufacturing.

Picking the right technology for their own business can be overwhelming for customers because there are so many different options in the AM technology stack. Promising manufacturing at scale for end-use parts and over-inflating expectations by aggressive marketing messages does not help either. Customers get disappointed by unfulfilled big promises of lights-out manufacturing at scale once they see that AM technologies are still in its infancy and not (yet) produced for a fully automated and controlled production environment. The much sought-after applications are visible and demanded by the end-users. Now it is on the tech companies to produce the stable and repeatable value chains that are required to do the job.

Our industry does not need additional and new printing methods, concepts, and approaches to AM. Instead, companies making machines should focus on stabilizing the technology and improving the quality output of their AM machines to meet the demands of soaring production volumes: consistent, repeatable, reliable parts and value chains that can be integrated in the high-volume manufacturing environments that already exist today. AM technology is not here to replace conventional manufacturing. It is an additional offering to produce geometries that cannot be manufactured differently. The large applications that we already see today will always need more processes than just the Additive part.

The big trend shaping the AM landscape in 2024 is the continued focus on applications, particularly in sectors like energy efficiency, (electro)mobility and cleantech.

This planet will not be de-carbonized by changing human behavior but rather through technical solutions. Additive Manufacturing is fueling the applications for this and in this, materials are the keys to those applications.

Amidst the question of how we make money, consolidation emerges as a logical evolution within the AM sector. Reflecting broader trends in the other tech sectors, AM companies increasingly engage in M&A, aligning with similar or complementary focuses. This strategic move not only responds to a challenging funding environment but also presents an opportunity to strengthen balance sheets, optimize economies of scale, and create sustainable business models that make profit.

Last years' macroeconomic headwinds underscore the pressures on legacy manufacturing itself. Software has not eaten the world. Investors are now moving from mainstream and consumer-facing technologies to advanced manufacturing technologies. The surge in manufacturing tech funding during Q3'23 is significant. Reaching USD 4.3bn, this figure is three times more the funding of the previous quarter and more than the growth seen in the overall venture market (see CB Insights). This remarkable financial infusion shows that investors believe in the future of advanced manufacturing, and AM is a big part of it.

There is a lot of pressure on companies to digitize their processes, tool stack and supply chains. Manufacturing cannot go digital without the help of AM technologies. Funds are available to provide further support to the most innovative AM startups that are solving major problems in legacy manufacturing.



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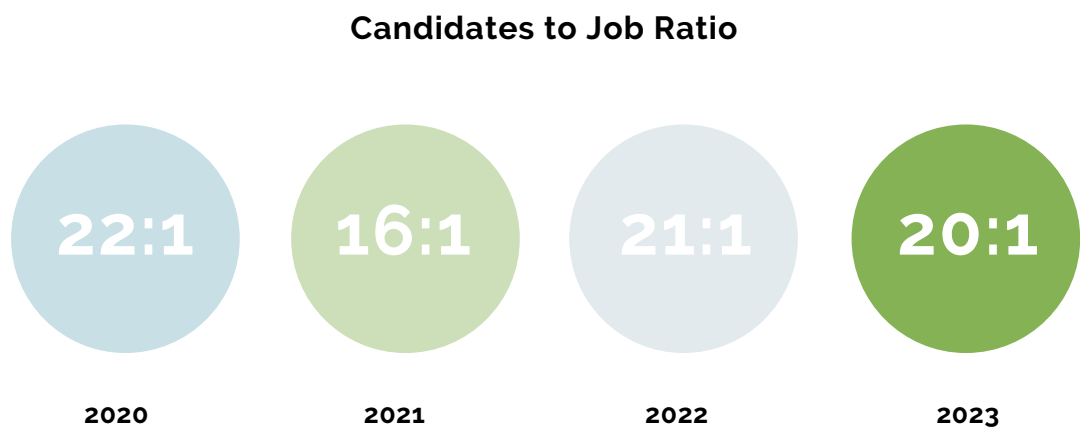
THE STATE OF THE TALENT AND HIRING MARKET

Another year has passed, and the War for talent persists. This year mirrors the trends of previous years, with the demand for talent consistently surpassing its availability. In last year's report, we highlighted the potential for alignment between wider manufacturing talent pools and those already existing in AM, as the industrialization of AM progresses. This phenomenon is increasingly evident as the additive manufacturing industry expands. With this growth comes a corresponding increase in the demand for talented professionals to help businesses expand their AM divisions and outpace competitors.

The AM industry has long grappled with a significant gap between talent demand from employers and the available pool of professionals. However, there is hope on the horizon. We can observe a rise in the prevalence of AM university courses, or collaborations between educational institutions investing in AM and businesses in the industry, and an increasing number of individuals pursuing education in Additive Manufacturing.

This upward trajectory in educational initiatives is a positive sign. Over time, it is anticipated that it will contribute to improving the rate of expansion of the AM talent market. While challenges persist, the growing interest in AM-related education holds promise for narrowing the gap between industry demands and the available talent pool.

As in previous years, Alexander Daniels Global has undergone research into the state of the talent and job market in the AM industry, quantifying the talent available against the prevalence of AM jobs in the market.

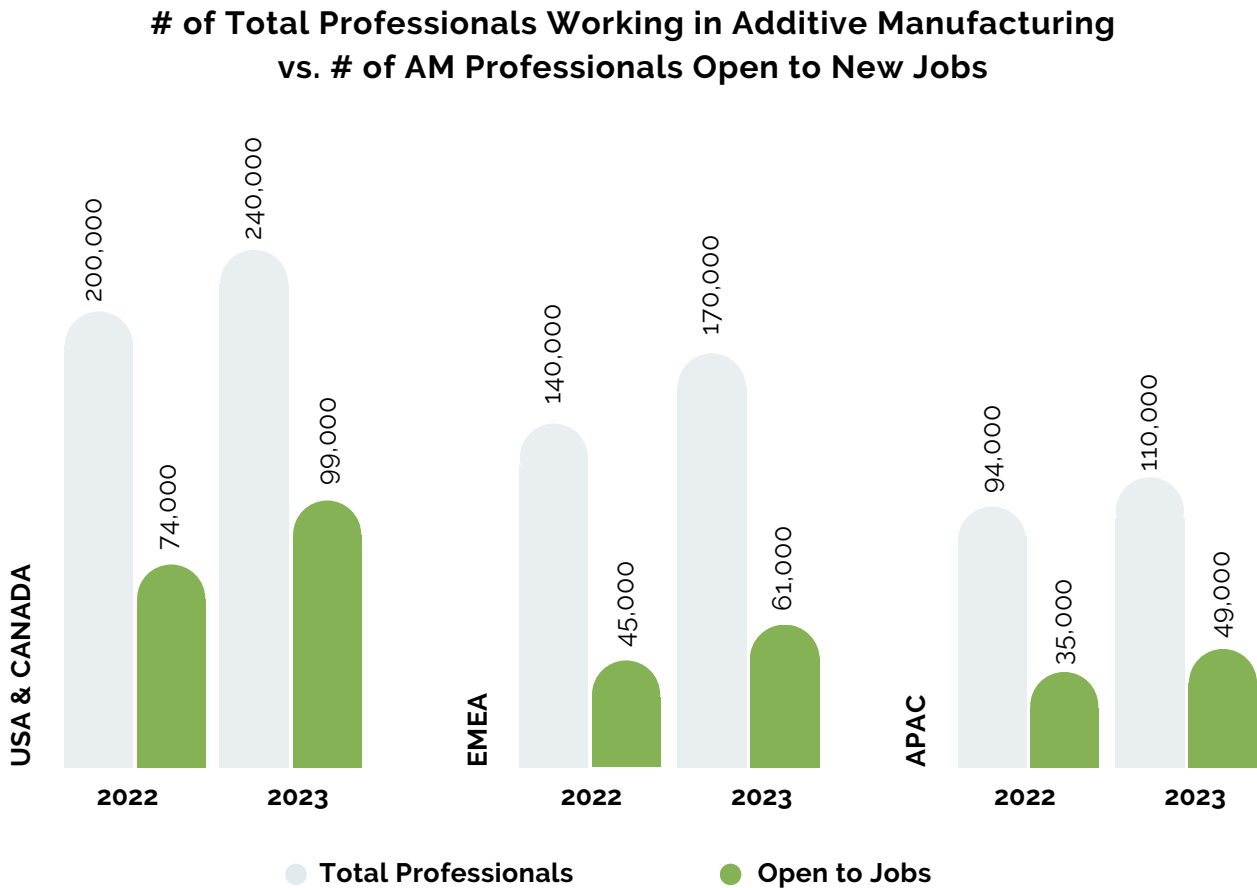


As we go into 2024, we see that the talent market has stabilized, reflecting last year's talent to job ratio. The numbers this year show that for every 1 job, there are 20 AM professionals available to fill that job – globally. This, however, also represents the pervading shortage of talent that is an ongoing theme in the AM industry,

GROWTH IN # OF PROFESSIONALS ACROSS NORTH AMERICA, EUROPE & APAC

After a year that felt the impacts of consolidation with strategic Mergers and Acquisitions continuing, and layoffs unrelenting, particularly in the first half of 2023, we have still been able to report a modest increase in the addition of new professionals to the industry of 19.8% when compared with 2022.

2023 saw an injection of approximately 86,000 professionals into the additive manufacturing industry across North America, Canada and the EMEA and APAC regions.



In North America and Canada, we see a healthy increase of 20% in new talent compared with the previous year, while in Europe the talent market experienced a similar increase in new talent of 21%. In addition, the APAC region saw an increase in new talent to the industry of 17%.

With more talent reportedly open to new opportunities as we go into 2024 (40%), most likely as a result of dissatisfaction with unhealthy work environments (as reported in a [poll](#) we conducted on LinkedIn), we can expect the job market to become even more competitive for talent throughout the next 12 months.

AN INCREASE IN TALENT, BUT FEWER OPPORTUNITIES: A WORSENING TREND

For the second consecutive year, we've observed a persistent decline in the availability of Additive Manufacturing (AM) jobs in the market. Instead, we notice a continuous expansion of the talent pool. The trend has been particularly pronounced throughout 2023, reaching its lowest point with even fewer available jobs than during the pandemic. Despite this, the trend suggests a market that might be taking a momentary pause to stabilize before resuming growth in the future.

North America & Canada

Of the +240,000 additive manufacturing professionals in North America, 99,000 professionals consider themselves open to new opportunities, i.e. open to changing jobs. This is a 33% increase on the previous year [1]. This increase in active talent, paired with a 77% reduction in open jobs to 1,140, results in a 87:1 candidate to job ratio.

That means, that for every job posting, there are 87 active candidates in the entirety of North America and Canada, that could potentially fill that job. That is an unprecedented high in the history of the salary survey report,

Professionals to Job Ratio - North America & Canada

	2021	2022	2023
Professionals Open to New Jobs	51,000	74,000	99,000
Jobs	8,261	4,948	1140
Candidate to Job Ratio	6:1	15:1	87:1

EMEA

In EMEA, of the +170,000 AM professionals in additive manufacturing, 61,000 declared themselves open to new possibilities i.e., open to changing jobs. This is a 35.5% increase on the previous year, which is rendered noteworthy when taking into account the significant decrease in job opportunities in the European talent market (-46%) for the second year in a row.

This, paired with a total of 1,032 available jobs, leaves a candidate to job ratio of 59:1 – significantly higher than the ratio of 23:1 that we saw in 2021, and concerningly higher even than the numbers seen during the pandemic in 2020.

Professionals to Job Ratio - EMEA

	2021	2022	2023
Professionals Open to New Jobs	35,000	45,000	61,000
Jobs	8,000	1,925	1,032
Candidate to Job Ratio	4:1	23:1	59:1

Asia Pacific

Of the +110,000 AM professionals in additive manufacturing in the APAC region, 45% (a total of 49,000 professionals) declared themselves open to new possibilities i.e., open to changing jobs. This, paired with a shockingly low availability of only 204 AM jobs advertised on LinkedIn throughout 2023, this leaves a candidate to job ratio of 240:1, making this market the most competitive of the three for candidates, and the most resource rich for Hiring Managers.

Professionals to Job Ratio - Asia Pacific

	2021	2022	2023
Professionals Open to New Jobs	28,000	35,000	49,000
Jobs	5,236	8,766	204
Candidate to Job Ratio	5:1	11:1	240:1

*These ratios are likely to be lower for each region, taking into account that the candidates must have specific experience in a field related to the job and have to be either in the same location as the job or be willing to relocate.

IMPACT ON EMPLOYERS AND EMPLOYEES

In 2023, we observed an intensely competitive job market characterized by unprecedented candidate-to-job ratios, indicating an abundance of talent for the available positions. This surplus resulted from a flooded talent market caused by widespread layoffs over the past 12-24 months. Consequently, professionals found themselves underselling their skills, expressing interest in opportunities that did not align with their salary expectations, and even applying for positions that may not have been suitable for their expertise or level of seniority. The upcoming 12 months carry uncertainty for professionals in the field of Additive Manufacturing (AM), but it is anticipated that 2024 could commence on a similar note.

For employers, the recurring theme persists: when the talent market is saturated with AM professionals, hiring power shifts to employers, creating the illusion that recruitment is more straightforward. However, capitalizing on a desperate talent market could lead to job dissatisfaction for new employees in the long run, and for employers, there is an increased risk of making hires that may not be the best fit. Therefore, employers should adopt a strategic hiring approach even in the current talent market climate to avoid increasing churn rates.

WHAT DOES THE TALENT MARKET LOOK LIKE?

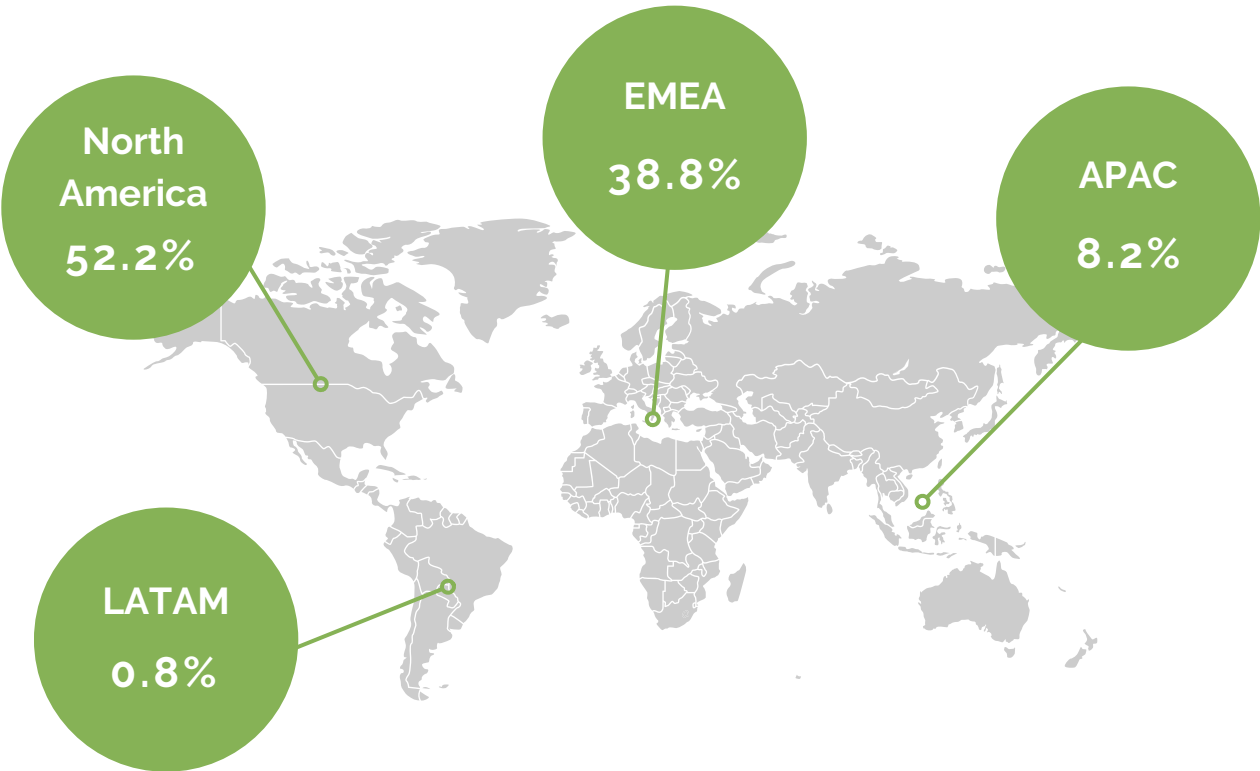
Understanding the talent market in additive manufacturing is crucial to understanding the benchmark salaries, job motivations, and talent demand from companies. The market is dynamic with an array of different type of professionals with often very varying backgrounds due to the broad nature of the industry. The following analysis and numbers are based on survey responses to the 2024 Additive Manufacturing Salary Survey from Alexander Daniels Global.

GENDER DISTRIBUTION OF PROFESSIONAL RESPONDENTS

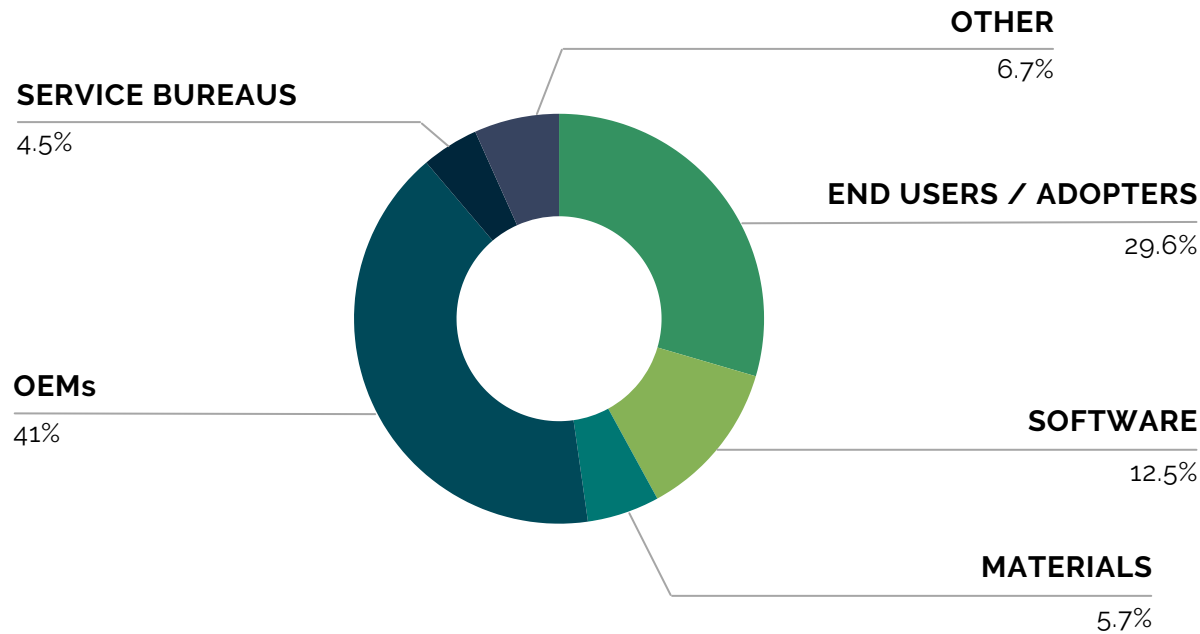


Of the respondents to the 2024 AM Salary Survey, we saw a slight increase in participation from women this year, totaling 14.7% of responses, while male respondents made up 82.3% of responses, and the remaining 3% of respondents 'preferred not to say'.

PARTICIPATION FROM 103 AM ORGANIZATIONS



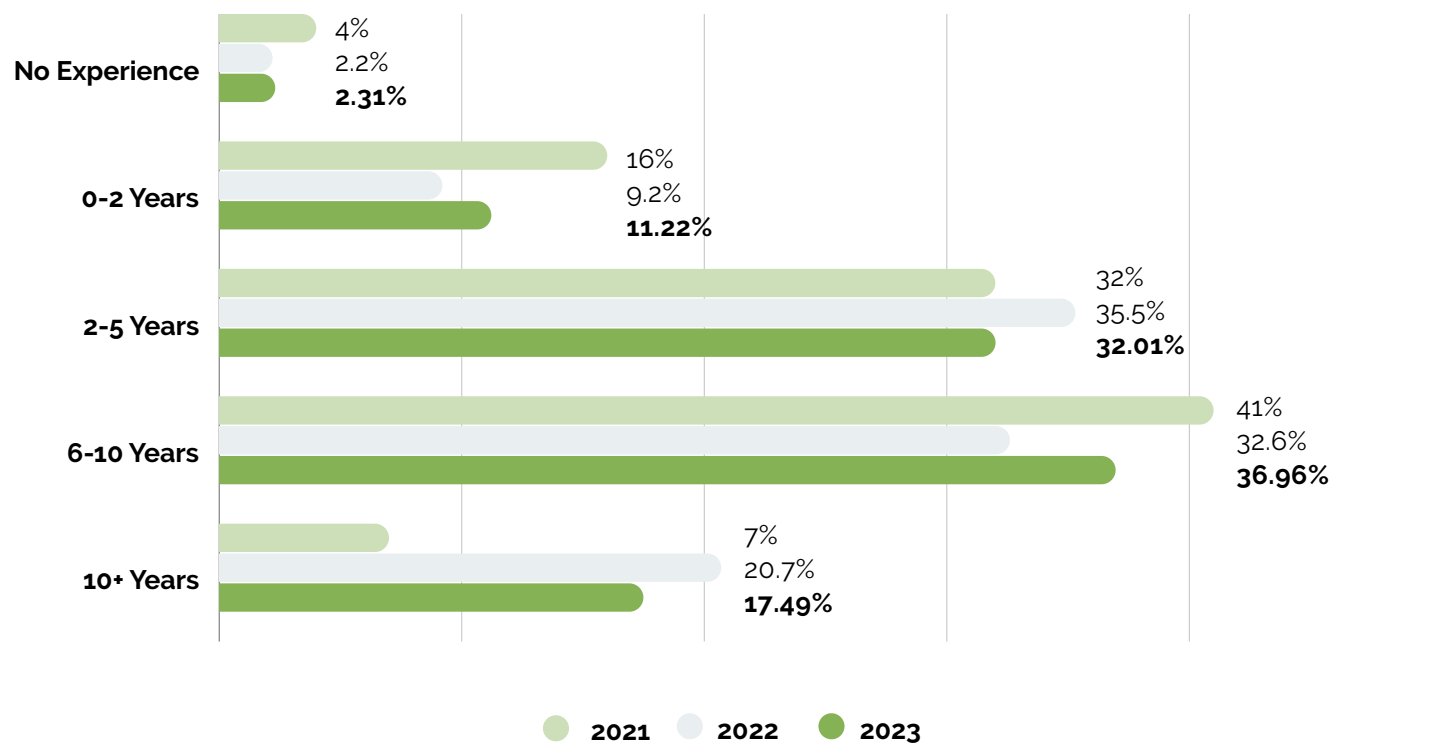
PROFESSIONAL RESPONDENTS BY COMPANY TYPE



PROFESSIONALS' EXPERIENCE IN ADDITIVE MANUFACTURING

According to our survey responses, the majority of AM professionals have between 6 and 10 years of experience working in additive manufacturing as of 2023. This is a clear indicator that the AM talent market is maturing, which further explains why the industry is increasingly moving towards industrialization of the tech.

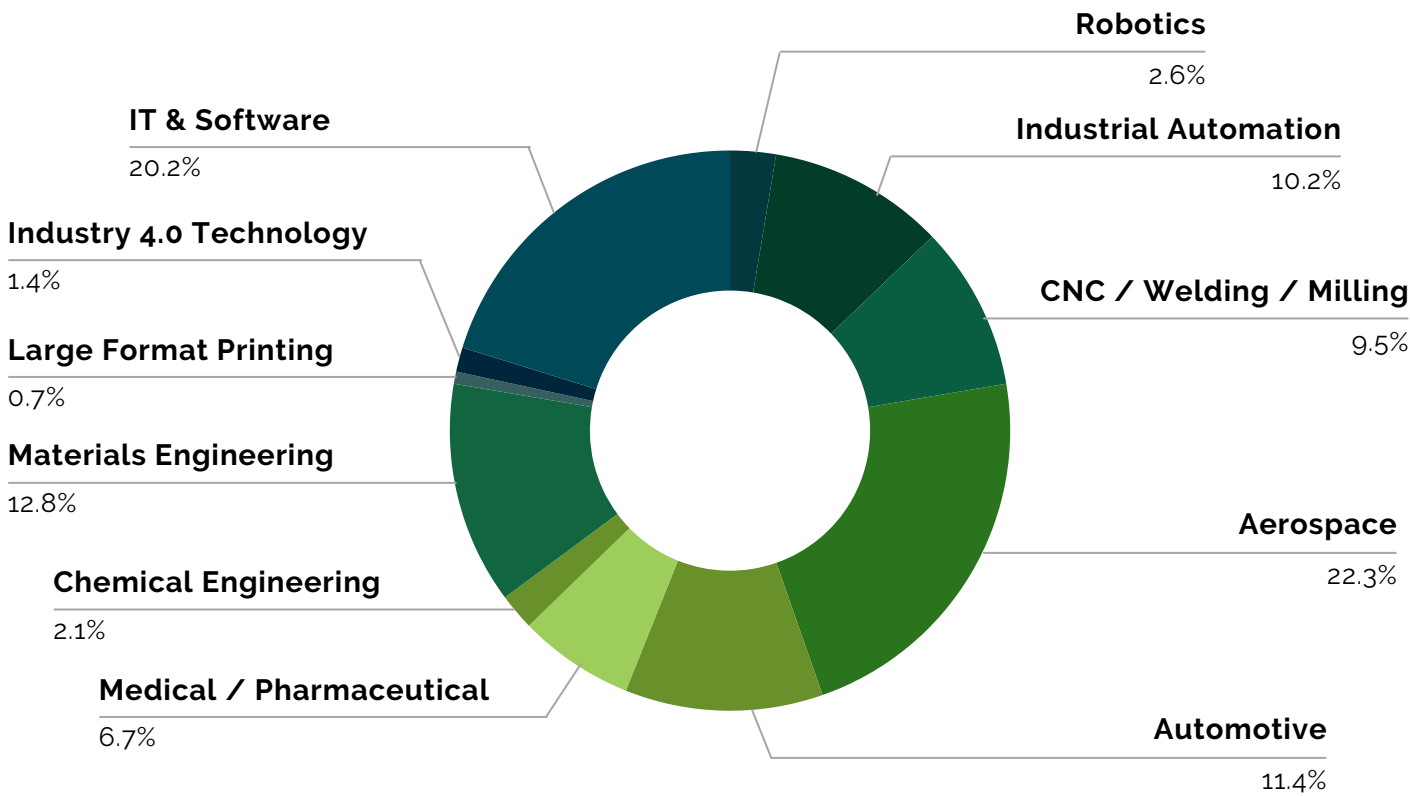
Years of Additive Manufacturing Experience Among Professionals



INDUSTRIES WORKED IN BEFORE AM

In the past, if a professional participant to the salary survey declared that they had more years of general work experience than they had spent in the AM industry, we asked them from which industries they entered into the AM market. This year, we picked that back up again. Here are the results:

Industries Worked in Before AM



40.4%

of survey respondents came from Adopter industries, namely Aerospace (22.3%), Automotive (11.4%), and Medical / Pharmaceutical (6.7%). With these being among the biggest adopters of AM technologies, it's little wonder that talent may find overlaps into the AM industry within their skillset and experience.

