



SALARY SURVEY 2013

ACCOUNTANCY & FINANCE SALARY SURVEY

Basic monthly salaries in CZK for full-time positions in the Accountancy & Finance sector:

ROLE	MINIMUM	MAXIMUM	TYPICAL
Junior Accountant/ Invoice Clerk	20 000	25 000	23 000
Junior Accountant (1-2 years exp.)	22 000	28 000	26 000
Junior Accountant (2+ years exp.)	25 000	30 000	27 000
Senior Accountant	33 000	47 000	40 000
Chief Accountant	40 000	65 000	55 000
Junior Controller (-1 year exp.)	25 000	30 000	27 000
Financial Controller (-2 years exp.)	30 000	40 000	35 000
Financial Controller (+2 years exp.)	40 000	60 000	50 000
Finance Manager (-5 years exp.)	80 000	120 000	100 000
Finance Director	120 000	200 000	160 000
Internal Auditor	30 000	60 000	45 000
Internal Audit Manager	70 000	150 000	90 000
External Auditor (2 years exp.)	35 000	50 000	44 000
External Auditor (3 years exp.)	50 000	70 000	60 000
External Auditor (4 years exp.)	60 000	80 000	70 000
External Audit Manager	80 000	150 000	110 000
Tax Advisor	35 000	60 000	45 000
Tax Manager	60 000	120 000	90 000

The previous year has confirmed that the demand for experienced independent/senior accountants with very good knowledge of English as well as experience from an international environment is not diminishing. On the contrary, it is continually increasing despite the fact that there are new shared service centres, both small and large, being established.

Similar to previous years, changing a job does not necessarily mean a pay rise for candidates; the market requires a certain level of flexibility and the candidates have to be prepared to lower their financial expectations instead. Experienced job seekers are usually aware of this trend and have already adjusted their expectations accordingly.

In the following year we expect the demand to remain high for loyal and time-flexible experts with outstanding English and ideally another language, willing to educate themselves further. As of this time there are no indications of a sudden increase in number of open managerial positions; however we do not expect a massive drop either.

INFORMATION TECHNOLOGY SALARY SURVEY

Basic monthly salaries in CZK for full-time positions in the Information Technology sector:

ROLE	MINIMUM	MAXIMUM	TYPICAL
Graduate level Programmer / Analyst	27 000	35 000	30 000
Help Desk – 1st line	28 000	35 000	29 000
Application Specialist – 2nd and 3rd line	35 000	56 000	45 000
Systems Analyst / QA	40 000	65 000	49 000
Developer / Programmer – Java/. NET	44 000	95 000	60 000
Administrator / Support Engineer	35 000	60 000	50 000
Business Analyst	40 000	85 000	56 000
Technology/ Business Consultant	50 000	93 000	67 000
Project Manager	55 000	135 000	85 000
IT Manager	50 000	120 000	70 000
Architect	55 000	115 000	83 000

For graduate roles, the entry level is high school/university education. All other roles require 3+ years' experience.

CONSTRUCTION & PROPERTY SALARY SURVEY

Basic monthly salaries in CZK for full-time positions in the Construction & Property sector:

ROLE	MINIMUM	MAXIMUM	TYPICAL
Juniors – general (-2 years exp.)	20 000	35 000	30 000
Letting Agent/ Coordinator	40 000	70 000	55 000
Senior Letting - managerial	60 000	100 000	80 000
Property Investment	40 000	80 000	60 000
Property Valuation	40 000	80 000	60 000
Property Research	35 000	60 000	40 000
Facility / Property Manager	40 000	75 000	50 000
Asset Manager	50 000	100 000	75 000
Project Architect	30 000	50 000	40 000
CAD Designer	30 000	40 000	35 000
Project Manager	40 000	70 000	50 000
Site Manager	35 000	55 000	45 000
Cost Manager	40 000	60 000	50 000
Mechanical / Electrical Engineer	30 000	55 000	45 000
Development Manager	70 000	100 000	85 000

SALES & MARKETING SALARY SURVEY

Basic monthly salaries in CZK for full-time positions in the Sales & Marketing sector according to business areas:

IT + Telco Business

SALES IT / TELCO			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Junior Accountant/ Invoice Clerk	20 000	25 000	23 000
Junior Accountant (1-2 years exp.)	22 000	28 000	26 000
Junior Accountant (2+ years exp.)	25 000	30 000	27 000
Senior Accountant	33 000	47 000	40 000
Chief Accountant	40 000	65 000	55 000
Junior Controller (-1 year exp.)	25 000	30 000	27 000

