



# Salary guide 2022

.....

Czech Republic



# Contents

→ About Reed	3	→ HR & business support	26
→ Introduction	4	→ Procurement & supply chain	29
→ Our survey says...	7	→ Multilingual shared services	31
→ Accountancy & finance	16	→ Sales & marketing	35
→ Banking	20	→ Technology	40
→ Engineering	22	→ Why choose Reed?	44

## Why use Reed's salary guide?



### The full picture

This guide covers salaries for some of the most popular roles across eight 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



# Covid continues to impact but businesses will prevail



**Lenka Hnatkova**  
Principal Business Manager  
Reed

[Connect with Lenka on LinkedIn →](#)

**“ Last year, we saw the labour market in the country return to normal and the unemployment rate start to fall. This should continue as we make our way into 2022 and businesses recover from the impact of the global pandemic.**

.....

Some sectors in the Czech Republic are recovering at a much faster pace than others, but 2022 brings optimism for all, despite so much still riding on the course of the pandemic.

As the landscape settles further, job vacancies will continue to rise in the manufacturing, construction, accommodation, and gastronomy sectors. The latter two are currently struggling to find professionals for their open vacancies, as many of the employees dismissed, because of a lack of work during the pandemic, have found other jobs in different sectors.

Due to economic forecasts, companies in the country have become more cautious in anticipation of the impending challenges further waves of the pandemic will bring. The entire country is awaiting the outcome of the chip shortage in the automotive industry, using this scenario to predict how it will affect the whole supply chain. As our economy continues to be entwined with that of Germany, there is expectation that our automotive sector will slow down, and in some areas come to a halt.

## Changing ways of working

Over the last few years, we have witnessed a shift in the way we work in the Czech Republic. The pandemic has sped up digitisation and paved the way for the future of work. We have seen more organisations adopt automation and a sizeable percentage of the country's workforce have had a taste of remote working. Those who did get the opportunity to work remotely are now looking to continue this in search of a better work-life balance, and jobseekers are more attracted to companies that offer either hybrid or remote working opportunities.

The battle for talent within the country is also intensified by remote working, as candidates can now look outside

of their geographical location for opportunities. This year, organisations must realise that just advertising a vacancy no longer works. They need to do more to attract the best professionals to work for their business – working with a recruiter who has more reach, industry knowledge and headhunting skills can help with this.

Those looking for work need to realise that there are a high number of opportunities available across multiple sectors. They should not be afraid to move role and can afford to be more selective when it comes to finding a job.

## Skills in demand

In all regions across the Czech Republic, the most highly skilled individuals have enjoyed the strongest job growth over the last decade, while middle-skilled workers have had fewer opportunities. However, the pandemic has changed this, and we are seeing plenty of available jobs at all skill levels. This year, it has also been reported that there is a lack of graduates – with statistics highlighting that there will be no more than 60,000 entering the labour market.

Software engineers, financial accountants with languages, recruiters, and digital marketing specialists are all roles currently in demand. Professionals working in these areas have their pick of a high number of roles with some very reputable companies.

To grow, retain and motivate employees, it is vital companies prioritise their employer branding. Most professionals are now monitoring companies' communication on social networks or in the media, so getting public messaging right is important to attract the best talent. With this in mind, there is a focus among innovative businesses on employing HR professionals to manage talent attraction and employer brand.

# Salaries and benefits

**In the current climate, having the right salary and benefits package is necessary. Companies that offer flexible hours have the upper hand - often those who cannot afford to pay higher salaries can secure a candidate by offering a good wage and flexibility. Flexible working hours and improved work-life balance are particularly popular among two subgroups: millennials and parents.**

Originally, flexibility was only offered in bigger international companies, but smaller businesses are now following suit as they realise it is a fantastic way to attract talent. If companies really want to attract the best professionals and maintain a motivated workforce, they should look towards offering flexibility.

Increasingly, employees are now paying attention to their overall wellbeing. Therefore, many companies in the Czech Republic are now including wellness and sport programmes as part of their benefits packages.

Jobseekers and employees also appreciate career opportunities like on-the-job training and upskilling, with a clear vision of how they can achieve workplace promotions. Today's workers want and need to feel valued. Businesses should show their appreciation through employee recognition programmes, performance bonuses and comfortable work environments.

The need to review salaries has never been more important, as the labour market continues to favour worker demands over employer hiring needs. Some companies may have to revise their planned salary increases even higher. This is a result of many companies deciding on their 2022 raises at the end of 2021, before having a clear picture of how much salaries should rise. While inflation is not normally employers' top reason to increase base pay, the rise in the last year has been too high to ignore. This salary guide will help businesses plan for the rest of 2022 and ensure they have the right strategy in place to stand out from their competitors. //



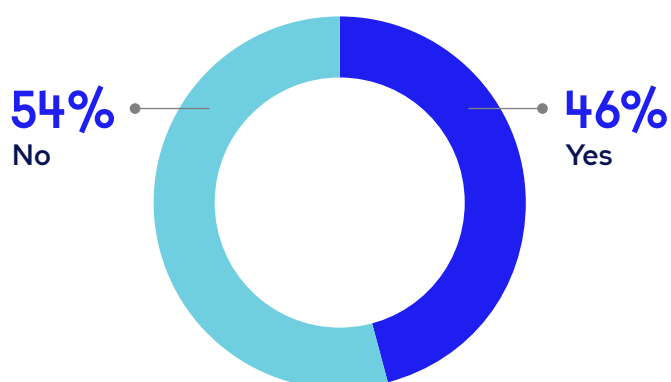
# Our survey says...

Reed conducted a snap survey of 167 professionals in Czech Republic at the end of 2021. The questionnaire asked them about their current and preferred salary and benefits, whether they had experienced changes to their way of working, their organisation's performance and priorities, how they rated their job security and the future of their industry, and the key recruitment and skills trends they are witnessing. Here is what their answers revealed:

## Salaries

With salaries increasing for numerous jobs across Czech Republic, it's unsurprising that professionals across the country are increasingly unsatisfied with what they are being paid. 54% of those surveyed said that they were unhappy with their current salary.

Are you happy with your current salary?

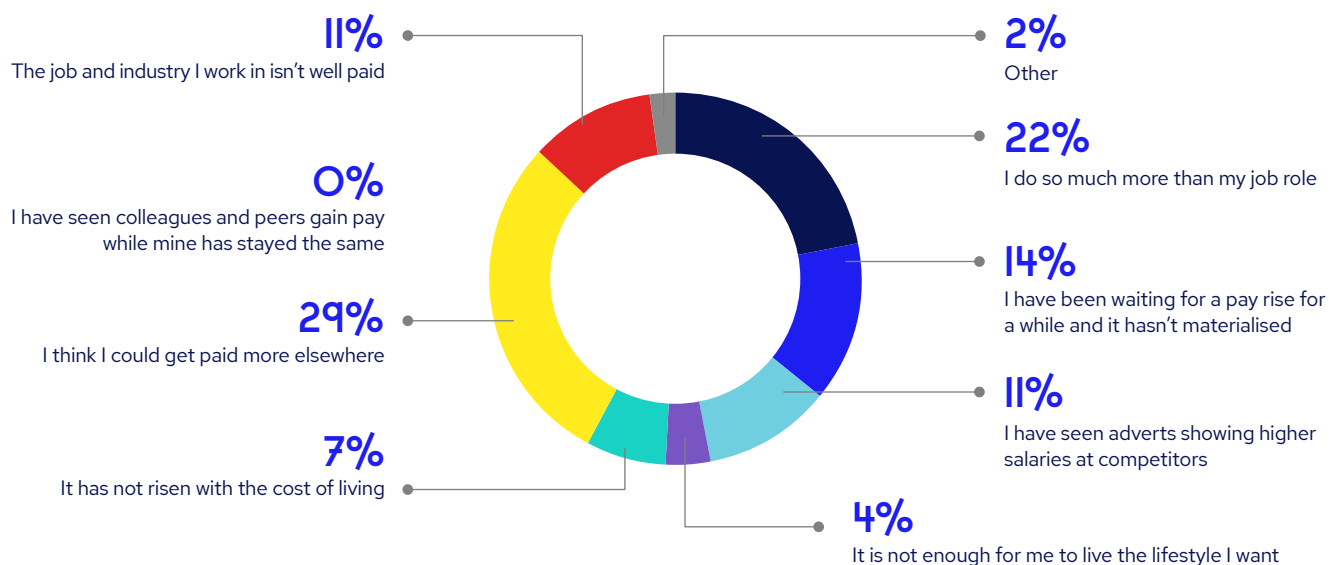




Of those who are unhappy with their current pay, 29% said this was because they believe they could get paid more elsewhere, with a further 11% indicating that they had seen adverts showing higher salaries with competitors.

