



SALARY REPORT 2014

Summary of 2013

Warsaw / Wrocław / Łódź / Gdansk & Tri-City / Szczecin / Katowice / Cracow / Poznań

SALARY REPORT 2014

Summary of 2013

Cpl Jobs have undertaken a comprehensive salary report for a third time, covering all market sectors in which we operate in. We collected data submitted by our Clients through the jobs offered and converted them into a unified payroll report for the year 2013.

Similar to previous years, our analysis covered the following sectors: Property, Construction, Logistics, Transport and Shipping, Finance, IT and Shared Services Centres.

2013 was the year of careful investment, moderate optimism in the market and weakening domestic demand. However, among the selected market sectors for which we offer our services, two reported clear increases in employment, but had to struggle to maintain existing pay scales. Business Service Centres and companies operating in the field of Information & Technology consistently, year on year, showed a demand for employees - the year 2013 was not an exception. Experienced specialists in the area of software development and mobile technology have any difficulties in finding employment. In the area of offshoring and nearshoring services, the most sought after specialists were those specialising in financial processes with rare foreign languages. New in this area was the emergence of business centres in the field of insurance and maritime logistics.

Savings recommended by authorities responsible for structural investments and suspension of a number of projects could be clearly felt in the area of road infrastructure. In their place appeared investments from the private sector that influenced the demand for staff in 2013. It was relatively easily to find work for railway engineers, as well as traction or railway traffic specialists.

The last year has certainly brought a lot of interesting transactions in the commercial real estate market and the opening of new shopping centres. In 2013 companies sold

and leased the highest amount of commercial space since 2006, which no doubt had an impact on HR demand in this sector.

2013 once again was not an easy period for companies operating in the area of finance and financial services. The banking sector reported good financial results; however, it did not have a direct impact on employment. We have witnessed mergers and acquisitions among leading financial institutions, which resulted in reorganization divisions supporting commercial activities and downscaling the cost of hiring. These changes affected the flow of candidates seeking employment and caused a decrease in salaries offered in the entire sector.

We are optimistic about the current year and we hope that it will bring the projected GDP growth by more than 2.5%, continuing low inflation and what is very important for employers - wage stability.

Gracjan Gózdź / Country Manager

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Remuneration originally given in PLN has been converted into EUR at the exchange rate from 14th of January 2014.



SALARY REPORT 2014

PROPERTY

Summary of 2013

The property and construction employment market has improved since 2011.

In 2012 we saw an increased demand in recruitment for positions relating to property management, leasing of commercial spaces and construction project management.

In 2013 the market remained similar to that of 2012. However, new vacancies were emerging in relation to the development of a new market, openings of new shopping centres and large investments in the warehouse, retail and office sectors.

In terms of the retail sector there was an increased demand for jobs in the area of leasing and management, the office and industrial sector saw an increase in project management positions.

According to our clients operating across all major sectors (office, retail, industrial, residential) the market outlook for 2014 is very positive.

Most developers have already planned new investment projects for the next few years, which will certainly result in an increased demand in the employment sector. Furthermore there is an expectation that this increased employment demand will arise in the maintenance,

property and technical sector as well as in different specialisations of business development managers.

Oskar Kasiński / Head of Construction & Property Poland

Warsaw / Wroclaw / Lodz / Gdansk

City / Monthly salary in EUR gross

	Warsaw	Wroclaw	Lodz	Gdansk
Project Manager (incl. Green building)	3.614 - 6.024	2.892 - 5.542	2.892 - 4.819	2.892 - 4.819
Senior Project Manager (incl. Green building)	4.819 - 8.434	3.614 - 6.024	3.614 - 6.024	3.614 - 6.024
Development Manager	3.373 - 4.819	2.410 - 3.614	2.169 - 3.373	2.410 - 3.614
Land Acquisition Manager	2.410 - 4.337	2.169 - 3.614	2.169 - 3.614	2.169 - 3.614
Site Finder	1.687 - 2.169	1.205 - 1.807	1.205 - 1.687	1.205 - 1.807
Expansion Manager	2.410 - 4.819	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614
Expansion Specialist	1.687 - 2.410	1.446 - 2.410	1.446 - 2.410	1.446 - 2.410
Junior Expansion Specialist	1.446 - 2.169	1.205 - 1.928	1.205 - 1.928	1.205 - 1.928
Centre Manager / Director	3.133 - 6.024	2.410 - 4.819	2.169 - 3.614	2.410 - 4.819
Centre Manager Assistant	1.084 - 1.446	723 - 1.205	723 - 1.205	723 - 1.205
Senior Leasing Manager	3.614 - 7.229	3.614 - 6.024	3.614 - 6.024	3.614 - 6.024
Leasing Manager	2.892 - 6.024	2.410 - 4.819	2.410 - 4.819	2.410 - 4.819
Leasing Negotiator	1.928 - 3.133	1.687 - 2.169	1.687 - 2.169	1.687 - 2.169
Residential Sales Manager	2.410 - 3.614	1.928 - 3.133	1.928 - 3.133	1.928 - 3.133
Residential Sales Consultant	723 - 1.446	723 - 1.446	723 - 1.446	723 - 1.446
Asset Manager	3.614 - 7.229	2.892 - 4.819	2.892 - 4.819	2.892 - 4.819
Property Manager	1.928 - 3.855	1.446 - 3.614	1.446 - 3.614	1.446 - 3.614
Facility / Technical Manager	2.892 - 3.614	2.169 - 3.133	1.928 - 3.133	2.169 - 3.133
Operations Manager	3.614 - 7.229	2.892 - 6.024	2.892 - 5.783	2.892 - 6.024
Head of Agency Department	4.337 - 8.434	3.614 - 4.819	3.614 - 4.819	3.614 - 4.819
Head of Department, Board Member (Developer)	6.024 - 14.458	3.614 - 9.639	3.614 - 9.639	3.614 - 9.639

Szczecin / Katowice / Cracow / Poznan

City / Monthly salary in EUR gross

	Szczecin	Katowice	Cracow	Poznan
Project Manager	2.892 - 4.819	2.892 - 4.819	2.892 - 4.819	2.892 - 4.819
Senior Project Manager	4.819 - 8.434	3.614 - 6.024	3.614 - 6.024	3.614 - 6.024
Development Manager	2.169 - 3.373	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614
Land Acquisition Manager	2.169 - 3.614	2.169 - 3.614	2.169 - 3.614	2.169 - 3.614
Site Finder	1.205 - 1.687	1.205 - 1.807	1.205 - 1.807	1.205 - 1.807
Expansion Manager	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614
Expansion Specialist	1.446 - 2.410	1.446 - 2.410	1.446 - 2.410	1.446 - 2.410
Junior Expansion Specialist	1.205 - 1.928	1.205 - 1.928	1.205 - 1.928	1.205 - 1.928
Centre Manager / Director	2.169 - 3.614	2.410 - 4.819	2.169 - 3.614	2.410 - 4.819
Centre Manager Assistant	1.084 - 1.446	723 - 1.205	723 - 1.205	723 - 1.205
Senior Leasing Manager	3.614 - 6.024	3.614 - 6.024	3.614 - 6.024	3.614 - 6.024
Leasing Manager	2.892 - 6.024	2.410 - 4.819	2.410 - 4.819	2.410 - 4.819
Leasing Negotiator	1.687 - 2.169	1.687 - 2.169	1.687 - 2.169	1.687 - 2.169
Residential Sales Manager	1.928 - 3.133	1.928 - 3.133	1.928 - 3.133	1.928 - 3.133
Residential Sales Consultant	723 - 1.446	723 - 1.446	723 - 1.446	723 - 1.446
Asset Manager	2.892 - 4.819	2.892 - 4.819	2.892 - 4.819	2.892 - 4.819
Property Manager	1.446 - 3.614	1.446 - 3.614	1.446 - 3.614	1.446 - 3.614
Facility Manager	1.928 - 3.133	2.169 - 3.133	1.928 - 3.133	2.169 - 3.133
Operations Manager	2.892 - 5783	2.892 - 6.024	2.892 - 5783	2.892 - 5783
Head of Agency Department	3.614 - 4.819	3.614 - 4.819	3.614 - 4.819	3.614 - 4.819
Head of Department, Board Member (Developer)	3.614 - 9.639	3.614 - 9.639	3.614 - 9.639	3.614 - 9.639



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SALARY REPORT 2014

CONSTRUCTION / LOGISTICS

Summary of 2013

The construction industry in 2013 was as expected fairly stable with no significant increase in employment. After the crisis and the suspension of many projects, investments from the private sector reappeared. The public sector focused their spending on waste incinerators, hydraulic engineering projects, energy and rail. In 2013 it was easiest to find a job for engineers with railway permissions, as well as traction or power to control railway traffic. Those most sought after could expect the highest salaries. This situation is only going to strengthen in 2014, with the allocation of funds in the budget for modernization and construction of railway infrastructure and road. Therefore it appears that after a difficult period for the road industry 2014 will result in more jobs for specialists from this sector as well. The Construction industry will feel the steady increase in orders, and hence, one can expect the demand for qualified construction managers, electrical and sanitation foremen.