MARKETING IT / TELCO			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Junior Product Manager	25 000	45 000	35 000
Senior Product Manager	40 000	90 000	60 000
Group Product Manager	60 000	120 000	90 000
Marketing Manager	100 000	220 000	150 000
Market Research Manager	35 000	70 000	55 000
PR Manager	45 000	120 000	70 000
Market Research Analyst	25 000	50 000	40 000
Internal/External Communication	30 000	80 000	50 000
Trade Marketing Manager	35 000	90 000	60 000
Marketing specialist	45 000	55 000	45 000

SALES & MARKETING SALARY SURVEY

FMCG business

SALES FMCG			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Sales Representative	20 000	35 000	25 000
Key Account Manager	35 000	80 000	55 000
Area Sales Manager	35 000	65 000	45 000
National Sales Manager	60 000	120 000	90 000
Sales Director / Manager	80 000	150 000	110 000

MARKETING FMCG			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Brand Manager	35 000	60 000	45 000
Senior Brand Manager	45 000	80 000	60 000
Group Product Manager	60 000	100 000	80 000
Marketing Manager	70 000	150 000	100 000
Market Research Manager	35 000	70 000	55 000
PR Manager	45 000	120 000	60 000
Market Research Analyst	25 000	60 000	45 000
Internal/External Communication	30 000	80 000	45 000
Trade Marketing Manager	40 000	120 000	85 000
Junior Brand Manager	25 000	35 000	30 000
Marketing Assistant	15 000	30 000	25 000
TMS	32 000	45 000	35 000

SALES & MARKETING SALARY SURVEY

Logistics

SALES LOGISTICS			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Sales Representative	20 000	35 000	25 000
Sales Manager	35 000	60 000	45 000
Area Sales Manager	45 000	90 000	60 000
Key Account Manager	40 000	70 000	55 000
Sales Director / Manager	60 000	150 000	90 000
BDM - Director	60 000	120 000	80 000
Distribution Centre Manager	40.000	100.000	60.000
Warehouse Manager	30.000	70.000	50.000
Logistics Specialist	25.000	50.000	35.000
Logistics Manager	40.000	80.000	60.000
Warehouse Specialist	25.000	40.000	30.000

MARKETING LOGISTICS			
ROLE	MINIMUM	MAXIMUM	TYPICAL
PR Manager	45 000	80 000	60 000
Marketing Assistant	30 000	45 000	40 000

Finance/Insurance

SALES – FINANCE / INSURANCE			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Sales Representative FO	30 000	50 000	40 000
Relationship Manager	50 000	100 000	70 000
Key Account Manager / Corporates	50 000	100 000	70 000

SALES & MARKETING SALARY SURVEY

Technical / Engineering Sales Roles

SALES - TECHNICAL / ENGINEERING			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Sales Representative	30 000	50 000	45 000
Sales Manager	40 000	70 000	60 000
Area Sales Manager	50 000	80 000	65 000
Key Account Manager	50 000	80 000	60 000
BDM - Director	60 000	150 000	100 000

BUILDING MATERIALS			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Sales Representative	30 000	50 000	40 000
Sales Manager	60 000	120 000	70 000
Key Account Manager	50 000	70 000	60 000
BDM - Project Manager	60 000	100 000	80 000

Retail

ROLE	MINIMUM	MAXIMUM	TYPICAL
Shop Assistant	13 000	20 000	18 000
Department Manager	19 000	30 000	25 000
Store Manager	18 000	45 000	32 000
Area Manager	35 000	75 000	45 000
Visual Merchandiser	15 000	35 000	25 000
Sales Director	80 000	120 000	100 000

LIFE SCIENCES SALARY SURVEY

Basic monthly salaries (excluding bonuses) in CZK for full-time positions in the Life Sciences sectors:

PHARMA - SALES&MARKETING			
ROLE	MINIMUM	MAXIMUM	TYPICAL
MSR Rx original	30 000	40 000	35 000
MSR Rx generics	33 000	35 000	33 000
MSR OTC	25 000	35 000	30 000
Sales Specialist / KAM	40 000	50 000	45 000
KAM (hospital, specialist)	50 000	60 000	55 000
KAM (hospital, specialist)	50 000	60 000	55 000
Tender Specialist	40 000	50 000	45 000
ASM (district, Team Leader)	55 000	65 000	60 000
Sales Manager	70 000	90 000	80 000
Brand Manager OTC	50 000	65 000	55 000
Product Manager Rx	65 000	85 000	70 000
Portfolio Manager	90 000	120 000	100 000
Sales Effectiveness Manager	45 000	110 000	85 000
Business Unit Manager	80 000	110 000	100 000
Commercial/Sales Director	100 000	150 000	120 000