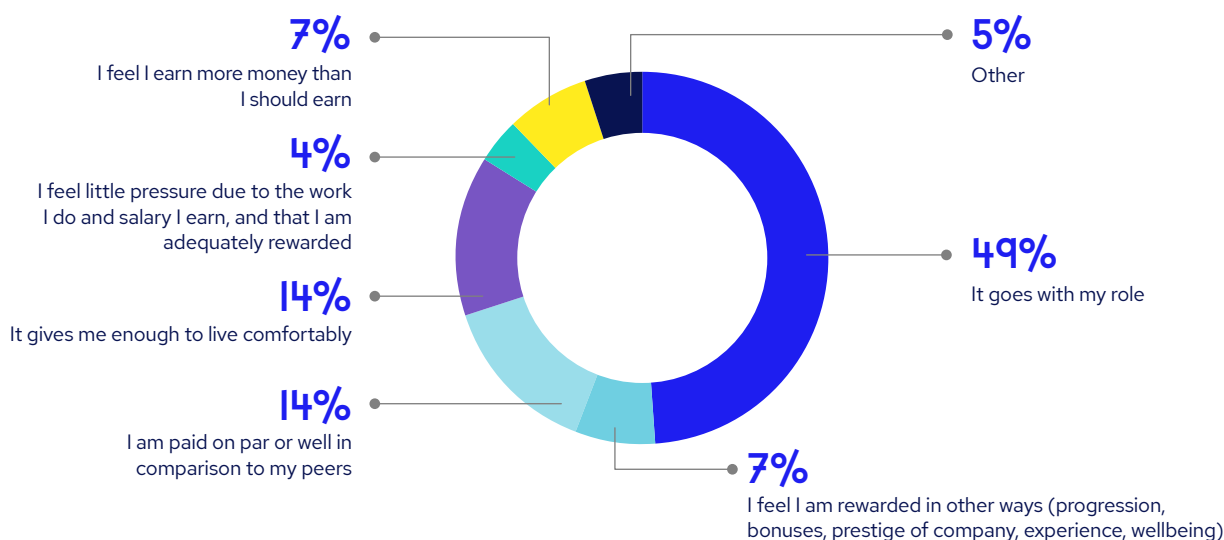
22% highlighted that they did much more than their job role entailed and wanted to be paid accordingly, 14% said they had been waiting for a pay increase for some time, while 11% were unhappy with their salary because they worked in a low-paid sector.

### Why are you unhappy with your salary?



Of the 46% of professionals who are happy with the pay they are receiving, almost half (49%) said that this was because it suited the role they were in. 14% said that they were paid well in comparison to their peers, while a further 14% said that their salary gave them enough money to live comfortably.

### Why are you happy with your salary?



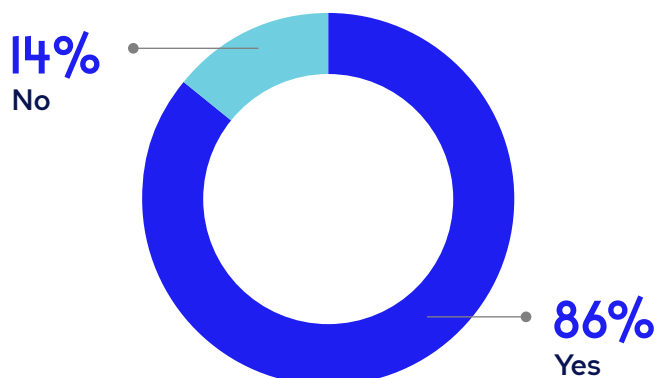
# Benefits

We asked survey respondents whether they received company benefits, which benefits they received, and what their top-five most-desired benefits would be.

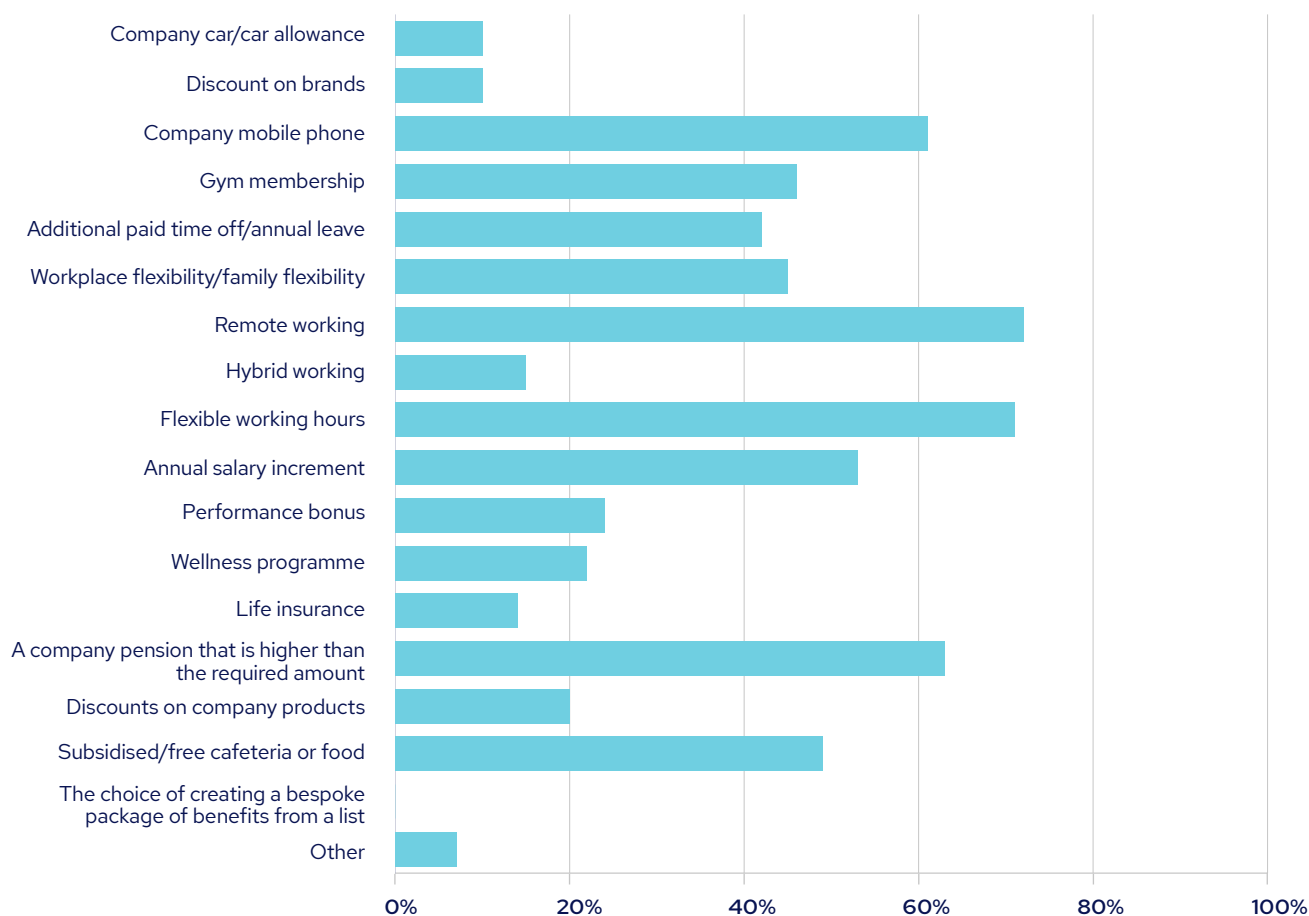
86% of professionals said that they received some form of add-ons from their organisation. Of those, the most common benefits were remote working and flexible working hours, received by 71% and 70% of professionals respectively.

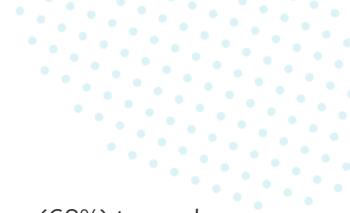
63% said they received a pension higher than the standard amount, 61% have company mobile phones and 53% of workers get an annual salary increase. Just under half (49%) get subsidised or free food from a cafeteria, 46% are supported with gym or sports club memberships, 45% have workplace/family flexibility, and 42% receive increased annual leave allowances.

