



Salary guide 2022

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Hungary



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Why use Reed's salary guide?



The full picture

This guide covers salaries for some of the most popular roles across seven specialist industries in the country, at all seniorities, providing you with the knowledge you need to attract and retain the best talent or benchmark your own salary.



Important developments highlighted

We have highlighted the most interesting developments and market trends across our specialisms.



Expert insight

Our local industry experts have provided key insight into their sector.

About Reed

Founded by Sir Alec Reed CBE in 1960, Reed is the largest family-run recruitment company in the world, and a pioneer of specialist recruitment services, spanning the UK, Europe and Asia. Led since 1997 by Sir Alec's son, James, Reed is a leading specialist provider of recruitment solutions worldwide.

Reed's brand message is simple: 'Love Mondays' – at the heart of this message is the Reed family's firmly held belief that everyone should be able to find fulfilling work. The company's business values align with those of its founding family: we are fair, open and honest, we take ownership, and we work together.

Reed's purpose is 'improving lives through work', we believe in building businesses for the benefit of society and we're proud to make a positive difference to people's lives. Every time that we place someone new into a new role, we improve their life.

The first Reed office was opened in Hounslow, West London, in 1960. As an innovator of specialist recruitment services, Sir Alec fundamentally changed the recruitment market forever.

In 1995, Reed became the first high street recruitment company in the UK to have a presence on the internet. Reed.co.uk is the UK's number one job site, and has become one of Europe's biggest job boards, being used by 85% of the UK's top 100 recruitment firms.

When choosing to work with Reed, you are working with more than just a recruitment company. We take our social impact very seriously. In 1989, The Reed Foundation – a charity set up by Reed and the company's single biggest shareholder (18%) – invested over one million pounds of charitable funds to establish Ethiopiaid and Womankind Worldwide.

And in 2007, The Big Give, a non-profit match-funding platform was launched – allowing charities to fundraise and double donations from supporters. Since then, The Big Give has raised over £156 million for charity. Our passion for philanthropy sees Reed co-members work one day a week for charity, and every customer contributes to these causes by simply working with us.

Every time we find someone a job, we create opportunities for both the recruit and their new organisation to innovate and grow. Over the last seven decades, Reed has grown organically through continual innovation and first-class service.

At Reed, we are never afraid to ask: "What's next?", and in 2008, this organic growth included taking our family values global, opening offices in Turkey, Malta, Czech Republic, Hungary, and South Korea. In 2021, we launched Reed Franchise Partnerships with the aim of sharing knowledge and experience with recruitment partners further afield – to date we have partnered with franchisees in Singapore, Benelux, Poland and Switzerland.





The world of work is changing globally

A workplace revolution is upon us. Over the last two years the Covid-19 pandemic has helped shape and accelerate the emerging trends we are now seeing in business globally.

We are observing the biggest change in the way we live and work for at least a century. While lots of people can't work from home, for those who can the change is significant. Whether you like to call this 'hybrid' or 'dynamic' working, my belief is it's here to stay.

The pandemic gave many office-based workers a 'taste' of flexibility and an improved work-life balance. This is now a benefit which is demanded by most professionals, many of whom are refusing to return to a solely onsite working model.

This change is just one consequence of a shift which has resulted in more power and more choice being placed in the hands of working people – over the coming 12 months this will not only change the work-life balance of millions of workers, but also the balance of the global economy.

Those who do not have access to hybrid working will be looking for additional benefits from the roles they are carrying out – that's why companies must ensure they are paying competitive salaries to attract the most talented professionals to these opportunities.

On top of offering flexibility and competitive salaries and benefits, businesses should also remain open-minded when it comes to finding the right people. You will find some of your best workers by

taking on those who are slightly less experienced and then providing them with training and support to fit your business needs. Offering upskilling and training opportunities to both new and existing colleagues will put you in a good position.

In what are rapidly changing circumstances, our consultants are well placed to support and advise you on the best ways of finding people to help your business develop and grow.

The year 2022 will no doubt be another eventful year for business, but those companies that strive to be great places to work and to provide the best possible opportunities for their workforce will position themselves well for future success.

In the end it's great people who deliver great results.

My very best wishes for the year ahead.

James Reed
Chairman and Chief Executive,
Reed

Hungary is regaining strength after a year of change



Klára Pethő

Area Manager
Reed

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// The past 12 months have been testing for professionals and businesses across Hungary as they adjusted to a new way of working, including vast technological advancements following the onset of the global pandemic.

Many businesses across the country were challenged with reassessing their methods of working to adapt to a new normal of remote or hybrid working. Firms also had to contend with a reduction of hours for employees and a pause in recruitment initiatives to consolidate and future-proof businesses from further risks.

Fortunately, as the economy has slowly started to recover and businesses settle into these new working models, we are seeing recruitment demand across all sectors again. Businesses are now looking to rehire lost talent and invest in skills gaps that were highlighted amid the pandemic.

Last year, organisations were required to adjust to unpredictable situations and tackle global trends, such as supply chain issues. In 2022, the focus will be on continued economic recovery, further investment in Hungary bringing new opportunities and talent, and a return of some form of 'normality'.

A new wave of opportunities

For most businesses, the introduction of remote working and updated technology has created a surge in new opportunities, particularly in IT. Firms are beginning to invest in new hardware and software because of the uplift in working from home, giving candidates in the sector more opportunities and resulting in increased competition for employers.

Business service sectors, specifically business support centres (BSCs), were adversely affected by the slowdown last year. However, they are now experiencing an unprecedented rise in vacancies, predominantly for customer service, accounting,

support roles within human resources, marketing, and IT. Firms are making new investments throughout Hungary, with new centres being built, leaders curating the perfect teams, and the migration of processes into the country resulting in exciting new opportunities for professionals in 2022.

Likewise, manufacturing and production companies have also restarted assembly after a year of slowing down, with the increased demand leading to a rise in skilled blue-collar vacancies, such as welding technicians and injection moulding workers across the sector.

As a country, Hungary has become a beacon for new and existing businesses due to its political stability and low taxes, combined with its strong investment and development infrastructure. Automotive companies, in particular, are making further investments in the country. This is centred around the electric car market, which will develop in Hungary over the coming years.

Salaries and benefits

The pandemic not only altered the way we work but changed what many professionals are asking of their employers. As the demand for talented, qualified employees across Hungary increases, candidates are aware of this and have raised their expectations for salary and benefits.

While offering a competitive salary is critical to attracting professionals across all sectors, businesses must take into consideration offering extra benefits and job security alongside it. Candidates are receiving enhanced packages from many businesses across the country, those failing to follow suit risk losing out on the best talent.

Several benefits that can influence a candidate's decision when choosing a job are:

- Flexible working hours and home office opportunities (minimum 1–2 days per week)
- Opportunities to work abroad
- Company car (management level and higher)
- Great professional and personal development opportunities, with financial support to obtain qualifications
- Access to innovative and high-quality technology (Apple/Mac products or using multiple screens)
- Healthcare, health insurance and Medcover
- A periodic bonus scheme or loyalty bonus

Positive company culture also plays an important part in attracting candidates. Professionals are seeking opportunities within businesses that offer unique facilities, such as areas to relax or a gaming room, a well-built cafeteria, or a pet-friendly environment, as well as offering the latest technology.

