



AI Career Salary Report 2025 – 2026

Roles · Salaries · Growth Trends

India Edition

50,000+

Open AI/ML
Vacancies India

90 LPA+

LLM Engineer
Senior Peak

3.3:1

Demand-to-
Supply Ratio

AgileFever Learning — agilefever.com

Data: BLS · Glassdoor · Levels.fyi · NASSCOM · Naukri · LinkedIn 2025 | Educational Resource

OVERVIEW

India AI Job Market — 2025 Snapshot

India's AI talent market is experiencing a seismic surge. With **50,000+** active AI/ML job openings and only ~15,000 qualified candidates, demand vastly outstrips supply — a **3.3:1 ratio** — pushing salaries upward rapidly. The **NASSCOM 2025** report confirms a **25% talent shortage** in AI/ML roles, while LinkedIn data shows AI specialist roles grew **74% year-over-year**. LLM Engineers are currently India's highest-paid AI role, with senior packages reaching **■90 LPA+**. Bangalore leads all cities, followed by Hyderabad and Gurgaon.

50,000+ Active AI/ML Vacancies	74% AI Specialist Role Growth YoY	3.3:1 Demand-to- Supply Ratio	■8–90 LPA Full Salary Range 2025
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Table 1 — India AI Role Salary Benchmarks 2025–2026 (Annual ■ LPA)

Role	Fresher (0–2yr)	Mid (3–5yr)	Senior (6+yr)	Top Package	Key Hubs
AI / ML Engineer	■6–10 LPA	■12–20 LPA	■25–40 LPA	■50–60 LPA	Blr, Hyd, Pune
LLM / GenAI Engineer	■18–28 LPA	■30–55 LPA	■55–80 LPA	■90 LPA+	Bangalore
Data Scientist	■8–12 LPA	■14–22 LPA	■25–40 LPA	■55 LPA	Blr, Gurgaon
NLP Engineer	■8–12 LPA	■15–22 LPA	■25–40 LPA	■45+ LPA	Bangalore
Computer Vision Engineer	■7–11 LPA	■14–22 LPA	■25–38 LPA	■45+ LPA	Blr, Hyderabad
AI Research Scientist	■12–18 LPA	■20–35 LPA	■35–55 LPA	■80+ LPA	IITs, FAANG
MLOps Engineer	■8–12 LPA	■14–22 LPA	■25–40 LPA	■50 LPA	Blr, Pune, Hyd
Big Data Engineer	■7–10 LPA	■12–18 LPA	■20–32 LPA	■40 LPA	Pan-India
AI Product Manager	■10–16 LPA	■20–32 LPA	■35–50 LPA	■55+ LPA	Blr, Mumbai
AI Architect	■18–25 LPA	■30–45 LPA	■45–65 LPA	■80+ LPA	Bangalore
Data Analyst (AI-focus)	■4–7 LPA	■8–14 LPA	■15–22 LPA	■30 LPA	Pan-India
Prompt Engineer	■6–10 LPA	■12–18 LPA	■20–30 LPA	■35 LPA	Remote / Blr
AI Ethics Specialist	■8–12 LPA	■14–20 LPA	■22–32 LPA	■40 LPA	Blr, Mumbai
Head of Data Science	N/A	■40–60 LPA	■60–1 Cr+	■1.5 Cr	Blr, Gurgaon
Chief Data Officer	N/A	N/A	■1 Cr+	■2 Cr+	Top MNCs

Sources: NASSCOM 2025, Naukri.com, Scaler, WebAsha Technologies, upGrad, Shifttotech AI/ML Hiring Guide Dec 2025

CITY-WISE DATA

AI Salaries Across India's Major Tech Hubs

Table 2 — India AI Salaries by City (2025)

City	AI Engineer	Data Scientist	ML Engineer	Peak Package	Key Sectors
Bangalore	■14–30 LPA	■14–30 LPA	■18–40 LPA	■90 LPA	Startups, FAANG, AI labs
Hyderabad	■12–25 LPA	■12–28 LPA	■15–35 LPA	■70 LPA	Pharma, IT, Amazon
Gurgaon/Noida	■12–24 LPA	■13–27 LPA	■15–32 LPA	■60 LPA	FinTech, Consulting
Pune	■10–22 LPA	■11–25 LPA	■12–28 LPA	■50 LPA	IT Services, Auto AI
Mumbai	■10–22 LPA	■11–23 LPA	■12–28 LPA	■50 LPA	BFSI, Media
Chennai	■8–20 LPA	■10–22 LPA	■10–25 LPA	■45 LPA	Manufacturing, IT
Delhi NCR	■10–22 LPA	■10–22 LPA	■12–28 LPA	■55 LPA	EdTech, Govt, Consulting
Remote (India)	■10–30 LPA	■12–28 LPA	■15–40 LPA	■70+ LPA	Global MNCs, Startups

Source: PW Skills Data Science Salary 2025, Scaler AI/ML Salary India, LinkedIn India Salary Insights 2025

Table 3 — India AI Salaries by Company Type (2025)

