

FOCUS ON

Created by **Pro Progressio**

Bydgoszcz



4/ City

5/ Education

6/ Transport

12/ Real Estate

14/ Business

18/ Salaries

20/ Culture,
entertainment,
recreation



Jan Kamoji-Czapiński
Director, Centre for Strategic
Investments, PAIH

The business services sector is one of the key areas of the Polish economy. An important factor of its success is the development of not only the largest centres – the so-called Tier 1 and Tier 2 cities, but also smaller regional cities. Bydgoszcz is a perfect example of a thriving regional centre, a city that has become an important point on the map of the BSS sector in Poland, especially in IT. Several global players have already decided to invest in Bydgoszcz, including Nokia Corporation with its Global Network Management Centre and Atos, one of the leading operators in the IT services market, which opened a center of excellence in the field of software development.

The city attracts investors with its diversified economic structure, convenient transportation links, including the Ignacy Jan Paderewski International Airport, and, above all, with its young and well-educated workforce.

The developed business environment is another of the city's strengths – the offer of office space and services, business organisations, clusters, including the Bydgoszcz Industrial Cluster, one of National Key Clusters. Equally important is the pro-investment policy of the city authorities and the fact that the Pomeranian Special Economic Zone operates in the Bydgoszcz Industrial and Technological Park.

It has always been crucial for the Polish Investment and Trade Agency to support a balanced and steady development of the BSS sector throughout the country. Bydgoszcz's offer allows to attract investors looking for access to qualified employees, while at the same time ensuring a competitive level of salaries and office space rental. The competitive advantage of the city allows us to look forward with optimism to its further development in the coming years.



Wiktor Doktor
CEO, Pro Progressio

The BSS sector has been dynamically developing in Poland over the last 30 years. From the very beginning of this period, the city of Bydgoszcz accompanies this development. At first, through the presence of IT companies, gradually moving into customer service call centers, to shared service and R&D centers.

The development of the modern business services sector is favored by the constantly expanded office space. Especially the second decade of 2000s was conducive to the development of modern office space, of which Arkada Business Park and Immobile K3 are good examples.

Bydgoszcz with its human potential and a relatively low degree of competition is the recommended location for outsourcing projects and shared service centers of several dozen to several hundred jobs.

It is worth emphasizing that important events for the business services sector take place every year in Bydgoszcz. The city has repeatedly hosted a series of BSS Tour events, during which robotics, modern technologies, GDPR and labor law were discussed. These events gather participants from all over Poland, thanks to which the city is able to show more widely its attractiveness for investors from the BSS industry.

