SALARY REPORT
2019

tap.talent

TALENT ACQUISITION & EMPLOYER BRANDING

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SALARY REPORT 2019

Dear Readers,

Another year has just gone by and it came time to issue Tap.Talent 2019 Salary Report. The hiring in throughout the 2018 year has been increasingly competitive. To find, recruit, and retain talent, was and is an overall difficult task to undertake. Our analysis shows increasing number of workforce is willing to negotiate compensation, existing or offered, placing a cost pressure in the center of the hiring process. It's often difficult to know whether an offer is the right one and whether it is going to secure the talent during the recruitment process.

Our second annual Salary Report has been created in order to help employers remain competitive in their region, industry and coexisting employment eco-system. In preparing this report, we tap to our deep records, reviewed and compared salary budgets and identified the actual accepted compensation packages among the IT and Business Services employees in Wroclaw agglomeration.

We are pleased to present the 2019 Tap. Talent Salary Report, which features an actual salary ranges for positions across the accounting, finance, administration and IT fields. We have reviewed 500 positions creating a comprehensive guide featuring salary bands assigned to each of identified role. Furthermore, to help our business partners and employers seeking information about the current and upcoming recruitment trends we are enclosing a snapshot of recruitment marketing initiatives impacting existing hiring models.

We hope that our Report will be helpful and offers an actual "assistance" as you grow your organization and attract new employees.

Kind Regards,
Katarzyna Charydczak & Gracjan Góźdź

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The year 2018 in the IT industry has been very dynamic. It brought many investments and new workplaces. The most searched competencies on the labor market were programming in JavaScript and Java languages.

It is estimated that almost 50,000 IT specialist were missing in 2018 despite the fact that earnings increased by 7-9%. Programmers on a contract of employment earned an average of 11 thousand PLN gross and a programmer working on the basis of B2B - 12 thousand net.

IT SALARY TABLE				
	MINIMUM	MAXIMUM	ANNUAL AVERAGE	EMPLOYER'S COSTS
	PLN/GROSS / MONTHLY	PLN/GROSS / MONTHLY		
Technical Support				
1st Line Technical Support	4,000	6,000	60,000	71,700
2nd Line Tech nical Support	6,000	8,000	84,000	100,380
3rd Line Technical Support	9,000	13,000	132,000	157,740
Software Development				
Software Architect	13,000	20,000	198,000	236,610
Team Leader	12,500	17,000	177,000	211,515
Senior Software Developer C / C++	10,000	15,000	150,000	179,250
Software Developer C / C++	7,000	10,000	102,000	121,890
Senior Software Developer Java	12,500	17,000	177,000	211,515
Software Developer Java	8,000	12,500	123,000	146,985
Senior Software Developer .NET / C#	11,500	16,000	165,000	197,175
Software Developer .NET / C#	8,000	11,000	114,000	136,230
Android / iOS Developer	7,500	18,000	153,000	182,835
Front-End Developer	6,500	15,000	129,000	154,155
Scrum Master	13,000	16,000	174,000	207,930
Test Team Leader	15,000	17,000	192 ,000	229,440
QA Engineer (4 + years experience)	9,000	13,000	132,000	157,740
Tester (2 - 4 years experience)	6,000	9,000	90,000	107,550

IT Infrastructure and Services

Solution Architect	24,000	28,000	312,000	372,840
Oracle Database Administrator	6,500	12,500	114,000	136,230
MS SQL Database Administrator	7,000	13,000	120,000	143,400
Windows Administrator	9,000	12,000	126,000	150,570
Unix / Linux Administrator	9,000	13,000	132,000	157,740
Network Engineer	10,000	14,000	144,000	172,080
Network Operator	7,000	10,000	102,000	121,890
Applications Engineer	6,000	10,000	96,000	114,720
System Security Engineer	6,000	12,000	108,000	129,060
SQL Analyst	4,000	8,000	72,000	86,040
Oracle Analyst	5,000	9,000	84,000	100,380
Windows Analyst	4,000	8,000	72,000	86,040

