

SALARY SURVEY

2017

CZECH REPUBLIC / SLOVAKIA

Finance & Accounting / Procurement, Supply Chain & Logistics / IT / Engineering / HR & Office Administration



Market snapshot

Salaries in the Czech Republic and Slovakia



Unemployment rate in Czech Republic is now one of the **lowest in EU - 3,2%**. Unemployment rate in Slovakia is **6,9% (June 2017)**. YTD difference is -2,55%



Currently, there are approx. **188 000 open roles** on the Czech job market. We are facing a similar situation in Slovakia, with approx. **62 000 open roles**.



The Czech Republic remains **an attractive destination for new investors**, even though new investments struggle with hiring the right people.



Apart from salary raise and revision of benefits policies, companies are trying to be much more visible **as the preferred employer**.



HR Marketing and Employer Branding tend to be a strategic goals for many organizations.



As a lot of roles are opened **for junior candidates**, companies are trying to move their hiring strategies from LinkedIn to Facebook, Instagram and other social media channels.



Companies consider **sourcing employees from abroad**, not just for specific roles such as IT, but also for roles in warehouses and engineering/manufacturing companies and construction.



For candidates it is important **to work with an interesting product/service with newest technologies** (IT/engineering), all within innovative environment.



Whenever candidates are able to **relate to the brand, product or technology**, they are more willing to accept the job offer.

A hand holding a pen over a document, with a calculator and a clipboard visible in the foreground. The entire image is overlaid with a semi-transparent blue filter.

FINANCE & ACCOUNTING

GROSS MONTHLY SALARIES
IN CZK AND EUR FOR CZECH REPUBLIC
IN EUR FOR SLOVAKIA



ROLE	CZECH REPUBLIC								SLOVAKIA	
	PRAGUE				BRNO				BRATISLAVA	
	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
CFO (Chief Financial officer)	150000	300000	5600	11100	95000	170000	3500	6300	3000	5000
Finance Manager	80000	120000	3000	4400	70000	120000	2600	4450	2500	3500
Tax Manager	100000	150000	3700	5600	75000	95000	2800	3500	2000	3500
Tax specialist	60000	80000	2200	3000	35000	50000	1300	1850	1200	1500
Tax assistant	30000	40000	1100	1500	27000	31000	1000	1150	900	1100
Audit Manager	100000	120000	3700	4400	70000	120000	2600	4450	3000	3500
Auditor (1-3 r)	30000	60000	1100	2200	29000	40000	1050	1500	1000	1500
Auditor (3+)	60000	80000	2200	3000	40000	65000	1500	2400	1500	2500
Controlling Manager	60000	110000	2200	4100	55000	75000	2050	2800	2000	3000
Senior financial controller (3+)	45000	80000	1700	3000	50000	65000	1850	2400	1500	2500
Financial Controller (1-3r)	33000	45000	1200	1700	30000	55000	1100	2050	1000	1500
Junior Financial Controller (up to 2)	25000	33000	900	1200	30000	40000	1100	1500	900	1200

ROLE	CZECH REPUBLIC								SLOVAKIA	
	PRAGUE				BRNO				BRATISLAVA	
	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
Accounting manager	70000	120000	2600	4400	55000	70000	2050	2600	2500	3000
Chief Accountant (5+)	60000	100000	2200	3700	55000	80000	2050	2950	2000	3000
Senior Accountant (3+)	40000	65000	1500	2400	35000	60000	1300	2200	1200	1800
Accountant (1-3)	35000	46000	1300	1700	28000	40000	1050	1500	1000	1500
Junior Accountant (up to 2)	20000	33000	700	1200	23000	28000	850	1050	850	1000
Payroll Accountant	30000	35000	1100	1300	25000	38000	950	1400	900	1200
Senior Payroll Accountant	35000	50000	1300	1900	32000	50000	1200	1850	1200	1800
Senior Financial analyst (3+)	40000	60000	1500	2200	40000	60000	1500	2200	1500	2000
Financial analyst	30000	40000	1100	1500	30000	45000	1100	1650	1000	1400
Senior Business analyst (3+)	60000	100000	2200	3700	45000	65000	1650	2400	1600	2500
Business analyst	40000	60000	1500	2200	30000	45000	1100	1650	1100	1600