LIFE SCIENCES SALARY SURVEY

DIAGNOSTICS

ROLE	MINIMUM	MAXIMUM	TYPICAL
Medical Sales Representative	30 000	35 000	33 000
Sales Specialist	40 000	50 000	40 000
Product Specialist	40 000	50 000	45 000
Key Account Manager	60 000	70 000	60 000
Business Development Mgr	60 000	70 000	60 000
Sales Manager	70 000	100 000	85 000
Application Specialist	40 000	50 000	40 000
Field Service Engineer	30 000	50 000	35 000
Field Service Manager	60 000	80 000	70 000
Product Mgr CEE/ Global role	100 000	130 000	115 000

MEDICAL DEVICE

ROLE	MINIMUM	MAXIMUM	TYPICAL
Sales Specialist	30 000	40 000	35 000
Product Specialist	50 000	65 000	50 000
Application Specialist	40 000	50 000	40 000
Field Service Engineer	30 000	50 000	35 000
Field Service Manager	60 000	80 000	65 000
Sales (+Marketing) Manager	80 000	120 000	100 000
Product Manager	45 000	90 000	70 000
Education Manager – local role	50 000	100 000	70 000
Business / Market Dev Manager	100 000	150 000	120 000
Business Unit Manager	80 000	130 000	100 000

LIFE SCIENCES SALARY SURVEY

MEDICAL			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Medical Scientific Liason	55 000	75 000	65 000
Medical Advisor	55 000	90 000	75 000
Medical Manager	80 000	130 000	120 000
Medical Director	110 000	220 000	200 000
Medical Director CEE	150 000	55 000	50 000
Regulatory Specialist	35 000	55 000	50 000
Regulatory Manager	60 000	110 000	80 000
PVG Junior	35 000	45 000	40 000
PVG Manager	50 000	100 000	70 000
Qualified Person PV	80 000	150 000	100 000
PVG & Reg Mng- local role	80 000	150 000	110 000
PVG Manager - regional role	120 000	180 000	150 000
Market Access Spec	40 000	60 000	50 000
Market Access Manager	60 000	90 000	75 000
Governmental Affairs Manager	70 000	120 000	100 000
External&Public Affairs Manager	80 000	130 000	100 000
Compliance Manager	60 000	110 000	90 000
PVG Manager - regional role	120 000	180 000	150 000
QA Specialist	35 000	55 000	50 000
QA Manager/Auditor GMP	80 000	130 000	120 000
QA Manager/Auditor GCP	100 000	150 000	120 000

LIFE SCIENCES SALARY SURVEY

CLINICAL RESEARCH - PHARMA			
ROLE	MINIMUM	MAXIMUM	TYPICAL
CTA (no experience)	25 000	30 000	28 000
CRA (1 year experience)	40 000	50 000	40 000
CRA (2-3 years experience)	50 000	60 000	55 000
S CRA (3-10 years experience)	60 000	70 000	65 000
Clinical Research Specialist	60 000	70 000	70 000
Clinical Study Manager	70 000	100 000	95 000
Lead CRA	80 000	90 000	90 000
Clinical Research Country Lead	100 000	150 000	140 000

CROs			
ROLE	MINIMUM	MAXIMUM	TYPICAL
CRA (1 year experience)	40 000	50 000	40 000
S CRA (3-10 year experience)	60 000	80 000	70 000
Clinical Lead	80 000	90 000	90 000
Project Manager	70 000	90 000	85 000
Clinical Research Manager	70 000	100 000	90 000
Clinical Operations Manager	90 000	150 000	120 000

Hays Life Sciences reports a slight decrease of base salaries at sales representative level, when the areas of their responsibility is becoming even bigger. Business Unit Managers have also seen their salaries decrease. The level of middle managerial roles remains unchanged.

Pharmaceutical companies tend to consider using outsourcing services more and more. This trend is connected with headcount limits, headcount decrease and also cost reduction related to direct employees. Pharmaceutical companies are now more flexible in a way of cooperation. Hays Life Sciences has also spotted a trend for new roles with combined and shared responsibilities (e.g. Sales & Marketing Effectiveness Manager).

In Clinical there is a slightly better opportunity for local candidates to apply also for international roles thanks to the transfer of some roles from their HQs to the CEE region. In Clinical Research we also see a slight drop in managerial salaries.

Candidates still prefer the possibility to work partly from home. This is possible in CROs rather than in clinical departments of pharmaceutical companies. In Medical departments Hays observes the increase of Field based medical roles such as RML, strengthening of PVG, Quality Assurance and Market Access in relation to legislation changes.