The energy sector - including both conventional and renewable energy - is also worth mentioning. Many investments planned for 2013 will be finished in 2014, therefore we expect an increased demand for qualified and experienced staff.

The logistics sector in 2013 proved to be successful in terms of employment despite the less than favourable forecasts. The labour market was open for both skilled middle and senior management as well as for graduates. Last year, companies

from the Transport-Shipping-Logistics most frequently were looking for shippers or traders. In early 2014 it is not expected to be any dynamic changes in terms of employment, but at the beginning of the second quarter demand for specialists, as well as regular employees should increase.

Joanna Kowalczyk / Team Leader
Justyna Krzyżanowska / Recruitment Consultant

Warsaw / Wroclaw / Lodz / Gdansk

City / Monthly salary in EUR gross

Construction	Warsaw	Wroclaw	Lodz	Gdansk
Site Manager - infrastructure	3.614 - 4.819	3.614 - 4.819	3.614 - 4.819	3.614 - 4.819
Site Manager - cubature	2.892 - 4.819	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614
Site Manager - railway	3.614 - 6.024	3.614 - 6.024	3.614 - 6.024	3.614 - 6.024
Contract Manager - cubature	3.373 - 4.819	3.373 - 4.819	3.373 - 4.819	3.373 - 4.819
Contract Manager - infrastructure	6.024 - 8.434	6.024 - 8.434	6.024 - 8.434	6.024 - 8.434
Works Manager - cubature	1.687 - 2.410	1.687 - 2.410	1.687 - 2.410	1.687 - 2.410
Road Works Manager	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892
Bridge Works Manager	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892
Rail Works Manager	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614
Surveyor	1.687 - 2.410	1.687 - 2.410	1.687 - 2.410	1.687 - 2.410
Civil Engineer	964 - 1.687	964 - 1.687	964 - 1.687	964 - 1.687
Material Engineer	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687
Estimator	1.205 - 2.169	964 - 1.928	964 - 1.928	964 - 1.928
Planner	1.687 - 2.892	1.687 - 2.892	1.205 - 2.169	1.205 - 2.169
HVAC Work Manager	1.687 - 3.133	1.687 - 3.133	1.687 - 3.133	1.687 - 3.133
Electrical Works Manager	1.928 - 3.373	1.928 - 3.373	1.928 - 3.373	1.928 - 3.373
Foreman - road works	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687
Foreman - bridge works	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687
Foreman - rail works	1.205 - 1.928	1.205 - 1.928	1.205 - 1.928	1.205 - 1.928

Logistics	Warsaw	Wroclaw	Lodz	Gdansk
Director of Logistics	3.614 - 4.819	3.614 - 4.819	2.892 - 4337	3.614 - 4.819
Branch Manager	1.928 - 3.614	1.928 - 3.614	1.928 - 2.892	1.928 - 2.892
Logistics Manager	2.892 - 3.614	2.892 - 3.614	2.410 - 3.614	2.410 - 3.614
Forwarder Manager	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892
Director of Transportation	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892
Head of Supply	2.410 - 3.614	2.410 - 3.614	1.928 - 2.892	1.928 - 2.892
Warehouse Manager	1.446 - 1.928	1.446 - 1.928	1.446 - 1.928	1.446 - 1.928
Head of Purchasing	1.687 - 2.410	1.687 - 2.410	1.446 - 2.410	1.446 - 2.410

City / Monthly salary in EUR gross

Logistics	Warsaw	Wroclaw	Lodz	Gdansk
Sales Specialist - Logistics Solutions	843 - 1.325	843 - 1.205	843 - 1.205	843 - 1.205
International Freight Forwarder	723 - 1.325	723 - 1.205	723 - 1.205	723 - 1.205
Domestic Freight Forwarder	723 - 1.205	723 - 1.205	723 - 1.205	723 - 1.205
Supply Chain Analyst	1.084 - 1.325	1.084 - 1.205	843 - 1.205	843 - 1.205
Purchasing Specialist	843 - 1.084	843 - 1.084	843 - 1.084	843 - 1.084
Assistant Procurement Department	482 - 723	482 - 723	482 - 723	482 - 723
Warehouseman	602 - 843	602 - 843	602 - 843	602 - 843

Szczecin / Katowice / Cracow / Poznan

City / Monthly salary in EUR gross

Construction	Szczecin	Katowice	Cracow	Poznan
Site Manager - infrastructure	2.892 - 3.855	3.614 - 4.819	3.614 - 4.819	3.614 - 4.819
Site Manager - cubature	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614
Site Manager - railway	3.614 - 6.024	3.614 - 6.024	3.614 - 6.024	3.614 - 6.024
Contract Manager - cubature	3.373 - 4.819	3.373 - 4.819	3.373 - 4.819	3.373 - 4.819
Contract Manager - infrastructure	6.024 - 8.434	6.024 - 8.434	6.024 - 8.434	6.024 - 8.434
Works Manager - cubature	1.687 - 2.410	1.687 - 2.410	1.687 - 2.410	1.687 - 2.410
Road Works Manager	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892
Bridge Works Manager	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892
Rail Works Manager	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614
Surveyor	1.687 - 2.410	1.687 - 2.410	1.687 - 2.410	1.687 - 2.410
Civil Engineer	964 - 1.687	964 - 1.687	964 - 1.687	964 - 1.687
Material Engineer	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687
Estimator	1.446 - 2.410	1.446 - 2.410	1.446 - 2.410	1.446 - 2.410
Planner	1.446 - 2.410	1.446 - 2.410	1.205 - 2.169	1.205 - 2.169
HVAC Work Manager	1.687 - 3.133	1.687 - 3.133	1.687 - 3.133	1.687 - 3.133
Electrical Works Manager	1.928 - 3.373	1.928 - 3.373	1.928 - 3.373	1.928 - 3.373
Foreman - road works	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687

City / Monthly salary in EUR gross

Construction

	Szczecin	Katowice	Cracow	Poznan
Foreman - bridge works	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687
Foreman - rail works	1.205 - 1.928	1.205 - 1.928	1.205 - 1.928	1.205 - 1.928

Logistics

	Szczecin	Katowice	Cracow	Poznan
Director of Logistics	2.892 - 4337	3.614 - 4.819	3.614 - 4.819	3.614 - 4.819
Branch Manager	1.928 - 2.892	1.928 - 2.892	1.928 - 3.614	1.928 - 3.614
Logistics Manager	2.892 - 3.614	2.410 - 3.614	2.410 - 3.614	2.410 - 3.614
Forwarder Manager	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892
Director of Transportation	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892	1.928 - 2.892
Head of Supply	2.410 - 3.614	1.928 - 2.892	1.928 - 3.614	1.928 - 2.892
Warehouse Manager	1.446 - 1.928	1.446 - 1.928	1.446 - 1.928	1.446 - 1.928
Head of Purchasing	1.687 - 2.410	1.446 - 2.410	1.446 - 2.410	1.446 - 2.410
Sales Specialist - Logistics Solutions	843 - 1.325	843 - 1.205	843 - 1.205	843 - 1.205
International Freight Forwarder	723 - 1.084	723 - 1.084	723 - 1.205	723 - 1.205
Domestic Freight Forwarder	723 - 1.084	723 - 1.084	723 - 1.205	723 - 1.205
Supply Chain Analyst	843 - 1.205	843 - 1.205	843 - 1.205	843 - 1.205
Purchasing Specialist	843 - 1.084	843 - 1.084	843 - 1.084	843 - 1.084
Assistant Procurement Department	482 - 723	482 - 723	482 - 723	482 - 723
Warehouseman	602 - 843	602 - 843	602 - 843	602 - 843



SALARY REPORT 2014

FINANCE

Summary of 2013

2013 was a difficult year for the financial industry; the financial crisis influenced not only the banking sector, but also the entire economy. Several mergers and acquisitions among leading financial institutions also resulted in changes in the market - duplicated positions have forced organisations to lay off workers with lower qualifications or less seniority.

This situation resulted in lowering the average wage in the financial sector. However, referring to the economic trends we can assume that the situation should improve and after a series of layoffs and acquisitions, banks and financial institutions will re-commence active recruitment.

Direct Search is, was and will be the preferred method of reaching out to candidates in this sector. Companies in the financial industry looking for workers with unique skillset in 2013 have moved away from the traditional methods of searching for suitable candidates and are now targeting specialists via cold calling actions. This method has the largest interest of Cpl Jobs customers from financial sectors.

