



**HAYS** Recruiting experts  
worldwide

# 2021

**SALARY GUIDE**

**CZECH REPUBLIC LABOUR MARKET TRENDS**

# CONTENT

About Hays	3
Welcome	4
Key trends in the labour market	6
Employer Survey – Recruitment during Covid-19	8
Employee Survey – Employment during Covid-19	14
Accountancy & Finance	20
Banking	22
Administration, HR & Law	24
Sales & Marketing / FMCG	28
Sales & Marketing / IT & Logistics	30
Sales & Marketing / Technology	34
Sales & Marketing / Finance	36
Sales & Marketing / Media	38
Retail	40
Life Sciences	44
IT & Telco	50
Engineering	54
Logistics	56
Construction & Property	58
Business Services	62
Temporary Recruitment	66
Moravia Region	68

# ABOUT US

Hays Czech Republic s.r.o. is part of Hays plc, a global leader in recruiting qualified, professional and skilled people across a wide range of specialised industries and professions. Specialist recruitment is all about people. Over 10,400 people make up our worldwide team, working in 33 countries covering 20 specialisms.

Hays Czech Republic opened its first office in Prague in 1998 and is a market leader in the Czech recruitment sector. Its branches in Prague and Brno are staffed with more than 90 professional consultants, and the company has been increasing its activities in other regions of the country.

We are involved in the recruitment of qualified staff for permanent and temporary positions and/or contract roles. In addition to standard database searching, we also offer a direct searching service, as well as employee outplacement and employee recruitment outsourcing.

As market leader, if the best people aren't already talking to us, we know how to find them, engage with them and match them with their futures better than any other recruiter. In the complicated world of recruitment, Hays makes finding the best talent easier and quicker, and reduces the risks involved in hiring.

## 13

areas of expertise

Accountancy  
& Finance

Sales  
& Marketing

Administration,  
HR, Law

Retail

Business Services

Construction  
& Property

Banking

Production  
& Engineering

IT &  
Telecommunications

IT Contracting

Life Sciences

Temporary  
Recruitment

Logistics

For more information about our services or the current labour market trends, please contact your nearest Hays branch.

[hays.cz](https://www.hays.cz)

# WELCOME

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Welcome to the 2021 issue of the Hays Czech Republic Salary Guide.

It is a pleasure for me to contribute to the Hays Salary Guide which has evolved over the past decades to become one of the most important reference points in relation to the Czech labour market. When I took over the Czech business in April, the pandemic was in its early stages and, even though we all knew it was something serious, I am not sure if I was expecting that I would be writing these lines now under another lockdown.

This year has definitely been a mixed bag and was all about the pandemic which massively influenced the economy. We saw businesses shutting down, with many of them probably disappearing for good, and entire sectors going under water for a significant period of time. The long-term effects of this year are obviously beyond our capabilities to predict, but we can still bring you our comprehensive summary of the white-collar labour market in 2021, for the 8th consecutive year.

This year has clearly showed us what we might have forgotten after several years of economic prosperity and reminds us that nothing should be seen as permanent. It has been a year full of uncertainty and severe difficulties to plan around. Most of our clients and candidates expressed that this uncertainty and insecurity have been the most challenging parts of their work lives during this year. I firmly

trust that our report across 13 main specialist sectors is going to give you a hand in understanding, via salary figures and key recruitment trends, how markets have (or have not) changed, and therefore better equip you to look forward, stabilize your business or career and effectively plan ahead.

Throughout 2020 we gathered valuable information for this year's Salary Guide, evaluating the data collected from companies that asked us to provide candidates for more than 6,300 jobs, combined with the data provided by 20,000 candidates with whom we cooperated with in 2020.

I hope this edition of the Hays Salary Guide finds you in good health, you enjoy reading it and, regardless of how 2020 has been for you, that 2021 is going to be a safer and full of strong results.

**Sándor Bodnár**  
Managing Director  
Hays Czech Republic, s.r.o.





## KEY LABOR MARKET FACTS & RECRUITMENT TRENDS

### RECRUITMENT SLOWED DOWN BUT DID NOT STOP

The Czech Republic economy weakened in 2020 as a result of the pandemic and, according to predictions, the expected decline in economic results in 2020 will be by 6.6%. For 2021, however, experts expect a recovery and GDP growth of 3.9%. The unemployment rate stabilized at 3.7% at the end of the year and the number of open jobs still exceeds 300,000.

The pandemic affected individual sectors differently, with most needing to make some redundancies, but many were still looking for new staff, with the second half of the year in particular seeing more recruitment take place. Some areas, like in IT or the Life Sciences sector, have seen growth throughout the pandemic and continue to actively seek experienced professionals for their projects.

### REMOTE WORKING AND THE HYBRID TEAM MODEL: A NEW REALITY

Lockdowns hit the Czech Republic twice last year, both varying in their intensity and influence on working patterns and recruitment. Moving quickly from the workplace to home-office wherever possible has been a major challenge for many companies. Remote working and the rise of hybrid teams has become a new reality, although adapting to this new style of work has been a real challenge for many companies and individuals. Data protection and cyber security are becoming a priority, given the number of workers in this mode and the overall higher online activity of the population. The need for digital skills is growing significantly, which affects the requirements of employers in the labor market.

Digitization and an increase in automation can be seen across all sectors and business areas, and the advent of the pandemic has accelerated its development even more. New roles will continue to emerge, while others will adapt to meet new expectations and business needs of companies. These trends are especially visible in the areas of online marketing and e-commerce, and in the IT field, companies are strengthening their teams with positions focused on machine learning, Cloud and IoT solutions.

### WAGE STAGNATION AND A DIFFERENT APPROACH TO THE BENEFITS OFFERED

Wages across sectors stagnated last year. A slight increase of 3 - 10% was evident mainly in the roles with high demand, a narrow specialization or because of urgency from the employer. Applicants therefore looked at other aspects beyond the salary of a role, such as the attractiveness of the job content itself, the possibility for growth, the offer of courses and other opportunities for further education or flexibility. Overall, they pay more attention to the benefits than in previous years. Reacting to this, companies have gone in two directions, either narrowing the range of benefits in order to reduce costs, or have revived their offer of benefits and adapted them to the current situation. Currently, benefits such as paid-for tests for Covid-19, financial compensation when working from home, online psychological consultations etc. can be found more often.

### THE MOTIVATION OF APPLICANTS FOR CHANGE

Many jobseekers today see changing jobs as a risky move. Those who have a job are not actively looking for new opportunities but are willing to listen to the details of a new potential career challenge. Higher activity of candidates is evident in the financial segment, which belongs to those that also strengthened in the given circumstances. Candidates carefully consider potential changes and assess all aspects including the overall impression of the recruitment process, the speed of feedback, the length of the recruitment process, the type of employment contract and, of course, the scope of work, the team they work with and aspects such as the salary and benefits package offered. If they are to „risk“ a probationary period at a new place of work, they want to be sure that the change will bring them new opportunities and benefits. Stable and strong companies with a good position in the labor market and with clear business vision are preferred, and therefore employer branding is again a strong topic this year and should remain one of the key priorities for all businesses.

# HOW HAS THE COVID PANDEMIC AFFECTED YOUR COMPANY AND RECRUITMENT? CLIENT SURVEY



The arrival of the COVID-19 pandemic in the Czech Republic in March 2020 triggered a very rapid response from companies. Within two or three weeks of the first proven infected persons in our country, companies successfully transferred their employees to home office in almost all roles where the nature of their jobs allowed it. Especially in the early phases, companies were unable to run quite as normal, so it became necessary to prioritise remote access settings, to provide the necessary equipment, and to set up communication avenues so that the everyone could adapt in the best way possible.

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The global economic shock seen as a result of the pandemic will undoubtedly have long-term consequences. Some industries have been hit extremely hard by the pandemic, while others have not been significantly affected, and some companies are even showing growth. The survey on how the first wave of the pandemic hit companies and how they responded to it was conducted in the summer of 2020, with more than 300 employers operating mainly in Prague and other major cities in the Czech Republic participating in it. We present a summary of the results on the following pages of this publication.

At the end of summer 2020, 41% of companies reported a decline in their net income and business activity. It is certainly not surprising that the most affected industries included retail trade, catering, hotels and services. On the other hand, 5% of respondents reported increased activity. For example, IT companies had more work, and revenues grew for e-commerce businesses and companies providing medical equipment.

At that time, 43% of companies were not recruiting new staff, either due to the suspension of recruitment (26% of cases), or a current lack of need for new employees (17%). Nearly a quarter (23%) of respondents spoke highly of the sufficient number of available candidates, while an extreme shortage of candidates with the necessary skills persisted in 11% of cases, despite the higher number of candidates on the market. Where specialised skills were concerned, companies most often lacked candidates with managerial leadership skills, operational skills or experience with project management and change management. Candidates with these qualities, together with business skills and software development experience, are among those that are currently the most difficult to find and recruit in the opinion of companies.

The pandemic has also caused employers to think in greater depth about strategies and work practices for times ahead. Online communication tools have proven effective and will be retained by almost a quarter of companies. One fifth of companies intend to work with a flexible employment policy, while 10% of companies plan to reduce their existing office space.

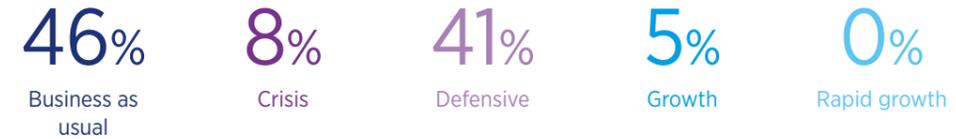
For the most part, companies do not expect any complications after their employees return to their workplaces. Possible challenges in this area may be company results (21%), work arrangements regarding remote work, which will be more often in demand (17%), and even low motivation or morale of employees (16%).

Companies did not adjust wages at the end of the year. Our four fifths (81%) of companies have kept wages at the same level, while 7% of employers announced a reduction. Some 11% of companies have retained capacities for wage increases on an individual basis as well. The range of benefits has decreased in 30% of cases, while 8% of employers have expanded their offer of benefits. Most often, companies optimised their offer of healthcare benefits or provided additional support for those working from home, either in the form of financial contributions, the possibility of relocating office equipment, or organising various additional online activities and courses.

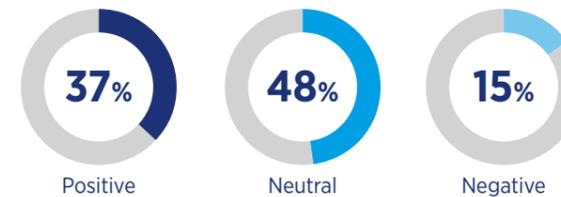
The autumn wave of the pandemic brought further restrictions and additional slumps in sales in the sectors mentioned above. Another top priority for companies will be stabilisation, both in terms of finances and personnel. At the present time, it is essential for companies to retain their key talents and to be able to properly motivate their employees, whether they work remotely or at their workplace.

# HAYS SURVEY BUSINESS PRIORITIES DURING COVID-19 PANDEMIC

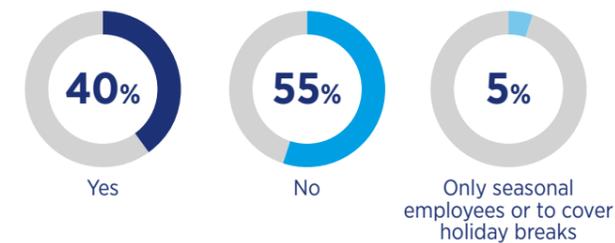
Which of these best describes the current phase of your organisation?



How would you rate the current outlook/prospects for your organisation, in terms of its performance?



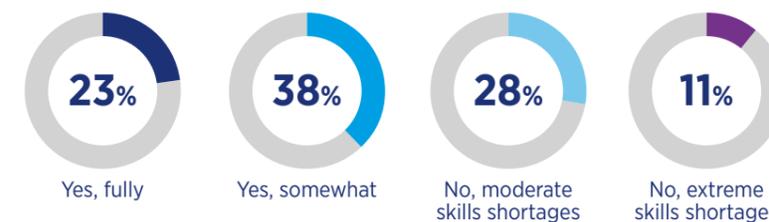
In a standard market condition, do you hire temporary staff?



Are you currently recruiting staff?

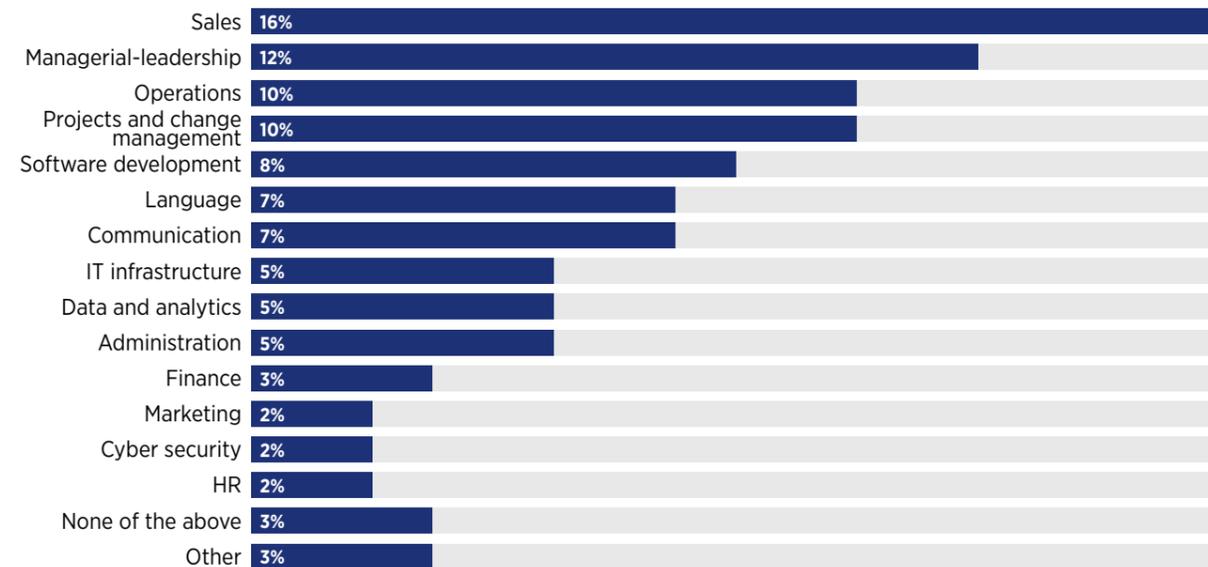


Do you currently have access to the right skills to enable you to meet organizational objectives?

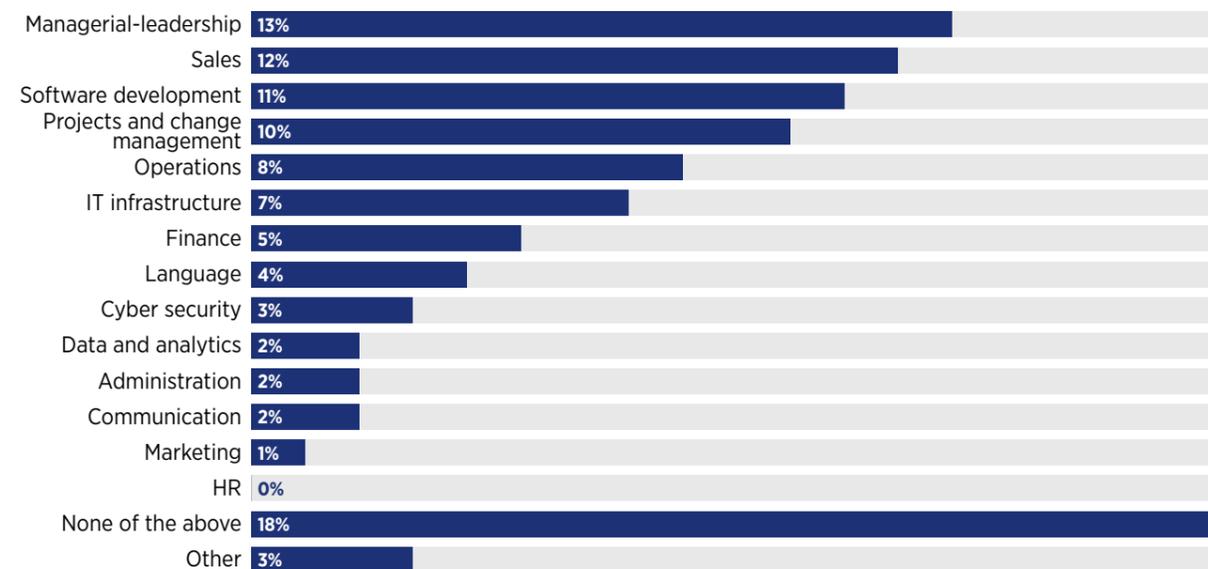


# HAYS SURVEY BUSINESS PRIORITIES DURING COVID-19 PANDEMIC

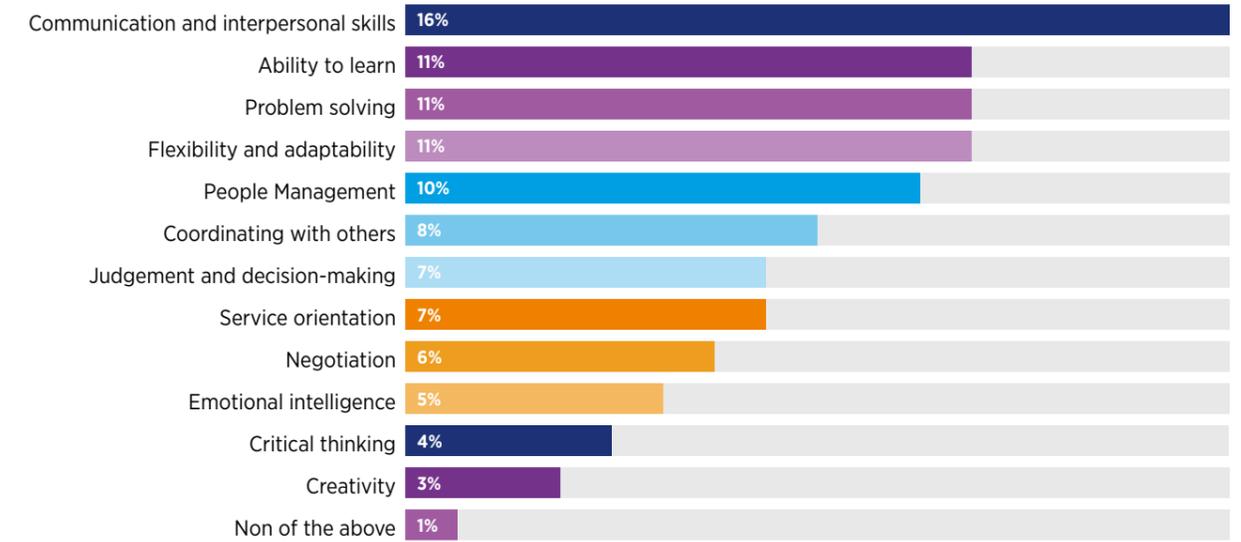
Which of the following specialist skills are most needed by your organisation? (Select all that apply)



