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YOUR BUSINESS OUR EXPERTISE

Hays Hungary is part of Hays plc, the world's leading company in qualified, professional and skilled recruitment.

The Group operates out of over 237 offices in 33 countries, employing around 8,300 staff worldwide across 20 specialisms.

Last year our experts placed around 57,000 people in permanent jobs and around 212,000 people into temporary assignments.

About Hays Hungary

Having launched our first office in Budapest in 2007, we are proud to have grown into one of the leading specialist recruitment companies in Hungary.

How we can help you

We offer tailor-made permanent, temporary and executive recruitment services. Our passion lies in helping organisations find the right talent – quite simply, we power the world of work.



“A business is nothing
without its people”

Welcome to the 2015 Hays Hungary Salary Guide and Market Overview

This is the fifth consecutive year that we are delighted to present to you our annual report, covering salary levels and key trends in the Hungarian employment market.

You will find comprehensive salary benchmarking and market analysis for experts and managers, covering 10 main specialist sectors and focusing on all hiring trends over the past 12 months. We also look at all major economic, legislative and technological changes that we feel will shape the labour market in 2015.

Our unique report presents the minimum, maximum and average gross monthly salaries in Hungarian Forints (HUF) for full-time positions. The data was drawn from hundreds of recruitment projects run by Hays Hungary nationwide for its multinational and SME private sector clients in 2014.

We hope you will find the information and insight presented in our Salary Guide and Market Overview 2015 both interesting and useful in assisting with pay reviews, benchmarking within your sector and planning your new budget.

Tammy Nagy-Stellini

Managing Director, Hays Hungary

BUSINESS SERVICES INVESTING IN PEOPLE



Hungary is still one of the most attractive locations for newly established Shared Service Centres. In the case of existing SSCs the number of more complex roles are increasing while transactional functions are taken over by other countries.

The main target group of Hungarian SSCs are multilingual, newly graduated candidates, Experienced professionals in the areas of Finance, IT helpdesk, Customer service, Procurement, Sales, Master data and HR support are also in demand.

The labour market has become more competitive than ever. Available candidates in the market usually receive several offers in a short period of time, as an employer it is important to ensure a fast and flexible hiring process, as well as a competitive compensation

package. Due to high competition, retention is also a key area to focus on. Candidates expect clear career opportunities, training and salary increases.

A candidates' good impression during the hiring process is also essential. By focusing on employee satisfaction, companies can decrease the high attrition rate which is one of the main challenges of this sector.

We predict a continuous demand for French, German speaking and trilingual candidates and a high number of openings in the financial sector in 2015. A competitive advantage can be gained by ensuring a smooth, flexible hiring process and applying innovative recruitment solutions.

BUSINESS SERVICES SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the BUSINESS SERVICES sector.

Salary levels are also influenced by language requirements. An additional language may increase salaries by 20 000-30 000 HUF (gross).

ACCOUNTANCY AND FINANCE

ROLE	SALARY GUIDE (GROSS/HUF) Monthly salary	
	0-2 years of experience	3-5 years of experience
AP Clerk	270 000-350 000	350 000-420 000
AR Clerk	270 000-350 000	350 000-450 000
Credit & Collection Specialist	270 000-350 000	350 000-450 000
GL Accountant	280 000-400 000	450 000-650 000
AP Team Leader	n/a	450 000-600 000
AR Team Leader	n/a	450 000-650 000
Credit & Collection Team Leader	n/a	450 000-650 000
GL Team Leader	n/a	600 000- 800 000
AP Manager	n/a	800 000-1 100 000
AR Manager	n/a	800 000-1 100 000
GL Manager	n/a	900 000-1 300 000
Finance Operations Manager	n/a	1 000 000- 1 500 000

HR

ROLE	SALARY GUIDE (GROSS/HUF) Monthly salary	
	0-2 years of experience	3-5 years of experience
HR Operations Support	280 000-370 000	370 000-450 000
Learning & Development Specialist	280 000-370 000	370 000-450 000
HR Payroll Specialist	300 000-380 000	380 000-480 000
Compensation and Benefit Specialist	300 000-380 000	400 000-550 000
Team leader	n/a	550 000-650 000
HR Operations Manager	n/a	800 000-1 200 000

