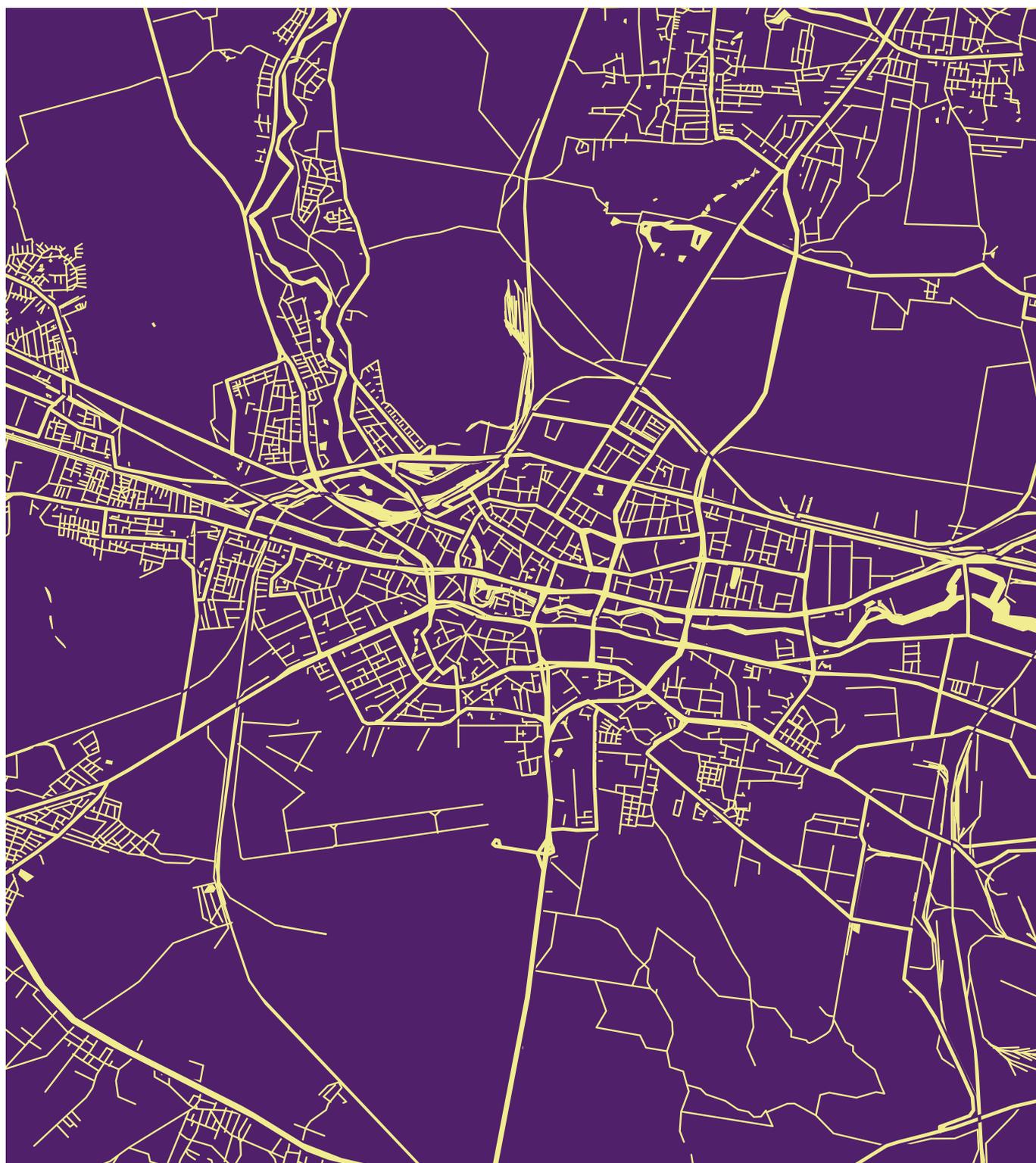


# FOCUS ON

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 past two decades have been a period of intense social and economic changes for Poland. In the course of these events, over time we have become the undisputed leader of the modern business services sector in Europe and in the world. Many factors contributed to this success and the efforts made by all stakeholders - investors, business institutions, government administration bodies and local authorities. Today, Warsaw, Kraków and Wrocław are not the only destinations in which foreign investors want to open their business centers. The dynamic development of the economy, all the more visible in recent years, as well as the sector of modern business services itself, caused the interest of investors to turn to smaller, but equally attractive and dynamically developing locations.

Undoubtedly, such a place is Bydgoszcz, which is not only an important center of industry, trade and logistics, crucial road, rail and inland navigation junction, but also

of the leading centers of the IT industry in the country. Availability of modern office space, qualified staff, specialized infrastructure, factors contributing to a high quality of life, as well as support for public administration and cost attractiveness, Bydgoszcz is one of the important players in the BSS sector in Poland. It is not without significance that there is the Pomeranian Special Economic Zone or the Bydgoszcz Industrial Cluster in Bydgoszcz. Today, companies such as Nokia, Atos IT Services, Asseco or Sii have their offices and centers here.