Businesses that are looking to hire new talent should reassess their remuneration packages and their recruitment process. The time spent finding new hires has increased considerably over the past year due to the lack of available talent. Businesses need to ensure that their recruitment process is efficient, otherwise, available professionals will be hired by competitors who moved more quickly. //



Accountancy & finance

Accountancy

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Head of Accounting	1,500,000 Ft	1,650,000 Ft NEW	1,800,000 Ft	N/A	N/A	N/A
Accounting Manager	1,100,000 Ft	1,300,000 Ft NEW	1,500,000 Ft	N/A	N/A	N/A
Chief Accountant	900,000 Ft	1,100,000 Ft —	1,300,000 Ft	1,100,000 Ft	1,050,000 Ft	1,000,000 Ft
Senior Accountant (3–5 years)	600,000 Ft	690,000 Ft ✓	780,000 Ft	700,000 Ft	665,000 Ft	625,000 Ft
Junior Accountant (1–3 years)	480,000 Ft	540,000 Ft ✓	600,000 Ft	500,000 Ft	500,000 Ft	475,000 Ft
Accountant (0–2 years)	400,000 Ft	425,000 Ft NEW	450,000 Ft	N/A	N/A	N/A
Accounts Assistant	380,000 Ft	400,000 Ft ✓	420,000 Ft	380,000 Ft	355,000 Ft	340,000 Ft

Finance

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Finance Director / CFO (10+ years)	1,800,000 Ft	2,100,000 Ft ✓	2,400,000 Ft	2,050,000 Ft	2,000,000 Ft	2,000,000 Ft
Finance Manager	1,500,000 Ft	1,650,000 Ft ✓	1,800,000 Ft	1,500,000 Ft	1,200,000 Ft	1,500,000 Ft
Head of Controlling	1,250,000 Ft	1,375,000 Ft ✓	1,500,000 Ft	1,250,000 Ft	1,225,000 Ft	1,175,000 Ft
Controlling & Accounting Manager	1,100,000 Ft	1,250,000 Ft —	1,400,000 Ft	1,250,000 Ft	1,150,000 Ft	1,075,000 Ft
Controlling Manager	1,000,000 Ft	1,150,000 Ft ✓	1,300,000 Ft	1,100,000 Ft	1,100,000 Ft	1,250,000 Ft
Audit Manager	1,000,000 Ft	1,150,000 Ft ✓	1,300,000 Ft	1,125,000 Ft	1,125,000 Ft	1,000,000 Ft
FP&A Manager	900,000 Ft	1,050,000 Ft ✓	1,200,000 Ft	1,000,000 Ft	925,000 Ft	1,250,000 Ft
Reporting Manager	900,000 Ft	1,000,000 Ft ✓	1,100,000 Ft	975,000 Ft	925,000 Ft	825,000 Ft
Pricing Manager	850,000 Ft	900,000 Ft —	950,000 Ft	900,000 Ft	900,000 Ft	1,250,000 Ft
FP&A Team Lead	800,000 Ft	850,000 Ft NEW	900,000 Ft	N/A	N/A	N/A
Senior Internal Auditor (5+ years)	750,000 Ft	875,000 Ft NEW	1,000,000 Ft	N/A	N/A	N/A
Senior Auditor (5+ years)	750,000 Ft	875,000 Ft ✓	1,000,000 Ft	775,000 Ft	775,000 Ft	750,000 Ft
Finance Project Lead (5+ years)	750,000 Ft	850,000 Ft ✓	950,000 Ft	825,000 Ft	750,000 Ft	725,000 Ft
Senior Controller (5+ years)	730,000 Ft	805,000 Ft ✓	880,000 Ft	750,000 Ft	750,000 Ft	675,000 Ft
FP&A Specialist (5+ years)	730,000 Ft	805,000 Ft NEW	880,000 Ft	N/A	N/A	N/A
Internal Auditor (3–5 years)	620,000 Ft	685,000 Ft NEW	750,000 Ft	N/A	N/A	N/A
Auditor (3–5 years)	620,000 Ft	685,000 Ft ✓	750,000 Ft	675,000 Ft	700,000 Ft	570,000 Ft
Finance Project Coordinator (3–5 years)	600,000 Ft	675,000 Ft —	750,000 Ft	675,000 Ft	N/A	N/A
Reporting Specialist (3–5 years)	600,000 Ft	675,000 Ft —	750,000 Ft	675,000 Ft	625,000 Ft	600,000 Ft
Controller (3–5 years)	600,000 Ft	675,000 Ft ✓	750,000 Ft	665,000 Ft	600,000 Ft	575,000 Ft

Accountancy & finance



Finance

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
FP&A (3–5 years)	600,000 Ft	675,000 Ft ▲	750,000 Ft	650,000 Ft	675,000 Ft	575,000 Ft
Compliance Analyst (3–5 years)	600,000 Ft	650,000 Ft NEW	700,000 Ft	N/A	N/A	N/A
Pricing Specialist	580,000 Ft	665,000 Ft ▲	750,000 Ft	600,000 Ft	N/A	N/A
Compliance Analyst (0–2 years)	450,000 Ft	525,000 Ft NEW	600,000 Ft	N/A	N/A	N/A
Audit Assistant (0–2 years)	450,000 Ft	515,000 Ft ▲	580,000 Ft	485,000 Ft	N/A	N/A
Junior Finance Project Coordinator (0–2 years)	450,000 Ft	500,000 Ft ▲	550,000 Ft	475,000 Ft	N/A	N/A
Reporting Analyst (0–2 years)	450,000 Ft	500,000 Ft ▲	550,000 Ft	465,000 Ft	450,000 Ft	440,000 Ft
Junior Controller (0–2 years)	450,000 Ft	515,000 Ft ▲	580,000 Ft	465,000 Ft	440,000 Ft	400,000 Ft
KYC Analyst (0–2 years)	450,000 Ft	500,000 Ft NEW	550,000 Ft	N/A	N/A	N/A
Multilingual Financial Analyst	450,000 Ft	475,000 Ft ▲	500,000 Ft	465,000 Ft	455,000 Ft	440,000 Ft
Financial Analyst	400,000 Ft	475,000 Ft ▲	550,000 Ft	450,000 Ft	450,000 Ft	440,000 Ft
Financial Assistant	380,000 Ft	415,000 Ft NEW	450,000 Ft	N/A	N/A	N/A

