Salaries in Luxembourg

HVAC project manager

€60,000
Desired salary, median
gross per year

4
Open vacancies at ADEM
on 30 September 2026

Salaries from our conversations

Salary	Median	Typical range	Answers
Salary expectation for a job in Luxembourg	€60,000	€53,000 to €71,000	17

Gross annual salary for full-time work, without bonuses or company car, as candidates told us in calls from July 2026 to November 2026. A 13th month counts when the candidate mentioned it. For expectations we count the minimum the candidate named, otherwise the lower end of the range. The typical range is the middle half of the answers.

What is left net

Salary expectation	Gross a year	Net a month, class 1	Net a month, class 1a	Net a month, class 2
Lower end of the typical range	€53,000	€3,370	€3,581	€3,732
Median	€60,000	€3,677	€3,885	€4,156
Upper end of the typical range	€71,000	€4,120	€4,327	€4,791

Net pay with twelve equal monthly salaries, worked out with our salary calculator and the figures from 1 June 2026. Class 1 is for single people without children, class 1a for single parents, widowed people and single people aged 64 or over, class 2 for married couples and registered partners who are taxed jointly. Single parents can also apply for a tax credit of up to €3,504 a year, cross-border workers only when treated as residents. It is not included here.

Vacancies at ADEM

Vacancies at ADEM	Number
Reported from October 2025 to September 2026	26
Reported in the twelve months before	15
Still open on 30 September 2026	4

Source ADEM open data, ROME occupation code F1106 (Ingénieur d'études en génie climatique).

Where candidates live

Where candidates live	Share
Luxembourg	22%
Germany	26%
France	41%
Belgium	6%
Other countries	5%

Shares of the people in our database whose current job title matches the occupation and whose residence we know. As of 11 November 2026.

How we count

Salaries from our recruiters' conversations with candidates from November 2024 to November 2026, 738 candidates with a countable statement across all occupations. Each candidate counts once with their latest statement, converted to gross per year at 40 hours a week. A figure appears only from 10 candidates. Official figures carry their source and date under their table.