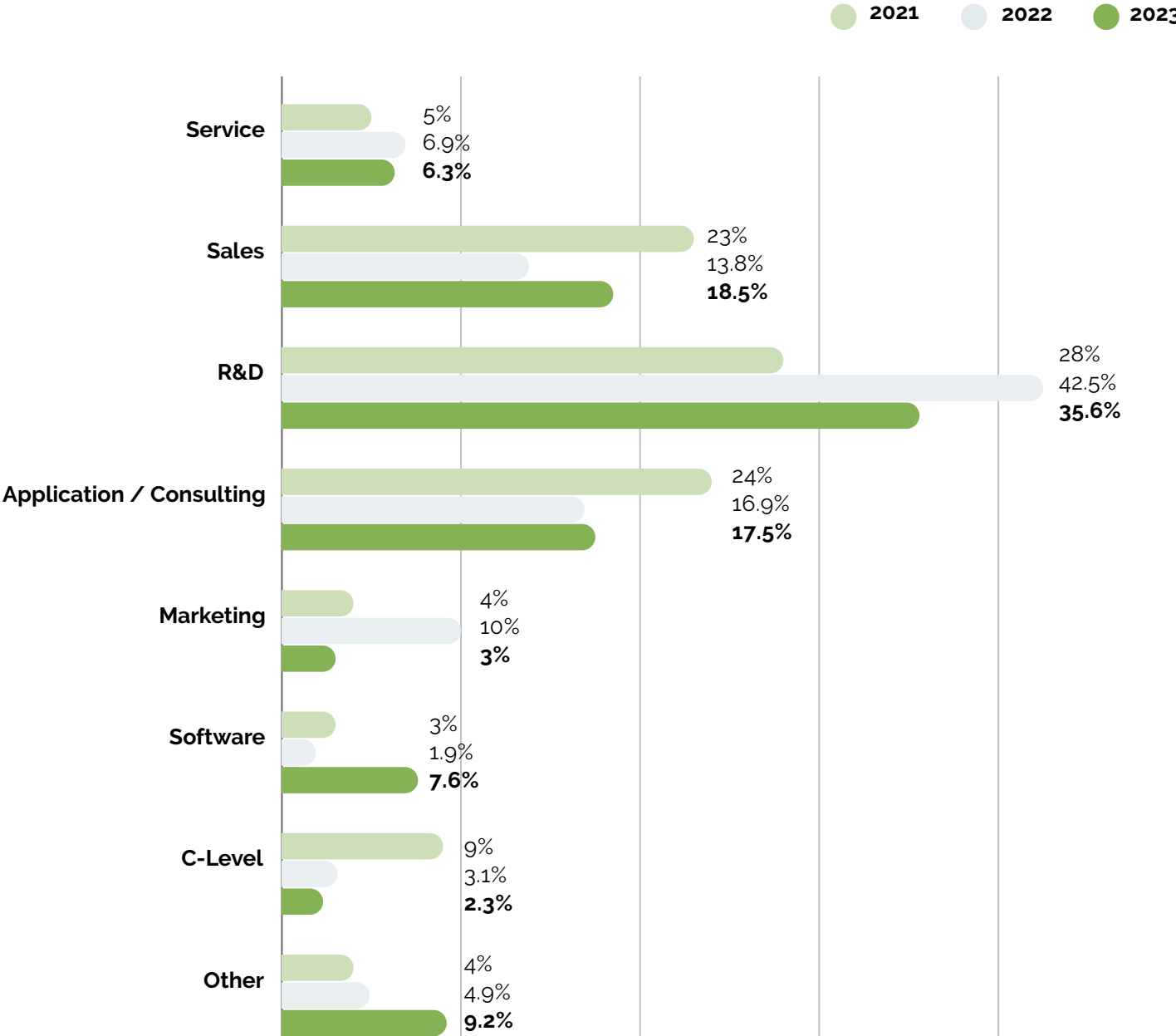
35.1%

of survey respondents worked in 'supplier' industries before moving into AM, namely IT & Software (20.2%), Materials Engineering (12.8%) and Chemical Engineering (2.1%). This is also unsurprising as their skillset, knowledge and experience would be highly sought-after in AM businesses looking to bring software and materials solutions in-house, or who already have it in-house.

14.2%

of survey respondents came from Advanced Manufacturing market segments, namely Robotics (2.6%), Industrial Automation (10.2%), and Industry 4.0 Technologies (1.4%). This is relevant, especially for how the market is starting to leverage industry 4.0 and advanced technologies to facilitate and improve production processes using AM tech. Throughout 2023 we saw companies leveraging AI and Digital Twinning amongst other solutions, and this is just the beginning.

DISCIPLINES PROFESSIONALS WORK IN, IN THE AM INDUSTRY



SIGNIFICANT INCREASE IN SOFTWARE PROFESSIONALS

This year's survey witnessed a significant uptick in Software professionals, a discipline historically underrepresented in our data. In past reports, we attributed the low percentage of Software professionals to its consistently high demand, offering job security, attractive salaries, and abundant opportunities.

In 2024, 7.6% of respondents identified as Software professionals, marking a 5.7% point increase from 2023. This likely results from a rise in participation from Software professionals.. Notably, this discipline is the only one experiencing salary decreases across all 3 key regions covered in the report this year. While traditionally in high demand, this may indicate heightened market competition for Software professionals in 2024.

INDUSTRY TURNOVER

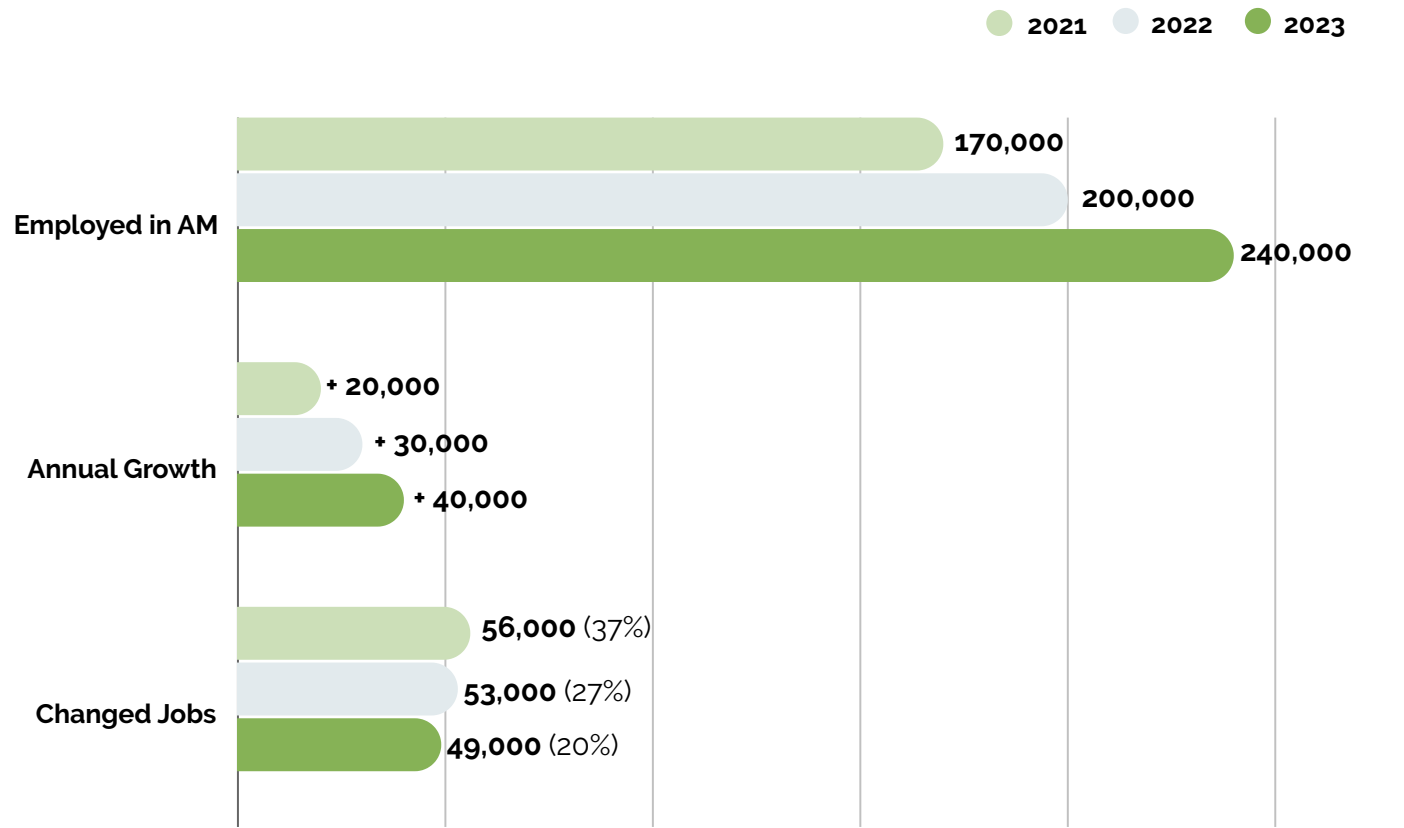
HOW IS THE TALENT MARKET MOVING?

Using LinkedIn we were able to collect and analyze data on the movement of AM professionals in the last year and compare it with the previous year.

The 2023 AM Salary Survey predicted that 18.6% of the industry would likely change jobs in 2023. In reality, only 15% of the industry changed jobs throughout 2023 due to the market conditions we saw in the second half of the year. Predictions for 2024 indicate an increase in movement in the talent market, with anticipated turnover of 21.6%.

*In order to estimate the number of people who changed jobs we deduct the year on year growth from the total employed to get a baseline number. We then identify those who have worked for a company less than 1 year.

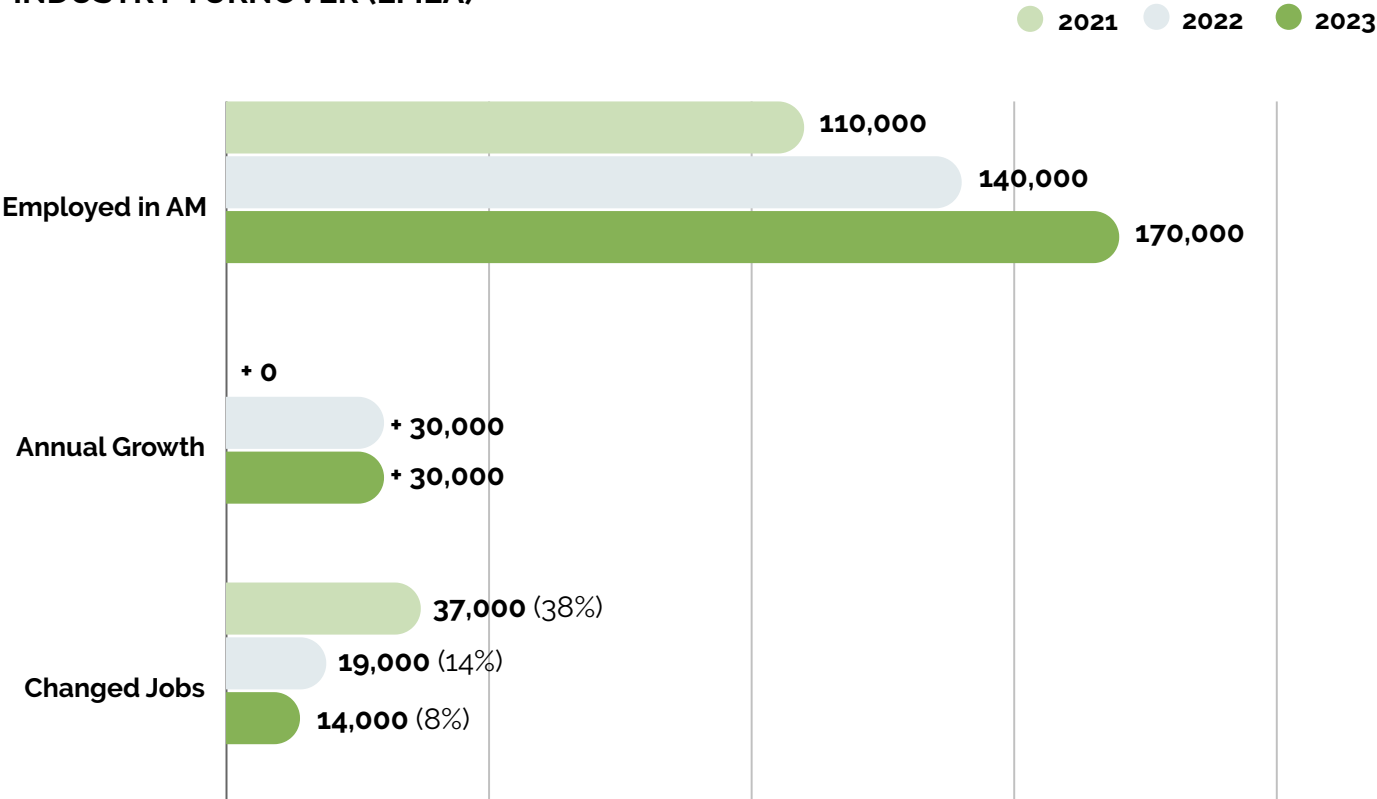
INDUSTRY TURNOVER (NORTH AMERICA & CANADA)



The data we collected for North America & Canada shows a linear increase in the number of professionals in 2022 vs. 2023. In addition a total of 20% of professionals changed jobs in 2023 compared with the very significant 37% of professionals in 2021 - which was attributed to the effects of the Great Resignation on the industry. In contrast, the movement of 20% of professionals throughout 2023 seems less significant, however, this is 1/5 of the workforce nonetheless, indicating a relatively active talent market in the past 12 months.

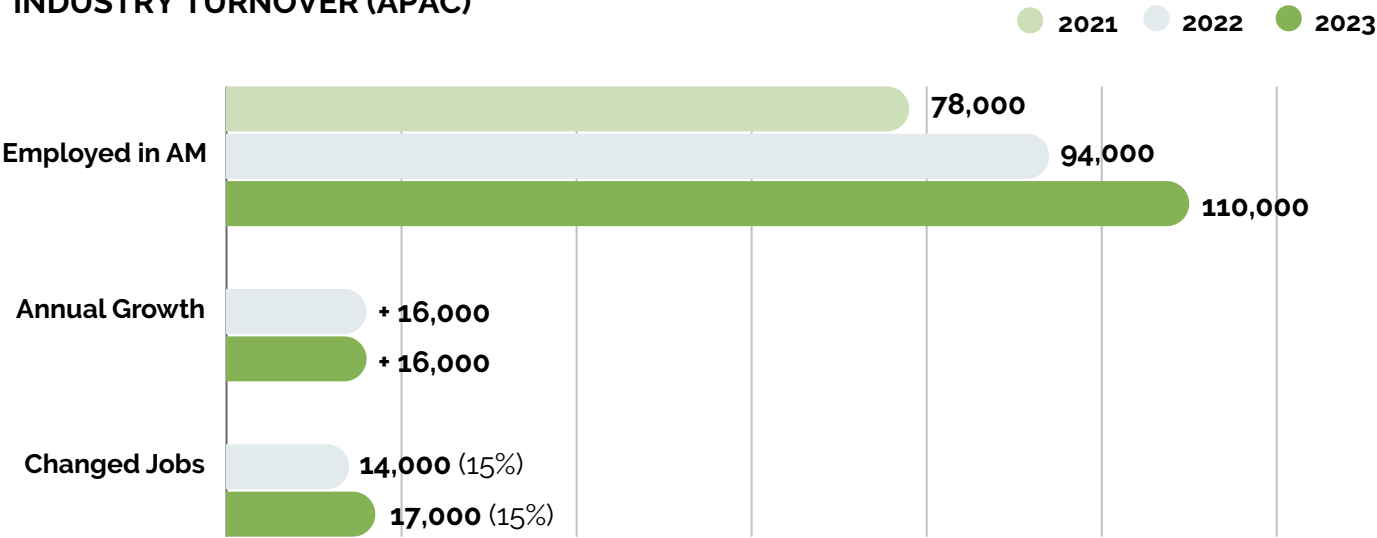
This movement was likely due to the layoffs that hit some US businesses throughout 2023, which flooded the job market with talent looking to secure new opportunities.

INDUSTRY TURNOVER (EMEA)



The data we collected for Europe shows a much different picture. In 2023, the European talent market saw only 8% of professionals change jobs, which is a very significant difference of 30% points from the turnover that we saw in 2021. This would indicate a very uncertain workforce in Europe that lacks confidence in changing jobs.

INDUSTRY TURNOVER (APAC)



Since 2022 was the first time we have published data specifically from the APAC region, our historical data by which to compare is not as extensive as for EMEA and North America. Nonetheless, we see some similar growth in the APAC region to what was recorded in 2022. Looking at these numbers, the APAC region seems to behave in a less volatile manner to the North American and EMEA markets, whilst demonstrating consistent growth year-on-year.

77% decrease in Hiring in 2023 in North America and a 65% decrease in Hiring in EMEA

WHAT'S HAPPENING TO HIRING IN AM?

The data reveals a consistent industry growth compared to the previous year, marked by an addition of approximately 86,000 professionals across North America, EMEA, and APAC. This signifies an increase of 12,000+ professionals joining the industry in comparison to the talent market in 2022.

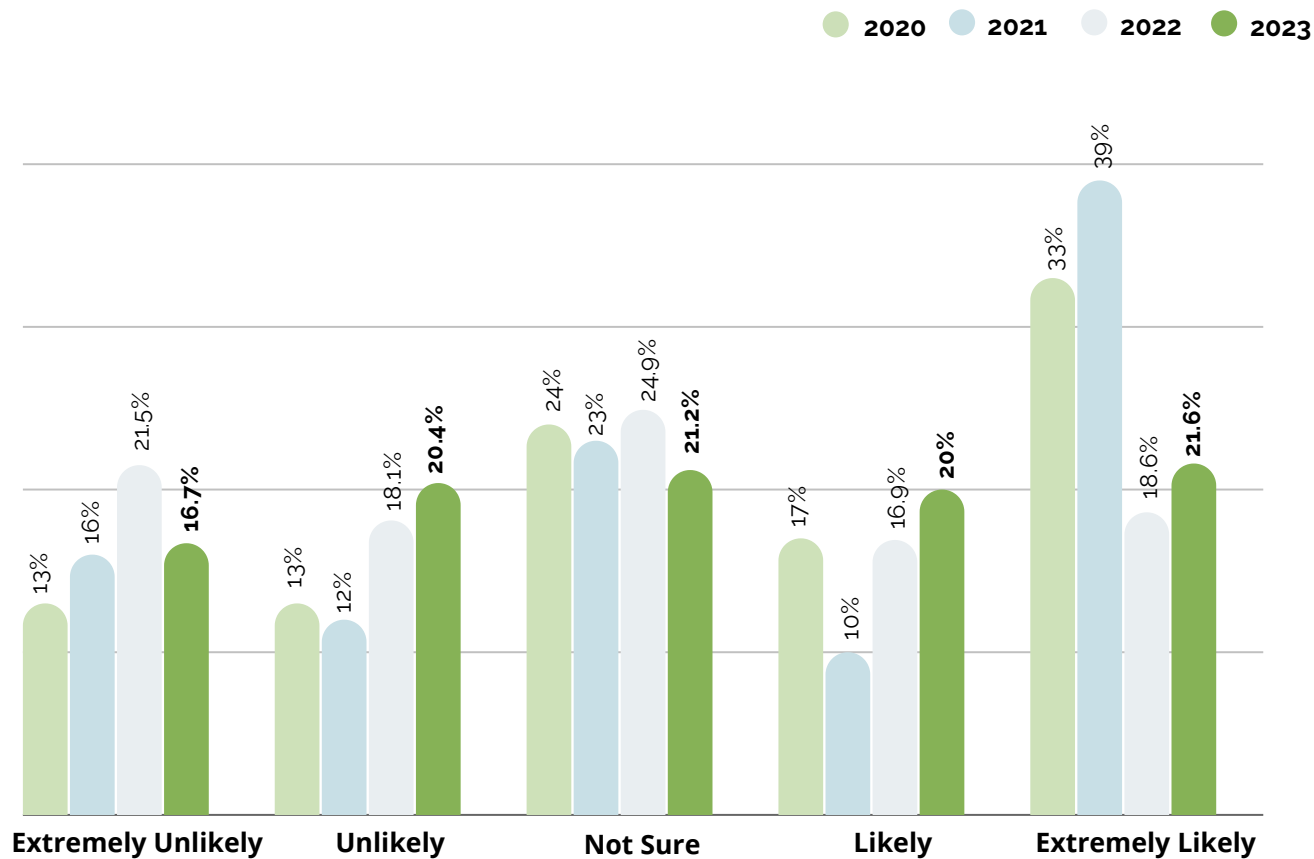
As highlighted in the report, the significant decline in industry job openings and limited movement in North American and EMEA markets have allowed us to assess the impact of macroeconomic conditions on hiring trends throughout 2023.

Examining North America & Canada, there is an overall 77% decrease in hiring compared to 2022. In EMEA, there is a slightly smaller yet significant 46% reduction in hiring, while the APAC region experiences a 65% decrease in hiring. The question arises: what is influencing this decline in hiring?

Traditionally, as recruitment specialists, we observe an increase in hiring during periods of industry investment. A portion of investment capital is typically allocated to expanding company headcounts for venturing into new markets or supporting the innovation of new products and solutions. It is evident that in a challenging investment landscape where investors are more selective about where to allocate their capital, mass hiring across the industry naturally takes a hit.

This trend has been consistent over the past two years, with a continual decrease in market movement and a reduction in available job opportunities. But this does not necessarily mean that hiring has stopped, merely that companies are becoming increasingly strategic in their approach, which is yet another signal for a maturing industry that is navigating challenging market conditions.

LIKELIHOOD OF AM EMPLOYEES TO CHANGE JOBS WITHIN ONE YEAR



The data above shows the change YoY of AM professionals' likelihood to change jobs within one year. In contrast with previous years, 2023 shows a slight increase in the number of professionals who are 'Extremely Likely' to change jobs in the next 12 months, and in turn a decrease in the number of professionals who are 'Extremely Unlikely' to change jobs. This is potentially due to the layoffs that hit the industry throughout 2023 that caused professionals to hold onto jobs until the job market stabilizes again.

In the 'Extremely Likely' category, there has been a 16% increase in individuals wanting to change job. In the same instance, in the 'Extremely Unlikely' category, there has been a 22.3% decrease.

-6.3% **37.1%** of respondents are 'Unlikely' or 'Extremely Unlikely' to change jobs

+17.2% **41.6%** of respondents are 'Very Likely' or 'Extremely Likely' to change jobs. This number is up from 35.5% in 2022. This is the second year in a row that the percentage of participants who desire to change jobs is this relatively low; despite the percentage having increased throughout 2023, people are still opting to stay in their jobs due to a rapidly changing market.

WHAT DOES THE MARKET / EMPLOYERS DEMAND?