source: Tap.Talent's survey   currency: PLN, gross salary

SENIOR APPOITMENTS				
	MINIMUM	MAXIMUM	ANNUAL AVERAGE	EMPLOYER'S COSTS
	PLN/GROSS / MONTHLY	PLN/GROSS / MONTHLY		
Technical Support				
Service Desk Manager	12,000	22,000	204,000	243,780
Software Development				
Head of Software Development	24,000	30,000	324,000	387,180
Software Development Manager	18,000	26,000	264,000	315,480
Project Manager	11,000	22,000	132,000	157,740
IT Infrastructure and Services				
Head of IT Infrastructure	22,000	30,000	312,000	372,840
IT Manager	18,000	22,000	240,000	286,800
Security Manager	18,000	22,000	240,000	286,800

source: Tap.Talent's survey   currency: PLN, gross salary

New foreign investors will appear on the market and they really appreciate the quality of services offered by IT specialists in Poland. Polish companies that want to compete with foreign investors will have to increase salaries and non-paid benefits. In 2019 employers will also have to prepare audits of relocation policy concerning foreign workers, especially those migrating from the East of Europe. In response to the expectations of candidates in the coming year, employers will be forced to offer greater opportunities for remote working, which is so desirable for the IT industry.

Without a doubt, the main challenge for the IT industry in 2019 will be to attract and retain the best talent in the company. With a high shortage of candidates and aggressive competition, it becomes more and more difficult to recruit new people and retain experienced employees. New benefits, payroll analysis, employer branding activities and creation of new jobs for students are just some of the challenges that IT companies will need to face in 2019.

The business services sector in Poland employs over 270,000 people. Only in the last year their number has increased by more than 13 per cent. Almost half of the SSC/BPO centers in Poland provide services globally.

Investors prefer to locate their centers in Warsaw, Cracow, Wroclaw, Tri-City, Katowice Agglomeration, Łódź and Poznań - almost 80 percent of them were created in these cities. In Warsaw, Krakow, and Wroclaw there is currently the largest number of centers - 45% of all operating in Poland. The same cities are leaders in terms of employment (a total of 160 thousand employees - over half of employment in the SSC/BPO sector).

FINANCE & PROCESSES SALARY TABLE				
	MINIMUM	MAXIMUM	ANNUAL AVERAGE	EMPLOYER'S COSTS
	PLN/GROSS / MONTHLY	PLN/GROSS / MONTHLY		
Finance				
CFO	20,000	35,000	330,000	394,350
Finance Manager	15,000	25,000	240,000	286,800
Finance Reporting Manager	9,500	14,000	141,000	168,495
Finance Reporting Specialist	6,500	9,000	93,000	111,135
Business Analyst	9,000	14,000	138,000	164,910
FP&A Specialist	7,500	14,000	129,000	154,155
Finance Analyst	6,500	11,000	105,000	125,475
Finance Assistant	3,500	4,500	48,000	57,360
Accounting				
GL Team Leader	11,000	15,000	156,000	186,420
GL Accountant	7,000	10,000	102,000	121,890
AP/AR Team Leader	9,000	12,000	126,000	150,570
Senior AP/AR with:				
English	5,000	6,000	66,000	78,870
French/Italian/Spanish	6,000	7,000	78,000	93,210
German	7,000	8,000	90,000	107,550
Regular AP/AR with:				
English	4,500	5,500	63,000	75,285
French/Italian/Spanish	6,000	7,000	66,000	78,870
German	7,000	8,000	75,000	89,625
Junior AP/AR with:				
English	3,700	4,500	49,200	58,775
French/Italian/Spanish	3,700	5,000	52,200	62,379
German	4,500	5,500	60,000	71,700
Accounting Assistant	3,000	4,500	45,000	53,775