## Do you receive any company benefits where you work?



## If yes, which benefits do you receive?

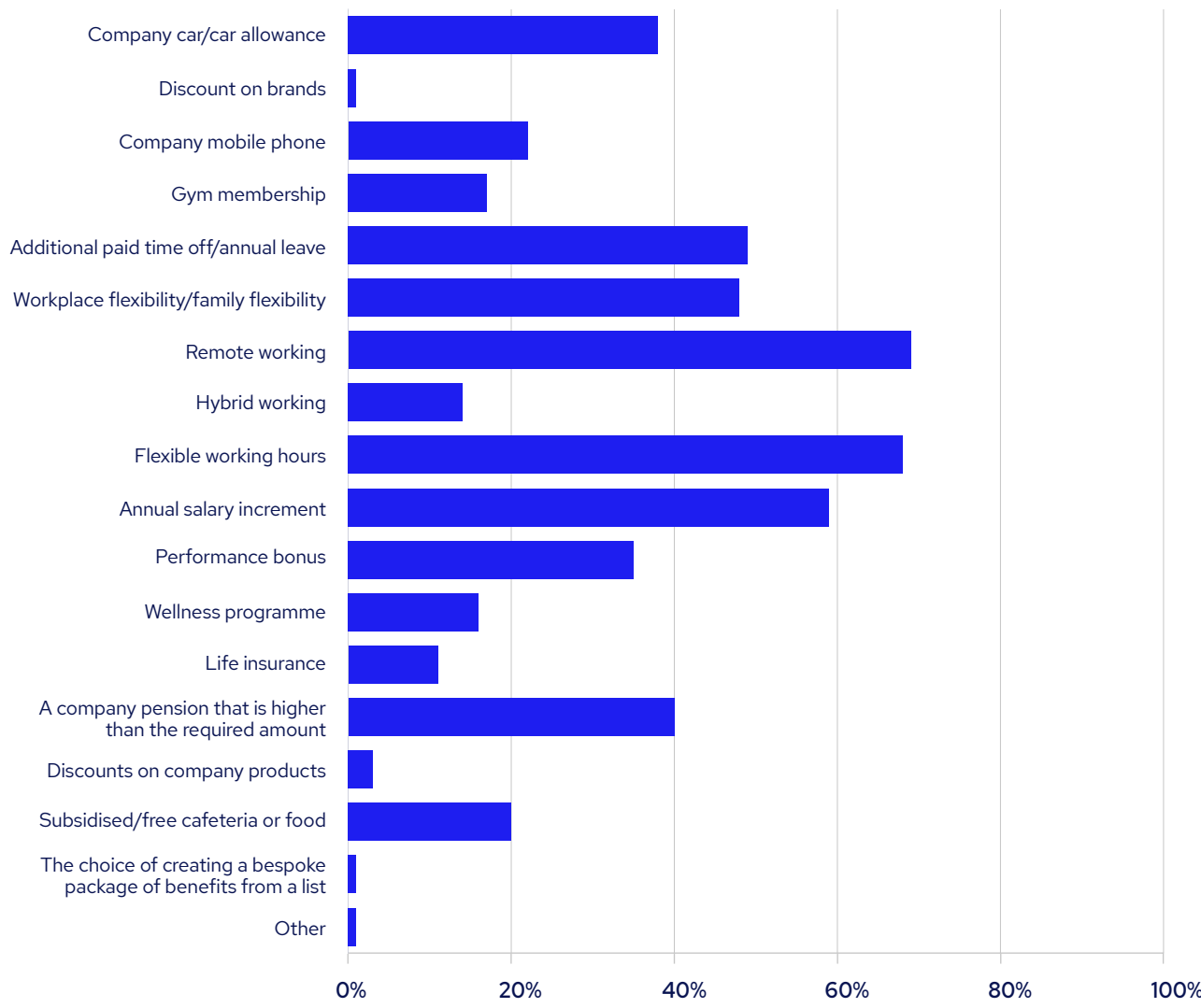




### When looking for a job, what top five benefits do you find most attractive?

When it comes to the benefits professionals desire, remote working (69%) and flexible working hours (68%) topped the list. Given the huge popularity of these benefits, any organisations offering these to existing or new employees will instantly make their jobs more attractive.

59% of respondents stated that they desired annual salary increments, while 49% wanted additional annual leave and 48% wanted workplace/family flexibility. Other popular benefits included a pension higher than the standard amount (40%), a company car or car allowance (38%) and a performance bonus (35%).



It is clear from the results that employers have understood the desirability of remote working and flexible working hours for employees. However, there are still some areas where what employees want and what they receive are different.

Despite 38% of professionals wanting either a company car or some form of car allowance, only 10% said they were receiving this add-on. While less pronounced, the difference in the numbers who desired a performance bonus (35%) and those who received one (24%) is something employers should be aware of. Those organisations who can offer these benefits will stand out to prospective employees.

On the flip side, there are benefits which employers are offering which are not attractive to employees. Despite 61% of businesses offering company mobile phones, only 22% of professionals desired this, while only 20% wanted subsidised or free food from a cafeteria, even though this is on offer to 49% of workers. Gym and sports club memberships were also not as popular given their availability, with only 17% of professionals wanting this benefit even though it was offered to 46%.

Organisations should reinvest any money saved on discontinuing unpopular benefits into those add-ons which are popular with employees yet aren't offered widely – this in turn will help lure professionals.

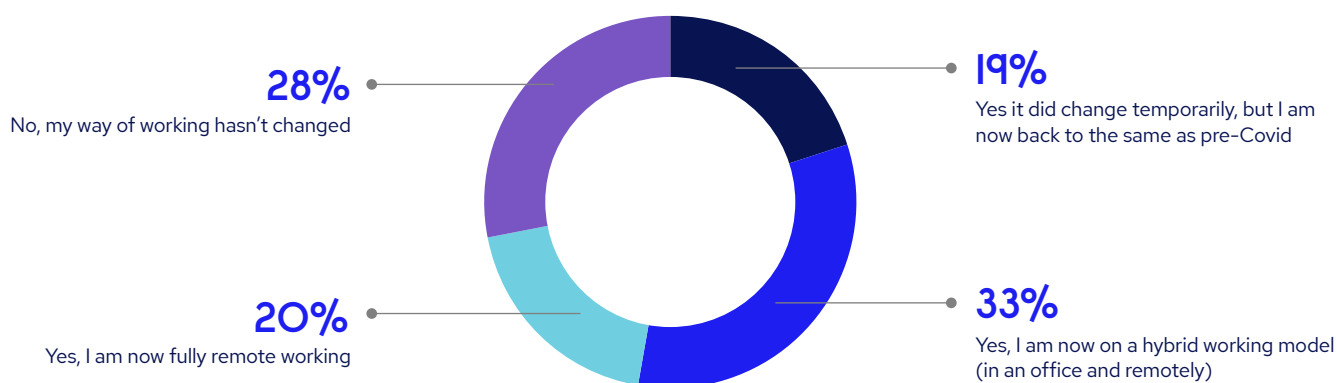


# New ways of working

In addition to finding out about salary and benefits preferences, our survey sought to examine how much the pandemic has changed ways of working in the Czech Republic.

There was a real difference when examining how people were working at the time of the survey. The most common approach was for people to work both on site and remotely (33%), however, significant numbers also worked fully remotely (20%). 19% of respondents had worked remotely but had returned to the workplace full time because of the pandemic allowing so. While 28% of respondents indicated that the pandemic had not altered their way of working at all.

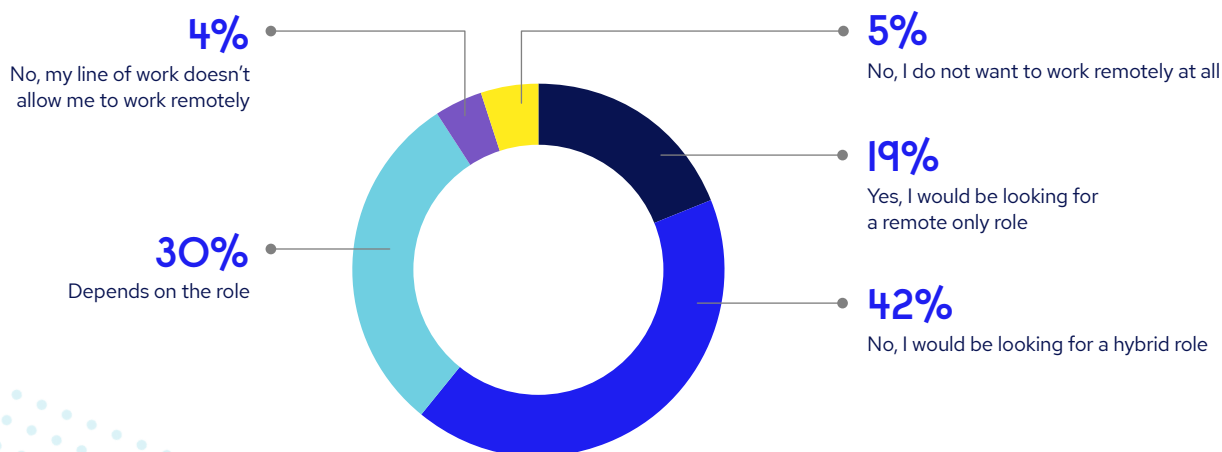
## Has your way of working changed since the Covid-19 outbreak?



When asked what type of role they would like if they were searching for a new job, 42% said they would like a mix of working on site and remotely (a hybrid working model), with a further 30% stating their preference would depend on the role.

19% said they would want to solely remote work, while only five percent said they would not want to have any aspect of remote working at all. The final four percent were in sectors where it is impossible to work from home.

## If you were to look for a new role in the future, would the fact it does not offer remote working put you off applying?