Banking

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Risk Manager	900,000 Ft	1,100,000 Ft ▲	1,300,000 Ft	1,075,000 Ft	N/A	N/A
Treasury Manager	850,000 Ft	1,075,000 Ft ▲	1,300,000 Ft	1,050,000 Ft	1,050,000 Ft	1,100,000 Ft
Reporting Manager (5+ years)	800,000 Ft	1,000,000 Ft NEW	1,200,000 Ft	N/A	N/A	N/A
Senior Risk Analyst (5+ years)	750,000 Ft	825,000 Ft —	900,000 Ft	825,000 Ft	750,000 Ft	725,000 Ft
Senior Actuary (5+ years)	700,000 Ft	740,000 Ft ▲	800,000 Ft	725,000 Ft	N/A	N/A
Senior Treasury Analyst (3–5 years)	650,000 Ft	725,000 Ft ▲	800,000 Ft	665,000 Ft	650,000 Ft	625,000 Ft
Senior Reporting Analyst (3–5 years)	600,000 Ft	725,000 Ft NEW	850,000 Ft	N/A	N/A	N/A
Risk Analyst (3–5 years)	600,000 Ft	675,000 Ft ▲	750,000 Ft	625,000 Ft	525,000 Ft	500,000 Ft
Actuary (3–5 years)	600,000 Ft	640,000 Ft ▲	680,000 Ft	565,000 Ft	N/A	N/A
Reporting Analyst (0–2 years)	450,000 Ft	525,000 Ft NEW	600,000 Ft	N/A	N/A	N/A
Junior Risk Analyst (0–2 years)	450,000 Ft	525,000 Ft ▲	600,000 Ft	490,000 Ft	450,000 Ft	440,000 Ft
Junior Actuary (0–2 years)	420,000 Ft	500,000 Ft ▲	580,000 Ft	440,000 Ft	N/A	N/A
Treasury Analyst (0–2 years)	420,000 Ft	500,000 Ft —	580,000 Ft	500,000 Ft	500,000 Ft	500,000 Ft

Accountancy & finance



Tax

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Tax Manager	850,000 Ft	1,025,000 Ft ^	1,200,000 Ft	975,000 Ft	950,000 Ft	1,200,000 Ft
Tax Expert (5+ years)	700,000 Ft	775,000 Ft ^	850,000 Ft	750,000 Ft	725,000 Ft	725,000 Ft
Tax Advisor (3–5 years)	600,000 Ft	650,000 Ft ^	700,000 Ft	640,000 Ft	565,000 Ft	500,000 Ft
Tax Analyst (0–2 years)	450,000 Ft	515,000 Ft ^	580,000 Ft	470,000 Ft	450,000 Ft	375,000 Ft

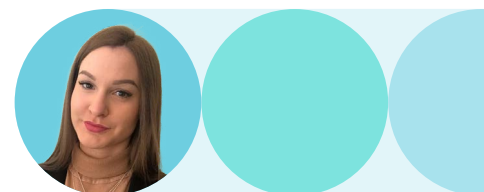
Market insight

“ In Hungary, the accountancy and finance recruitment sector is thriving, with many businesses bringing in new processes, which are numerous, creating opportunities in the field. Firms are also seeking high-quality professionals at all seniorities as they begin to prioritise organising business finances in 2022 as the pandemic looks set to ease.

Hungary continues to be a candidate-driven jobs market, as we see a huge demand for a number of roles, including accounts payable, general ledger accountants, auditors, and financial analysis positions. The high volume of open vacancies in the sector is leading candidates to raise their expectations on what potential employers can offer them, as the competition for the best talent grows.

The biggest challenge for accountancy and finance professionals in Hungary during 2022 will be adjusting to technological changes in the industry. The pandemic accelerated the use of automation and digitisation, improving efficiency when compared with traditional processes. This meant professionals were able to work remotely from another city for the first time, giving them more opportunities and motivation to improve their technical skills.

This year, German-speaking or multilingual accountants are the most sought after in the sector. I advise candidates looking for accountancy and finance jobs to learn another language, besides English, to become more attractive to prospective employers. Being comfortable with technology and familiar with specialised accounting software and systems, as well as Excel, can also set you apart from other professionals when competing for a role. ”



Dóra Varga

Senior Recruitment Consultant
Reed

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Market insight

// The coronavirus pandemic is having a substantial impact on the entire labour market in Hungary, including the accountancy and finance sector. Since the lockdowns began, many professionals and businesses had to shift to remote or flexible working practices, causing a lot of disruption while everyone adjusted.

This was also echoed in the recruitment process, as businesses had to reassess their current practices to reflect virtual elements, such as implementing remote interviews and onboarding, while no face-to-face meetings could take place. However, many companies have kept these practices in place as they speed up the recruitment process and reduce the risk of losing a valuable candidate.

One of the biggest obstacles for businesses that are seeking accountancy and finance professionals in 2022 will be finding skilled talent. Over the past year, professionals have become wary of changing roles in the current climate, limiting the number of available candidates on the market. Applicants that are seeking a new role are interviewing at multiple firms, receiving numerous offers, and want incredibly competitive packages that include high salaries, remote working opportunities, and access to further training programmes in up-and-coming areas, such as data visualisation, data protection and cybersecurity.

To secure the best talent, businesses must implement an efficient recruitment process and make swift decisions. Likewise, with the low number of applications to job vacancies, it is important for firms to work with well-networked recruitment consultants to reach the level of talent they need. //



Enikő Húse

Recruitment Consultant
Reed

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// More businesses in the sector are moving towards using hybrid working, where people work in the office and remotely. Given this, my business is looking to hire people with the ability to work alone and manage themselves from home, and I would expect other businesses to look for these skills too.

Many companies are increasingly automating their processes and incorporating AI and machine learning into their technology. This trend will continue throughout 2022. //



Anonymous

Process Improvement Specialist

Business support

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Executive Assistant	480,000 Ft	515,000 Ft ^	550,000 Ft	500,000 Ft	500,000 Ft	475,000 Ft
Senior Administrator	480,000 Ft	515,000 Ft ^	550,000 Ft	500,000 Ft	465,000 Ft	375,000 Ft
Office Manager	450,000 Ft	500,000 Ft ^	550,000 Ft	485,000 Ft	485,000 Ft	475,000 Ft
Administrator	380,000 Ft	415,000 Ft ^	450,000 Ft	400,000 Ft	380,000 Ft	325,000 Ft
Receptionist	380,000 Ft	415,000 Ft ^	450,000 Ft	400,000 Ft	375,000 Ft	325,000 Ft

Market insight

“ As with many countries, Hungarian companies are beginning to replenish their business support workforce after a period of cutbacks during the pandemic. Now is an excellent time for workers to join the sector and begin incorporating automation projects.

We are seeing huge demand and a wide range of roles available. Companies are seeking HR, sales, and customer support professionals, in particular, especially those who are bilingual or multilingual. The greatest labour shortage in the market is for business analysts for both automation and data visualisation, as the skills gap among professionals becomes more apparent.

Although automation brings new prospects into the sector, it is also making some traditional roles redundant, such as helpdesk workers. With very few candidates with both relevant business and IT knowledge, it is a great opportunity for professionals to reskill in automation or take up learning a new language in order to stay competitive and add longevity to their career. Candidates can do this by participating in independent online learning or asking their employer for further training.

Companies in Hungary looking to recruit business support professionals should look to offer remote working and recruit virtual positions that are not location-dependant. This gives companies a chance to widen their talent pool, offering them more choice in a time when the market has limited talent available.