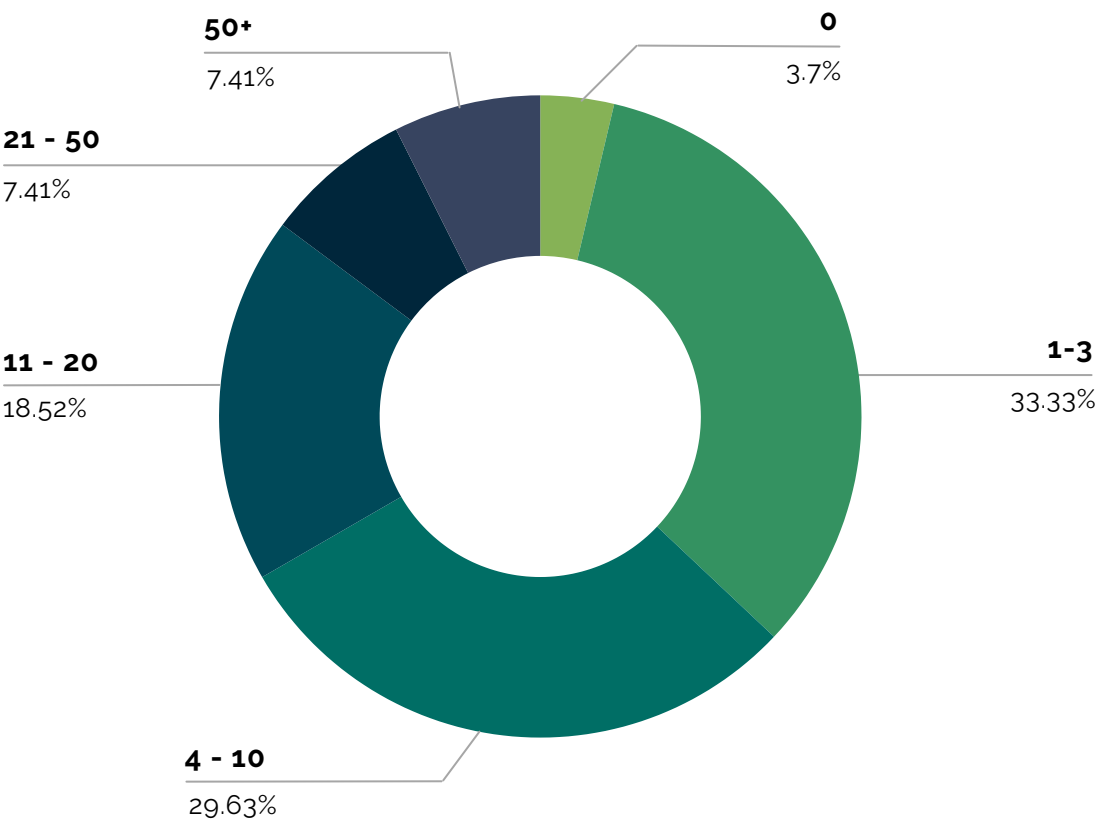
PARTICIPATING HIRING ORGANIZATIONS BY COMPANY TYPE



GENEREL HIRING INTENT

The data below shows organizations' intent to hire over the next 12 months. When looking at the willingness for AM employers to hire new employees within the next 12 months, there is a significant amount of companies looking to hire between 4-20 people, namely 40% of respondents. The hiring intent has picked up significantly in comparison to 2021, though Employers are expected to be more selective with the types of roles they will be hiring as we go into 2023.

of Positions Companies are Hiring in the Next 12 Months

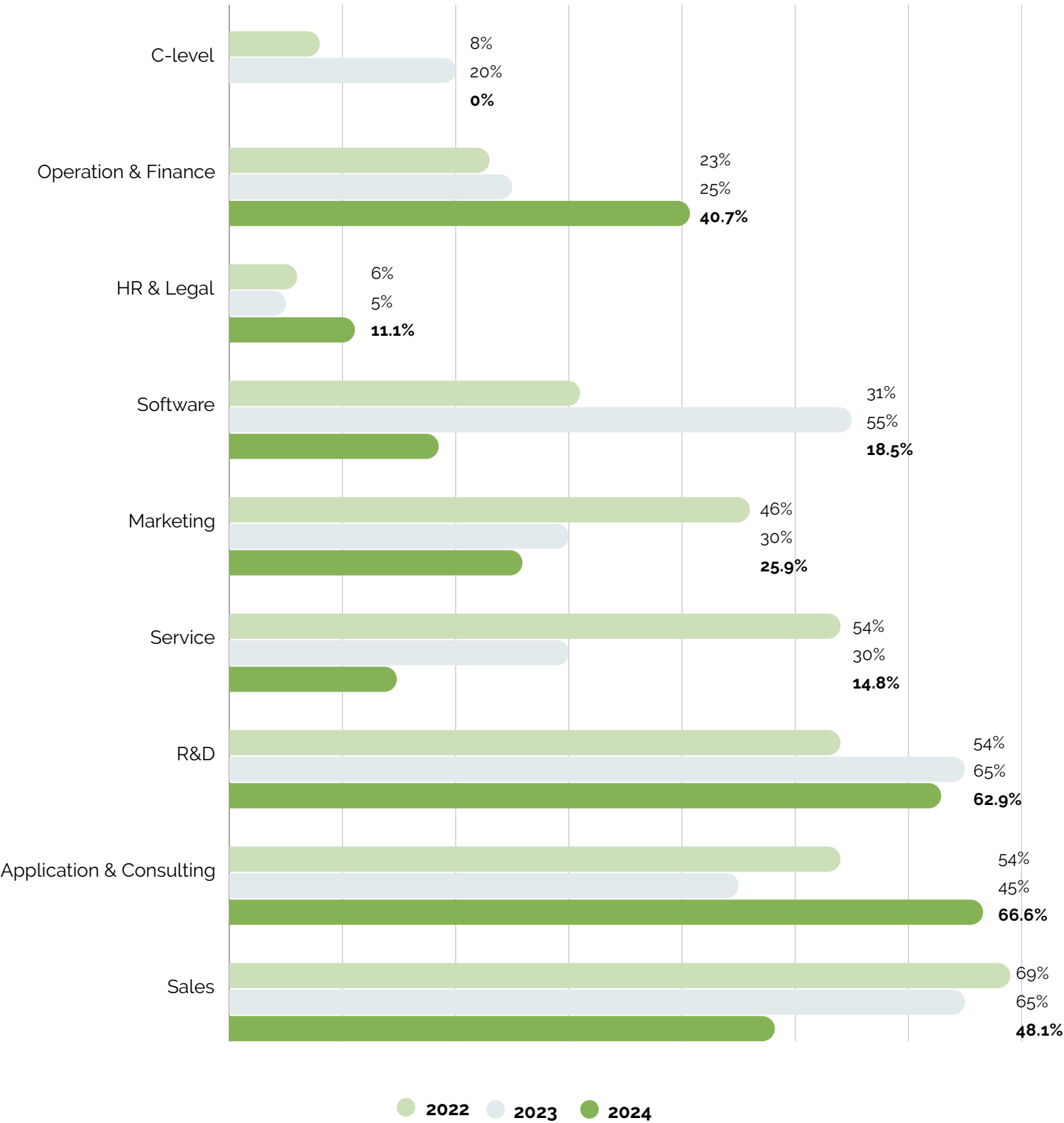


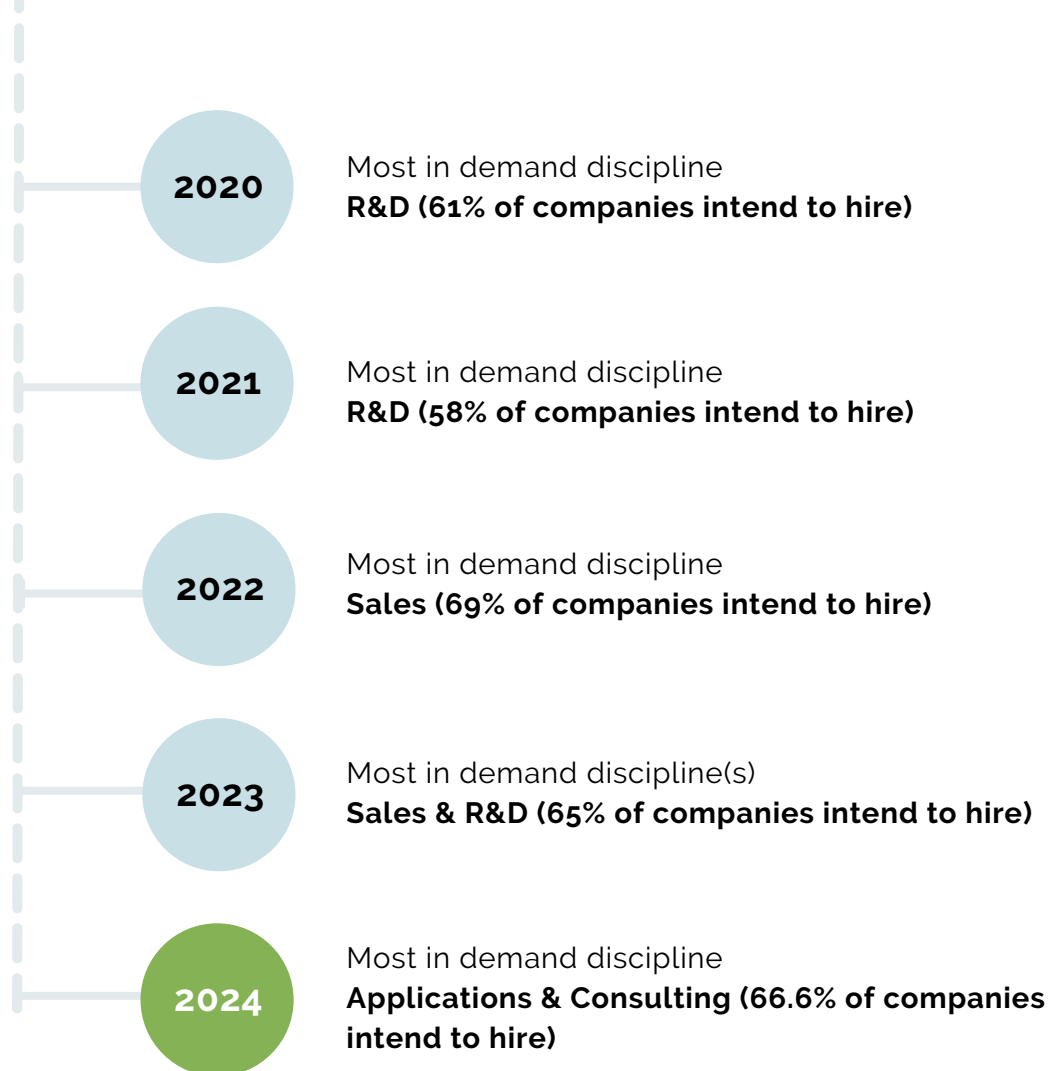
On the following page, we'll take a closer look at which disciplines will be in highest demand based on the responses given by Hiring Managers who took part in the 2024 Salary Survey.

MOST IN-DEMAND DISCIPLINES

The data below shows which disciplines AM employers are likely to hire in the next 12 months and thus is an indicator of the most in-demand roles for 2024.

Most In-Demand Roles from Employers





APPLICATIONS & CONSULTING MOST IN-DEMAND DISCIPLINE IN 2024

For the first time in over 5 years, Applications & Consulting has claimed the top spot as the most in-demand discipline for 2024, with 66.6% of employers declaring it as one of the disciplines they will be seeking to hire in the next 12 months.

Why has 2024 become the year for Applications & Consulting? In recent years, the industry has faced a bottleneck between machine sales and the number of machines being shipped, as well as between the number of machine inquiries received and actual purchases. This bottleneck arises from customers wanting to see examples of what the machines can do to assess cost comparability with their current production processes. This is where roles in applications and consulting become crucial. This discipline is essential for providing proof of concept for clients looking to adopt AM production methods and for Adopters seeking to modify existing designs and bring additive production in-house.

DEMAND FOR SALES PROFESSIONALS AT ITS LOWEST SINCE 2018

Historically one of the highest in demand disciplines in the industry, Sales in 2024 (48.1%) sees highly reduced demand unlike anything recorded since 2018 (47%). This is a 25.9% decrease on last year's recording of 65%.

This comes as 2023 saw businesses cost-cutting and right-sizing to reduce overheads. With the industry historically being flush with Sales professionals, often with substantial compensation packages, the demand for Sales professionals developed into a need for quality over quantity, and this trend seems that it will pervade into 2024.

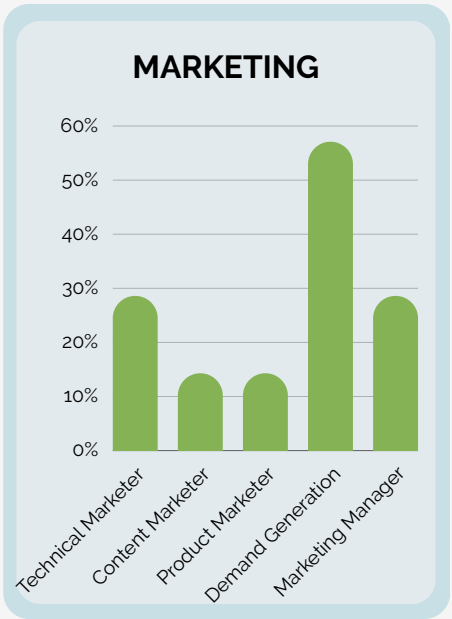
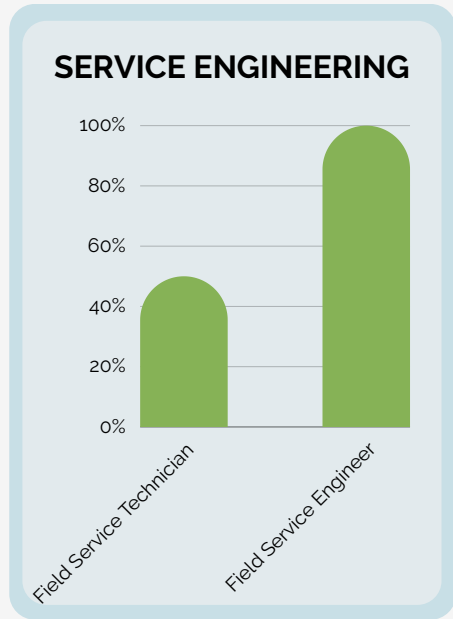
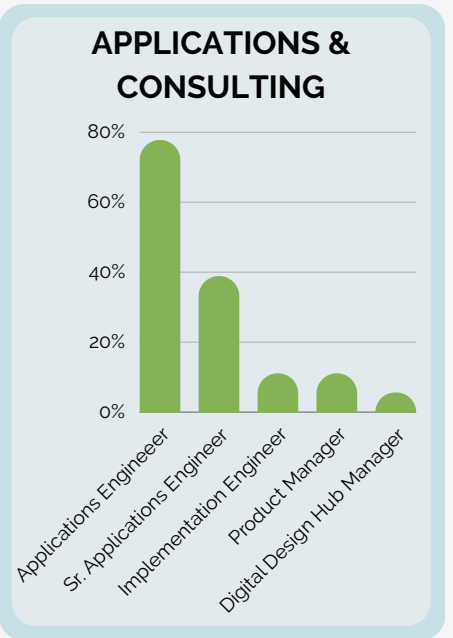
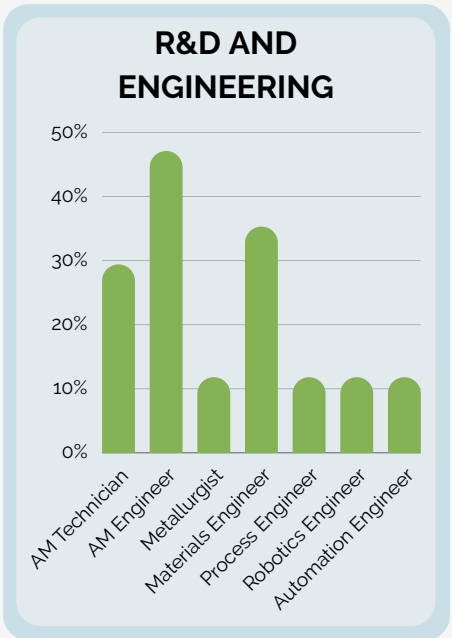
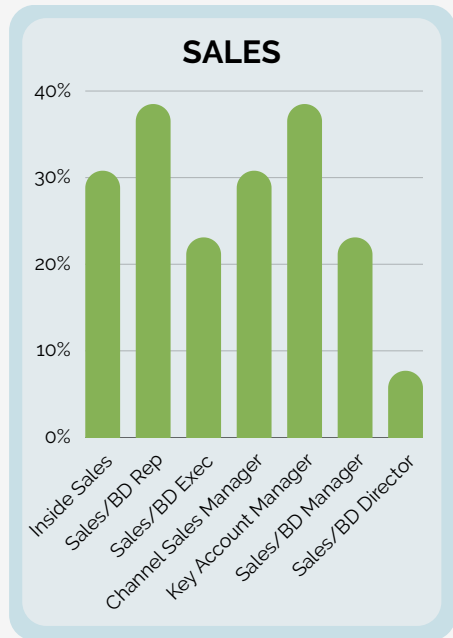
NEED FOR OPERATIONS, FINANCE AND HR INDICATES A MATURING INDUSTRY

In previous years, the need for operational roles within AM businesses has remained somewhat of a second thought with disciplines such as Sales and R&D taking precedence to push innovation and expand into other markets. However, in 2024, we see a conscientious shift that indicates that the industry truly is maturing.

As businesses grow, the internal infrastructure of the organization must also mature to keep productivity high. As such, in 2024, we see a 62.8% increase in need for Operations and Finance roles (40.6%) and a 122% increase in need for HR & Legal roles (11.1%).

MOST IN-DEMAND ROLES

The data below shows which specific roles AM employers stated that they would be likely to hire in the next 12 months.

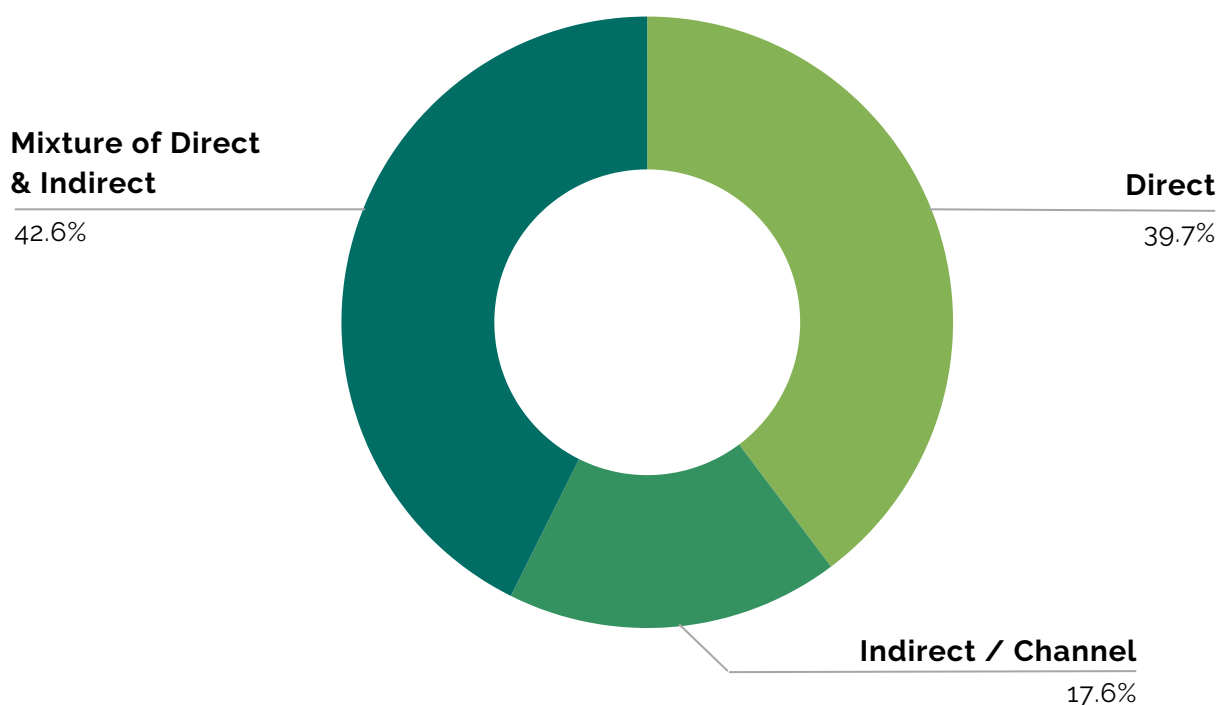


SALES IS BECOMING INCREASINGLY STRATEGIC

In 2021, Sales saw the highest demand from hiring companies with 69% of respondents declaring this discipline as one that they would be looking to hire in within the next 12 months. This was repeated in 2022, with 65% of respondents declaring this discipline as one they would be looking to hire in 2023. For 2024 instead we see a reduction in need for Sales professionals (48.1%) with feedback from the market indicating that Employers are now more than ever looking for quality Sales candidates with proven success rates, instead of building a Sales team based on volume.

In addition, we see a huge shift in the way companies choose to sell as we head into 2024. We see companies that have historically favored a 'Mixture of Direct and Indirect' sales channels have changed tactics in the last 12 months, focusing instead on Direct channels, with only 42.6% of respondents this year declaring they use a Mixture of Direct and Indirect sales channels, while instead we see a significant 39.7% of respondents - a 47% increase from last year - now perform sales through Direct channels. The chart below depicts the type of sales our survey respondents predominantly perform.

Type of Sales Performed in Additive Manufacturing



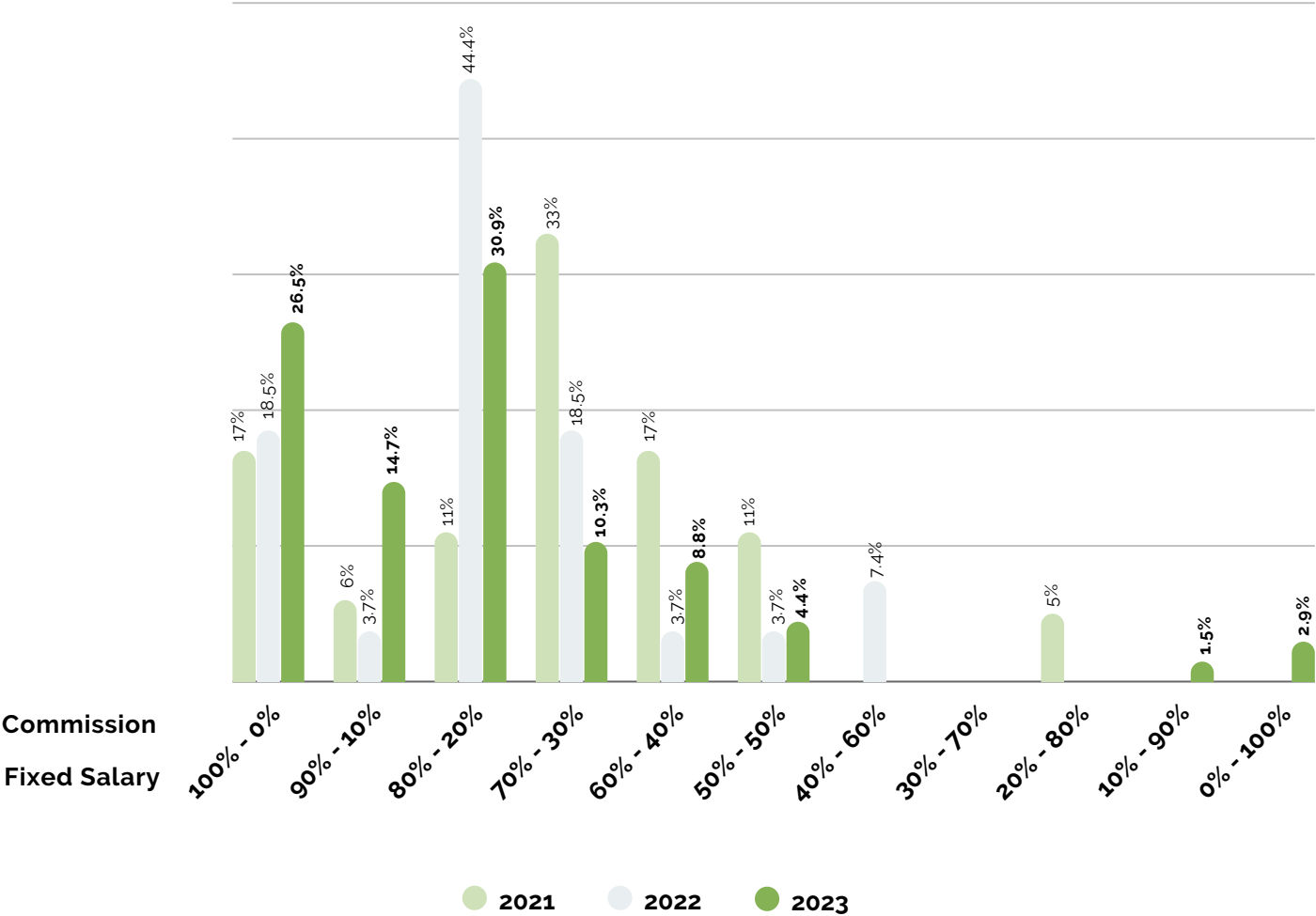
This transition is taking place as employers increasingly prioritize the support extended to customers throughout the sales process and the assertiveness employed in acquiring them. Direct Sales methods afford greater command over the sales process, ensuring a customized experience for customers and realizing the desired outcomes. While this can still be achieved through Channel Sales, it is decidedly more challenging. Nevertheless, the advantage of Channel Sales persists in the immediate establishment of a presence in a market the organization aims to enter, hence why the majority of respondents (42.6%) still employ a mixture between the two methods.

HOW SALES FUNCTIONS ARE BEING PAID

Respondents who work in Sales were asked about the split in their salary and commission. The graph below displays the results from the 2024 AM Salary Survey. We see that over the years, there has been a shift towards a higher salary to commission ratio. Like in 2022, the favored salary-commission split this year is 80% fixed salary to 20% commission.

As the industry matures and organizations look to attract more capable and skilled Sales people, they realize that they must also provide security by moving away from commission-based roles, though we see that these still exist. This also follows the marginal increase in direct sales being performed. With an increase in direct sales, there will naturally be an increase in more secure work contracts being offered to Sales professionals with a higher fixed base salary and favorable commission rates.