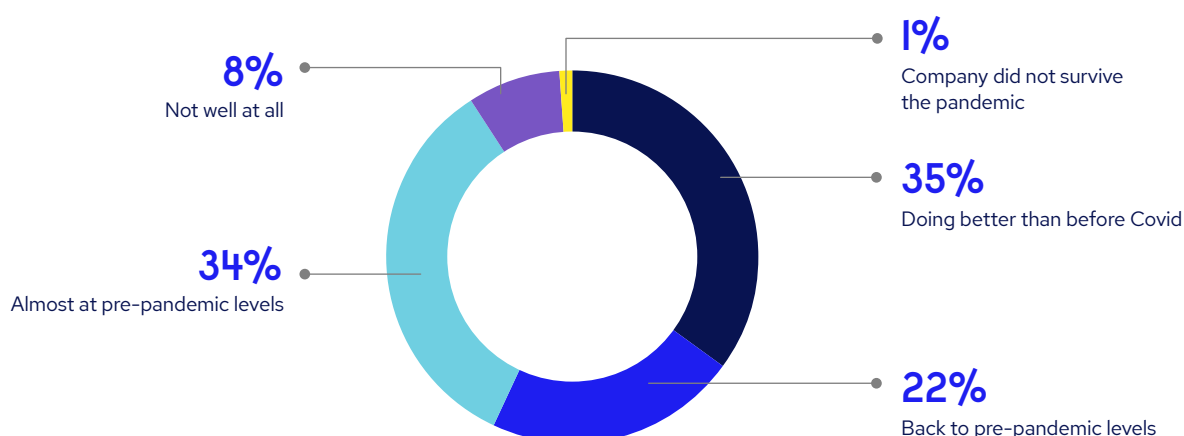


# Employer performance, priorities, and employee confidence

While the new Covid-19 variants mean that uncertainty has remained in the economic landscape, companies appear to have weathered the storm and staff have increased confidence in their futures.

35% of professionals said that their organisation was now doing better than before the pandemic, while 22% indicated that their business had reached pre-pandemic levels. 34% stated that their company was close to returning to pre-pandemic levels of business, while only 8% said that their organisation was not doing well at all.

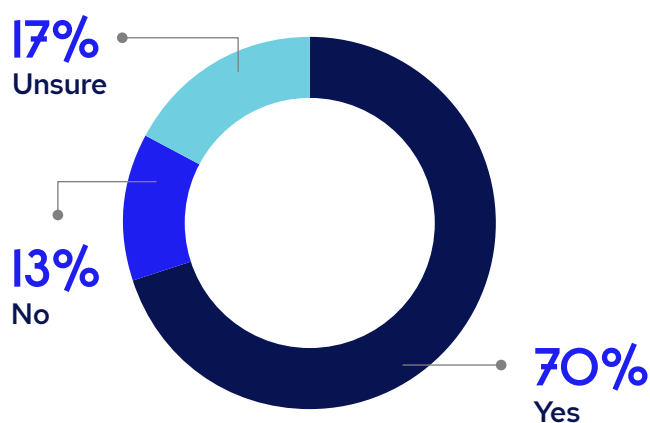
## How well has your company bounced back since the Covid-19 outbreak?



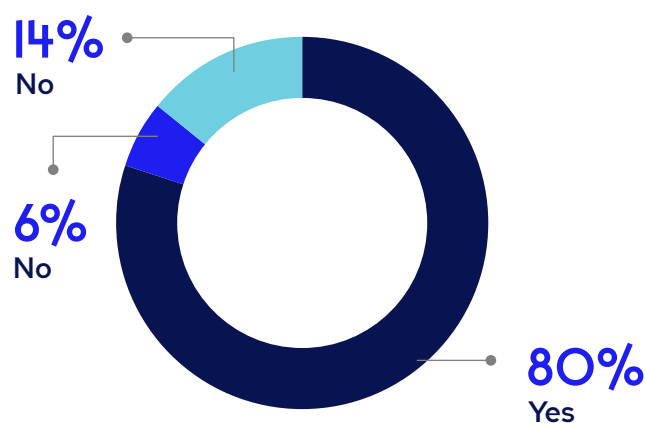
This performance is reflected in employee confidence in their jobs and the sector they work in. 70% were confident in their job security, only 13% were not confident, and 17% said they were unsure.

Respondents had even greater belief in the future of their industries, with 80% saying they felt positive about their sector. 14% felt neutral, while only 6% felt negatively about their sector's prospects.

## Do you feel confident that your job is currently secure?



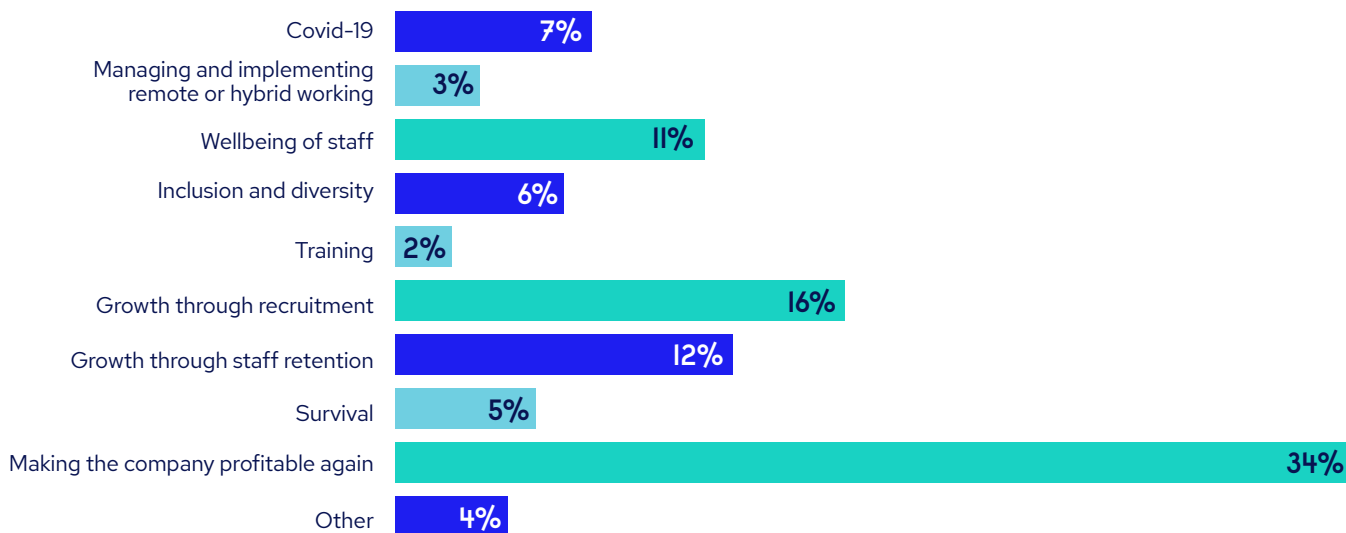
## Do you feel positive about your industry's future?



With the economy ready to rebound from the virus outbreak, organisations are prioritising growth in 2022. Over one-third of respondents (34%) said that their company's focus was on returning to profit, with a further 16% saying their organisation was looking to grow through recruitment.

Businesses are also focusing on their existing staff, with 12% stating that their company's primary goal was to grow through staff retention, while 11% highlighted that their organisation was focusing on employee wellbeing.

### What issue is highest on your organisation's agenda?



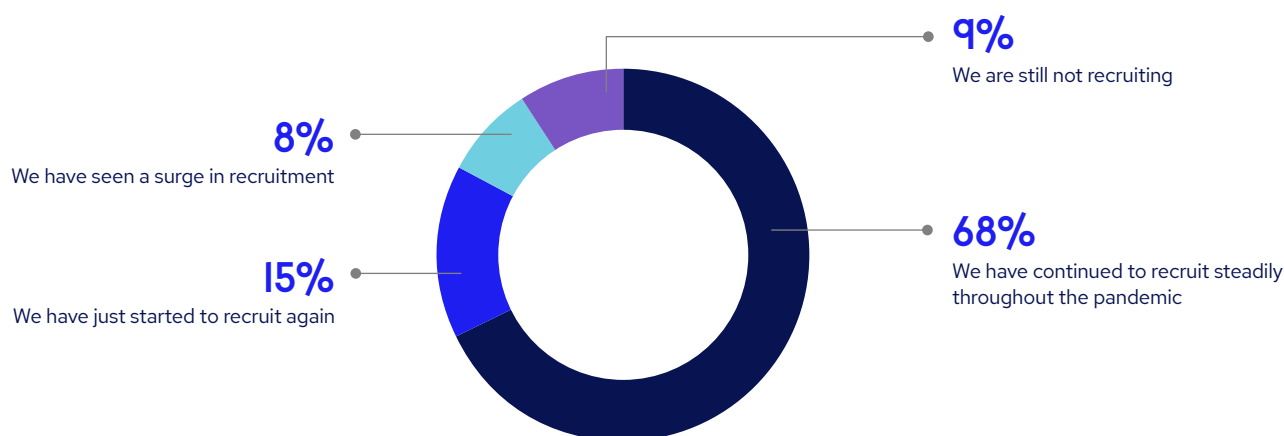


# Recruitment trends and sought-after skills

Despite the pandemic's impact on the economy in Czech Republic, businesses have still been looking to bring on new staff when required.