BANKING SALARY SURVEY

Basic monthly salaries according to years of experience in CZK for full-time positions in the Banking sector:

CLERK 1 YEAR + EXPERIENCE			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Personal Banker	25 000	35 000	30 000
Relationship Manager SME	30 000	40 000	35 000
Relationship Manager Corporate	40 000	60 000	50 000
Credit Analyst	25 000	35 000	30 000
Back Office Settlement	25 000	30 000	28 000
Treasury	25 000	35 000	30 000
Risk Management	25 000	35 000	30 000
Internal Auditor	30 000	40 000	35 000

SENIOR CLERK 3 YEARS + EXPERIENCE			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Private Banker	50 000	120 000	80 000
Relationship Manager - SME	50 000	70 000	60 000
Relationship Manager - Corporate	60 000	80 000	70 000
Credit Analyst	35 000	50 000	40 000
Back Office Settlement	30 000	50 000	40 000
Treasury	40 000	70 000	60 000
Risk Management	40 000	60 000	50 000
Internal Auditor	45 000	60 000	50 000

BANKING SALARY SURVEY

MANAGER 5 YEARS + EXPERIENCE			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Private Banker	100 000	140 000	100 000
Relationship Manager - SME	60 000	100 000	80 000
Relationship Manager - Corporate	70 000	140 000	90 000
Credit Analyst	60 000	90 000	70 000
Back Office Settlement	76 000	70 000	65 000
Treasury	80 000	130 000	100 000
Risk Management	80 000	110 000	100 000
Internal Auditor	70 000	110 000	90 000

Conditions in the financial sector have been severely affected by the recent financial crisis. We continue to observe cost-cutting across the board, including employee costs, which has resulted in employees being laid off, bonuses being decreased, and/or their payment being deferred, etc.

This trend is often, but not always, accompanied by a slow decrease of salaries across all financial institutions. If a company is in need of an expert in a specific field, or an experienced manager, they are usually able to offer a very attractive salary package.

On the other hand, the number of available candidates is significantly higher than the number of open positions which has a direct impact on the institutions salary strategies.

Today, highly experienced salesmen with complex knowledge of the entire product portfolio as well as the English language, and the ability to attract interesting clients are becoming much more valued than risk managers and internal auditors. Financial institutions can pay a premium for such exceptional salesmen.

OFFICE SUPPORT SALARY SURVEY

Basic monthly salaries in CZK for full-time positions in the Office Support sector:

ROLE	MINIMUM	MAXIMUM	TYPICAL
Assistant / Receptionist	20 000	28 000	23 000
Team / Specialized Assistant	25 000	40 000	30 000
Executive Assistant	30 000	45 000	35 000
Office Manager junior	25 000	30 000	28 000
Office Manager senior	30 000	50 000	40 000
Customer Support Specialist	23 000	35 000	25 000
Customer Support Team Leader	35 000	50 000	40 000
HR Support	25 000	35 000	30 000
HR Specialist	30 000	50 000	40 000
HR Generalist	35 000	55 000	40 000
HR Manager	60 000	120 000	80 000
Proofreader / Translator	35 000	80 000	50 000
Legal Support	20 000	35 000	30 000
Legal Trainee	25 000	35 000	30 000
Junior Lawyer	35 000	60 000	40 000
Senior Lawyer	50 000	120 000	80 000

In the past few years we have been registering a small decrease in salaries on predominantly junior administrative roles. We observe a similar trend for Human Resources roles, in particular senior appointments where the number of available candidates is continuously higher than the number of open positions. This may be caused by the current trend of centralizing and/or relocating of the HR function to entities abroad.

Very good knowledge of English, international experience and willingness to learn further remain the most sought-after attributes in candidates, both junior and senior. On the other hand, many employers are not able to provide their experienced employees with adequate growth opportunities, which would reflect their experience or possibilities for relocation to either the headquarters or foreign offices of their companies.

MANUFACTURING & OPERATIONS SALARY SURVEY

Basic monthly salaries in CZK for full-time positions in the Production & Supply Chain sectors:

PRODUCTION / MANUFACTURING			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Plant Manager	70 000	200 000	120 000
Production Manager	40 000	120 000	75 000
Production Planner	25 000	50 000	40 000
Forecast Planner	30 000	50 000	40 000
Quality Manager	40 000	80 000	60 000

PURCHASING			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Purchasing Manager	30 000	100 000	60 000
Procurement Manager	40 000	100 000	60 000
Purchaser / Buyer	25 000	60 000	40 000
Purchasing Specialist	25 000	40 000	30 000