IT HELPDESK

SALARY GUIDE (GROSS/HUF) Monthly salary

ROLE	0-2 years of experience	3-5 years of experience
1st level IT help desk	300 000-360 000	360 000-420 000
2nd level IT help desk	n/a in case of 2 years of experience - 360 000	360 000-460 000
Team Leader	n/a	550 000-750 000
Quality Manager	n/a	500 000-700 000
Incident Manager	n/a	500 000-700 000
Service Delivery Manager	n/a	800 000-1 200 000
Service Desk Operations Manager	n/a	1 000 000-1 500 000

CUSTOMER SERVICE & MASTER DATA

SALARY GUIDE (GROSS/HUF) Monthly salary

ROLE	0-2 years of experience	3-5 years of experience
Customer Service Representative	280 000-360 000	360 000-450 000
Customer Service Team Leader	n/a	500 000-650 000
Customer Service Operations Manager	n/a	800 000-1 000 000
Master Data Analyst	280 000-330 000	360 000-450 000
Master Data Team Leader	n/a	500 000-650 000
Master Data Manager	n/a	800 000-1 000 000

MANAGERIAL FUNCTIONS

SALARY GUIDE (GROSS/HUF) Monthly salary

ROLE	0-2 years of experience	3-5 years of experience
Operations Director/ Head of SSC	1 000 000-1 500 000	1 500 000-2 000 000
SSC Finance Manager	1 000 000-1 200 000	1 300 000-2 000 000
Project Manager	900 000-1 200 000	1 000 000-1 500 000
Transition Manager	800 000-1 000 000	1 000 000-1 300 000
Training Manager	600 000-800 000	800 000-1 000 000
HR Manager	800 000-1 000 000	1 000 000-1 500 000



IT NICHE SKILLS REQUIRED



This year again we can expect serious demand for talented and experienced software developers in the domestic market. Java, C# and C++ remain the most sought-after program languages.

As a result of the increasing entrepreneurship, the start-up sector keeps getting stronger. Enthusiastic developers, willing to take risks for new and innovative ideas are becoming more popular.

Developers and IT experts are still expected to have soft skills. In addition professional knowledge, communication skills and team spirit have become indispensable criteria.

Besides development, the importance of cloud-based technologies continues to stand out, which is referred to as the most cost-effective solution in the IT market. The changes in IT security trends have also had a strong impact on the market and we can expect the demand for experts with relevant knowledge or qualifications to grow further in 2015.

IT SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the IT sector

ROLE	MIN SALARY	MAX SALARY	TYPICAL
HELPDESK			
L1 (Outlook or other technical)	280 000	380 000	350 000
L2 (Outlook, Lotus)	350 000	450 000	420 000
Helpdesk Team Leader	450 000	550 000	500 000
SOFTWARE DEVELOPMENT			
Junior Software Developer	290 000	420 000	380 000
Software Developer (3+ years' experience)	450 000	650 000	550 000
Senior software Developer	600 000	800 000	700 000
Development Lead	750 000	1 300 000	950 000
SOFTWARE TESTING			
Junior Software Tester	250 000	400 000	300 000
Software tester	400 000	550 000	500 000
Senior software tester	600 000	750 000	650 000
Test Lead, Test Manager	750 000	1 000 000	800 000
INFRASTRUCTURE			
Network Engineer	550 000	700 000	600 000
System Engineer	500 000	700 000	650 000
OTHER			
Database Developer (Oracle, PLSQL) (Mid to Senior)	550 000	850 000	650 000
Security Expert (Mid to Senior)	550 000	1 100 000	900 000
System Administrator	400 000	600 000	500 000
Business Analyst (Junior)	350 000	500 000	450 000
Business Analyst (Senior)	700 000	1 000 000	900 000
SAP Consultant	800 000	1 200 000	1 100 000
Project Manager	650 000	1 100 000	900 000
Technical Writer (min. 1 year experience)	280 000	450 000	320 000

ACCOUNTANCY & FINANCE

DEMAND FOR TALENTED SPECIALISTS



Due to the challenging time of the financial sector, the banking and insurance sector can hardly stabilize their human resources. In the crucial specialisms (risk, restructuring, sales, and product development), there is a high demand for expertise and well qualified people. Employers who do not focus on retention can face difficulties due to the notable demand for candidates in these areas.

