

2025

devire.



# Salary Report

## Warsaw and Central Poland

IT

Technical Sales

Manufacturing & Engineering

Retail

IT Sales

Administration & Office Support

HR

Legal

Consumer Goods

Finance & Accounting

Digital & Media

Banking & Financial Services

Logistics & Supply Chain

SSC/BPO

Pharma - Sales & Marketing

Property & Construction

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# Introduction

## Dear Readers,

It is my pleasure to present the Devire Salary Report for 2025, created with the goal of providing you with reliable insights into salaries and the key trends shaping Poland's labor market.

As we observe evolving candidate expectations and the shifting strategies of companies seeking talent, I believe that the Devire Salary Report will serve as a valuable resource, offering essential knowledge and support in making HR decisions in 2025.

Leveraging empirical data analysis, we aim to deliver insights that are not only valuable and up to date but, most importantly, actionable and relevant to today's market. We hope this information will assist you in navigating the business decisions ahead.

This report provides detailed salary benchmarks across various industries, job levels, and six key locations, along with our predictions for the coming months. I trust these insights will help you plan budgets more effectively, refine your talent acquisition strategies, and better understand the needs of both employees and candidates in today's dynamic market.

I invite you to explore the report and hope you find it an engaging read.

Kind regards,



**Marcin Pawłowski**

Executive Director, Permanent Recruitment, Devire

# Methodology

The salary analysis featured in the Devire Salary Report 2025 is based on data reflecting compensation offered to employees in key sectors of the economy, spanning specialist, managerial, and executive roles.

This report was created using insights gathered by Devire consultants from over 2,500 recruitment processes conducted in 2024 for companies of varying sizes across the analyzed regions. To enhance the findings, we also incorporated expert commentary from regional specialists.

Salaries in the report are presented on a monthly basis in Polish zloty (gross). In the "IT – B2B Contract" section, however, figures are displayed as net amounts on invoices.

The Devire salary overview covers nationwide data across 16 specializations and regional data for 8 of them. The following specializations - Digital & Media, Consumer Goods, IT Sales, Pharmaceuticals and Medical Devices, Legal, Real Estate and Construction, and Banking and Financial Services - appear in the regional reports as supplementary sections, featuring only nationwide salary benchmarks.

Salaries in this report are expressed in Polish zloty. Conversion rates to Euro, US Dollar, and British Pound (as of February 5, 2024) can be found below the salary tables.

**Looking for a detailed analysis, benchmarking, and industry-specific data tailored to your sector?**

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# The Polish job market amid transformation

With algorithms replacing human roles and workplace flexibility becoming the norm, the Polish labor market is undergoing significant transformation. These changes are redefining how companies approach talent management and recruitment strategies. Advances in technology, shifting regulations, and the evolving expectations of new generations are forcing organizations to adapt quickly. In this context, 2025 is shaping up to be a year of both challenges and opportunities for employers and employees. Devire's trend analysis offers valuable insights into where the Polish job market is heading.

**5,0%**

Registered unemployment rate  
(Polish Central Statistical Office,  
Nov 2024)

**114,300**

Job vacancies in Poland  
at the end of Q3 2024 (Polish  
Central Statistical Office)

**PLN 8,673**

Government-projected average  
gross monthly salary in 2025

## Investing in People is Investing in the Future

The race to secure top talent has never been more competitive, driving companies to invest heavily in employee development. In 2024, many organizations adopted advanced tools for assessing and identifying potential, including Assessment/Development Centers and psychometric solutions. But this is just the beginning. In 2025, companies plan to deepen their investment in tools that evaluate skills and ensure candidates are a strong fit for key positions. These efforts not only enhance recruitment efficiency but also enable businesses to respond to evolving workforce needs and achieve long-term strategic objectives.

**91%**

Of companies say that finding employees  
with the right skills remains a major challenge  
(Polish Economic Institute, 2022)



## Employee Experience Moves to the Forefront

In our era of personalization, employee experience has become a top priority in HR management. Over the coming year, recruitment, onboarding, benefits, and career progression will increasingly be tailored to the unique needs of individual employees. More businesses now recognize that no two employees have identical expectations or preferences. Managers will need to focus on providing regular, meaningful feedback while actively listening to their teams and offering greater flexibility in working conditions. This personalized approach drives engagement, satisfaction, and loyalty—key factors in retaining top talent.

## Mental Health Takes Center Stage

Generation Z's entry into the workforce has brought a renewed focus on work-life balance and well-being. For this generation, mental health and happiness are as critical as financial compensation. In 2024, companies saw a sharp rise in demand for mental health and wellness programs, including access to therapists and personal development coaching. In 2025, well-being initiatives will play a pivotal role in employee engagement strategies. Organizations that embrace holistic mental health solutions will be better positioned to attract and retain talent, gaining a significant competitive edge.

## Outplacement as a Solution to Restructuring

Selective layoffs in sectors like SSC/BPO during 2024, driven in part by relocating operations to lower-cost labor markets, have brought outplacement programs into sharper focus. Companies are increasingly offering departing employees career development and advisory support as they transition to new opportunities. These programs not only soften the impact of restructuring but also reinforce the company's reputation as a socially responsible employer.