Among the projects requiring Direct Search actions were: Chief Financial Officer, Financial Controller, Sales Specialists (in various, often difficult locations) and positions that are characterized by a limited number of candidates available on the market such as Securities Broker, Specialist Bond Issue, Expert for Restructuring .

Forecasts for 2014 for the financial sector are positive. Companies in the industry will be looking for people with unique skillsets. What's more, people involved in active selling of financial services also should not have difficulty finding work.

Magdalena Kamińska / Recruitment Consultant

Warsaw / Wroclaw / Lodz / Gdansk

City / Monthly salary in EUR gross

	Warsaw	Wroclaw	Lodz	Gdansk
Finance Manager	3.133 - 4.819	2.892 - 4.819	2.651 - 4.337	2.410 - 4.819
Branch Manager (Bank)	1.928 - 2.892	1.928 - 2.410	1.446 - 2.169	1.446 - 2.169
Audit Department Manager	1.928 - 3.614	1.446 - 2.892	1.205 - 2.410	1.205 - 2.410
Internal Auditor	1.928 - 2.410	1.928 - 2.410	964 - 1.928	1.205 - 2.410
Capital Market Manager	4.337 - 6.024	4.337 - 4.819	3.855 - 4.337	3.614 - 4.096
Tax Manager	3.614 - 6.024	4.337 - 4.819	2.892 - 4.337	3.614 - 4.819
Head of Controlling	2.410 - 4.819	1.928 - 4.096	1.928 - 4.096	1.928 - 3.855
Tax Specialist	1.446 - 3.614	1.084 - 2.410	964 - 3.133	1.325 - 2.169
Chief Accountant	2.651 - 3.855	2.410 - 3.373	2.169 - 3.373	1.928 - 3.855
Accountant	1.084 - 1.566	723 - 1.446	843 - 1.205	602 - 1.205
Financial Analyst	1.205 - 2.892	1.084 - 2.410	964 - 2.651	1.084 - 2.410
Claim Analyst	1.084 - 1.446	843 - 1.446	723 - 1.205	964 - 1.446
Claim Specialist	1.084 - 1.928	1.084 - 1.687	843 - 1.687	964 - 1.687
Payroll Specialist	1.084 - 1.687	964 - 1.446	843 - 1.084	964 - 1.205
Debt Collector	723 - 1.084	723 - 964	602 - 964	723 - 964
Relationship Manager/ Senior Relationship Manager (financial services)	2.410 - 2.892	1.928 - 2.169	1.807 - 2.048	1.928 - 2.169
Regional Sales Manager (financial services)	2.892 - 3.133	1.928 - 2.169	1.687 - 1.928	1.928 - 2.169
Sales Specialist (financial services)	1.928 - 2.048	1.566 - 1.687	1.446 - 1.566	1.446 - 1.566
Head of Sales Team (financial services)	3.614 - 3.855	2.651 - 2.892	2.410 - 2.651	2.410 - 2.651
Finance & Accounting Manager (financial services)	3.373 - 3.855	n/d	n/d	n/d
Business Analyst	2.169 - 2.892	2.169 - 2.410	1.687 - 1.928	1.687 - 1.928
Risk Manager	3.614 - 4.819	3.373 - 3.855	3.373 - 3.614	3.373 - 3.614
Risk Specialist	2.169 - 2.892	2.169 - 2.651	1.446 - 1.928	1.446 - 1.928

Szczecin / Katowice / Cracow / Poznan

City / Monthly salary in EUR gross

	Szczecin	Katowice	Cracow	Poznan
Finance Manager	2.048 - 4.096	2.892 - 4.819	2.410 - 4.819	2.892 - 4.819
Branch Manager (Bank)	964 - 1.687	964 - 2.169	1.205 - 2.410	1.687 - 2.169
Audit Department Manager	1.446 - 2.892	1.205 - 2.410	1.205 - 2.892	1.446 - 2.651
Internal Auditor	1.446 - 1.928	1.446 - 1.928	1.446 - 2.169	1.446 - 2.169
Capital Market Manager	3.614 - 4.819	3.614 - 4.819	3.614 - 4.819	3.614 - 4.819
Tax Manager	2.892 - 4.819	3.614 - 4.337	3.614 - 4.819	3.614 - 4.337
Head of Controlling	1.687 - 3.855	1.687 - 3.855	1.928 - 4.337	1.928 - 4.096
Tax Specialist	1.205 - 1.807	1.084 - 2.169	1.325 - 3.012	1.084 - 2.169
Chief Accountant	1.807 - 3.373	2.169 - 3.373	2.169 - 3.373	2.651 - 3.855
Accountant	723 - 1.205	675 - 1.205	602 - 1.205	723 - 1.446
Financial Analyst	964 - 2.048	1.205 - 1.928	1.084 - 2.410	1.205 - 2.651
Claim Analyst	723 - 1.205	964 - 1.205	964 - 1.205	1.205 - 1.446
Claim Specialist	843 - 1.446	964 - 2.048	964 - 2.169	1.084 - 2.169
Payroll Specialist	843 - 1.205	843 - 1.687	964 - 1.687	964 - 1.205
Debt Collector	602 - 964	723 - 964	843 - 1.084	843 - 1.084
Relationship Manager/ Senior Relationship Manager (financial services)	1.807 - 2.048	1.928 - 2.410	1.928 - 2.410	1.928 - 2.169
Regional Sales Manager (financial services)	1.687 - 1.928	2.169 - 2.410	2.169 - 2.410	1.687 - 1.928
Sales Specialist (financial services)	1.446 - 1.566	1.446 - 1.566	1.566 - 1.687	1.446 - 1.566
Head of Sales Team (financial services)	2.410 - 2.651	2.892 - 3.133	2.892 - 3.133	2.651 - 2.892
Finance & Accounting Manager (financial services)	n/d	n/d	n/d	n/d
Business Analyst	1.687 - 1.928	1.928 - 2.169	2.169 - 2.410	1.928 - 2.169
Risk Manager	3.373 - 3.614	3.373 - 3.614	3.373 - 3.855	3.373 - 3.614
Risk Specialist	1.928 - 2.410	1.928 - 2.410	1.687 - 1.928	1.687 - 1.928



SALARY REPORT 2014

IT

Summary of 2013

Despite the noticeable economic slowdown in 2013, the IT sector saw a dynamic growth with high demand for qualified professionals. The IT sector saw over 80.000 jobs advertised on job websites in 2013 reinforcing this industries continued growth. The most frequently searched roles were those from the software development area - mainly associated with Web and Mobile Application Development and Telecommunication Projects.

We saw an increased demand for Java / NET, C + +, iOS, Android, Windows Phone OS or HTML 5, CSS 3 and JavaScript candidates. SAP system specialists, mainly those well-qualified in Finance, HR and production modules are in demand. Furthermore, more offers than in 2012 were also available for virtualization experts (VMware and Citrix). In 2013 the most open vacancies in IT sector appeared in Lesser Poland voivodeship and in Lower Silesia Region.

Business forecasters predict that Poland may be a European centre of advanced IT services in the years 2014-2016. It results from the fact that investors believe that Poland is an attractive country for development – mainly thanks to well-qualified specialists and personnel management specialists as well as the large number of candidates specialised in specific technologies. Other factors that distinguish Poland from other economies are: continued lower labour costs, employee involvement in projects and geographical location of the

country as a communication hub to centres in other countries, a good time zone and cultural proximity.

All the above mentioned factors undoubtedly contribute to the development of the market. It can be easily concluded that there is a rising demand for IT specialists which contributes to salary increases in this sector. In 2014 companies' investors intend to employ about 5.000 IT candidates.