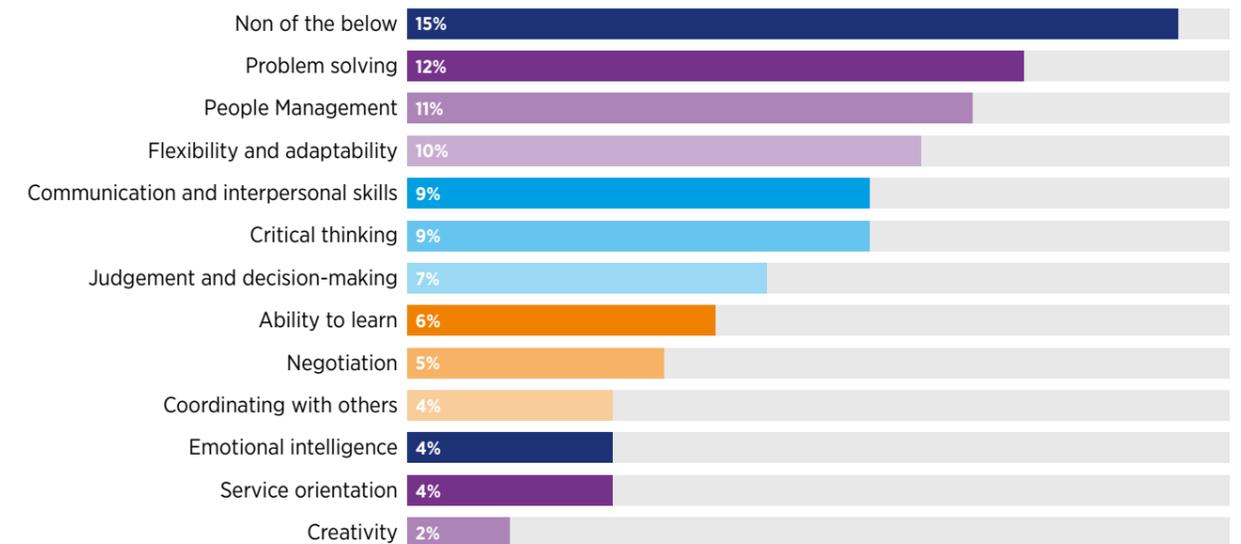
Are any of the below specialist skills currently difficult to find? (Select all that apply)



Which of the following soft skills are most needed by your organisation? (Select all that apply)

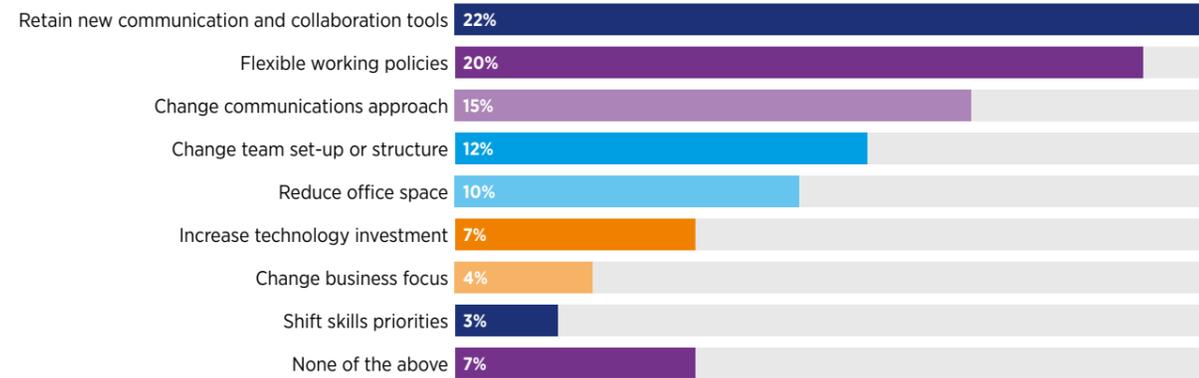


Which of the following soft skills are the most difficult to find? (Select all that apply)

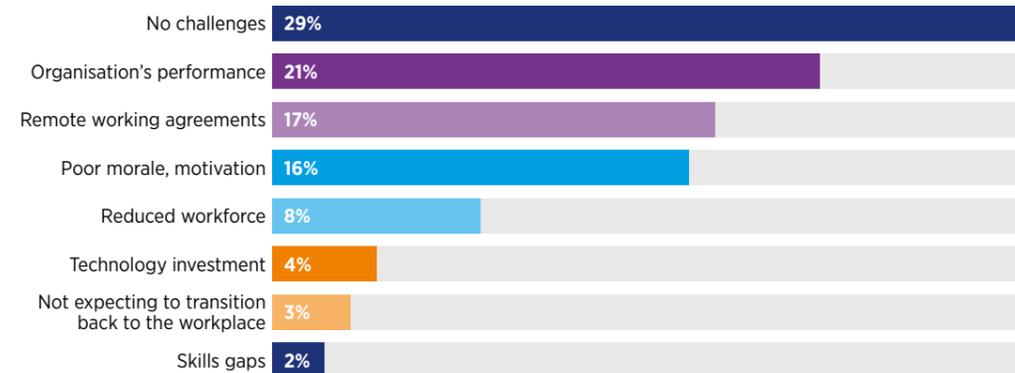


# HAYS SURVEY BUSINESS PRIORITIES DURING COVID-19 PANDEMIC

Are you planning any long-term changes to your workplace as a result of the coronavirus outbreak?  
(Select all that apply)



What do you think will be the greatest challenge as we transition back to workplace settings?



Over the next 3 months, are your employees' salaries likely to change?



During the last 3 months, have your company revised the benefits package?



# HOW HAS THE CORONAVIRUS PANDEMIC AFFECTED YOUR WORK LIFE? CANDIDATE SURVEY



The arrival of the COVID-19 pandemic last year was the largest factor affecting events around the world, including the labour markets. The impact of the pandemic on employees varied quite significantly depending on the industry. Employees have had to go through many changes in connection with the new situation. Home office, once so sought-after, has become an everyday reality and, in combination with other aspects of life, such as caring for children or other relatives, distance learning or housekeeping, has now taken on slightly different dimensions.

At the end of last summer, we conducted a survey among employees and job candidates to find out how they've perceived the changes in their daily working lives, how they've got used to them, and what further development they expect with regard to their job. Almost 600 qualified employees and specialists took part in the survey, and you can find the details of the results below.

## Home office vs. work-life balance

A frequent topic last year was, among other things, the tendency to increase workloads when working from home, and the related fear of overworking. One positive finding was the fact that as many as three-quarters of respondents reported a better or equal work-life balance since the first lockdown. But this still means that the situation has worsened for 25% of respondents, who are facing more tasks than they can manage in the long-term. In addition to added responsibilities mentioned above, like caring for family members, this has been because an individual's work role may now consist of more responsibilities, because of the division of responsibilities from roles that have been made redundant. It is therefore definitely appropriate to maintain

regular contact with all employees working remotely, to take an interest in their wellbeing, and to look for ways to help them cope with the difficult situation. In this respect, the Czech labour market still seems to have a long way to go – 50% of respondents state that their employer does not provide any support for the personal wellbeing of employees. However, approximately the same percentage of people actually don't expect their employer to take responsibility for the personal wellbeing of individuals.

## Communication as the key to employee satisfaction

Another aspect where employees see room for significant improvement is in the communication received from their managers. Over half (54%) of all respondents stated that better communication with their management would help them to feel better when working remotely. At a time when it is not possible to meet as regularly as people and teams are used to, regular and timely communication is absolutely essential. However, despite all the various aspects that may make it difficult for us to work remotely, this transition has been very successful. Some companies now are not even considering a return to the standard model where all employees work in the office every day.

## A decline in wages?

A negative aspect that has affected the working lives of Czech employees in some cases is a decline in wages. Although employers have generally not reduced wages, some employees have not been able to earn bonuses. Elsewhere, decreased workloads led to reductions in wages. People who were looking for work urgently were then willing to revise their wage requirements during this period. These are the main reasons for the decline in wages during the coronavirus crisis, which 29% of survey respondents experienced.

Despite all the circumstances, 71% of employees do not expect further changes in their wages, and another 17% have even predicted an increase in the months to come.

## What is the current outlook towards your job?



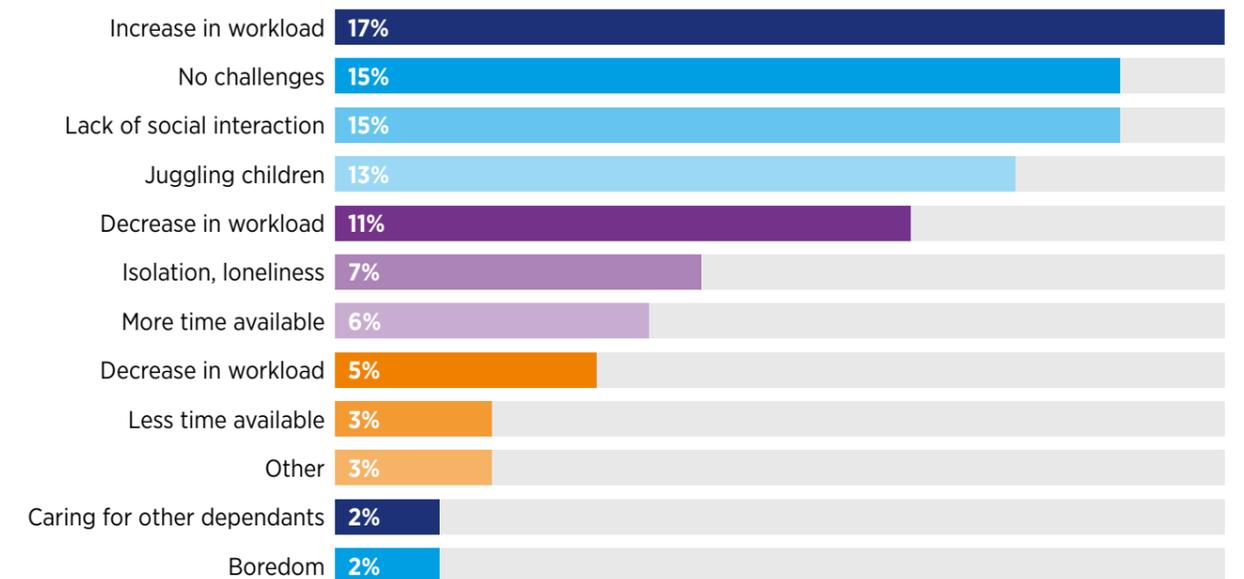
## How do you rate your current work-life balance?



## Has your work-life balance changed since the coronavirus lockdown began?



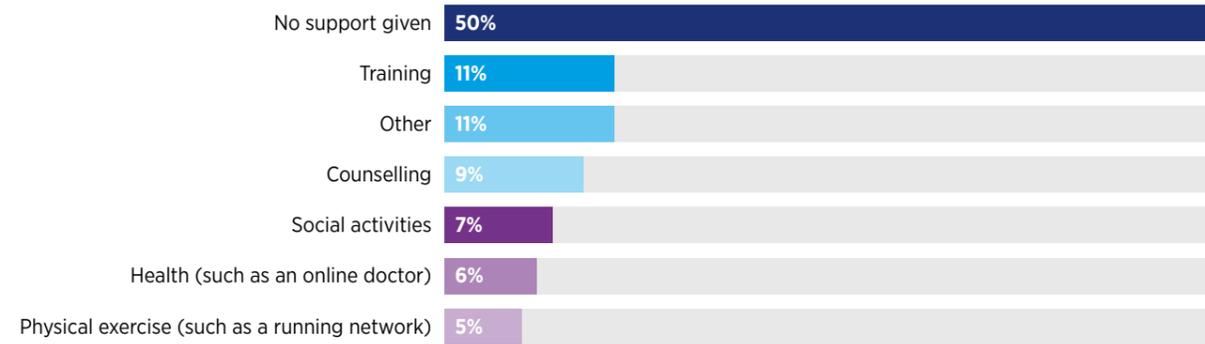
## What has been the greatest challenge to your wellbeing?



# HOW HAS THE CORONAVIRUS PANDEMIC AFFECTED YOUR WORK LIFE?

## CANDIDATE SURVEY

### How has your employer supported your wellbeing? (Select all that apply)



### What would you like your manager to focus on to provide greater support for your wellbeing?



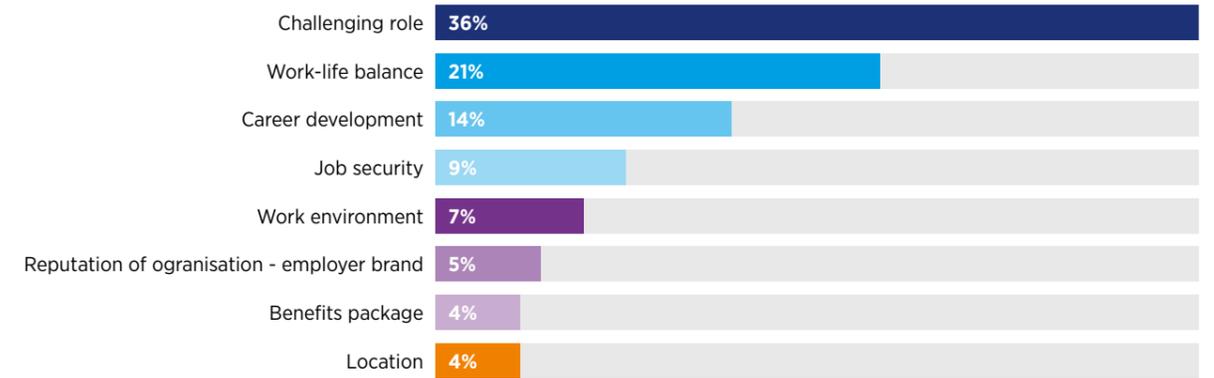
### Do you feel your employer has a responsibility to support your wellbeing?



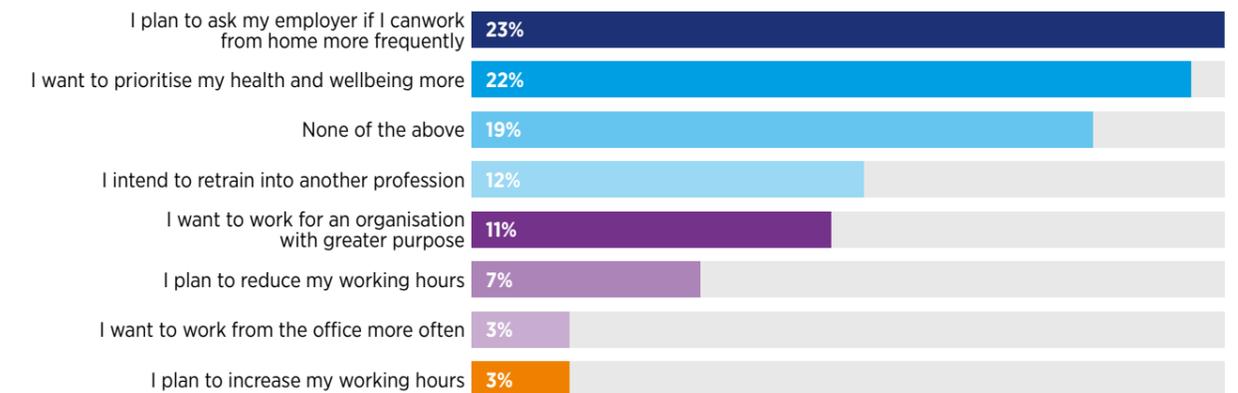
### Since the coronavirus lockdown, have your relationships with your colleagues changed?