## Consolidating Structures: Opportunity or Risk?

The global trend toward organizational consolidation is becoming increasingly visible in Poland. Regional clusters may allow general managers to expand their scope of responsibilities, but they also come with risks, such as process centralization and reduced local roles. These shifts are expected to create significant ripple effects in HR management and operational processes for businesses operating across the Polish market.



## Shrinking Salary Gaps Between Specialists and Managers

With the minimum gross wage set to rise to PLN 4,666 in January 2025, the pay gap between entry-level specialists, experienced professionals, and managerial roles continues to narrow. As a result, leading a team may no longer guarantee higher earnings than an independent specialist role. This shift will force organizations to rethink their motivational strategies and introduce new approaches to compensating critical positions.

## Warsaw Salary Forecasts: What to Expect in 2025

The capital city's job market will face a challenging yet transformative year in 2025 as companies adjust to rapid economic and societal changes.

Inflation and increasing salary expectations will prompt organizations to revise wages more frequently—moving beyond annual salary reviews. Flexibility in compensation strategy will become essential for attracting and retaining top talent while staying competitive in the market.

The largest salary boosts are projected for professionals with high-demand skills and those in strategic organizational roles. Technology and modern business services are expected to remain at the forefront of wage growth due to sustained demand for specialized talent.

Meanwhile, heightened societal awareness and legislative reform will continue to close the gender pay gap. Transparent salary policies and a focus on promoting workplace equality will rise to the top of the agenda for many organizations.



9,1%

Estimated salary increase in 2025  
(National Bank of Poland)



### Dorota Hechner

Director, Permanent Recruitment, Warsaw  
Head of HR Consulting

# IT – Applications & Analytics

## B2B

### IT Applications & Analytics

	Min.	Max.	Most frequently offered
SAP Functional Consultant	90	180	160
SAP Support Specialist	60	140	120
SAP Analyst	60	150	125
SAP Security / Authorization / GRC	90	180	150
SAP Architect	170	240	200
ABAP Developer	90	190	140
SAP Project Manager	90	190	140
Salesforce Administrator	80	150	120
Salesforce Consultant / Developer	100	180	150
Salesforce Architect / Technical Lead	160	230	200
Microsoft Dynamics Administrator	80	160	125
Microsoft Dynamics Consultant / Developer	90	170	135
Application Development Manager	150	200	180
BI / ETL Developer	90	160	130
Big Data Developer	100	200	170
Data Engineer	90	180	150

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

B2B - PLN net / hour



# IT – Applications & Analytics

## B2B

### IT Applications & Analytics

	Min.	Max.	Most frequently offered
Data Architect	170	230	200
Data Scientist	70	140	115
Machine Learning Engineer	90	190	130
Integration Engineer	80	170	120
Data Analyst	70	130	110
AI/ML Engineer	90	190	160
MLOps / AI Ops	90	220	160
Data Science Architect	150	220	180
Analytics Manager	150	200	170

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

B2B - PLN net / hour



**Karolina Nowicka**

Business Delivery Manager

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

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# IT – Development

## B2B

### Software / Web / Mobile Development

	Min.	Max.	Most frequently offered
Project Manager	85	170	125
Product Owner	80	150	115
Delivery IT Manager	140	190	160
Scrum Master	70	150	110
Manual Test Engineer	55	120	85
Test Automation Engineer	80	180	120
QA Manager	150	210	175
Software Architect	170	250	200
Mobile Developer (Android and iOS)	90	180	135
Software Development Manager	150	230	200
Full-stack Developer	100	190	145
Java Developer	100	180	130
.Net/C# Developer	100	170	130
PHP Developer	80	160	110
Python Developer	90	190	145
C++ Developer (embedded)	80	160	125

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

B2B - PLN net / hour



# IT – Development

## B2B

### Software / Web / Mobile Development

	Min.	Max.	Most frequently offered
<b>Node.js Developer</b>	100	200	150
<b>Blockchain Developer</b>	100	190	150
<b>Xamarin Developer</b>	90	170	125
<b>COBOL Developer</b>	90	180	135
<b>Angular Developer</b>	100	170	125
<b>React Developer</b>	100	165	130
<b>Vue.js Developer</b>	90	160	125
<b>UX/UI Designer</b>	70	140	110
<b>Business / System Analyst</b>	90	160	135

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

B2B - PLN net / hour



**Karolina Nowicka**

Business Delivery Manager

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**Get in touch**

# IT – Infrastructure & Security

B2B

## IT Infrastructure & Security

	Min.	Max.	Most frequently offered
Infrastructure Engineer (Backup / Storage)	80	170	130
Incident Manager	70	140	100
IT Support Specialist	50	120	85
Database Developer (MS/Oracle)	80	160	130
Database Administrator (MS/Oracle)	70	150	120
Windows/ Linux/ Unix Administrator	70	140	115
Network Administrator	70	150	120
Network Engineer	90	180	140
Service Desk Manager	100	160	130
Infrastructure Manager	140	200	170
Network Security Engineer	90	190	160
Incident Response Specialist	60	140	100
Information Security Specialist	70	140	110
Penetration Tester	80	160	125
Cyber Security Engineer	100	200	160
Cloud Security Engineer	100	200	170