However, thanks to a slight improvement in the economy, we can see more job opportunities in the commercial, life sciences and production sectors - mainly at an experienced level (3-5 years of professional experience). The most popular roles are in senior controller, senior accountant and tax expert positions.

On average, in all sectors there is still a high demand for English-speaking professionals with complex accounting and/or taxation experience.

ACCOUNTANCY & FINANCE SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the ACCOUNTANCY & FINANCE sector. The salary ranges of different positions are influenced by the responsibilities of the role, industry, region, need of travelling and benefits.

ROLE	MIN SALARY	MAX SALARY	TYPICAL
Audit Assistant (Fresh Graduate)	270 000	320 000	280 000
Audit Senior (3+ years' experience)	500 000	650 000	550 000
Audit Manager (5+ years' experience)	650 000	900 000	800 000
Audit Partner (7+ years' experience)	1 000 000	1 700 000	1 500 000
Junior Controller (Fresh Graduate)	250 000	320 000	300 000
Controller (1-3 years' experience)	350 000	500 000	450 000
Senior Controller (3+ years' experience)	500 000	800 000	650 000
Head of Controlling (5+ years' experience)	700 000	1 100 000	900 000
Accountant Fresh Graduate	250 000	300 000	270 000
Accountant with experience (1-3 years' experience)	350 000	450 000	400 000
Senior Accountant (3-5 years' experience)	550 000	750 000	600 000
Chief Accountant (5+ years' experience)	650 000	900 000	700 000
CFO (10+ years' experience)	1 000 000	1 500 000	1 200 000
Credit Collector (1-3 years' experience)	300 000	500 000	400 000
Senior Credit Collector (3+ years' experience)	500 000	750 000	600 000
Payroll specialist (1-3 years' experience)	250 000	450 000	350 000
Payroll team leader (5+ years' experience)	650 000	800 000	700 000
Junior Analyst Fresh graduate	250 000	300 000	280 000
Analyst (1-3 years' experience)	300 000	450 000	400 000
Senior Analyst (3+ years' experience)	600 000	850 000	700 000
Tax advisor (1-3 years' experience)	350 000	470 000	400 000
Tax supervisor (3+ years' experience)	550 000	700 000	625 000
Tax manager (5+ years' experience)	700 000	900 000	800 000
Regional Finance Director	1 200 000	1 800 000	1 500 000

LIFE SCIENCES

FOCUS ON VARIABLE BENEFITS



In the second half of 2014 we experienced more activity in the pharmaceutical labour market in terms of the number of recruitment projects undertaken compared year-on-year. It is a good sign, for example, that demand for pharmaceutical and medical device sales professionals has increased, despite special taxes and regulations affecting the industry.

The most sought after professional profiles were in the following technical areas: regulatory affairs, pharmacovigilance, medical affairs, quality assurance, clinical research and medical sales.

In the field of regulatory and drug safety outsourcing still remains the leading trend at a global level. These service delivery centres offer various entry-level positions for junior and/or fresh graduate applicants

with life science degrees who would like to pursue a pharmaceutical career.

As a result of outsourcing clinical trials the demand for clinical research professionals is increasing on the CRO side, while clinical research departments of pharmaceutical companies showed a decline.

As always, the human resources needs of commercial affiliates engaged in the promotion of originator pharmaceuticals will be greatly influenced by the dynamics of pricing and reimbursement in the healthcare system and market approval of new therapies.