### Aside from salary, which of the following factors is most important to you when considering a new role?



### Are you planning any long-term changes to your work-life as a result of the coronavirus outbreak? (Select all that apply)



### Have you experienced any changes to your salary as a result of the coronavirus outbreak?

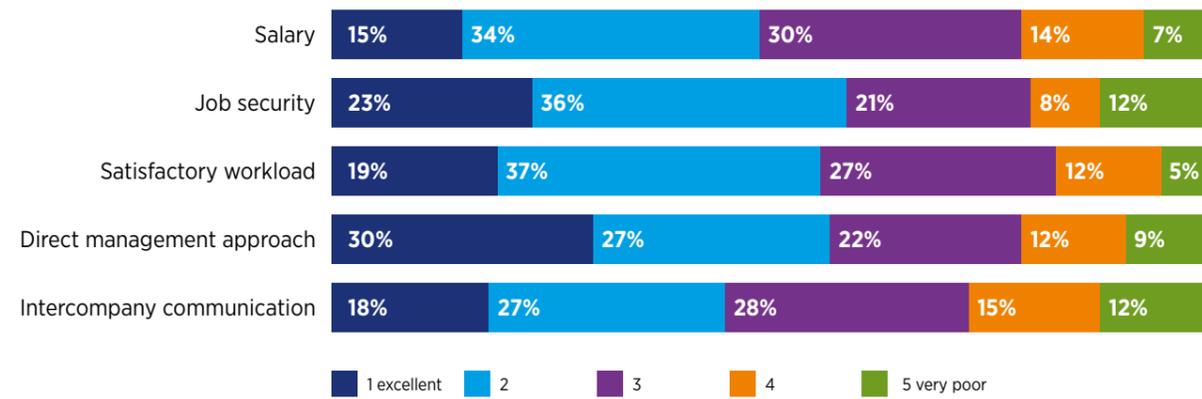


### Do you expect any changes to your salary over the next 3 months?



# HOW HAS THE CORONAVIRUS PANDEMIC AFFECTED YOUR WORK LIFE? CANDIDATE SURVEY

How would you rate the following aspects of your current (or most recent) role? (1 excellent, 5 very poor)



# FINANCE AND ACCOUNTING

## GROWING OPPORTUNITIES FOR ANALYSTS AND CONTROLLERS

In 2020, companies made clear efforts to make the organisational structures within their finance departments more effective, through both mergers and the creation of new positions. The number of high-quality candidates in the market has gradually increased, and employers have become more strict with their requirements for new staff. How companies present themselves, now plays a key role in the decision-making of candidates.

As in other areas, the first quarter of 2020 brought a slowdown or even a suspension in recruitment, but in the case of finance roles, it was just a short-term slowdown. Finance roles were crucial for the operations and strategic planning of companies, therefore businesses quickly focused their interest on profiles that were essential for them when setting austerity measures. Opportunities for controllers and analysts increased and, after an initial cool-down, demand for job seekers with less experience (up to two years) resumed in the second half of the year.

### More opportunities in controlling, fewer jobs for finance managers

Since the arrival of the Covid-19 pandemic, there has been a higher demand for experienced candidates in the field of finance and business control. These profiles needed to have advanced knowledge of Excel and come with excellent analytical, presentation and communication skills. Knowledge of English at a communicative level was also expected for such jobs.

At the same time, a number of companies have cancelled managerial positions in finance, so there is an apparent abundance of high-quality and qualified experts in the market who can easily meet these specific needs of companies.

The reduced number of managerial roles means a redistribution of responsibilities among existing employees and greater responsibility for other senior roles within finance teams. We are also observing new emerging positions, such as Head of Accounting or Controlling, or a combination of both areas in one role.

### Selection processes are becoming longer

Companies are being more careful when selecting new employees, trying to make the most of the sufficient number of candidates in the labour market, waiting for an ideal individual. Therefore, selection processes are being extended and companies are also including assignments / case studies in them, focusing on testing knowledge with MS Office (especially Excel), based on a real situation. This gives candidates a good idea of what they will face in their position and the employer an understanding of their capabilities. It is therefore quite normal that the former standard two-round selection process with a result within two weeks, has become a process with up to four rounds taking more than a month now.

### A change in approach to home office

The pandemic has also caused a small revolution in the approach to home office. Many employers approached working from home as a benefit very sceptically – operating a finance department remotely was unimaginable for them. With the introduction of government restrictions and recommendations however, companies that had long resisted remote work made the move to home office and tried remote working within their teams. Employees thus gained greater trust from their managers, were able to better focus on some more complex operations, and their efficiency often increased as a result. This experience has therefore changed the approach of many companies to home office, and it is now considered to a certain extent as a permanent benefit to be offered.

### The activity of job seekers is growing, but they are carefully considering a new job

We are also observing changes in many respects in the approach employees are taking to changing their jobs. The industry, which is characterised by its stability and low employee turnover, is now actually showing higher activity in this uncertain period, with candidates not afraid to change their employer and actively looking for new challenges. This said, they are not changing employer blindly, very carefully consider where to send their CV. They look for more information, search for references, monitor websites and social networks to build a picture of their prospective employer. The advantage is then on the side of employers in industries that are currently considered attractive and growing, such as healthcare/pharmaceutical companies or IT companies.

Moreover, candidates now often ask how companies take care of the health of their employees. In this regard, a new trend is beginning to emerge in companies – the installation of mobile offices in the place of residence of their employees, where the companies provide transportation and installation of the necessary technical facilities so that people can easily perform their work remotely.

### Managers are reducing their wage requirements, while controllers have improved their position

There was a sharp decline in wages offered for finance managers and an extreme reduction of these positions available in the market. Experienced individuals have been willing to negotiate their wages and have often reduced their requirements by up to a third. We have also seen fewer offers for junior accountants, in part because of the overinflated wage expectations for these positions from university graduates.

Conversely, growth has been seen in highly demanded positions in controlling and analysis, where job seekers may receive wages that are higher by 5-10%.

The development of the market and wages in 2021 is difficult to predict in the current situation, yet we do not expect any drastic changes in the above-mentioned trends. Companies will continue to look for ways to cut costs, to optimise organisational structure and their recruitment processes.

# SALARY GUIDE

## ACCOUNTANCY & FINANCE

Basic monthly salaries in CZK for full time roles within ACCOUNTANCY & FINANCE sector:

ACCOUNTING	MIN	MAX	TYPICAL
Invoicing	25 000	35 000	30 000
Junior Accountant	30 000	40 000	35 000
Financial Accountant	40 000	50 000	45 000
Independent / Senior Accountant	45 000	65 000	55 000
Chief Accountant	60 000	80 000	70 000
Payroll Accountant Junior	25 000	35 000	30 000
Payroll Accountant	40 000	60 000	50 000

CONTROLLING	MIN	MAX	TYPICAL
Junior Controller	40 000	50 000	45 000
Senior Controller	65 000	85 000	75 000
Financial Analyst (mid senior)	55 000	70 000	62 500
Business Analyst (mid senior)	50 000	80 000	65 000

FINANCIAL MANAGEMENT	MIN	MAX	TYPICAL
Accounting Manager	80 000	120 000	100 000
Controlling Manager	90 000	120 000	105 000
Finance Manager junior	80 000	110 000	95 000
Finance Manager senior	100 000	150 000	125 000
Finance Director	150 000	250 000	200 000

AUDIT	MIN	MAX	TYPICAL
Internal Auditor	50 000	100 000	75 000
Internal Audit Manager	100 000	150 000	125 000
External Auditor / 0-2 years exp.	38 000	55 000	46 500
External Auditor / 3 years exp.	50 000	70 000	60 000
External Auditor / 4+ years exp.	60 000	120 000	90 000
External Audit Manager	80 000	150 000	115 000

TAX	MIN	MAX	TYPICAL
Tax Assistant	35 000	45 000	40 000
Tax Consultant / 3 years exp.	60 000	90 000	75 000
Tax Manager	90 000	180 000	135 000

### Top benefits in demand in the sector



Educational courses



Flexible working hours



Unlimited employment contract



Extra days of holiday

# BANKING

## BANKING SECTOR PROVING POPULAR TO APPLICANTS FROM OTHER AREAS

In the past year, as a result of the COVID-19 pandemic, there have been changes in the banking sector that have seen some positions merge and recruitment for newly created positions suspended. Although business goals in many roles are high and difficult to achieve, and some positions have disappeared, staff turnover in retail banking is declining.

Presently, the main motivation for job seekers is a stable company with a strong background and a stable bonus and benefit structure, which is why willingness to change employers is apparently lower.

### Digital projects remain at the forefront of banks' interest

During 2020, banks focused on the development of internal digital projects. With the goal of making customer service more effective, banks have invested in the development of mobile applications and digital training, while also opening junior and senior online marketing and coaching positions. Banks and customers have discovered that they can operate safely and efficiently online. This also puts further pressure on restructuring this sector, so banks must continue to make further changes in personnel policy that take into account the impact on employees. Within this, we can expect, for example, further strengthening of the digitisation of communication channels and online projects, or the merging of some roles.

### Candidates from other segments are helping to fill junior vacancies

Banks are allowing their employees to grow within their corporation or their subsidiaries. This is one reason why vacant senior positions are most often being filled by internal hires. Companies appreciate their senior managers and specialists who have experience with the internal company systems and try to support them as much as possible with attractive bonuses and benefits. The impact of the pandemic on the hospitality and retail segments has sparked a great interest among candidates with experience from these industries to join a career in banking. Companies are therefore facing a large number of responses to junior business positions, but not all job seekers have the necessary personal and professional qualifications, or the required economic orientation to be able to perform business roles in the banking sector. This means that candidates have to be carefully chosen based on their individual abilities. Despite the increased interest mentioned above, we can still see a lack of high-quality candidates for

business roles in regional branches.

Although the trend of transitioning from front office to back office in banking persists, there is now an obvious decrease in back office roles compared to last year. Here, we have seen a general improvement in the level of English among candidates, which is required for working in the back office, especially if they expect career growth.

### Selection processes have maintained the same standard without being extended

The higher number of job seekers has not seen a longer duration of selection processes in the same way that other industries have. Banks still apply a two-round standard interview process for most roles, but for more senior roles, the selection process can be extended to include knowledge or personality tests, or a case study or business plan to prepare. Selection processes almost always take place directly with the potential supervisor and HR Manager responsible for recruitment.

### Benefits offered remain versatile and attractive

Benefits offered within banking are quite considerable, and remain highly attractive compared to other industries. Candidates appreciate the possibility of personal and career development, educational programmes, attractive variable wage components, additional leave and sick leave, cafeteria systems and favourable conditions for using the bank's services.

### Wages are not rising, but companies are luring job seekers with attractive bonuses. Business goals will be more achievable.

Wages in front office positions remain at the same level as they were last year. Junior positions are characterised by a lower fixed salary and an attractive variable component and in senior positions, bonuses range from 25% to 50% of the basic gross salary.

Wages remain at a similar level for back office employees, so candidates do not usually look for a change for financial reasons.

In 2021, a reduction in the number of retail oriented jobs is expected. Fixed wages will not grow this year, but variable wage components should still remain attractive and motivating.

Because of the economic downturn brought on by the coronavirus pandemic, business targets could be reduced, so that achieving these targets and qualifying for bonus components is realistic. Due to ongoing internal restructures and the transition to an agile structure, we expect (to a certain extent), a reduction of positions and a slight labour turnover across the banking sector.

### Top benefits in demand in the sector



Flexible working hours / home office



Extra days of holidays



Cafeteria



Career growth

# SALARY GUIDE

## BANKING

### Basic monthly salaries in CZK for full time roles within BANKING sector:

BACK OFFICE	MIN	MAX	TYPICAL
Credit Risk Analyst	50 000	75 000	62 500
Credit Risk Specialist / Manager	80 000	150 000	115 000
Senior Controller	60 000	80 000	70 000
Finance Analyst	45 000	70 000	57 500
Risk Analyst	50 000	80 000	65 000
Risk Manager	80 000	150 000	115 000
AML Specialist	50 000	80 000	65 000
Treasury Analyst	50 000	90 000	70 000
Treasury Manager	90 000	180 000	135 000
Regulatory Reporting Specialist	50 000	80 000	65 000
Internal Audit Specialist	50 000	90 000	70 000
Internal Audit Manager	90 000	170 000	130 000
Compliance Specialist	60 000	90 000	75 000
Compliance Manager / Director	90 000	150 000	120 000
Trader	55 000	70 000	62 500

FRONT OFFICE	MIN	MAX	TYPICAL
Relationship Manager / SME	70 000	130 000	90 000
Senior Relationship Manager / Large Corporate	100 000	185 000	145 000
Private Banker	70 000	160 000	90 000
Relationship Manager / Affluent Clients	45 000	60 000	50 000
Relationship Manager / Top Affluent Clients	50 000	55 000	53 000
Junior Relationship Manager / Retail / SMB	35 000	45 000	40 000
Relationship Manager / Retail / Top SMB	45 000	65 000	50 000
Personal Banker / Mass Retail	28 000	38 000	35 000
Investment Specialist	40 000	48 000	45 000
Branch Manager	60 000	140 000	80 000
Sales Team Leader	45 000	70 000	50 000
Head of Corporate Banking Team / SME	120 000	260 000	170 000
Head of Corporate Banking Division / Large Corporate	160 000	290 000	200 000
Middle Office / B2B	45 000	60 000	48 000

# ADMINISTRATION, HR & LAW

## HR TAKES ON GREATER IMPORTANCE, LESS ADMINISTRATIVE ROLES AVAILABLE

The support services sector has been hit very hard by the Covid-19 pandemic. Due to the massive transition by companies to remote working, the need for administrative staff and office support in general has decreased. Therefore, dismissals have been frequent across companies, and existing employee contracts have not been extended.

The labour market is no longer full of opportunities for support staff, with companies only generally hiring when looking for substitutes for outgoing employees. This is one reason why people currently prefer stability over change.

### The HR sector remains active

HR positions were among the more frequently available last year. HR staff have been closely working with other departments to transition employees to home office and create programmes for successful onboarding and online training. Their task was to ensure the overall wellbeing of employees in the new situation, and to create new standards for a safe return to offices and the subsequent working practices within these offices. Their role has therefore become crucial.

For candidates in the human resources sector, we've seen more interest in covering comprehensive HR agendas, instead of partial tasks in just recruitment or remuneration on their own. Therefore, there is great interest in HR Generalist or HR Business Partner positions.

Thanks to the higher number of candidates available in the labour market, companies have a wider choice and are not under as much pressure with regard to the speed of the recruitment process. The process has therefore been extended, with companies waiting for the ideal candidate who meets their maximum requirements. This has meant less interest in junior job seekers with less experience. However, candidates still take an interest companies that are able to make decisions quickly and do not prolong the feedback period.

### Due to Covid, wage stagnation persists

Wages across most positions have stagnated over the past two years. This year will not be any different, and no general changes can be expected in the remuneration of positions in the sector. Any increases will most likely be provided on an individual basis.

Benefits have been an area where companies have looked to make savings in the past year. The offer of benefits has often been line with the current financial standing of the company at the time of offer. Within this though, there is a greater openness on the part of companies to the possibility of working from home, which is becoming a more frequent benefit within job offers.

### Recruitment continues in the legal sector

Recruitment has remained relatively active within the legal services sector. Junior attorneys are in demand, where the wages offered, the reputation of the company, flexibility options offered and possibility of career development are key to the successful recruitment of a candidate. During the pandemic however, law firms began to fill paralegal positions more often, as these positions provided them with greater support. Recruitment for senior roles was suspended in some cases, with more opportunities being offered to in-house lawyers.

Companies are also looking for candidates with knowledge of English and German. Since there are very few such candidates available in the market, companies can tailor their financial packages offered based on the abilities of the candidate, and offer further improvement opportunities through language courses.

Job seekers are still mainly interested in corporate law or real estate, where they see greater opportunity for development.

### Wages of lawyers may rise slightly in 2021

Wages in the legal sector have stagnated in the past year and have not increased, except in a few cases. These include, for example, wages of employees with the above-mentioned knowledge of German. However, larger companies plan to make wage schemes more attractive in 2021, which may also affect bonus systems and some benefits offered. However, it is likely that this increase will not exceed 5%.

### Top benefits in demand in the sector:



Extra days of holiday



Sick days



Flexible working hours



Home office

# SALARY GUIDE

## ADMINISTRATION, HR & LAW

### Basic monthly salaries in CZK for full time roles within ADMINISTRATION, HR & LAW sector:

ADMINISTRATION	MIN	MAX	TYPICAL
Receptionist	25 000	35 000	30 000
Team / Specialized Assistant	28 000	45 000	35 000
Executive Assistant	35 000	60 000	50 000
Office Manager	40 000	60 000	55 000

HUMAN RESOURCES	MIN	MAX	TYPICAL
HR Support / HR Assistant	28 000	35 000	30 000
HR Administrator	30 000	40 000	35 000
HR Specialist / HR Operations	35 000	55 000	40 000
HR Generalist	45 000	70 000	60 000
HR Business Partner	50 000	90 000	70 000
HR Manager	70 000	110 000	80 000
HR Director	80 000	180 000	120 000
HR Analyst	35 000	55 000	45 000
Compensation & Benefits Specialist	50 000	80 000	65 000
Learning Coordinator / Training Coordinator	30 000	50 000	40 000
Learning & Development Manager	50 000	80 000	70 000
Recruiter	35 000	55 000	45 000
IT Recruiter	50 000	80 000	60 000
Senior Recruiter(4 years+)/Recruitment Lead	60 000	100 000	70 000

CALL CENTRES	MIN	MAX	TYPICAL
Call Centre Operator / Hot Line Operator	25 000	35 000	28 000
Call Centre Supervisor	30 000	50 000	35 000

CUSTOMER SERVICE	MIN	MAX	TYPICAL
Team Leader / Customer Service Manager	45 000	60 000	50 000
Customer Service Specialist	30 000	45 000	35 000

## SALARY GUIDE ADMINISTRATION, HR & LAW

Basic monthly salaries in CZK for full time roles within ADMINISTRATION, HR & LAW sector:

LEGAL / LAW FIRM	MIN	MAX	TYPICAL
Paralegal	110Kč/hod	200Kč/hod	160Kč/hod
Junior Associate	30 000	60 000	40 000
Associate	60 000	100 000	80 000
Senior Associate	80 000	200 000	130 000

LEGAL / CORPORATE	MIN	MAX	TYPICAL
Junior Lawyer	35 000	60 000	40 000
Inhouse lawyer	60 000	90 000	70 000
Senior Lawyer	80 000	150 000	100 000
Head of Legal Department	100 000	200 000	130 000
Compliance Specialist	35 000	65 000	45 000



## SALES AND MARKETING / FMCG E-COMMERCE IS THE PRIORITY



The impact of restrictive measures in the FMCG market have varied, mainly depending on the specialisation of companies. Across the sector however, greater emphasis has been visibly placed on the e-commerce environment, helping companies to compensate for losses from brick-and-mortar stores.