Company Type	Examples	Fresher Package	Senior Package	Key Perks
FAANG / Big Tech	Google, Amazon, Meta, Microsoft	■25–40 LPA	■60–90+ LPA	ESOPs, global mobility, RSUs
Unicorn Startups	Flipkart, Swiggy, Zerodha, CRED	■18–28 LPA	■45–70 LPA	ESOPs, performance bonuses
AI-Native Startups	Krutrim, Sarvam AI, others	■20–30 LPA	■50–80 LPA	High equity upside, mission
IT Services	TCS, Infosys, Wipro, HCL	■8–12 LPA	■18–30 LPA	Job stability, structured growth
FinTech	PhonePe, Razorpay, Paytm	■15–22 LPA	■35–55 LPA	Bonuses, ESOP, fast growth
Healthcare AI	Apollo, Innovaccer, others	■10–18 LPA	■28–45 LPA	High mission impact
Consulting MNCs	Accenture, Deloitte, McKinsey	■10–16 LPA	■25–45 LPA	Global exposure, training
IIT/IIIT Campus	Campus placements 2025	■10–12 LPA	N/A	Certifications can boost to ■14+

Source: Shifttotech AI/ML Hiring Guide Dec 2025, LinkedIn India, Naukri.com, NASSCOM AI Report 2025

CAREER PATH & SKILLS

Growth Outlook, Progression & Salary-Boosting Skills

Table 4 — AI Career Progression in India

Stage	Role Title	Exp.	Salary Range	Top Package	Key Skills
1	Junior AI/ML Engineer	0–2 yrs	■6–10 LPA	■12 LPA	Python, ML basics, SQL
2	AI Engineer / DS	2–4 yrs	■12–20 LPA	■25 LPA	Deep learning, cloud, MLOps
3	Senior AI Engineer	5–8 yrs	■25–40 LPA	■50 LPA	System design, LLMs, GenAI
4	Staff / Principal	8–12 yrs	■40–65 LPA	■80 LPA	Architecture, team leadership
5	AI Architect / Director	12+ yrs	■65 LPA–1Cr	■1.5 Cr	Strategy, org-wide AI vision
6	CDO / VP AI	15+ yrs	■1 Cr+	■2 Cr+	C-suite, P&L, board strategy

Source: upGrad AI Data Scientist Salary India, futureense.com AI Engineer India Guide 2025

Table 5 — Top Skills & Their Salary Premium in India (2025)

Skill / Tool	India Demand	India Salary Lift	Best Applied In
Python	85% of postings	+15–20%	All AI/ML roles
LLM / GenAI (GPT, Claude API)	Highest premium	+30–40%	LLM Eng, AI Product
PyTorch / TensorFlow	High demand	+15%	Deep Learning, CV, NLP
RAG & LangChain	Rapidly emerging	+25–35%	LLM Engineering
AWS / Azure / GCP	Growing fast	+18–22%	Cloud AI, MLOps
MLOps / Docker / Kubernetes	High demand	+20–25%	ML deployment at scale
Apache Spark / Kafka	Big Data roles	+15%	Big Data Engineering
Deep Learning Specialization	Coursera/Andrew Ng	+■2–4 LPA	Research, DS roles
AWS ML Specialty Cert	Amazon AWS	+■3–5 LPA	Cloud-based AI roles
IIT Program (DS/AI)	IIT Madras/Bombay	+■2–5 LPA	All AI roles, campus edge

Source: Refonte Learning AI Engineering Salary Guide, NASSCOM 2025, LinkedIn India Salary Insights

Table 6 — Salary Negotiation Tips for India AI Professionals

Tip	Action
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Know market rates	Benchmark on Naukri, LinkedIn & Glassdoor before every interview or appraisal.
Specialize in GenAI	LLM/GenAI skills command 30–40% over generalists — the highest premium in 2025.
Build a portfolio	GitHub projects, Kaggle rankings and deployed models matter more than degrees in 60%+ of companies.
Target right tier	FAANG and unicorn startups pay 2–4x IT services. Align prep to your target company tier.
Ask for total comp	Negotiate ESOPs, performance bonuses and WFH flexibility — not just base salary.
Get certifications	AWS ML Specialty, Azure AI-102, and IIT programs each add ■2–5 LPA to your offer.
Leverage NASSCOM data	A 3.3:1 demand-to-supply ratio means YOU have leverage — use the market shortage data.

Key Takeaway: India's AI job market in 2025–2026 is one of the most learner-favorable in the world. A 3.3:1 demand-to-supply gap means qualified candidates have exceptional leverage. LLM/GenAI engineers, AI architects, and senior data scientists are commanding packages that rival global benchmarks on a purchasing-power-adjusted basis. The path is clear: specialize in Generative AI and LLMs, build a deployable portfolio, and target FAANG or unicorn-tier companies in Bangalore or Hyderabad for maximum returns.

Disclaimer: All salary data compiled from publicly available sources including NASSCOM 2025, Naukri.com, Glassdoor, LinkedIn India, Scaler, upGrad, and published industry guides as of 2025. Figures represent ranges and medians; actual compensation varies by employer, location, negotiation, and individual qualifications. This report is intended for educational and career guidance purposes only. AgileFever — agilefever.com