Business support professionals are also opting for roles that are remote, offer a higher salary, and provide additional benefits. In this current candidate-driven market, companies should consider reassessing their packages to ensure they are as competitive as possible, or risk losing out on the best talent. ”



Alexandra Hlinka-Veres

Senior Business Manager
Reed

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Engineering

Engineering

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Production Manager	1,200,000 Ft	1,300,000 Ft ▲	1,400,000 Ft	1,250,000 Ft	1,175,000 Ft	1,300,000 Ft
Quality Manager	1,100,000 Ft	1,250,000 Ft ▲	1,400,000 Ft	1,200,000 Ft	1,200,000 Ft	1,150,000 Ft
PLC Engineer	900,000 Ft	1,050,000 Ft ▲	1,200,000 Ft	800,000 Ft	750,000 Ft	700,000 Ft
Project Manager	950,000 Ft	1,025,000 Ft ▲	1,100,000 Ft	975,000 Ft	975,000 Ft	975,000 Ft
Electrical Engineer	900,000 Ft	1,000,000 Ft ▲	1,100,000 Ft	800,000 Ft	725,000 Ft	625,000 Ft
Automation Engineer	800,000 Ft	900,000 Ft ▲	1,000,000 Ft	725,000 Ft	690,000 Ft	600,000 Ft
Lean Engineer	800,000 Ft	900,000 Ft ▲	1,000,000 Ft	850,000 Ft	N/A	N/A
Engineer (Specialist)	750,000 Ft	850,000 Ft ▲	950,000 Ft	800,000 Ft	875,000 Ft	875,000 Ft
Process Engineer	650,000 Ft	800,000 Ft ▲	950,000 Ft	750,000 Ft	625,000 Ft	600,000 Ft
Quality Engineer	650,000 Ft	775,000 Ft ▲	900,000 Ft	700,000 Ft	665,000 Ft	600,000 Ft
Maintenance Engineer	650,000 Ft	775,000 Ft ▲	900,000 Ft	675,000 Ft	625,000 Ft	600,000 Ft
Molding Engineer	650,000 Ft	750,000 Ft ▲	850,000 Ft	700,000 Ft	775,000 Ft	750,000 Ft
Design Engineer	650,000 Ft	750,000 Ft ▲	850,000 Ft	725,000 Ft	700,000 Ft	600,000 Ft
Project Engineer	650,000 Ft	750,000 Ft ▲	850,000 Ft	700,000 Ft	700,000 Ft	600,000 Ft
Mechanical Engineer	600,000 Ft	725,000 Ft ▲	850,000 Ft	625,000 Ft	625,000 Ft	575,000 Ft
Sales Engineer	550,000 Ft	725,000 Ft ▲	900,000 Ft	675,000 Ft	625,000 Ft	575,000 Ft
Product Support Engineer	550,000 Ft	625,000 Ft ▲	700,000 Ft	550,000 Ft	625,000 Ft	550,000 Ft
Service Engineer	500,000 Ft	600,000 Ft —	700,000 Ft	600,000 Ft	700,000 Ft	650,000 Ft
Material Engineer	500,000 Ft	575,000 Ft ▲	650,000 Ft	550,000 Ft	575,000 Ft	550,000 Ft
Test Engineer	500,000 Ft	575,000 Ft —	650,000 Ft	575,000 Ft	575,000 Ft	500,000 Ft

Procurement & supply chain

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Supply Chain Manager	1,250,000 Ft	1,375,000 Ft ▲	1,500,000 Ft	1,350,000 Ft	1,275,000 Ft	1,250,000 Ft
Distribution Manager	1,100,000 Ft	1,200,000 Ft ▲	1,300,000 Ft	1,150,000 Ft	1,200,000 Ft	1,200,000 Ft
Purchaser/Buyer	650,000 Ft	750,000 Ft ▲	850,000 Ft	700,000 Ft	700,000 Ft	675,000 Ft
Production Planner	600,000 Ft	650,000 Ft ▲	700,000 Ft	600,000 Ft	625,000 Ft	600,000 Ft

Market insight

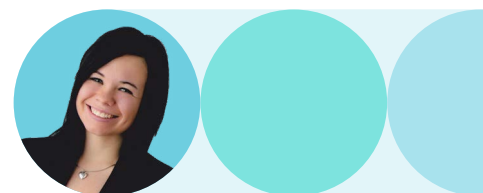
// Over the course of 2021 we have seen an increase in the demand for labour workers in the engineering market in Hungary. The sector continues to try and manage the limited number of jobseekers and rising wage demands, while ensuring appropriate benefits packages are available to candidates. High volumes of open vacancies has led to further labour shortages within the industry.

Despite the pandemic's impact, there are now more opportunities for engineering specialists, giving candidates the motivation to change jobs and look for something new.

One of the biggest challenges that hiring managers are facing is finding the right candidate to fill the position. Companies that are looking to hire engineering specialists must adapt their recruitment strategy to find the best talent with the right experience for the role. It is important for employers to consider wage changes and the benefit package options currently available in the market. It is also worth thinking about the possibility of offering a partial home office for candidates alongside flexible working hours.

For candidates, a variety of roles have become available in the sector, including electrical engineering, automation, quality and environment, health and safety (EHS), allowing them to choose between several areas for one that best suits their needs.

Jobseekers looking for a role in the engineering sector should continue to tailor their CV for each application and prove that they understand what the company is looking for. Explaining how suitable they are for the role is crucial, whilst also highlighting their skills and experience in past roles. //



Szilvia Dittrich

Recruitment Consultant
Reed

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Human resources

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
HR Director	1,500,000 Ft	1,750,000 Ft ▲	2,000,000 Ft	1,650,000 Ft	1,500,000 Ft	1,425,000 Ft
HR Manager (10+ years)	1,200,000 Ft	1,450,000 Ft ▲	1,700,000 Ft	1,250,000 Ft	1,125,000 Ft	1,120,000 Ft
Employer Branding Manager	950,000 Ft	1,225,000 Ft ▲	1,500,000 Ft	1,000,000 Ft	1,000,000 Ft	950,000 Ft
Compensation and Benefits Leader	920,000 Ft	960,000 Ft ▲	1,000,000 Ft	950,000 Ft	950,000 Ft	900,000 Ft
HR Business Partner (10+ years)	850,000 Ft	900,000 Ft ▲	950,000 Ft	875,000 Ft	875,000 Ft	875,000 Ft
Recruitment Manager	750,000 Ft	800,000 Ft ▲	850,000 Ft	750,000 Ft	750,000 Ft	712,500 Ft
Learning & Development Manager	750,000 Ft	800,000 Ft ▲	850,000 Ft	775,000 Ft	735,000 Ft	725,000 Ft
HR Manager (5–10 years)	700,000 Ft	725,000 Ft ▲	750,000 Ft	700,000 Ft	700,000 Ft	680,000 Ft
Talent Acquisition Partner	650,000 Ft	700,000 Ft ▲	750,000 Ft	675,000 Ft	675,000 Ft	640,000 Ft
Senior Employer Branding Specialist (5+ years)	650,000 Ft	700,000 Ft ▲	750,000 Ft	675,000 Ft	675,000 Ft	640,000 Ft
Senior Recruiter	550,000 Ft	600,000 Ft ▲	650,000 Ft	575,000 Ft	575,000 Ft	560,000 Ft
HR Generalist	550,000 Ft	600,000 Ft ▲	650,000 Ft	575,000 Ft	550,000 Ft	500,000 Ft
HR Business Partner (5–10 years)	550,000 Ft	600,000 Ft ▲	650,000 Ft	575,000 Ft	550,000 Ft	725,000 Ft
Employer Branding Specialist (2–5 years)	520,000 Ft	570,000 Ft ▲	620,000 Ft	550,000 Ft	525,000 Ft	500,000 Ft
Compensation Specialist	500,000 Ft	550,000 Ft ▲	600,000 Ft	525,000 Ft	525,000 Ft	500,000 Ft
HR Advisor	480,000 Ft	530,000 Ft ▲	580,000 Ft	500,000 Ft	490,000 Ft	425,000 Ft
HR Coordinator (2–5 years)	450,000 Ft	500,000 Ft ▲	550,000 Ft	475,000 Ft	465,000 Ft	460,000 Ft
Recruiter	450,000 Ft	500,000 Ft ▲	550,000 Ft	450,000 Ft	440,000 Ft	400,000 Ft
Training Officer	450,000 Ft	475,000 Ft ▲	500,000 Ft	450,000 Ft	430,000 Ft	425,000 Ft
Talent Acquisition Specialist	450,000 Ft	500,000 Ft ▲	550,000 Ft	450,000 Ft	425,000 Ft	405,000 Ft
HR Assistant	380,000 Ft	400,000 Ft ▲	420,000 Ft	375,000 Ft	375,000 Ft	340,000 Ft
HR Coordinator (0–2 years)	380,000 Ft	400,000 Ft ▲	420,000 Ft	350,000 Ft	350,000 Ft	340,000 Ft