68% of survey participants said that their organisation had continued to recruit slowly throughout the pandemic, while only nine percent indicated that their company still has not hired staff following the outbreak. 15% had only just begun recruiting again, while eight percent said that they have seen a recent surge in recruitment at their organisation.

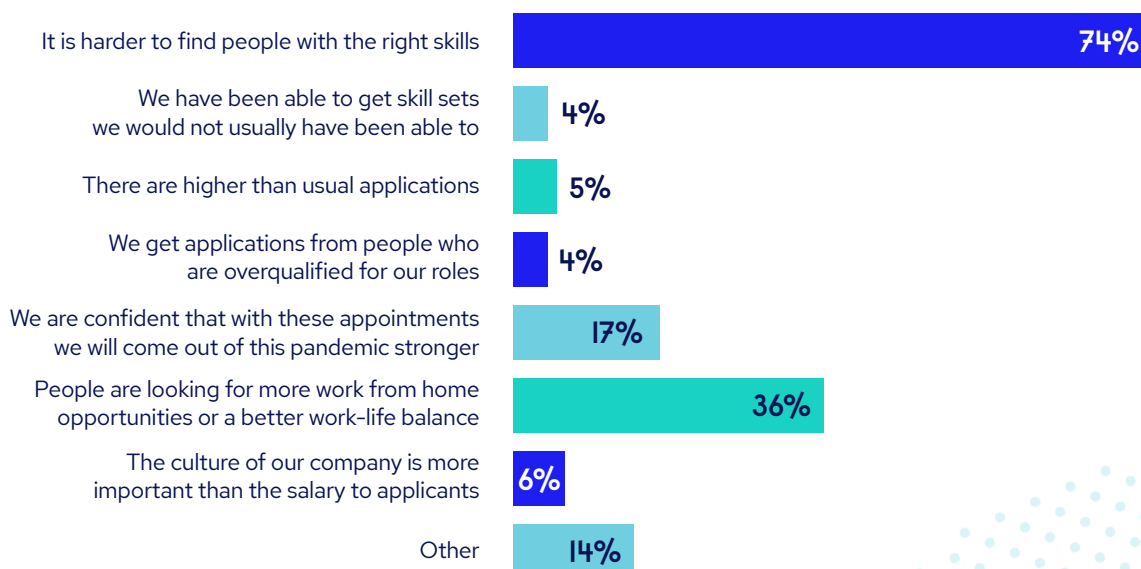
## Has your company started recruiting again since the pandemic?



However, just because companies are recruiting, it does not mean that they are able to find the professionals they need. Almost three-quarters of respondents (74%) highlighted that they were struggling to find professionals with the right skills for their roles.

Flexibility and remote working have also become an expectation following the pandemic, with 36% stating that those looking for work either wanted to work remotely or were seeking a better work-life balance.

## What changes have you seen relating to recruitment in your sector this year?

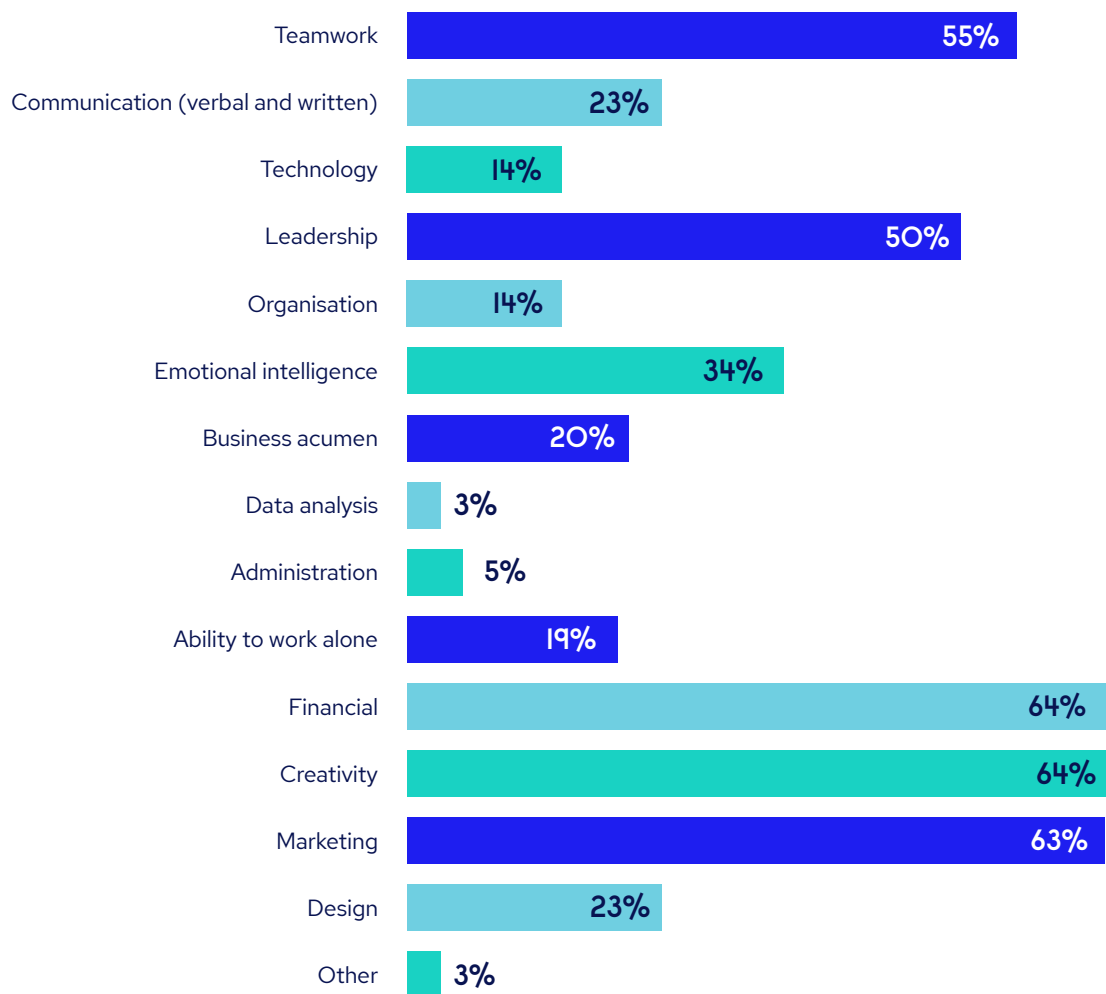


## Given that such a large proportion of employers are struggling to find people with the right skills, what skill sets are they looking for?

Businesses are clearly looking for staff with the ability to work independently, with 64% valuing both the ability to work alone and technology skills, while half want employees with excellent leadership skills.

63% of employers value those with marketing skills and 55% are seeking people who work well in a team. Emotional intelligence is also a skill that employers are looking for, with 34% choosing this in their top-five desired skills.

### What are the top five most in-demand skills in your sector currently?



# Accountancy & finance



## Accountancy & payroll

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Chief Accountant (Accounting Manager)	70,000	80,000	—	90,000	80,000	80,000	70,000
Senior Accountant (3–5 years)	55,000	62,500	^	70,000	57,500	50,000	45,000
Payroll Manager	55,000	62,500	^	70,000	55,000	55,000	52,500
Payroll Accountant	45,000	50,000	^	55,000	42,500	42,500	37,500
Accountant (1–3 years)	40,000	45,000	^	50,000	40,000	35,000	35,000
Junior Accountant (up to 1 year)	32,000	36,000	^	40,000	33,000	30,000	29,500

### Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Chief Accountant (Accounting Manager)	55,000	67,500	^	80,000	65,000	65,000	62,500
Senior Accountant (3–5 years)	40,000	47,500	^	55,000	45,000	47,500	45,000
Payroll Manager	40,000	51,000	^	62,000	50,000	50,000	47,500
Payroll Accountant	33,000	38,000	^	43,000	37,500	37,500	37,500
Accountant (1–3 years)	33,000	36,500	^	40,000	35,000	35,000	35,000
Junior Accountant (up to 1 year)	28,000	30,500	^	33,000	30,000	30,000	29,500

## Finance

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Finance Director (6+ years)	150,000	160,000	^	170,000	150,000	140,000	120,000
Finance Manager (2–6 years)	110,000	125,000	^	140,000	105,000	100,000	95,000
Controlling Manager	90,000	105,000	^	120,000	100,000	100,000	95,000
Business Controller	70,000	80,000	^	90,000	70,000	60,000	55,000
Financial Analyst/Controller (4 years)	60,000	70,000	^	80,000	62,500	60,000	52,500
Financial Analyst/Controller (2 years)	40,000	45,000	—	50,000	45,000	45,000	37,500