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

B2B - PLN net / hour



# IT – Infrastructure & Security

## B2B

### IT Infrastructure & Security

	Min.	Max.	Most frequently offered
IAM Engineer	90	150	125
SOC Analyst	60	120	90
Security Manager	150	230	190
Cloud Engineer	100	210	165
Cloud Architect	170	250	210
Site Reliability Engineer (SRE)	100	200	165
DevOps Engineer	100	200	170
DevOps Architect	180	250	210
DevOps Manager	180	250	210

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

B2B - PLN net / hour



**Karolina Nowicka**

Business Delivery Manager

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

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# IT – Applications & Analytics

## Employment Contract

### IT Applications & Analytics

	Min.	Max.	Most frequently offered
SAP Functional Consultant	12 000	28 000	20 000
SAP Support Specialist	10 000	23 000	16 000
SAP Analyst	11 000	26 000	18 000
SAP Security / Authorization / GRC	12 000	27 000	19 000
SAP Architect	24 000	33 000	28 000
ABAP Developer	12 000	28 000	16 000
SAP Project Manager	15 000	28 000	21 000
Salesforce Administrator	12 000	21 000	16 000
Salesforce Consultant / Developer	12 000	26 000	18 000
Salesforce Architect / Technical Lead	19 000	33 000	25 000
Microsoft Dynamics Administrator	11 000	23 000	17 000
Microsoft Dynamics Consultant / Developer	13 000	27 000	20 000
Application Development Manager	21 000	40 000	30 000
BI / ETL Developer	12 000	23 000	18 000
Big Data Developer	12 000	27 000	21 000
Data Engineer	12 000	28 000	23 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# IT – Applications & Analytics

## Employment Contract

### IT Applications & Analytics

	Min.	Max.	Most frequently offered
<b>Data Architect</b>	26 000	38 000	36 000
<b>Data Scientist</b>	11 000	25 000	21 000
<b>Machine Learning Engineer</b>	10 000	25 000	21 000
<b>Integration Engineer</b>	10 000	23 000	18 000
<b>Data Analyst</b>	10 000	22 000	16 000
<b>AI/ML Engineer</b>	11 000	25 000	21 000
<b>MLOps / AI Ops</b>	12 000	30 000	27 000
<b>Data Science Architect</b>	26 000	35 000	30 000
<b>Analytics Manager</b>	20 000	35 000	29 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Aneta Mędrzycka**

Senior Consultant

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

**Get in touch**

# IT – Development

## Employment Contract

### Software / Web / Mobile Development

	Min.	Max.	Most frequently offered
Project Manager	9 000	28 000	17 000
Product Owner	8 000	23 000	16 000
Delivery IT Manager	17 000	28 000	22 000
Scrum Master	8 000	20 000	15 000
Manual Test Engineer	7 000	20 000	14 000
Test Automation Engineer	8 000	26 000	15 000
QA Manager	16 000	28 000	22 000
Software Architect	22 000	35 000	28 000
Mobile Developer (Android and iOS)	9 000	28 000	17 000
Software Development Manager	20 000	33 000	28 000
Full-stack Developer	11 000	27 000	18 000
Java Developer	11 000	28 000	19 000
.Net/C# Developer	10 000	28 000	18 000
PHP Developer	10 000	27 000	17 000
Python Developer	10 000	28 000	18 000
C++ Developer (embedded)	9 000	25 000	17 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# IT – Development

## Employment Contract

### Software / Web / Mobile Development

	Min.	Max.	Most frequently offered
<b>Node.js Developer</b>	10 000	26 000	17 000
<b>Blockchain Developer</b>	11 000	25 000	16 000
<b>Xamarin Developer</b>	10 000	24 000	16 000
<b>COBOL Developer</b>	11 000	25 000	16 000
<b>Angular Developer</b>	10 000	23 000	16 000
<b>React Developer</b>	10 000	23 000	16 000
<b>Vue.js Developer</b>	10 000	23 000	16 000
<b>UX/UI Designer</b>	9 000	20 000	14 000
<b>Business / System Analyst</b>	10 000	22 000	17 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Krzysztof Kobyliński**

Executive Manager

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

**Get in touch**

# IT – Infrastructure & Security

## Employment Contract

### IT Infrastructure & Security

	Min.	Max.	Most frequently offered
Infrastructure Engineer (Backup / Storage)	12 000	26 000	19 000
Incident Manager	10 000	25 000	17 000
IT Support Specialist	7 000	19 000	11 000
Database Developer (MS/Oracle)	10 000	25 000	19 000
Database Administrator (MS/Oracle)	9 000	24 000	18 000
Windows/ Linux/ Unix Administrator	9 000	24 000	18 000
Network Administrator	10 000	23 000	18 000
Network Engineer	12 000	29 000	20 000
Service Desk Manager	16 000	30 000	22 000
Infrastructure Manager	20 000	40 000	28 000
Network Security Engineer	10 000	30 000	22 000
Incident Response Specialist	9 000	22 000	14 000
Information Security Specialist	10 000	25 000	16 000
Penetration Tester	9 000	28 000	18 000
Cyber Security Engineer	10 000	32 000	24 000
Cloud Security Engineer	10 000	30 000	23 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# IT – Infrastructure & Security