LOGISTICS			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Distribution Centre Manager	40 000	100 000	60 000
Warehouse Manager	30 000	70 000	40 000
Logistics Specialist	25 000	50 000	30 000
Logistics Manager	30 000	80 000	50 000
Warehouse Specialist	25 000	40 000	30 000

MORAVIA AND SILESIA REGION SALARY SURVEY

Basic monthly salaries in CZK for full-time positions in Moravia, focusing on Brno and Ostrava:

INFORMATION TECHNOLOGY			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Programmer / Analyst (Graduate)	25 000	35 000	28 000
Help Desk – 1st line	23 000	35 000	25 000
Developer / Programmer	35 000	80 000	40 000
Administrator / Support Engineer	30 000	45 000	40 000
Project Manager	35 000	80 000	50 000
IT Manager	40 000	75 000	55 000

FINANCE & ACCOUNTING			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Accountant (1+ y exp)	20 000	30 000	25 000
Senior Accountant (3+ y exp)	27 000	40 000	32 000
Chief Accountant	35 000	55 000	45 000
Controller (1+ y exp)	27 000	40 000	32 000
Senior Controller (4+ y exp)	35 000	50 000	40 000
Finance Manager / Director	50 000	100 000	70 000

MORAVIA AND SILESIA REGION SALARY SURVEY

MANUFACTURING

ROLE	MINIMUM	MAXIMUM	TYPICAL
Purchaser / Buyer	25 000	40 000	30 000
Quality Manager	40 000	65 000	50 000
Production Manager	50 000	100 000	70 000
Plant Manager	80 000	100 000	80 000
Lean/Six Sigma Manager	70 000	100 000	80 000
Design Engineer/CAD Specialist	27 000	45 000	35 000
Quality Engineer	25 000	40 000	35 000

SALES & MARKETING

ROLE	MINIMUM	MAXIMUM	TYPICAL
Sales Representative	20 000	40 000	30 000
Key Account Manager	30 000	50 000	35 000
KAM – technical industries	30 000	80 000	45 000
Area Sales Manager	30 000	60 000	40 000
Marketing Manager	30 000	60 000	40 000

BUSINESS SERVICES SALARY SURVEY

Basic monthly salaries in CZK for full-time positions in the Shared Services Centre/Business Process Outsourcing sector. Candidates are assessed by their foreign language knowledge and professional backgrounds. Tiers 1-3 show us the accessibility of specific language proficiency on the Czech market (2012/13).

TIER 1 – in demand European languages
(Czech, Slovak, Polish, Hungarian, English, French, Italian, Spanish, Russian..)

TIER 2 – lowest number of potential candidates in the market
(German*, Portuguese, Greek, Romanian, Bulgarian, South-East European..)

TIER 3 – lack of local of candidates, need for global sourcing (Norwegian, Swedish, Finnish, Dutch, Turkish or Asian)

Financial Services/Customer Services/IT Support Services/HR Services/Procurement Services			
ROLE	MINIMUM	MAXIMUM	TYPICAL
Junior / Tier 1	22 000	30 000	25 000
Junior / Tier 2	25 000	32 000	28 000
Junior / Tier 3	28 000	36 000	32 000
2-3 yrs Experienced / Tier 1	28 000	35 000	32 000
2-3 yrs Experienced / Tier 2	35 000	45 000	40 000
2-3 yrs Experienced / Tier 3	40 000	50 000	43 000
5 yrs Team Leader / Supervisor T1	38 000	45 000	40 000
5 yrs Team Leader / Supervisor T2	40 000	50 000	45 000
5 yrs Team Leader / Supervisor T3	45 000	60 000	50 000

Note: SSC/BPO sector differs rather seniority and foreign languages knowledge than professional specialism itself.

BUSINESS SERVICES SALARY SURVEY

PROJECT MANAGERS / TRANSITION MANAGERS			
ROLE	MINIMUM	MAXIMUM	TYPICAL
5 year experience	50 000	90 000	70 000
10 years experience	70 000	120 000	100 000
10+ years exp /potential to lead SSC	80 000	150 000	120 000
Head of SSC/BPO			
Up to 50 employees	80 000	120 000	100 000
Over 50 employees	100 000	250 000	150 000

Note: SSC/BPOs in Brno/Ostrava offer 5-15% lower salary ranges in comparison to Prague.

In recent years new positions in SSCs have become rarer. This is a consequence of a reduction in new start-up centres compared to previous years. Furthermore, salaries in these companies have remained flat with the exception of sought-after languages such as Turkish, Dutch or Swedish, which can command a premium.

Following the recession in southern Europe, there is now an influx of candidates with these language skills.