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

GROSS MONTHLY SALARIES
IN CZK AND EUR FOR CZECH REPUBLIC
IN EUR FOR SLOVAKIA



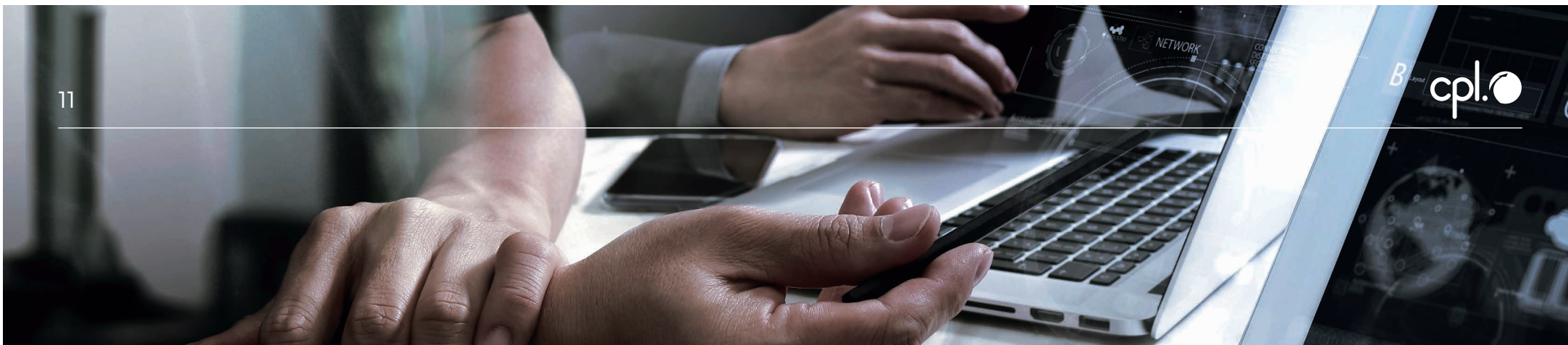
ROLE	CZECH REPUBLIC								SLOVAKIA	
	PRAGUE				BRNO				BRATISLAVA	
	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
Procurement Manager	70000	110000	2590	4075	60000	100000	2200	3700	2500	3500
Procurement Specialist	35000	60000	1300	2200	35000	55000	1300	2050	1300	2300
Forwarding Agent	20000	30000	700	1100	18000	30000	650	1100	750	1000
Demand Planner	35000	60000	1300	2200	25000	30000	950	1100	1000	1200
Buyer	30000	45000	1100	1650	30000	65000	1100	2400	1200	2500
Logistic Manager	70000	120000	2590	4400	40000	100000	1500	3700	2000	3000
Logistic Specialist	25000	50000	900	1900	30000	45000	1100	1650	1400	2200
Supply Chain Manager	70000	110000	2590	4075	50000	70000	1850	2600	2500	3500
Supply Chain Specialist	30000	50000	1100	1900	25000	40000	950	1500	1100	1400
Distribution Center Manager	60000	110000	2200	4075	45000	80000	1650	2950	1800	2800
Warehouse manager	40000	80000	1480	3000	45000	80000	1650	2950	900	1200