176 km²

Town area

879,4 ha

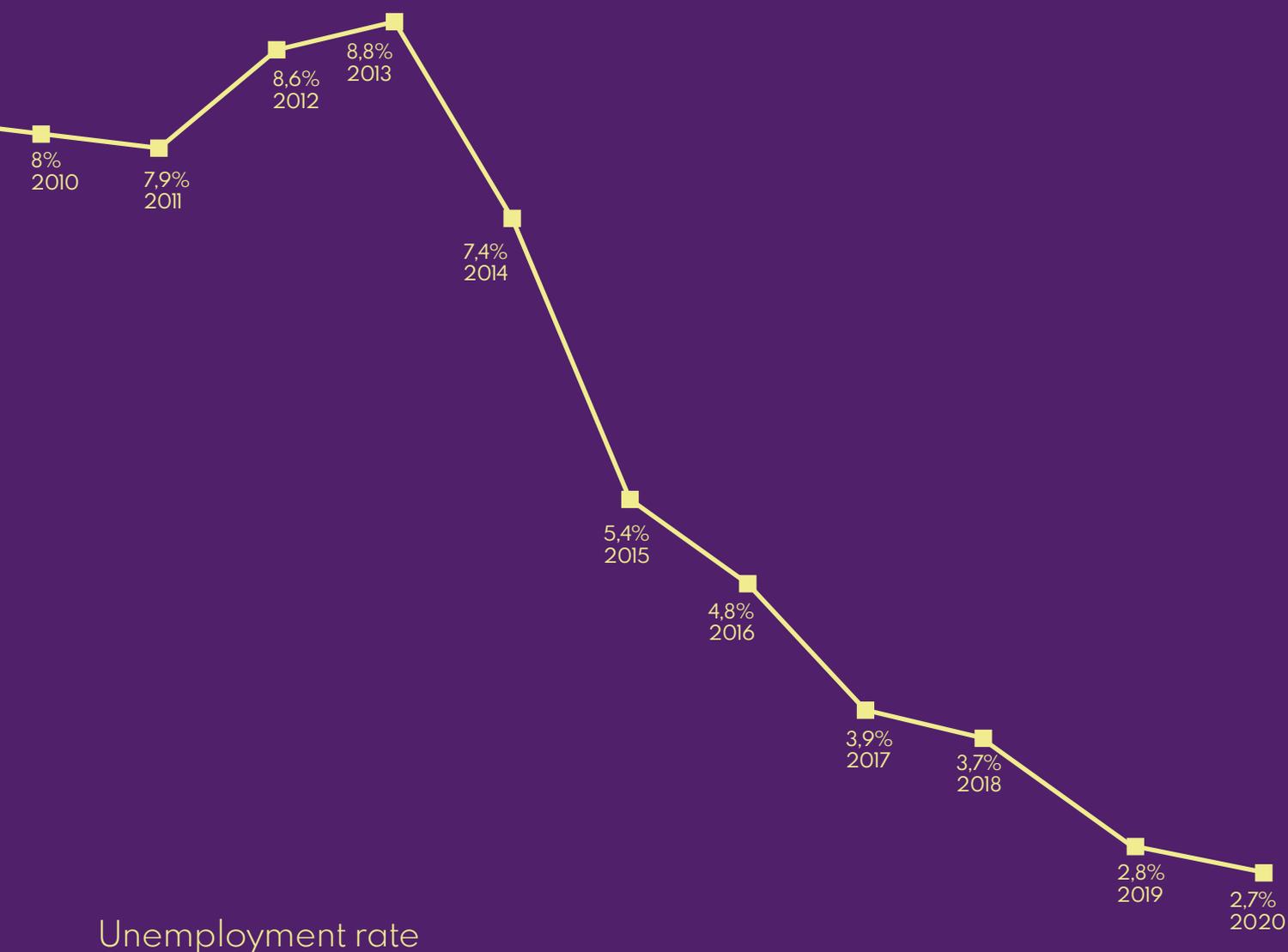
Green areas

350 178

Population

607 537

Population of Bydgoszcz Metropolis



10



Universities

4 public universities

8 528

6 private universities

28 813

108



kindergartens

30 public kindergartens

78 private kindergartens

Primary schools:

56 24 222

High schools:

23 1 587
 5 085

Technical schools:

22 7 186



3 025

SUBJECTS*

philology (foreign languages)



781

14 785

administration, business and law

3728

3 032

IT/ICT

359

2 821

engineering and technology

649

358

logistics

80

1841

architecture and construction

539

Graduates

Students

* data for Kuyavian-Pomeranian

/Transport

 **23** car rentals

 **9** taxi companies

1 290 taxis

PLN 7 initial charge

PLN 2,2 cost per 1 km

 **10** tram lines

 **47** bus lines

41 day bus lines

6 night bus lines



Public Transport tickets

PLN 3 normal ticket price

PLN 12 one-day ticket price

PLN 92 monthly ticket price

590 city bikes

100,5 km length of bicycle routes

56 city bikes stations

PLN 1 / h rental cost / first hour
(first 20 min free)

Distance from Bydgoszcz to other cities:

Warsaw	.....	266 km
Wrocław	.....	285 km
Poznań	.....	131 km
Szczecin	.....	216 km
Lublin	.....	434 km
Łódź	.....	223 km
Katowice	.....	415 km
Kraków	.....	482 km
Kielce	.....	362 km
Rzeszów	.....	522 km
Gdańsk	.....	166 km
 Berlin	.....	397 km
 Hamburg	.....	681 km
 Prague	.....	577 km
 Minsk	.....	844 km
 Kiev	.....	1064 km
 Moscow	.....	1566 km
 Vilnius	.....	619 km