The companies most affected by the measures were those primarily focusing on the on-trade market. They were the most limited in their standard operations and, as a result, they experienced the highest decline in demand from their clients. Companies in the off-trade environment have not been affected by the pandemic as much, since they generate most of their turnover in the modern and traditional market.

Some companies experienced increased demand in their segment after the pandemic outbreak (hygiene products, packaged food, etc.), but they did not need new employees, as their customer base remained the same. Other companies, on the other hand, faced a shortage of goods due to closed production facilities in Europe.

### E-commerce is strengthening and interest in freelancers is growing

The e-commerce market is gaining momentum. The uncertain situation in spring 2020 forced companies to focus even more on the development of new projects within this market channel. The first half of last year saw an effort to adapt to the changing situation in the traditional and modern markets, and to compensate for lost profits from these sectors. The transfer of business activities to the online environment was the primary focus of FMCG companies last year. The most sought-after candidate profiles included experienced traders with practical experience in e-commerce and marketers with experience of digital platforms. Freelance marketing specialists who are used to working on more complex projects, especially in the field of digital marketing, were also highly sought-after.

Outside of e-commerce, FMCG companies most often looked for Brand Managers and Marketing Specialists with knowledge of several languages. The most popular profiles in trade were Key Account Managers.

### Candidates looking for a strong brand and security

In the FMCG sector, job seekers do not only look for the highest wages. The brand of the employer and its position in the market is very important to them, with many candidates looking for jobs they can be passionate about. In addition to their strong position in the market, job seekers are also interested in the portfolio of products and brands that working with their new employer will include. Last but not least, the distribution and form of the bonus and the attainability of it is also crucial. As a result of the changes that have occurred, demand for the option of home office continues to grow.

### Wage growth has been moderate and has only affected some roles

Although the FMCG market has not been hit hard by the pandemic, it remains conservative and cautious in terms of the wages offered, with employee wages growing only slightly. The goal of companies this year was not to expand, but to be stable and try to retain their employees.

Last year, wages increased in some roles by an average of 3%. Such increases were mainly seen in online marketing positions, mostly at their minimum remuneration levels. We have seen a similar growth in senior business roles, often with a regional overlap, such as Area Sales Manager or Senior/National Key Account Manager positions.

Instead of adjusting wage schemes, a large number of employers have chosen to optimise benefit programmes for the current situation and modernise non-financial rewards for their employees. This includes the option of a home office, flexible working hours and training and development programmes.

## SALARY GUIDE SALES AND MARKETING / FMCG

Basic monthly salaries in CZK for full time roles within SALES & MARKETING in FMCG sector:

SALES FMCG	MIN	MAX	TYPICAL
Sales Representative	30 000	50 000	35 000
Junior Key Account Manager	42 000	60 000	50 000
Area Sales Manager	50 000	85 000	60 000
Key Account Manager	60 000	95 000	70 000
Field Sales Manager	75 000	100 000	85 000
Export Manager	60 000	120 000	80 000
Senior Key Account Manager	70 000	100 000	85 000
National Sales Manager / National KAM / Group KAM	85 000	160 000	125 000
Sales Director / Manager	90 000	200 000	160 000

MARKETING FMCG	MIN	MAX	TYPICAL
Junior Marketing Specialist	35 000	42 000	35 000
Junior Brand Manager	37 000	52 000	42 000
Market Research Analyst	30 000	60 000	47 000
Junior Trade Marketing Manager	35 000	63 000	40 000
Junior Category Manager	35 000	55 000	42 000
E-commerce Manager	40 000	100 000	60 000
Category Manager	40 000	80 000	60 000
Senior Category Manager	55 000	120 000	85 000
Market Research Manager	42 000	70 000	60 000
Online Marketing Specialist	45 000	90 000	75 000
Brand Manager	50 000	85 000	60 000
PR Manager	55 000	120 000	70 000
Trade Marketing Manager	65 000	100 000	85 000
Senior Brand Manager	60 000	100 000	80 000
Digital Marketing Manager	65 000	140 000	90 000
Group Brand / Senior Product Manager	72 000	145 000	105 000
Channel Marketing Manager	75 000	130 000	105 000
Marketing Manager	80 000	180 000	140 000

Top benefits in demand in the sector:



Company car for personal use



Flexible working hours / home office



Extra week of holidays



Language courses

# SALES & MARKETING / IT & LOGISTICS

## GROWING OPPORTUNITIES ACROSS TECHNOLOGY COMPANIES

In recent years, we have seen a growing trend in the transition to new technologies in all sectors. With the start of 2020 and the pandemic outbreak, the need for their use has increased significantly again, with significant development in artificial intelligence, IT topology and blockchain.

IT equipment manufacturers and retailers have experienced a year-on-year decline in sales, even though demand from many employers has increased. On the other hand, start-up companies which focus on the development of new technologies are seeing exponential growth due to the coronavirus crisis.

### Recruitment is a priority for development departments

As in other sectors, the vast majority of recruitment activities stopped in the spring, and recruitment processes began again in the second half-year. Investment in development departments remained a priority for companies. Positions in sales teams stayed in the back of employers' interest. At the end of the last year, there was growing demand for strategically focused roles like product managers and business developers. Many companies were not forced to lay off employees following the coronavirus crisis, stabilising their teams instead.

### Requirements of companies are strict, while candidates negotiate their wages

Employers' requirements are often very strict, frequently demanding previous experience in selling the respective technology. This is not a new trend, but now, when employers are giving great consideration to investing in new employees, the trend has intensified.

More than 90% of suitable job candidates are not active in the labour market, and their willingness to change employer has decreased. Their wage requirement are increasing to compensate for the uncertainty seen during the probationary period of a new position. The position of companies in the market also plays a key role. The duration of recruitment processes has often been extended in an effort to obtain the most suitable candidate.

During 2019, the flow of candidates to the more dynamic environment seen in start-up companies was apparent. This year, the trend has reversed, and candidates are favouring larger corporations as they are able to offer them the stability that is now a priority for them, regardless of the industry.

### More candidates available for online marketing

The trend in recent years has seen consistently high demand for candidates in marketing, with a specialisation in the online environment. Now that similar job opportunities have decreased, there is still high demand for e-commerce and Big Data specialists, but demand for online and social media specialists has declined. For these reasons, the demand is now relatively equal to the supply of candidates for roles, which has reduced the pressure on wage growth in the industry, and caused wages to stagnate.

### Companies are switching to permanent home office

The coronavirus crisis has brought with it a new method of work, with companies managing to adapt very quickly to the abnormal situation. Offices have been left empty, and employees have been working fully from home. Within just a few months, this way of working has proven so successful for many companies, that they do not plan on having their employees return to their offices. The efficiency of employees has even increased in many cases and, according to surveys, employees are more satisfied. Marketing is one of the departments where employees could continue permanently working from home in the future.

Business-oriented roles have seen this change happening in recent years. Today, traders consider home office a standard rather than a benefit. Candidates for business roles require not only this option, but also a high degree of flexibility in their working schedule.

### Logistics companies faced problems at the beginning of 2020, but recorded growth in sales and wages in the second half of the year

For many logistics companies, the start of 2020 was very challenging. They had to deal with a decline in sales and a difficult situation overall. They focused primarily on stabilisation internally and retention of employees. The second half-year was more optimistic, with wages even growing by an average of 4%, mostly across junior positions. Job seekers are interested in the bonuses they can earn, which is often not limited within this sector, and is therefore very attractive for those who will strive for the highest targets. Companies also offer interesting non-financial benefits for their employees, like funds for employee development, international training and, last but not least, a combination of field work and home office.

### More vacancies in start-ups in 2021, but no increase in wages

Due to the increase in sales turnover of many technological start-ups, it can be assumed that their demand for employees will increase during the next year. However, there will probably be a shortage of experienced candidates for these newly opened roles and it will still be difficult for companies to fill vacancies due to the low number of candidates willing to change their job. For the above reasons, it can be concluded that there will be no significant wage increase in 2021.

Wages are expected to remain at a similar level in 2021, with a possible slight increase affecting only a few IT fields and fluctuating around 2%. Companies will have to adapt their requirements to the skills available on the market. When choosing a job, candidates will consider factors such as the market position, potential prosperity of the products they're working with and degree of work flexibility the company offers.

# SALARY GUIDE

## SALES & MARKETING / IT & LOGISTICS

Basic monthly salaries in CZK for full time roles within SALES & MARKETING sector, targeting roles within IT and logistic companies:

SALES IT / TELCO	MIN	MAX	TYPICAL
Inside Account Manager	40 000	70 000	45 000
Sales Representative	40 000	55 000	45 000
KAM - Corporates	65 000	90 000	80 000
Portfolio Development Executive	70 000	110 000	100 000
Business Development Manager	80 000	120 000	100 000
Sales Manager - Hunter	60 000	100 000	70 000
Partner Manager / Channel Manager	55 000	100 000	80 000
Channel Specialist / Channel Account	50 000	80 000	65 000
Area Account Manager	50 000	70 000	60 000
Sales Director	150 000	250 000	180 000
Chief Commercial Officer	240 000	325 000	280 000
Regional Sales Manager	130 000	250 000	180 000
Business Unit Manager	100 000	180 000	130 000
KAM - public	60 000	90 000	70 000
Senior Presales Consultant	70 000	120 000	90 000
Presales Consultant	50 000	80 000	70 000
Nákupčí / Purchaser IT / Telco	60 000	90 000	75 000

MARKETING IT / TELCO	MIN	MAX	TYPICAL
Junior Product Manager	45 000	60 000	50 000
Senior Product Manager	50 000	90 000	70 000
Group Product Manager	70 000	150 000	100 000
Marketing Manager	150 000	250 000	180 000
Market Research Manager	50 000	80 000	70 000
PR Manager	70 000	120 000	90 000
Market Research Analyst	40 000	65 000	50 000
Internal / External Communication	50 000	80 000	60 000
Trade Marketing Manager	50 000	90 000	70 000
Marketing Specialist	40 000	60 000	45 000
Online Marketing Specialist	45 000	80 000	60 000
E-Care Specialist	50 000	80 000	70 000
E-Sales Specialist	50 000	80 000	70 000
Web Content Specialist	45 000	70 000	55 000
Online Campaign Manager	80 000	150 000	130 000
Online Marketing Director / Manager / VP	150 000	280 000	225 000
Head of Big Data	150 000	280 000	230 000
Creative Director	90 000	180 000	150 000
Copywriter	40 000	60 000	50 000

# SALARY GUIDE

## SALES & MARKETING / IT & LOGISTICS

Basic monthly salaries in CZK for full time roles within SALES & MARKETING sector, targeting roles within IT and logistic companies:

SALES - LOGISTICS	MIN	MAX	TYPICAL
Sales Representative	38 000	65 000	42 000
Sales Executive / Hunter	45 000	70 000	58 000
Area Sales Manager	55 000	85 000	73 000
Key Account Manager	53 000	85 000	68 000
Sales Director / Manager	90 000	180 000	125 000
Business Development Manager	75 000	130 000	95 000

MARKETING - LOGISTICS	MIN	MAX	TYPICAL
PR Manager	45 000	80 000	60 000
Marketing Specialist	40 000	70 000	50 000

Top benefits in demand in the sector:



Company car for personal use



Flexible working hours / home office



Extra week of holidays



Contribution for home office



# SALES & MARKETING / TECHNOLOGY

## SHORTAGE OF CANDIDATES WITH APPROPRIATE SKILLS CONTINUES



Typically, this sector was cautious around its recruitment strategies in 2020. Employers gave careful consideration both to making new jobs available, and to the individual candidates applying for these roles. The activity and willingness of candidates to change their job has decreased and wages have also stopped growing compared to previous years.

The beginning of last year coincided with the natural slowdown of the economy, which the industry had already experienced in 2019. Companies operating in engineering created new jobs in part due to the streamlining of the workforce, particularly at the middle management level. Key employees were replaced to a greater extent in many independent business roles.

### Corporate recruitment activities grew in the second half-year to minimise economic losses

The outbreak of the COVID-19 pandemic and the partial lock-down of the economy at the end of the first quarter of 2020 meant companies had to suspend recruitment completely while waiting for further developments to happen. Companies in the engineering segment in the Czech Republic reported a drop in sales of around 10%, and in some sectors, particularly in the automotive industry, the slump may have been more than this. Companies only started to recruit and resume temporarily suspended processes more actively in the second half of last year. This particularly concerned positions supporting business activities and independent business roles focusing on development of the existing clientele, so that companies could maintain economic stability and stability among their workforce for the following months.

### The construction market was not significantly hit by the crisis

Last year, the coronavirus crisis affected the construction market in the technical segment the least, with almost no decrease in revenues. Nevertheless, companies did not act hastily in terms of recruitment, did not expand their teams dramatically, and did not create new jobs.

The recruitment priorities of companies mainly concerned strategic roles. We noticed an interest in candidates for senior management positions, for positions dealing with market research and for business roles closely related to development projects.

### As the shortage of candidates continues, graduates have to reduce their requirements

There is still a shortage of qualified and experienced candidates in technical industries. Although the number of available candidates in the labour market has increased due to the downturn in the economy, no such increase has occurred in the technical segment. Companies have been increasing their demands for candidates with experience in their business area. However, the number of such candidates active in the labour market has rather decreased, as they prefer the security they have with their current employer over change. Candidates who are not active in the labour market have therefore increased their financial expectations as compensation for the uncertainty that comes with changing jobs. This has had a knock-on effect on university graduates, who have been forced to reduce their expectations as it is more difficult for them to get a job now.

### Wages will not rise, but candidates will benefit from flexibility

We do not expect wages to increase in 2021; stagnation will continue in all areas of the technical segment. However, the method of working will undergo changes. Thanks to the successful implementation of homeworking processes, office professionals will experience greater time flexibility. This method has proven to be effective for employers, and it can be assumed that this form of work will become permanent for many roles. Online communication will be increasingly used by traditional traders in the field, resulting in fewer business trips. We expect job seekers to increasingly request this method of work.

# SALARY GUIDE

## SALES & MARKETING / TECHNOLOGY

Basic monthly salaries in CZK for full time roles within SALES & MARKETING / Technical sector:

SALES TECHNICAL	MIN	MAX	TYPICAL
Sales Support / Inside Sales	35 000	70 000	60 000
Sales Representative	35 000	65 000	45 000
Sales Engineer	40 000	75 000	60 000
Key Account Manager	50 000	90 000	70 000
Area Sales Manager	60 000	90 000	80 000
Sales Director	90 000	180 000	140 000
Product Specialist	40 000	70 000	55 000
Product Manager	50 000	85 000	70 000
Product Director	80 000	150 000	120 000

MARKETING TECHNICAL	MIN	MAX	TYPICAL
Digital Coordinator	40 000	50 000	45 000
Digital Specialist	40 000	75 000	60 000
Digital Manager	70 000	130 000	90 000
Director of Digital Marketing	140 000	200 000	180 000
Marketing Coordinator	35 000	45 000	40 000
Marketing Specialist	40 000	65 000	50 000
Marketing Manager	70 000	110 000	80 000
Marketing Director	120 000	180 000	160 000
PR Coordinator	40 000	50 000	40 000
PR Specialist	40 000	75 000	55 000
PR Manager	70 000	110 000	85 000
PR Director	100 000	165 000	130 000
Graphic Designer	40 000	100 000	65 000

### Top benefits in demand in the sector



Flexible working hours



Home office



Company car



Education / language courses

# SALES & MARKETING / FINANCE

## RESTRUCTURING CHANGES, JOBS AND REGIONS MERGING

The coronavirus pandemic to some extent affected the labor market situation in financial institutions. Most of them, including insurance companies and leasing companies, have not prioritised recruitment planning and have instead focused more on restructuring changes and financial planning. Although business roles in this sector are expected to decline in early 2021, financial institutions remain some of the most stable employers in the Czech Republic.

Candidates have not been very open to changing job in these challenging times, cautious of the effects brought on by the pandemic and changes that may occur in the labor market as a result, so they do not want to accept the risk of a probation period with a new employer. The fluctuation rate is thus constantly declining, especially in sales positions at regional branches. These are the most sought-after roles in the entire segment.