I invite you to read this study, and at the same time want to encourage you to cooperate with the Polish Investment and Trade Agency, which has been working for years for the sustainable development of the modern business services sector in Poland. The success of Bydgoszcz is all the more pleased, as it has taken a huge step towards modernity and today is undoubtedly one of the most dynamically developing cities in Poland.



**Wiktor Doktor**  
CEO, Pro Progressio

Welcome to the City of Bydgoszcz - a city with great potential for the development of the modern business services sector. Bydgoszcz has been associated with the IT and telecommunications sectors for many years - these two industries, from the point of view of business services, have a long history of development here. But those are not the only ones. The first two decades of the 21<sup>st</sup> century brought Bydgoszcz the development of office infrastructure, accompanied by the growth of BPO and SSC operational centers with financial, accounting and call contact center profiles.

The office infrastructure in Bydgoszcz is still developing, and the access to educated staff makes the city an attractive location for both medium and large size projects.

Due to its development, Bydgoszcz is perfect as the main location, but also as satellite location for companies that are already present in Poland and, are looking for new locations for operational centers.

It is also worth noting that the structures of coworking and serviced offices are being developed in Bydgoszcz, which in many cases are locations for virtual teams of companies from large cities. The presence of this type of investments in Bydgoszcz should translate into a more flexible approach of tenants to the use of space in modern office buildings.

I invite you to Bydgoszcz! I invite you to read the *Focus on Bydgoszcz* report!

**176 km<sup>2</sup>**

Town area

**1 613 ha**

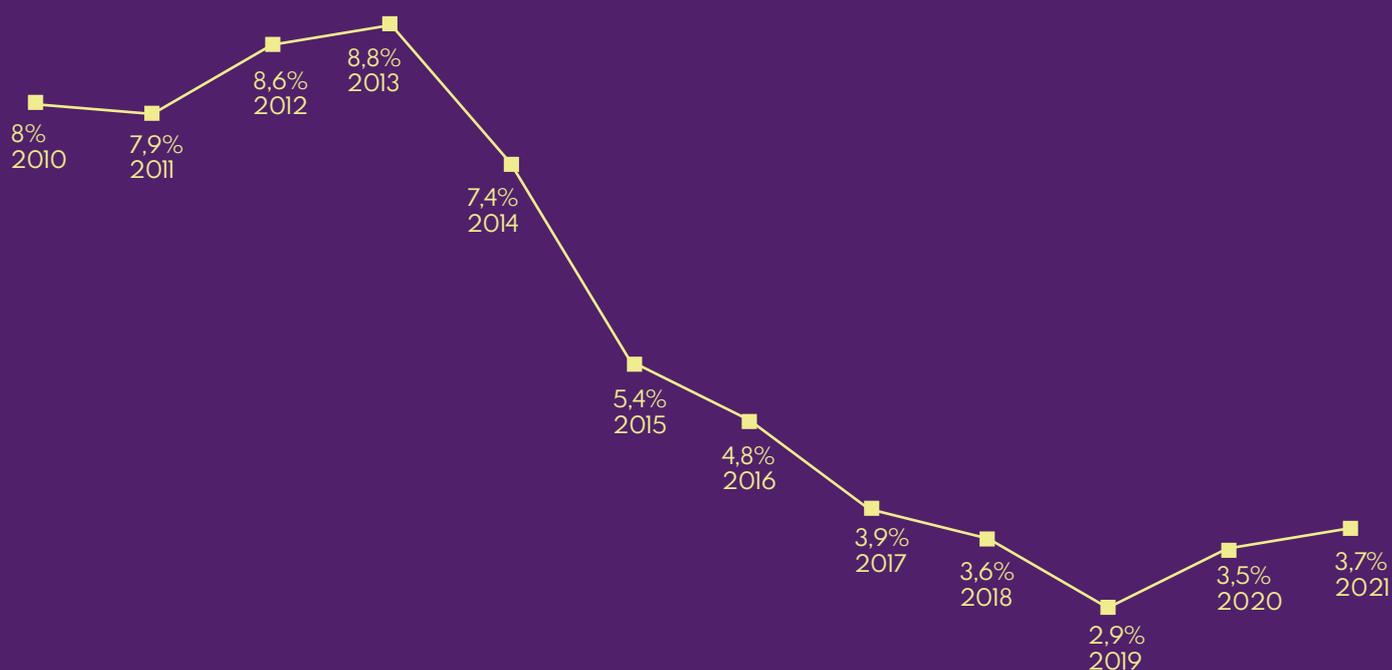
Green areas

**348 190**

Population

**609 262**

Population of Bydgoszcz Metropolis



Unemployment rate

# 10



## Universities

4 public universities

6 private universities

6 854

28 361

# 110



## kindergartens

32 public kindergartens

78 private kindergartens

Primary schools:

**56** 24 160

High schools:

**24** 1 961  
 7 051

Technical schools:

**22** 1 559  
 9 126



### SELECTED SUBJECTS\*



1 517	philology (foreign languages)	591
14 785	administration, business and law	3 728
4 106	IT/ICT	572
5 347	engineering and technology	1 445
1 780	logistics	319
1 841	architecture and construction	539

Graduates

Students

\* data for Kuyavian-Pomeranian

# /Transport

**9** car rentals

**8** taxi companies

**1 290** taxis

**PLN 7** initial charge

**PLN 2,2** cost per 1 km

**11** tram lines

**46** bus lines

**40** 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

**PLN 13,5** a one-day family ticket price

# 590 city bikes

108,7 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

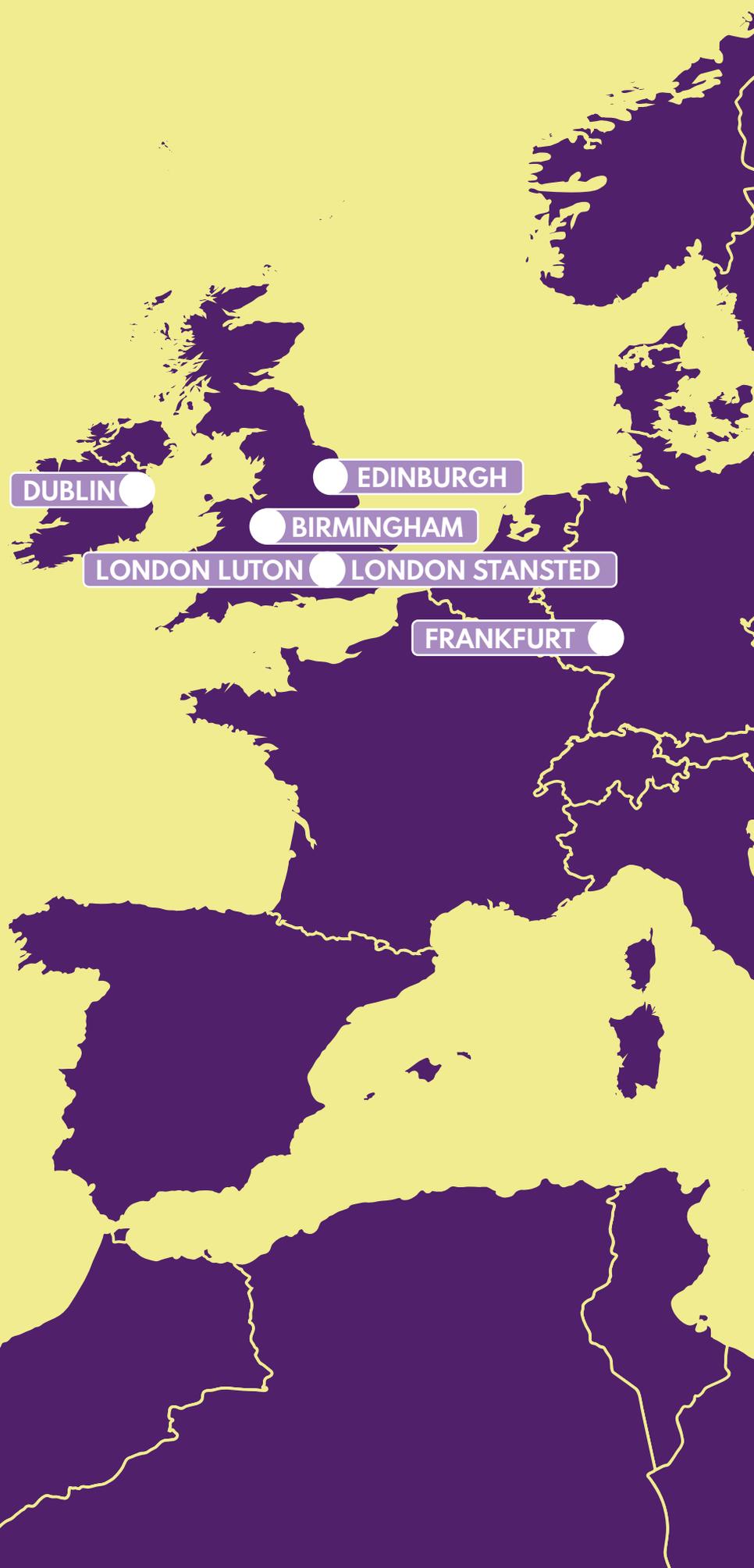
# Bydgoszcz Airport

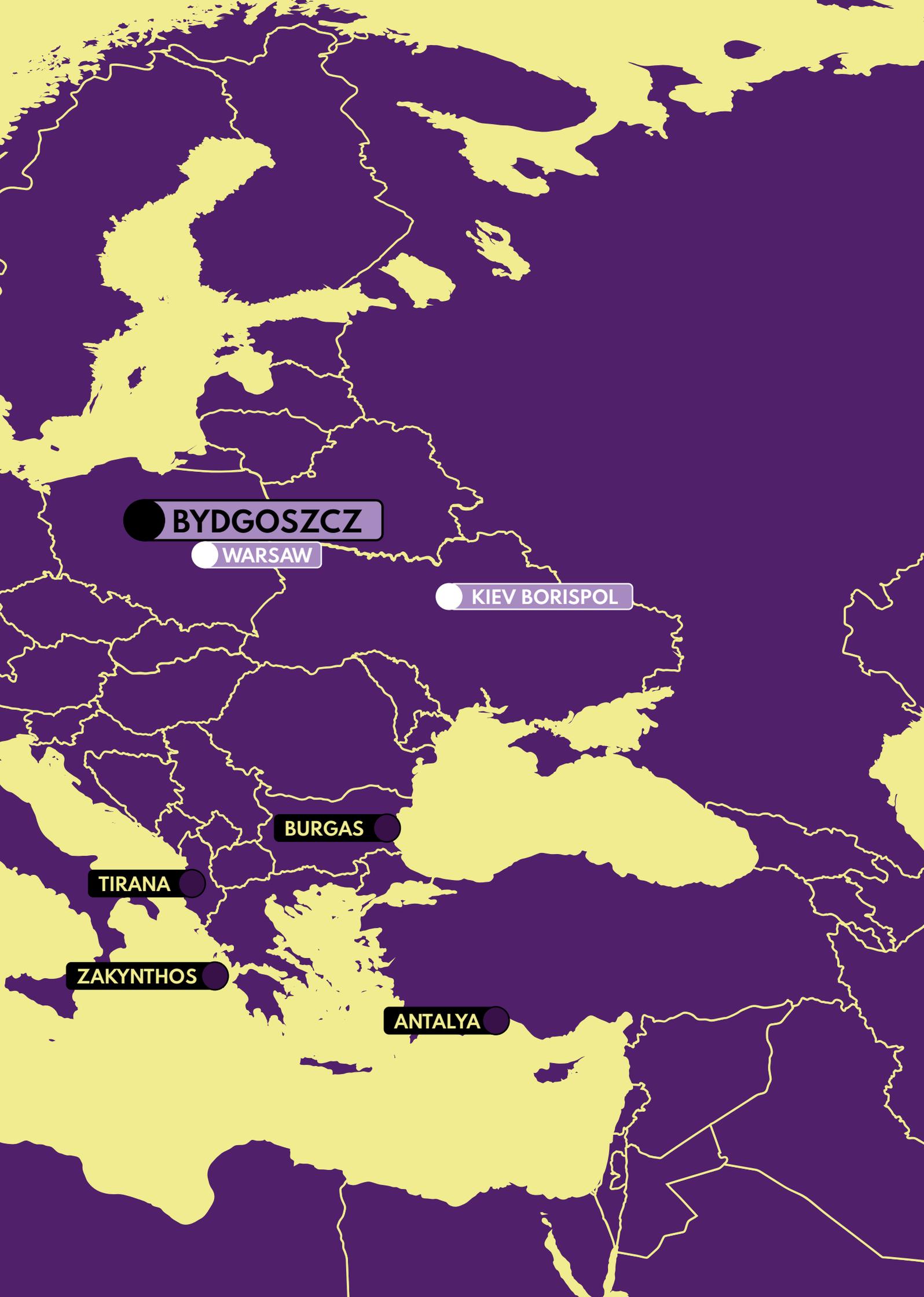
## REGULAR FLIGHTS

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

## CHARTER FLIGHTS

-  Zakynthos
-  Burgas
-  Antalya
-  Tirana





**BYDGOSZCZ**

**WARSAW**

**KIEV BORISPOL**

**BURGAS**

**TIRANA**

**ZAKYNTHOS**

**ANTALYA**

-  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 

 9 min

The Casimirus the Great University

  22 min 

 7 min

Mill Island

  42 min 

 13 min

HSW Immobile "Łuczniczka"