Roads

4 regional roads

4 national roads

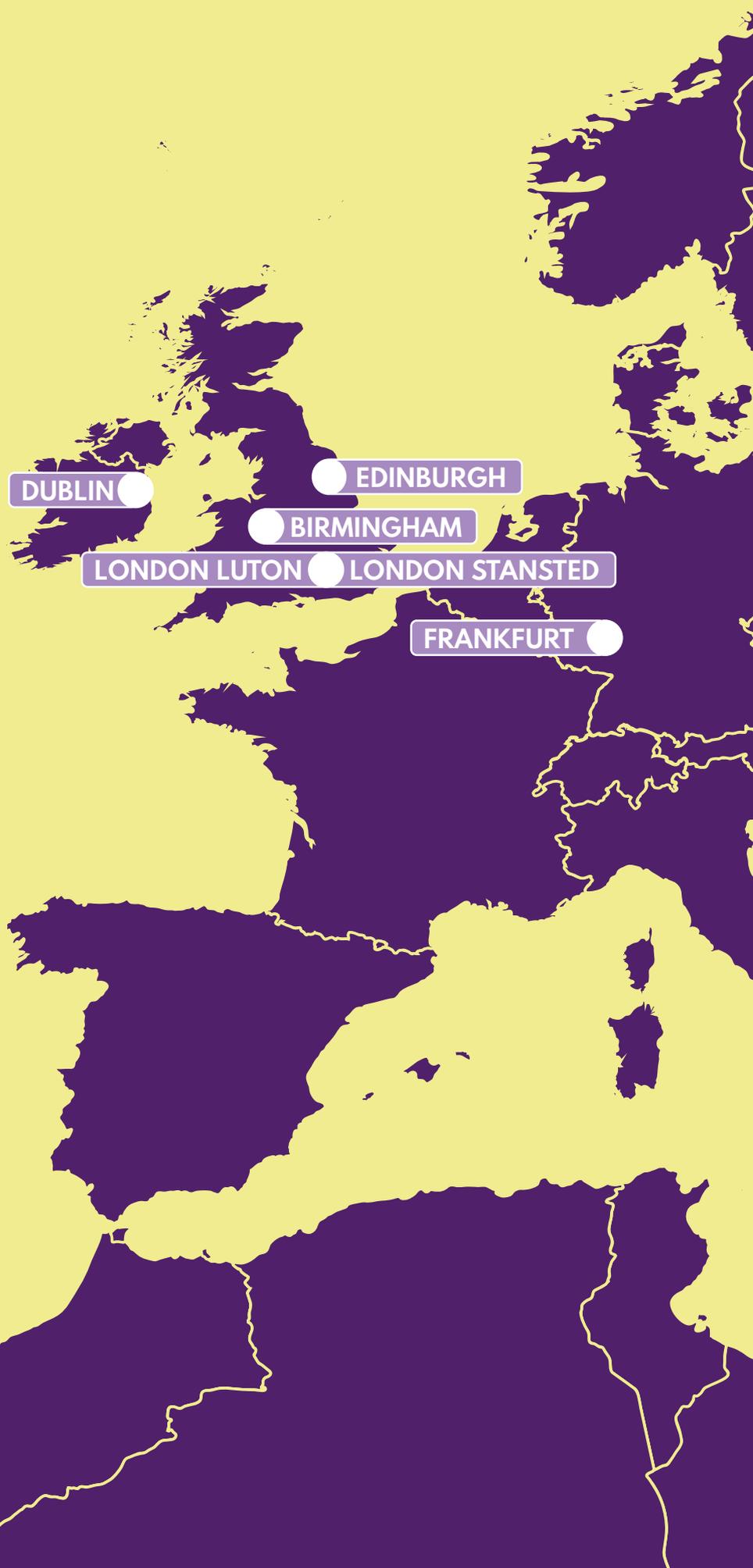
Bydgoszcz Airport

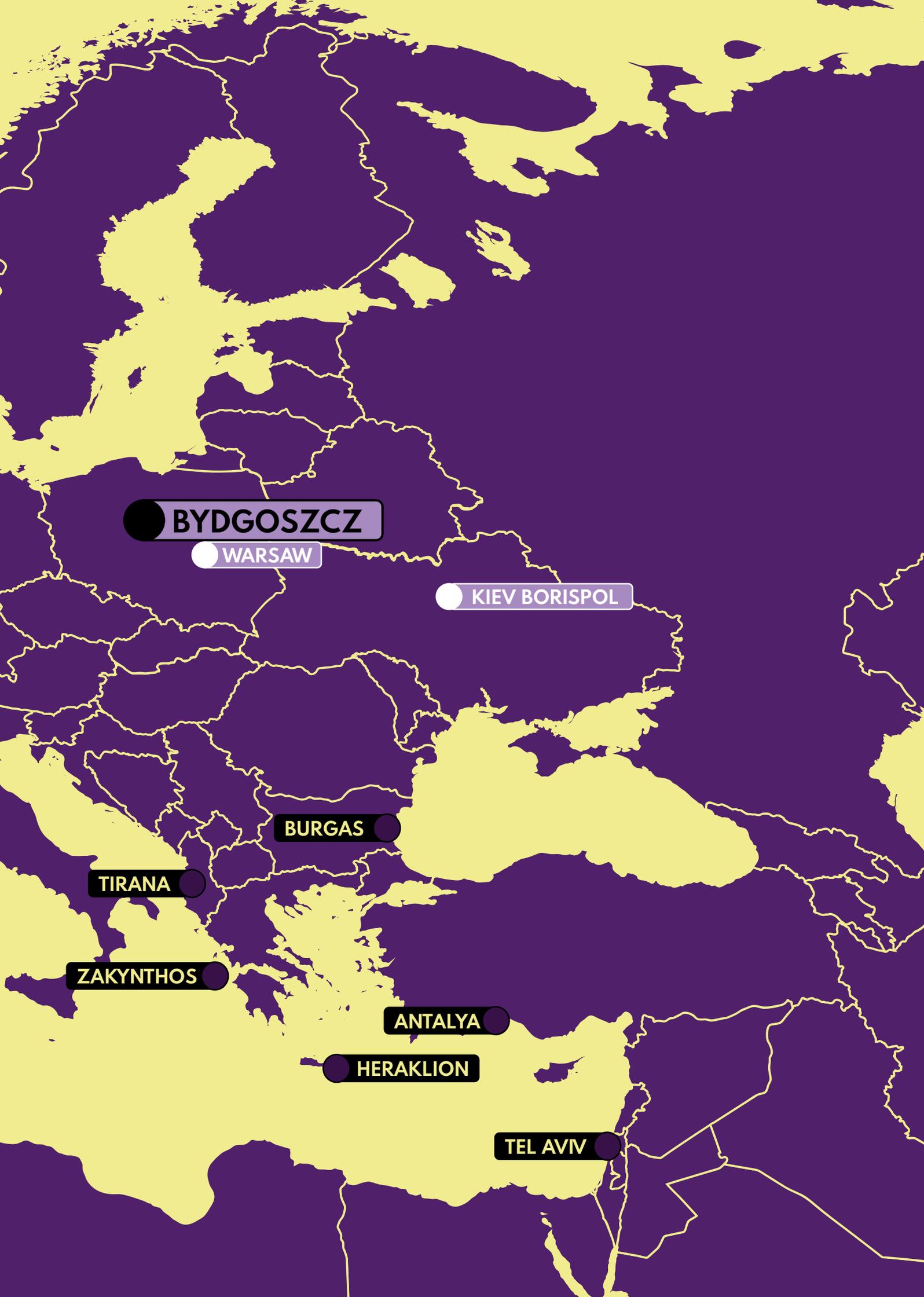
REGULAR FLIGHTS

-  Dublin
-  Birmingham
-  London Luton
-  London Stansted
-  Frankfurt
-  Warsaw
-  Kiev Borispol
-  Edinburgh