Katarzyna Witak / Branch Manager

Warsaw / Wroclaw / Lodz / Gdansk

City / Monthly salary in EUR gross

Executive

	Warsaw	Wroclaw	Lodz	Gdansk
Executive - IT Director/Head of IT	4.819 - 7.229	4.819 - 5.783	4.337 - 6.024	4.578 - 6.265
Executive - IT Manager	3.614 - 6.024	3.614 - 4.337	3.373 - 4.337	3.614 - 5.060
Executive - IT Operations Manager	3.614 - 6.024	3.614 - 4.337	3.133 - 4.096	3.373 - 4.819

Management

	Warsaw	Wroclaw	Lodz	Gdansk
Management - Software Development Manager	3.614 - 4.578	3.614 - 4.337	2.892 - 3.373	3.133 - 3.855
Management - Project Manager (Development)	3.373 - 4.337	2.651 - 3.614	2.892 - 3.855	3.133 - 4.096
Management - Project Manager	3.133 - 4.096	2.651 - 3.614	2.651 - 3.614	2.892 - 3.855
Management - QA/Test Manager	2.892 - 3.373	1.928 - 2.892	2.651 - 3.133	2.651 - 2.892
Management - Information Security Manager	3.614 - 4.337	2.892 - 3.614	2.892 - 3.855	3.133 - 4.096
Management - Production Support Manager	2.651 - 3.133	1.928 - 3.133	2.410 - 2.892	2.410 - 3.133

System Analysis

	Warsaw	Wroclaw	Lodz	Gdansk
System Analysis - Business Analyst	2.892 - 3.373	1.928 - 2.892	2.410 - 2.651	2.651 - 3.133
System Analysis - Information Analyst	2.410 - 2.892	2.048 - 2.651	2.169 - 2.410	2.410 - 2.892
System Analysis - Analyst Programmer	2.651 - 3.133	1.566 - 2.048	1.928 - 2.651	2.169 - 2.892
System Analysis - System Analyst	2.892 - 3.373	2.048 - 3.133	2.169 - 2.892	2.410 - 3.133
System Analysis - Test Analyst	1.928 - 2.892	1.446 - 2.169	1.928 - 2.651	2.169 - 2.651
System Analysis - Technical Architect	2.892 - 3.373	1.928 - 2.892	2.410 - 2.892	2.651 - 3.133
System Analysis - Technical Consultant	1.687 - 2.169	1.446 - 2.289	1.446 - 1.928	1.446 - 1.928

Software Development

	Warsaw	Wroclaw	Lodz	Gdansk
Software Development - Web Developer	1.687 - 2.169	1.325 - 2.169	1.446 - 1.928	1.446 - 2.169
Software Development - Graphic Designer	1.205 - 1.687	1.205 - 1.928	964 - 1.446	964 - 1.687
Software Development - Senior Developer	2.651 - 3.133	1.928 - 2.651	2.169 - 2.651	2.410 - 2.892
Software Development - Junior Developer	1.205 - 1.687	964 - 1.446	1.205 - 1.446	1.205 - 1.446
Software Development - Developer	1.928 - 2.169	1.325 - 2.048	1.687 - 1.928	1.446 - 2.169
Software Development - Oracle Developer	2.651 - 3.133	1.807 - 2.410	2.410 - 2.651	2.410 - 2.892

City / Monthly salary in EUR gross

Software Development	Warsaw	Wroclaw	Lodz	Gdansk
Software Development - Cognos Developer	2.169 - 2.651	1.566 - 2.169	1.928 - 2.169	1.928 - 2.410
Software Development - C#/.Net/Asp.Net Developer	2.169 - 2.651	1.446 - 2.048	1.687 - 2.169	1.687 - 2.169
Software Development - Sharepoint Developer	2.410 - 2.892	1.566 - 2.169	1.928 - 2.410	1.928 - 2.410
Software Development - Java/J2EE Developer	2.410 - 2.892	1.566 - 2.048	1.928 - 2.410	2.169 - 2.651
Software Development - PHP/MySQL Developer	2.169 - 2.410	1.566 - 2.048	1.687 - 2.169	1.928 - 2.169
Software Development - C++ Developer	2.410 - 2.651	1.566 - 2.169	1.928 - 2.410	2.169 - 2.410
Software Development - Visual Basic Developer	1.446 - 1.687	1.205 - 1.807	1.205 - 1.446	1.446 - 1.687
Software Development - Software Tester	1.928 - 2.169	1.325 - 2.048	1.205 - 1.687	1.687 - 1.928
Software Development - Software Engineer	1.928 - 2.169	1.446 - 2.048	1.687 - 1.928	1.446 - 2.169

QA Test Roles	Warsaw	Wroclaw	Lodz	Gdansk
QA Test Roles - Test Lead	2.651 - 3.133	1.928 - 2.410	2.169 - 2.651	2.410 - 2.892
QA Test Roles - Test Engineer	2.169 - 2.410	1.687 - 2.169	1.928 - 2.169	1.928 - 2.410
QA Test Roles - Automation Tester	1.928 - 2.169	1.325 - 1.807	1.446 - 1.928	1.687 - 1.928
QA Test Roles - Software Test Developer	1.928 - 2.169	1.325 - 1.928	1.687 - 1.928	1.687 - 2.169
QA Test Roles - Localization Tester	1.205 - 1.566	1.205 - 1.807	964 - 1.205	1.205 - 1.446

ESP Roles	Warsaw	Wroclaw	Lodz	Gdansk
ESP Roles - SAP Project Manager	3.614 - 4.096	3.133 - 3.735	2.892 - 3.373	3.133 - 3.614
ESP Roles - SAP Consultant	2.651 - 3.373	2.169 - 3.012	2.169 - 2.410	2.410 - 2.651
ESP Roles - SAP Business Analyst	2.410 - 2.892	1.928 - 2.651	2.169 - 2.651	2.410 - 2.651
ESP Roles - ABAP Developer	1.928 - 2.410	1.928 - 2.651	1.687 - 2.169	1.687 - 2.410
ESP Roles - Oracle Project Manager	2.651 - 3.133	2.169 - 3.012	2.169 - 2.651	2.410 - 2.892
ESP Roles - Oracle Financials Consultant	3.614 - 4.096	1.928 - 2.651	3.133 - 3.614	3.373 - 3.855
ESP Roles - Oracle Business Analyst	2.169 - 2.892	1.807 - 2.169	1.928 - 2.169	1.928 - 2.651

Database Roles	Warsaw	Wroclaw	Lodz	Gdansk
Database Roles - Oracle Database Administrator	2.651 - 3.373	1.687 - 2.169	2.169 - 2.892	2.410 - 2.892
Database Roles - Oracle Developer	2.651 - 3.133	1.928 - 2.651	2.410 - 2.651	2.410 - 2.892

City / Monthly salary in EUR gross

Database Roles	Warsaw	Wroclaw	Lodz	Gdansk
Database Roles - SQL Server Administrator	2.169 - 2.892	1.928 - 2.651	1.928 - 2.651	2.169 - 2.651
Database Roles - SQL Server Developer	1.928 - 2.410	1.687 - 2.289	1.928 - 2.169	2.169 - 2.410
Database Roles - MySQL/Informix/PostgreSQL Administrator	2.169 - 2.651	1.807 - 2.410	1.928 - 2.169	2.169 - 2.410
Database Roles - Datawarehouse Consultant	2.410 - 3.133	1.687 - 2.410	2.169 - 2.410	2.410 - 2.651

Localization	Warsaw	Wroclaw	Lodz	Gdansk
Localization - Technical Writer	1.446 - 1.687	1.084 - 1.325	1.205 - 1.446	1.446 - 1.687
Localization - Localization Engineer	1.687 - 1.928	1.205 - 1.687	1.446 - 1.687	1.687 - 1.928
Localization - QA Engineer	1.687 - 2.169	1.205 - 1.687	1.687 - 1.928	1.687 - 1.928

Szczecin / Katowice / Cracow / Poznan

City / Monthly salary in EUR gross

Executive	Szczecin	Katowice	Cracow	Poznan
Executive - IT Director/Head of IT	4.096 - 5.060	2.169 - 5.542	4.337 - 5.301	4.337 - 5.301
Executive - IT Manager	3.133 - 4.096	3.855 - 4.337	3.614 - 4.096	3.735 - 4.217
Executive - IT Operations Manager	2.892 - 3.855	3.614 - 4.096	3.373 - 3.855	3.614 - 3.976

Management	Szczecin	Katowice	Cracow	Poznan
Management - Software Development Manager	2.892 - 3.373	3.614 - 3.855	3.373 - 3.855	3.494 - 3.855
Management - Project Manager (Development)	2.651 - 3.614	2.892 - 3.494	2.651 - 3.373	2.771 - 3.494
Management - Project Manager	2.410 - 3.373	2.892 - 3.494	2.651 - 3.373	2.771 - 3.373
Management - QA/Test Manager	2.410 - 2.892	2.169 - 2.892	1.928 - 2.771	1.928 - 2.771
Management - Information Security Manager	2.892 - 3.373	3.133 - 3.494	2.892 - 3.373	2.892 - 3.373
Management - Production Support Manager	2.169 - 2.651	2.169 - 2.892	1.928 - 2.892	1.928 - 2.892

City / Monthly salary in EUR gross

System Analysis

	Szczecin	Katowice	Cracow	Poznan
System Analysis - Business Analyst	2.169 - 2.651	2.169 - 2.892	1.928 - 2.651	2.048 - 2.771
System Analysis - Information Analyst	1.928 - 2.410	2.169 - 2.651	2.048 - 2.410	2.048 - 2.410
System Analysis - Analyst Programmer	1.687 - 2.410	1.807 - 2.169	1.566 - 1.928	1.687 - 2.048
System Analysis - System Analyst	2.169 - 2.651	2.048 - 2.892	2.048 - 2.892	2.048 - 2.892
System Analysis - Test Analyst	1.446 - 2.410	1.687 - 2.169	1.446 - 2.048	1.807 - 2.169
System Analysis - Technical Architect	2.169 - 2.651	2.048 - 2.892	1.928 - 2.651	2.048 - 2.651
System Analysis - Technical Consultant	1.205 - 1.687	1.446 - 2.169	1.325 - 2.048	1.325 - 2.048