As in other areas of business, the key point of interest for companies in terms of their recruitment plans, is around acquisition traders and online marketers. Companies prefer specialists who already have work experience in the field at competing or related companies.

### Less opportunities for senior applicants, regions are merging

The opportunities for senior applicants in the business sphere have diminished. Most companies tend to recruit for these roles internally, by promoting an internal employee or by merging regions in the roles of sales representatives or regional managers, for example. In some cases, as a result of the pandemic, institutions have not been able to extend the fixed-term contracts of their employees, so companies can now benefit from a higher number of candidates available in the market, that are actively looking for a new opportunity and might have relevant experience. This also applies to experienced candidates for senior roles, where these positions were cancelled as part of the restructuring process, or, some of the internal divisions were merged.

### Marketing is further strengthened, especially in digital and e-commerce roles

Marketing has not been affected by the pandemic that much and there has been a noticeable increase in positions focused on digital and e-commerce. The reason is clear - companies are trying to adapt as quickly and efficiently as possible to the general trend of switching to modern online platforms, so that the customer can solve as many of their requirements online as possible. Both junior positions for recent graduates, and senior roles of coaches and team leaders of digital and e-commerce teams, are opening up.

### Wages in the sector rose slightly

There were no significant changes in wages last year. There was a slight increase in wages of up to 3% in the positions of Relationship Manager and Key Account Manager, where they had an interesting client base connected to them and were able to influence their business plans. Employers have maximised their efforts to retain such employees that are so important to them. The main motivational tool is still the bonus structure on offer for the candidate - these are set individually and may grow up to between 25% and 100% of the basic annual salary.

For marketing positions, the trend of providing a higher basic salary (depending on the seniority of the candidate) and a lower variable component (maximum 13-15% of the basic salary) still remains in place. Candidates in digital marketing and e-commerce roles have seen their pay increase by about 2-3%.

### Secure and perspective job is preferred

Job offers are assessed by candidates very comprehensively; they put great emphasis on the brand and the position in the market, stability and the strategy the company has for the future. Compared to previous years, the speed of the selection process is therefore of greater importance and the key aspects considered are the salary and bonuses offered. The key benefits continue to be the possibility of working from home and a company car for personal use (the most popular benefit for sales representatives), the corresponding bonus component and, given the current situation, stability and the possibility of rapid career growth within the company.

In 2021, the market should remain conservative. Even if the pandemic can be overcome quickly, we do not expect most employees to be open to changing jobs without serious reasons to do so. On the other hand, the expected merging of, and reduction of, sales roles will bring experienced active candidates back into the market.

### Top benefits in demand in the sector:



Home office



Flexible working hours



Contribution to education



Company car for private use

# SALARY GUIDE

## SALES & MARKETING / FINANCE

Basic monthly salaries in CZK for full time roles within SALES & MARKETING sector, targeting roles within banking, insurance, leasing and B2B services:

LEASING	MIN	MAX	TYPICAL
Sales Representative	35 000	55 000	45 000
Key Account Manager	45 000	75 000	60 000
Middle Office - B2B	40 000	55 000	45 000

B2B SERVICES	MIN	MAX	TYPICAL
Sales Manager	55 000	80 000	60 000
Sales Director	90 000	260 000	170 000

MARKETING / PRODUCT	MIN	MAX	TYPICAL
Senior Product Manager	65 000	90 000	80 000
Senior Marketing Specialist	45 000	80 000	60 000
Digital Project Manager	50 000	90 000	80 000
CRM Manager	65 000	90 000	80 000
Junior Marketing Online Specialist	35 000	50 000	45 000
PPC Specialist	35 000	60 000	45 000
Marketing Communication Specialist	45 000	80 000	60 000
Marketing Manager	90 000	170 000	130 000
Project Manager	65 000	120 000	80 000
Digital Director	160 000	240 000	200 000

## SALES & MARKETING / SERVICES & MEDIA STAGNACE MEZD I POČTU PRACOVNÍCH MÍST



In the first half of last year, marketing agencies struggled with the impact of the pandemic on their business. Companies were often forced to cut their budgets and focus more on in-house marketing.

More than 50% of companies in this area experienced a significant decrease in customer demand during this period. In the summer of 2020, the situation began to gradually stabilise, with an increase in demand for online publicity and social media services. Nevertheless, clients of marketing agencies remain cautious, and are still waiting to see how the situation will turn out in 2021.

### Companies are trying to motivate their people with more easily achievable goals

Last year, companies did not make large additions to their teams, preferring to focus on retaining and motivating their experienced employees and well-established teams. In turn, these employees didn't tend to look for other job opportunities, remaining loyal to their current employers. Companies made a clear effort to reduce overly ambitious business goals, so that employees had a greater chance to achieve the bonuses on offer in their contracts.

Account Managers are in the greatest demand by companies - those capable of hunting down new business and new customers for the agencies. Specialists in the online environment, which is the most prosperous sector due to the current situation, succeed best in marketing.

### Companies are developing non-financial benefits, but they have been forced to limit other offers

In terms of corporate benefits, companies have focused more on optimising non-financial benefit packages. Among the preferences of job seekers, the options of home office

and flexible working hours, i.e., aspects directly relating to a balanced work and personal life, still hold the highest value. The experience gained from the first lockdown last year has allowed companies involved in services and media, regardless of their size, to offer such benefits more often, even though this was not usual for them before.

The decline in orders, and thus profit of companies, has led to a reduction of other benefits that companies normally offer to their staff; with some of these benefits being temporarily suspended.

Job seekers for media and services roles are strongly attracted by brand power or an attractive project. When job seekers choose between two offers, they often choose the one that is more interesting from the aforementioned points of view, even if this means a lower financial package than the other option.

As part of protecting the health of their employees, the vast majority of employers have decided to introduce long-term remote work as standard. In other cases, companies have transferred their employees to a shift-work system to reduce the total number of employees in the workplace, therefore reducing contact between them.

### A slight increase in wages in online marketing

Wages have not undergone any significant changes in the industry in the past year, with the decline in orders and lower incomes meaning wage growth wasn't possible. But, on the positive side, employers have not been forced to lay off employees, and have been able to keep teams in their original size. We have seen a slight increase in wages within online marketing roles, where basic wages grew by an average of 4%. Wage growth is not expected this year either, with wages stagnating, so companies will again have to focus more on retaining and motivating their current employees.

## SALARY GUIDE SALES & MARKETING / SERVICES & MEDIA

Basic monthly salaries in CZK for full time roles within SALES & MARKETING / Services & Media sector:

SALES	MIN	MAX	TYPICAL
Sales Support / Inside Sales	30 000	42 000	35 000
Sales Representative	33 000	50 000	42 000
Account Manager	33 000	55 000	47 000
Key Account Manager	43 000	75 000	58 000
Sales Manager	65 000	93 000	80 000
Sales Director	75 000	170 000	115 000

MARKETING	MIN	MAX	TYPICAL
PPC Specialist	38 000	70 000	50 000
Digital Specialist	42 000	65 000	55 000
Digital Manager	63 000	100 000	75 000
Director of Digital Marketing	80 000	150 000	125 000
Marketing Specialist	37 000	60 000	45 000
Marketing Manager	65 000	90 000	75 000
Marketing Director	80 000	160 000	110 000
PR Coordinator	34 000	47 000	40 000
PR Specialist	42 000	64 000	50 000
PR Manager	60 000	100 000	75 000
PR Director	100 000	140 000	125 000
Graphic Designer	36 000	90 000	64 000
Web Analyst	32 000	60 000	47 000

Top benefits in demand in the sector:



Home Office



Flexible working hours



Language courses



Extra week of holiday

# RETAIL

## NUMBER OF JOBS SIGNIFICANTLY DECREASED AND E-COMMERCE IS THE KEY PRIORITY

The retail labour market and the entire retail segment was among those most affected by the coronavirus pandemic last year. The outbreak of Covid-19 not only impacted profits and staff turnover in companies, but also changed the style of work and limited the expansion of companies.

Traders lack tourists, especially in the luxury and premium segments, where foreign customers represent a majority of their sales volume. Such segments have experienced a significant decline, however, online trading is experiencing a significant increase.

### The number of positions has decreased drastically in general, with companies focusing on online sales more

We could already see a decrease in jobs in the retail trade in the last quarter of 2019, especially in senior roles. In March 2020, companies stopped recruiting almost entirely, with the exception of online marketing positions, where they needed to strengthen their teams. Many recruitment processes were suspended, with some improvement and a restart of selection processes starting to return at the end of the summer.

Companies have most often been filling vacancies for Store Managers, Shop Assistants and roles in online marketing. Because of the suspended expansion of companies, and the arrival of new merchants on the Czech market which are now planned for the second half of this year, there will also be opportunities for key management positions.

Companies tried, at least partially, to compensate for the loss of sales in brick-and-mortar stores by selling online. From March to August last year, customers spent significantly more time on the internet, which was naturally reflected in the volume of online purchases. E-commerce outlets have reported record-breaking sales, with an increase of about 20% on average compared to last year.

Despite these statistics, many companies have not been able to avoid laying off employees, with global brands reducing the number of brick-and-mortar stores, choosing instead to focus on further stabilising their businesses or strengthening their e-commerce channels.

### Companies are trying to stabilise teams

The main theme of last year was around retaining staff across most retail chains. Efforts were made to retain key people, or to find high-quality and loyal employees who would strengthen companies in the long run. Attempts to reduce staff turnover, which is typical in retail, were also apparent. Companies invested time in work on social networks and also invested in external training. They are also seeking information about wages development and details about candidate preferences when considering a job change.

### Job seekers are raising their salary expectations, but companies cannot meet them

With regard to the current situation, we are seeing higher wage demands from job seekers, justified by the relatively low number of available high-quality candidates in the market. However, wages have not increased generally over the last year, and so being able to keep pace with these demands, with a few exceptions in prominent industries, has not been economically viable for companies to do.

This year, employees will enjoy an increase, especially in food retail chains. But, we have noticed a decline in wages, mainly in Prague, particularly in senior roles like Area Managers, where the current financial offer is approximately 5-7% lower than it has been previously.

Although the number of available vacancies is significantly lower, job seekers are still trying to negotiate the most advantageous terms. They are looking for compromises, for example, in pay and time flexibility, but companies are not very willing to meet such requirements. Employee development will continue to be paramount for companies, focusing on training systems including external training where necessary.

# SALARY GUIDE

## RETAIL

Basic monthly salaries in CZK for full time roles within RETAIL sector:

SALES: PRAGUE	MIN	MAX	TYPICAL
Shop Assistant	22 000	50 000	26 000
Supervisor / Key Holder	24 000	55 000	28 000
Cashier / Head of Cashier	22 000	45 000	30 000
Department Manager	26 000	80 000	30 000
Store Manager	28 000	60 000	36 000
Area Manager	40 000	250 000	75 000
Visual Merchandiser	23 000	53 000	27 000
Area Visual Manager	40 000	75 000	60 000
Sales Director	100 000	250 000	150 000
Country Manager	150 000	320 000	180 000
Store Manager (English speaking)	36 000	140 000	55 000

SALES: MORAVIA	MIN	MAX	TYPICAL
Shop Assistant	20 000	28 000	23 000
Department Manager	24 000	38 000	28 000
Store Manager	28 000	60 000	34 000
Area Manager	40 000	80 000	65 000
Visual Merchandiser	23 000	30 000	28 000
District Manager	37 000	70 000	55 000
Area Visual Manager	36 000	55 000	50 000
Store Manager (English speaking)	35 000	60 000	45 000

MARKETING	MIN	MAX	TYPICAL
Marketing Manager	60 000	250 000	90 000
Marketing Specialist	35 000	65 000	50 000
PR Manager	45 000	200 000	90 000
PR Specialist	36 000	60 000	47 000
Internal / External Communication	30 000	60 000	45 000
E-commerce Manager	45 000	150 000	90 000
Online Specialist	35 000	60 000	45 000
E-merchandising Manager	45 000	90 000	65 000
Online Analyst	35 000	70 000	60 000
E-marketing Specialist	30 000	50 000	35 000
Brand Manager Retail	40 000	75 000	60 000
Category Manager Retail	40 000	85 000	60 000
Event Manager	38 000	75 000	60 000

# SALARY GUIDE

## RETAIL

Basic monthly salaries in CZK for full time roles within RETAIL sector:

AREA DESIGN	MIN	MAX	TYPICAL
Creative Director	60 000	240 000	120 000
Graphic Designer	40 000	85 000	60 000

AREA WHOLESALE	MIN	MAX	TYPICAL
Wholesale Manager / Director	55 000	160 000	90 000
Key Account Manager	35 000	90 000	70 000

SLOVENSKO* / SLOVAKIA*	MIN	MAX	TYPICAL
Shop Assistant	810	1 200	900
Department Manager	1 000	1 800	1 400
Store Manager	1 200	2 200	1 600
Area Manager	1 700	2 700	2 400
Visual Merchandiser	900	1 400	1 200
Sales Director	3 000	6 000	4 400
Country Manager	4 200	8 000	5 800

\* Salaries in Slovakia region in EUR currency

### Top benefits in demand in the sector



13th Salary



Immediately available bonuses



Extra days of holiday



Fully paid meal vouchers



## LIFE SCIENCES SALES AND MARKETING

In 2020, we saw recruitment across the segment stagnate, amplified by the outbreak of Covid-19 pandemic and subsequent measures that limited the business activities of companies. Recruitment was not only suspended for sales roles, but also for middle management positions in specialised areas.

Last year was characterised by ongoing changes in organisational structures and business activities, further pressure to create combined positions, and less interest in new graduates, but a willingness to invest in junior candidates with a partial experience.

### New trends and processes in business and recruitment

Companies reduced their recruitment activities at the beginning of the year, with an estimated 20% fewer new opportunities available than there were in the previous year. However, the demand for experienced candidates, especially with a portfolio of contacts and knowledge of a particular therapeutic field, remained intact. With the outbreak of the Covid-19 pandemic, the situation changed, and the recruitment of business roles in most pharmaceutical companies slowed down. In the field of medical devices, this decline was less significant, as medical device salespeople were still in demand. We saw that the highest number of positions were available within the field of clinical diagnostics, because of either the expansion of existing teams, or even the entry of new companies into the Czech market. The portfolio of such companies directly related to Covid-19 testing, and consisted mainly in specialist, educational and sales positions.

During the first wave, we did not see any transitions of salespeople to short-time working or any mass lay-offs; the main goal for most companies was to retain their current employees. To do this, employers needed to respond by providing home office equipment, a reassessment of business activities to support teleconferences and online business activities, and allowing a reduction of visits to clients' premises.

The second half of the year saw changes in organisational structures, mergers of business teams, and the expansion of business regions. For senior positions, these changes were reflected in the interconnection of international regions and new digitally-oriented positions were created in the fields of both marketing and trade. The trend of combined, so-called 'hybrid' roles continued to grow, while educational positions also emerged, which is advantageous for companies from a financial point of view. It remains questionable whether this approach will bring greater efficiency. Candidates must demonstrate sufficient flexibility, as well as willingness to combine business and marketing activities and, in particular, to manage such a combined agenda. They benefit from a greater diversity of workload and increased responsibility and potential for personal development, but on the other hand, they lose the chance to deepen their expertise and specialisation. The trend of strengthening online sales with associated e-commerce channels brings new opportunities for candidates who specialise in this area.

### Wages in sales roles have remained at the same level, but the composition of benefits and motivation is changing

Covid-19's impact on the labour market has resulted in an increased number of available candidates, but companies have made selection criteria stricter. They insist on genuine expertise in their candidates and have high demands. However, experienced and skilled candidates are very cautious and do not want to make a change; they are afraid of trial periods and new business plans. Candidates are more motivated by a higher fixed wage component than by the commission-based part. They are afraid of the impact restrictions will have on business activities and the resulting inability to meet set business goals. They also prefer and welcome the possibilities for development and education. We are thus encountering a certain disproportion on the market between the supply of currently available candidates, and the demand for senior specialised traders with motivation to change their job. Recruitment of such candidates therefore remains difficult; it is necessary to target individual candidates and to persuade them to make a change.

Wages in sales positions have maintained their current level or showed a very small increase of between only 2-5%, mainly down to the retention of specialised senior employees. Some distribution companies have reported a slight decline in wages. The declining interest in graduates has stopped the pressure on wage growth for junior candidates.

Benefits have also undergone changes. Home office is no longer a desired benefit but is taken for granted and employees expect support from companies regarding home office equipment. Companies have added new benefits, such as paid-for Covid-19 tests, above-standard health care packages and vitamin grants. For managerial and top managerial positions, there is often an opportunity to join the stock acquisition programme. A company car for private purposes, supplementary pension insurance, flexible working hours, and an extra week of holidays also remain among so-called 'must have' benefits, and companies are using them more than ever to retain qualified traders.

For 2021, we expect wages to continue to stagnate, and if there is an increase, then only in single percentage points. Senior expert traders with knowledge of the market and clientele, and experienced marketers in the field of digital marketing and e-commerce can expect an increase in their pay packages by up to 5-7%.

## LIFE SCIENCES MEDICAL AFFAIRS



This year provided an abundance of positions medical affairs field across different seniority levels and specialisations. 'New' types of job opportunities arose for candidates without previous experience in the industry, with efforts made to provide these junior candidates (with an adequate education) with supervision, training and certification to introduce them to the issues within the medical affairs sector.

For experienced Medical Advisers, positions were created with an overlap into other areas, such as market access, training, or the overall building of a Medical Affairs department on "greenfield", both for drugs in the post-authorisation stage and drugs under clinical research.