CHARTER FLIGHTS

-  Tel Aviv
-  Zakynthos
-  Burgas
-  Antalya
-  Tirana
-  Heraklion





BYDGOSZCZ

WARSAW

KIEV BORISPOL

BURGAS

TIRANA

ZAKYNTHOS

ANTALYA

HERAKLION

TEL AVIV

-  business areas
-  residential areas
-  railway junction

Distance from the Main Bydgoszcz Railway Station

  12 min 

airport

  3 min 

Bydgoszcz Regional Development Agency

 1 min

  26 min 

The University of Science and Technology

  28 min 

The Casimirus the Great University

 9 min

  22 min 

Mill Island

 7 min

  42 min 

HSW Immobile "Łuczniczka"

 13 min

  60 min 

"Mysłęcinek" Forest Park

 11 min

  23 min 

Old Town

 10 min

  22 min 

Collegium Medicum UMK

 9 min

  20 min 

Pomeranian Philharmonic

 9 min

  17 min 

The Nova Opera

 6 min

  18 min 

The Leon Wyczółkowski District Museum

 10 min

  19 min 

Bydgoszcz Industrial and Technological Park

  13 min 

The Bydgoszcz Fair and Exhibition Centre

  38 min 

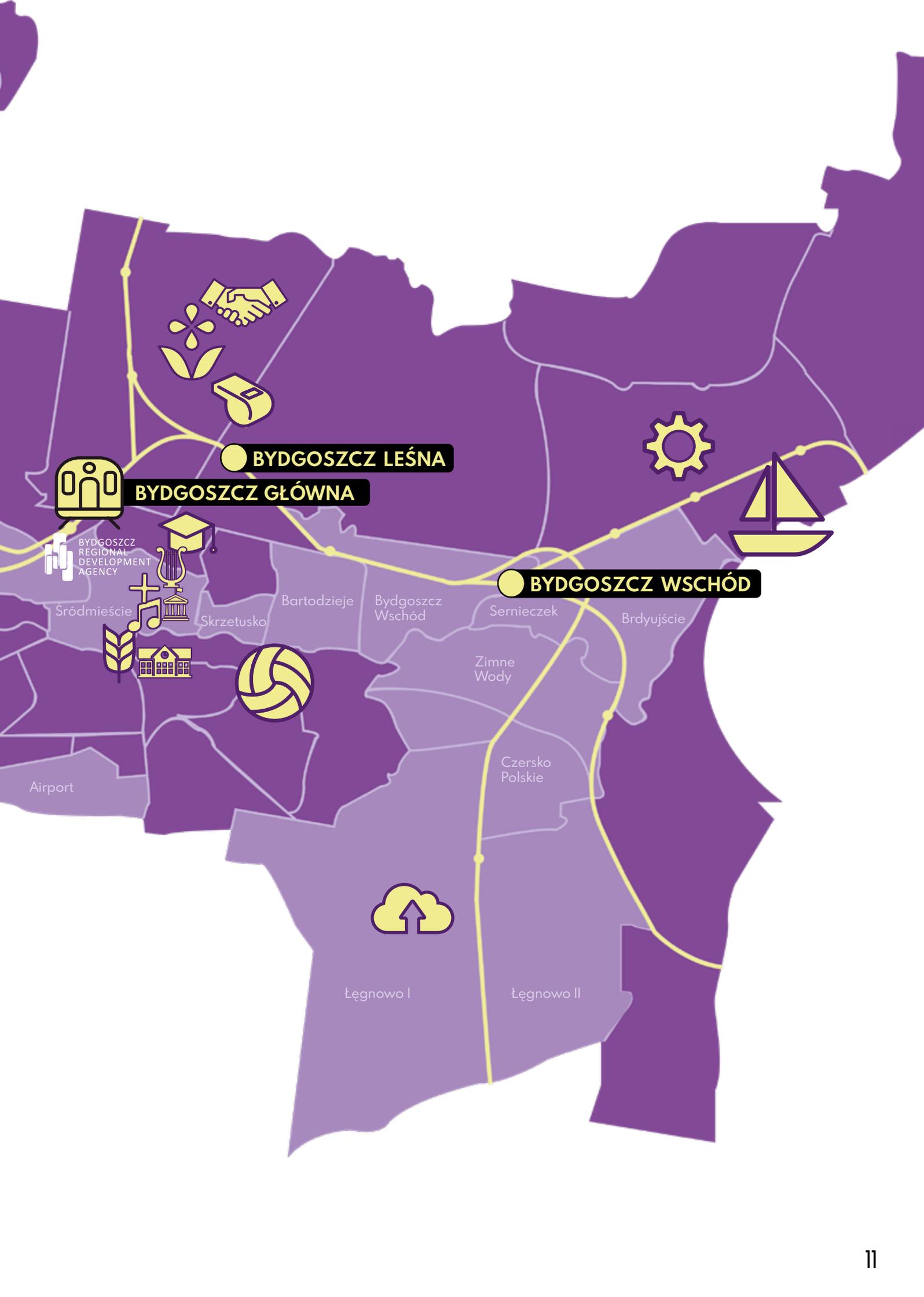
Zawisza Sports Complex

 10 min

  24 min 

Brdującyście Boate Race Course





● BYDGOSZCZ LEŚNA

● BYDGOSZCZ GŁÓWNA

● BYDGOSZCZ WSCHÓD

BYDGOSZCZ
REGIONAL
DEVELOPMENT
AGENCY

Śródmieście

Skrzetusko

Bartodzieje

Bydgoszcz
Wschód

Sernieczek

Brdyujście

Zimne
Wody

Czersko
Polskie

Airport

Łęgowo I

Łęgowo II

/Real Estate

87 900 m²

Total existing A/B+ Class office space

16 800 m²

Total A/B+ office space under reconstruction

5 500 m²

Total A/B+ Class office space under construction

33 700 m²

Total A/B+ Class office space planned

25

A/B+ Class office spaces

3

A/B+ Class office spaces under reconstruction

1

A/B+ Class office spaces under construction

4

Planned A/B+ Class office spaces

Offices

Minimum rent in A/B+ Class	EUR 8 / sqm / month
Maximum rent in A/B+ Class	EUR 13 / sqm / month
Average services fees in A/B+ Class	PLN 13 / sqm / month

Selected office spaces

BUILDING	ADDRESS	OWNER	EXISTING SPACE	PLANNED SPACE
Biznes Park Bydgoszcz (8 buildings)	Kraszewskiego 1	Biznes Park	30 400 sqm	-
Arkada Business Park Stag	Fordońska 2	Arkada Holding	9 700 sqm	9 700 sqm
Scanpark Business Center	Towarowa 36	Hunger Development	6 800 sqm	11 800 sqm

Warehouses