Market insight

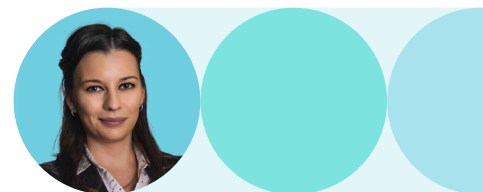
// The events of 2021 have vastly impacted the human resources recruitment market in Hungary. The sector had to contend with soaring salary demands influenced by the pandemic, ongoing investor sentiments and labour shortages. We are now seeing a rise in the use of new technology and automation which require competencies that are currently very rare, leading to firms putting greater emphasis on workforce retention and development.

Specialists in the sector are facing burnout due to being overworked amid the high labour shortages. They have had to cope with vast changes through the introduction of new technology, the need to accelerate recruitment processes to quickly secure talent, while trying to retain and train existing employees.

Companies that are looking to hire HR talent must adapt to the needs of professionals in this candidate-driven market. HR specialists are only willing to move when offers feature a significant salary increase and an attractive benefits package. The most sought-after add-ons are private healthcare, and accident and life insurance.

Additionally, the ability to work flexibly is growing in popularity, with professionals requesting a minimum of two to three days a week working from home. Businesses that don't consider these perks will be at risk of losing the best talent to their competitors.

Candidates who want a new HR position should ensure they review their CVs, making sure the structure and appearance is professional and the wording is concise and tailored to each application. Use of the English language is also an important skill HR applicants should highlight, as well as consistently practising their spoken English, which will be useful in an interview. //



Alexandra Hlinka-Veres

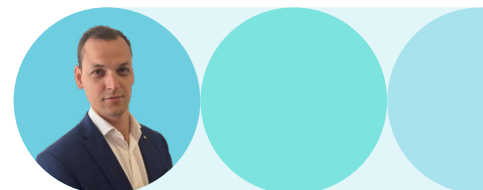
Senior Business Manager
Reed

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// My company is utterly stable both in terms of organisational and operational structure and financial state. Given this stability, we are looking to double the number of staff we have.

When looking to recruit, businesses should be aware that people are aiming for stability more than ever. The companies which demonstrate stability will do best when it comes to hiring.

There are some areas where it is extremely difficult to hire at the moment. For example, finding a software developer has never been more challenging. //



Tamas Gyori

Regional Head of Talent Acquisition
Interactive Brokers

Multilingual shared services

Accountancy & finance

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Head of Accounting Department	1,500,000 Ft	1,650,000 Ft —	1,800,000 Ft	1,650,000 Ft	1,550,000 Ft	1,125,000 Ft
Credit and Collection Manager	950,000 Ft	1,150,000 Ft ^	1,350,000 Ft	1,100,000 Ft	1,200,000 Ft	1,150,000 Ft
Accounting Manager	1,100,000 Ft	1,300,000 Ft ^	1,500,000 Ft	1,250,000 Ft	1,175,000 Ft	900,000 Ft
Team Leader of GL	850,000 Ft	900,000 Ft ^	950,000 Ft	850,000 Ft	825,000 Ft	775,000 Ft
Team Leader of AP/AR	750,000 Ft	775,000 Ft ^	800,000 Ft	725,000 Ft	700,000 Ft	700,000 Ft
Senior Credit and Collection Specialist	750,000 Ft	800,000 Ft —	850,000 Ft	800,000 Ft	750,000 Ft	750,000 Ft
Junior General Ledger Accountant (1–3 years)	500,000 Ft	550,000 Ft ^	600,000 Ft	525,000 Ft	500,000 Ft	575,000 Ft
Senior General Ledger Accountant (4–6 years)	650,000 Ft	725,000 Ft ^	800,000 Ft	700,000 Ft	675,000 Ft	575,000 Ft
Multilingual Junior General Ledger Accountant (1–3 years)	530,000 Ft	580,000 Ft ^	630,000 Ft	550,000 Ft	540,000 Ft	475,000 Ft
Multilingual Senior General Ledger Accountant (4–6 years)	680,000 Ft	740,000 Ft ^	800,000 Ft	725,000 Ft	710,000 Ft	625,000 Ft
Intercompany Accountant (English/multilingual)	450,000 Ft	550,000 Ft ^	650,000 Ft	510,000 Ft	490,000 Ft	440,000 Ft
Junior Accounts Payable Accountant (0–2 years)	400,000 Ft	450,000 Ft ^	500,000 Ft	435,000 Ft	405,000 Ft	375,000 Ft
Senior Accounts Payable Accountant (2–4 years)	500,000 Ft	550,000 Ft ^	600,000 Ft	525,000 Ft	500,000 Ft	N/A
Multilingual Junior Accounts Payable Accountant (0–2 years)	450,000 Ft	500,000 Ft ^	550,000 Ft	465,000 Ft	440,000 Ft	400,000 Ft
Multilingual Senior Accounts Payable Accountant (2–4 years)	550,000 Ft	600,000 Ft ^	650,000 Ft	565,000 Ft	515,000 Ft	N/A
Billing Associate (English)	400,000 Ft	440,000 Ft ^	480,000 Ft	385,000 Ft	380,000 Ft	375,000 Ft
Billing Associate (Multilingual)	430,000 Ft	455,000 Ft ^	480,000 Ft	430,000 Ft	425,000 Ft	400,000 Ft
Cash Collection Subject Matter Expert	650,000 Ft	700,000 Ft —	750,000 Ft	700,000 Ft	650,000 Ft	650,000 Ft
Senior Financial Analyst	500,000 Ft	575,000 Ft NEW	650,000 Ft	N/A	N/A	N/A
Financial Analyst	400,000 Ft	475,000 Ft ^	550,000 Ft	465,000 Ft	N/A	N/A
Payroll Manager (5+ years)	1,000,000 Ft	1,200,000 Ft ^	1,400,000 Ft	1,175,000 Ft	1,175,000 Ft	1,115,000 Ft
Payroll Manager (3–5 years)	800,000 Ft	900,000 Ft ^	1,000,000 Ft	850,000 Ft	835,000 Ft	795,000 Ft
Senior Payroll Specialist (3+ years)	600,000 Ft	650,000 Ft ^	700,000 Ft	630,000 Ft	615,000 Ft	585,000 Ft
Payroll Specialist (1–2 years)	450,000 Ft	500,000 Ft ^	550,000 Ft	475,000 Ft	N/A	N/A
Senior Payroll Administrator (2–5 years)	400,000 Ft	450,000 Ft ^	500,000 Ft	425,000 Ft	415,000 Ft	395,000 Ft
Payroll Administrator (0–2 years)	350,000 Ft	375,000 Ft ^	400,000 Ft	350,000 Ft	340,000 Ft	325,000 Ft
Multilingual Accounts Receivable Accountant (0–2 years)	430,000 Ft	490,000 Ft —	550,000 Ft	490,000 Ft	450,000 Ft	400,000 Ft
Multilingual Accounts Receivable Specialist (2–4 years)	550,000 Ft	585,000 Ft ^	620,000 Ft	575,000 Ft	N/A	N/A