  60 min 

 11 min

"Mysłęcinek" Forest Park

  23 min 

 10 min

Old Town

  22 min 

 9 min

Collegium Medicum UMK

  20 min 

 9 min

Pomeranian Philharmonic

  17 min 

 6 min

The Nova Opera

  18 min 

 10 min

The Leon Wyczółkowski District Museum

  19 min 

 19 min

Bydgoszcz Industrial and Technological Park

  13 min 

 13 min

The Bydgoszcz Fair and Exhibition Centre

  38 min 

 10 min

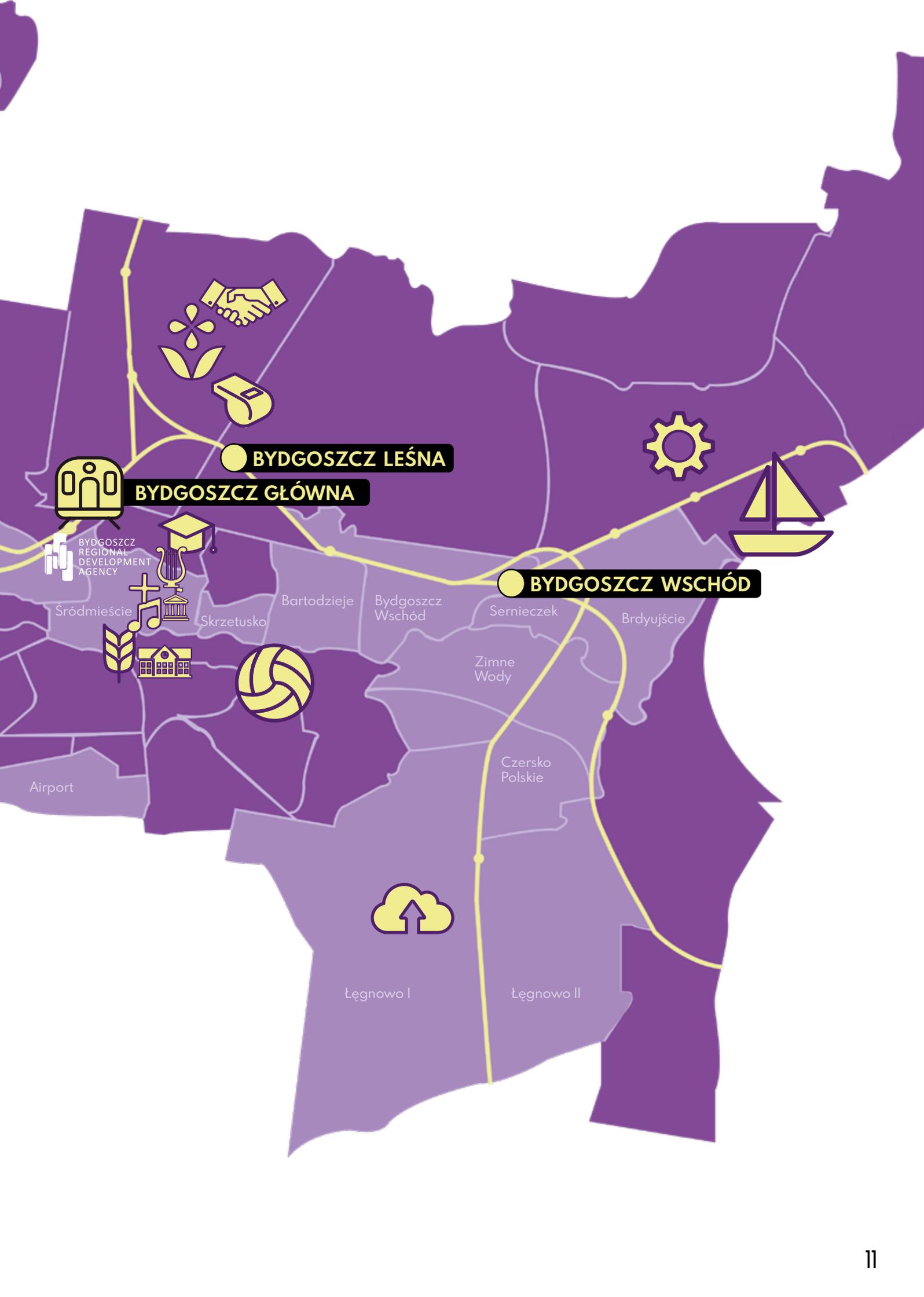
Zawisza Sports Complex

  24 min 

 24 min

Brdującyście Boate Race Course





● BYDGOSZCZ LEŚNA

● BYDGOSZCZ GŁÓWNA

● BYDGOSZCZ WSCHÓD

BYDGOSZCZ  
REGIONAL  
DEVELOPMENT  
AGENCY

Sródmiście

Skrzetusko

Bartodzieje

Bydgoszcz  
Wschód

Sernieczek

Brdujście

Zimne  
Wody

Airport

Czersko  
Polskie

Łęgowo I

Łęgowo II

**130 720 sq m**

Total existing A/B+ Class  
office space

**14 700 sq m**

Total A/B+ Class office space  
under construction

**61 500 sq m**

Total A/B+ Class  
office space planned

**27**

A/B+ Class office spaces

**2**

A/B+ Class office spaces  
under construction

**6**

Planned A/B+ Class  
office spaces

## Offices

Minimum rent in A/B+ Class	PLN 35 / sq m / month
Maximum rent in A/B+ Class	PLN 55 / sq m / month
Average services fees in A/B+ Class	PLN 11-14 / sq m / month