Procurement

Procurement Team Lead	7,800	11,500	115,800	138,381
Senior Buyer with:				
English	5,500	7,000	75,000	89,625
French/Italian/Spanish	6,000	7,500	81,000	96,795
German	7,000	8,500	93,000	111,135
Buyer with:				
English	4,200	5,500	58,200	69,549
French/Italian/Spanish	4,500	6,000	63,000	75,285
German	5,000	7,000	72,000	86,040
Junior Buyer with:				
English	3,500	4,200	46,200	55,209
French/Italian/Spanish	3,700	4,500	49,200	58,794
German	4,500	5,000	57,000	68,115

HR

Senior and HR Admin Payroll Specialist	6,500	8,200	88,200	105,399
Payroll and HR Admin Specialist	4,500	6,000	63,000	75,285
Junior and HR Admin Payroll Specialist	3,700	4,500	49,200	58,794
Senior Recruitment Specialist	5,500	6,500	72,000	86,040
Recruitment Specialist	4,500	5,500	60,000	71,700
Junior Recruitment Specialist	3,700	4,100	46,800	55,926
HR Support with:				
English	3,900	4,100	48,000	57,360
French/Italian/Spanish	4,100	5,500	57,600	68,832
German	5,000	7,000	72,000	86,040

source: Tap.Talent's survey   currency: PLN, gross salary

Companies increasingly focus on employee satisfaction and open communication. They also reach out for the opinion of the people employed. New trend observed is an improvement of the work atmosphere and work environment.

Because of the increasing shortage of talent, another trend is to look for candidates outside of Poland. More companies are reaching for people from Ukraine, Russia, Tunisia, India and Central and Western Europe.

The biggest challenge in 2019 will be to attract candidates to the brand. Employer's positive image is crucial, it is created by marketing and communication activities as well as intense actions within the organization and actual changes in processes. These issues has to be built by listening to the needs of employees and following the employer branding strategy.

Talent acquisition has changed a lot in the digital area. Knowing talent behaviors helps to create tailored attraction strategies to fulfill talent's needs. Using a proactive approach transforms the attraction strategy from PUSH to PULL.

This approach will enable your company to attract talent using it's employer brand and employee value proposition.

OUR VISION OF PERFECT EMPLOYER BRANDING:

Brand awareness
- Market research and competition analysis.
- Building a talent pipeline with digital marketing technology.
- Partnerships with talent resources (universities and student associations).

Employee value proposition
- Leveraging your company's culture and EVP offer.
- Embodying company's organizational culture.
- Establishing, amplifying and taking benefit from your unique EVP.
- Tweaking both Employer and Employee value proposition.
- Candidate personas.

Inbound talent attraction
- Recruitment marketing.
- Inbound recruitment marketing.
- Content marketing and SEO.
- Growth, talent acquisition, automation and care.
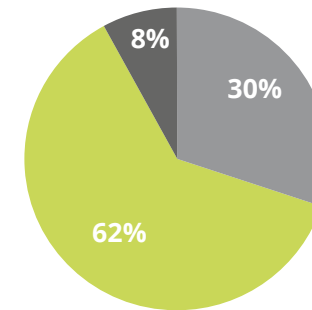
THE VALUE OUR COMPANY
Our market research show:
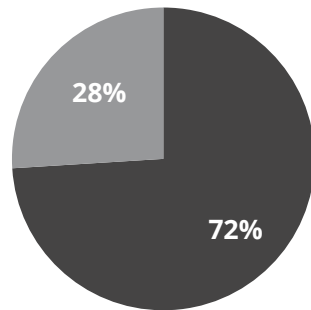
source: Tap.Talent's survey

■ Managers and specialist who would consider relocation.

■ Managers and specialist who wouldn't consider relocation.

The attitudes towards job change among managers and specialists:

source: Tap.Talent's survey

■ Is actively searching for a job.

■ Don't actively search, but respond to job offers.

■ Don't search for a job and refuse to respond to any job offer.

88%
employees believe a distinctive workplace culture is vital to business success.

84%
employees would consider leaving their job for a place with a great company culture and employer brand.

60%
surveyed candidates stated their candidate experience was poor.

72%
of them shared that experience online.

77% of companies consider recruitment marketing a priority for 2019.

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