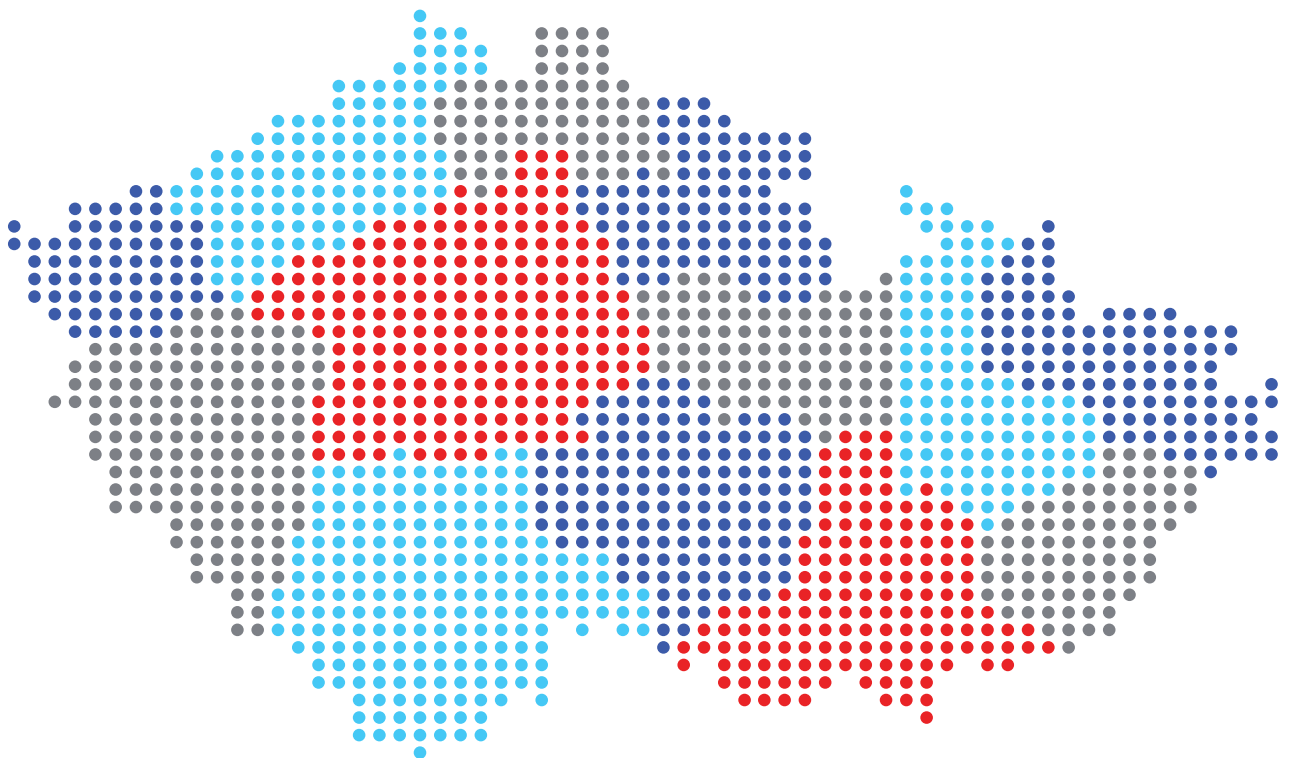




Salary Guide **2012** Czech Republic





Market Overview

The new year saw the agenda for many companies in the Czech Republic revolve around protecting and building market share, with a focus on strengthening value propositions for their customers and regaining ground lost when the global financial crisis was at its worst.



Hang onto top talent...

Employers typically don't anticipate substantial waves of redundancies. But a more cautious approach to recruitment is already placing a greater burden on retention strategies. HR professionals and line managers alike have been training their sights on tactics to hold onto their star players, especially those coming through the ranks. Our clients tell us that, if tomorrow's business leaders represent a more restless generation than their current bosses, it's going to be more important to invest in keeping them motivated for the job in hand, while also providing them with a real sense of longer-term.

...but be ready if they leave

Recognising, however, that ambitious, career-focused professionals are becoming both more transient and more globally mobile, succession planning is also becoming a priority for employers. At REED, we have increasingly been supporting clients across central and eastern Europe with talent mapping and salary benchmarking exercises, in preparation for unexpected recruitment campaigns. It's therefore no surprise that HR directors, when hiring into their own teams, are looking carefully at candidates who have successfully supported operational and functional heads in this respect.