## Employment Contract

### IT Infrastructure & Security

	Min.	Max.	Most frequently offered
<b>IAM Engineer</b>	9 000	24 000	15 000
<b>SOC Analyst</b>	9 000	24 000	16 000
<b>Security Manager</b>	22 000	42 000	34 000
<b>Cloud Engineer</b>	11 000	29 000	23 000
<b>Cloud Architect</b>	21 000	36 000	30 000
<b>Site Reliability Engineer (SRE)</b>	20 000	35 000	25 000
<b>DevOps Engineer</b>	13 000	32 000	25 000
<b>DevOps Architect</b>	25 000	38 000	32 000
<b>DevOps Manager</b>	20 000	40 000	33 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Eliza Wójcik**

Senior Team Leader

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

**Get in touch**

# IT - General Management

## Employment Contract

### General Management

	Min.	Max.	Most frequently offered
IT Manager	21 000	34 000	28 000
IT Director	35 000	48 000	42 000
CIO	38 000	50 000	45 000
CTO	42 000	55 000	50 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month

**Krzysztof Kobyliński**

Executive Manager

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

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# IT Sales

## Employment Contract

### IT Sales

	Min.	Max.	Most frequently offered
<b>Sales Director</b>	27 000	45 000	34 000
<b>Sales Channel Director</b>	23 000	39 000	32 000
<b>Key Account Manager</b>	15 000	22 000	19 000
<b>Account Sales Manager</b>	10 000	16 000	13 500
<b>Business Development Manager</b>	17 500	25 000	20 000
<b>Marketing Director</b>	20 000	45 000	30 000
<b>Marketing Manager</b>	16 000	25 000	20 000
<b>Digital Marketing Manager</b>	16 000	25 000	21 000
<b>Digital Marketing Specialist</b>	10 000	18 000	13 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Dorota Hechner**

Director

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

**Get in touch**

# Technical Sales

## Employment Contract

### Technical Sales

	Min.	Max.	Most frequently offered
Technical Sales Advisor	10 000	12 000	11 000
Sales Support Engineer	10 000	16 000	13 000
Sales Engineer (Industrial Machines)	13 000	18 000	16 000
Sales Engineer (Process Technologies)	12 000	18 000	15 000
Sales Engineer (Electrotechnics)	12 000	17 000	15 000
Sales Engineer (Industrial Automation)	13 000	17 000	16 000
Sales Engineer HVAC	13 000	18 000	15 000
Service Sales Engineer	12 000	16 000	15 000
Application Engineer	13 000	20 000	17 000
Key Account Manager Safety	13 000	20 000	16 000
Key Account Manager	15 000	20 000	16 000
Key Account Manager HVAC	16 000	20 000	18 000
Business Development Manager / Area Sales Manager	18 000	25 000	20 000
Sales Manager	23 000	27 000	20 000
Service Technician	9 000	11 000	10 000
Service Engineer Poland	10 000	15 000	12 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Technical Sales

## Employment Contract

### Technical Sales

	Min.	Max.	Most frequently offered
<b>Project Manager</b> (industrial machines, process)	18 000	35 000	25 000
<b>International Commissioning Engineer</b>	15 000	22 000	17 000
<b>Service Coordinator</b>	10 000	13 000	12 000
<b>Service Manager</b>	16 000	25 000	18 000
<b>Service Director</b>	25 000	35 000	30 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Malwina Siciarz**

Business Unit Manager

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

[Get in touch](#)

# Manufacturing & Engineering

## Employment Contract

### Manufacturing & Engineering

	Min.	Max.	Most frequently offered
Design Engineer / Constructor	8 000	22 000	15 000
Process Engineer	8 000	18 000	13 000
Quality Engineer	8 000	15 000	12 000
Supplier Quality Engineer (SQE)	9 000	18 000	12 000
Quality Manager	14 000	25 000	18 000
Production Manager	15 000	40 000	24 000
Maintenance Manager	14 000	32 000	22 000
Technical Department Manager	14 000	30 000	24 000
Project Manager	14 000	40 000	18 000
Project Engineer	9 000	17 000	13 000
Maintenance Engineer	8 000	13 000	10 000
Automation Engineer	9 000	24 000	14 000
Electronics Engineer	8 000	15 000	12 000
Plant Director / Plant Manager	20 000	60 000	35 000
Operations Director / COO (Chief Operating Officer)	20 000	50 000	38 000
Team Leader / Shift Manager / Shift Leader	8 500	16 000	12 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Manufacturing & Engineering