Salary Vs Commission



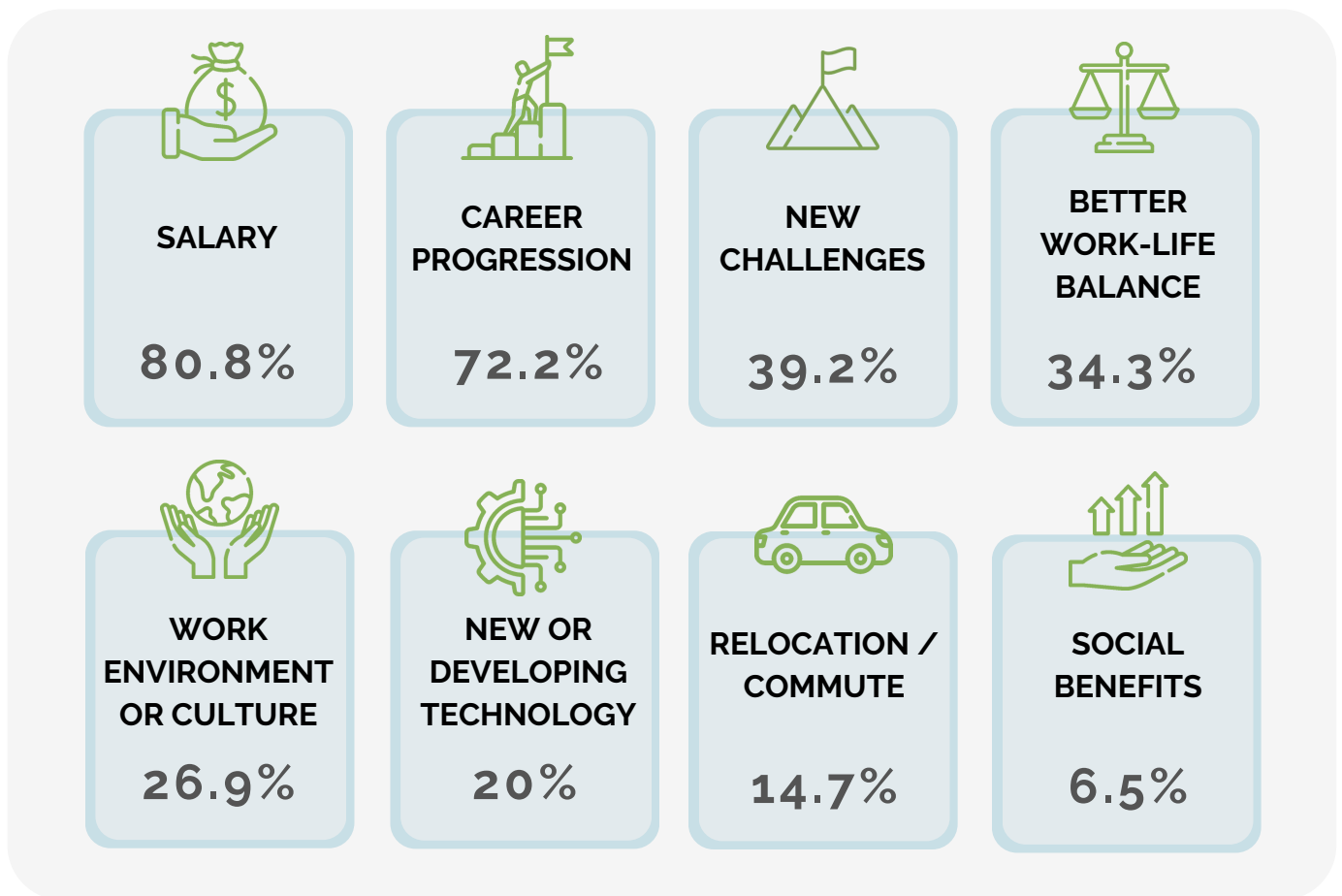
This may also be representative of the types of employment contracts that Sales professionals are negotiating for themselves, which would then speak to the Talents' preference for a profitable base salary / OTE split. Employers may find that in order to attract skilled Sales professionals, they will need to offer compensation packages that maximize earning potential through either equity or OTE in 2024.

WHAT ATTRACTS TALENT?

In this war for talent where talent is scarce, how can additive manufacturing employers attract and retain the most talented people?

To answer this question we must first look at the main motivators for employees to change jobs along with the benefits, besides salary, that employees value the most.

MOTIVATIONS TO CHANGE JOBS FOR AM PROFESSIONALS



SALARY IS INCREASINGLY THE BIGGEST MOTIVATOR FOR TALENT

80.8% of respondents declared 'Salary' as the main motivator for wanting to change jobs in 2023. That's 8% points higher than last year, and the largest proportion of respondents ever to declare this among their top 3 motivators.

WORKLIFE BALANCE AND COMPANY CULTURE

Though responses to the 2024 AM Salary Survey have been mostly consistent in regards to work-life balance and company culture being motivators for talent to change jobs over the last 2 years, a poll we released on LinkedIn named company culture as the main motivator for changing jobs in 2024, or rather escaping from toxic workplace culture. You can read about the poll [here](#).

DESIRED EMPLOYEE BENEFITS

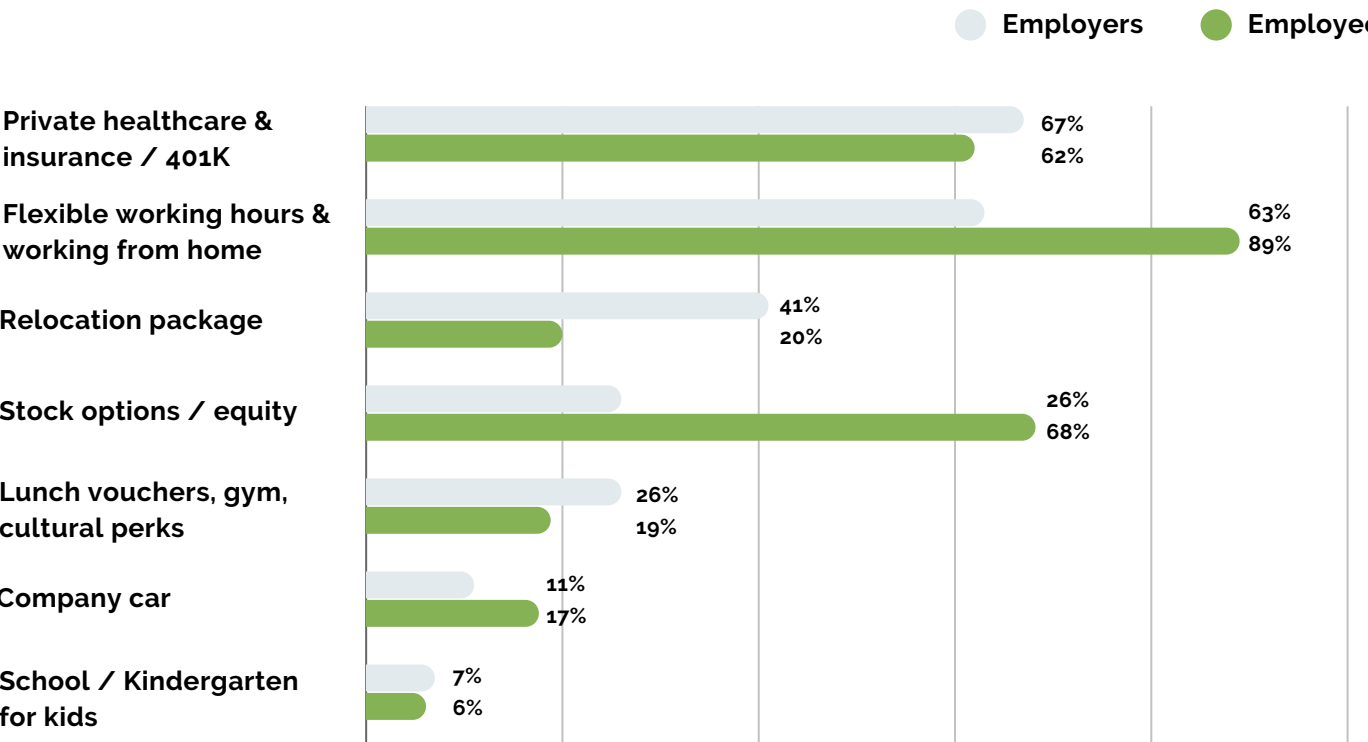
It is typical for employers to offer employee benefits as part of a remuneration package to attract and retain the top talent. According to the Alexander Daniels Global Salary Survey, the below are the three most valued benefits for AM professionals and the three most typically offered benefits by AM employers as of 2023.

Interestingly, 'Flexible working hours and WFH' has dropped from 1st to 3rd place for the benefits most commonly offered by employers, likely as many employers will have realized that this perk is just not realistic to offer across all roles and disciplines in AM.

MOST VALUED BENEFITS BY EMPLOYEES	MOST COMMONLY OFFERED BENEFITS BY EMPLOYERS
1 Flexible working hours and working from home	1 Paid sick days
2 Stock Options / Equity	2 Private healthcare & insurance / 401K
3 Private healthcare & insurance / 401K	3 Flexible working hours and working from home

The graph below shows how the desired benefits of employees compare against the benefits AM employers are currently offering.

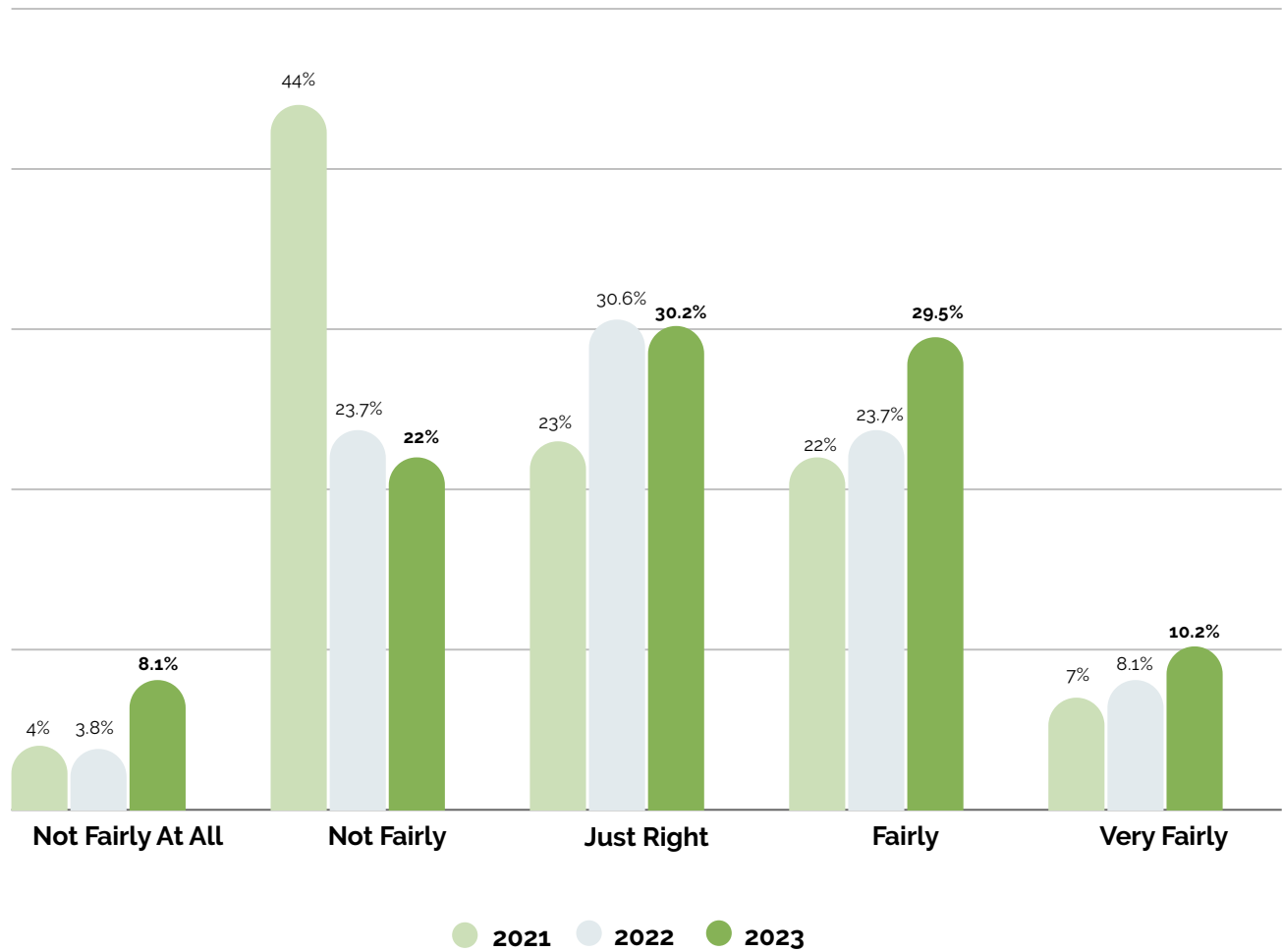
TOP BENEFITS OFFERED BY EMPLOYERS VS. BENEFITS DESIRED BY EMPLOYEES



SALARY COMPETITIVENESS

As 'Salary' has reached a record-breaking ranking as the #1 motivator for changing jobs, let's assess the general perception of the competitiveness of salaries in the AM industry. The graph below demonstrates attitudes of professionals on their level of satisfaction towards what they are currently being compensated (base salaries).

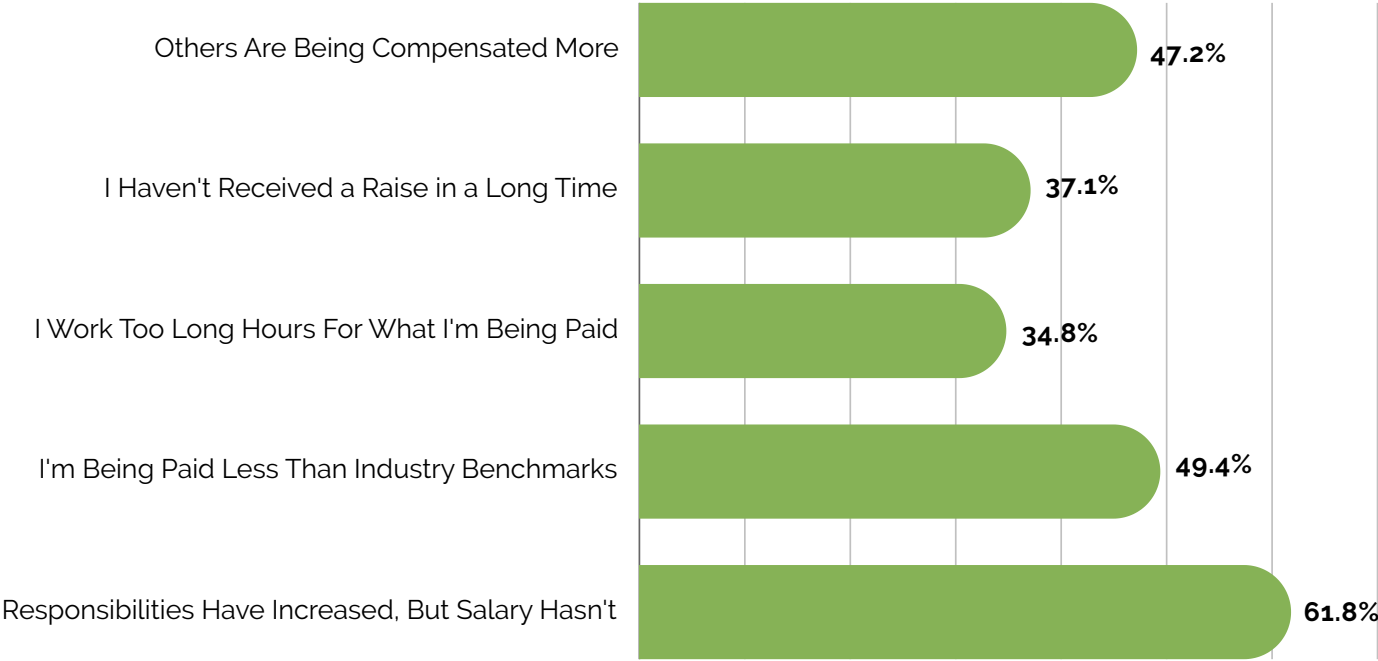
IN YOUR OPINION, HOW FAIRLY ARE YOU BEING PAID/COMPENSATED?



An overwhelming majority, 69.9% of AM professionals, feel that they were compensated 'Just Right,' 'Fairly,' or 'Very Fairly' throughout 2023. However, 30.1% of professionals still express the sentiment that they are paid 'Not Fairly' or 'Not Fairly At All.'

Analyzing the data, there is a noticeable year-on-year shift towards a talent market that perceives their compensation to be fair. Focusing on the percentage of professionals feeling 'Not Fairly' compensated, there has been a significant 50% decrease in this sentiment within a span of just two years (2021-2023). In contrast, there is a total increase of 34.4% between 2021-2023 among professionals who believe they are paid 'Just Right,' 'Fairly,' or 'Very Fairly.' This positive trend bodes well for the industry and the talent within AM. However, approximately one-third of professionals still feel unfairly compensated. On the next page, we delve into the reasons why they may hold this perception.

Reasons for feelings of unfair compensation



UNFAIR COMPENSATION

With the majority of respondents usually feeling that they are unfairly compensated, we decided to ask AM professionals why they felt that way to give Employers a better understanding of what they can do to increase satisfaction of their workforce. Respondents were asked to identify all of the reasons that they felt this way.

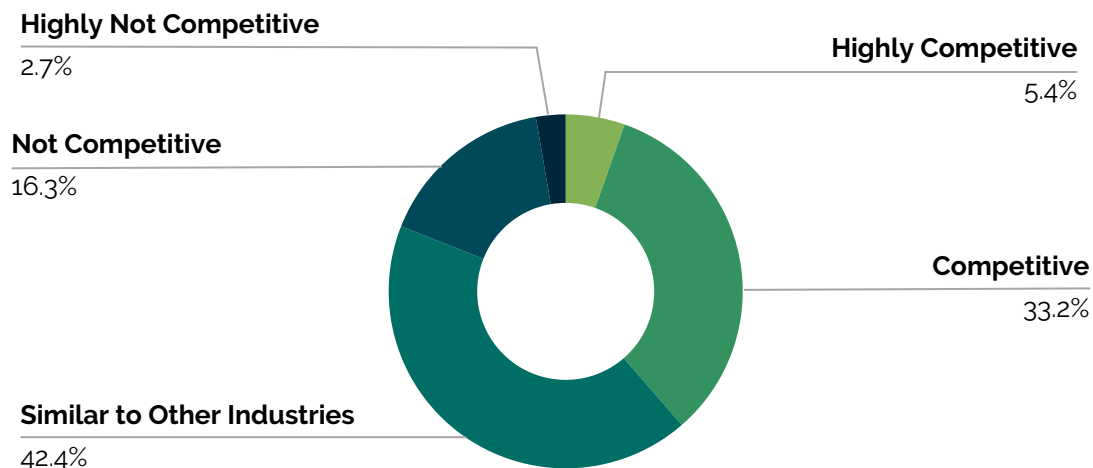
61.8%

The two reasons for feeling of unfair compensation that have increased the most over the past 12 months are 'I work too long hours for what I'm being paid' (34.8%) which saw a 16.1% point increase, and 'Responsibilities have increased, but salary hasn't' (61.8%) which saw an 11% point increase this year. This, and the results from the LinkedIn poll citing toxic workplace culture as the #1 motivator for changing jobs, are likely strongly linked as both signal a feeling of underappreciation by professionals in the AM talent market.

49.4%

of survey respondents declared that they felt they were being unfairly compensated as they were being paid less than industry benchmarks. Last year, ADG released a [candidate guide](#) which helped to address this feeling in the industry, explaining how salary benchmarks should be used. In addition, this year's salary survey report breaks down salaries even more to help professionals understand where they sit in the market. This, coupled with an ongoing trend of the balancing out of AM salaries helps to explain why this option has decreased by 7.3% points.

DO YOU THINK AM SALARIES ARE COMPETITIVE IN COMPARISON TO SIMILAR INDUSTRIES?



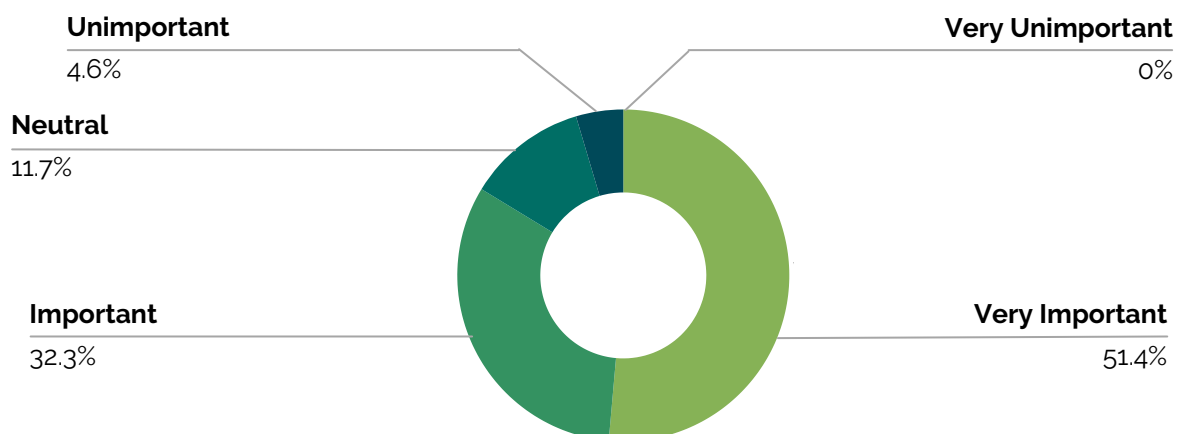
AM SALARIES INCREASINGLY PERCEIVED AS COMPETITIVE

38.6% of respondents in 2023 deemed additive manufacturing salaries 'Highly Competitive' or 'Competitive' when compared with other industries. That's a consistent 6% point increase when compared with the last 2 years.

UPSKILLING & CAREER PROGRESSION

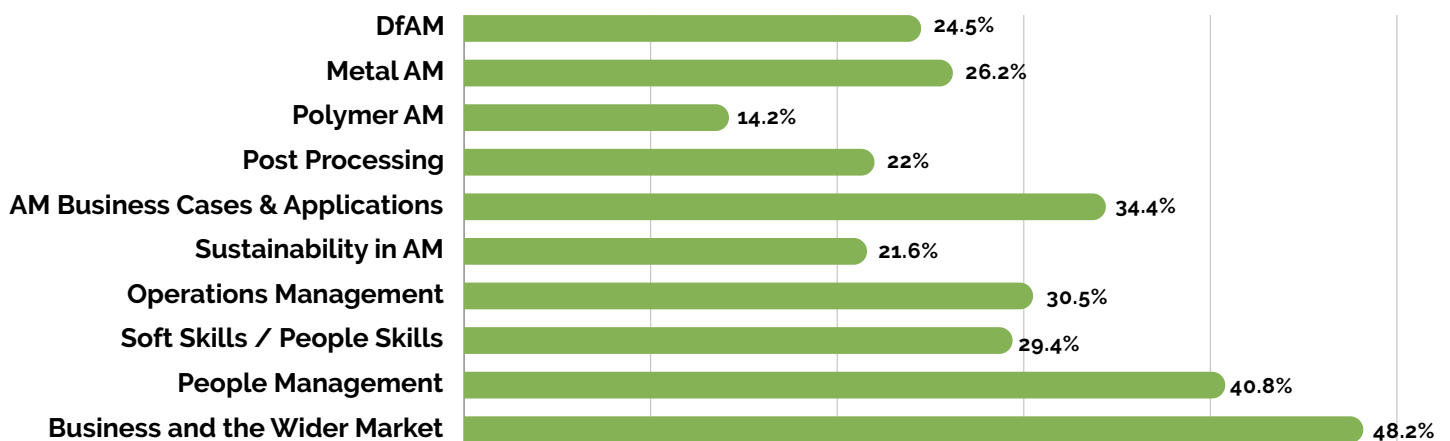
With 'Career Progression' the second highest motivator for changing jobs in 2024, what is the talent trying to do to ensure that they can move up in their careers? We asked participants just how important career progression is to them and what they were planning for the next 12 months to support their aspirations.

HOW IMPORTANT IS CAREER PROGRESSION?



0% of respondents felt that career progression was 'Very Unimportant', so unsurprisingly, we recorded a total of 83.5% of respondents that said that career progression was either 'Important' or 'Very Important'. But in what areas do professionals feel they need to improve in order to be ready to progress their careers? On the next page we explore just that.

What areas do you feel you need to upskill in, in order to progress your career?