Multilingual shared services

Accountancy & finance

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Cash Collection/Collectors (English)	400,000 Ft	450,000 Ft ▲	500,000 Ft	440,000 Ft	415,000 Ft	415,000 Ft
Cash Collection/Collectors (Multilingual)	430,000 Ft	480,000 Ft ▲	530,000 Ft	475,000 Ft	450,000 Ft	450,000 Ft
Credit Analyst (English)	430,000 Ft	480,000 Ft —	530,000 Ft	480,000 Ft	450,000 Ft	430,000 Ft
Credit Analyst (Multilingual)	450,000 Ft	500,000 Ft —	550,000 Ft	500,000 Ft	N/A	N/A
Financial Analyst	400,000 Ft	450,000 Ft NEW	500,000 Ft	N/A	N/A	N/A

Customer service

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Service Delivery Manager	1,000,000 Ft	1,100,000 Ft —	1,200,000 Ft	1,100,000 Ft	1,100,000 Ft	1,025,000 Ft
IT Help Desk Operator L3 (English)	500,000 Ft	550,000 Ft ▲	600,000 Ft	525,000 Ft	N/A	N/A
IT Help Desk Operator L3 (Multilingual)	600,000 Ft	650,000 Ft ▲	700,000 Ft	625,000 Ft	N/A	N/A
Customer Service Manager	600,000 Ft	725,000 Ft ▲	850,000 Ft	650,000 Ft	640,000 Ft	608,000 Ft
CS Team Leader (English)	550,000 Ft	600,000 Ft ▲	650,000 Ft	575,000 Ft	565,000 Ft	550,000 Ft
CS Team Leader (Multilingual)	580,000 Ft	630,000 Ft NEW	680,000 Ft	N/A	N/A	N/A
IT Help Desk Team Leader	700,000 Ft	800,000 Ft NEW	900,000 Ft	N/A	N/A	N/A
Senior Customer Service Representative (Multilingual)	550,000 Ft	600,000 Ft ▲	650,000 Ft	575,000 Ft	565,000 Ft	522,500 Ft
IT Help Desk Operator L2 (Multilingual)	550,000 Ft	600,000 Ft ▲	650,000 Ft	575,000 Ft	575,000 Ft	500,000 Ft
Senior Customer Service Representative (English)	480,000 Ft	530,000 Ft ▲	580,000 Ft	500,000 Ft	500,000 Ft	450,000 Ft
Customer Service Representative (Multilingual)	450,000 Ft	500,000 Ft ▲	550,000 Ft	475,000 Ft	465,000 Ft	420,000 Ft
IT Help Desk Operator L2 (English)	450,000 Ft	500,000 Ft ▲	550,000 Ft	475,000 Ft	465,000 Ft	430,000 Ft
IT Help Desk Operator L1 (Multilingual)	450,000 Ft	500,000 Ft ▲	550,000 Ft	485,000 Ft	475,000 Ft	405,000 Ft
Customer Service Representative (English)	380,000 Ft	430,000 Ft ▲	480,000 Ft	400,000 Ft	400,000 Ft	365,000 Ft
IT Help Desk Operator L1 (English)	350,000 Ft	400,000 Ft ▲	450,000 Ft	375,000 Ft	355,000 Ft	350,000 Ft

Multilingual shared services

Procurement & supply chain

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Regional Supply Chain Director	1,500,000 Ft	1,850,000 Ft NEW	2,200,000 Ft	N/A	N/A	N/A
Supply Chain Manager	1,000,000 Ft	1,300,000 Ft NEW	1,600,000 Ft	N/A	N/A	N/A
Logistics Manager	900,000 Ft	1,150,000 Ft NEW	1,400,000 Ft	N/A	N/A	N/A
Supply Planning Manager	850,000 Ft	1,050,000 Ft NEW	1,250,000 Ft	N/A	N/A	N/A
Supply Chain Planner	650,000 Ft	725,000 Ft ▲	800,000 Ft	715,000 Ft	675,000 Ft	625,000 Ft
Junior Demand and Supply Planner	550,000 Ft	600,000 Ft NEW	650,000 Ft	N/A	N/A	N/A
Transportation Coordinator (0–2 years)	450,000 Ft	525,000 Ft ▲	600,000 Ft	515,000 Ft	N/A	N/A
Transportation Specialist (3–5 years)	600,000 Ft	675,000 Ft ▲	750,000 Ft	650,000 Ft	640,000 Ft	600,000 Ft
Strategic Sourcer	600,000 Ft	675,000 Ft –	750,000 Ft	675,000 Ft	615,000 Ft	590,000 Ft
Inventory Analyst	480,000 Ft	540,000 Ft –	600,000 Ft	540,000 Ft	530,000 Ft	515,000 Ft
Buyer (0–2 years)	450,000 Ft	525,000 Ft ▲	600,000 Ft	500,000 Ft	N/A	N/A
Buyer (3–5 years)	600,000 Ft	650,000 Ft ▲	700,000 Ft	600,000 Ft	N/A	N/A
Logistics Assistant	450,000 Ft	490,000 Ft ▲	530,000 Ft	480,000 Ft	480,000 Ft	450,000 Ft
Order Management (English)	450,000 Ft	475,000 Ft –	500,000 Ft	475,000 Ft	455,000 Ft	415,000 Ft
Order Management (Multilingual)	480,000 Ft	515,000 Ft –	550,000 Ft	515,000 Ft	490,000 Ft	450,000 Ft
Procurement Assistant	450,000 Ft	465,000 Ft ▲	480,000 Ft	455,000 Ft	450,000 Ft	405,000 Ft

SSC/BPO

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
HR Director	1,200,000 Ft	1,500,000 Ft –	1,800,000 Ft	1,500,000 Ft	1,400,000 Ft	1,400,000 Ft
HR Manager	900,000 Ft	1,050,000 Ft –	1,200,000 Ft	1,050,000 Ft	1,025,000 Ft	1,025,000 Ft
Project Manager (4+ years)	850,000 Ft	1,025,000 Ft ▲	1,200,000 Ft	1,000,000 Ft	990,000 Ft	1,050,000 Ft
Business Intelligence Analyst (4+ years)	870,000 Ft	920,000 Ft ▲	970,000 Ft	900,000 Ft	800,000 Ft	800,000 Ft
HR Business Partner	750,000 Ft	800,000 Ft ▲	850,000 Ft	775,000 Ft	725,000 Ft	725,000 Ft
Project Manager (1–3 years)	680,000 Ft	730,000 Ft ▲	780,000 Ft	700,000 Ft	705,000 Ft	625,000 Ft
Learning & Development Specialist	550,000 Ft	600,000 Ft ▼	650,000 Ft	610,000 Ft	600,000 Ft	600,000 Ft
Training Coordinator	550,000 Ft	600,000 Ft ▲	650,000 Ft	575,000 Ft	565,000 Ft	565,000 Ft
Business Intelligence Analyst (1–3 years)	550,000 Ft	575,000 Ft ▲	600,000 Ft	550,000 Ft	525,000 Ft	525,000 Ft