LIFE SCIENCES SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the LS sector

ROLE	MIN SALARY	MAX SALARY	TYPICAL
IN AN INTERNATIONAL CRO - HUNGARY			
Clinical Research Associate (2-3 years' experience)	700 000	900 000	800 000
Senior Clinical Research Associate (3+ years' experience)	900 000	1 200 000	1 050 000
Clinical Team Leader (Lead CRA)	1 000 000	1 300 000	1 150 000
Clinical Operations Manager (Line Manager)	1 500 000	1 800 000	1 650 000
Clinical Project Manager	1 200 000	1 500 000	1 350 000
Clinical Operations Director	1 800 000	2 200 000	2 000 000
Medical Director	1 300 000	1 600 000	1 450 000

ROLE	MIN SALARY	MAX SALARY	TYPICAL
IN A LOCAL CRO - HUNGARY			
Clinical Research Associate I (up to 1 year experience)	450 000	550 000	500 000
Clinical Research Associate II (2-3 years' experience)	550 000	700 000	625 000
Senior Clinical Research Associate (3+ years' experience)	700 000	900 000	800 000
Clinical Team Leader	900 000	1 200 000	1 050 000
Clinical Operations Manager	1 000 000	1 400 000	1 200 000
Clinical Project Manager	1 000 000	1 300 000	1 150 000

ROLE	MIN SALARY	MAX SALARY	TYPICAL
IN A PHARMA COMPANY - HUNGARY			
Clinical Research Associate (1-3 years' experience)	550 000	750 000	650 000
Senior Clinical Research Associate (3+ years' experience)	750 000	950 000	875 000
Clinical Team Leader (Lead CRA)	900 000	1 000 000	950 000
Clinical Operations Manager (Line Manager)	1 000 000	1 300 000	1 150 000
Clinical Project Manager	1 000 000	1 300 000	1 150 000
Head of Clinical Operations	1 500 000	2 000 000	1 750 000
Medical representative, Primary Care	400 000	550 000	475 000
Medical representative, Speciality Care	500 000	650 000	575 000
Key Account Manager, Hospital business	800 000	1 000 000	900 000
Area Sales Manager	800 000	1 200 000	1 000 000
Business Unit Head	1 500 000	2 000 000	1 750 000
Sales Director	1 400 000	1 800 000	1 600 000
Product Manager	700 000	1 350 000	1 025 000
Marketing Director	1 400 000	1 800 000	1 600 000
Sales Force Effectiveness Manager	900 000	1 300 000	1 100 000
Market Access Manager	800 000	1 200 000	1 000 000
Medical Science Liaison	650 000	850 000	750 000
Medical Advisor	700 000	1 200 000	950 000
Medical Director	1 500 000	2 000 000	1 750 000
Regulatory Affairs Specialist	450 000	700 000	575 000
Regulatory Affairs Manager	700 000	1 200 000	950 000
QA Pharmacist	600 000	850 000	725 000
Head of QA / Qualified Person	900 000	1 400 000	1 150 000
Drug Safety Specialist	500 000	800 000	650 000
Drug Safety Manager / QPPV	800 000	1 200 000	1 000 000

ROLE	MIN SALARY	MAX SALARY	TYPICAL
MEDICAL DEVICES / LABORATORY			
Sales Representative	300 000	450 000	375 000
Sales Executive / Product Specialist	400 000	600 000	500 000
Sales Manager	600 000	800 000	700 000
Service Engineer	350 000	600 000	475 000
(Field) Application Specialist	400 000	600 000	500 000
International Sales Executive	600 000	900 000	750 000
International Sales Manager	900 000	1 200 000	1 050 000
Sales Support roles	300 000	450 000	375 000