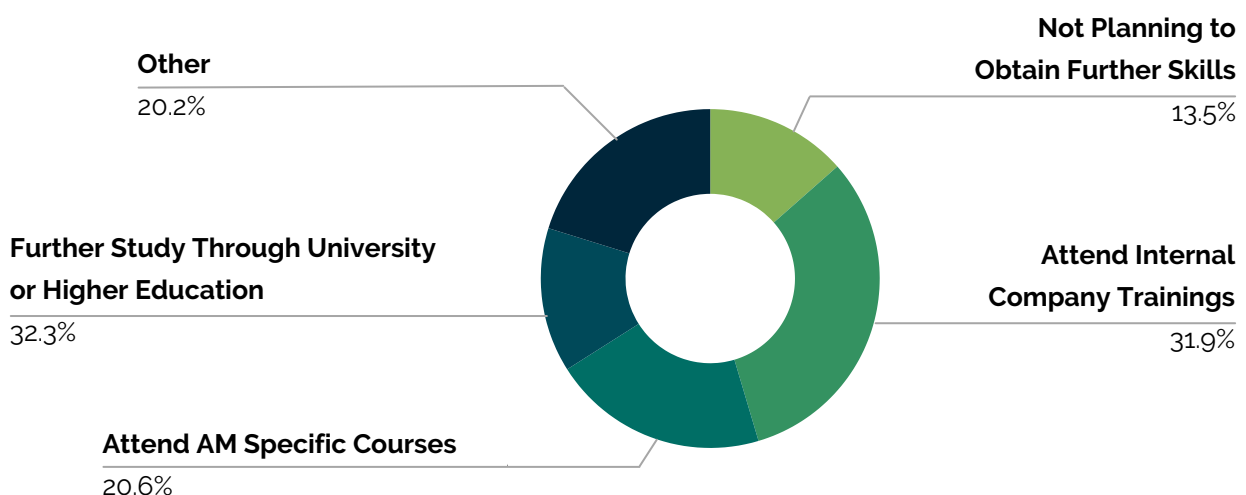


It's unsurprising that as the industry matures individuals may see opportunities to progress their careers based on their knowledge of the wider market and how businesses could expand their opportunities to generate revenue. In fact 48.2% of respondents felt that this was an area they needed to upskill in, in order for career progression.

Similarly, 40.8% of respondents felt they needed to upskill in people management, while a further 34.4% of individuals felt they needed to upskill in AM Business Cases and Applications. As the top 3 most selected options, these all point towards a talent pool looking to become more business savvy in order to differentiate themselves in the market. Another reason for this inclination towards business skills rather than technical skills, may also be due to the high number of respondents working in Sales this year.

So how do respondents plan on improving these skills over the next 12 months?

Professionals' plans to upskill



One perk that was mentioned by some participants to the survey when asked which perks they most desire, was 'Learning Opportunities' or 'Subsidized Learning', something which none of our Employer participants mentioned as a perk they offer their Employees. This is something that Employers can offer as a way of showing support and appreciation for their Employees wishing to advance their careers, resulting in longer tenure over time.

SPOTLIGHT

MARKET CONSOLIDATION

Why should the industry be concerned about the concept of 'Market Consolidation'? On a macro-scale, the importance of the topic becomes evident. Questions such as who is acquiring whom, which company is emerging as the market leader in its field, and where venture capital is being invested and for what reasons are all crucial inquiries for those examining the additive manufacturing (AM) industry as a whole.

Yet, what about on the micro-level? Why should individuals working in the AM industry pay attention to these topics? When we launched the 2024 AM Salary Survey with a spotlight on 'Market Consolidation,' some feedback suggested that the topic might not be relatable or applicable to employees within our industry. However, we disagree. We have all witnessed the repercussions of layoffs and the uncertainty arising from discussions of acquisitions. We have observed the impact on budgets and the deceleration of innovation. We have seen teams being downsized and compensation being reduced. It is for these reasons that everyone should comprehend and take an interest in what consolidation could mean for them.

What are the most positive potential impacts of market consolidation in the AM industry?



COMMENTARY FROM EXPERTS



HAMID ZARRINGHALAM

Nikon Corporation:
Corporate Vice President



Nikon Corporation has been delivering groundbreaking optical technology for over a century, and today has a broad portfolio of leading-edge opto-mechatronics and precision equipment including digital cameras, semiconductor lithography systems among others. The Advanced Manufacturing unit offers a comprehensive suite of organic and invested assets including LPBF market leader Nikon SLM Solutions enabling industrialized and fully scalable solutions in the areas of additive and digital manufacturing.

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Nikon Corporation has been a pioneer in optical technology since its inception more than 100 years ago. Today, it is at the forefront of innovation and manufacturing at scale for products and solutions in leading edge opto-mechatronics and precision equipment ranging from digital cameras to semiconductor and FPD lithography systems. Nikon identified Digital Manufacturing as a pillar of growth in its 2019 mid-term plan and established its Advanced Manufacturing Business Unit with global headquarters in California in 2023 to develop and scale the business. This unit contains Nikon SLM Solutions, the premier global supplier of Laser Powder Bed Fusion (LPBF) products, along with Nikon's organically developed Directed Energy Deposition (DED) and precision laser subtractive products, as well as other Nikon invested assets. Nikon has nearly completed building a 90K square foot facility in Long Beach, CA to support the growing U.S. customer-base and enable R&D, engineering, applications, demonstrations, and close collaboration with strategic customers.

The metal Additive Manufacturing (AM) market has grown over 20% per year for the last several years. With rapid advancements in productivity, metallurgy, build size and equipment quality, customers have been deploying AM for design and manufacturing across segments. AM's capabilities for producing complex parts that are difficult or sometimes impossible to make in a monolithic manner, combined with design freedom that often results in lighter and sturdier parts, as well as decreased waste. dramatically reduced cycle times and efforts to onshore manufacturing are accelerating adoption even faster for certain segments. The industry is projected to grow at a Compound Annual Growth Rate (CAGR) of >25% in 5 years, with the ultimate goal of not only replacing existing parts manufactured by traditional methods, but also designing parts to be additively manufactured from the outset.

To realize this growth and adoption in high volume manufacturing requires continuous innovation in productivity, materials optimized for AM, removing geometric barriers, fully consistent and repeatable

equipment performance, robust worldwide support in a manufacturing environment. This is all aimed at producing parts at scale, repeatably, with the highest quality, and at costs on par with traditional manufacturing methods. Achieving this necessitates not only the extensive experience and global resources to execute successfully, but also development of comprehensive strategic partnership with customers.

As industries experience growth phases, innovative companies emerge and some, may have sufficient capital and strength to support a few cycles of technology. However, only companies having the right foundational technology, financial strength and stability, commitment, and global scale to support and develop lasting trust-based partnerships with customers will be successful in the long term. This has been proven repeatedly across high tech industries. Inevitably consolidation occurs, and this is ultimately healthy for the industry and its customers. Our industry is now undergoing this transition.

The iconic Nikon brand is synonymous with the highest level of trust and quality. As a 107-year-old company with a globally diversified portfolio, Nikon has been at the heart of delivering leading-edge technology and manufacturing solutions at scale for such vital segments as semiconductor and FPD lithography. Similarly, Nikon is committed to being a trusted partner that will stabilize the AM industry and provide customers with the best long-term technology and manufacturing solutions worldwide to support their transition to and scaling of AM. Nikon's investments in its organic and portfolio companies demonstrate this. The SLM Solutions unit has exceeded industry growth for each of the last several years, has consistently invested in R&D, engineering, manufacturing and service support, and remains committed to doing so to meet its customer objectives. Through this and other initiatives, Nikon will build new partnerships and strengthen existing ones to help realize the tremendous promise of AM and Digital Manufacturing.



Nikon Corporation has been delivering groundbreaking optical technology for over a century, and today has a broad portfolio of leading-edge opto-mechatronics and precision equipment including digital cameras, semiconductor lithography systems among others. The Advanced Manufacturing unit offers a comprehensive suite of organic and invested assets including LPBF market leader Nikon SLM Solutions enabling industrialized and fully scalable solutions in the areas of additive and digital manufacturing.

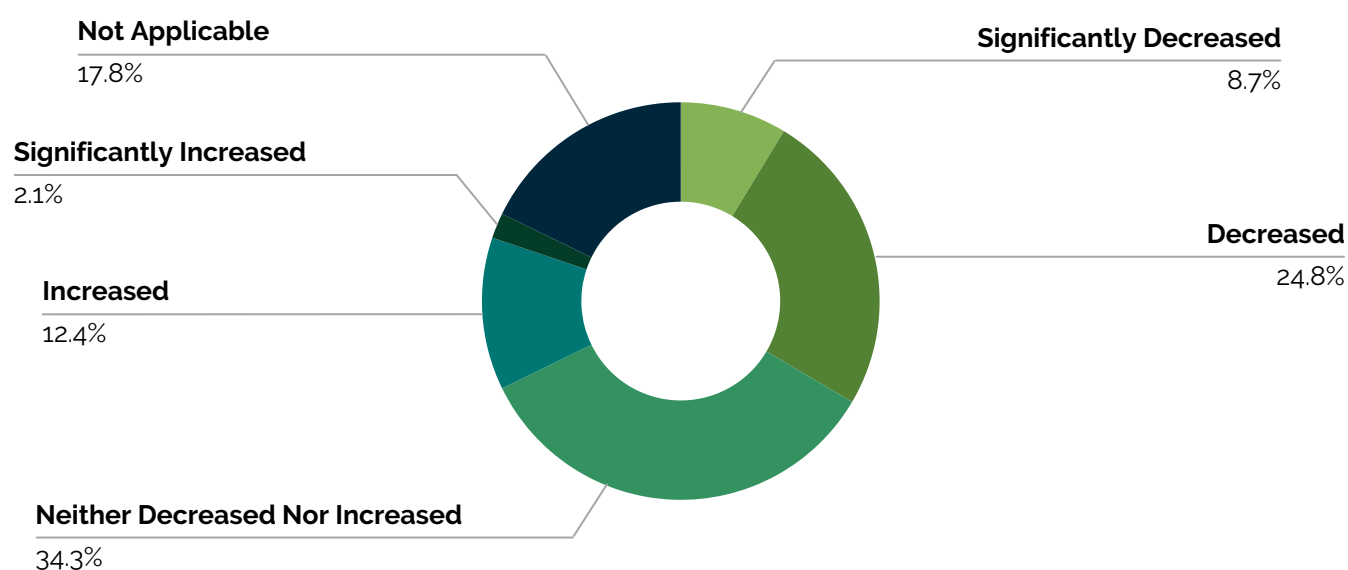
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INNOVATION

As large organizations in an industry start to consolidate through mergers and acquisitions, it's not uncommon that new product innovations and R&D efforts should be negatively impacted. As budgets tighten and duplicate functions in newly merged businesses are cut, increased work load in teams that see little to no headcount increase, can cause for less innovative work environments.

We therefore asked both AM professionals and employers how their R&D and new innovation budgets have been and will be impacted due to market consolidation activity.

To what extent has your R&D / Innovation budget been impacted in the last 12 months?



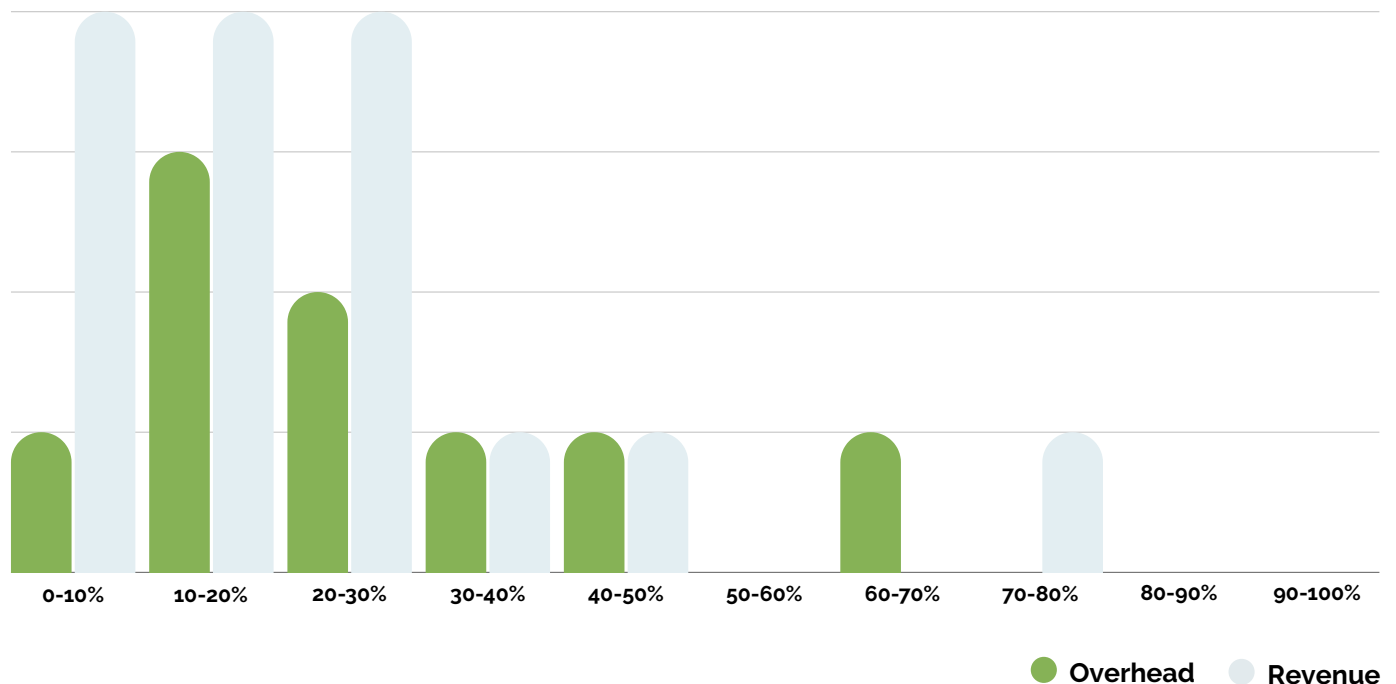
R&D AND INNOVATION BUDGETS DECREASE YEAR-ON-YEAR

While the majority of AM professionals reported no change to their innovation budgets (34.3%), the largest group to record a change in either direction was the group of professionals who reported that their innovation budgets were set to decrease either significantly or moderately in 2024 (33.5%). This, compared with a very humble 14.5% of respondents who declared that their innovation budgets were set to increase, either significantly or moderately, throughout this year, provides proof of the usual trend of decreased innovation and new product development that so often accompanies market consolidation.

AM NEW INNOVATION BUDGETS UP AGAINST WIDER INDUSTRY BENCHMARKS

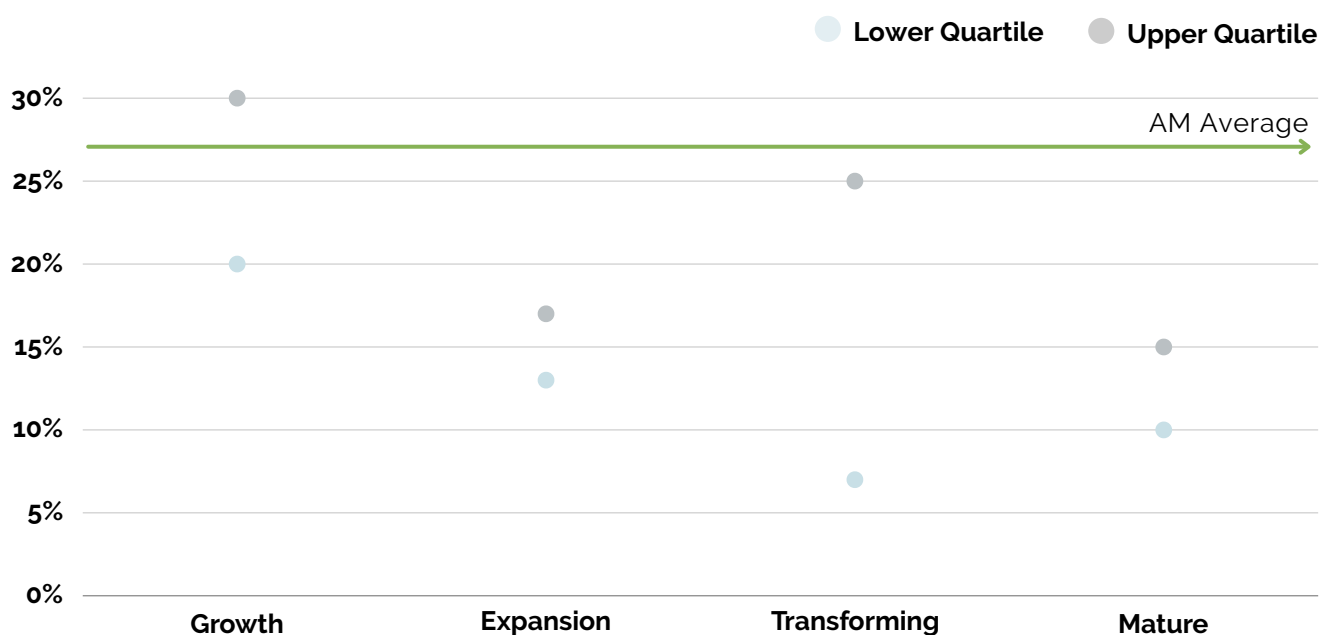
Determining what a healthy revenue to R&D budget ratio would look like, typically depends on the stage a company is at and the segment of the industry they operate in, amongst other factors. On the next page, we've presented the data reported by AM Employers on the percentage of revenue or overhead that their company is investing into R&D and new product innovation, against benchmark data from Ringstone [2].

Employers, what % of your overhead OR revenue will you invest into R&D and Innovation in the next 12 months?



Based on data provided by Ringstone [2], we can see the typical ranges of spending on R&D and new product innovation in companies at varying stages of development, from 'Growth' through to 'Maturity'. Using data provided by Employers in the 2024 AM Salary Survey, we can then compare where projected AM R&D budgets sit against these benchmarks for 2024.

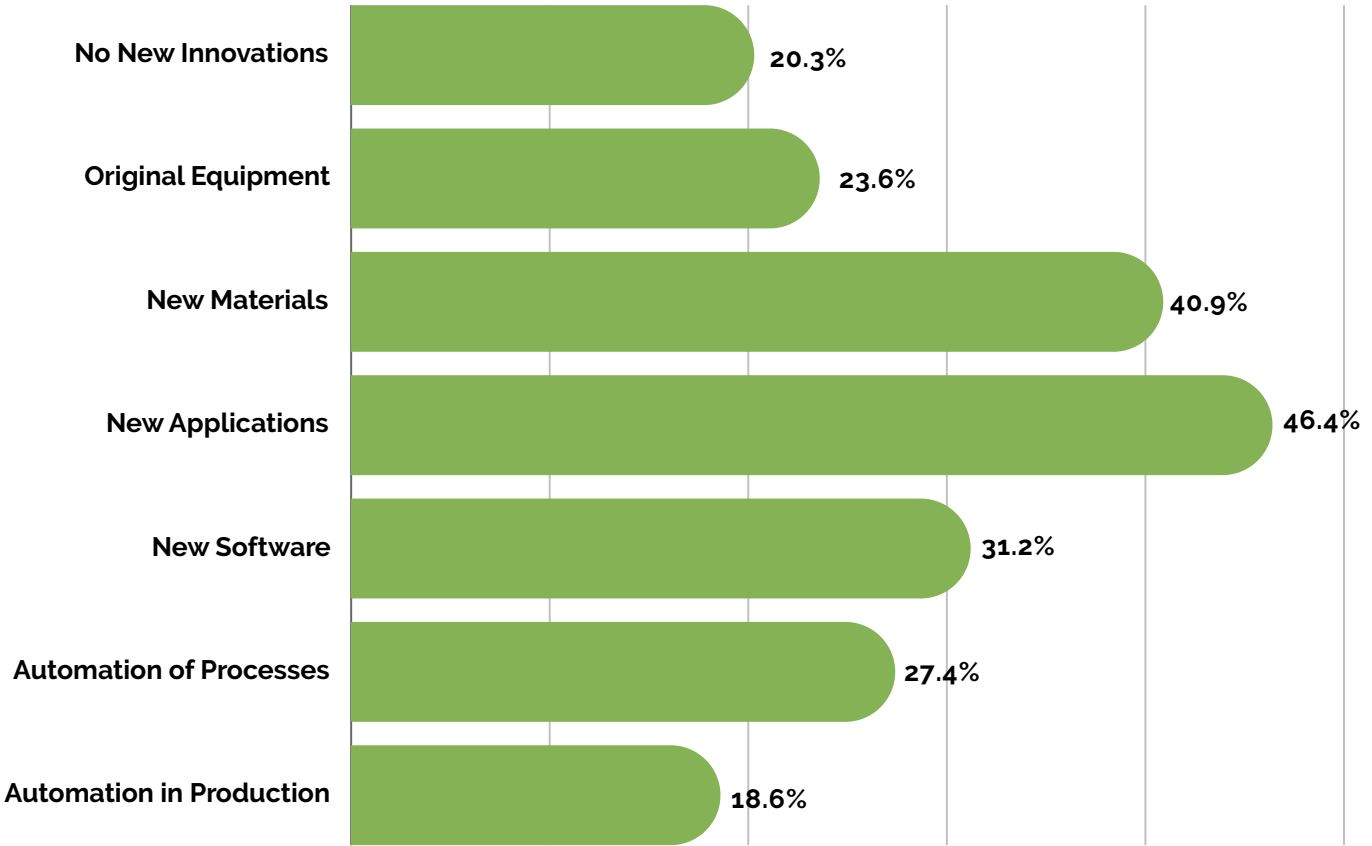
Average AM spend (%) on R&D vs. R&D spend in companies in various growth phases



Looking at the above graph, we can see that the average spending by AM companies (27.3% of revenue) is synonymous with businesses in the 'Growth' phase, and only slightly higher than the the upper quartile of businesses in the 'Transforming' phase, suggesting that despite R&D and new product innovation budgets seeing a decrease in 2024, as reported by AM professionals, the projected budgets for 2024 are still much higher than industry benchmarks would suggest is usual for an industry that is arguably past its 'Growth' phase, and more likely well on its way to its 'Transforming' phase.

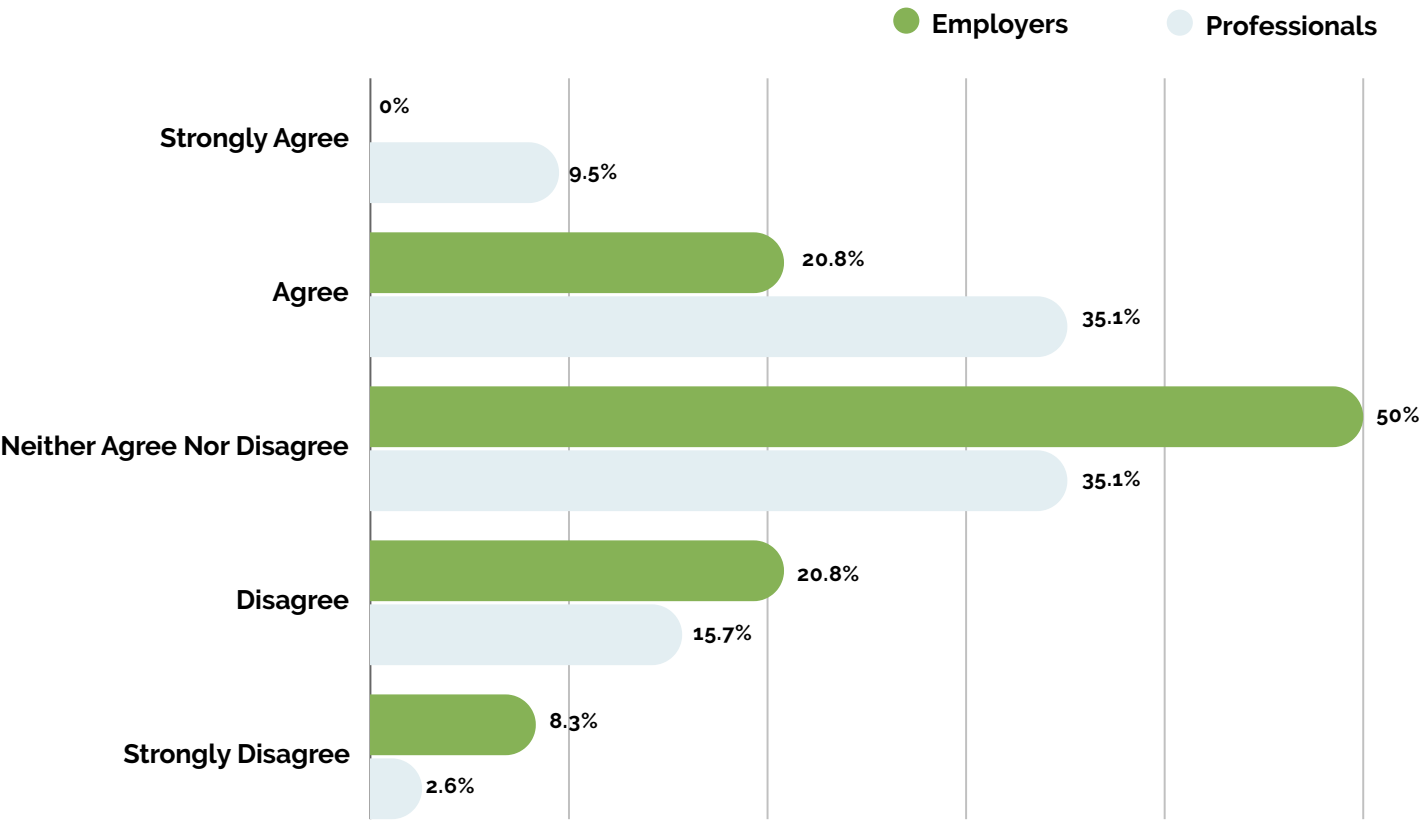
IS PRODUCT INNOVATION REALLY DOWN?

To determine if new production innovation was really down, we asked AM professionals if their organization had been responsible for any new technological innovations in the AM industry over the last 2 years.



Looking at the graph above, it is evident from the professionals' perspective that the industry has not been lacking in new product or technological innovation over the last two years. While this is predominantly true for micro-innovations that enhance and refine existing technology, on a macro-level, the pace of new product innovations - such as the creation of new, groundbreaking equipment or printers that revolutionize the way the additive manufacturing industry operates - has been decelerating. Nevertheless, there are notable innovations in terms of applications, with the construction segment serving as a prime example where advancements have recently started to accelerate through the adoption and application of AM technologies.