### Narrow focus of specialists

For expert positions, we are seeing an increase in highly specialised roles. Over the course of the year, several companies created new training positions within their structure, focusing both on soft skills and product expertise, thereby negating the need for external suppliers. In the area of market access, narrow specialisations have been created within the department, especially in positions within HTA, pricing and reimbursement. In clinical trials, the medical information and data science teams have been strengthened.

Companies are very demanding when selecting candidates, primarily focusing on internal resources and the possibility of relocating their own employees. When looking at external

candidates, they have clearly defined selection criteria which they try to meet. After such a detailed selection process, they are able to offer the candidate certain guarantees as well as above-standard remuneration and the possibility of long-term co-operation.

### Corporate reputation the main criteria

In 2020, a big topic was the word 'loyalty' – on the part of both employees and employers. When changing jobs, candidates are largely interested in the staff turnover at the respective company, and the their approach to employees. They seek out references on available portals and verify the overall level of satisfaction within the company, or opportunities for professional growth inside the company. Covid-19 has affected recruitment processes in general; most companies have adopted a 'wait-and-see' strategy, where recruitment has been suspended. This has particularly affected positions in middle management.

### Outlook for 2021

Overall, business stabilisation, efforts to differentiate from competitors and a search for new communication platforms, will be the priorities for companies operating in the pharmaceutical sector this year. Candidates, on the other hand, will be looking for greater security with their employers, satisfaction with the overall company environment, and an attractive remuneration package. There is also a greater interest for companies to provide further support for business activities, whether in the form of detailed tailor-made wage surveys, cooperation in relocating candidates from positions abroad, or by providing an outplacement service for employees who have had to be let go because of the current situation.

### Top benefits in demand in the sector:



Flexible working hours



Support with equipment for remote working



Extra days of holiday



Company share purchase

## SALARY GUIDE LIFE SCIENCES

Basic bttto monthly salaries in CZK for full time roles within LIFE SCIENCES sector:

PHARMA - SALES & MARKETING	MIN	MAX	TYPICAL
MSR Rx original	40 000	60 000	50 000
MSR Rx generics	40 000	55 000	45 000
MSR OTC	35 000	45 000	40 000
Sales / Product Specialist	48 000	60 000	55 000
KAM (centric business)	55 000	90 000	70 000
KAM (whole hospital portfolio)	60 000	90 000	75 000
ASM (District, Team Leader)	65 000	80 000	70 000
Sales Manager	80 000	120 000	90 000
Junior Brand Manager (1-2 years exp.)	45 000	55 000	50 000
Brand Manager	70 000	90 000	80 000
Product Manager Rx	80 000	100 000	90 000
Digital Marketing Specialist	55 000	70 000	65 000
Digital Marketing Manager	70 000	100 000	85 000
Marketing Manager	100 000	120 000	110 000
Business Development Manager	85 000	120 000	100 000
Business Unit Manager	120 000	200 000	150 000
Commercial / Sales Director	120 000	180 000	140 000

DIAGNOSTICS	MIN	MAX	TYPICAL
Medical Sales Representative	40 000	55 000	50 000
Product Specialist	55 000	70 000	60 000
Key Account Manager	55 000	80 000	70 000
Sales Manager	80 000	120 000	100 000
Application Specialist	45 000	60 000	50 000
Field Service Engineer	38 000	60 000	45 000
Field Service Manager	60 000	80 000	70 000
Marketing Manager	100 000	120 000	110 000
Commercial Manager	110 000	140 000	120 000

## SALARY GUIDE LIFE SCIENCES

Basic bttto monthly salaries in CZK for full time roles within LIFE SCIENCES sector:

MEDICAL DEVICE	MIN	MAX	TYPICAL
Sales Specialist	40 000	55 000	45 000
Product Specialist	45 000	65 000	55 000
Application Specialist	45 000	60 000	50 000
Field Service Engineer	40 000	70 000	55 000
Field Service Manager	70 000	85 000	80 000
Sales / Marketing Manager	90 000	130 000	110 000
Product Manager	70 000	90 000	80 000
Education Specialist	50 000	80 000	60 000
Business / Market Development Manager	80 000	120 000	100 000
Business Unit Manager	100 000	160 000	120 000

MEDICAL	MIN	MAX	TYPICAL
Medical Scientific Liaison	50 000	85 000	75 000
Medical Advisor	80 000	120 000	85 000
Medical Manager	85 000	135 000	115 000
Medical Director	120 000	220 000	180 000
Regulatory Specialist	38 000	60 000	46 000
Regulatory Manager	70 000	110 000	80 000
PVG Junior	35 000	50 000	45 000
PVG Manager	62 000	100 000	70 000
Qualified Person	75 000	120 000	90 000
PVG & Reg. Manager / local role	80 000	150 000	110 000
PVG & Reg. Manager/ regional role	100 000	150 000	120 000
Market Access Specialist	50 000	70 000	55 000
Market Access Manager	85 000	130 000	100 000
Compliance Manager	68 000	110 000	80 000
QA Specialist	35 000	65 000	50 000
QA Manager	75 000	90 000	80 000
QA Manager / Auditor GMP / GDP	80 000	130 000	120 000
Business Training Manager	80 000	120 000	100 000

## SALARY GUIDE LIFE SCIENCES

Basic monthly salaries in CZK for full time roles within LIFE SCIENCES sector:

CLINICAL RESEARCH / PHARMA / CRO 'S	MIN	MAX	TYPICAL
CTA	28 000	40 000	35 000
CRA (2-3 years experience)	57 000	76 000	66 000
SCRA / Lead CRA (3-10 years experience)	78 000	100 000	85 000
Start up Specialist	50 000	70 000	60 000
Medical Information Specialist	45 000	60 000	50 000
Clinical Study Manager	75 000	100 000	95 000
Project Manager	80 000	110 000	90 000
Clinical Research Country Lead	100 000	150 000	140 000
Medical Advisor Clinical Research	90 000	130 000	110 000



# INFORMATION TECHNOLOGY & TELECOMMUNICATIONS

## WAGES, STABILITY AND INTERESTING PROJECTS ARE THE MAIN MOTIVATORS FOR CANDIDATES TO CHANGE POSITIONS



In the last issue of the salary guide, we predicted a market slowdown already at the end of 2019. Despite the ever-increasing wage requirements from job seekers, many companies started to rationalise their recruitment plans and conditions that they would extend to for new employees – something that had not been possible at all in the IT sector for many years.

However, the outbreak of the COVID-19 pandemic complicated the situation further. The IT/Telecom sector has been admirably resilient to the unexpected changes and has not experienced the dramatic decline seen in other industries. Many companies have been well aware that retaining their own IT staff would be crucial for them, so they've looked to make savings elsewhere.

### Covid-19 has transformed the IT sector, companies are extending selection processes

Despite the predictions, the IT segment has not been hit by a major wave of lay-offs, but in the spring of 2020 especially, demand from employers dropped and people, who may have lost their job for the first time in their lives, were available. There wasn't an especially high number of people

in this situation, but it still had an impact on the market. The situation has affected project managers and part-time project staff the most. It's also been a problem for companies providing IT outsourcing services as, in order to make savings, companies began to prefer full-time employees over freelancers.

Some companies, especially international ones, stopped recruiting until the end of the calendar year in 2020, but most companies tried to resume activities in this area at the end of the summer, mainly due to postponed project deadlines.

The recruitment process has now been extended once again from one round to three, are generally more thorough in their choices and, in rare cases, are returning to verifying references as well. We do not recommend following such measures when recruiting IT specialists, as they don't necessarily define who will or won't make the right colleague. Emphasis on the candidate's technical skills and a quick selection process should still be focused on, as the competition remains fierce.

The approach to working from home has also changed. Interviews via Skype, Zoom, and other such platforms have become commonplace, while onboarding new employees using such technologies has proven to be a necessary, but not impossible solution. Even companies that have resisted home office for many years have now discovered that it is a viable way to operate.

### IoT teams are becoming larger, while interest in workers from third countries is declining

A continuing positive trend is the transition to Cloud solutions and the growing need to expand teams specialising in machine learning and IoT solutions. While in previous years these trends were more of a theory, today, companies are setting up teams within these areas and further strengthening them where they had been existing. The trend of hiring colleagues from outside the European Union and helping them obtain a work permit has been completely disregarded. Before the pandemic hit, more and more companies were choosing this path, but now such efforts have been minimised. Companies that expect further growth therefore have an ideal opportunity to secure the services of very good candidates in many cases.

### Job seekers are leaving for better projects or better management

We are seeing job seekers within IT go in two directions with what they prefer from a new role. Those who have not been affected by the crisis and have kept their jobs without major changes are more cautious when considering other offers – they are interested in the stability of a company, and do not tend to revise their wage demands much. They perceive changing jobs as an uncertain future, which does not necessarily end when the probationary period is over. The most common reasons for a change among such employees was in the criticism they had around the measures taken by their current employer to keep the company profitable. Many found that projects they had been promised, for which they originally joined the company, had either been postponed or cancelled. The idea of staying in the company, but at the cost of an uninteresting project or changed workload, is not very attractive for them. However, if the coronavirus pandemic continues deep into this year, this view may begin to change.

The second group of candidates are those who have lost their jobs due to the pandemic. Despite the difficult economic situation, employers are still making efforts to recruit them, provided that their capacities at least partially allow it. It is still true that demand in the IT sector dramatically outweighs supply. These employees unsurprisingly emphasise job stability, while the issue of whether projects or financial conditions are interesting is just

a topic for discussion, not a determinant - the willingness to find a mutually beneficial compromise is obvious. If, therefore, the financial offer from a potential new employer is equal to what they received in their previous role, this is usually acceptable.

Companies specialising in distribution, logistics, retail, food chains, the pharmaceutical industry or banking, or IT companies with internal projects, are currently perceived by job seekers as promising and stable employers. This is because they assume that their services will remain in demand in the future, no matter how the Coronavirus situation develops.

### With a few exceptions, wages in IT will not increase; companies are saving on benefits they offer

The wages of IT specialists this year, with a few exceptions, remain the same as they were last year. Although the vast majority of companies have stopped increasing wages, we do not expect wages in the IT sector to decrease. Minor changes are only reported in positions where the demand curve has grown the most over the last two years, i.e. in DevOps, IT security, or Software Architect, Data Analyst or Data Scientist positions, or the entire e-commerce area. The area of software development remains at the same level, regardless of the respective programming language.

So that companies did not have to reduce the number of employees, they often looked to make savings in the benefits they offered. Where the bonus wage component is linked to turnover, employees often did not receive such bonuses last year. In addition, travel allowances were reduced or cancelled, and changes also affected the provision of development and training programmes. As it was impossible to participate in many courses physically, some programmes were moved online, while others had to be cancelled.

Predicting further trends remains problematic, as they are dependent on the further development of the pandemic. We can assume that governmental measures, if any, will sooner or later also affect the IT sector. In such a case, we can expect a further slowdown or suspension of recruitment, and a possible reduction in the number of available jobs with some employers, or further postponement of projects. This is all at least until a safe vaccine is commonly available.

### Top benefits in demand in the sector:



Training / Certification



Home office



Financial bonuses



Flexible working hours

# SALARY GUIDE

## INFORMATION TECHNOLOGY & TELECOMMUNICATIONS

Basic bttto monthly salaries in CZK for full time roles within IT / TELCO sector:

ROLE	MIN	MAX	TYPICAL
ABAP Programator	65 000	110 000	90 000
Administrator / Support Engineer	40 000	65 000	60 000
Application Specialist - 2nd and 3rd line	60 000	80 000	75 000
BI Developer	45 000	100 000	65 000
Big Data Analyst	50 000	110 000	90 000
Big Data Architect	130 000	200 000	160 000
Big Data Developer	90 000	160 000	125 000
Business Analyst	60 000	90 000	80 000
Cloud Engineer	60 000	110 000	90 000
Data Analyst	60 000	90 000	75 000
Developer / Programmer - .NET	60 000	140 000	120 000
Developer / Programmer - Java	60 000	140 000	120 000
DevOps Engineer	60 000	140 000	120 000
DHW Specialist / BI	50 000	100 000	80 000
DTB Administrator / Developer	45 000	90 000	70 000
Hadoop Data Engineer	60 000	120 000	110 000
iOS Developer	55 000	90 000	75 000
IT Architect - IoT	90 000	130 000	120 000
IT Auditor	45 000	110 000	85 000
IT Manager	70 000	200 000	130 000
JavaScript Engineer	50 000	130 000	100 000
Machine Learning / Artificial Intelligence Engineer	70 000	120 000	90 000
Network Security Engineer	50 000	90 000	80 000
PHP Developer	50 000	100 000	95 000
QA (Automation)	50 000	85 000	120 000
QA (Manual)	40 000	75 000	55 000
Product Manager	90 000	220 000	140 000
Programmer graduate - any language	35 000	65 000	55 000
Project Manager	55 000	120 000	100 000
Python Engineer	50 000	100 000	90 000
SAP Key User	40 000	70 000	60 000
SAP Specialist / Consultant	80 000	150 000	100 000
Scrum Master	70 000	110 000	90 000
Security Analyst / Specialist	60 000	110 000	90 000
Security Officer	80 000	130 000	115 000
Service Manager (ITIL)	70 000	110 000	90 000

Basic bttto monthly salaries in CZK for full time roles within IT / TELCO sector:

ROLE	MIN	MAX	TYPICAL
SW Architect	90 000	130 000	110 000
SW Engineer C / C++ / Embedded	50 000	120 000	90 000
System Administrator	50 000	80 000	75 000
Systems Analyst / QA	40 000	100 000	80 000
Technical Leader	70 000	130 000	115 000
Technical Writer	45 000	85 000	75 000
Technology / Business Consultant	45 000	85 000	70 000
Test Analyst	35 000	80 000	65 000
Test Manager	50 000	115 000	100 000
UX / UI Engineer	60 000	150 000	120 000



# MANUFACTURING AND ENGINEERING INCREASE IN DEMAND FOR CANDIDATES WITH AUTOMATION EXPERIENCE

The slowdown in the industry was seen as early as the beginning of 2020, and fully erupted with the outbreak of the coronavirus crisis in the Czech Republic a couple of months later. The hardest hit areas in the first phase were those businesses involved in the supply chain of Asian companies, and then those that were somewhat dependent on Italy and Spain in Europe. The most affected area was in the automotive industry, where all suppliers were affected by the crisis.

The only exception in the automotive industry has been in Research and Development centres, where there is continued interest in highly qualified candidates from both the Czech Republic and abroad.

## The market is fully aware of the importance of industry 4.0

We have already seen an increase in the need for automation over the last few years. This year's coronavirus crisis has amplified this need, and so we are seeing ever-increasing demand for candidates, especially in the positions of PLC programmers, PLC test engineers and automation technicians. However, there is still a shortage of such candidates in the market – it is very difficult to find the right employees with the requisite experience. Automation processes depend on sufficient funding and project plans. Despite the current problems faced by most production operations, we expect greater investment in automation projects during 2021, and thus an increase in available job positions.

## Most manufacturing companies have had to lay-off staff

The majority of companies have had to lay off employees in low-level production positions in order to stabilise specialised and managerial roles. In many companies, there has been a reduction in working hours or cancelled shift work. However, there are also companies that survived the crisis, without any new recruitment, but also without lay-offs, with companies in the pharmaceutical, food and service sectors performing the best.

Despite the crisis, new positions have opened up in the market. These are either urgent positions that are critical for operations to run, or additional positions for stable companies that want to make strategic additions to enhance their businesses. Companies are taking their time to select

candidates based on their own advertising. Such recruitment is slow, especially since there has been a decrease in the number of active job seekers with appropriate qualifications, or those who are willing to risk a change from their current stable position for a new job opportunity. In such cases, job seekers strive for the most advantageous offer, both financially and with regard to benefits.

## Wages are stagnating as companies try to reduce costs

As employers strive to reduce wage costs, the amount of they're willing to offer a candidate has become a key factor in the selection process. Compared to last year, when companies were willing to increase wages when they found highly qualified candidates, they are now carefully assessing the financial expectations of these candidates prior to entering discussions with them.

On the other hand, companies are doing their utmost to keep key employees loyal, with counter-offers and wage increases for those resigning on the up. Companies are aware of the higher financial losses that can result from time delays or inability to meet business obligations, caused by resignations.

## Austerity measures have not had a major impact on the benefits offered

Employees who do not work directly in the physical production of goods have switched to working from home during the coronavirus crisis. As a result, this benefit is now in great demand across the market. Job seekers also appreciate interesting financial bonuses, a fifth week of holidays and a company car, or at least sufficient parking capacity for their own car at their workplace. Today, when protecting the health of employees is a priority, people tend to use a car more often for travelling to work.

Despite austerity measures, companies have managed to maintain training and development programmes so that their employees can continue to grow and develop professionally. These include popular language courses or training in the respective specialisations needed for production operations.

Predicting developments with regard to wages in the sector is difficult at the moment, as it depends on the economic results of companies and other potential impacts of the pandemic. Nevertheless, we expect continued stagnation for the foreseeable future. There may be a slight increase in specialised positions at R&D centres or in automation-focused positions though, where the need for high-quality employees with the necessary qualifications will be a necessity.