ROLE	MIN SALARY	MAX SALARY	TYPICAL
MEDICAL DEVICES / DIAGNOSTICS			
Sales Representative	350 000	550 000	450 000
Sales Executive / Product Specialist	500 000	700 000	600 000
Business/Market Development Manager	600 000	800 000	700 000
Distribution Manager	800 000	1 000 000	900 000
Sales Manager	900 000	1 200 000	1 050 000
Service Engineer	400 000	600 000	500 000
Sales support roles	350 000	500 000	425 000
(Field) Application Specialist	450 000	700 000	575 000
International Sales Executive	800 000	1 000 000	900 000
International Sales Manager	900 000	1 800 000	1 350 000
International Distribution Manager	850 000	1 400 000	1 125 000
Product Manager	650 000	850 000	750 000
International Marketing Manager	1 000 000	1 600 000	1 300 000

ROLE	MIN SALARY	MAX SALARY	TYPICAL
IN PHARMACEUTICAL MANUFACTURING			
Quality Assurance Engineer	400 000	600 000	500 000
Quality Manager	800 000	1 000 000	900 000
Quality Control Analyst	300 000	500 000	400 000
Quality Control Manager	700 000	900 000	800 000
Process Development Specialist	500 000	700 000	600 000
Validation Engineer	400 000	600 000	500 000
Pharmaceutical Technologist / Formulator	400 000	600 000	500 000

HOSPITALITY LACK OF PROFESSIONALS



We are seeing some positive signs of development in this sector. Due to active European Union tenders there are more significant players/investors in the market.

Major global hotel chains are still the strongest players in the Hungarian market, relying on developing their existing workforce for internal promotions worldwide.

Clients face problems in finding the right hospitality professionals due to the location and the general lack of high calibre professionals. Companies are usually asking for relevant multinational experience and fluent foreign language knowledge, although these two criterias are not often met simultaneously.

HOSPITALITY SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the Hospitality sector

ROLE	MIN SALARY	MAX SALARY
Front Office Manager	320 000	550 000
FO Supervisor	165 000	280 000
FO Agent/Receptionist	130 000	330 000
Executive Lounge Agent	140 000	200 000
Guest Relation Clerk	140 000	230 000
Telephone Operator	130 000	230 000
Executive Housekeeper	320 000	470 000
Assistant Executive Housekeeper	260 000	450 000
Restaurant Manager	230 000	570 000
Restaurant Supervisor	160 000	350 000
Reservation Manager	280 000	600 000
Reservation Supervisor	210 000	290 000
Reservation Agent	150 000	250 000
Event Manager	300 000	450 000
Event Executive	210 000	300 000
Event Coordinator	170 000	350 000
Spa Manager	500 000	650 000
Assistant Spa Manager	220 000	300 000
Spa Receptionist	135 000	250 000
Masseur	240 000	400 000

RETAIL REGIONAL IN SCOPE



There have been no significant changes in the Hungarian retail sector in the second half of 2014, however we can see some positive signs of development: new luxury brands entered to the Hungarian market and existing luxury retailers have opened new stores in the capital city.

The in-demand players of the fast fashion field are continuously expanding their businesses, not only in the capital city but in other major cities as well. However, some smaller retailers have closed their operations or downsized their smaller branches, especially in the countryside of Hungary.

Online shopping has started to become more significant for retail companies. As consumers habits change some retailers have realised the importance and the impact of an active online presence.

In 2014 the retail sector saw an unprecedented level of consumer spend, levels which have not been reached since 2008 (pre-economic crisis).

According to an international retail forecast in 2015, Hungary can expect new discount chains entering and also expanding into our market.

Salary ranges vary greatly from company to company and are also influenced by the type of sector (food or non-food retail), store attributes and the complexity of the position.

Retail clients usually face difficulties in finding middle manager retail professionals: Retail Manager, Store Manager, Assistant Store Manager, Department Manager and Visual Merchandiser are the most sought-after positions. Client requirements for retail roles are very exact, usually asking for higher education, English fluency and passionate individuals. Retail professionals that are genuinely dedicated and passionate about the client brand.