IT

GROSS MONTHLY SALARIES
IN CZK AND EUR FOR CZECH REPUBLIC
IN EUR FOR SLOVAKIA

ROLE	CZECH REPUBLIC								SLOVAKIA	
	PRAGUE				BRNO				BRATISLAVA	
	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
EXECUTIVE										
IT Manager	60000	90000	2300	3400	50000	110000	1850	4050	2000	3100
SAP										
SAP Administrator	50000	70000	1900	2700	45000	70000	1650	2600	1600	2300
SAP Manager	80000	130000	3000	5000	80000	130000	2950	4800	3000	4500
TECHNICAL SUPPORT										
Service Desk Manager	75000	110000	2900	4200	60000	100000	2200	3700	2400	3500
Technical Support Team Leader	60000	80000	2300	3000	40000	70000	1500	2600	2000	2600
Technical Support (Level 2nd and 3rd)	50000	65000	1900	2500	30000	65000	1100	2400	1400	2500
DEVELOPMENT										
Software Development Manager	70000	110000	2700	4200	50000	95000	1850	3500	2200	3500
Software Architect	80000	120000	3000	4600	80000	120000	2950	4450	3000	4200
Project Manager	60000	110000	2300	4200	50000	85000	1850	3150	1800	3000
Team Leader	80000	120000	3000	4600	50000	75000	1850	2800	2000	3200



ROLE	CZECH REPUBLIC								SLOVAKIA	
	PRAGUE				BRNO				BRATISLAVA	
	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
Software Developer C/C++ (1-3 yrs experience)	30000	50000	1100	1900	25000	40000	950	1500	1000	1500
Software Developer C/C++ (3-5 yrs experience)	50000	60000	1900	2300	35000	50000	1300	1850	1500	1900
Software Developer C/C++ (5+ yrs experience)	60000	70000	2300	2700	50000	65000	1850	2400	1900	2400
Software Developer Java (1-3 yrs experience)	40000	60000	1500	2300	30000	45000	1100	1650	1100	1700
Software Developer Java (3-5 yrs experience)	60000	90000	2300	3400	45000	70000	1650	2600	1700	2600
Software Developer Java (5+ yrs experience)	90000	130000	3400	5000	60000	90000	2200	3350	2600	3500
Software Developer .Net / C # (1-3 yrs experience)	35000	50000	1300	1900	30000	40000	1100	1500	1200	1800
Software Developer .Net / C # (3-5 yrs experience)	50000	65000	1900	2500	45000	55000	1650	2050	1800	2300
Software Developer .Net / C # (5+ yrs experience)	65000	100000	2500	3800	60000	90000	2200	3350	2300	3500
Android/iOS Developer	40000	80000	1500	3000	27000	75000	1000	2800	1300	2700
Front-end Developer (PHP/ HTML/Javascript)	30000	70000	1100	2700	25000	65000	950	2400	1000	2500
Graphics Designer	25000	40000	950	1500	25000	40000	950	1500	900	1500
QA Engineer	45000	70000	1700	2700	30000	60000	1100	2200	1200	2000

ROLE	CZECH REPUBLIC								SLOVAKIA	
	PRAGUE				BRNO				BRATISLAVA	
	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
Tester	25000	35000	900	1300	25000	35000	950	1300	800	1200
Business Analyst	60000	80000	2300	3000	40000	60000	1500	2200	1600	2500
INFRASTRUCTURE AND SERVICES										
Service Manager	50000	70000	1900	2700	45000	65000	1650	2400	1700	2300
Solution Architect	80000	120000	3000	4600	80000	120000	2950	4450	3000	4200
Program Manager	80000	130000	3000	5000	60000	100000	2200	3700	2000	3500
Database Administrator	50000	70000	1900	2700	45000	65000	1650	2400	1700	2500
Windows Administrator	45000	65000	1700	2500	35000	55000	1300	2050	1400	2200
Unix/Linux Administrator	50000	70000	1900	2700	45000	65000	1650	2400	1500	2500
Network Engineer	50000	80000	1900	3000	35000	70000	1300	2600	1600	2800
Applications Engineer	40000	65000	1500	2500	40000	55000	1500	2050	1500	2000
System Security Engineer	70000	80000	2700	3000	55000	75000	2050	2800	2000	2500
Security Manager	80000	100000	3000	3800	70000	90000	2600	3350	2500	3400