## Top benefits in demand in the sector:



Language courses



Company car for personal use for managerial roles



Paid medical care



Home office

# SALARY GUIDE MANUFACTURING AND ENGINEERING

## Basic monthly salaries in CZK for full time roles within MANUFACTURING & ENGINEERING sector:

### ENGINEERING/ MANUFACTURING

JUNIOR ENGINEER 0-3 YRS EXPERIENCE	MIN	MAX	TYPICAL
Production / Manufacturing Engineer	37 000	59 000	43 000
Quality Engineer	36 000	65 000	49 000
PLC Programmer	32 000	54 000	45 000
R&D Designer / Developer (electro, mechanical)	38 000	60 000	43 000
Project Engineer	43 000	70 000	54 000

EXPERIENCED ENGINEERING 3-5 YRS EXPERIENCE	MIN	MAX	TYPICAL
Production / Manufacturing Engineer	50 000	75 000	63 000
Quality Engineer	50 000	80 000	65 000
PLC Programmer	43 000	80 000	50 000
R&D Designer / Developer (electro, mechanical)	50 000	80 000	65 000
Project Engineer	45 000	75 000	60 000

SENIOR, TEAM LEADERS, MIDDLE MANAGEMENT	MIN	MAX	TYPICAL
Production / Manufacturing Supervisor	50 000	85 000	67 000
Quality Supervisor	55 000	85 000	70 000
Team Leader of PLC Programmers	60 000	75 000	65 000
R&D Designer / Developer (electro, mechanical)	60 000	100 000	80 000
Project Manager	65 000	120 000	90 000

TOP MANAGEMENT	MIN	MAX	TYPICAL
Production Manager / Director	75 000	160 000	100 000
Quality Manager / Director	85 000	160 000	105 000
Operations Manager / Director	85 000	200 000	160 000
Plant Manager	100 000	220 000	155 000
R&D Manager / Director	85 000	150 000	130 000
Project Manager	85 000	140 000	100 000

SPECIAL ROLES	MIN	MAX	TYPICAL
EHS Technician	32 000	50 000	40 000
EHS Engineer	35 000	60 000	45 000
EHS Manager	75 000	100 000	82 000
Lean Engineer	45 000	90 000	70 000
Continuous Improvement Manager	95 000	125 000	115 000

Note: salary levels depend on the type of industry, company culture and location within the Czech Republic

# LOGISTICS & PURCHASING WAGES GENERALLY STAGNATING AND SOMETIMES DECREASING



Wage growth in the logistics and purchasing sector has stagnated over some time, and in some cases, wages are actually declining. This has mainly been because of the effects of Covid-19, which shut down the economy for several weeks. This hit carriers and companies dealing with external logistics the hardest in the sector.

### Retention of loyal employees is the key priority

The aforementioned economic downturn goes hand in hand with the slowdown seen in recruitment, with some companies stopping their recruitment processes completely. Some employers, like carriers, manufacturing companies linked to the automotive sector or storage providers, had to make redundancies for cost-saving reasons and reorganise their businesses when these positions were cancelled. The situation has been different for companies focusing on medical equipment, pharmaceuticals or FMCG, which have actually increased their capacities and recorded growth, both economically and in terms of number of employees they have. Companies have been primarily focusing on the retention of loyal employees that have been with the company for a long time. Significant changes are also evident in the recruitment strategy processes and requirements for applicants. In previous years, the priority for companies was growth, and in order for companies to be able to fill vacancies, they often revised their key requirements for skills and the previous experience applicants needed to fill the position. Employers are now far more cautious in recruiting, tightening up their requirements and extending the overall length of the recruitment processes to find the perfect candidate for the role.

### Benefits are no longer a top priority

The priority for employers in the production and logistics area has been to maintain the progress of key jobs whilst staying within the budget. Planned modifications of benefit schemes, for example, which were previously actively worked on, were therefore postponed by companies, or there were slight reductions to already in-place benefits, so to avoid cuts to the overall headcount. We are seeing less competition among companies for the best benefits portfolio to offer candidates, with more of a focus on maintaining these existing positions. Of the benefits offered to employees in the technical segment, individual flexible working policy, a home office, the possibility to use a pool car or contributions for distance learning are valued by candidates the most.

### Wage growth has stopped

The crisis caused by the decline in demand has also meant a halt in wage growth, which has been increasing by several percent each year over the last few years. As part of a cost saving measures, some companies have been forced to reduce their employees' workloads, thereby reducing their labor costs. However, this does not mean that recruitment has stopped completely. New jobs are often advertised with a lower basic salary than last year, by a maximum of 5%. Experienced Buyers are currently the most sought-after job profiles in the sector, where demand remains relatively stable and wage offerings tend to be stable as well.

The development of wages and demand in logistics this year will be closely linked to macroeconomic developments, which will of course be influenced by any further development of the Covid-19 pandemic and any government measures introduced. Companies will continue their efforts to stabilize their current teams. We do not expect wages to grow, but also more importantly, even not to decline.

# SALARY GUIDE LOGISTICS & PURCHASING

Basic monthly salaries in CZK for full time roles within LOGISTICS sector:

## LOGISTICS AND SUPPLY CHAIN (INTERNAL AND OUTSOURCING)

PURCHASING	MIN	MAX	TYPICAL
Purchasing Assistant	35 000	43 000	38 000
Purchasing Coordinator	38 000	48 000	40 000
Operational Buyer	40 000	60 000	50 000
Strategic Buyer	45 000	80 000	60 000
Purchasing Manager	65 000	125 000	85 000

LOGISTICS	MIN	MAX	TYPICAL
Supply Chain Coordinator	30 000	65 000	47 000
Logistics Process Developer	30 000	60 000	48 000
Logistics Manager	80 000	160 000	120 000
Supply Chain Manager	75 000	115 000	95 000
Supply Planner	45 000	70 000	58 000
Packaging Specialist	28 000	55 000	40 000
Demand Planner	45 000	75 000	60 000
Warehouse Manager	55 000	90 000	75 000
Distribution Center Manager	75 000	120 000	100 000
Customer Service	33 000	40 000	37 000
Customer Service Manager	50 000	100 000	60 000
Logistics Specialist	28 000	50 000	40 000
Internal Logistics Agent	33 000	42 000	40 000
Customs Agent	32 000	42 000	38 000

### Top benefits in demand in the sector:



Flexible working hours / Home-Office



Possibility of career growth



Meal vouchers / meal allowance



Extra days of holiday allowance

## CONSTRUCTION AND REAL ESTATE CONTINUING WAGE STAGNATION, APPLICANTS ONLY LOOKING TO CHANGE FOR SECURE JOBS AND STABLE EMPLOYERS

Unsurprisingly, 2020 has been turbulent for all market segments. The uncertainty around the Covid-19 pandemic has been reflected in different degrees of the willingness, and even the ability of companies to recruit new employees. However, the course of this “crisis” is completely different to that seen in 2008. At that time, the financial market suffered a complete collapse, which fundamentally endangered and disrupted the financing of both ongoing and planned projects.

We do not see the same signals now, so construction work continues, sometimes with the help and support of bank financing.

However, the effects of the pandemic and how construction, investment/development and property management have reacted and developed, have been different.

### A lack of suitable employees is slowing down the construction process

The building industry has been hit the hardest by the coronavirus pandemic, and the reason is obvious – a lack of human capital. Construction companies lack unqualified construction workers, and some of them have even experienced problems with the supply of building materials, which in combination with human capital issues, may lead to a delay within the entire customer-supply chain. When it comes to recruitment, there is still demand for experienced construction managers and people for the preparation stages, whether in pre-production or implementation. There is also a constant need for specialists in the technical security of buildings, while positions in line construction work, i.e., construction of water structures or roads, are also being filled.

### Retail experts will be used in logistics projects

The construction of retail projects has always been closely connected with logistics projects, which is why companies look for experience in at least one of these areas when searching for employees for these two segments. This means that whether candidates are in demand for project management in construction, leasing or administration are roles, industrial developers are open to retail candidates and vice versa. For the logistics industry, the year’s circumstances around Covid have been a “blessing in disguise”. The closure of retail branches or entire shopping centres has transferred a huge volume of purchases to the online environment, and e-commerce is thus on the rise. This has meant increased demand for storage premises, and therefore an increase in construction projects to facilitate this. The area of industrial/logistics construction is where retail candidates often go and occupy much-needed positions in construction, administration, leasing and, recently, in acquisitions, significantly. Retail food chains have not been significantly affected, and continue to fill positions in contrast to clothing chains or large shopping centres – stagnation is essential here.

### When living at home is a must and working at home is an option

In the case of the residential market, a significant topic will be the demand in Prague, the Central Bohemian region and probably in Brno and its immediate vicinity as well. More people can be expected in the rental market, where considerable numbers of apartments previously used for Airbnb have been vacated. In the office market, the importance of first-class projects that offer exceptional technologies, equipment, services and locations will grow.

Most specialists cite the quality of the working environment, sustainability, architecture and services for employees and tenants as the main key developments and trends that can be seen this year and next in the office market. On the other hand, lower interest is apparent in modern office buildings with large-area rooms.

What does this mean in relation to the professions in demand? For apartments, there are still acquisition experts and experienced project managers who can monitor entire projects, including engineering and lengthy licensing processes. Project managers familiar with LEED and BREEAM certification, with experience in subsequent leasing negotiations, are also sought-after in this area. Furthermore, English-speaking project managers and technicians who specialise in interior installations and conversions - so-called ‘fit-outs’, also remain in-demand. The truth is that there are now many more opportunities for managing existing portfolios than in building new ones. Property Managers are therefore not only sought out by developers themselves, but also by consulting and advisory companies in the real estate sector.

### Applicants require flexibility, stability and strong employer brand

Employees are motivated not only by a good working environment, but also by a range of above-standard benefits and a high-level corporate culture. Today, however, it is necessary to include another significant factor in this model – safety and security of work. Therefore, to satisfy an employee adequately an employer will have to focus on, to a large extent, financial remuneration and security, as well as support for the employee when they are working from home.

This said, working from home is not feasible in the building industry, where the personal presence of employees at all levels is required. In addition to the fixed wage component, the bonus structure and the above-mentioned benefits, a fundamental motivating factor is a sufficient quantity of orders, which will guarantee sufficient work both for employees in construction companies and for those working for developers or investors. Other decisive factors include the reputation of the company, its corporate culture and, last but not least, the technologies that they will use at work.

Wages in the sector did not change last year. Lay-offs and restructures only occurred in a few cases and were not necessarily caused by the coronavirus crisis. Wage growth will not happen this year either, as the second wave of the pandemic may hit the market harder than the first wave. We therefore assume that the wage level will stay the same, with all the same benefits as this year.

## SALARY GUIDE CONSTRUCTION AND REAL ESTATE

Basic bttto monthly salaries in CZK for full time roles within CONSTRUCTION & PROPERTY sector:

CONSTRUCTION & DEVELOPMENT	MIN	MAX	TYPICAL
Rozpočtář / Přípravář	35 000	45 000	40 000
Rozpočtář / Přípravář Senior	45 000	60 000	55 000
Site Manager - General Contractor	35 000	60 000	50 000
Junior Project Manager - General Contractor	35 000	45 000	40 000
Project Manager - General Contractor	50 000	70 000	60 000
Junior Project Manager - Consultancy	40 000	55 000	50 000
Project Manager - Consultancy	60 000	80 000	70 000
Junior Project Manager - Development	40 000	60 000	50 000
Project Manager - Development	70 000	150 000	100 000
Construction Manager - Development	60 000	120 000	90 000
Project / Development Director	120 000	300 000	180 000
Junior Project Manager- Fitout	40 000	55 000	50 000
Project Manager- Fitout	55 000	80 000	65 000
Cost Manager	50 000	120 000	80 000
Land Acquisition Manager	80 000	130 000	90 000
Land Specialist / Building Permitting	50 000	80 000	60 000
Junior Architect	35 000	50 000	45 000
Senior Architect	50 000	80 000	65 000
HVAC Designer	40 000	60 000	50 000
Space Planner	40 000	55 000	50 000

Top benefits in demand in the sector:



Company car for personal use



Financial bonuses



Contributions to education and courses



Cafeteria

# SALARY GUIDE

## CONSTRUCTION AND REAL ESTATE

Basic btto monthly salaries in CZK for full time roles within CONSTRUCTION & PROPERTY sector:

PROPERTY & REAL ESTATE	MIN	MAX	TYPICAL
Facility Specialist	35 000	48 000	42 000
Facility Manager	45 000	75 000	55 000
Property Manager	55 000	90 000	68 000
Senior Property Manager / Head	80 000	120 000	90 000
Letting Agent / Consultant / Junior	40 000	65 000	55 000
Letting Manager	60 000	90 000	75 000
Senior Letting Manager / Head	80 000	110 000	90 000
Asset Manager	60 000	90 000	70 000
Senior Asset Manager / Head	90 000	130 000	110 000
Technical Director	70 000	120 000	90 000
Centre Manager	70 000	110 000	90 000
Real Estate Analyst	40 000	60 000	50 000
Real Estate Agency Broker	40 000	60 000	50 000
Researcher	38 000	60 000	40 000
Investment Analyst	40 000	80 000	60 000
Investment Manager	80 000	130 000	100 000
Valuer	50 000	100 000	70 000
Expansion Manager	60 000	80 000	70 000
Senior Expansion Manager	80 000	110 000	90 000
Sales Consultant - Residential	40 000	90 000	60 000



## BUSINESS SERVICES

# LESS JOBS AVAILABLE, CANDIDATES MORE WILLING TO COMPROMISE ON EXPECTATIONS



As in all sectors, the labour market and the number of vacancies in shared services centres significantly slowed down in March 2020. Although the labour market was gradually improving by the end of the year, we could still see jobs being lost, and job seekers therefore more willing to negotiate working conditions.

Like in other areas, March 2020 saw a temporary freezing of the labour market for shared services centres and a suspension of recruitment processes. The degree of the impact of coronavirus restrictions varied from company to company, but in most companies' recruitment was limited, and the transition to new processes was stopped or postponed. Organisations primarily tied to the segments most affected by the pandemic have not avoided lay-offs and generally recruitment has often been limited just to urgent roles critical for operations, substituting critical outgoing employees.

### Digitisation and home office

The big challenge that came with the outbreak in the spring was the transition of employees to home office. Most SSC companies already have experience with occasional home office, but the full transition to remote work and the closing of office spaces has been a real challenge for everyone. In addition to the technical solutions required to adapt to the situation, it has also been necessary to implement new HR processes and to set up the online operation of teams. It seems from the current survey data that everything was done without a significant impact on productivity. The relatively smooth transition to remote working and the efforts to provide maximum care for the health of employees have allowed many companies to remain in the home office system in the long term - some companies retained this way of working from March until the end of the calendar year. The question remains, however, as to what impact working in the online environment will have, for example, on the education and development of employees.

### Austerity measures have not affected the benefits being offered

The main topic regarding benefits has been the issue of working from home. Job seekers are now more likely to ask for home office to be a larger part of their regular benefits package. If they are offered work from home at least 2-3 days a week, they are then willing to accept a compromise regarding the time spent commuting to work on the other days. Other benefits job seekers are prioritising include work flexibility and a cafeteria system - this proving to be particularly popular. Last year, the shared services sector was among the luckier ones, as employers did not look to make savings on benefits and, with few exceptions, did not reduce them.

### Wages are stagnating, but without reductions

The austerity measures applied by companies meant that wage growth stalled, mostly due to the economic impact of the coronavirus pandemic. Wages have remained at the same level as in the previous year, but have not decreased, with stagnation also expected for this year. The number of vacant jobs is lower than it was at the beginning of last year. Job seekers who are currently unemployed are now willing to accept a compromise with job offers and are often willing to reduce their wage demands if this may increase the likelihood of finding a new job more quickly.

During 2021, we expect an increase in job opportunities again, including newly opened positions. However, the speed at which vacant positions are offered and the number that we will see, will be closely related to the further development of the pandemic and the economic situation of individual companies.

In our payroll survey this year, we have listed wages, including bonuses for different languages. The basic amount is therefore for a role that already contains knowledge of another language in addition to English.

## SALARY GUIDE

### BUSINESS SERVICES

Basic to monthly salaries in CZK for full time roles within BUSINESS SERVICES sector:

CUSTOMER SERVICE	MIN	MAX	TYPICAL
Junior	35 000	41 000	37 000
Specialist	37 000	46 000	41 000
Senior	44 000	55 000	46 000
Team Leader	50 000	66 000	55 000

FINANCE AP/AR	MIN	MAX	TYPICAL
Junior	35 000	40 000	38 000
Specialist	38 000	45 000	44 000
Senior	45 000	55 000	50 000
Team Leader	55 000	85 000	65 000
Manager	85 000	140 000	110 000

FINANCE GL	MIN	MAX	TYPICAL
Junior	38 000	44 000	40 000
Specialist	45 000	60 000	50 000
Senior	55 000	75 000	65 000
Team Leader	65 000	90 000	75 000
Manager	85 000	145 000	120 000

REPORTING / CONTROLLING	MIN	MAX	TYPICAL
Specialist	55 000	65 000	60 000
Senior	65 000	85 000	70 000

IT (1ST LEVEL SUPPORT)	MIN	MAX	TYPICAL
Junior	36 000	41 000	39 000
Specialist	41 000	48 000	43 000
Team Leader	53 000	75 000	65 000

IT (2ND LEVEL SUPPORT)	MIN	MAX	TYPICAL
Specialist	42 000	53 000	47 000
Senior	48 000	57 000	52 000
Team Leader	58 000	80 000	69 000

# SALARY GUIDE

## BUSINESS SERVICES

Basic bttto monthly salaries in CZK for full time roles within BUSINESS SERVICES sector:

LOGISTICS	MIN	MAX	TYPICAL
Junior	36 000	41 000	38 000
Specialist	40 000	47 000	42 000
Senior	45 000	60 000	55 000
Team Leader	55 000	85 000	70 000

HR OPERATIONS	MIN	MAX	TYPICAL
Junior	35 000	42 000	38 000
Specialist	38 000	47 000	42 000
Senior	45 000	53 000	48 000
Team Leader	50 000	75 000	55 000

PROCUREMENT	MIN	MAX	TYPICAL
Junior	35 000	41 000	37 000
Specialist	43 000	65 000	55 000
TL	55 000	75 000	65 000
Category Manager	70 000	110 000	85 000

TRANSITION/PROJECT MANAGERS	MIN	MAX	TYPICAL
Specialist	65 000	85 000	75 000
Senior	85 000	125 000	100 000

HEAD OF SSC	MIN	MAX	TYPICAL
up to 70 FTEs	150 000	250 000	200 000
more than 70 FTEs	200 000	300 000	250 000

Note: Salary ranges in Business Services sector are average, and apart of English language skills, working knowledge of an additional language is considered.