A number of forward-thinking Czech employers, large and small, have already started taking what might be valuable steps, should they have a need to recruit over the coming months. These include:

- Considering transferable skills: Identifying core and optional competencies which, if not acquired in a similar job, organisation or industry sector, might feasibly come from other sources – and devising ways to screen and assess candidates from those less conventional backgrounds
 - Tapping into global networks: Sounding out internal and external networks, and taking advantage of social media to connect with both potential employees and those who might spread a positive word about their organisation and opportunities
- Investigating availability and cost of talent: Gauging the market to discover how salaries and benefits packages may have changed since the last round of permanent recruitment (including how these compare against packages offered by competitors in Slovakia, Hungary and Poland)

Why not talk to REED about how we can support your recruitment and retention plans in the Czech Republic? Whether you seek highly specific intelligence on technical skills and market rates, or if you anticipate making an executive or senior management appointment in the coming months, we have the expertise, contacts and capacity to help you plan for future growth and expansion.



Matt Foster
Regional Director, EMEA



Finance & Banking

With growth firmly on the agenda for CFOs, many of the large corporates with Czech operations have been strengthening their finance teams, with an emphasis on financial control, operational efficiency and internal audit. This has created new openings, especially for analysts and others working in business-partnering finance teams. Amongst Czech and foreign-owned banks, talent is in shorter supply, despite greater candidate confidence; as a result, multiple job offers are becoming more common. While client-facing and revenue-generating people are always in demand, employers are increasingly prepared to revise job offers upwards for good candidates with experience in financial markets compliance and risk management.

	ACCOUNTS PAYABLE/CREDIT CONTROL/PAYROLL	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
ACCOUNTANT/BOOKEEPER	25,000	40,000
ACCOUNTING MANAGER	35,000	55,000
CREDIT CONTROL MANAGER	45,000	75,000
CREDIT CONTROLLER	35,000	55,000
PAYROLL ASSISTANT	25,000	30,000
PAYROLL MANAGER	35,000	55,000
SAP CONSULTANT	45,000	75,000

	INTERNAL AUDIT	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
AUDITOR	45,000	80,000
MANAGER	65,000	100,000

	CORE FINANCE	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
FINANCE DIRECTOR (6+ YEARS PQE)	120,000	180,000
FINANCE MANAGER (2-4 YEARS PQE)	80,000	120,000
FINANCIAL ANALYST	40,000	70,000
NEWLY QUALIFIED (0-2 PQE)	180,00	28,000

	BANKING	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
BANKING ADVISOR	25,000	80,000
PRIVATE BANKER	30,000	50,000
PRIVATE BANKING MANAGER	45,000	90,000
RETAIL BANKING MANAGER	45,000	65,000
RETAIL BANKING SENIOR MANAGER	50,000	100,000
INVESTMENT ADVISOR	35,000	55,000
BUSINESS CONTROLLER	35,000	55,000
CONTROLLING MANAGER	65,000	95,000
COMMERCIAL BANKER	35,000	55,000
RISK SPECIALIST	40,000	65,000
COMMERCIAL BANKING MANAGER	75,000	120,000



Sales & Marketing

Enjoying greater visibility and influence than ever, marketing teams, while not immune to budget cuts or headcount freezes, have become more strategically critical, regardless of whether corporate objectives are focused on survival, recovery or growth. CRM and digital marketing specialists have been highly sought-after, with consumer brands – especially food and drink, tobacco and luxury goods – typically in greatest need of in-house expertise. Amongst agencies, B2B specialists are in demand for creative, project management and account management roles. Growth in e-commerce activity – domestically and internationally – is reflected in the focus of an increasing number of sales and business development roles, with more senior management and cross-border experience in especially short supply.