Software Development

	Szczecin	Katowice	Cracow	Poznan
Software Development - Web Developer	1.446 - 1.687	1.446 - 2.048	1.325 - 1.928	1.446 - 1.928
Software Development - Graphic Designer	964 - 1.205	1.446 - 1.928	1.205 - 1.807	1.325 - 1.928
Software Development - Senior Developer	1.928 - 2.410	2.169 - 2.651	1.928 - 2.410	2.048 - 2.651
Software Development - Junior Developer	964 - 1.446	1.084 - 1.325	964 - 1.325	1.084 - 1.325
Software Development - Developer	1.446 - 1.687	n/d	1.325 - 1.928	n/d
Software Development - Oracle Developer	2.169 - 2.410	1.928 - 2.410	1.807 - 2.169	1.807 - 2.169
Software Development - Cognos Developer	1.687 - 1.928	1.687 - 2.048	1.566 - 2.048	1.566 - 2.048
Software Development - C#/.Net/Asp.Net Developer	1.446 - 1.928	1.446 - 1.928	1.446 - 1.928	1.446 - 1.928
Software Development - Sharepoint Developer	1.687 - 2.169	1.687 - 2.169	1.566 - 2.048	1.566 - 2.048
Software Development - Java/J2EE Developer	1.687 - 2.169	1.566 - 2.048	1.566 - 1.928	1.566 - 2.048
Software Development - PHP/MySQL Developer	1.446 - 1.928	1.566 - 2.048	1.446 - 1.928	1.446 - 1.928
Software Development - C++ Developer	1.687 - 2.169	1.566 - 2.048	1.566 - 2.048	1.566 - 2.048
Software Development - Visual Basic Developer	1.205 - 1.446	1.325 - 1.807	1.205 - 1.687	1.325 - 1.687
Software Development - Software Tester	1.205 - 1.446	1.446 - 2.048	1.325 - 1.928	1.446 - 2.048
Software Development - Software Engineer	1.446 - 1.687	1.566 - 2.169	1.446 - 1.928	1.566 - 2.048

QA Test Roles

	Szczecin	Katowice	Cracow	Poznan
QA Test Roles - Test Lead	1.928 - 2.410	2.048 - 2.410	1.928 - 2.289	1.928 - 2.289
QA Test Roles - Test Engineer	1.687 - 2.169	1.807 - 2.169	1.687 - 2.048	1.687 - 2.048
QA Test Roles - Automation Tester	1.205 - 1.687	1.325 - 1.807	1.325 - 1.687	1.325 - 1.687

City / Monthly salary in EUR gross

QA Test Roles

	Szczecin	Katowice	Cracow	Poznan
QA Test Roles - Software Test Developer	1.446 - 1.928	1.446 - 1.928	1.325 - 1.807	1.325 - 1.807
QA Test Roles - Localization Tester	964 - 1.205	1.205 - 1.687	1.205 - 1.687	1.205 - 1.687

ESP Roles

	Szczecin	Katowice	Cracow	Poznan
ESP Roles - SAP Project Manager	2.651 - 3.133	3.253 - 3.735	3.133 - 3.614	3.253 - 3.614
ESP Roles - SAP Consultant	1.928 - 2.410	2.289 - 3.012	2.169 - 2.892	2.169 - 2.892
ESP Roles - SAP Business Analyst	1.928 - 2.410	2.048 - 2.651	1.928 - 2.410	1.928 - 2.410
ESP Roles - ABAP Developer	1.446 - 1.928	2.048 - 2.651	1.928 - 2.410	1.928 - 2.410
ESP Roles - Oracle Project Manager	1.928 - 2.651	2.169 - 2.892	2.169 - 2.892	2.169 - 2.892
ESP Roles - Oracle Financials Consultant	3.133 - 3.373	2.169 - 2.651	1.928 - 2.410	1.928 - 2.410
ESP Roles - Oracle Business Analyst	1.687 - 1.928	1.928 - 2.169	1.807 - 2.169	1.807 - 2.048

Database Roles

	Szczecin	Katowice	Cracow	Poznan
Database Roles - Oracle Database Administrator	1.928 - 2.651	1.687 - 2.289	1.687 - 2.048	1.687 - 2.048
Database Roles - Oracle Developer	2.169 - 2.410	1.928 - 2.651	1.928 - 2.410	1.928 - 2.410
Database Roles - SQL Server Administrator	1.687 - 2.169	1.928 - 2.651	1.928 - 2.410	1.928 - 2.410
Database Roles - SQL Server Developer	1.687 - 1.928	1.807 - 2.289	1.687 - 2.169	1.687 - 2.169
Database Roles - MySQL/Informix/PostgreSQL Administrator	1.687 - 1.928	1.807 - 2.410	1.807 - 2.289	1.807 - 2.289
Database Roles - Datawarehouse Consultant	1.928 - 2.169	1.687 - 2.410	1.687 - 2.169	1.687 - 2.169

Localization

	Szczecin	Katowice	Cracow	Poznan
Localization - Technical Writer	964 - 1.205	1.084 - 1.446	1.084 - 1.325	1.084 - 1.325
Localization - Localization Engineer	1.205 - 1.446	1.205 - 1.687	1.205 - 1.446	1.205 - 1.566
Localization - QA Engineer	1.446 - 1.687	1.205 - 1.687	1.205 - 1.446	1.205 - 1.566



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SALARY REPORT 2014

BPO / SSC

Summary of 2013

The BPO/SSC sector in 2013 did not see a high rate of salaries increased, with employers increasingly willing to provide non-wage benefits and to offer more attractive relocation packages. Poland is still the leader in terms of employment in the sector with the average employment rate rising about 20% per annum (ABSL).

In the accounting shared service centres the average salary ranged from 5.000 PLN to 6.000 PLN gross. However, candidates without any experience could expect starting salaries from 2.800 PLN gross if the main language required was English. In addition, candidates with multiple languages including English, will secure roles with higher salaries. The most sought after languages in the Accountancy sector were Finnish and Dutch with the average Directors and Managers salary ranging between 8.000 PLN and 12.000 PLN gross.

A similar salary range to that of the IT sector has been recorded in the HR sector. An English speaking graduate in this sector can earn around 2.800 PLN gross, while a specialist with 2-4 years of experience can even expect a salary from 3.500 PLN - 4.300 PLN gross. Seniors with more than 5 years of experience, by contrast, can earn from 4.800 PLN – 5.800 PLN gross. The salary of Team Leaders and Managers start from 7.500 PLN – to 9.000 PLN gross and those with additional languages operating in the HR and payroll are can expect salary increases.

ITO centres specialised in client technical support, offer English speaking graduates a salary starting from 2.800 PLN gross. Specialists with 2-4 years of experience could expect a salary from 3.500 PLN – 4.500 PLN gross, whereas people with more than 5 years of experience will earn a salary ranging from 5.500 PLN – to 7.000 PLN gross. Knowledge of additional languages will impact on salary levels. Team Leaders salaries would range from 7.500 PLN to 10.500 PLN gross, while Managers salary would range from 10.000 PLN – 11.000 PLN gross.