# Accountancy & finance



## Finance

Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Finance Director (6+ years)	95,000	127,500 ^	160,000	125,000	135,000	127,500
Finance Manager (2-6 years)	75,000	92,500 ^	110,000	87,500	92,500	90,000
Controlling Manager	70,000	81,500 ^	93,000	80,000	85,000	80,000
Business Controller	47,000	58,500 ^	70,000	57,500	60,000	57,500
Financial Analyst/Controller (4 years)	50,000	57,500 -	65,000	57,500	57,500	57,500
Financial Analyst/Controller (2 years)	37,000	43,500 ^	50,000	42,500	45,000	42,500

## Internal audit

Prague / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Manager	110,000	120,000 ^	130,000	110,000	110,000	105,000
Auditor (2-4 years)	80,000	90,000 ^	100,000	70,000	70,000	67,500
Auditor (0-2 years)	55,000	62,500 ^	70,000	50,000	50,000	47,500

Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Manager	75,000	92,500 ^	110,000	90,000	95,000	92,500
Auditor (2-4 years)	45,000	57,500 ^	70,000	55,000	60,000	57,500
Auditor (0-2 years)	37,000	41,000 ^	45,000	40,000	42,500	40,000

## External audit

Prague / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Manager	100,000	110,000 ^	120,000	100,000	100,000	95,000
Auditor	80,000	90,000 ^	100,000	80,000	80,000	75,000
Audit Senior (2-4 years)	55,000	65,000 ^	75,000	55,000	55,000	47,500
Assistant Auditor (0-2 years)	40,000	47,500 ^	55,000	40,000	40,000	35,000

# Accountancy & finance



## External audit

Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Manager	90,000	100,000	^	110,000	95,000	97,500	95,000
Auditor	60,000	75,000	—	90,000	75,000	75,000	75,000
Audit Senior (2-4 years)	39,000	48,500	^	58,000	47,500	50,000	47,500
Assistant Auditor (0-2 years)	33,000	36,000	^	39,000	35,000	36,500	35,000

## Tax

Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Tax Manager	120,000	135,000	^	150,000	125,000	125,000	125,000
Tax Advisor	85,000	95,000	^	105,000	90,000	80,000	80,000
Tax Consultant	60,000	65,000	^	70,000	57,500	52,500	50,000
Tax Assistant	40,000	45,000	^	50,000	37,500	37,500	35,000

Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Tax Manager	75,000	92,500	—	110,000	92,500	100,000	92,500
Tax Advisor	65,000	80,000	—	95,000	80,000	80,000	80,000
Tax Consultant	40,000	51,500	^	63,000	50,000	50,000	50,000
Tax Assistant	33,000	35,500	^	38,000	35,000	35,000	35,000

# Market insights

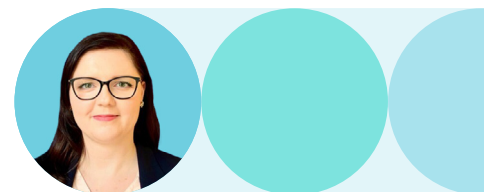
// In the first half of 2021, the pace of the previous year continued, but as we entered the second half of the year things changed and there was an increase in demand for strategic positions such as accountants, financial controllers and finance business partners – a trend we expect will continue into 2022. Last year, we also saw many companies try and reduce costs by restructuring their finance department to achieve the highest possible efficiency, introducing automation and optimising processes.

Professionals in both the accountancy and finance sectors are very cautious when it comes to moving job, this will likely continue until the pandemic ceases. Since having a taste of remote working during the pandemic, many jobseekers are now looking for a better work-life balance, which means an increase in demand for hybrid roles – offering two to three days working at home per week. Businesses that can offer this will attract the best professionals. On top of hybrid working, benefits like public transport contribution and annual bonuses are popular.

Positions that are 'closer to the business' are very attractive among professionals – including roles such as business controller and finance business partner. Companies that can offer candidates jobs relating to new trends such as financial process automation and Power BI will also be more successful at attracting the best talent.

Due to the current shortage of finance professionals on the market, companies need to shorten their recruitment procedures and make them more efficient; this could be by having two interviewers and just one round of interviews.

In addition, many businesses are still underestimating the importance of pay and are not reflecting the current market rate – and until they offer attractive salaries and benefits, they will be unable to secure the best professionals for their vacancies. //



**Jana Sitárová**

Recruitment Consultant  
Reed

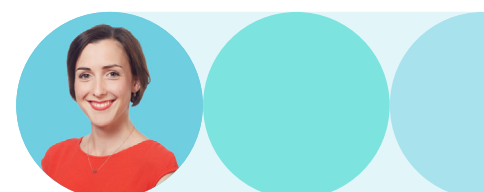
[Connect with Jana on LinkedIn →](#)

// The recruitment landscape in the accountancy and finance sectors is extremely competitive. With few experienced candidates actively looking for work, companies face having to battle for the best talent. Businesses need to ensure they are offering the best remuneration and benefits packages possible to ensure they remain attractive – benchmarking against their competitors' packages is also vital.

When looking for a job in the accountancy and finance field, jobseekers should choose the company and role where they can see themselves staying for a long time, have the space to grow, and where there is job security.

The erratic environment the pandemic has created means many professionals are unwilling to move from their stable jobs, no matter what the working conditions. However, there are many roles in the sector available with great opportunities and packages – and professionals should consider a move while they can.

While opportunities are great for those with experience, the doors will be further opened to those who are able to speak and write in English. Anything a professional can do to upskill themselves or level-up their skills will be advantageous to their career – whether this be taking a language course, furthering their knowledge of Microsoft Excel, or getting up to speed with the latest accounting tech developments. //



**Anna Nováková**

Senior Recruitment Consultant  
Reed

[Connect with Anna on LinkedIn →](#)

# Banking

## Banking - front office

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Head of Corporate Banking	170,000	180,000	^	190,000	170,000	170,000	155,000
Senior Relationship Manager	120,000	140,000	^	160,000	120,000	120,000	85,000
Branch Manager	110,000	120,000	^	130,000	90,000	90,000	70,000
Private Banker	80,000	90,000	—	100,000	90,000	80,000	60,000
Relationship Manager	70,000	85,000	^	100,000	55,000	55,000	67,500
Mortgage Specialist	50,000	60,000	^	70,000	50,000	50,000	45,000
Investment Specialist	50,000	60,000	^	70,000	40,000	40,000	N/A
Personal Banker	30,000	40,000	^	50,000	30,000	30,000	90,000

### Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Head of Corporate Banking	130,000	150,000	—	170,000	150,000	155,000	155,000
Senior Relationship Manager	75,000	92,500	^	110,000	90,000	90,000	85,000
Branch Manager	60,000	75,000	—	90,000	75,000	75,000	70,000
Private Banker	55,000	62,500	—	70,000	62,500	62,500	60,000
Relationship Manager	40,000	50,000	—	60,000	50,000	50,000	67,500
Mortgage Specialist	37,000	48,500	^	60,000	47,500	47,500	45,000
Investment Specialist	30,000	38,500	—	47,000	38,500	37,500	N/A
Personal Banker	27,000	31,000	^	35,000	30,500	29,000	90,000

## Banking - back office

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Treasury Manager	120,000	125,000	^	130,000	115,000	115,000	110,000
Market Risk Manager	100,000	110,000	^	120,000	105,000	105,000	105,000
Credit Risk Manager	100,000	110,000	^	120,000	100,000	95,000	80,000
Market Risk Analyst	75,000	85,000	^	95,000	75,000	75,000	65,000
Credit Risk Analyst	70,000	80,000	^	90,000	65,000	65,000	60,000
Treasury Analyst	65,000	75,000	^	85,000	65,000	65,000	60,000

# Banking

## Banking - Back office

Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Treasury Manager	90,000	110,000	^	130,000	107,500	107,500	110,000
Market Risk Manager	90,000	102,500	^	115,000	100,000	102,500	105,000
Credit Risk Manager	70,000	82,500	^	95,000	80,000	80,000	80,000
Market Risk Analyst	55,000	65,000	-	75,000	65,000	67,500	65,000
Credit Risk Analyst	45,000	57,500	^	70,000	55,000	60,000	60,000
Treasury Analyst	45,000	57,500	-	70,000	57,500	58,500	60,000

## Market insight

// The events of 2021 have continued to impact the banking market significantly. Many roles have diminished, but there has been an increase in demand for specialists, which will continue into this year.

As with all sectors, there is an unwillingness among professionals to move from their current role – people are craving job security in what is proving to be a turbulent environment, however, this will disappear as the pandemic subsides further.

The trend of process automation and digitisation is continuing to bring many changes to the sector and we have seen the emergence of new roles as a result. Interest in moving from front office to back office is a continuing pattern – and senior positions are often filled by internal employees.