	SALES & MARKETING			SALES & MARKETING	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH		MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
ACCOUNT MANAGER	35,000	45,000	KEY ACCOUNT MANAGER	50,000	80,000
BRAND MANAGER	40,000	60,000	GROUP BRAND MANAGER	60,000	85,000
MARKET RESEARCH MANAGER	50,000	70,000	JUNIOR BRAND MANAGER	30,000	35,000
MARKETING DIRECTOR	100,000	150,000	PRODUCT MANAGER	35,000	60,000
MARKETING MANAGER	70,000	120,000	ECOMMERCE SPECIALIST	35,000	50,000
MARKETING SPECIALIST	25,000	35,000	ECOMMERCE MANAGER	50,000	90,000
SALES DIRECTOR	100,000	150,000	ONLINE MARKETING MANAGER	50,000	90,000
SALES MANAGER	50,000	80,000	CHANNEL SALES SPECIALIST	50,000	80,000
SALES REPRESENTATIVE	20,000	35,000	IT SALES REPRESENTATIVE	60,000	90,000
	RETAIL		IT BUSINESS CONSULTANT	50,000	90,000
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH	PR SPECIALIST	30,000	50,000
SALES ASSISTANT	18,000	22,000	PR MANAGER	50,000	80,000
ASSISSTANT STORE MANAGER	25,000	30,000	EVENT SPECIALIST	30,000	50,000
STORE MANAGER	25,000	40,000	DIRECTOR OF CORPORATE COMMUNICATION	80,000	120,000
VISUAL MERCHANDISER	25,000	30,000	INTERNAL COMMUNICATION SPECIALIST	30,000	60,000
NATIONAL VISUAL MERCHANDISER	50,000	80,000	MEDIA PLANNER	35,000	45,000
REGIONAL STORE MANAGER	50,000	80,000			
NATIONAL STORE MANAGER	70,000	100,000			



Multilingual Shared Service Centres

Multilingual Shared Service Centres in Prague and Brno continue to attract international employers, while many of those already established have been expanding headcounts. This is driving up salaries for linguists, particularly for accounting transactions, sales support, IT support and customer services teams, as well as project managers. Besides English, Dutch and Scandinavian languages command premiums; German, Spanish and Italian speakers are easier to identify within Czech talent pools.

	ACCOUNTING ROLES CZECH REPUBLIC		ACCOUNTING ROLES SLOVAK REPUBLIC	
	MIN IN EUR PER YEAR	MAX IN EUR PER YEAR	MIN IN EUR PER YEAR	MAX IN EUR PER YEAR
JUNIOR ACCOUNTANT WITH ENGLISH	9,500	14,500	8,000	13,500
JUNIOR ACCOUNTANT WITH ENGLISH WITH ADDITIONAL LANGUAGE	9,500	14,500	8,000	13,500
SENIOR ACCOUNTANT	14,500	20,000	13,000	20,000
ACCOUNTS PAYABLE/RECEIVABLE CLERKS WITH LANGUAGES	11,000	14,500	9,000	14,000
GENERAL LEDGER ACCOUNTANT 2-3 YEARS OF EXPERIENCE	14,500	17,000	13,000	17,000
GENERAL LEDGER ACCOUNTANT 5+ YEARS OF EXPERIENCE	16,000	18,500	15,000	19,000
TEAM LEADER OF AP/AR	17,000	24,000	15,000	17,000
MANAGER OF AP/AR	26,000	52,000	23,000	45,000
HEAD OF ACCOUNTING DEPARTMENT	22,000	38,000	25,000	35,000
PAYROLL SPECIALIST	14,500	19,500	12,000	16,000
SENIOR PAYROLL SPECIALIST	16,000	25,000	14,000	20,000
PAYROLL MANAGER	28,000	40,000	25,000	40,000
VAT COMPLIANCE (MANAGER)	26,000	32,000	24,000	30,000
TAX MANAGER	30,000	40,000	30,000	40,000
INTERNAL AUDITOR	22,000	35,000	20,000	32,000

Salary Range in EUR (gross, before taxes)/ per annum

*exchange rate for Czech republic: 25 CZK/1EUR



Multilingual Shared Service Centres

	CUSTOMER SERVICE ROLES CZECH REPUBLIC		CUSTOMER SERVICE ROLES SLOVAK REPUBLIC	
	MIN IN EUR PER YEAR	MAX IN EUR PER YEAR	MIN IN EUR PER YEAR	MAX IN EUR PER YEAR
CUSTOMER SERVICE REPRESENTATIVE	9,500	15,000	8,000	13,500
CS TEAM LEADER	17,000	24,000	14,000	22,000
CUSTOMER SERVICE MANAGER	28,000	40,000	25,000	37,000
CASH COLLECTION/COLLECTORS	12,000	18,000	11,000	16,000
ORDER MANAGEMENT (OTC)	12,000	17,000	11,000	17,000
INSIDE SALES REPRESENTATIVE (FIX)	12,000	15,000	8,000	12,500
INSIDE SALES SUPERVISOR (FIX)	16,000	20,000	14,000	17,000
INSIDE SALES MANAGER (FIX)	24,000	35,000	20,000	32,000
IT HELP DESK OPERATOR (1ST LEVEL)	12,000	15,000	10,000	15,000
IT HELP DESK OPERATOR (2ND LEVEL)	15,000	21,500	13,000	20,000