## Selected office spaces

BUILDING	ADDRESS	OWNER	TOTAL EXISTING SPACE	TOTAL PLANNED SPACE
Biznes Park Bydgoszcz (8 buildings)	Kraszewskiego 1	Biznes Park	30 400 sq m	-
Arkada Business Park	Fordońska 2	Arkada Invest Development	9 700 sq m	9 700 sq m
Scanpark Business Center	Towarowa 36	Hunger Development	6 772 sq m	13 000 sq m
Preludium	Chopina	ARD	7 000 sq m	9 000 sq m
Immobilie K3	Plac Kościeleckich 3	CDI Konsultanci Budowlani	7 200 sq m	-

## Warehouses

Total existing warehouse space	460 300 sq m
Total warehouse space under construction	43 000 sq m
Total planned warehouse space	244 000 sq m
Prime rent in warehouses (city and environs)	EUR 3,20-3,60 / sq m / month

## Selected warehouses

BUILDING	ADDRESS	DEVELOPER	TOTAL EXISTING SPACE	SPACE UNDER CONSTR.	TOTAL PLANNED SPACE
Panattoni Park Bydgoszcz	Ersta Petersona 4	Panattoni	49 600 sq m	-	-
Panattoni BTS Bydgoszcz Kaufland	Ersta Petersona 4	Panattoni	49 313 sq m	-	-
Waimea Logistic Park Bydgoszcz	Mokra 32	Waimea	48 360 sq m	-	42 390 sq m

## Shopping malls

Number	11
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	TOTAL EXISTING SPACE
Zielone Arkady	Wojska Polskiego 1	ECE Projektmanagement Polska	50 000 m <sup>2</sup>
Focus Mall	Jagiellońska 39-47	Atrium European Real Estate	43 600 m <sup>2</sup>
Galeria Pomorska	Fordońska 141	Resolution Property	40 000 m <sup>2</sup>

## 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

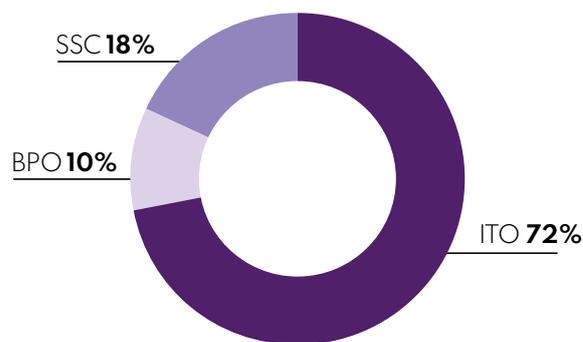
44 593

COMPANY	TYPE
Agnat	ITO
Asseco Data System	ITO
Asseco Poland	ITO
Atos Global Delivery Center	ITO
Bank Poczty - Centrum Operacyjne	SSC
Bazy i Systemy Bankowe	ITO
BORG5	ITO
Business Consulting Center/ SNP Poland	ITO
Catts	BPO
Centralny Ośrodek Rozliczeniowy Poczty Polskiej	SSC
Centrum Obsługi Biznesu	BPO
Centrum Wsparcia Innowacji	ITO
Contact Centre Banku Poczтового	SSC
CS Group Polska	BPO
Cybercom	ITO
Deepsense.ai	ITO
Ericsson	ITO
Eximo Project	ITO
Frosta	SSC
Galactica	ITO
GlobalLogic	ITO
Great Call	BPO
Huuuge Games	ITO
Ivy Technology	ITO
Lionbridge	ITO
Livingston	BPO
Logon	ITO
Macrologic	ITO
Mediasystem	BPO

COMPANY	TYPE
Mobica	ITO
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. Wesolowscy	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
Wunderman Thompson Technology	ITO
Vivid Games	ITO
Zakład Informatyki Stosowanej	ITO