## Employment Contract

### Manufacturing & Engineering

	Min.	Max.	Most frequently offered
<b>R&amp;D Manager</b>	14 000	30 000	18 000
<b>R&amp;D Engineer / NPI</b>	9 000	18 000	14 000
<b>Lean Specialist</b>	8 000	16 000	13 000
<b>Lean Manager</b>	14 000	25 000	18 000
<b>EHS Manager (Environment, Health, and Safety Manager)</b>	14 000	30 000	18 000
<b>EHS Specialist (Environment, Health, and Safety Specialist)</b>	8 000	15 000	12 000
<b>Service Technician / Service Engineer</b>	9 000	20 000	15 000
<b>Service Manager</b>	16 000	30 000	23 000
<b>Control Engineer</b>	8 000	16 000	12 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Magdalena Wiśniewska**

Team Leader

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

**Get in touch**

# Logistics & Supply Chain

## Employment Contract

### Logistics & Supply Chain

	Min.	Max.	Most frequently offered
Operational Buyer	9 000	11 000	10 000
Strategic Buyer	10 500	12 500	11 500
Purchasing Manager	16 500	18 500	17 500
Purchasing Director	26 000	32 000	27 500
Category Manager	15 000	19 000	18 000

### Transport, Shipping & Logistics

	Min.	Max.	Most frequently offered
Freight Forwarder	8 000	11 000	8 000
Shipping Department Manager	12 000	15 000	15 000
Business Development Manager (TSL)	16 500	20 500	18 500
Customer Service Specialist	8 000	11 000	9 500
Customer Service Manager	16 000	21 000	18 000
Logistics Specialist	9 000	12 000	10 000
Logistics Manager	15 000	18 000	16 000
Director of Logistics Department	22 000	30 000	26 000
Supply Chain Planner	11 000	13 000	12 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Logistics & Supply Chain

## Employment Contract

### Transport, Shipping & Logistics

	Min.	Max.	Most frequently offered
Head of Planning Department	15 500	18 500	17 500
Supply Chain Specialist	7 500	9 000	8 000
Supply Chain Manager	16 000	18 000	17 000
Director of Supply Chain	26 000	30 000	28 000
Warehouse Manager	12 000	15 000	14 000
Head of Distribution Centre	19 000	28 000	22 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Małgorzata Konopka**

Principal Consultant

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

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# Finance & Accounting

## Employment Contract

### Finance & Accounting

	Min.	Max.	Most frequently offered
<b>CFO / Member of the Management Board</b>	35 000	70 000	48 000
<b>Finance Director</b>	25 000	50 000	35 000
<b>Finance Manager</b>	20 000	40 000	27 000
<b>Controlling Manager</b>	20 000	37 000	26 000
<b>Finance Business Partner</b>	17 000	25 000	21 000
<b>Financial Controller</b>	15 000	20 000	18 000
<b>Business Controller</b>	15 000	20 000	18 000
<b>Financial Analyst</b>	11 000	17 000	14 500
<b>Business Analyst</b>	11 000	17 000	14 000
<b>Financial Specialist</b>	8 000	15 000	13 000
<b>Head of Accounting / Accounting Manager</b>	23 000	42 000	30 000
<b>Chief Accountant</b>	17 000	33 000	25 000
<b>Deputy Chief Accountant</b>	15 000	19 000	18 000
<b>Independent Accountant</b>	11 000	17 000	15 000
<b>Accountant</b>	8 000	11 000	10 000
<b>Senior Accountant</b>	9 000	15 000	12 000
<b>Junior Accountant</b>	6 000	8 000	6 500

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Finance & Accounting

## Employment Contract

### Finance & Accounting

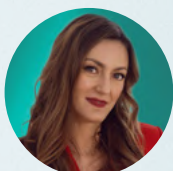
	Min.	Max.	Most frequently offered
Head of Tax / Tax Manager	20 000	50 000	28 000
Tax Expert	13 000	21 000	17 000
Tax Specialist	12 000	19 000	14 000
Head of Internal Audit	22 000	40 000	30 000
Internal Auditor	13 000	21 000	15 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Małgorzata Sułkowska**

Senior Team Leader

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

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# SSC/BPO

## Employment Contract

### SSC/BPO

	Min.	Max.	Most frequently offered
AP/AR Accountant	8 500	11 500	10 500
AP/AR Team Leader	13 500	17 500	15 000
AP/AR Manager	19 000	25 000	24 000
GL Accountant	10 000	15 000	13 000
GL Team Leader	16 000	19 000	17 000
GL Manager	22 000	27 000	25 000
Customer Service Specialist	7 500	8 500	8 000
Customer Service Team Leader	10 000	13 000	12 000
Customer Service Manager	14 000	18 000	16 000
Finance Analyst	11 000	16 000	14 000
Payroll Specialist	11 000	14 000	12 000
Payroll Team Leader	14 000	18 000	16 000
HR Admin Specialist	9 000	11 000	10 000
Compensation & Benefits Specialist	11 000	16 000	12 000
Talent Acquisition Specialist	10 000	14 000	12 000
Tax Accountant	10 000	16 000	13 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# SSC/BPO