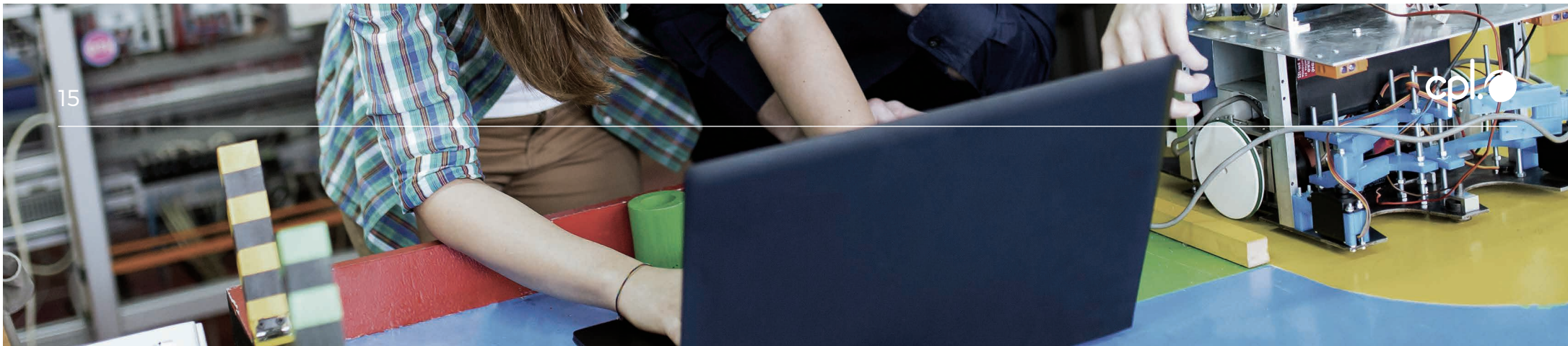


ENGINEERING

GROSS MONTHLY SALARIES
IN CZK AND EUR FOR CZECH REPUBLIC
IN EUR FOR SLOVAKIA



ROLE	CZECH REPUBLIC								SLOVAKIA	
	PRAGUE				BRNO				BRATISLAVA	
	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
Plant Manager	130000	180000	4800	6700	100000	150000	3700	5550	3000	6500
Project Manager	40000	80000	1500	2950	30000	80000	1100	2950	1800	2500
Technical Director	80000	130000	3000	4800	70000	110000	2600	4050	2300	2800
Maintenance Engineer	45000	75000	1650	2750	40000	70000	1500	2600	1500	1800
Maintenance Technician	30000	45000	1100	1700	25000	40000	950	1500	1100	1500
Mechanical Engineer	35000	55000	1300	2000	30000	50000	1100	1850	1800	2100
Automation Engineer	35000	55000	1300	2000	30000	50000	1100	1850	2300	2800
Electrical Engineer	35000	55000	1300	2000	30000	50000	1100	1850	1800	2200
Manufacturing Director	60000	110000	2200	4100	50000	110000	1850	4050	2300	3000
Production Engineer	40000	70000	1500	2600	35000	50000	1300	1850	2000	25000
Production Manager	70000	110000	2600	4100	65000	85000	2400	3150	2500	3000
Production Supervisor	30000	60000	2200	2200	30000	55000	1100	2050	n/a	n/a