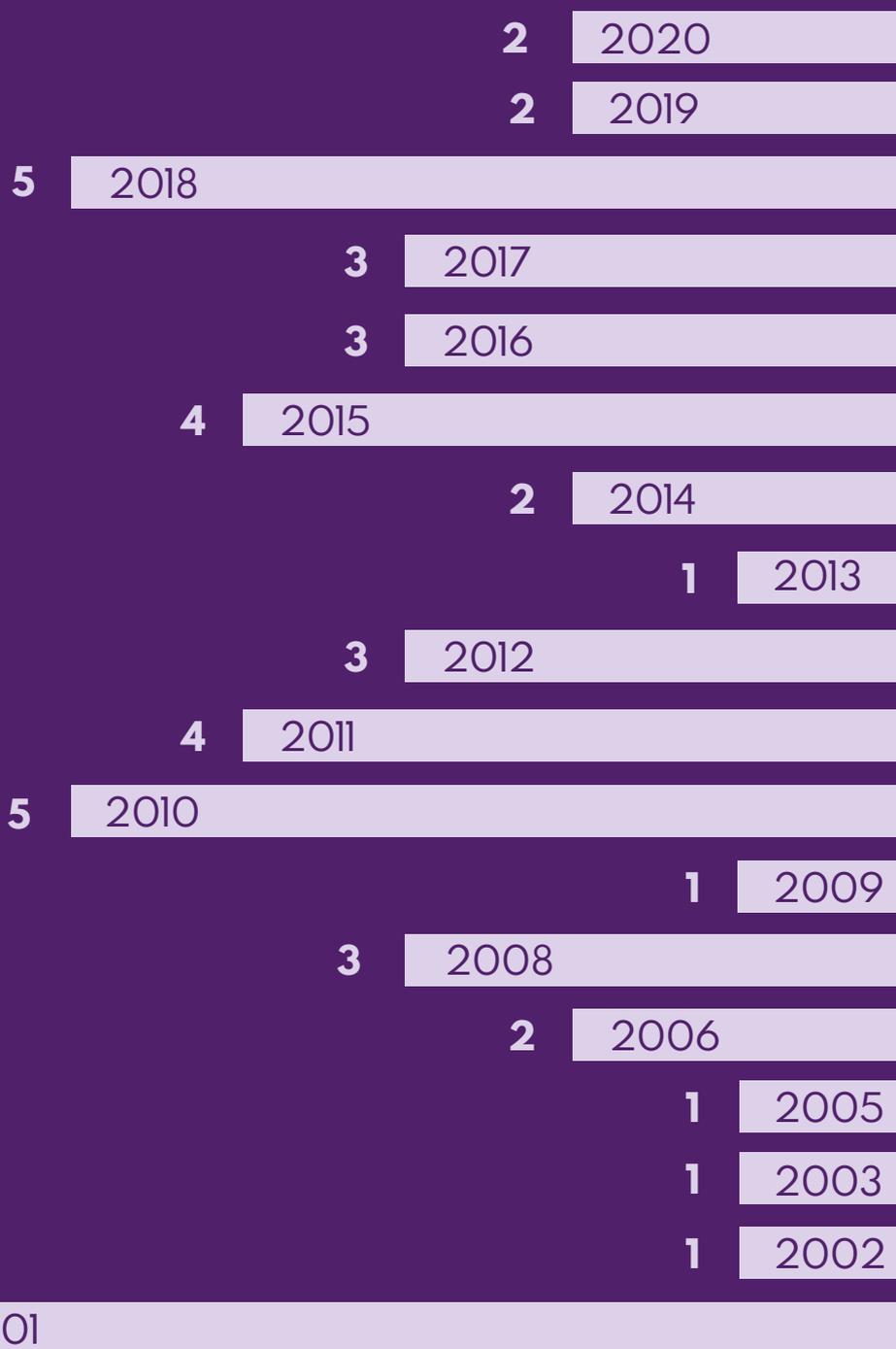
## Outsourcing centres using foreign languages

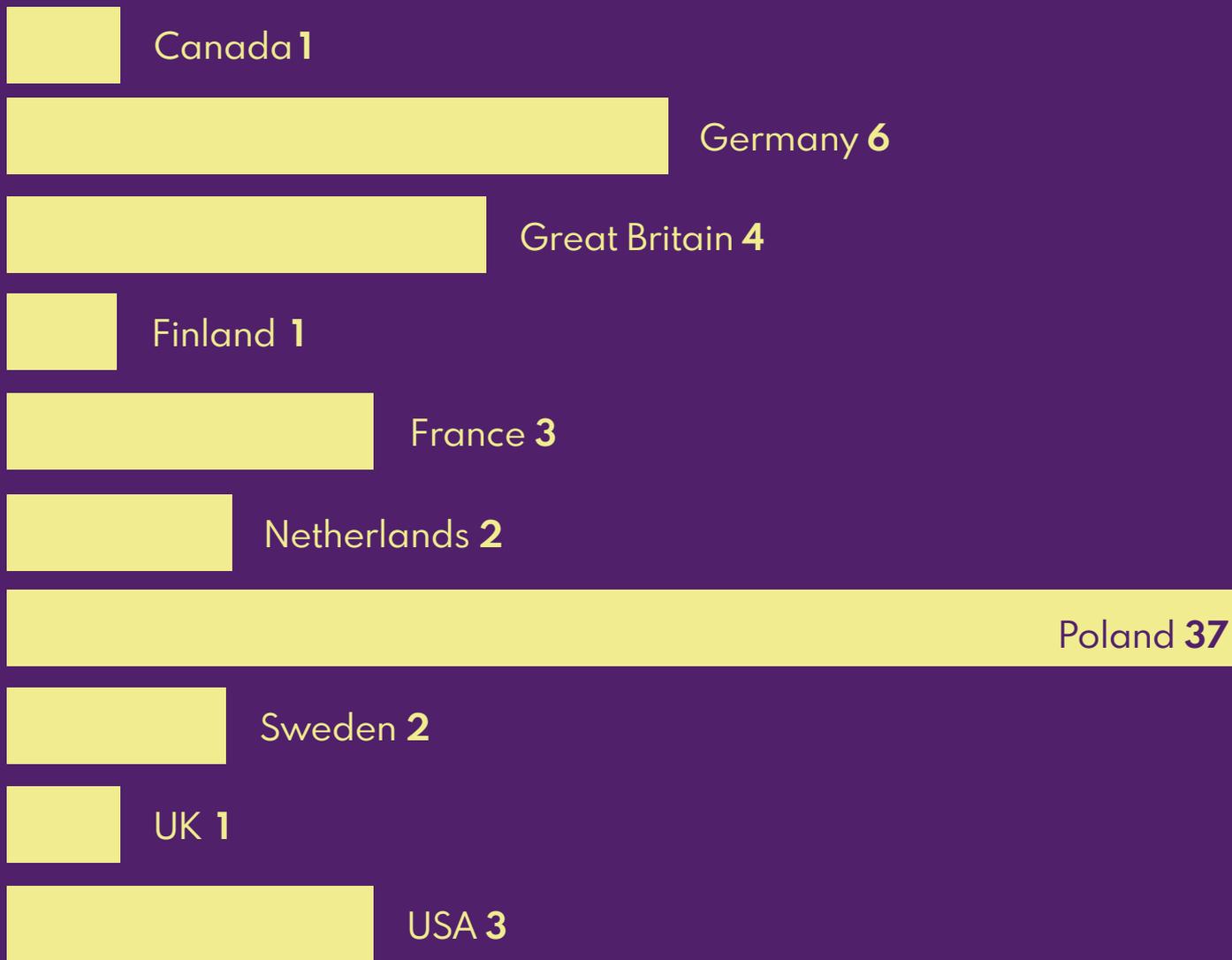
 Polish: 59	 Danish: 4
 English: 54	 Italian: 4
 German: 15	 Russian: 3
 French: 5	 Ukrainian: 3
 Spanish: 5	 Hungarian: 3