Beata Oczkowicz / Team Leader

Warsaw

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 843	867 - 1.108	1.205 - 1.446	1.687 - 2.048	2.410 - ...
German	819 - 892	916 - 1.325	1.325 - 1.566	1.807 - 2.289	2.651 - ...
French	819 - 892	916 - 1.325	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Spanish	723 - 892	916 - 1.325	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Italian	819 - 892	916 - 1.325	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Portuguese	795 - 892	916 - 1.325	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Dutch	1.084 - 1.325	1.349 - 1.566	1.566 - 2.048	2.048 - 2.410	2.892 - ...
Swedish	843 - 1.084	1.108 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Norwegian	843 - 1.084	1.108 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Finnish	1.205 - 1.566	1590 - 1.687	1.687 - 1.928	2.048 - 2.410	2.892 - ...
Danish	843 - 1.084	1.108 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Czech, Slovakian	795 - 892	916 - 1.325	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Hungarian	843 - 1.084	1.108 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Turkish	795 - 964	988 - 1.325	1.325 - 1.566	1.928 - 2.289	2.651 - ...
Romanian	723 - 964	988 - 1.325	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Russian	723 - 892	916 - 1.325	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Croatian	843 - 1.012	1.036 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Serbian	843 - 1.012	1.036 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Estonian	964 - 1.157	1.181 - 1.398	1.446 - 1.687	2.048 - 2.410	2.892 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 843	867 - 1.205	1.325 - 1.687	1.687 - 2.169	2.410 - ...
German	819 - 892	988 - 1.373	1.446 - 1.928	1.928 - 2.289	2.651 - ...
French	819 - 892	988 - 1.373	1.446 - 1.928	1.928 - 2.289	2.651 - ...
Spanish	819 - 892	988 - 1.373	1.446 - 1.928	1.928 - 2.289	2.651 - ...
Italian	819 - 892	988 - 1.373	1.446 - 1.928	1.928 - 2.289	2.651 - ...
Portuguese	819 - 892	988 - 1.373	1.446 - 1.928	1.928 - 2.289	2.651 - ...
Dutch	1.084 - 1.325	1.446 - 1.687	1.807 - 2.169	2.169 - 2.410	2.892 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
Swedish	843 - 1.084	1.084 - 1.446	1.446 - 2.048	2.048 - 2.410	2.892 - ...
Norwegian	964 - 1.133	1.205 - 1.494	1.446 - 2.048	2.048 - 2.410	2.892 - ...
Finnish	1.205 - 1.446	1.566 - 1.807	1.807 - 2.169	2.169 - 2.410	2.892 - ...
Danish	964 - 1.133	1.205 - 1.494	1.446 - 2.048	2.048 - 2.410	2.892 - ...
Czech, Slovakian	819 - 892	988 - 1.373	1.446 - 1.928	1.928 - 2.289	2.651 - ...
Hungarian	843 - 1.084	988 - 1.373	1.446 - 2.048	2.048 - 2.410	2.892 - ...
Turkish	843 - 1.084	988 - 1.373	1.446 - 1.928	1.928 - 2.289	2.651 - ...
Romanian	819 - 892	988 - 1.373	1.446 - 1.928	1.928 - 2.289	2.651 - ...
Russian	819 - 892	988 - 1.373	1.446 - 1.928	1.928 - 2.289	2.651 - ...

HRO / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 843	867 - 1.084	1.205 - 1.446	1.687 - 2.048	2.410 - ...
German	819 - 892	916 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
French	819 - 892	916 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Spanish	819 - 892	916 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Italian	819 - 892	916 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Portuguese	819 - 892	916 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Dutch	1.084 - 1.325	1.349 - 1.566	1.566 - 2.048	2.048 - 2.410	2.892 - ...
Swedish	843 - 1.012	1.084 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Norwegian	916 - 1.084	1.108 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Czech, Slovakian	819 - 892	916 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Hungarian	819 - 892	1.084 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Russian	819 - 892	916 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...

Wroclaw

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	675 - 795	819 - 1.036	1.205 - 1.349	1.446 - 1.807	2.169 - ...
German	771 - 892	916 - 1.133	1.325 - 1.446	1.566 - 2.169	2.410 - ...
French	771 - 892	916 - 1.133	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Spanish	723 - 843	867 - 1.133	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Italian	723 - 843	867 - 1.133	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Portuguese	723 - 843	867 - 1.133	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Dutch	1.084 - 1.325	1.349 - 1.566	1.566 - 1.928	1.928 - 2.410	2.892 - ...
Swedish	843 - 964	988 - 1.205	1.398 - 1.566	1.807 - 2.410	2.892 - ...
Norwegian	892 - 1.036	1.060 - 1.277	1.398 - 1.639	1.807 - 2.410	2.892 - ...
Finnish	1.157 - 1.373	1.373 - 1.614	1.614 - 1.928	1.928 - 2.410	2.892 - ...
Danish	916 - 1.084	1.108 - 1.205	1.398 - 1.566	1.807 - 2.410	2.892 - ...
Czech, Slovakian	771 - 892	916 - 1.133	1.325 - 1.446	1.687 - 1.928	2.410 - ...
Hungarian	843 - 964	988 - 1.205	1.398 - 1.566	1.687 - 1.928	2.892 - ...
Turkish	771 - 892	916 - 1.133	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Romanian	771 - 892	916 - 1.133	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Russian	771 - 892	916 - 1.133	1.325 - 1.446	1.566 - 1.928	2.410 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	675 - 843	843 - 1.084	1.325 - 1.687	1.807 - 1.928	2.410 - ...
German	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...
French	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...
Spanish	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...
Italian	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...
Dutch	1.084 - 1.325	1.398 - 1.687	1.807 - 2.169	2.289 - 2.530	2.892 - ...
Swedish	867 - 988	1.036 - 1.398	1.566 - 1.807	1.928 - 2.169	2.892 - ...
Norwegian	964 - 1.133	1.277 - 1.446	1.639 - 1.928	2.289 - 2.530	2.892 - ...
Finnish	1.157 - 1.325	1.398 - 1.687	1.807 - 2.169	2.289 - 2.530	2.892 - ...
Danish	916 - 1.084	1.253 - 1.398	1.566 - 1.807	1.928 - 2.169	2.892 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
Czech, Slovakian	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...

HRO / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	723 - 795	916 - 1.036	1.205 - 1.566	1.687 - 1.928	2.169 - ...
German	771 - 843	964 - 1.205	1.446 - 1.687	1.807 - 2.048	2.169 - ...
French	771 - 843	964 - 1.205	1.446 - 1.687	1.807 - 2.048	2.169 - ...
Spanish	771 - 843	964 - 1.205	1.446 - 1.687	1.807 - 2.048	2.169 - ...
Italian	771 - 843	964 - 1.205	1.446 - 1.687	1.807 - 2.048	2.169 - ...

Tri-City

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 771	795 - 964	1.205 - 1.325	1.446 - 1.807	2.169 - ...
German	795 - 916	940 - 1.084	1.325 - 1.446	1.566 - 1.928	2.410 - ...
French	795 - 916	940 - 1.084	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Spanish	771 - 892	916 - 1.060	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Italian	771 - 892	916 - 1.060	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Portuguese	795 - 916	940 - 1.084	1.325 - 1.446	1.566 - 1.928	2.410 - ...
Dutch	964 - 1.133	1.325 - 1.446	1.446 - 1.807	1.928 - 2.048	2.892 - ...
Swedish	819 - 964	988 - 1.205	1.325 - 1.566	1.687 - 2.048	2.410 - ...
Norwegian	940 - 1.084	1.108 - 1.325	1.566 - 1.566	1.807 - 2.048	2.410 - ...
Finnish	1.084 - 1.349	1.373 - 1.566	1.614 - 1.807	2.048 - 2.169	2.892 - ...
Danish	916 - 1.084	1.108 - 1.349	1.325 - 1.566	1.807 - 2.048	2.410 - ...
Czech, Slovakian	795 - 916	940 - 1.084	1.325 - 1.446	1.566 - 1.831	2.410 - ...
Hungarian	795 - 916	940 - 1.084	1.325 - 1.566	1.807 - 2.048	2.410 - ...
Turkish	843 - 964	988 - 1.133	1.325 - 1.446	1.687 - 1.928	2.410 - ...

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
Romanian	723 - 916	940 - 1.133	1.325 - 1.446	1.566 - 1.807	2.410 - ...
Russian	723 - 843	867 - 1.084	1.325 - 1.446	1.566 - 1.807	2.410 - ...
Hebrew	1.084 - 1.325	1.349 - 1.566	1.566 - 1.687	2.048 - 2.169	2.892 - ...
Latvian	723 - 843	867 - 1.084	1.325 - 1.446	1.566 - 1.807	2.410 - ...
Lithuanian	699 - 795	819 - 964	1.325 - 1.446	1.566 - 1.687	2.410 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	627 - 723	747 - 916	964 - 1.446	1.566 - 1.807	2.410 - ...
German	723 - 843	867 - 1.012	1.084 - 1.566	1.687 - 1.928	2.410 - ...
French	723 - 843	867 - 1.012	1.084 - 1.566	1.687 - 1.928	2.410 - ...
Spanish	723 - 843	867 - 1.012	1.084 - 1.566	1.687 - 1.928	2.410 - ...
Italian	723 - 843	867 - 1.012	1.084 - 1.566	1.687 - 1.928	2.410 - ...
Portuguese	723 - 843	867 - 1.012	1.084 - 1.566	1.687 - 1.928	2.410 - ...
Dutch	964 - 1.133	1.157 - 1.446	1.446 - 1.807	1.928 - 2.048	2.892 - ...
Swedish	819 - 964	988 - 1.205	1.205 - 1.566	1.687 - 2.048	2.410 - ...
Norwegian	940 - 1.084	1.108 - 1.325	1.325 - 1.566	1.807 - 2.048	2.410 - ...
Finnish	1.084 - 1.205	1.229 - 1.566	1.614 - 1.807	2.048 - 2.169	2.892 - ...
Danish	843 - 964	988 - 1.229	1.253 - 1.614	1.687 - 2.048	2.410 - ...
Czech, Slovakian	723 - 843	867 - 1.084	1.084 - 1.325	1.566 - 1.831	2.410 - ...
Hungarian	843 - 964	988 - 1.229	1.229 - 1.566	1.807 - 2.048	2.410 - ...
Turkish	723 - 843	867 - 1.012	1.084 - 1.446	1.566 - 1.807	2.410 - ...
Romanian	723 - 916	940 - 1.133	1.205 - 1.373	1.566 - 1.807	2.410 - ...
Russian	723 - 843	867 - 1.084	1.084 - 1.325	1.566 - 1.807	2.410 - ...
Hebrew	1.084 - 1.325	1.229 - 1.566	1.566 - 1.687	2.048 - 2.169	2.892 - ...