ROLE	CZECH REPUBLIC								SLOVAKIA	
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	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
Process Engineer	30000	55000	1100	2050	30000	60000	1100	2200	1200	1800
Production planner (1-3 years)	25000	35000	900	1300	25000	35000	950	1300	1000	1300
Production Planner (3+)	35000	65000	1300	2400	35000	60000	1300	2200	1200	2000
Supply Chain Manager	70000	100000	2600	3700	60000	90000	2200	3350	2500	3500
Technologist	30000	50000	1100	1850	30000	50000	1100	1850	900	1500
CNC Programmer	30000	45000	1100	1700	30000	40000	1100	1500	900	1500
CNC Operative	20000	35000	700	1300	20000	35000	750	1300	580	850
Quality Manager	70000	120000	2600	4450	70000	100000	2600	3700	2000	3000
Quality Engineer	35000	60000	1300	2200	30000	55000	1100	2050	1700	2300
Lean Manufacturing Manager	55000	80000	2000	3000	55000	70000	2050	2600	1800	2500
Lean Manufacturing Specialist	35000	60000	1300	2200	35000	50000	1300	1850	1500	2100
H&S Manager	45000	60000	1700	2200	40000	55000	1500	2050	1900	3000

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	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
Health and Safety Specialist	25000	45000	900	1700	25000	45000	950	1650	1200	1500
Site manager	35000	55000	1300	2050	35000	55000	1300	2050	n/a	n/a
R&D Manager	80000	130000	2950	4800	80000	130000	2950	4800	n/a	n/a
R&D Engineer	30000	65000	1100	2400	30000	65000	1100	2400	n/a	n/a
Design Engineer	35000	55000	1300	2050	25000	55000	950	2050	n/a	n/a
PLC programmer	30000	60000	1100	2200	30000	60000	1100	2200	n/a	n/a
Product/Application Engineer	35000	70000	1300	2600	35000	70000	1300	2600	n/a	n/a
Electrical Design Engineer	35000	55000	1300	2050	30000	55000	1100	2050	n/a	n/a
Metrologist	25000	40000	950	1500	20000	40000	750	1500	n/a	n/a
Technical Support Manager	40000	80000	1500	3000	40000	55000	1500	2050	n/a	n/a
Technical Support Specialist	25000	40000	950	1500	25000	40000	950	1500	n/a	n/a
Sales Representative in Engineering (fix + provize)	30000	100000	1100	3700	30000	100000	1100	3700	n/a	n/a



HR & OFFICE ADMINISTRATION

GROSS MONTHLY SALARIES
IN CZK AND EUR FOR CZECH REPUBLIC
IN EUR FOR SLOVAKIA



ROLE	CZECH REPUBLIC								SLOVAKIA	
	PRAGUE				BRNO				BRATISLAVA	
	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (CZK)	MAX (CZK)	MIN (EUR)	MAX (EUR)	MIN (EUR)	MAX (EUR)
HR Director	80000	150000	3200	6000	80000	150000	2950	5550	2500	4000
HR Business Partner	50000	80000	2000	3200	65000	80000	2400	2950	1800	3000
HR Manager	70000	110000	2800	4400	75000	120000	2800	4450	2500	4000
HR Generalist/Specialist	35000	55000	1400	2200	30000	50000	1100	1850	1300	1800
Payroll Specialist	30000	45000	1200	1800	30000	50000	1100	1850	1100	1600
HR Administrator	25000	40000	1000	1600	24000	30000	900	1100	1000	1300
Recruitment Manager (In-house)	50000	80000	2000	3200	40000	60000	1500	2200	1800	2500
Recruitment Specialist	25000	40000	1000	1600	25000	40000	950	1500	1200	1800
Training & Development Specialist	35000	50000	1400	2000	28000	35000	1050	1300	1300	1800
Compensation and Benefits Specialist	40000	80000	1500	3200	25000	32000	950	1200	1300	1800
ADMINISTRATION										
Office Manager with English	30000	60000	1200	2400	28000	35000	1050	1300	900	1200
PA / Executive Assistant	35000	60000	1400	2400	23000	30000	850	1100	1000	1400
Team/Department Assistant	30000	40000	1200	1600	23000	28000	850	1050	800	1100
Receptionist	20000	30000	800	1200	18000	25000	650	950	700	1000

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TALENT
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