Type of business operations

## The year of inauguration of BSS companies in Bydgoszcz





Country of origin of companies  
from the BSS sector

## IT Specialists\*\*\*

Jobs – English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
1 <sup>st</sup> Line Support	3 900	5 550
IT Administrator	5 550	10 000
Business/System Analyst	6 650	11 100
Developer	7 750	13 300
Tester	6 100	10 000
Team Leader	7 750	14 450

## Customer Service\*\*

Jobs – English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM	OPTIMUM*
Junior Specialist	3 000	3 800	3 300
Specialist	3 500	5 000	4 000
Senior Specialist	4 500	6 000	5 500
Team Leader	6 000	9 000	7 000

Gross average monthly salary in PLN in Bydgoszcz

4957.38

## HR Administration Processes\*\*

Jobs – English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM	OPTIMUM*
Junior Specialist	3 200	3 800	3 500
Specialist	3 500	5 000	4 000
Senior Specialist	5 000	7 000	6 000
Team Leader	7 000	9 000	8 000

## Accounts payables / Accounts Receivables\*\*

Jobs – English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM	OPTIMUM*
Junior Accountant	3 200	4 000	3 600
Accountant	4 000	5 000	4 500
Senior Accountant	5 500	7 000	6 500
Team Leader	8 000	10 000	9 000

## General Ledger\*\*

Jobs – English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM	OPTIMUM*
Junior accountant	3 500	4 500	4 000
Accountant	4 000	5 500	4 700
Senior Accountant	6 000	8 000	7 000
Team Leader	8 000	12 000	10 000

\* The most frequently offered salary for a given position.

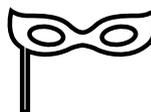
\*\*Source: Hays Poland

\*\*\*Source: Antal

# /Culture, entertainment, recreation

**7**   
cinemas

**2**   
theatres

**1**   
opera

**1**   
philharmonic

**17**   
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 Casimir the Great University
- University of Science and Technology
- 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
- IDEA Office Building
- 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
- Mózg Festival
- The Festival of Preview Showings
- Bydgoszcz Jazz Festival
- The Civic Celebration of the 11 of November
- Independence Day
- The “Muzyka u Źródeł” Festival
- International Animated Film Festival
- ANIMOCJE
- Kayakmania
- Vintage Photo Festival
- Festival Ethniesy
- Bydgoszcz Festival „Traveler”
- Bydgoszcz Museum Night
- Summer performances on the Brda River
- Music Fountain
- Bydgoszcz Music Festival
- European Heritage Days
- Kujawsko-Pomorski Fair
- Bydgoszcz Science Festival
- Bydgoszcz Christmas Market
- Bydgoszcz Frymark
- IT Women Conference
- Offerty Job Fairs

11



shopping malls

30



hotels

1 five-star hotel \*\*\*\*\*

6 four-star hotels \*\*\*\*

13 three-star hotels \*\*\*

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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