TO WHAT EXTENT DO YOU BELIEVE THAT INNOVATION WILL BE NEGATIVELY IMPACTED AS A RESULT OF MARKET CONSOLIDATION GOING FORWARD?



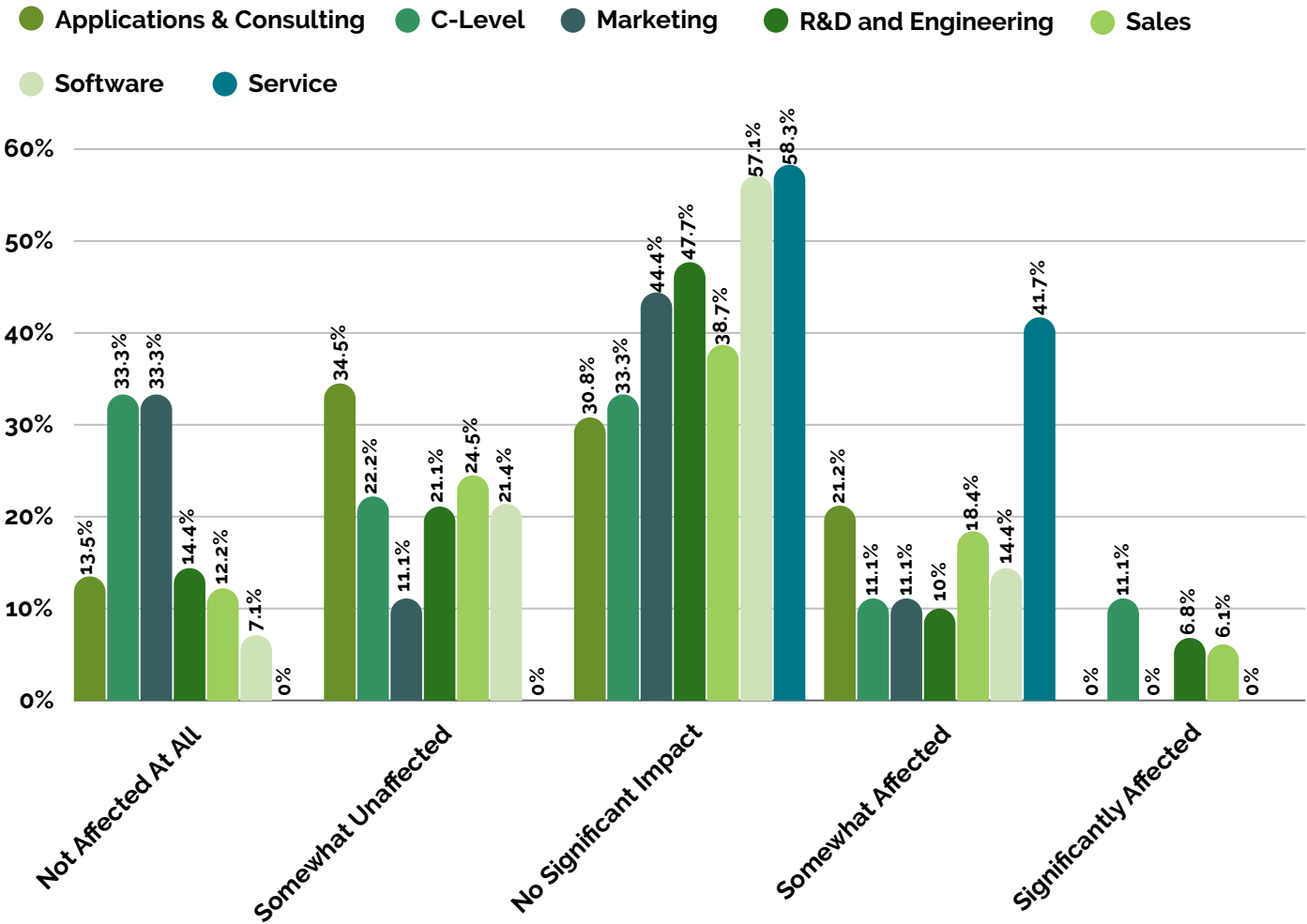
The majority of Employer and Professional participants neither agreed nor disagreed with the idea that innovation would be negatively impacted by consolidation activity in the AM industry. However, the second highest majority, unanimously, across both Employers and AM professionals, were those who declared that they 'Agree' with the statement that 'Innovation will be negatively impacted as a result of market consolidation going forward' with 44.6% of professional participants either agreeing or strongly agreeing, and 20.8% of Employers agreeing. This suggests that the while the majority of individuals in the industry may be unsure or hesitant to comment on the topic, of those who do hold an opinion, there is a clear belief that innovation could be negatively impacted going forward.

SALARY & COMPENSATION

Consolidation in business is typically driven by strategic decisions aimed at enhancing operational efficiency, eliminating competition, and gaining access to new markets. The ultimate objective is to boost the company's financial gain. As a result, market consolidation predominantly affects larger companies. In this scenario, priorities shift, leading to a diminished focus on research and development, as well as new product development, in contrast to start-ups or early-stage companies experiencing a growth phase.

On the following page, we explore how market consolidation in AM might be impacting on salaries and compensation for talent.

ON A SCALE OF 1-5, TO WHAT EXTENT HAVE SALARIES WITHIN YOUR DISCIPLINE BEEN NEGATIVELY AFFECTED AS A RESULT OF CONSOLIDATION?



42.4%

of respondents across all disciplines felt that their salaries had not been significantly impacted due to market consolidations / consolidation activity, with software and service disciplines being among the highest % of respondents to declare this - 57.1% of all software respondents and 58.3% of all service respondents.

37.3%

of respondents across all disciplines felt that their salaries had been either 'Somewhat Unaffected' or 'Not Unaffected At All' by market consolidations / consolidation activity, with Applications & Consulting, C-Level and Marketing disciplines being among the highest % of respondents to declare this - 34.4% of all Marketing respondents and 33.3% of all Applications & Consulting and C-Level respondents.

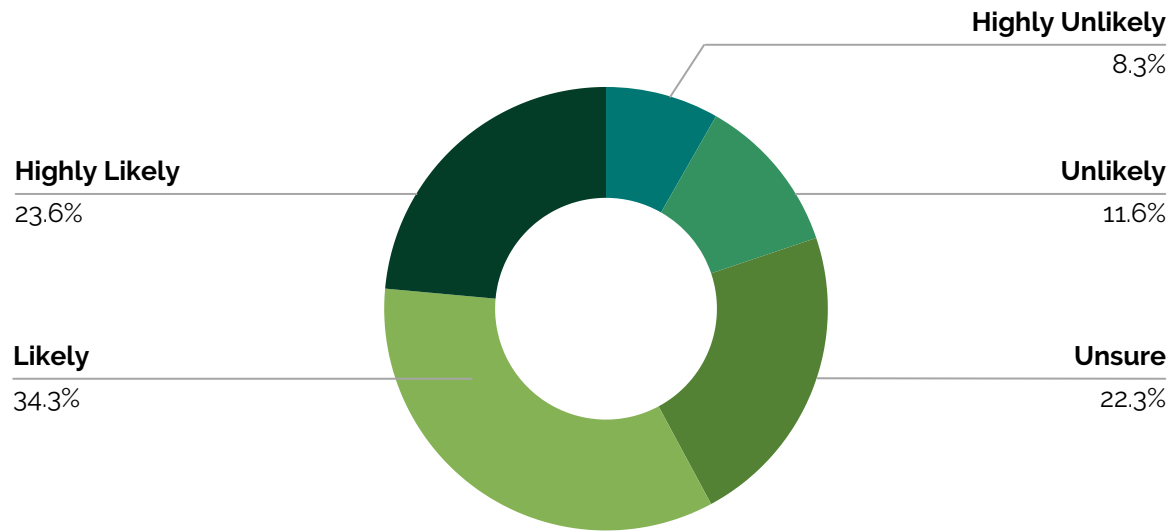
19.9%

of respondents across all disciplines felt that their salaries had been 'Somewhat Affected' or 'Significantly Affected' due to market consolidations / consolidation activity, with Service and Applications & Consulting disciplines being among the highest % of respondents to declare this - 41.7% of all service respondents and 21.2% of all Applications & Consulting respondents.

The majority of participants, including both professionals and employers, indicated that salaries and compensation had, for the most part, not been affected by market consolidation activity. Given this, we asked whether participants believed that salaries could be at risk in the future as consolidation activities continued. In response, both professionals and employers expressed the belief that it was unlikely to be a scenario at risk of occurring.

Subsequently, we raised a question about how professionals might feel in the event that salaries and compensation **did** decrease due to consolidation activity in the market.

If consolidation negatively impacts on salaries going forward, how likely would you be to seek new opportunities outside of the additive manufacturing industry?



The findings of this question indicate that confidence in the industry is, to some extent, grounded in salary security. A significant 57.9% of respondents expressed a likelihood ('Likely' or 'Highly Likely') to explore employment opportunities outside the industry if their salaries and compensation were impacted by ongoing market consolidation activity. Additionally, 22.3% of respondents were 'Unsure' about whether they would consider seeking career opportunities outside the industry in such circumstances.

STAFFING & HEADCOUNT

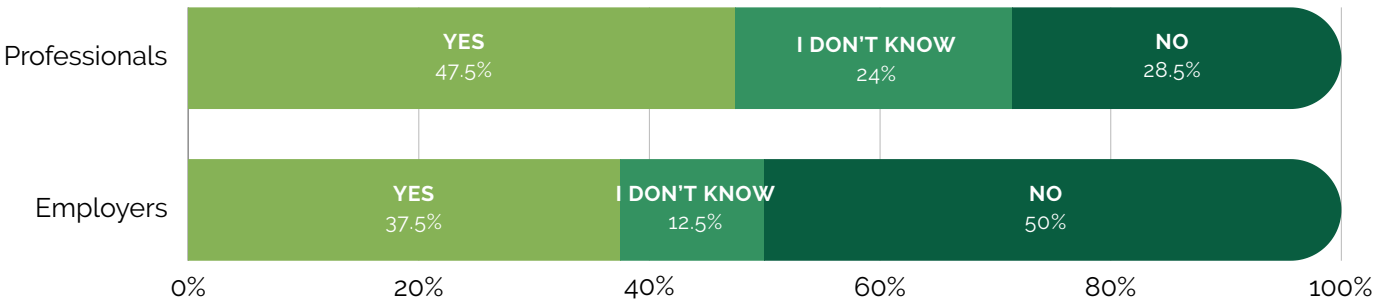
The industry has been hit by layoffs throughout the last 24 months following mergers and acquisitions. We therefore also wanted to examine the trends related to staffing and headcount where market consolidations were concerned.

DO YOU THINK THAT MARKET CONSOLIDATION WILL LEAD TO FURTHER LAYOFFS?



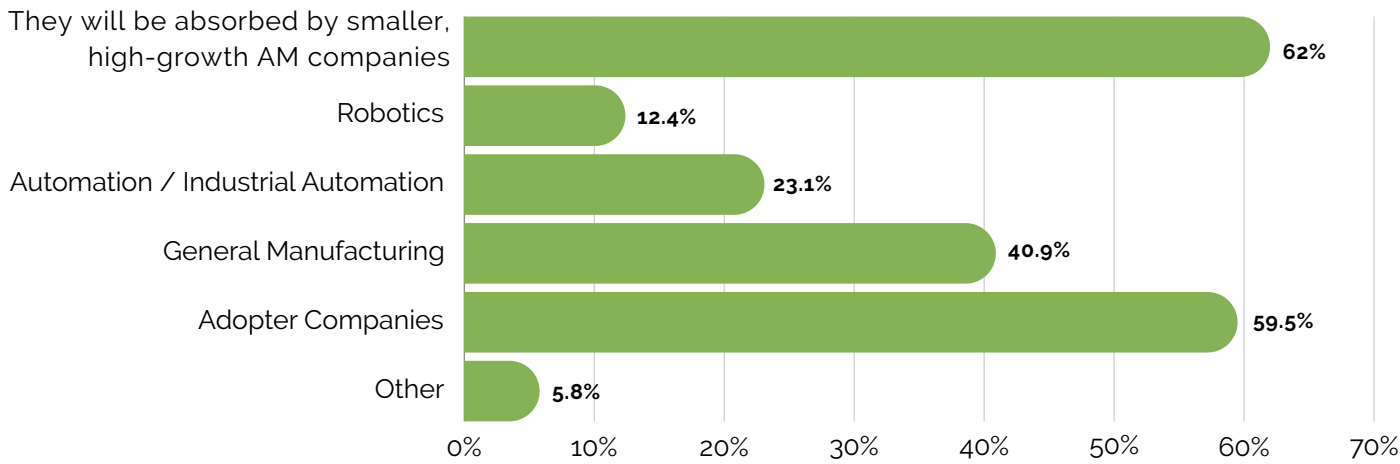
The consensus overwhelmingly leaned towards a 'Yes' when respondents were asked whether they believed that market consolidation would result in additional layoffs as we move forward. A total of 67.4% of professional respondents held this belief. Meanwhile, 25.2% of respondents were uncertain, and the remaining 7.4% felt that it would not lead to further layoffs. A similar pattern emerged among AM Employers, with 66.7% responding 'Yes,' 25% expressing uncertainty, and 8.3% opting for 'No.'

DO YOU THINK THAT CONSOLIDATION WILL LEAD TO A REDUCTION IN THE OVERALL WORKFORCE IN THE AM INDUSTRY?



Interestingly, the synergies in opinion between Employers and Professionals ended there, when we asked if both groups felt that the OVERALL workforce would see a reduction in talent due to ongoing market consolidation activity. Notably, 50% of Employers asserted that there would be no overall reduction in the workforce due to market consolidation, whereas only 28.5% of Professionals shared this view. Instead, 47.5% of Professionals believed that market consolidation activity would indeed lead to a reduction in the overall workforce, with 37.5% of Employers sharing that view.

Layoffs are a typical part of consolidations. Where do you think professionals laid off as a result of company consolidation are MOST likely to go?



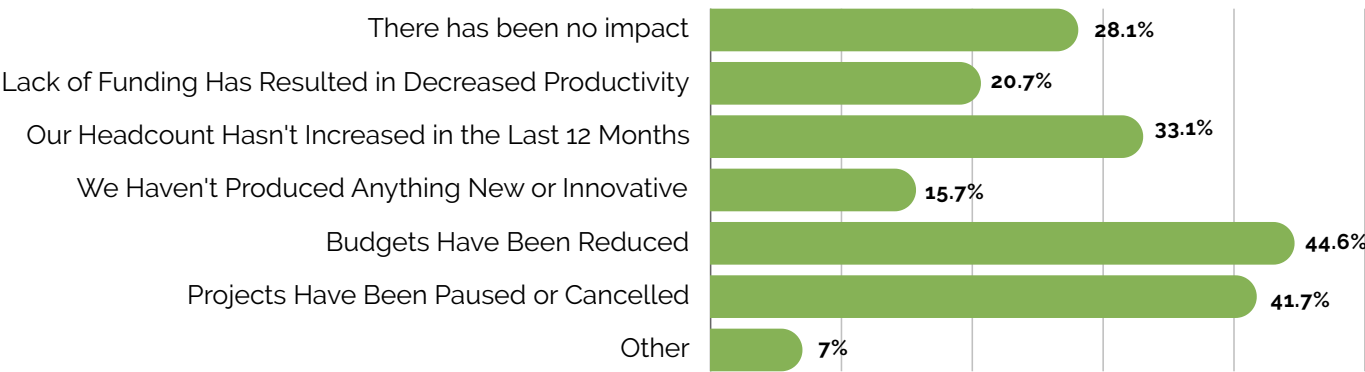
Naturally, the two most selected options were 'They will be absorbed by smaller, high-growth AM companies' (62%) and 'Adopter Companies' (59.5%). Subsequently, 40.9% of professional respondents speculated that other professionals might opt to transition into 'General Manufacturing.'

Within the 'Other' category, chosen by 5.8% of respondents, alternative industries were suggested. These included fields like AI/Software, the Semiconductor industry, or Advanced Materials providers—industries with potential crossovers and transferable skills.

FUNDING & INVESTMENT

Over the past year, securing funding has become significantly more challenging for companies seeking investment. This poses a problem for companies aiming to expand their product lines, venture into new markets, or increase their headcount. We therefore asked AM professionals and employers what impacts of reduced funding that they'd noticed on their businesses.

HOW HAS THE LACK OF FUNDING / FINANCING IN THE INDUSTRY IMPACTED ON THE GROWTH OF YOUR COMPANY?



In their responses to the 2024 AM Salary Survey, AM professionals most frequently cited two impacts of reduced funding: 'Budgets have been reduced' (44.6%) and 'Projects have been paused or cancelled' (41.7%). This is a common occurrence when companies strive to preserve cash reserves and manage their profit and loss statements to navigate periods of financial uncertainty.

Within the 'Other' category, selected by 7% of respondents, AM professionals also mentioned additional effects. These included witnessing layoffs at their workplaces or experiencing a trend of reduced sales as a consequence of diminished funding in the market.

EMPLOYERS, WHAT IMPACTS OF DECREASED INVESTMENT IN THE INDUSTRY ARE YOU NOTICING ON YOUR ORGANIZATION?

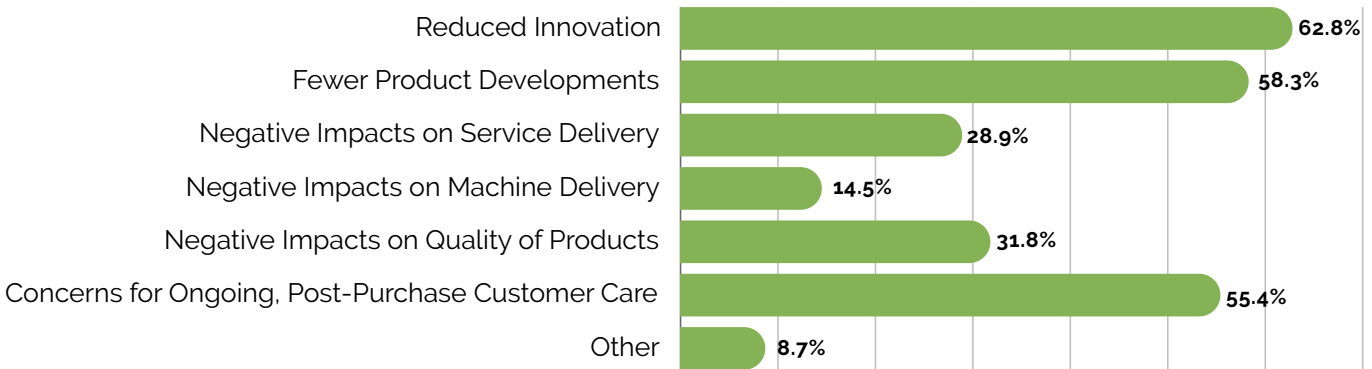


When posed with the same question, AM employers brought attention to additional impacts of reduced funding on an organizational level. The most frequently selected response was 'Implementation of Cost-Cutting Exercises' (41.7%), indicating that businesses, at an organizational level, have been striving to safeguard themselves amidst the current financial climate. Subsequently, they emphasized 'Decreased Sales' (37.5%) and, after that, 'Hiring Freezes' (33.3%) as other prominent effects of diminished investment in the industry.

END USERS / CUSTOMERS

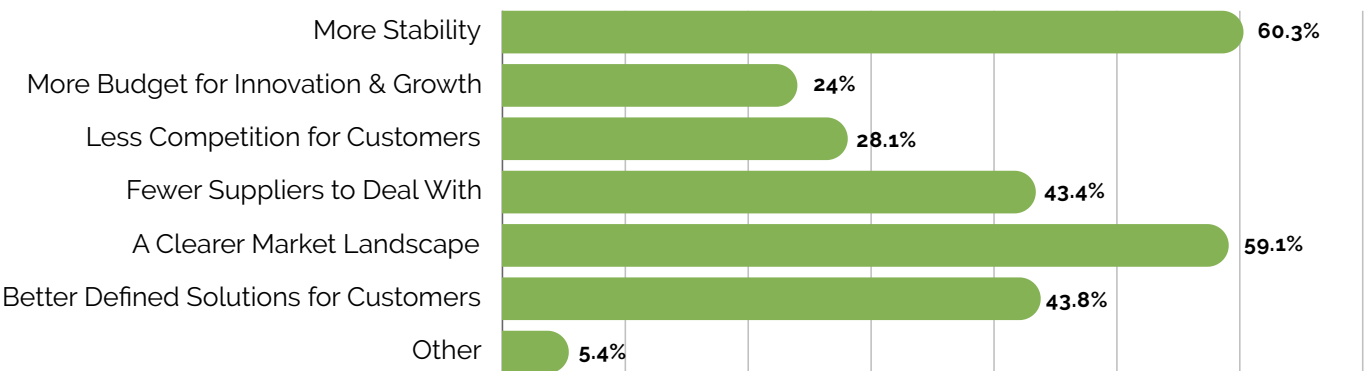
As the market consolidates, so too does the available choice for customers looking for AM solutions. We therefore decided to look into what AM professionals considered the positive and negative effects of consolidation for their customers.

What are the top 3 potential negative impacts of consolidation in the industry for end users / customers?

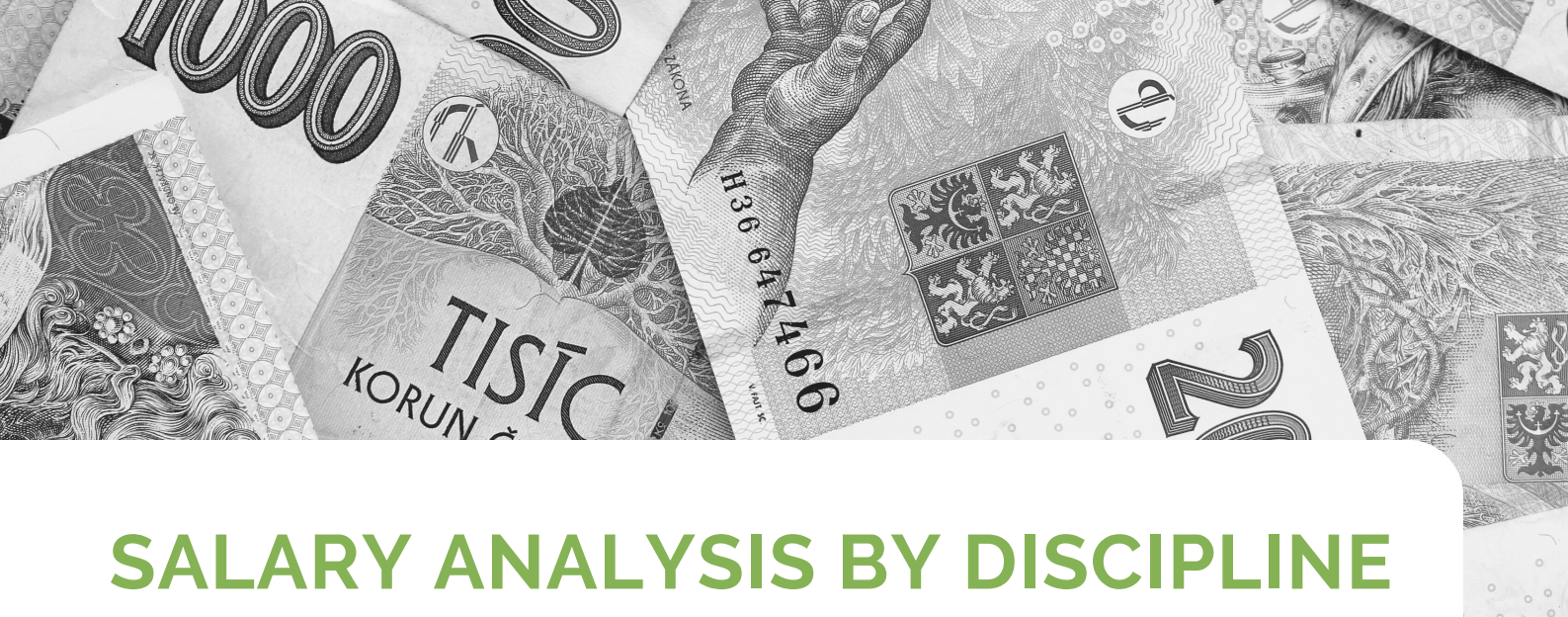


The top three declared concerns for the negative impacts of ongoing market consolidation on customers are 'Reduced Innovation' (62.8%), 'Fewer Product Developments' (58.3%), and 'Concerns for Ongoing, Post-Purchase Customer Care' (55.4%). When businesses consolidate, it can result in a period of uncertainty for customers, especially if the consolidation leads to the absorption of brands or the closure of locations..

What are the top 3 potential future benefits of consolidation in the industry for end users / customers?