Szczecin

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	675 - 795	843 - 1.012	1.084 - 1.349	1.446 - 1.928	2.169 - ...
German	723 - 843	892 - 1.108	1.157 - 1.373	1.614 - 2.096	2.410 - ...
Czech, Slovakian	723 - 843	892 - 1.108	1.157 - 1.373	1.614 - 2.096	2.410 - ...
Hungarian	771 - 892	892 - 1.108	1.157 - 1.373	1.614 - 2.096	2.410 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	675 - 747	843 - 1.084	1.157 - 1.398	1.566 - 1.928	2.048 - ...
German	795 - 916	964 - 1.133	1.205 - 1.446	1.687 - 2.048	2.169 - ...
Dutch	916 - 1.036	1.084 - 1.325	1.398 - 1.566	1.807 - 2.048	2.169 - ...
Spanish	771 - 892	964 - 1.133	1.205 - 1.446	1.687 - 2.048	2.169 - ...
Italian	771 - 892	964 - 1.133	1.205 - 1.446	1.687 - 2.048	2.169 - ...
Russian	602 - 843	940 - 1.060	1.157 - 1.325	1.687 - 2.048	2.169 - ...
Ukrainian	602 - 843	940 - 1.060	1.157 - 1.325	1.687 - 2.048	2.169 - ...
French	795 - 916	964 - 1.133	1.205 - 1.446	1.687 - 2.048	2.169 - ...

Katowice

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 771	771 - 1.012	1.157 - 1.325	1.446 - 1.807	2.169 - ...
German	795 - 916	916 - 1.157	1.325 - 1.566	1.687 - 2.048	2.169 - ...
French	795 - 916	916 - 1.157	1.325 - 1.566	1.687 - 2.048	2.169 - ...
Spanish	771 - 892	892 - 1.133	1.277 - 1.518	1.687 - 2.048	2.169 - ...
Italian	771 - 892	892 - 1.133	1.277 - 1.518	1.687 - 2.048	2.169 - ...
Portuguese	795 - 916	916 - 1.157	1.325 - 1.566	1.687 - 2.048	2.169 - ...

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
Dutch	1.084 - 1.325	1.325 - 1.566	1.566 - 1.928	1.928 - 2.410	2.410 - ...
Swedish	843 - 964	964 - 1.133	1.325 - 1.566	1.807 - 2.410	2.410 - ...
Norwegian	892 - 1.036	1.036 - 1.205	1.373 - 1.614	1.807 - 2.410	2.410 - ...
Finnish	1.084 - 1.325	1.325 - 1.566	1.566 - 1.928	1.928 - 2.410	2.410 - ...
Danish	916 - 1.084	1.084 - 1.325	1.325 - 1.566	1.807 - 2.289	2.410 - ...
Czech, Slovakian	795 - 916	916 - 1.157	1.325 - 1.566	1.687 - 2.048	2.169 - ...
Hungarian	795 - 916	916 - 1.157	1.325 - 1.566	1.687 - 2.048	2.169 - ...
Turkish	843 - 964	843 - 1.084	1.205 - 1.446	1.687 - 1.928	2.169 - ...
Romanian	723 - 819	819 - 1.084	1.205 - 1.446	1.687 - 1.928	2.169 - ...
Russian	723 - 819	819 - 1.084	1.205 - 1.446	1.687 - 1.928	2.169 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 771	795 - 1.012	1.325 - 1.566	1.566 - 1.807	2.410 - ...
German	675 - 795	843 - 1.157	1.398 - 1.639	1.687 - 2.048	2.410 - ...
French	675 - 795	843 - 1.157	1.398 - 1.639	1.687 - 2.048	2.410 - ...
Spanish	675 - 795	843 - 1.157	1.398 - 1.639	1.687 - 2.048	2.410 - ...
Italian	699 - 795	843 - 1.157	1.398 - 1.639	1.687 - 2.048	2.410 - ...
Dutch	1.084 - 1.325	1.349 - 1.639	1.807 - 2.169	2.169 - 2.410	2.651 - ...
Swedish	867 - 988	1.036 - 1.325	1.566 - 1.735	2.048 - 2.410	2.651 - ...
Finnish	1.157 - 1.325	1.349 - 1.639	1.807 - 2.169	2.169 - 2.410	2.651 - ...

Poznan

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 795	795 - 1.012	1.157 - 1.325	1.446 - 1.807	2.169 - ...
German	771 - 892	892 - 1.133	1.253 - 1.494	1.807 - 2.048	2.289 - ...

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
French	771 - 892	892 - 1.133	1.253 - 1.494	1.807 - 2.048	2.289 - ...
Spanish	723 - 843	843 - 1.084	1.205 - 1.446	1.566 - 1.928	2.169 - ...
Italian	723 - 843	843 - 1.084	1.205 - 1.446	1.566 - 1.928	2.169 - ...
Portuguese	723 - 843	843 - 1.084	1.205 - 1.446	1.807 - 2.410	2.410 - ...
Dutch	1.084 - 1.325	1.325 - 1.566	1.566 - 1.928	2.048 - 2.410	2.410 - ...
Swedish	843 - 964	964 - 1.133	1.325 - 1.566	1.807 - 2.410	2.410 - ...
Norwegian	892 - 1.036	1.036 - 1.205	1.373 - 1.614	1.807 - 2.410	2.410 - ...
Finnish	1.084 - 1.325	1.325 - 1.566	1.566 - 1.928	2.048 - 2.410	2.410 - ...
Danish	916 - 1.084	1.084 - 1.325	1.325 - 1.566	1.807 - 2.289	2.410 - ...
Czech, Slovakian	771 - 892	892 - 1.133	1.253 - 1.494	1.807 - 2.048	2.289 - ...
Hungarian	771 - 892	892 - 1.133	1.253 - 1.494	1.807 - 2.048	2.289 - ...
Turkish	843 - 964	964 - 1.205	1.277 - 1.518	1.759 - 2.000	2.289 - ...
Romanian	771 - 892	892 - 1.133	1.253 - 1.494	1.807 - 2.048	2.289 - ...
Russian	771 - 892	892 - 1.133	1.253 - 1.494	1.807 - 2.048	2.289 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	675 - 843	843 - 1.084	1.325 - 1.687	1.807 - 1.928	2.410 - ...
German	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...
French	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...
Spanish	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...
Italian	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...
Dutch	1.084 - 1.325	1.398 - 1.687	1.807 - 2.169	2.289 - 2.530	2.892 - ...
Swedish	867 - 988	1.036 - 1.398	1.566 - 1.807	1.928 - 2.169	2.892 - ...
Norwegian	964 - 1.133	1.277 - 1.446	1.639 - 1.928	2.289 - 2.530	2.892 - ...
Finnish	1.157 - 1.325	1.398 - 1.687	1.807 - 2.169	2.289 - 2.530	2.892 - ...
Danish	916 - 1.084	1.253 - 1.398	1.566 - 1.807	1.928 - 2.169	2.892 - ...
Czech, Slovakian	723 - 892	964 - 1.205	1.446 - 1.807	1.928 - 2.169	2.651 - ...
Chinese	1.157 - 1.325	1.349 - 1.639	1.807 - 2.169	2.169 - 2.410	2.651 - ...
Japanese	1.157 - 1.325	1.349 - 1.639	1.807 - 2.169	2.169 - 2.410	2.651 - ...