## Employment Contract

### SSC/BPO

	Min.	Max.	Most frequently offered
Tax Team Leader / Manager	17 000	32 000	24 000
Master Data Specialist	9 000	12 000	11 000
Procurement Specialist	9 000	13 000	11 000
Procurement Team Leader	14 000	19 000	16 000
Delivery / Operations Manager	20 000	26 000	24 000
Head of SSC	40 000	70 000	60 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Klaudia Kubiak**

Senior Team Leader

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# Legal

## Employment Contract

### Finance & Accounting

	Min.	Max.	Most frequently offered
Legal Assistant	5 000	15 000	10 500
Junior Associate	5 000	16 000	9 500
Associate	8 000	20 000	14 000
Senior Associate	13 000	45 000	25 000
Local Partner	30 000	70 000	43 000
Partner	28 000	190 000	69 000
In-House Lawyer	7 500	20 000	15 000
Legal Manager / Legal Counsel	16 000	40 000	25 000
Head of Legal	18 000	80 000	38 000
Compliance Officer	8 000	16 000	13 500
Compliance Manager	18 000	34 000	23 000
Data Protection Officer	9 500	26 000	16 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Joanna Galińska**

Executive Manager

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# Human Resources

## Employment Contract

### Human Resources

	Min.	Max.	Most frequently offered
Compensation & Benefits Manager	17 000	42 000	25 000
Compensation & Benefits Specialist	11 000	26 000	17 000
HR Controlling Manager	19 000	40 000	24 000
HR Analyst	9 000	15 000	12 000
HR Director	28 000	75 000	39 000
HR Manager	21 000	40 000	27 000
HR Business Partner	12 000	28 000	16 000
HR Generalist	10 000	17 000	13 500
HR Specialist	8 500	15 000	10 000
Recruitment Specialist	5 000	12 000	9 500
Senior Recruitment Specialist	9 000	18 000	13 000
Payroll Specialist	8 000	18 000	13 000
Payroll Manager	12 500	30 000	18 000
Recruitment Manager	13 500	28 000	22 000
Talent Acquisition Specialist	11 000	18 000	14 000
Talent Acquisition Manager	16 500	32 000	22 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month

# Human Resources

## Employment Contract

### Human Resources

	Min.	Max.	Most frequently offered
Talent Acquisition Director	22 000	44 000	30 000
Talent & Development Specialist	10 000	16 000	13 000
Talent & Development Manager	16 000	33 000	26 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Joanna Galińska**

Executive Manager

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# Administration & Office Support

## Employment Contract

### Administration & Office Support

	Min.	Max.	Most frequently offered
Receptionist/ Secretary	5 000	8 000	6 000
Office Assistant	5 000	8 500	7 000
Administration Specialist	5 000	10 000	7 500
Administrative Assistant	5 000	9 500	7 000
Executive Assistant	11 000	17 000	14 000
Personal Assistant	11 000	22 000	15 000
Administration Coordinator	9 000	16 000	12 000
Office Manager	12 000	30 000	18 000
Operational Manager	15 000	30 000	21 000
Head of Administration	16 000	40 000	25 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Natalia Piotrowska**

Senior Consultant

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# Property & Construction

## Employment Contract

### Property & Construction

	Min.	Max.	Most frequently offered
Property Manager	12 000	18 000	15 000
Asset Manager	18 000	28 000	22 000
Junior Leasing Manager	8 000	12 000	11 000
Leasing Manager	14 000	20 000	17 000
Consultant	11 000	15 000	12 000
Associate Director	18 000	28 000	24 000
Valuer / Consultant	11 000	15 000	13 000
Associate Director	18 000	28 000	24 000
Land Acquisition Specialist / Junior Land Acquisition Manager	10 000	12 000	11 000
Expansion Manager	15 000	25 000	20 000
Facility Manager / Technical Manager On-site	12 000	24 000	17 000
Technical Director / Senior Portfolio Facility Manager	18 000	28 000	23 000
Cost Estimator	9 000	13 000	10 000
Cost Manager	11 000	16 000	13 000
Head of Cost Management	15 000	22 000	18 000
HVAC Instalations Designer / Electrical Installations Designer	9 000	15 000	12 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Property & Construction

## Employment Contract

### Property & Construction

	Min.	Max.	Most frequently offered
Architect	14 000	24 000	18 000
Site Manager	12 000	18 000	14 000
Construction Manager	15 000	20 000	16 000
Fit - Out Project Manager	12 000	18 000	15 000
Project Manager (Buildings)	16 000	28 000	22 000
Director of Preparation and Realization Department	20 000	32 000	25 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Łukasz Silski**

Principal Consultant

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# Digital & Media

## Employment Contract

### Digital

	Min.	Max.	Most frequently offered
Digital Specialist	9 000	13 000	12 000
Digital Manager	16 000	20 000	18 000
Digital Director	20 000	35 000	25 000
E-commerce Specialist	10 000	15 000	12 000
E-commerce Manager	17 000	23 000	20 000
E-commerce Director	25 000	50 000	35 000
Digital & E-commerce Manager	16 000	22 000	18 000
Digital & E-commerce Director	22 000	35 000	25 000
Marketing Automation Specialist	10 000	13 000	12 000
CRM Analyst	10 000	15 000	14 000
CRM Manager	17 000	25 000	20 000
Performance Marketing Specialist	10 000	15 000	12 000
Performance Marketing Manager	16 000	20 000	18 000
Content Marketing Director	20 000	30 000	26 000
E-commerce Key Account Manager	15 000	18 000	17 000
Web Analyst	10 000	17 000	15 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Digital & Media