RETAIL SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the Retail sector

ROLE	MIN SALARY	MAX SALARY	TYPICAL
RETAIL - NON-FASHION AND FASHION RETAIL			
Country Manager	800 000	1 900 000	1 300 000
Area Manager	600 000	1 500 000	850 000
Retail Manager	300 000	750 000	500 000
Area Visual Merchandiser	300 000	700 000	500 000
Store Manager	240 000	600 000	400 000
Assistant Store Manager	190 000	450 000	350 000
Department Manager	180 000	400 000	300 000
Visual Merchandiser	180 000	350 000	250 000
Sales Assistant	150 000	230 000	180 000

ROLE	MIN SALARY	MAX SALARY	TYPICAL
LUXURY FASHION RETAIL			
Area/District Manager	1 500 000	3 000 000	1 800 000
Store Manager	550 000	1 300 000	850 000
Assistant Store Manager	450 000	1 000 000	700 000
Supervisor	350 000	750 000	500 000
Sales Associate	230 000	450 000	300 000

HR FAVOURING COMPLEX COMPETENCIES



In 2014 we have seen quite a lot of movement in the area of HR. HR professionals seemed to be ready to take on new challenges and many were actively keeping an eye out for opportunities.

We have also observed that due to organisational changes that started in many companies in the last one - two years, pressure on HR professionals have become increasingly high. Being able to handle change management, internal communication issues were very much expected from new HR hires. Specialist roles, such as recruiters were also in demand last year.

Standardisations, HR system introductions were also happening in many companies.

Employers have been looking for HR professionals with a hands on attitude, being able to see the big picture but able to deal with operational or administrative tasks. Multitasking skills were very much on demand and of course, English language skills have been essential.

In regards to salaries, we have not seen a significant increase. There are still a limited number of opportunities and the market tends to remain job driven rather than candidate driven.

HR SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the HR sector

ROLE	MIN SALARY	MAX SALARY	TYPICAL
HR Director	900 000	1 600 000	1 350 000
HR Manager	600 000	800 000	650 000
HR Business Partner	550 000	800 000	750 000
HR Generalist	450 000	700 000	550 000
HR Specialist	300 000	550 000	430 000
HR Assistant	250 000	350 000	300 000
HR Administrator	200 000	330 000	250 000
Recruitment Manager	450 000	700 000	650 000
Recruiter (Internal)	300 000	450 000	400 000

LOGISTICS & SUPPLY CHAIN DEMAND ACROSS VARIOUS AREAS



LOGISTICS & SUPPLY CHAIN SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the LOGISTICS & SUPPLY CHAIN sector

ROLE	MIN SALARY	MAX SALARY	TYPICAL
PURCHASING			
Purchasing Assistant	250 000	340 000	300 000
Purchasing Coordinator	300 000	400 000	350 000
Purchaser / Buyer	350 000	650 000	470 000
Strategic Buyer	550 000	900 000	680 000
Purchasing Manager	700 000	1 100 000	850 000
LOGISTICS			
Supply Chain Coordinator	290 000	400 000	350 000
Logistics Planner	370 000	570 000	450 000
Logistics Specialist	300 000	530 000	400 000
Logistics Manager	700 000	1 200 000	870 000
Supply Chain Manager	830 000	1 300 000	1 050 000
Warehouse shift leader	210 000	380 000	280 000
Supply Planner	340 000	570 000	450 000
Warehouse Manager	450 000	800 000	600 000
Distribution Center Manager	800 000	1 400 000	1 100 000

The expansion of the Supply Chain/Logistics field was remarkable in the automotive, electronical, plastic and steel industries last year. The number and size of logistics/warehousing service providers also grew significantly.

Based on the attractive, central location and well qualified labour force of Hungary more and more multinational automotive, electronical and plastic manufacturer companies decided to expand or establish logistics/distribution centres in the country.

The demand on practical higher education is becoming stronger in the field of supply chain as well. The active and continuous collaboration between institutes and the industry is a very important objective in order

to have qualified logistics professionals possessing the optimal combination of practical and theoretical knowledge in the final year of their university course. Based on the previous year's experience Supply Chain Process Architect, Demand Planner and Logistics Optimizer positions were highly sought after by multinational companies.