Total existing warehouse space	233 500 sqm
Total warehouse space under construction	46 000 sqm
Total planned warehouse space	100 000 sqm
Prime rent in warehouses (city and environs)	EUR 3,2-3,8 / sqm/ month

Selected warehouses

BUILDING	ADDRESS	OWNER	EXISTING SPACE
Panattoni Park Bydgoszcz	Ersta Petersona 4	Panattoni	49 600 sqm
Panattoni BTS Bydgoszcz Kaufland	Ersta Petersona 4	Panattoni	45 700 sqm
Panattoni BTS Bydgoszcz Carrefour	bl. Franciszka Dachtery 6	Panattoni	38 000 sqm

Shopping malls

Number	7
Total existing space	215 000 sqm
Total planned space	10 000 sqm
Total empty space	5 800 sqm
Average rents in prime spaces	EUR 25-30 / sqm

Selected shopping malls

BUILDING	ADDRESS	DEVELOPER	EXISTING SPACE
Zielone Arkady	Wojska Polskiego 1	ECE Projektmanagement Polska	50 000 sqm
Focus Mall	Jagiellońska 39-47	Atrium European Real Estate	43 600 sqm
Galeria Pomorska	Fordońska 141	Resolution Property	40 000 sqm

Source: JLL

Institutions supporting entrepreneurship

- Bydgoszcz Regional Development Agency
- The District Labour Office
- The Bydgoszcz Industrial Cluster
- The Employers of Pomerania and Kuyavia
- The Polish Enterprise Foundation - Regional Office
- Business Centre Club - the Bydgoszcz Lounge
- Bydgoski Fundusz Poręczeń Kredytowych Sp. o.o.
- The Bydgoszcz IT Cluster
- Bydgoszcz Industrial and Technological Park
- Kujawsko-Pomorska Okręgowa Izba Inżynierów Budownictwa
- The „Wodociągi Polskie” Chamber of Commerce
- The Chamber of Industry and Commerce of the Kuyavian-Pomeranian Voivodeship
- The Kuyavian-Pomeranian Chamber of Crafts and Enterprise
- The Kuyavian-Pomeranian Branch of the National Chamber of Tax Advisers
- The Kuyavian-Pomeranian Association of Trade and Services
- The Lewiatan Vistula Association of Employers
- The Polish Economic Association, Branch in Bydgoszcz
- Stowarzyszenie Przedsiębiorców Kujaw i Pomorza
- Agro Cluster Kujawy – regional organization of enterprises of agro-industrial sector
- Polish Economic Chamber of Electrotechnics
- Pomorsko-Kujawska Izba Budownictwa
- Stowarzyszenie Pośredników w obrocie Nieruchomościami Pomorza i Kujaw
- Kujawsko-Pomorski Fundusz Pożyczkowy
- Klaster Przemysłów Kreatywnych
- Klaster Za-Chem