## Employment Contract

### Media & Advertising

	Min.	Max.	Most frequently offered
SEM Specialist	10 000	15 000	13 000
Paid Social Specialist	9 000	14 000	12 000
Programmatic Specialist	10 000	15 000	12 000
Performance Specialist	9 000	13 000	10 000
Digital Account Manager	10 000	16 000	13 000
Group Account Director	25 000	42 000	39 000
Senior Strategist	17 000	25 000	20 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Marta Jurczyk**

Principal Consultant

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

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# Consumer Goods

## Employment Contract

### Brand Marketing

	Min.	Max.	Most frequently offered
Marketing Director	30 000	50 000	40 000
Marketing Manager	26 000	30 000	28 000
Senior Brand Manager	17 000	24 000	22 000
Brand Manager /Product Manager	13 000	17 000	16 000
Junior Brand Manager	11 000	14 000	13 000
Marketing Specialist	8 000	10 000	9 000

### Trade Marketing

	Min.	Max.	Most frequently offered
Trade Marketing Specialist	9 000	11 000	10 000
Junior Trade Marketing Manager	12 000	15 000	14 000
Trade Marketing Manager	15 000	25 000	20 000

### Category Management

	Min.	Max.	Most frequently offered
Category Manager	15 000	25 000	20 000
Junior Category Manager	12 000	17 000	15 000
Category Specialist	10 000	14 000	12 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Consumer Goods

## Employment Contract

### Sales Department

	Min.	Max.	Most frequently offered
<b>Sales Director</b>	30 000	70 000	55 000
<b>National Field Force Manager</b>	20 000	33 000	28 000
<b>National Key Account Manager</b>	22 000	30 000	27 000
<b>Senior Key Account Manager</b>	18 000	24 000	22 000
<b>Key Account Manager</b>	15 000	19 000	17 000
<b>Junior Key Account Manager</b>	12 000	15 000	14 000
<b>Regional Sales Manager</b>	13 000	17 000	14 000
<b>Export Manager</b>	14 000	20 000	17 000

### Sales Support Area

	Min.	Max.	Most frequently offered
<b>Business / Sales Analyst</b>	13 000	15 000	14 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Kinga Ignerowicz**

Business Leader

Do you want to discuss salary benchmarks and the latest recruitment trends in your industry?

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# Retail

## Employment Contract

### Retail

	Min.	Max.	Most frequently offered
Store Manager	6 500	8 500	7 500
Store Manager Premium brand	9 000	12 000	10 500
Store Director	13 000	18 000	15 000
Sales Director	22 000	35 000	28 000
Ares Sales Manager	15 000	20 000	18 000
Marketing Director	20 000	35 000	28 000
Marketing Manager	15 000	22 000	18 000
Marketing Specialist	8 500	12 000	9 500
Omnichannel Manager	18 000	25 000	22 000
Product Manager	15 000	18 000	17 000
Junior Category Manager	9 000	11 500	10 000
Manager Kategorii	12 000	18 000	15 000
Buyer	9 000	13 000	11 500
Loyalty Manager	15 000	20 000	18 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Retail

## Employment Contract

### Retail

	Min.	Max.	Most frequently offered
CRM Manager	17 000	25 000	22 000
CRM Specialist	6 000	10 000	8 500
Pricing Manager	15 000	20 000	17 000
Pricing Specialist	12 000	17 000	14 000
Regional Auditor	11 000	15 000	13 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Olga Las-Opolska**

Principal Consultant

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# Pharma

## Employment Contract

### Sales & Marketing

	Min.	Max.	Most frequently offered
Commercial Director	30 000	70 000	55 000
Sales & Marketing Manager	28 000	45 000	34 000
Business Unit Director	30 000	52 000	44 000
National Sales Manager	23 000	34 000	27 000
Regional Sales Manager	16 000	25 000	19 000
National Key Account Manager (Pharmacy Chains)	24 000	34 000	28 000
Key Account Manager (Pharmacy Chains)	16 000	23 000	18 000
Key Account Specialist (Pharmacy Chains)	11 000	16 000	14 000
Key Account Manager (Hospital)	12 000	21 000	18 000
Tender Manager	13 000	23 000	17 000
Tender Specialist	9 000	15 000	12 500
Medical Representative	7 000	12 500	9 000
Pharmaceutical Representative	7 000	11 000	8 000
Marketing Director	30 000	50 000	43 000
Marketing Manager	24 000	35 000	30 000
Group Product Manager	21 000	28 000	24 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Pharma