Considering the language, English is still mandatory due to communication with partners, suppliers and management sitting abroad. Furthermore, the demand for German knowledge is continuously increasing, especially in the automotive and steel industry.

SALES & MARKETING

TECHNICAL SALES IN THE FOCUS

Marketing

We have seen a growing recruitment for online, digital and e-commerce managers which underlines the growing demand for on-line and digital experts. Multinational companies have also experienced the necessity of digital devices in addition to traditional marketing tools.

We have observed an increasing trend in category and trade marketing positions within multinational companies, therefore organisations are willing to offer slightly higher salaries in these positions compared to last year.

Salaries range greatly within the marketing sector, depending on the company and specialisation. Furthermore, companies tend to use the variable part of remuneration as a motivational factor to attract the best talent.

Sales

This year we have seen a lot of interest in technical sales areas. We received a higher number of requests in connection with building materials industries and also from manufacturing companies, where technical knowledge and engineering degrees were often in demand. We were pleased to see that many companies were expanding their sales teams and in some cases international expansion was also observed.

While most of our clients are multinationals, some Hungarian owned enterprises are also rising in great success in both technical and services sectors. In order to be successful in obtaining a sales job, a proven track record and an advanced level of English is essential.



SALES & MARKETING SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the SALES & MARKETING sector

ROLE	MIN SALARY	MAX SALARY	TYPICAL
SALES			
Sales Assistant	240 000	350 000	280 000
Inside Sales Coordinator	230 000	300 000	240 000
Inside Sales Manager	350 000	600 000	480 000
Sales Representative	270 000	550 000	350 000
Sales Engineer	320 000	750 000	600 000
Key Account Manager	450 000	900 000	650 000
Area Sales Manager	380 000	700 000	550 000
National Sales Manager	650 000	900 000	750 000
Sales Director	800 000	1 400 000	1 200 000
International Sales Director	1 200 000	2 000 000	1 600 000

ROLE	MIN SALARY	MAX SALARY	TYPICAL
MARKETING			
Marketing Assistant	240 000	300 000	280 000
Junior Brand Manager	280 000	420 000	370 000
Brand Manager	420 000	600 000	550 000
Senior Brand Manager	600 000	750 000	680 000
Trade Marketing Specialist	380 000	500 000	450 000
Trade Marketing Manager	450 000	700 000	600 000
Communication Specialist	340 000	450 000	380 000
Communication Manager	650 000	800 000	700 000
Online Marketing Specialist	380 000	500 000	450 000
Online Marketing Manager	500 000	800 000	650 000
E-Commerce Manager	500 000	800 000	650 000
Marketing Manager	750 000	1 800 000	1 200 000
Marketing Director	950 000	2 500 000	1 700 000



ENGINEERING

COMBATING SKILL SHORTAGES

The automotive industry is still the key sector in this field. Many factories are expanding and there are currently some significant greenfield investment projects running in Hungary. The role of TIER 1 suppliers in the vehicle industry has remained significant. We experienced the strongest demand for skilled technical experts in the fields of electronics and plastic moulding; this demand was generated mostly by multinational companies. While for Hungarian companies the biggest challenge is to retain employees, multinational competitors face difficulties with their headcount expansion.

Candidates coming from contract manufacturer companies usually mention the uncertainty of the market and the lack of company stability as their main motivation behind looking for a new job.

Most opportunities for fresh graduates come from large multinational automotive organisations. An applicant with skills in English language and three – six months of trainee level experience can be a good starter. Smaller companies usually look for more senior candidates.

English knowledge is still a minimum requirement at almost every company. In the automotive industry, for customer connection related positions (such as project managers and quality assurance engineers), German language knowledge remains advantageous.

There is huge market demand for experts in the fields of process development, such as process engineers, industrialisation engineers and experts of Continuous Improvement (Lean or Six Sigma).

Employers within the market are increasingly interested in professionals with automation knowledge and for a growing number of companies programming is a basic requirement, sometimes even for mechanical engineers. Due to the low number of robot programmers, actual salaries are usually higher than standard engineer level. There is also a great demand for technical project managers with strong language knowledge and communication skills; this is because of the continuously growing number of development and manufacturing projects running in or managed from Hungary.