Total number of business entities

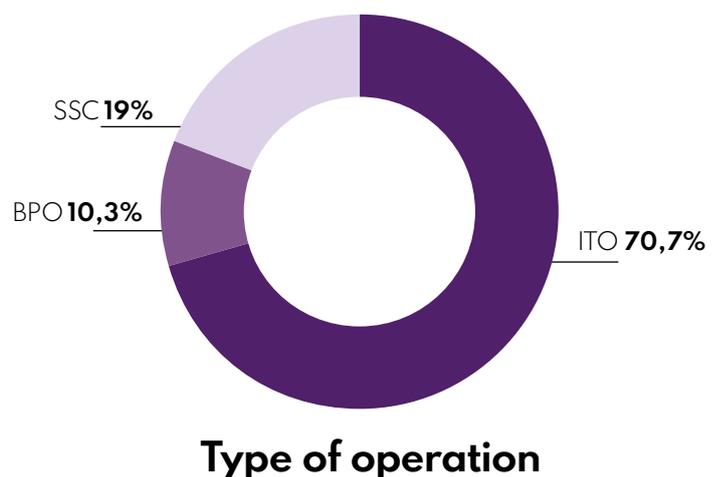
43 362

COMPANY	TYPE
Agnat	ITO
Asseco Data System	ITO
Asseco Poland	ITO
Atos Global Delivery Center	ITO
Bank Pocztowy -Centrum Operacyjne	SSC
Bazy i Systemy Bankowe	ITO
Business Consulting Center/SNP Poland	ITO
Catts	BPO
Centralny Ośrodek Rozliczeniowy Poczty Polskiej	SSC
Centrum Obsługi Biznesu	BPO
Centrum Wsparcia Innowacji	ITO
Cognifide	ITO
Contact Centre Banku Poczowego	SSC
CS Group Polska	BPO
Cybercom	ITO
Deepsense.ai	ITO
Ericsson	ITO
Eximo Project	ITO
Frosta	SSC
Galactica	ITO
Great Call	BPO
Huuuge Games	ITO
iQor	ITO
Livingston	BPO
Logon	ITO
Macrologic	ITO
Mediasystem	BPO
MeeLogic	ITO
Mobica	ITO

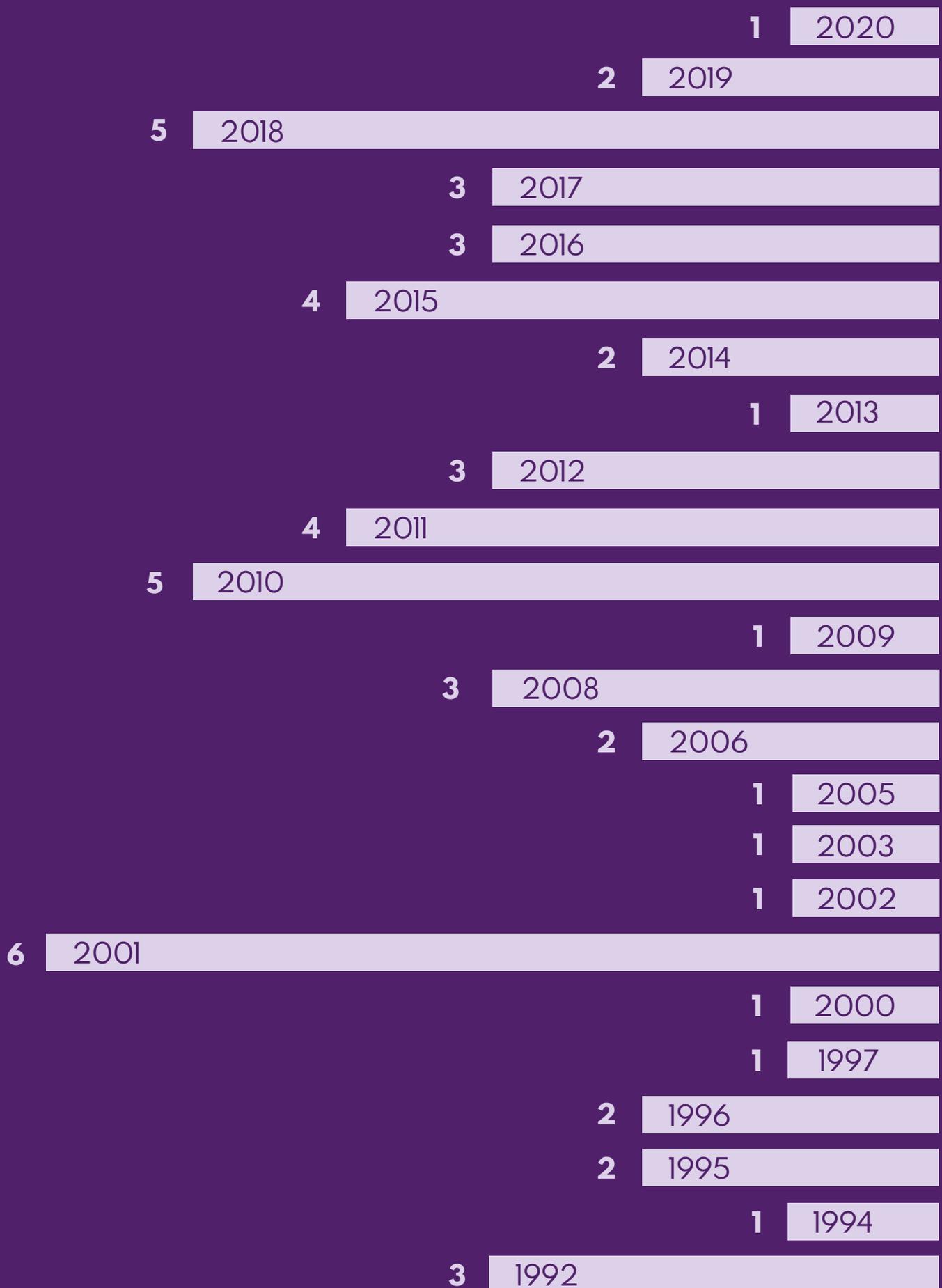
COMPANY	TYPE
MSG Media	ITO
Nokia Corporation	ITO
Oponeo	SSC
Oponeo Brandhouse	SSC
Orange	SSC
PGE Systemy	SSC
PKP Cargo Centralne Biuro Rozrachunków	SSC
Postdata	ITO
PZU	SSC
QuadGraphics	ITO
RevDeBug	ITO
Rotopino.pl	SSC
S.O.S. Wesołowscy	ITO
SDL	ITO
Sii	ITO
Slican	ITO
Soft Blue	ITO
Softmaks.pl	ITO
Sunrise System	ITO
SuperControl	ITO
Syneo	ITO
T Komp	ITO
T4 Rafał Kolano	ITO
Teldat	ITO
Teleplan	ITO
Terra Computer	ITO
UniDOC	ITO
Vivid Games	ITO
Zakład Informatyki Stosowanej	ITO