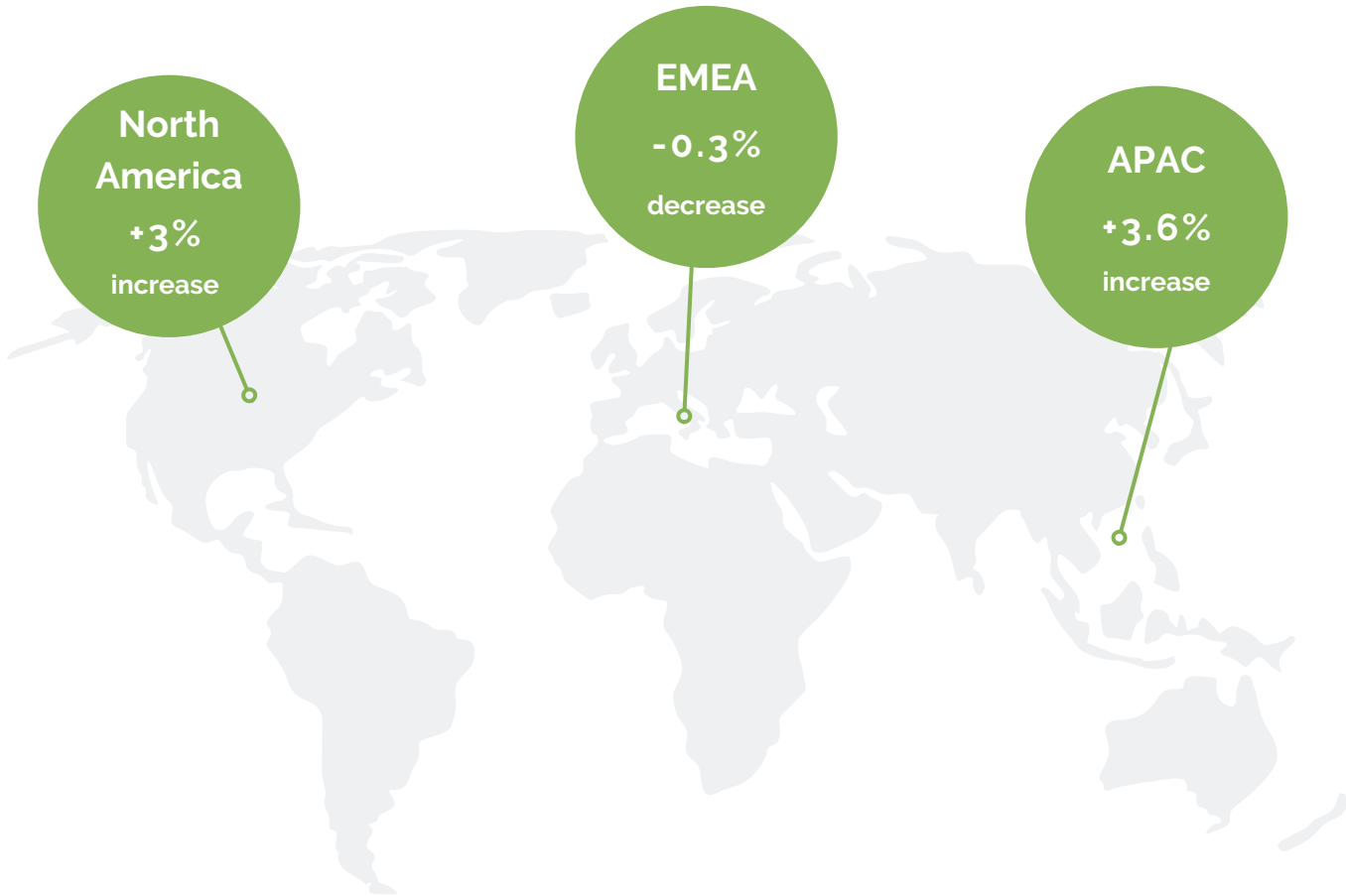
Future benefits of market consolidations instead pointed to 'More Stability' (60.3%) in the market, 'A Clearer Market Landscape' (59.1%), and 'Better Defined Solutions for Customers' (43.8%). Closely following these were 'Fewer Suppliers to Deal With' (43.4%), all of which can contribute to streamlining production processes and management of partnerships between customers and suppliers.



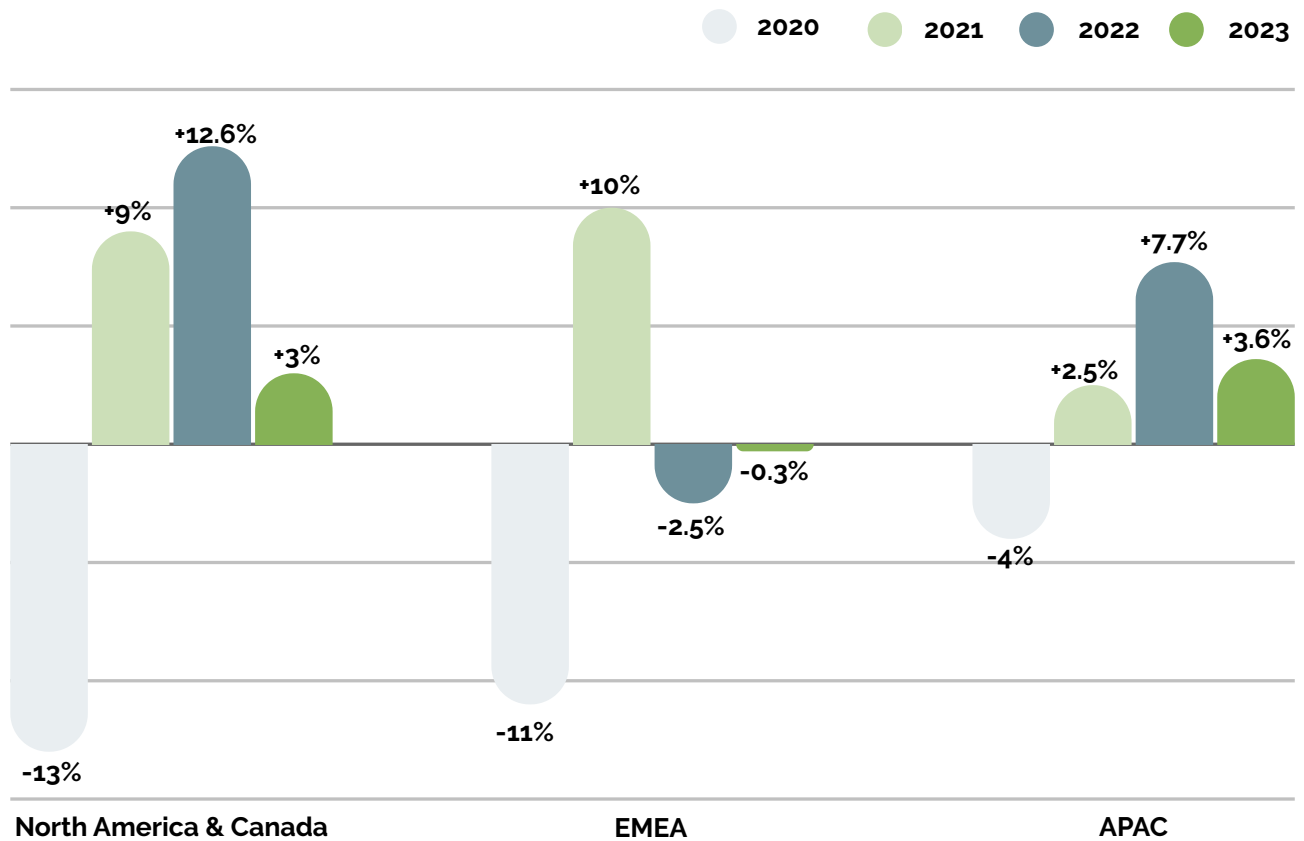
SALARY ANALYSIS BY DISCIPLINE

In order to provide a clear picture of how the AM market is evolving, we have zoomed in on the different job disciplines to be found in the AM industry, reviewed the trends and compared the salaries across the world, across different locations, seniorities and disciplines. The indicated salaries are base salaries only, and do not include commissions.

DIFFERENCES IN AVERAGE SALARIES ACROSS ALL DISCIPLINES AND LEVELS OF SENIORITY, 2022 - 2023



SALARY ANALYSIS



2023 saw the continued flattening of salary growth across all regions with growth in salaries in AM falling to keep pace with inflation in most parts. The US & Canada and APAC grew by only 3% and 3.6% respectively, whereas in EMEA we saw a second year of falling salaries overall, but at only -0.3% it was a much smaller move backwards than the -2.5% we saw in 2022.

This reflects the overall tightening seen in the jobs market as well. There were significantly fewer jobs being advertised in The US & Canada (-77%), EMEA (-46%) and APAC (-65%), and in all markets the number of people open to work increased. This creates, in most disciplines, a strong 'buyers' market for talent and some employers were able to take advantage of this and were not under as much pressure to offer increases in salary to secure new hires.

One discipline in which salaries have continued to grow across the board is Sales. While growth is definitely nowhere near previous years, salaries in sales still grew 11.2%, 2.9% and 11.6% in The US & Canada, EMEA and APAC, respectively. This highlights the importance of sales professionals to companies in a market that has been tough for most. As we saw in third quarter results, Stratasys, 3D Systems and Desktop Metal, remained flat, or failed to beat prior year results.

Another discipline that has continued to see a positive salary trend, albeit at lower growth levels, is R&D and Engineering, where salaries have grown by 3.3% in the US & Canada and 3.5% in APAC. Again this highlights the need for continued innovation but

also the moves of large scale OEM's and Industrial companies acquiring talent to drive AM technology adoption.

Surprisingly the one discipline that has seen drops in salary across the board is software, falling by 2.9% in The US & Canada, 4.6% in EMEA and 8% in APAC. The broader tech landscape has seen significant layoffs and this has, in some areas, made it easier to find software talent. However, I would say this is not completely reflective of the market and while salaries may have slid backwards, finding and recruiting good software talent, still remains one of the most challenging disciplines to recruit.

At a Regional level it seems that APAC is potentially one area where there is still relatively strong growth in salaries, beating both The US & Canada and EMEA overall. Notably there was significant growth in salaries for sales (+11.6%) and service (+27.7%). The region was certainly slower to open up post Covid and is slightly more insulated from some of supply chain impacts affecting both The US and European markets. However, with the Chinese economy now struggling, we might see this growth in salaries slowing through 2024.



NICK PEARCE

Founder & Director

Alexander Daniels Global

The analyses below are based on average salaries across all levels of seniority, and compares data collected in the 2024 AM Salary Survey with data reported in the 2023 AM Salary Survey Report.

EMEA SALARY TRENDS

INCREASES IN MARKETING AND SALES

The only discipline, in which the average salaries across levels of seniorities has gone up, is in Sales and Marketing, where the average salaries have gone up by 2.9% and 5.5% respectively. All other disciplines see decreases in average salaries.

SOFTWARE SALARIES SEE ANOTHER DECREASE

Software is the discipline this year in EMEA to see the largest decrease in average salaries across all regions, disciplines and seniorities, by 4.6% on the previous year.

EMEA			
Average Salaries Differences, Across Seniority Levels, 2023 - 2024			
APPLICATION & CONSULTING	-2.5%	R&D AND ENGINEERING	+0%
SERVICE	-2.9%	MARKETING	+5.5%
SALES	+2.9%	SOFTWARE	-4.6%

NORTH AMERICA & CANADA SALARY TRENDS

LARGEST INCREASE IN SALES AND APPS & CONSULTING SALARIES

The average Sales salaries in North America & Canada have seen an 11.2% increase on the previous year. Likewise, Applications and Consulting salaries have seen an increase in average salaries of 8.5%.

SALARY INCREASES ARE SLOWING DOWN

For the first time in ADG's Global AM Salary Survey Report, we see the rate of increase in salaries across North America is reducing. So, while there are increases in all disciplines, except Marketing, for 2024, the increase percentages are much smaller than in previous years.

NORTH AMERICA

Average Salaries Differences, Across Seniority Levels, 2023 - 2024

APPLICATION & CONSULTING	+8.5%	R&D AND ENGINEERING	+3.3%
SERVICE	+2.1%	MARKETING	-4.5%
SALES	+11.2%	SOFTWARE	-2.9%

APAC SALARY TRENDS

APAC SERVICE SALARIES SEE THE BIGGEST INCREASE ACROSS ALL REGIONS

Service has seen a 27.7% increase in salaries when compared with last year. This large jump could be attributed to the evolving nature of the AM market in the APAC region, which seems to be growing at a much faster rate than its European and North American counterparts.

SOFTWARE SEES THE BIGGEST INCREASE

The software discipline saw the biggest decrease in salaries across all disciplines in the APAC region. The reduction of software salaries is a trend also reflected in the EMEA and North American regions, for 2024.

APAC

Average Salaries Differences, Across Seniority Levels, 2023 - 2024

APPLICATION & CONSULTING	-5.6%	R&D AND ENGINEERING	+3.5%
SERVICE	+27.7%	MARKETING	-0.1%
SALES	+11.6%	SOFTWARE	-8%

SERVICE ENGINEERING

A business can successfully develop, market and sell a fantastic technology product but that is merely the start of the relationship with the customer. It is essential that the product is installed properly, works as it should and is consistently maintained. The cost to a customer of a product breaking down can massively impact their productivity and damage their trust in the supplier.

The Service Team provides critical support to internal and external customers by applying their knowledge of and experience with additive manufacturing equipment. The role of a Service Team is primarily focused on field installation including mechanical set-up, electrical hook-up, precision alignment, maintaining and repairing the equipment all the while establishing customer network interfaces. In addition, the Service Team provides technical phone support, troubleshoots electrical, software and mechanical systems problems, and provides customer training on system use.

TYPE OF ROLES

- Field Service Engineer
- Field Service Technician
- Service Director
- Maintenance Engineer
- Maintenance Technician
- Technical Service Engineer

TYPICAL JOB RESPONSIBILITIES

- Installation, maintenance and service of 3D Printers
- Planning, processing, documentation and analysis of service points
- Processing feedback of insights gained from the customer support to the organisation
- Providing technical support to key accounts
- Provide remote and on-site support
- Performing reactive / preventative maintenance on machines

SALARY ANALYSIS

+8.3% increase in average salaries, across all regions and seniorities within Service Engineering

-2.9%

decrease in average salaries, across seniorities in **EMEA**

+2.1%

increase in average salaries, across seniorities in **North America**

+27.7%

increase in average salaries, across seniorities in **APAC**

SERVICE ENGINEERING SALARY BENCHMARKS

		Junior (Entry Level) 0-2 Years Experience	Senior (Experienced) 2-5 Years Experience	Manager (Lead or Manager) 5-10 Years Experience	Senior Manager / Head of Department (Senior Level Experienced) 10-15 Years Experience	Director / VP (Founder or Executive Level) +15 Years Experience
EMEA	Min	€ 26,500	€ 35,000	€ 45,000	€ 65,000	€ 95,000
	Average	€ 36,772	€ 50,660	€ 69,705	€ 90,000	€ 110,714
	Max	€ 55,000	€ 80,000	€ 95,000	€ 115,000	€ 125,000
NORTH AMERICA & CANADA	Min	\$ 25,000	\$ 45,000	\$ 55,000	\$ 75,000	\$ 155, 000
	Average	\$ 52,750	\$ 80,769	\$ 100,833	\$ 124,000	\$ 196,000
	Max	\$ 80,000	\$ 155,000	\$ 175,000	\$ 195,000	\$ 230,000+
APAC	Min	\$ 35,000	\$ 46,500	\$ 55,000	\$ 65,000	\$ 160,000
	Average	\$ 44,777	\$ 58,111	\$ 75,625	\$ 118,000	\$ 190,000
	Max	\$ 68,000	\$ 80,000	\$ 110,000	\$ 190,000	\$ 220,000

*All salaries are base salaries and do not include bonuses or benefits

** APAC salaries are in US Dollars (\$)

GLOBAL DISTRIBUTION OF SERVICE ENGINEERING SALARIES

The below table and chart show the distribution of service engineering salaries across EMEA, North America and APAC, providing our readers with a way of understanding how salaries are distributed across seniorities in the market.

		SENIORITY	MINIMUM	LOWER QUARTILE	MEAN	UPPER QUARTILE	MAXIMUM
Salary	EMEA	Junior	€ 26,500	€ 32,500	€ 36,772	€ 40,000	€ 55,000
		Senior	€ 35,000	€ 45,000	€ 50,666	€ 55,000	€ 80,000
		Manager	€ 45,000	€ 55,000	€ 69,705	€ 85,000	€ 95,000
		Senior Manager	€ 65,000	€ 77,500	€ 90,000	€ 102,500	€ 115,000
		Director / VP	€ 95,000	€ 100,000	€ 110,714	€ 120,000	€ 125,000
	APAC	Junior	\$ 35,000	\$ 35,000	\$ 44,777	\$ 50,000	\$ 68,000
		Senior	\$ 46,500	\$ 47,000	\$ 58,111	\$ 75,000	\$ 80,000
		Manager	\$ 55,000	\$ 65,000	\$ 75,625	\$ 85,000	\$ 110,000
		Senior Manager	\$ 65,000	\$ 95,000	\$ 118,000	\$ 120,000	\$ 190,000
		Director / VP	\$ 160,000	\$ 175,000	\$ 190,000	\$ 205,000	\$ 220,000
	North America	Junior	\$ 50,000	\$ 60,500	\$ 64,000	\$ 66,500	\$ 80,000
		Senior	\$ 65,000	\$ 75,000	\$ 90,769	\$ 105,000	\$ 125,000
		Manager	\$ 75,000	\$ 92,500	\$ 111,250	\$ 126,250	\$ 155,000
		Senior Manager	\$ 95,000	\$ 110,000	\$ 137,222	\$ 175,000	\$ 185,000
		Director / VP	\$ 140,000	\$ 162,500	\$ 188,125	\$ 207,500	\$ 230,000



MARKETING

Developing a good product is one thing and having a good sales team in place to sell it is another but of equal importance is ensuring that the product is positioned correctly, targeted towards the right end user and is supported with marketing material to help sell the features and benefits.

The marketing team plays an early role in new product development initially by identifying key gaps within the market that new technology could service. Once a new product has been created they will be responsible for developing the go-to-market strategy alongside Sales and Business Development and will then implement the marketing plans to support the strategy.

TYPE OF ROLES

- Marketing Manager
- Product Manager
- Marketing Lead
- Strategy Manager
- Technical Marketing Specialist

TYPICAL JOB RESPONSIBILITIES

- Manage the product portfolio throughout the lifecycle
- Improve and develop the strategic plans to support the entire product portfolio
- Define and create the way the products or services create value for the business in the future
- Analyzing the market and competitive environment to define a differentiated product vision that delivers unique value.
- Identify and assess technology agnostic and AM related exhibitions and conferences

SALARY ANALYSIS

-0.3%

decrease in average salaries, across all regions and seniorities within Marketing.

+5.5%

increase in average salaries, across seniorities in **EMEA**

-4.5%

decrease in average salaries, across seniorities in **North America**

-0.1%

decrease in average salaries, across seniorities in **APAC**

MARKETING SALARY BENCHMARKS

		Junior (Entry Level) 0-2 Years Experience	Senior (Experienced) 2-5 Years Experience	Manager (Lead or Manager) 5-10 Years Experience	Senior Manager / Head of Department (Senior Level Experienced) 10-15 Years Experience	Director / VP (Founder or Executive Level) +15 Years Experience
EMEA	Min	€ 24,000	€ 35,000	€ 45,000	€ 65,000	€ 110,000
	Average	€ 34,830	€ 51,625	€ 80,200	€ 95,714	€ 130,000
	Max	€ 45,000	€ 65,000	€ 100,000	€ 135,000	€ 150,000
NORTH AMERICA & CANADA	Min	\$ 40,000	\$ 55,000	\$ 75,000	\$ 85,000	\$ 150,000
	Average	\$ 45,285	\$ 65,142	\$ 102,222	\$ 131,111	\$ 200,555
	Max	\$ 55,000	\$ 80,000	\$ 160,000	\$ 185,000	\$ 250,000
APAC	Min	\$24,000	\$ 32,000	\$ 65,000	\$ 100,000	\$ 140,000
	Average	\$ 34,600	\$ 49,250	\$ 83,300	\$ 133,300	\$ 170,000
	Max	\$45,000	\$ 75,000	\$110,000	\$ 180,000	\$ 210,000

*All salaries are base salaries and do not include bonuses or benefits

** APAC salaries are in US Dollars (\$)

GLOBAL DISTRIBUTION OF MARKETING SALARIES

The below table and chart show the distribution of marketing salaries across EMEA, North America and APAC, providing our readers with a way of understanding how salaries are distributed across seniorities in the market.

		SENIORITY	MINIMUM	LOWER QUARTILE	MEAN	UPPER QUARTILE	MAXIMUM
Salary	EMEA	Junior	€ 24,000	€ 27,500	€ 34,833	€ 42,500	€ 45,000
		Senior	€ 35,000	€ 45,000	€ 51,625	€ 57,500	€ 65,000
		Manager	€ 45,000	€ 75,000	€ 80,200	€ 89,000	€ 100,000
		Senior Manager	€ 65,000	€ 80,000	€ 95,714	€ 107,500	€ 135,000
		Director / VP	€ 110,000	€ 120,000	€ 130,000	€ 140,000	€ 150,000
	APAC	Junior	\$ 24,000	\$ 29,500	\$ 34,667	\$ 40,000	\$ 45,000
		Senior	\$ 32,000	\$ 34,250	\$ 49,250	\$ 60,000	\$ 75,000
		Manager	\$ 65,000	\$ 70,000	\$ 83,333	\$ 92,500	\$ 110,000
		Senior Manager	\$ 100,000	\$ 110,000	\$ 133,333	\$ 150,000	\$ 180,000
		Director / VP	\$ 140,000	\$ 150,000	\$ 170,000	\$ 185,000	\$ 210,000
	North America	Junior	\$ 40,000	\$ 41,000	\$ 45,286	\$ 47,500	\$ 55,000
		Senior	\$ 55,000	\$ 55,500	\$ 65,143	\$ 72,500	\$ 80,000
		Manager	\$ 75,000	\$ 80,000	\$ 102,222	\$ 115,000	\$ 160,000
		Senior Manager	\$ 85,000	\$ 100,000	\$ 131,111	\$ 165,000	\$ 185,000
		Director / VP	\$ 150,000	\$ 180,000	\$ 200,556	\$ 220,000	\$ 250,000



SALES

A great product can arguably sell itself, but with so many different technologies, increasing competition and varying applications the skill set of the sales team within additive manufacturing is vastly significant to the success of an organization. First they have to build relationships with potential customers and partners. Second, they must understand the need of the customer and then provide a solution which enables the customer to achieve their goals with AM technology.

There are typically two types of sales models adopted within additive manufacturing: Direct Sales and Indirect Sales, although most businesses will adopt a hybrid model involving both.

Direct Sales will involve dealing directly with the end customer whether that is in Aerospace, Automotive, Medical etc. A Business Development or Sales Professional working within direct sales selling into one of these industries may have a background in the industry. Direct Sales Managers represent the company in certain regions and develops long term relationships with a variety of industrial customers, supporting them in the adoption of the technology and helps to identify additional opportunities.

Indirect Sales involves developing relationships with key partners such as distributors or resellers. An Indirect Sales professional might be known as a Channel Manager, and may be recruiting and training partners to support them in closing deals with customers. Channel Managers take care of partner programs which includes identifying new business opportunities, recruiting channel partners, negotiating partner agreements, and supporting partner sales.

SALARY ANALYSIS

+8.9% increase in average salaries, across all regions and seniorities within Sales.

+2.9%

increase in average salaries, across seniorities in **EMEA**

+11.2%

increase in average salaries, across seniorities in **North America**

+11.6%

increase in average salaries, across seniorities in **APAC**

SALES SALARY BENCHMARKS

		Junior (Entry Level) 0-2 Years Experience	Senior (Experienced) 2-5 Years Experience	Director 5-10 Years Experience	VP 10-15 Years Experience	CRO +15 Years Experience
EMEA	Min	€ 27,000	€ 35,000	€ 45,000	€ 60,000	€ 100,000
	Average	€ 48,187	€ 68,475	€ 84,666	€ 111,392	€ 143,111
	Max	€ 80,00	€ 110,000	€ 140,000	€ 160,000	€ 220,000
NORTH AMERICA & CANADA	Min	\$ 55,000	\$ 75,000	\$ 120,000	\$ 145,000	\$ 180,000
	Average	\$ 64,706	\$ 100,111	\$ 140,769	\$ 170,000	\$ 224,167
	Max	\$ 85,000	\$ 135,000	\$ 185,000	\$ 230,000	\$ 300,000
APAC	Min	\$25,000	\$ 27,000	\$ 55,000	\$ 95,000	\$ 150,000
	Average	\$ 32,500	\$ 53,400	\$ 92,770	\$ 138,571	\$ 232,857
	Max	\$45,000	\$ 85,000	\$ 135,000	\$ 200,000	\$ 300,000

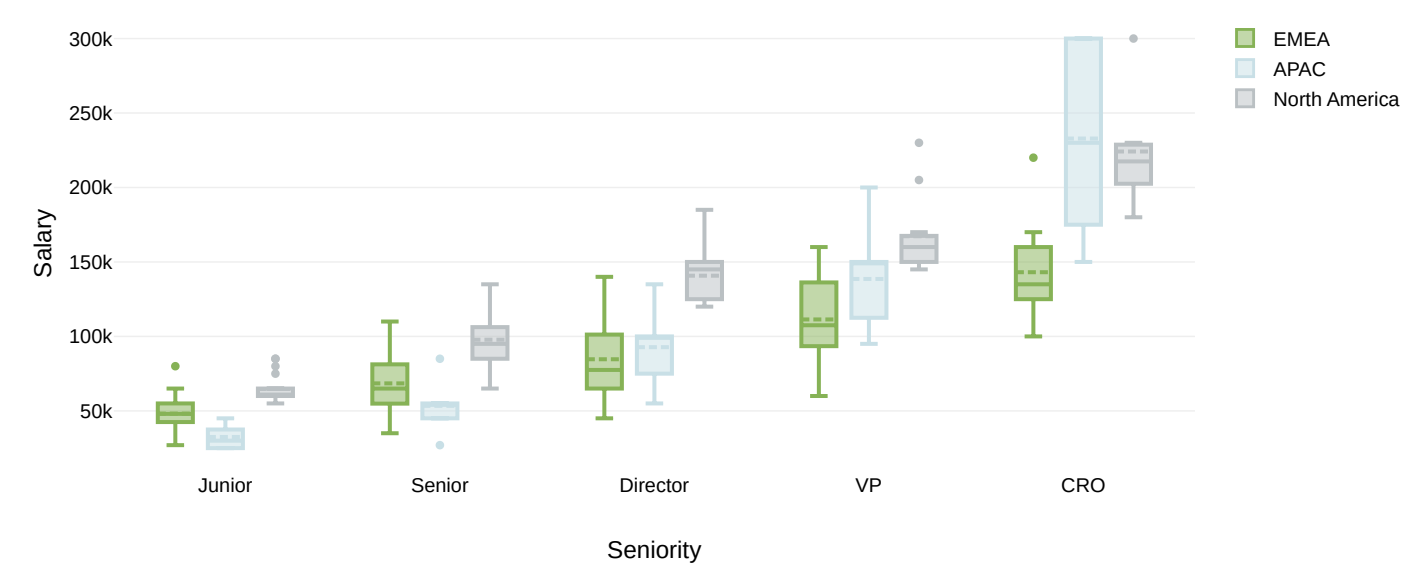
*All salaries are base salaries and do not include bonuses or benefits

** APAC salaries are in US Dollars (\$)

GLOBAL DISTRIBUTION OF SALES SALARIES

The below table and chart show the distribution of Sales salaries across EMEA, North America and APAC, providing our readers with a way of understanding how salaries are distributed across seniorities in the market.