With emphasis placed on new technologies and systems, it is paramount that banking professionals continue to immerse themselves in the latest trends, technology, and skills to ensure they stand out from other jobseekers. Those looking to work in the industry, or wanting to progress their careers, that do not have the ability to communicate in English, need to consider upskilling themselves – learning the language will pave the way for more opportunities in the sector.

Companies looking to recruit will need to work with a strong recruiter – a lack of professionals looking to move makes recruitment challenging without the use of headhunters. Professionals in banking are interested in new technologies, digitisation and innovation. Banks who meet these requirements are in a better position to attract candidates. To attract the best professionals, companies should continue to streamline their recruitment processes, reducing the number of interview stages and offering top interviewees a job as quickly as possible, before they accept another offer. //



**Jana Sitárová**

Recruitment Consultant  
Reed

[Connect with Jana on LinkedIn](#) →



# Engineering

## Research & development

Prague / CZK per month

Role	2022		
	Lower	Average	Upper
R&D Researcher	45,000	50,000 <small>NEW</small>	55,000
Electrical Engineer	55,000	60,000 <small>NEW</small>	65,000
Commissioning Engineer	55,000	60,000 <small>NEW</small>	65,000
Electronic Engineer	60,000	72,500 <small>NEW</small>	85,000
Automation Engineer	60,000	72,500 <small>NEW</small>	85,000
PLC Programmer	50,000	62,500 <small>NEW</small>	75,000
Mechanical Engineer	40,000	47,500 <small>NEW</small>	55,000
Technical Specialist	40,000	47,500 <small>NEW</small>	55,000
HW Engineer	55,000	70,000 <small>NEW</small>	85,000

Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
R&D Researcher	45,000	62,500 <small>—</small>	80,000	62,500	62,500	62,500
Electrical Engineer	45,000	60,000 <small>—</small>	75,000	60,000	60,000	60,000
Commissioning Engineer	40,000	57,500 <small>▲</small>	75,000	53,000	53,500	49,000
Electronic Engineer	45,000	57,500 <small>▲</small>	70,000	53,500	50,000	49,000
Automation Engineer	40,000	52,500 <small>▲</small>	65,000	50,000	53,500	51,500
PLC Programmer	40,000	52,500 <small>▲</small>	65,000	51,000	51,000	46,500
Mechanical Engineer	35,000	49,000 <small>▲</small>	63,000	47,500	61,000	60,000
Technical Specialist	38,000	49,000 <small>▼</small>	60,000	51,500	52,500	51,500
HW Engineer	37,000	46,000 <small>▲</small>	55,000	44,000	43,000	40,000

## Process engineering

Prague / CZK per month

Role	2022		
	Lower	Average	Upper
Engineering Manager	90,000	107,500 <small>NEW</small>	125,000
Lean Consultant/CIE/Lean Expert/ Six Sigma Leader	55,000	65,000 <small>NEW</small>	75,000
Process Engineer	50,000	60,000 <small>NEW</small>	70,000

# Engineering

## Process engineering

Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Engineering Manager	70,000	95,000 <span>▲</span>	120,000	87,500	85,000	80,000
Lean Consultant/CIE/Lean Expert/ Six Sigma Leader	60,000	85,000 <span>—</span>	110,000	85,000	85,000	80,000
Process Engineer	40,000	50,000 <span>▲</span>	60,000	49,000	54,000	47,500

## Quality

Prague / CZK per month

Role	2022			
	Lower	Average	Upper	
Quality Manager	90,000	107,500 <span>NEW</span>	125,000	
Supplier Quality Manager	80,000	95,000 <span>NEW</span>	110,000	
Supplier Quality Engineer/Specialist	45,000	55,000 <span>NEW</span>	65,000	
Customer Quality Manager	80,000	95,000 <span>NEW</span>	110,000	
Customer Quality Engineer/Specialist	45,000	55,000 <span>NEW</span>	65,000	
Quality Engineer	50,000	60,000 <span>NEW</span>	70,000	

Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Quality Manager	55,000	82,500 <span>▲</span>	110,000	76,500	76,000	75,000
Supplier Quality Manager	55,000	82,500 <span>▲</span>	110,000	77,500	76,000	75,000
Supplier Quality Engineer/Specialist	45,000	60,000 <span>▼</span>	75,000	62,500	67,500	75,000
Customer Quality Manager	55,000	72,500 <span>▲</span>	90,000	65,000	61,000	57,500
Customer Quality Engineer/Specialist	45,000	57,500 <span>—</span>	70,000	57,500	55,000	55,000
Quality Engineer	38,000	45,000 <span>—</span>	52,000	45,000	45,000	42,500

# Engineering

## Production

### Prague / CZK per month

Role	2022		
	Lower	Average	Upper
Plant/Operational Manager	120,000	160,000 <small>NEW</small>	200,000
Production Manager	60,000	92,500 <small>NEW</small>	125,000
Shift Leader	45,000	55,000 <small>NEW</small>	65,000
Maintenance/Facility Manager	50,000	60,000 <small>NEW</small>	70,000
Maintenance Engineer	35,000	42,500 <small>NEW</small>	50,000

### Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Plant/Operational Manager	110,000	140,000 <small>▲</small>	170,000	135,000	135,000	140,000
Production Manager	70,000	110,000 <small>▲</small>	150,000	107,500	110,000	100,000
Shift Leader	45,000	57,500 <small>—</small>	70,000	57,500	57,500	57,500
Maintenance/Facility Manager	40,000	47,500 <small>▲</small>	55,000	46,500	45,000	45,000
Maintenance Engineer	35,000	42,500 <small>▲</small>	50,000	39,000	39,000	39,000

## Others

### Prague / CZK per month

Role	2022		
	Lower	Average	Upper
EHS Manager	70,000	82,500 <small>NEW</small>	95,000
Project Manager	60,000	70,000 <small>NEW</small>	80,000

### Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
EHS Manager	60,000	85,000 <small>▲</small>	110,000	80,000	72,500	70,000
Project Manager	40,000	67,500 <small>—</small>	95,000	67,500	67,500	65,000

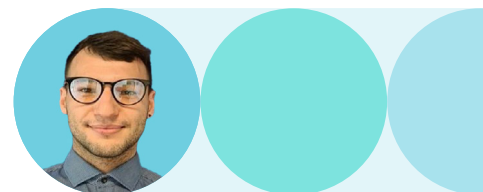
# Market insight

// The engineering industry in the Czech Republic is short of qualified and specialist engineers. Within the sector, there are a large number of managers – however, not all of them are able to conduct technical and operative engineering tasks and, therefore, those who can are in high demand.

This lack of professionals is the biggest challenge for all businesses working in the sector. That's why working with a specialist engineering recruiter is vital to ensure that professionals with the right skills for the job are sourced – not just through job adverts but using headhunters with an existing network of candidates.

When looking to recruit, companies should think hard about whether they are able to offer flexibility – not only flexibility in working hours, but wages and the benefits professionals receive. When it comes to salary and benefits, what is important to one candidate will be different for another – therefore, having a number of options when it comes to these offerings is important.

Those looking to move role or enter the industry should think carefully about the type of company they would like to work for. Find an employer that has a good employee retention rate, which truly cares about employees and their values, and invests in the development of its people. Those looking for engineering roles should use this salary guide to understand their worth, plus work with a recruiter who can help them navigate the jungle of offers they are likely to receive. //



**Mikuláš Černý**

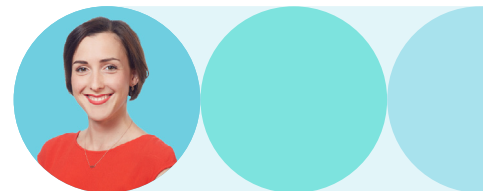
Business Manager  
Reed

[Connect with Mikulas on LinkedIn →](#)

// The candidate market in engineering mirrors that of other sectors – there are not many active, experienced candidates available and, in many cases, those who are not actively looking for a job are rarely open to discussing new opportunities.

A lack of materials and supply chain issues, combined with the effects of the pandemic on companies, is causing professionals in the sector to really consider if they want to move position – especially where they are in a secure role with a thriving company. Even if a candidate's needs aren't being met when it comes to their job satisfaction, salaries or benefits – job security is more important to many. Companies that offer this will thrive in 2022.