At QA engineers, we observed that the field is not so easily divided into customer quality, supplier quality and in-production quality oriented subspecialisations, this is because these fields are increasingly overlapping.

Regionally Borsod-Abaúj-Zemplén is catching up with the Western and Central Transdanubian regions, as alongside the M3 highway there is a growing number of job opportunities and more and more competitive salary ranges.



ENGINEERING SALARY GUIDE

Basic HUF monthly gross salaries in Hungary for full-time positions in the ENGINEERING sector.

The salary ranges of different positions are influenced by the responsibilities of the role, industry, region, need of travel and benefits.

Junior Engineer 1+ year experience			
ROLE	MIN SALARY	MAX SALARY	TYPICAL
Production	270 000	380 000	330 000
Quality	300 000	400 000	350 000
Maintenance	300 000	350 000	320 000
R&D	300 000	400 000	350 000
Project engineering	300 000	380 000	350 000
Service engineering	260 000	330 000	320 000
Expert in specific technology	300 000	400 000	350 000

Senior Engineer 3+ years' experience			
ROLE	MIN SALARY	MAX SALARY	TYPICAL
Production	350 000	650 000	450 000
Quality	400 000	550 000	450 000
Maintenance	350 000	500 000	440 000
R&D	380 000	550 000	450 000
Project engineering	450 000	600 000	500 000
Service engineering	300 000	500 000	450 000
Expert in specific technology	400 000	600 000	500 000

Team Leader 5+ years' experience, middle technical management			
ROLE	MIN SALARY	MAX SALARY	TYPICAL
Production	550 000	950 000	800 000
Quality	650 000	850 000	750 000
Maintenance	500 000	850 000	680 000
R&D	550 000	900 000	750 000
Project engineering	550 000	950 000	750 000
Service engineering	500 000	800 000	700 000
Expert in specific technology	550 000	900 000	800 000

10+ years' experience, top technical management			
ROLE	MIN SALARY	MAX SALARY	TYPICAL
Production	900 000	2 000 000	1 500 000
Quality	800 000	1 500 000	1 300 000
Maintenance	900 000	1 400 000	1 000 000
R&D	900 000	1 500 000	1 300 000
Project engineering	900 000	1 800 000	1 300 000
Service engineering	750 000	1 400 000	1 000 000
Expert in specific technology	800 000	2 000 000	1 500 000

TEMPORARY RECRUITMENT FLEXIBLE EMPLOYMENT FORM

In 2014 the increasing tendency has continued in the field of temporary staffing. Although this growth is mostly driven by the Hungarian branches of manufacturing companies, simultaneously the need for temporary employment of white-collar employees has also increased.

Temporary staffing is a service which allows a more flexible type of employment, including all the necessary administration and payroll processes to embrace and decrease partner's tasks.

Employers utilize this service for many reasons, such as to cover the long term absence of an employee (e.g. for maternity leave), in the case of headcount limitations or for one-off projects with specific timelines.

Currently in Hungary most white-collar employees are hired by Shared Service Centers, Financial Service Providers and Telecommunication companies. New and promising sectors include Logistics, IT, and Manufacturing. The most typical positions recruited for are various types of administrators, HR assistants or Recruiters, Finance and IT roles, and the multilingual call center search is also popular.

Employers realised the advantages of temporary contracts at the higher level positions as well, and it is no longer rare to hire for Pharmaceutical or Engineering positions on a temporary basis. In these cases it is common to hire for a fix term period and after that, the leaser company have the possibility to take over the employee.

If we take a look at salary trends, while the blue-collar workers may expect a lower salary in the first 6 months compared to the hiring company's workers, the tendency with office workers is different. Especially in the case of interim positions, the companies pay more than to a regular employee to compensate for the lack of stability and long term prospects.



LOCAL KNOWLEDGE GLOBAL EXPERTISE

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