Top benefits in demand in the sector:



Home office



Flexible working hours



Financial bonuses



Unlimited employment contract



## TEMPORARY ASSIGNMENTS WAGE GROWTH IN PROJECT AND INTERIM ROLES



The increased popularity of employing staff on a temporary basis has been as a response to the rapidly changing needs of the labor market. During unpredictable situations, when recruitment plans have not been entirely clear with companies facing changes including the freezing of internal recruitment, there has been a growing need for temporary solutions and flexibility.

Agency employment allows companies to respond flexibly to market demands and reduce or increase the need for employees. It allows employers to expand capacities, cover the absence of regular employees or cover special projects. Although these jobs do not have the benefits of a permanent employment relationship, this does not mean that they are less important. Companies still need the right skills, experience and professional approach from their prospective employees - only now they need to find them faster and more flexibly.

While 2019 broke records in terms of the number of temporary offers, the demand for agency staff fell by more than 60% in the spring of last year due to the pandemic, with the most significant decline in roles related to administrative support, reception and short-term projects. The reason being, among other things, the temporary closure of offices or a higher percentage of employees working from home, which reduced the need for jobs related to office management. The number of available positions was further reduced due to austerity measures, suspension of projects and investments, or reduction of trainee programs and focus on stabilizing the jobs of existing employees.

### The six-month contract will verify the quality of a candidate

Presently, companies demand specialists in the fields of finance, project management, data analysis or IT, most often for a period of six months, but sometimes for a whole year. However, given the current situation, the company is often

choosing the option of an initial shorter contract and, if possible, a subsequent extension.

Companies are also interested in candidates for a shorter period of time in shared service centres, across all specializations. Companies thus often use a temp contract as a probationary period, in which they test the abilities of the candidate and then offer a direct employment relationship with the successful ones.

### The Czech Republic still lags behind Europe in the temporary employment of managers

Regarding the use of the temporary employment for managerial positions, Czech employers remain conservative compared to other European locations. For example, in Germany, the Netherlands, Belgium and the United Kingdom, the position of the so-called 'Interim Manager' is a common and often used practice. However, if the company decides for this form of solving an existing project or situation in the company locally, they are usually Interim managers in the field of human resources, finance, IT or with production experience. In general, however, we can say that interim managerial and professional positions are an increasing trend, because they bring both know-how and fast and effective solutions to critical situations.

### The pandemic has not caused a drop in wages, they continue to rise in some roles

Benefits and wages of temporary staff must be offered at a similar level to wages received by permanent staff from a legal perspective, so will tend to increase at the same rate. We see wage growth in project and interim positions, where the time constraints and specific tasks of the position often mean offering a higher wage. The segments least affected by the coronavirus crisis, such as internal logistics or pharmaceuticals, saw a slight increase in wages over the past year, but generally the offers have not changed that much.

Covid-19 has forced employers in many industries to get used to working from home. During this year, it has been common that temporary employees work in this way as well - not only out of necessity but as an appreciated benefit and a way of obtaining the desired work-life balance many temp workers are after.

## SALARY GUIDE TEMPORARY ASSIGNMENTS

Hourly salaries in CZK for part time roles across typical specialisms:

ADMINISTRATION	PART TIME MIN	PART TIME MAX
Receptionist	130,- / h	160,- / h
Office Manager	180,- / h	240,- / h
Administrative Support	130,- / h	160,- / h

SALES & MARKETING	PART TIME MIN	PART TIME MAX
Marketing Trainee	130,- / h	160,- / h
Marketing Support	130,- / h	180,- / h
Marketing Specialist	180,- / h	250,- / h

FINANCE & ACCOUNTING	PART TIME MIN	PART TIME MAX
Junior Accountant	150,- / h	200,- / h
Senior Accountant	250,- / h	350,- / h
Data Administrator	170,- / h	200,- / h

INFORMATION TECHNOLOGY	PART TIME MIN	PART TIME MAX
1st Level Support Junior / Trainee	170,- / h	200,- / hod
IT Help Desk	180,- / h	300,- / hod
IT Tester (Java, C# etc.) Junior	200,- / h	350,- / hod

HUMAN RESOURCES	PART TIME MIN	PART TIME MAX
HR Trainee	160,- / h	180,- / h
HR Administrator	160,- / h	180,- / h
Payroll Specialist	200,- / h	350,- / h

# MORAVIA REGION

## EMPLOYERS ARE CAUTIOUS WHILE RECRUITING, SO THE LENGTH OF THE RECRUITMENT PROCESS IS EXTENDED

The impact of the coronavirus pandemic has been the same across all regions, with the vast majority of employers over the spring months seeing a sharp slowdown in recruitment at the beginning, followed by a focus on optimising internal processes, a quick transition to the online environment and then efforts to make the maximum financial savings possible.

### The start of home office in production plants

Moravia and the nearby regions have long offered a wide range of jobs, especially in technical fields. The impact of the Covid-19 pandemic has been particularly noticeable among manufacturing companies, primarily in the automotive industry, but other manufacturing companies have also been affected. The coronavirus outbreak forced production plants to transition to homeworking in all positions where it was possible, and recruitment has also shifted its focus to the online environment. Some manufacturing or engineering companies previously strongly resisted remote work and, due to outdated procedures and minimal use of online processes, lost their appeal to candidates. The unexpected situation which arrived at the beginning of the year has paradoxically helped them to a certain extent, to break free from earlier stereotypes and to move closer to trends common in other industries.

Recruitment in the business and technical areas was, with some exceptions, completely suspended, and some positions were even made redundant. Production was mainly affected by lower demand, and in some cases, projects were postponed, meaning a lesser need for new employees.

### Increased demand for experienced IT professionals

While the information technology sector has not been as severely affected by the coronavirus crisis as others, we are seeing certain impacts here as well, especially across smaller technology companies and start-ups. Initially, there was an overall slowdown in recruitment, with some selection processes lasting several weeks or even several months. As a result, the demand across the seniorities of job candidates changed, with junior candidates with little experience placed at a disadvantage. Companies began to prioritise experienced professionals due to their lower need for training and the possibility of starting work on assigned projects almost immediately, even from home.

There is still demand from companies, that are primarily interested in experienced Java, .NET or JS developers, particularly for web and mobile development. There is also a growing demand for specialised roles like Scrum Master, DevOps or Solution Architect.

### Job seekers are looking for stability and flexibility

Many applicants have been directly affected by the situation, as lay-offs have become more frequent for companies to cut costs. If a candidate is considering a change or is open to a new job opportunity, the most important things at the moment are the stability and overall operation of the company within their market. We have noticed a change with regard to experts who have worked as freelancers previously, where they are now looking for more security in the form of a full-time job. Just like last year, they are interested in several non-financial benefits, such as home office, flexible working hours and professional training/education.

### Home office remains a trend and a way of making savings

Companies are continuously monitoring the further development of the Coronavirus situation, with employers demonstrating great prudence and caution when planning new projects, investments and budgets. Almost fifty percent of companies have changed their organisational structure and redistributed tasks among current employees. This enabled these companies to save costs associated with recruiting new employees. Thanks to the unexpected events at the beginning of last year, companies have learned to operate successfully in the online environment, and many of them want to continue in this now established way. They also see it as an opportunity to protect their employees and save on operating costs.

### Companies are planning further recruitment, and wages in IT may continue to grow

Despite the current circumstances, the demand for employees persists. The labour market has not come to a halt, and the recruitment of new employees is still necessary for companies, with many employers planning to introduce new jobs right at the beginning of 2021. According to our findings, rates of pay are not expected to show any significant fluctuations compared to the previous year, but a slight increase may be expected in IT roles because of newly emerging companies, growing demand for qualified experts, and the constant growth of competition in the field.

# SALARY GUIDE

## MORAVIA REGION

Basic monthly salaries in CZK for full time roles in moravian region:

IT / TELCO	MIN	MAX	TYPICAL
ABAP Developer	63 000	110 000	90 000
Administrator / Support Engineer	40 000	65 000	60 000
Application Specialist - 2nd and 3rd line	45 000	75 000	55 000
BI Developer	50 000	90 000	65 000
Big Data Analyst	50 000	110 000	90 000
Big Data Architect	130 000	200 000	160 000
Big Data Developer	90 000	160 000	125 000
Business Analyst	60 000	90 000	80 000
Cloud Engineer	60 000	110 000	90 000
Data Analyst	60 000	90 000	75 000
Developer / Programmer - .NET	65 000	130 000	110 000
Developer / Programmer - Java	50 000	130 000	95 000
DevOps Engineer	65 000	130 000	110 000
DHW Specialist / BI	50 000	100 000	80 000
DTB Administrator / Developer	45 000	90 000	70 000
Hadoop Data Engineer	60 000	120 000	110 000
iOS Developer	65 000	100 000	75 000
IT Architect - IoT	90 000	130 000	120 000
IT Auditor	45 000	100 000	85 000
IT Manager	60 000	110 000	80 000
JavaScript Engineer	45 000	110 000	95 000
Machine Learning / Artificial Intelligence Engineer	65 000	120 000	90 000
Network Security Engineer	50 000	90 000	80 000
PHP Developer	50 000	100 000	95 000
Product Manager	90 000	220 000	140 000
Programmer / Analyst (Graduate)	35 000	65 000	60 000
Project Manager	60 000	120 000	100 000
Python Engineer	45 000	90 000	70 000
SAP Specialist / Consultant	55 000	150 000	100 000
Scrum Master	65 000	100 000	90 000
Security Analyst / Specialist	45 000	90 000	75 000
Security Officer	80 000	130 000	115 000
Service Manager (ITIL)	70 000	110 000	90 000
SW Architect	60 000	120 000	90 000
SW Engineer C / C++ / Embedded	45 000	100 000	90 000
System Administrator	50 000	80 000	75 000
Systems Analyst / QA	40 000	100 000	80 000

# SALARY GUIDE MORAVIA REGION

Basic bttto monthly salaries in CZK for full time roles in moravian region:

IT / TELCO	MIN	MAX	TYPICAL
Technical Leader	70 000	130 000	115 000
Technical Writer	45 000	85 000	75 000
Technology / Business Consultant	45 000	85 000	70 000
Test Analyst	40 000	80 000	65 000
Test Manager	55 000	115 000	100 000
UX / UI Engineer	60 000	150 000	120 000
Web Developer	35 000	85 000	65 000

## SALES & MARKETING - TECHNICAL

SALES TECHNICAL	MIN	MAX	TYPICAL
Sales Support / Inside Sales	35 000	70 000	50 000
Sales Representative	35 000	60 000	45 000
Sales Engineer	40 000	70 000	60 000
Key Account Manager	50 000	80 000	70 000
Area Sales Manager	60 000	90 000	80 000
Sales Director	90 000	170 000	140 000
Product Specialist	40 000	65 000	55 000
Product Manager	50 000	80 000	70 000
Product Director	80 000	150 000	120 000

MARKETING TECHNICAL	MIN	MAX	TYPICAL
Digital Coordinator	40 000	50 000	45 000
Digital Specialist	40 000	70 000	60 000
Digital Manager	70 000	120 000	90 000
Director of Digital Marketing	140 000	200 000	180 000
Marketing Coordinator	35 000	45 000	40 000
Marketing Specialist	45 000	65 000	55 000
Marketing Manager	70 000	100 000	80 000
Marketing Director	120 000	180 000	160 000
PR Coordinator	35 000	45 000	40 000
PR Specialist	45 000	70 000	55 000
PR Manager	70 000	100 000	85 000
PR Director	100 000	160 000	130 000
Graphic Designer	50 000	90 000	70 000

Basic bttto monthly salaries in CZK for full time roles in moravian region:

## MANUFACTURING & ENGINEERING

JUNIOR ENGINEER 0-3 YRS EXPERIENCE	MIN	MAX	TYPICAL
Production / Manufacturing Engineer	37 000	55 000	45 000
Quality Engineer	35 000	60 000	50 000
PLC Programmer	30 000	50 000	45 000
R&D Designer / Developer (electro, mechanical)	36 000	55 000	45 000
Project Engineer	40 000	70 000	50 000

EXPERIENCED ENGINEERING 3-5 YRS EXPERIENCE	MIN	MAX	TYPICAL
Production / Manufacturing Engineer	50 000	70 000	65 000
Quality Engineer	45 000	80 000	64 000
PLC Programmer	40 000	80 000	55 000
R&D Designer / Developer (electro, mechanical)	48 000	80 000	63 000
Project Engineer	45 000	75 000	60 000

SENIOR, TEAM LEADERS, MIDDLE MANAGEMENT	MIN	MAX	TYPICAL
Production / Manufacturing Supervisor	55 000	85 000	65 000
Quality Supervisor	55 000	80 000	65 000
Team Leader of PLC Programmers	55 000	72 000	63 000
R&D Designer / Developer (electro, mechanical)	60 000	100 000	80 000
Project Manager	60 000	120 000	80 000

TOP MANAGEMENT	MIN	MAX	TYPICAL
Production Manager / Director	90 000	150 000	110 000
Quality Manager / Director	80 000	150 000	105 000
Operation Manager / Director	90 000	190 000	150 000
Plant Manager	100 000	200 000	160 000
R&D Manager / Director	90 000	140 000	120 000
Project Manager	80 000	130 000	100 000

SPECIAL ROLES	MIN	MAX	TYPICAL
EHS Technician	35 000	50 000	40 000
EHS Engineer	40 000	60 000	48 000
EHS Manager	70 000	100 000	80 000
Lean Engineer	45 000	85 000	65 000
Continuous Improvement Manager	90 000	120 000	110 000

# SALARY GUIDE MORAVIA REGION

Basic bttto monthly salaries in CZK for full time roles in moravian region:

## BUSINESS SERVICES

The salary ranges for Business Services sector are average, and apart from English language skills also reflect bonuses for knowledge of additional language.

Wages in Ostrava region are on average 5-10 % lower, compared to the salary levels below.

CUSTOMER SERVICE	MIN	MAX	TYPICAL
Junior	32 000	40 000	35 000
Specialist	35 000	45 000	40 000
Senior	44 000	50 000	43 000
Team Leader	47 000	65 000	50 000

FINANCE AP/AR	MIN	MAX	TYPICAL
Junior	34 000	40 000	38 000
Specialist	38 000	42 500	40 000
Senior	45 000	55 000	48 500
Team Leader	50 000	80 000	60 000
Manager	80 000	140 000	100 000

FINANCE GL	MIN	MAX	TYPICAL
Junior	38 000	42 000	40 000
Specialist	40 000	55 000	45 000
Senior	50 000	70 000	60 000
Team Leader	60 000	85 000	70 000
Manager	80 000	140 000	110 000

REPORTING / CONTROLLING	MIN	MAX	TYPICAL
Specialist	53 000	63 000	58 000
Senior	63 000	83 000	68 000

IT (1ST LEVEL SUPPORT)	MIN	MAX	TYPICAL
Junior	35 000	40 000	38 000
Specialist	40 000	45 000	42 000
Team Leader	50 000	70 000	60 000

Basic bttto monthly salaries in CZK for full time roles in moravian region:

## BUSINESS SERVICES

The salary ranges for Business Services sector are average, and apart from English language skills also reflect bonuses for knowledge of additional language.

Wages in Ostrava region are on average 5-10 % lower, compared to the salary levels below.

IT (2ND LEVEL SUPPORT)	MIN	MAX	TYPICAL
Specialist	40 000	50 000	45 000
Senior	45 000	55 000	50 000
Team Leader	55 000	75 000	65 000

LOGISTICS	MIN	MAX	TYPICAL
Junior	35 000	40 000	38 000
Specialist	38 000	45 000	41 000
Senior	43 000	60 000	50 000
Team Leader	55 000	80 000	65 000

HR OPERATIONS	MIN	MAX	TYPICAL
Junior	33 000	40 000	35 000
Specialist	35 000	45 000	40 000
Senior	40 000	50 000	45 000
Team Leader	45 000	70 000	50 000

PROCUREMENT	MIN	MAX	TYPICAL
Junior	33 000	38 000	35 000
Specialist	40 000	60 000	50 000
TL	50 000	70 000	60 000
Category Manager	65 000	100 000	80 000

TRANSITION/PROJECT MANAGERS	MIN	MAX	TYPICAL
Specialist	60 000	80 000	70 000
Senior	80 000	120 000	100 000

HEAD OF SSC	MIN	MAX	TYPICAL
up to 70 FTEs	150 000	250 000	200 000
more than 70 FTEs	200 000	300 000	250 000



# OUR OFFICES

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