Salary Range in EUR (gross, before taxes)/ per annum

*exchange rate for Czech republic: 25 CZK/1EUR



Multilingual Shared Service Centres

	VARIOUS SSC / BPO POSITIONS CZECH REPUBLIC		VARIOUS SSC / BPO POSITIONS SLOVAK REPUBLIC	
	MIN IN EUR PER YEAR	MAX IN EUR PER YEAR	MIN IN EUR PER YEAR	MAX IN EUR PER YEAR
FINANCIAL ANALYST/CONTROLLER	17,000	27,000	15,000	25,000
PROCESS SPECIALIST	16,500	25,000	13,500	22,500
TRANSITION/PROJECT MANAGER	22,000	35,000	20,000	35,000
SIX SIGMA/LEAN EXPERTS/ CONSULTANTS	30,000	50,000	28,000	45,000
SHARED SERVICE DIRECTOR	48,000	90,000	40,000	80,000
HR ADMINISTRATOR	9,500	14,500	8,000	13,000
PROCUREMENT SPECIALIST	14,500	19,500	12,000	17,500
BUYER	13,000	17,000	11,000	13,000

Salary Range in EUR (gross, before taxes)/ per annum

*exchange rate for Czech republic: 25 CZK/1EUR



Information Technology

Investment in IT service centres and software development centres (some hosting as many as 500 workers or more) continues to exert pressure on salaries within in-house IT teams in industry and commerce. While this largely reflects a global trend, Czech employers have been particularly stretched in their quest for talent, as more multinational brands arrive or expand here. Such is the extent of the challenge that a number of hiring campaigns have been carried out in the rest of the European Union to try to attract talent to the Czech Republic.

Alongside technical skill sets, project managers, service delivery managers and analysts are highly sought-after, especially those with experience of co-ordinating multidisciplinary teams on key systems integration and data security initiatives.

	INFORMATION TECHNOLOGY	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
ABAP DEVELOPER	38,000	60,000
.NET DEVELOPER SENIOR	70,000	90,000
ANALYST (MIS/DATA)	50,000	60,000
BUSINESS ANALYST	45,000	70,000
DEVELOPER (APPLICATIONS)	40,000	80,000
INFORMATION SECURITY	37,000	60,000
IT HELP-DESK SUPPORT	25,000	40,000
IT MANAGER	60,000	150,000
IT PROJECT MANAGER	50,000	130,000
IT SYSTEMS ENGINEER/ ADMINISTRATOR	25,000	37,000
JE22 DEVELOPER SENIOR	60,000	100,000
NETWORK ENGINEER	35,000	45,000
PROGRAMMER/DEVELOPER MANAGER	60,000	110,000
SERVICE DELIVERY MANAGER	55,000	100,000
SIEBEL DEVELOPER	30,000	60,000
SYSTEMS ENGINEER	30,000	50,000



HR & Office Services

The evolving nature of HR functions means new hires are expected to proactively raise their own profile, develop internal (often pan-European) networks and assert the HR agenda. Demand is high for experienced HR professionals (especially compensation and benefits experts) to act as equal partners alongside management, helping to achieve business results through developing human potential.

But while it might appear that there are plenty of HR candidates on the market, only a few have the combination of influencing qualities, analytical skills and strategic planning mindsets required to excel in business-partnering roles.

Employers now favour more senior in-house legal candidates who can provide long-term advice as well as overseeing administrative tasks. Demand and pay rates haven't changed significantly for other office support or customer service roles, although many employers still insist on language skills.

	HUMAN RESOURCES	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
HR ASSISTANT/ADMINISTRATOR	25,000	30,000
HR SPECIALIST	30,000	40,000
HR GENERALIST	40,000	60,000
HR MANAGER/HR BUSINESS PARTNER	60,000	100,000
HR DIRECTOR	100,000	150,000

	ADMINISTRATION	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
ASSISTANT	25,000	30,000
EXECUTIVE ASSISTANT	30,000	45,000
OFFICE MANAGER	30,000	45,000

	LEGAL	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
LEGAL TRAINEE	25,000	40,000
CORPORATE LAWYER JUNIOR	30,000	50,000
CORPORATE LAWYER SENIOR	50,000	100,000
LEGAL MANAGER	100,000	150,000

	CUSTOMER SERVICE	
	MIN IN CZK PER MONTH	MAX IN CZK PER MONTH
CUSTOMER SERVICE SPECIALIST/ REPRESENTATIVE	25,000	35,000
CUSTOMER SERVICE TEAM LEADER/MANAGER	35,000	60,000

Finance & Banking, HR & Office Services,
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