## Employment Contract

### Sales & Marketing

	Min.	Max.	Most frequently offered
Senior Product Manager	17 000	28 000	23 000
Product Manager	15 000	21 000	19 000
Trade Marketing Manager	14 000	23 000	19 000
Portfolio Development Manager	15 000	30 000	23 000
Digital Manager	15 000	30 000	24 000
E-Commerce Manager	16 000	26 000	20 000
Commercial Effectiveness Manager	18 000	26 000	23 000
Commercial Effectiveness Specialist	10 000	17 000	14 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Łukasz Jankowicz**

Senior Team Leader

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# Pharma

## Employment Contract

### Others

	Min.	Max.	Most frequently offered
Medical Director	35 000	70 000	54 000
Medical Manager	24 000	34 000	30 000
Medical Advisor	22 000	30 000	27 000
Medical Science Liaison	16 000	21 000	18 000
Market Access Director	35 000	55 000	45 000
Market Access Manager	18 000	28 000	24 000
Pharmacovigilance Manager	17 000	25 000	23 000
Pharmacovigilance Specialist	10 000	16 000	12 500
R&D Director	28 000	45 000	34 000
R&D Project Manager	14 000	21 000	17 000
Formulation Specialist	10 000	18 000	14 500
Analytical Chemist	8 000	12 500	9 000
Regulatory Affairs Director	30 000	40 000	36 000
Regulatory Affairs Manager	19 000	27 000	23 000
Regulatory Affairs Specialist	8 500	15 000	11 500
Clinical Trial Manager	23 000	28 000	25 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Pharma

## Employment Contract

### Others

	Min.	Max.	Most frequently offered
Clinical Project Manager	24 000	32 000	27 000
Clinical Research Associate	17 000	21 000	18 500
Clinical Data Manager	17 000	25 000	22 000
Quality Director	24 000	45 000	35 000
Quality Assurance Manager	14 000	25 000	22 000
Qualified Person	14 000	23 000	19 000
Responsible Person	14 000	23 000	19 000
Quality Specialist	8 000	14 000	11 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Łukasz Jankowicz**

Senior Team Leader

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# Medical Devices

## Employment Contract

### Medical Devices

	Min.	Max.	Most frequently offered
Sales & Marketing Director	30 000	50 000	35 000
Sales Director	30 000	50 000	35 000
Field Force Manager	20 000	30 000	25 000
Key Account Manager	14 000	20 000	16 000
Medical Representative	10 000	16 000	12 000
Marketing Director	25 000	50 000	30 000
Marketing Manager	20 000	30 000	25 000
Product Manager	14 000	22 000	16 000
Product Specialist	10 000	14 000	12 000
Marketing Specialist	9 000	12 000	10 000
Application Specialist	14 000	21 000	18 000
Regulatory Affairs Manager	14 000	20 000	18 000
Regulatory Affairs Specialist	10 000	14 000	12 000
Quality Manager	14 000	22 000	18 000
Quality Specialist	9 500	13 000	11 000
Service Manager	18 000	30 000	25 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Medical Devices

## Employment Contract

### Medical Devices

	Min.	Max.	Most frequently offered
Service Engineer	10 000	16 000	12 000
Tender Manager	13 000	20 000	15 000
Tender Specialist	8 500	13 000	10 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month

**Monika Radziszewska**

Senior Team Leader

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# Banking & Financial Services

## Employment Contract

### Risk, Audit, and Products

	Min.	Max.	Most frequently offered
Head of ESG	26 000	45 000	32 000
Product Owner	16 000	25 000	22 000
Risk Model Specialist	13 000	20 000	16 000
Model Validation Specialist	13 000	18 000	16 000
Reporting Specialist	12 000	17 000	14 000
Risk Manager	19 000	29 000	25 000
Internal Auditor	10 000	15 000	12 000
Customer Intelligence Expert	15 000	19 000	17 000
Data Scientist CRM	15 000	22 000	18 000
Data Scientist AI	18 000	25 000	20 000

### Sales

	Min.	Max.	Most frequently offered
Regional Sales Director	18 000	25 000	20 000
Branch Director	12 000	17 000	15 000
Client Advisor	6 000	8 000	7 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



# Banking & Financial Services

## Employment Contract

### Sales

	Min.	Max.	Most frequently offered
<b>Affluent Client Advisor</b>	9 000	11 000	10 000
<b>Credit Analyst - Corporate Banking</b>	11 000	17 000	15 000
<b>Relationship Manager - SME</b>	9 000	14 000	12 000
<b>Relationship Manager - Corporate Banking</b>	13 000	20 000	16 000

### Insurance

	Min.	Max.	Most frequently offered
<b>Product Manager</b>	13 000	20 000	16 000
<b>Underwriter</b>	9 000	18 000	14 000
<b>Actuary</b>	13 000	22 000	18 000
<b>Reporting Specialist</b>	9 000	14 000	11 000
<b>Insurance Broker</b>	9 000	17 000	13 000
<b>Insurance Broker</b>	9 000	16 000	12 000

1 PLN = 0,24 EUR

1 PLN = 0,24 USD

1 PLN = 0,20 GBP

Employment Contract (EC) - PLN gross / month



**Tomasz Stolarski**

Executive Manager

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