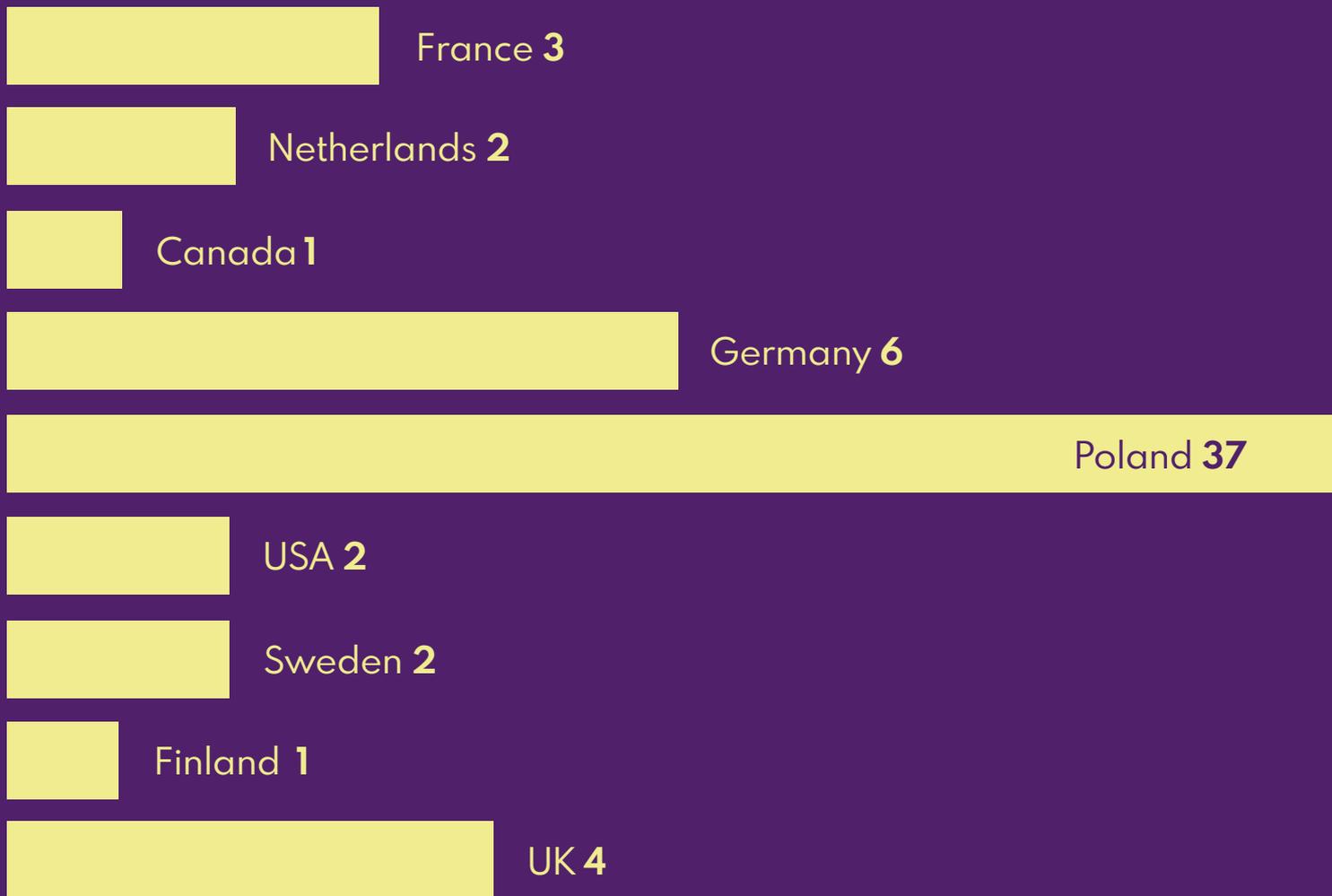
Outsourcing centres using foreign languages:

Polish: 58	Italian: 4
English: 53	Russian: 3
German: 15	Danish: 4
French: 5	Ukrainian: 3
Spanish: 5	Hungarian: 3



Year of inauguration in Bydgoszcz





Country of origin

Call Center

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior Consultant	PLN 2 800	PLN 3 800
Consultant	PLN 3 200	PLN 5 000
Senior Consultant	PLN 3 800	PLN 6 000
Team Leader	PLN 5 000	PLN 8 000
Supervisor	PLN 7 000	PLN 9 000
Manager	PLN 9 000	PLN 12 000

IT

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Net Developer	PLN 7 000	PLN 12 000
C++ Developer	PLN 7 000	PLN 12 500
Help Desk	PLN 4 000	PLN 8 000

Source: Antal

Gross average monthly salary in PLN in Bydgoszcz

4481.39

Accounts payables / Accounts Receivables

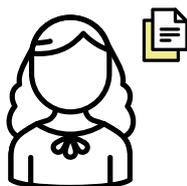
Jobs – English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior accountant	PLN 3 200	PLN 4 000
Accountant	PLN 3 800	PLN 5 000
Senior accountant	PLN 4 800	PLN 6 200
Team Leader	PLN 6 000	PLN 6 800
Supervisor	PLN 6 700	PLN 8 500
Manager	PLN 9 000	PLN 14 000

General Ledger

Jobs – English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior accountant	PLN 3 500	PLN 4 300
Accountant	PLN 4 000	PLN 5 200
Senior accountant	PLN 5 000	PLN 6 700
Team Leader	PLN 6 500	PLN 7 700
Supervisor	PLN 7 500	PLN 9 000
Manager	PLN 10 000	PLN 16 000

/Culture, entertainment, recreation

6  cinemas

2  theatres

1  opera

1  philharmonic

16  museums

Conference facilities

- The Bydgoszcz Fair and Exhibition Centre
- The Nova Opera Conference Centre
- HSW Immobile "ŁUCZNICZKA"
- The I. J. Paderewski Memorial Pomeranian Philharmonic
- The Hieronim Konieczka Polish Theatre
- CWZS Zawisza
- The Casimirus the Great University
- The University of Technology and Nature
- The Conference and Service Complex of the University of Economy
- Multikino Bydgoszcz
- The Cinema City Bydgoszcz
- Holiday Inn
- Hotel Słoneczny Młyn
- Hotel Pod Orłem
- City Hotel
- Historical Pump Room - Waterworks Museum
- The Kuyavian and Pomeranian Centre for Environmental Education
- Park Hotel
- Starówka Office
- Hotel Sepia Mercure
- The Ludwik Rydygier Collegium Medicum
- The Hulanka Manor House
- Hotel Bohema
- Hotel Campanile
- Hotel Ikar
- Hotel Pałac
- The Bydgoszcz Marina
- MDD Work Together
- Ostromecko Palace and Park

Examples of business, cultural and sports events

- The InnoForm International Cooperation Fair for the Tool and Processing Industry
- The BSS Tour Conference
- The blTconf - Bydgoszcz IT Conference
- Global Entrepreneurship Week
- The Emerging Cities Conference
- The Gryf-Bud Fair
- The Wod-Kan Fair
- The Bydgoszcz Opera Festival
- The European Night of Museums
- Drums Fusion Festival
- The Ocean Lava Triathlon Poland
- The "Ster na Bydgoszcz" Water Festival
- The Bydgoszcz Musical Impressions
- The PKO Running Festival
- The River of Music
- Enea Bydgoszcz Triathlon
- The Woda Bydgoska Swimming Competition on the Brda River
- The TehoFest
- The Brda Cup Rowing Regatta
- The Bydgoszcz Music Festival "Mózg Festival"
- The Festival of Preview Showings
- Bydgoszcz Jazz Festival
- The Civic Celebration of the 111 of November Independence Day
- The "Muzyka u Źródeł" Festival
- International Animated Film Festival ANIMOCJE

7  shopping malls

21  festivals

30  hotels

1 five-star hotel *****

6 four-star hotels ****

12 three-star hotels ***

14  fairs

14  hospitals



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Pro Progressio - foundation supporting growth and promotion of outsourcing industry in Poland. The foundation cooperates with the public and private sector as well as with the international organisations operating in the outsourcing sector. Pro Progressio is a publisher of outsourcing sector media that is with *OutsourcingPortal* and *Outsourcing&More* magazine.

Pro Progressio manages the Pro Progressio Club, to which it invites business entities providing outsourcing services and organisations operating in direct environment of the sector. The club promotes and supports the development of the outsourcing activities, both in the area of services and production, furthermore, it facilitates the establishment of new contacts and increases the outsourcing brand awareness.

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