Multilingual shared services



SSC/BPO

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
HR Generalist	500,000 Ft	550,000 Ft ▲	600,000 Ft	525,000 Ft	525,000 Ft	525,000 Ft
Recruitment Specialist	450,000 Ft	475,000 Ft ▲	500,000 Ft	450,000 Ft	450,000 Ft	450,000 Ft
Data Analyst	420,000 Ft	460,000 Ft ▲	500,000 Ft	425,000 Ft	415,000 Ft	425,000 Ft
HR Services Specialist (English)	400,000 Ft	475,000 Ft NEW	550,000 Ft	N/A	N/A	N/A
HR Services Specialist (Multilingual)	450,000 Ft	525,000 Ft NEW	600,000 Ft	N/A	N/A	N/A
Master Data Specialist (English)	380,000 Ft	465,000 Ft NEW	550,000 Ft	N/A	N/A	N/A
Master Data Specialist (Multilingual)	400,000 Ft	500,000 Ft NEW	600,000 Ft	N/A	N/A	N/A
Sourcing Specialist	380,000 Ft	400,000 Ft ▲	420,000 Ft	355,000 Ft	340,000 Ft	280,000 Ft

Market insight

// The coronavirus pandemic has left businesses struggling to find talented graduates, junior or multilingual professionals, leaving several open positions in this candidate-driven recruitment market. Many multilingual shared services (MSS) professionals, in light of the redundancies made last year during the peak of the pandemic, have become cautious around moving to another company out of fear of losing a secure role.

On the other hand, candidates that are actively seeking a new position are applying to three to five job opportunities and are receiving as many job offers from firms. In this competitive recruitment market, companies should reassess and update their remote interviewing, onboarding, and training processes. This will help them to conduct efficient recruitment processes to snap up the best talent and help them to hit the ground running.

Professionals are looking for prospective employers to offer them remote working opportunities, enhanced professional training, access to language courses, healthcare, and a travel allowance, coupled with a competitive salary. Employers must attempt to offer these benefits to attract and retain highly qualified and talented professionals.

Candidates that are searching for a new role should cater their CV to each vacancy they apply for, highlighting their key skills and attributes. They must also prepare thoroughly for job interviews to put them in the best position when competing for a position. //



Enikő Húse
Recruitment Consultant
Reed

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Sales & marketing

Corporate sales

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Sales Director	1,500,000 Ft	1,700,000 Ft ▲	1,900,000 Ft	1,625,000 Ft	1,600,000 Ft	1,600,000 Ft
Regional Sales Manager	1,100,000 Ft	1,300,000 Ft NEW	1,500,000 Ft	N/A	N/A	N/A
Sales Manager	900,000 Ft	1,150,000 Ft ▲	1,400,000 Ft	1,125,000 Ft	1,075,000 Ft	1,075,000 Ft
Key Account Manager	650,000 Ft	775,000 Ft ▲	900,000 Ft	750,000 Ft	700,000 Ft	700,000 Ft
Junior Key Account Manager	500,000 Ft	575,000 Ft —	650,000 Ft	575,000 Ft	550,000 Ft	500,000 Ft
Area Sales Manager	500,000 Ft	600,000 Ft NEW	700,000 Ft	N/A	N/A	N/A
Sales Representative	400,000 Ft	475,000 Ft ▲	550,000 Ft	450,000 Ft	415,000 Ft	405,000 Ft

Shared service sales

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Inside Sales Manager	900,000 Ft	1,050,000 Ft ▲	1,200,000 Ft	975,000 Ft	900,000 Ft	875,000 Ft
Bid Manager	600,000 Ft	750,000 Ft ▲	900,000 Ft	725,000 Ft	700,000 Ft	550,000 Ft
Sales Support Specialist	450,000 Ft	525,000 Ft ▲	600,000 Ft	500,000 Ft	500,000 Ft	475,000 Ft
Inside Sales Representative	430,000 Ft	465,000 Ft ▲	500,000 Ft	460,000 Ft	460,000 Ft	430,000 Ft
Sales Support Analyst	400,000 Ft	500,000 Ft ▲	600,000 Ft	440,000 Ft	440,000 Ft	415,000 Ft

Marketing

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Marketing Director	1,350,000 Ft	1,575,000 Ft NEW	1,800,000 Ft	N/A	N/A	N/A
Online Marketing Manager	1,000,000 Ft	1,200,000 Ft —	1,400,000 Ft	1,200,000 Ft	N/A	N/A
Marketing Manager	950,000 Ft	1,150,000 Ft —	1,350,000 Ft	1,150,000 Ft	1,100,000 Ft	N/A
Marketing Project Coordinator	450,000 Ft	575,000 Ft NEW	700,000 Ft	N/A	N/A	N/A
Digital Marketing Specialist	450,000 Ft	600,000 Ft —	750,000 Ft	600,000 Ft	N/A	N/A
SEO Specialist	450,000 Ft	600,000 Ft —	750,000 Ft	600,000 Ft	N/A	N/A
Marketing Automation Specialist	500,000 Ft	600,000 Ft NEW	700,000 Ft	N/A	N/A	N/A
Marketing Coordinator	500,000 Ft	575,000 Ft —	650,000 Ft	575,000 Ft	500,000 Ft	N/A
Junior PPC Campaign Manager	380,000 Ft	415,000 Ft NEW	450,000 Ft	N/A	N/A	N/A
Brand Specialist	500,000 Ft	575,000 Ft ▲	650,000 Ft	525,000 Ft	500,000 Ft	N/A
Online Marketing Specialist	450,000 Ft	525,000 Ft —	600,000 Ft	525,000 Ft	N/A	N/A
Marketing Assistant	350,000 Ft	400,000 Ft ▲	450,000 Ft	390,000 Ft	350,000 Ft	N/A

Market insight

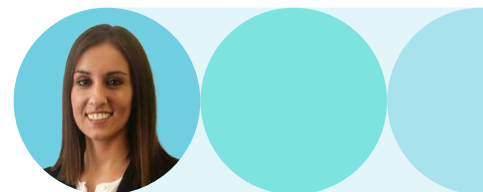
// Covid-19 has played a huge role in transforming the landscape of both the sales and marketing sectors. In sales, field sales roles were particularly impacted due to the inability to visit customers in person – with professionals therefore having to rely on the use of technology to stay connected. Whilst it dramatically altered the way salespeople could operate, it did make it easier for international sales professionals who could stay in regular contact with their clients without having to travel.

In marketing, digitisation has created a huge demand for digital marketing professionals. Candidates who are searching for a new role should consider reskilling or prioritising digital marketing – the demand for digital skills will only continue to increase in importance.

Despite there being plenty of jobs available, professionals have become wary about moving from a secure job and business as a result of companies making employees redundant during the pandemic. This has reduced the number of professionals available and made it difficult for organisations to recruit. On the flip side, those candidates that are on the job market can select from multiple opportunities.