HRO / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	602 - 723	843 - 1.084	1.446 - 1.687	1.928 - 2.169	2.651 - ...
German	675 - 843	964 - 1.205	1.446 - 1.687	1.928 - 2.169	2.651 - ...
French	675 - 843	964 - 1.205	1.446 - 1.687	1.928 - 2.169	2.651 - ...
Spanish	675 - 843	964 - 1.205	1.446 - 1.687	1.928 - 2.169	2.651 - ...
Italian	675 - 843	964 - 1.205	1.446 - 1.687	1.928 - 2.169	2.651 - ...
Portuguese	675 - 843	964 - 1.205	1.446 - 1.687	1.928 - 2.169	2.651 - ...
Dutch	964 - 1.157	1.325 - 1.446	1.687 - 1.928	1.928 - 2.169	2.651 - ...
Swedish	843 - 964	1.157 - 1.446	1.687 - 1.928	1.928 - 2.169	2.651 - ...
Norwegian	892 - 1.036	1.229 - 1.518	1.687 - 1.928	1.928 - 2.169	2.651 - ...
Finnish	964 - 1.205	1.325 - 1.446	1.687 - 1.928	1.928 - 2.169	2.651 - ...
Danish	892 - 1.036	1.325 - 1.446	1.687 - 1.928	1.928 - 2.169	2.651 - ...
Czech, Slovakian	675 - 843	1.084 - 1.325	1.446 - 1.687	1.928 - 2.169	2.651 - ...
Hungarian	675 - 843	1.084 - 1.325	1.446 - 1.687	1.928 - 2.169	2.651 - ...
Turkish	843 - 964	1.157 - 1.446	1.446 - 1.687	1.928 - 2.169	2.651 - ...
Romanian	675 - 843	964 - 1.205	1.446 - 1.687	1.928 - 2.169	2.651 - ...
Russian	675 - 843	964 - 1.205	1.446 - 1.687	1.928 - 2.169	2.651 - ...

Cracow

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 843	843 - 1.084	1.205 - 1.446	1.687 - 2.048	2.410 - ...
German	771 - 892	940 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
French	771 - 892	940 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Spanish	723 - 892	892 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Italian	723 - 892	892 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Portuguese	723 - 892	892 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Dutch	1.084 - 1.325	1.325 - 1.566	1.566 - 2.048	2.048 - 2.410	2.892 - ...
Swedish	843 - 1.012	1.084 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
Norwegian	843 - 1.084	1.084 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Finnish	1.205 - 1.566	1.566 - 1.687	1.687 - 1.928	2.048 - 2.410	2.892 - ...
Danish	843 - 1.084	1.084 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Czech, Slovakian	771 - 892	940 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Hungarian	843 - 1.084	1.084 - 1.446	1.446 - 1.687	2.048 - 2.410	2.892 - ...
Turkish	771 - 892	940 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Romanian	771 - 892	964 - 1.325	1.325 - 1.566	1.807 - 2.289	2.651 - ...
Russian	771 - 892	892 - 1.205	1.325 - 1.566	1.807 - 2.289	2.651 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 843	843 - 1.084	1.084 - 1.446	1.687 - 2.048	2.410 - ...
German	771 - 892	964 - 1.325	1.325 - 1.687	1.807 - 2.289	2.651 - ...
French	771 - 892	1.084 - 1.325	1.325 - 1.687	1.807 - 2.289	2.651 - ...
Spanish	723 - 892	964 - 1.325	1.325 - 1.687	1.807 - 2.289	2.651 - ...
Italian	723 - 892	1.084 - 1.325	1.325 - 1.687	1.807 - 2.289	2.651 - ...
Portuguese	723 - 892	964 - 1.325	1.325 - 1.687	1.807 - 2.289	2.651 - ...
Dutch	1.084 - 1.325	1.446 - 1.687	1.807 - 2.169	2.048 - 2.410	2.892 - ...
Swedish	843 - 1.084	1.084 - 1.325	1.446 - 1.807	2.048 - 2.410	2.892 - ...
Norwegian	964 - 1.133	1.205 - 1.446	1.446 - 1.928	2.048 - 2.410	2.892 - ...
Finnish	1.205 - 1.446	1.566 - 1.807	1.807 - 2.169	2.048 - 2.410	2.892 - ...
Danish	964 - 1.133	1.205 - 1.446	1.446 - 1.928	2.048 - 2.410	2.892 - ...
Czech, Slovakian	723 - 892	964 - 1.325	1.325 - 1.687	1.807 - 2.289	2.651 - ...
Hungarian	843 - 1.084	1.084 - 1.373	1.446 - 1.807	2.048 - 2.410	2.892 - ...
Turkish	843 - 1.084	964 - 1.398	1.446 - 1.807	1.928 - 2.289	2.651 - ...
Romanian	723 - 892	964 - 1.398	1.446 - 1.807	1.807 - 2.289	2.651 - ...
Russian	723 - 892	964 - 1.325	1.446 - 1.687	1.807 - 2.289	2.651 - ...

HRO / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	675 - 843	843 - 1.036	1.157 - 1.398	1.446 - 1.807	2.169 - ...
German	723 - 892	892 - 1.133	1.205 - 1.446	1.566 - 1.928	2.410 - ...
French	723 - 892	892 - 1.133	1.205 - 1.446	1.566 - 1.928	2.410 - ...
Spanish	723 - 892	892 - 1.133	1.205 - 1.446	1.566 - 1.928	2.410 - ...
Italian	723 - 892	892 - 1.133	1.205 - 1.446	1.566 - 1.928	2.410 - ...
Dutch	1.084 - 1.325	1.325 - 1.566	1.566 - 1.928	2.048 - 2.289	2.651 - ...
Swedish	843 - 1.012	1.012 - 1.253	1.325 - 1.687	1.807 - 2.169	2.651 - ...
Czech, Slovakian	723 - 892	892 - 1.133	1.205 - 1.446	1.566 - 1.928	2.410 - ...
Hungarian	843 - 1.012	1.012 - 1.253	1.325 - 1.687	1.807 - 2.048	2.651 - ...
Russian	723 - 892	892 - 1.133	1.205 - 1.446	1.566 - 1.928	2.410 - ...

Lodz

Accountant / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	651 - 771	723 - 964	1.084 - 1.253	1.446 - 1.928	2.169 - ...
German	795 - 916	940 - 1.084	1.157 - 1.325	1.566 - 2.048	2.410 - ...
French	795 - 916	940 - 1.084	1.157 - 1.325	1.566 - 2.048	2.410 - ...
Spanish	771 - 892	940 - 1.084	1.157 - 1.325	1.566 - 2.048	2.410 - ...
Italian	771 - 892	940 - 1.084	1.157 - 1.325	1.566 - 2.048	2.410 - ...
Portuguese	771 - 892	940 - 1.084	1.157 - 1.325	1.566 - 2.048	2.410 - ...
Dutch	916 - 1.157	1.181 - 1.446	1.446 - 1.687	1.687 - 2.289	2.892 - ...
Swedish	892 - 1.036	1.060 - 1.157	1.205 - 1.446	1.566 - 2.169	2.651 - ...
Danish	892 - 1.036	1.060 - 1.157	1.205 - 1.446	1.566 - 2.169	2.651 - ...
Czech, Slovakian	771 - 892	916 - 1.108	1.157 - 1.325	1.614 - 2.096	2.410 - ...
Hungarian	771 - 892	916 - 1.157	1.205 - 1.446	1.566 - 2.169	2.651 - ...
Turkish	771 - 892	916 - 1.157	1.157 - 1.325	1.614 - 2.096	2.410 - ...
Romanian	771 - 892	916 - 1.157	1.157 - 1.325	1.566 - 2.169	2.410 - ...
Russian	771 - 892	916 - 1.157	1.157 - 1.325	1.566 - 2.048	2.410 - ...

ITO/Helpdesk / Monthly salary in EUR gross

Language	Junior	Specialist	Senior	Team Leader	Manager
English	602 - 675	843 - 1.084	1.157 - 1.398	1.566 - 1.928	2.169 - ...
German	723 - 771	964 - 1.133	1.205 - 1.446	1.687 - 2.048	2.410 - ...
French	723 - 771	964 - 1.133	1.205 - 1.446	1.687 - 2.048	2.410 - ...
Spanish	723 - 771	964 - 1.133	1.205 - 1.446	1.687 - 2.048	2.410 - ...
Italian	723 - 771	964 - 1.133	1.205 - 1.446	1.687 - 2.048	2.410 - ...
Portuguese	723 - 771	964 - 1.133	1.205 - 1.446	1.687 - 2.048	2.410 - ...
Dutch	916 - 1.157	1.205 - 1.446	1.446 - 1.566	1.928 - 2.289	2.892 - ...
Swedish	964 - 892	1.084 - 1.325	1.325 - 1.446	1.807 - 2.169	2.651 - ...
Norwegian	964 - 892	1.133 - 1.325	1.446 - 1.566	1.807 - 2.169	2.651 - ...
Finnish	988 - 1.205	1.325 - 1.566	1.566 - 1.687	2.048 - 2.410	2.651 - ...
Danish	723 - 892	1.133 - 1.325	1.325 - 1.446	1.807 - 2.169	2.651 - ...

Contact Us

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