		SENIORITY	MINIMUM	LOWER QUARTILE	MEAN	UPPER QUARTILE	MAXIMUM
Salary	EMEA	Junior	€ 27,000	€ 42,500	€ 48,188	€ 55,000	€ 80,000
		Senior	€ 35,000	€ 54,875	€ 68,475	€ 81,250	€ 110,000
		Director	€ 45,000	€ 65,000	€ 84,667	€ 101,250	€ 140,000
		VP	€ 60,000	€ 93,450	€ 111,393	€ 136,250	€ 160,000
		CRO	€ 100,000	€ 125,000	€ 143,111	€ 160,000	€ 220,000
	APAC	Junior	\$ 25,000	\$ 25,000	\$ 32,500	\$ 37,500	\$ 45,000
		Senior	\$ 27,000	\$ 45,000	\$ 53,400	\$ 55,000	\$ 85,000
		Director	\$ 55,000	\$ 75,000	\$ 92,778	\$ 100,000	\$ 135,000
		VP	\$ 95,000	\$ 112,500	\$ 138,571	\$ 150,000	\$ 200,000
		CRO	\$ 150,000	\$ 175,000	\$ 232,857	\$ 300,000	\$ 300,000
	North America	Junior	\$ 55,000	\$ 60,000	\$ 64,706	\$ 65,000	\$ 85,000
		Senior	\$ 75,000	\$ 90,000	\$ 100,111	\$ 103,750	\$ 135,000
		Director	\$ 120,000	\$ 125,000	\$ 140,769	\$ 150,000	\$ 185,000
		VP	\$ 145,000	\$ 150,000	\$ 170,000	\$ 167,500	\$ 230,000
		CRO	\$ 180,000	\$ 202,500	\$ 224,167	\$ 228,750	\$ 300,000



R&D AND ENGINEERING

Research and development is a fundamental part of the future for the sector and is instrumental in creating new technology, discovering new applications and processes, and developing new materials or software. Adopters of AM are likely to look at ways of developing their business model either through new product development, or supply chain evolution brought about by bringing manufacturing closer to the point of consumption, with the use of AM.

The R&D manager is key in facilitating future product development and the transfer of intellectual property from a lab or research center into industry. They also ensure that the direction of research projects reflects the needs of industry and provide the technical marketing required to educate others on the benefits of new products or processes. R&D is conducted by both industry and educational institutions with a large number of initial concepts starting in universities.

EXAMPLES OF ROLES

- Research Scientist
- Material Scientist
- Process Engineer
- Mechanical Engineer
- Technology Development Engineer
- Engineering Quality Consultant

EXAMPLE JOB RESPONSIBILITIES

- Perform and conduct assessments for new or aligned technologies
- Perform investigations of new materials / alloys
- Design, build and test prototypes
- Identify research areas which would benefit from development
- Assess and review process limitations and design development solutions
- Perform testing and validation on new processes and parts
- Investigate post-process methods

SALARY ANALYSIS

+2.5%

increase in average salaries, across all regions and seniorities within R&D and Engineering.

+0%

change in average salaries, across seniorities in **EMEA**

+3.3%

increase in average salaries, across seniorities in **North America**

+3.5%

increase in average salaries, across seniorities in **APAC**

R&D AND ENGINEERING SALARY BENCHMARKS

		Junior (Entry Level) 0-2 Years Experience	Senior (Experienced) 2-5 Years Experience	Manager (Lead or Manager) 5-10 Years Experience	Senior Manager / Head of Department (Senior Level Experienced) 10-15 Years Experience	Director / VP (Executive Level) +15 Years Experience
EMEA	Min	€ 30,000	€ 38,000	€ 47,000	€ 65,000	€ 95,000
	Average	€ 46,667	€ 59,196	€ 76,438	€ 93,438	€ 122,143
	Max	€ 75,000	€ 95,000	€ 110,000	€ 150,000	€ 180,000
NORTH AMERICA & CANADA	Min	\$ 50,000	\$ 70,000	\$ 85,000	\$ 100,000	\$ 130,000
	Average	\$ 82,667	\$ 112,118	\$ 136,364	\$ 146,000	\$ 223,421
	Max	\$ 130,000	\$ 165,000	\$ 190,000	\$ 210,000	\$ 300,000
APAC	Min	\$ 32,000	\$ 38,000	\$ 45,000	\$ 65,000	\$ 160,000
	Average	\$ 37,833	\$ 55,600	\$ 73,571	\$ 115,571	\$ 192,500
	Max	\$ 55,000	\$ 95,000	\$ 135,000	\$ 200,000	\$ 230,000

*All salaries are base salaries and do not include bonuses or benefits

** APAC salaries are in US Dollars (\$)

GLOBAL DISTRIBUTION OF R&D AND ENGINEERING SALARIES

The below table and chart show the distribution of R&D and Engineering salaries across EMEA, North America and APAC, providing our readers with a way of understanding how salaries are distributed across seniorities in the market.

		SENIORITY	MINIMUM	LOWER QUARTILE	MEAN	UPPER QUARTILE	MAXIMUM
Salary	EMEA	Junior	€ 30,000	€ 35,000	€ 46,667	€ 55,000	€ 75,000
		Senior	€ 38,000	€ 45,000	€ 59,196	€ 67,500	€ 95,000
		Manager	€ 47,000	€ 65,000	€ 76,438	€ 87,500	€ 110,000
		Senior Manager	€ 65,000	€ 80,000	€ 93,438	€ 100,000	€ 150,000
		Director / VP	€ 95,000	€ 107,500	€ 122,143	€ 125,000	€ 180,000
	APAC	Junior	\$ 32,000	\$ 32,750	\$ 37,833	\$ 37,250	\$ 55,000
		Senior	\$ 38,000	\$ 45,000	\$ 55,600	\$ 55,000	\$ 95,000
		Manager	\$ 45,000	\$ 60,000	\$ 73,571	\$ 75,000	\$ 135,000
		Senior Manager	\$ 65,000	\$ 80,000	\$ 115,571	\$ 144,500	\$ 200,000
		Director / VP	\$ 160,000	\$ 175,000	\$ 192,500	\$ 207,500	\$ 230,000
	North America	Junior	\$ 50,000	\$ 66,250	\$ 82,667	\$ 95,000	\$ 130,000
		Senior	\$ 70,000	\$ 95,000	\$ 112,118	\$ 128,750	\$ 165,000
		Manager	\$ 85,000	\$ 111,250	\$ 136,364	\$ 162,500	\$ 190,000
		Senior Manager	\$ 100,000	\$ 117,500	\$ 146,000	\$ 172,500	\$ 210,000
		Director / VP	\$ 130,000	\$ 205,000	\$ 223,421	\$ 250,000	\$ 300,000



APPLICATION & CONSULTING

Understanding the potential of additive manufacturing technology is not always apparent to organizations. Some companies will be just starting their AM journey while others will be further along and working towards building the factories of the future. The ability to help organizations move further down their path to AM adoption often sits with the skills and experience of the Application Engineering/Consulting teams.

Working within Application Engineering & Consulting is one of the more technically challenging roles within Additive Manufacturing. Working closely with sales and business development application engineers to help support customers in understanding the technology, its applications in their organization and the wider transformational impact it could have. The application engineers work with potential customers to understand their requirements and demonstrate how AM can be adopted to realize its benefits.

TYPE OF ROLES

- Application Engineer
- 3D Printing Engineer
- Client Application Engineer
- Technical Consultant
- Pre-Sales Engineer

TYPICAL JOB RESPONSIBILITIES

- Understand customer requirements and demonstrate how AM can be adopted to realize its benefits
- Provide feedback to R&D to help develop the next technology.
- Developing technical documentation and parameters
- Support the development and integration of solutions to meet customer requirements
- Perform manufacturability assessments

SALARY ANALYSIS

+1.2%

increase in average salaries, across all regions and seniorities within Applications & Consulting

-2.5%

decrease in average salaries, across seniorities in **EMEA**

+8.5%

increase in average salaries, across seniorities in **North America**

-5.6%

decrease in average salaries, across seniorities in **APAC**

APPLICATIONS ENGINEERING & CONSULTING SALARY BENCHMARKS

		Junior (Entry Level) 0-2 Years Experience	Senior (Experienced) 2-5 Years Experience	Manager (Lead or Manager) 5-10 Years Experience	Senior Manager / Head of Department (Senior Level Experienced) 10-15 Years Experience	Director / VP (Executive Level) +15 Years Experience
EMEA	Min	€ 28,000	€ 35,000	€ 45,000	€ 65,000	€ 95,000
	Average	€ 47,393	€ 56,818	€ 75,294	€ 90,000	€ 131,250
	Max	€ 70,000	€ 85,000	€ 105,000	€ 150,000	€ 225,000
NORTH AMERICA & CANADA	Min	\$ 54,000	\$ 70,000	\$ 95,000	\$ 105,000	\$ 135,000
	Average	\$ 79,833	\$ 102,591	\$ 145,500	\$ 161,250	\$ 221,429
	Max	\$ 110,000	\$ 165,000	\$ 180,000	\$ 230,000	\$ 260,000
APAC	Min	\$ 35,000	\$ 40,000	\$ 55,000	\$ 65,000	\$ 130,000
	Average	\$ 48,875	\$ 54,428	\$ 69,166	\$ 108,125	\$ 180,000
	Max	\$ 75,000	\$ 95,000	\$ 100,000	\$ 210,000	\$ 230,000

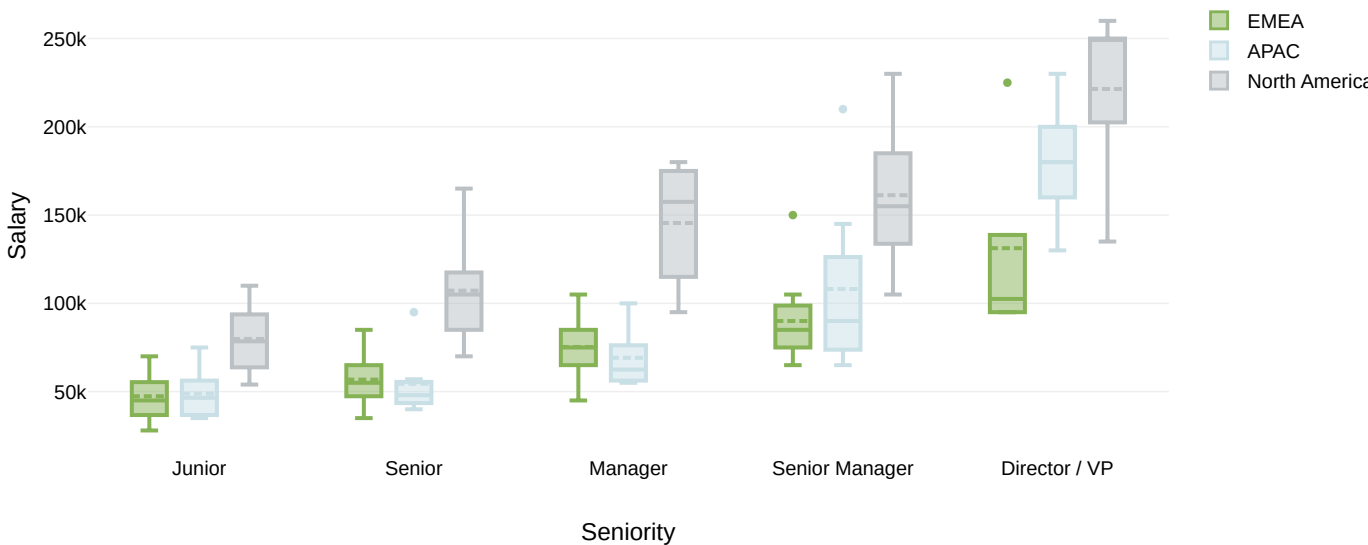
*All salaries are base salaries and do not include bonuses or benefits

** APAC salaries are in US Dollars (\$)

GLOBAL DISTRIBUTION OF APPLICATIONS ENGINEERING & CONSULTING SALARIES

The below table and chart show the distribution of Applications Engineering & Consulting salaries across EMEA, North America and APAC, providing our readers with a way of understanding how salaries are distributed across seniorities in the market.

		SENIORITY	MINIMUM	LOWER QUARTILE	MEAN	UPPER QUARTILE	MAXIMUM
Salary	EMEA	Junior	€ 30,000	€ 35,000	€ 46,667	€ 55,000	€ 75,000
		Senior	€ 38,000	€ 45,000	€ 59,196	€ 67,500	€ 95,000
		Manager	€ 47,000	€ 65,000	€ 76,438	€ 87,500	€ 110,000
		Senior Manager	€ 65,000	€ 80,000	€ 93,438	€ 100,000	€ 150,000
		Director / VP	€ 95,000	€ 107,500	€ 122,143	€ 125,000	€ 180,000
	APAC	Junior	\$ 32,000	\$ 32,750	\$ 37,833	\$ 37,250	\$ 55,000
		Senior	\$ 38,000	\$ 45,000	\$ 55,600	\$ 55,000	\$ 95,000
		Manager	\$ 45,000	\$ 60,000	\$ 73,571	\$ 75,000	\$ 135,000
		Senior Manager	\$ 65,000	\$ 80,000	\$ 115,571	\$ 144,500	\$ 200,000
		Director / VP	\$ 160,000	\$ 175,000	\$ 192,500	\$ 207,500	\$ 230,000
	North America	Junior	\$ 50,000	\$ 66,250	\$ 82,667	\$ 95,000	\$ 130,000
		Senior	\$ 70,000	\$ 95,000	\$ 112,118	\$ 128,750	\$ 165,000
		Manager	\$ 85,000	\$ 111,250	\$ 136,364	\$ 162,500	\$ 190,000
		Senior Manager	\$ 100,000	\$ 117,500	\$ 146,000	\$ 172,500	\$ 210,000
		Director / VP	\$ 130,000	\$ 205,000	\$ 223,421	\$ 250,000	\$ 300,000



SOFTWARE

Living in a completely connected world nothing is possible without Software and in the case of Additive Manufacturing, the hardware (i.e. the machine) is just the tool by which the part is created, the true enabler is software.

Software is critical at all stages within the AM process. In the design phase it is software that enables the creation of the intricate parts that can then be built. Desktop application software translates the complex design files and communicates them with the hardware. Embedded Software then drives the hardware to achieve the desired product. Throughout the process, software which measures the build process and provides real time data.

TYPE OF ROLES

- Software Engineer
- Software Automation Engineer
- Embedded Engineer
- Software Developer
- Data Engineer
- Machine Learning Engineer
- Data Analytics Engineer
- Computational Geometry Engineer
- Software Controls Engineer

TYPICAL JOB RESPONSIBILITIES

- Define, develop and build software architecture
- Develop cutting-edge software allowing efficient workflow from 3D CAD models to printed parts
- Follow the software development lifecycle
- Determine operational feasibility by evaluating analysis, problem definition, requirements, solution development, and proposed solutions.
- Develop motion controls for multi-axis system architecture
- Integrate subsystems including motion hardware, drive and control electronics, sensors and safety systems

SALARY ANALYSIS

-5%

decrease in average salaries, across all regions and seniorities, within Software.

-4.6%

decrease in average salaries across seniorities in **EMEA**

-2.9%

decrease in average salaries across seniorities in **North America**

-8%

decrease in average salaries across seniorities in **APAC**

AM SOFTWARE SALARY BENCHMARKS

		Junior (Entry Level) 0-2 Years Experience	Senior (Experienced) 2-5 Years Experience	Manager (Lead or Manager) 5-10 Years Experience	Senior Manager / Head of Department (Senior Level Experienced) 10-15 Years Experience	Director / VP (Executive Level) +15 Years Experience
EMEA	Min	€ 35,000	€ 42,000	€ 55,000	€ 80,000	€ 110,000
	Average	€ 45,633	€ 63,940	€ 72,260	€ 96,666	€ 131,660
	Max	€ 65,000	€ 85,000	€ 100,000	€ 125,000	€ 170,000
NORTH AMERICA & CANADA	Min	\$ 55,000	\$ 75,000	\$ 110,000	\$ 130,000	\$ 150,000
	Average	\$ 67,250	\$ 113,214	\$ 144,545	\$ 170,500	\$ 198,000
	Max	\$ 80,000	\$ 180,000	\$ 200,000	\$ 220,000	\$ 250,000
APAC	Min	\$ 24,000	\$ 35,000	\$ 55,000	\$ 65,000	\$ 180,000
	Average	\$ 46,125	\$ 60,000	\$ 84,285	\$ 121,660	\$ 210,000
	Max	\$ 75,000	\$ 100,000	\$ 120,000	\$ 230,000	\$ 250,000

*All salaries are base salaries and do not include bonuses or benefits

** APAC salaries are in US Dollars (\$)

GLOBAL DISTRIBUTION OF AM SOFTWARE SALARIES

The below table and chart show the distribution of AM Software salaries across EMEA, North America and APAC, providing our readers with a way of understanding how salaries are distributed across seniorities in the market.

		SENIORITY	MINIMUM	LOWER QUARTILE	MEAN	UPPER QUARTILE	MAXIMUM
Salary	EMEA	Junior	€ 35,000	€ 37,750	€ 45,633	€ 55,000	€ 65,000
		Senior	€ 42,000	€ 55,500	€ 63,940	€ 75,000	€ 85,000
		Manager	€ 55,000	€ 58,500	€ 72,267	€ 80,000	€ 100,000
		Senior Manager	€ 80,000	€ 90,000	€ 96,667	€ 100,000	€ 125,000
		Director / VP	€ 110,000	€ 113,750	€ 131,667	€ 143,750	€ 170,000
	APAC	Junior	\$ 24,000	\$ 32,500	\$ 46,125	\$ 67,500	\$ 75,000
		Senior	\$ 35,000	\$ 42,500	\$ 60,000	\$ 81,250	\$ 100,000
		Manager	\$ 55,000	\$ 65,000	\$ 84,286	\$ 97,500	\$ 120,000
		Senior Manager	\$ 65,000	\$ 77,500	\$ 121,667	\$ 158,750	\$ 230,000
		Director / VP	\$ 180,000	\$ 192,500	\$ 210,000	\$ 225,000	\$ 250,000
	North America	Junior	\$ 55,000	\$ 63,750	\$ 67,250	\$ 71,250	\$ 80,000
		Senior	\$ 75,000	\$ 87,500	\$ 113,214	\$ 137,500	\$ 180,000
		Manager	\$ 110,000	\$ 115,000	\$ 144,545	\$ 182,500	\$ 200,000
		Senior Manager	\$ 130,000	\$ 152,500	\$ 170,500	\$ 188,750	\$ 220,000
		Director / VP	\$ 150,000	\$ 180,000	\$ 198,000	\$ 220,000	\$ 250,000



HOW CAN WE HELP YOU?

WHO WE ARE

Industry 4.0 is the integration of digital technologies into manufacturing and industrial processes. Alexander Daniels Global are at the forefront of this new digital industrial revolution. Working globally to support clients with critical hires, we operate in the niche fields of Additive & Advanced Manufacturing, Software & IoT and Robotics & Industrial Automation. From our three international offices in Birmingham (UK), Detroit (US) and Berlin (Germany), we help our clients identify talent for roles within R&D, Engineering & Production, Software Engineering & Development, Sales, Marketing, Application Engineering, Product Management and Service.

OUR NETWORK

Our network counts more than +65,000 AM professionals, including off-market candidates that are not actively searching for new positions.

We use this extensive network to fill positions for our clients in North America, EMEA and APAC regions.

WANT HOT CANDIDATE PROFILES?

To get a dose of AM hot candidates to your inbox, [sign up here](#).

WANT TO BE FEATURED AS A HOT CANDIDATE?

[Register your profile here](#) (please ensure you fill out all the fields).

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DISCIPLINES WE SERVE

- C-Level / Executive Managers
- R&D
- Engineering & Production
- Software Engineering & Development
- Sales
- Marketing
- Application Engineering
- Product Management
- Service.

CLIENTS WE WORK WITH

- Original Equipment Manufacturers
- Software companies (design, optimization & topology, simulation workflow, machine communication and control)
- Robotics companies
- Industrial Automation companies
- Material manufacturers
- Adopters of advanced manufacturing and 3D printing in different industries
- Resellers
- Distributors

SERVICES

- Contingent Recruitment
- Advanced Selection (Retained)
- Partnership (subscription-based)

GET IN TOUCH

TALK TO US ABOUT YOUR HIRING NEEDS



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SOURCES

[1] Alexander Daniels Global (2023)
2023 Additive Manufacturing Salary Survey Report

[2] Ringstone (2023)
[R&D Spend Health: R&D Budgets](#)

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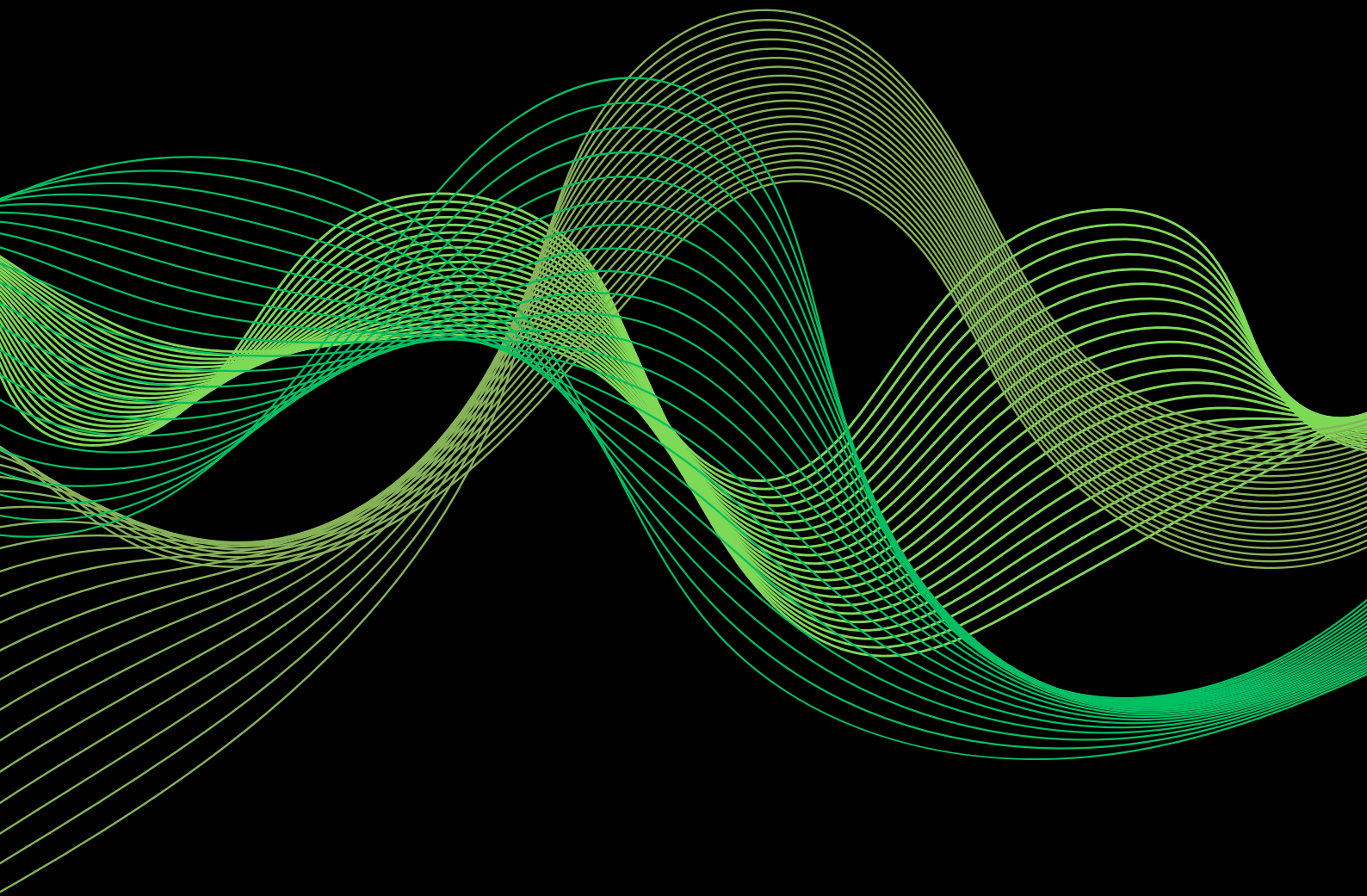
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INDUSTRY 4.0 RECRUITMENT SPECIALISTS

2024 Additive Manufacturing Salary Survey Report
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