Businesses that are seeking new talent should try to be creative and swift with their interview processes. Employers must highlight to candidates what makes their company great to work for and differentiate themselves from their competitors to stand out when professionals are choosing between several offers.

Jobseekers should ensure their CV is creative and detailed, expanding on the duties and required skills of past roles. Likewise, during the interview process, professionals must be prepared – they should research the business they are interviewing for, memorise key attributes and skills in the job description and come up with examples which relate to real-life scenarios and experience. //



Klaudia Győri

Executive Recruitment Consultant
Reed

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Technology

Per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Infrastructure/IT Manager	750,000 Ft	1,300,000 Ft ▲	1,850,000 Ft	1,250,000 Ft	1,250,000 Ft	1,200,000 Ft
DevOps Engineer	800,000 Ft	1,200,000 Ft —	1,600,000 Ft	1,200,000 Ft	1,125,000 Ft	1,050,000 Ft
Network Architect	900,000 Ft	1,150,000 Ft —	1,400,000 Ft	1,150,000 Ft	1,250,000 Ft	1,200,000 Ft
Network Engineer	750,000 Ft	1,000,000 Ft —	1,250,000 Ft	1,000,000 Ft	1,050,000 Ft	1,000,000 Ft
Information Security Expert	800,000 Ft	1,150,000 Ft —	1,500,000 Ft	1,150,000 Ft	1,125,000 Ft	1,100,000 Ft
BI Expert	850,000 Ft	1,075,000 Ft —	1,300,000 Ft	1,075,000 Ft	1,000,000 Ft	950,000 Ft
Data Engineer	700,000 Ft	1,000,000 Ft —	1,300,000 Ft	1,000,000 Ft	1,000,000 Ft	1,000,000 Ft
Data Scientist	650,000 Ft	1,000,000 Ft —	1,350,000 Ft	1,000,000 Ft	975,000 Ft	975,000 Ft
Database Developer	550,000 Ft	875,000 Ft ▲	1,200,000 Ft	800,000 Ft	800,000 Ft	800,000 Ft
Database Administrator	500,000 Ft	775,000 Ft ▲	1,050,000 Ft	750,000 Ft	750,000 Ft	700,000 Ft
SAP Specialist	600,000 Ft	925,000 Ft —	1,250,000 Ft	925,000 Ft	1,250,000 Ft	1,250,000 Ft
Systems Administrator/Engineer (Windows, Linux)	600,000 Ft	850,000 Ft ▲	1,100,000 Ft	800,000 Ft	800,000 Ft	775,000 Ft
Technical Support	450,000 Ft	600,000 Ft ▲	750,000 Ft	575,000 Ft	600,000 Ft	475,000 Ft
Agile Delivery Manager	700,000 Ft	1,075,000 Ft ▲	1,450,000 Ft	1,050,000 Ft	1,150,000 Ft	1,100,000 Ft
IT Project Manager	600,000 Ft	1,025,000 Ft ▲	1,450,000 Ft	1,000,000 Ft	1,250,000 Ft	1,250,000 Ft
Scrum Master	650,000 Ft	900,000 Ft ▲	1,150,000 Ft	825,000 Ft	1,075,000 Ft	1,075,000 Ft
Business Analyst	500,000 Ft	825,000 Ft ▲	1,150,000 Ft	800,000 Ft	825,000 Ft	800,000 Ft
System Analyst	500,000 Ft	825,000 Ft ▲	1,150,000 Ft	800,000 Ft	725,000 Ft	700,000 Ft
Product Owner	600,000 Ft	1,000,000 Ft ▲	1,400,000 Ft	950,000 Ft	950,000 Ft	950,000 Ft
Mobile Developer (iOS, Android)	600,000 Ft	1,000,000 Ft ▲	1,400,000 Ft	975,000 Ft	1,000,000 Ft	1,000,000 Ft
Java Developer	600,000 Ft	1,000,000 Ft ▲	1,400,000 Ft	975,000 Ft	975,000 Ft	925,000 Ft
.Net Developer	600,000 Ft	1,000,000 Ft ▲	1,400,000 Ft	975,000 Ft	975,000 Ft	925,000 Ft
C++ Developer	600,000 Ft	1,000,000 Ft ▲	1,400,000 Ft	975,000 Ft	975,000 Ft	925,000 Ft
Python Developer	600,000 Ft	900,000 Ft ▲	1,200,000 Ft	875,000 Ft	800,000 Ft	675,000 Ft
PHP Developer	600,000 Ft	900,000 Ft ▲	1,200,000 Ft	850,000 Ft	875,000 Ft	850,000 Ft
Full Stack Developer	600,000 Ft	1,000,000 Ft ▲	1,400,000 Ft	975,000 Ft	925,000 Ft	850,000 Ft
Sharepoint Developer	550,000 Ft	975,000 Ft ▲	1,400,000 Ft	950,000 Ft	1,250,000 Ft	1,250,000 Ft
Front-end Developer	600,000 Ft	1,000,000 Ft ▲	1,400,000 Ft	950,000 Ft	950,000 Ft	900,000 Ft
UX/UI Designer	550,000 Ft	875,000 Ft —	1,200,000 Ft	875,000 Ft	950,000 Ft	950,000 Ft
Embedded Developer	550,000 Ft	925,000 Ft —	1,300,000 Ft	925,000 Ft	925,000 Ft	900,000 Ft
Hardware Developer	550,000 Ft	850,000 Ft ▲	1,150,000 Ft	750,000 Ft	750,000 Ft	700,000 Ft
Manual Software Tester	450,000 Ft	725,000 Ft ▲	1,000,000 Ft	700,000 Ft	725,000 Ft	700,000 Ft
Automated Software Tester	550,000 Ft	900,000 Ft —	1,250,000 Ft	900,000 Ft	850,000 Ft	800,000 Ft

Market insight

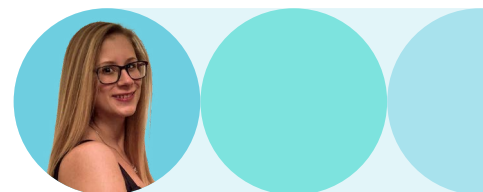
// The past 12 months were difficult for the technology sector in Hungary, with Covid-19 freezing the recruitment market and dramatically decreasing the number of vacancies available. Businesses focused on stabilising their position in the market and adjusting to the shift to remote working.

Fortunately, as companies begin to enter the recovery stage, they are keen to rebuild and grow their IT teams again. This is increasingly critical, with technology playing a vital role in all aspects of a business's operations when Covid-19 moved everything virtual. While the demand for highly qualified, skilled IT professionals are becoming more urgent, there are very few experienced candidates on the market that are willing to move roles for fear of compromising their job security.

Those candidates that are in the market for a new role in the technology sector have a range of choices, and are also aware of their worth, allowing them to demand higher salaries and competitive benefits.

Many businesses in the sector are seeking senior professionals with a proactive approach and an excellent grasp of English. With competition fierce among competitors, counteroffers are becoming increasingly common.

Hiring managers must ensure they get to know a candidate during the recruitment process and discuss their motivations for applying. This not only helps to determine if the candidate is a good team fit but can help managers shape a bespoke offer which a professional will choose over untailored offers from competitors. //



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