If a company needs an expert or a senior candidate, the ability to offer a competitive salary and benefits package such as flexible, hybrid or remote working, is a must. To ensure they can fill their vacancies, businesses should be open minded to employing a professional with less experience who is eager to learn, but still matches some of the requirements for the role. While time will need to be invested in that person, a business's return on investment will be greater as the professional is likely to remain loyal and dedicated to the company, staying with them for a longer period. //



**Anna Nováková**

Senior Recruitment Consultant  
Reed

[Connect with Anna on LinkedIn →](#)



# HR & business support

## Human resources

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
HR Director	130,000	175,000	—	220,000	175,000	175,000	175,000
HR Manager/HR Business Partner	75,000	102,500	↗	130,000	97,500	92,500	90,000
Recruitment/Staffing Manager	75,000	87,500	↗	100,000	77,500	75,000	65,000
Recruiter/Staffing Specialist	45,000	67,500	↗	90,000	57,500	56,000	45,000
HR Generalist	55,000	60,000	↗	65,000	55,000	55,000	54,000
HR Specialist	40,000	50,000	↗	60,000	47,500	47,500	47,500
HR Assistant/Administrator	35,000	42,500	↗	50,000	40,000	40,000	34,000

### Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
HR Director	135,000	135,000	—	135,000	135,000	140,000	140,000
HR Manager/HR Business Partner	70,000	85,000	↗	100,000	78,500	80,000	100,000
Recruitment/Staffing Manager	54,000	62,500	—	71,000	62,500	65,000	65,000
Recruiter/Staffing Specialist	35,000	42,500	↗	50,000	40,000	40,000	42,500
HR Generalist	40,000	45,000	↗	50,000	42,500	45,000	45,000
HR Specialist	32,000	38,500	↗	45,000	37,500	37,500	36,500
HR Assistant/Administrator	29,000	34,500	↗	40,000	29,500	29,000	28,500

## Business support

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Office Manager	45,000	52,500	↘	60,000	60,000	55,000	50,000
Executive Assistant	45,000	57,500	↗	70,000	55,000	55,000	52,500
Assistant	40,000	45,000	↗	50,000	40,000	40,000	35,000
Team Assistant	30,000	35,000	—	40,000	35,000	31,500	31,500
Receptionist	25,000	30,000	—	35,000	30,000	28,500	30,000

# HR & business support

## Business support

Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Office Manager	30,000	37,500	^	45,000	34,000	35,000	40,000
Executive Assistant	35,000	40,500	^	46,000	38,500	40,000	35,000
Assistant	28,000	31,500	^	35,000	27,000	28,500	28,500
Team Assistant	26,500	28,250	^	30,000	26,500	27,500	30,000
Receptionist	25,000	27,500	^	30,000	24,500	24,000	24,000

## Legal <sup>NEW</sup>

Prague / CZK per month

Role	2022			
	Lower	Average		Upper
Legal Director	100,000	140,000	NEW	180,000
Senior Lawyer	80,000	100,000	NEW	120,000
Lawyer	55,000	70,000	NEW	85,000
Junior Lawyer	38,000	45,000	NEW	52,000
Legal Assistant	30,000	37,500	NEW	45,000

Brno / CZK per month

Role	2022			
	Lower	Average		Upper
Legal Director	70,000	100,000	NEW	130,000
Senior Lawyer	50,000	75,000	NEW	100,000
Lawyer	30,000	42,500	NEW	55,000
Junior Lawyer	25,000	29,000	NEW	33,000
Legal Assistant	20,000	27,500	NEW	35,000

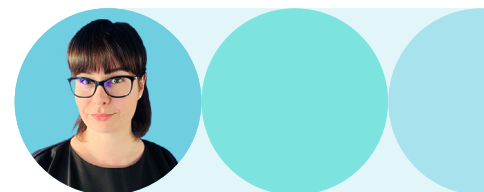
# Market insight

// The HR sector remained relatively stable throughout 2021, but the number of professionals looking for jobs was low. However, the second half of last year saw demand for HR business partners and HR generalists increase. And, with the market recovering at a steady pace towards the end of the year, and new vacancies arising in many teams, the need for talent acquisition professionals resurfaced – something that will continue in 2022.

One of the biggest challenges that businesses are facing in Czech Republic, when looking for HR experts, is a lack of candidates who cover a complex, generalist HR agenda and are not specialists in just one area. This growing demand is putting pressure on the comprehensive skills of HR professionals, creating a shortage of available candidates.

Companies with progressive HR systems are preferred among professionals, so those looking to hire should consider investing in this to boost talent attraction. To attract the best professionals, businesses should also consider offering more flexible working options such as remote or hybrid working – a benefit that is demanded by many now looking for work.

HR professionals looking for a new opportunity should ensure they stay up to date with the latest trends, technological developments, and legal changes that impact the sector – this continual professional development will ensure they stand out from the crowd when it comes to applying for a job. As the market continues to recover, we will see demand for many areas of the specialism return. The preference for hybrid working among employees will see many HR professionals continue to implement hybrid strategies among the workforce – those professionals with experience in this area will continue to be in high demand. //



**Zuzana Veliká**

Senior Business Manager  
Reed

[Connect with Zuzana  
on LinkedIn →](#)

// The labour market has become a bit rigid following the Covid crisis, with businesses still uncertain about recruiting and workers not wanting to move to a less stable role. This is likely to continue until the pandemic subsides.

After working from home through the pandemic, more people now want greater workplace flexibility, whether through hybrid or remote work, to achieve a better work/family balance. //



**Anonymous**

Senior Project Manager



# Procurement & supply chain



## Procurement

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Head of Procurement	100,000	125,000	↗	150,000	115,000	110,000	100,000
Strategic Buyer	50,000	72,500	↗	95,000	70,000	65,000	62,500
Operational Buyer	45,000	52,500	↗	60,000	50,000	50,000	47,500
Purchasing Assistant	35,000	40,000	↗	45,000	37,500	37,500	35,000

### Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Head of Procurement	80,000	112,500	—	145,000	112,500	102,500	100,000
Strategic Buyer	52,000	62,000	↗	72,000	59,000	62,500	62,500
Operational Buyer	35,000	44,000	↗	53,000	43,500	45,500	47,500
Purchasing Assistant	32,000	33,000	—	34,000	33,000	34,000	35,000

## Supply chain & logistics

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Logistics Manager	80,000	120,000	↗	160,000	105,000	105,000	90,000
Supply Chain Manager	80,000	105,000	—	130,000	105,000	100,000	90,000
Warehouse Manager	65,000	80,000	↗	95,000	75,000	72,500	67,500
Demand Planner	50,000	65,000	↗	80,000	61,500	60,000	57,500
Logistics Specialist	40,000	47,500	↗	55,000	45,000	42,500	40,000
Production Planner	40,000	45,000	↗	50,000	42,500	42,500	40,000

### Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Logistics Manager	67,000	93,500	↗	120,000	90,000	92,500	90,000
Supply Chain Manager	70,000	94,000	—	118,000	94,000	92,500	90,000
Warehouse Manager	52,500	70,250	↗	88,000	69,000	68,500	67,500
Demand Planner	38,000	47,500	↘	57,000	54,000	57,500	57,500
Logistics Specialist	35,000	42,500	↗	50,000	41,000	41,500	40,000
Production Planner	33,000	40,750	↗	48,500	40,000	40,000	40,000



# Market insight

// The past 12 months have been difficult for the procurement and supply chain sector because of the suspension of production, lack of materials, and delayed supplies – all caused by the pandemic. The demand for logistics specialists and qualified buyers has increased – finding such experts who meet the requirements of businesses and are willing to change jobs is not easy, so working with an experienced recruiter in the field is a must.

Candidates with excellent skill sets have higher salary expectations, which can be difficult for companies to offer. However, these candidates also consider various factors, such as working environment, the team itself, the company's mission, and its values and culture. Therefore, if a company has a good employee value proposition in place and can demonstrate these factors, they stand a good chance of tempting jobseekers into their role.

With the lack of candidates a big problem within the sector – something that will continue throughout 2022 – companies should also consider less experienced, but very ambitious candidates who are willing to learn and develop. These candidates are self-motivated and eager to improve their skills, and once a company invests in upskilling them, they also become more loyal and strive to succeed.

Now is a great time to enter the procurement and supply chain sector, especially for those who have an interest in the optimisation and automation of logistics or purchasing processes. For those who already work in the sector, consider this challenging period as temporary, and take every opportunity possible to upskill yourself with the latest developments and technology in the field. //



**Veronika Grosová**

Recruitment Consultant  
Reed

[Connect with Veronika  
on LinkedIn →](#)





# Multilingual shared services

## Accounting

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Head of Accounting Department	115,000	122,500	▲	130,000	120,000	115,000	115,000
Tax Manager	105,000	125,000	▲	145,000	107,500	105,000	110,000
Internal Auditor	65,000	105,000	—	140,000	77,500	77,500	77,500
VAT Compliance (Manager)	70,000	80,000	▲	90,000	80,000	75,000	77,500
Manager of AP/AR	60,000	72,500	—	85,000	72,500	72,500	96,000
Payroll Manager	70,000	80,000	—	90,000	80,000	72,500	70,000
Senior Accountant	60,000	62,500	▲	65,000	60,000	60,000	52,500
Senior Payroll Specialist	55,000	60,000	▲	65,000	57,500	57,500	47,500
Team Leader of AP/AR	60,000	65,000	▲	70,000	64,000	55,000	62,500
Accounts Payable/Receivable Clerks with Languages Senior	47,000	50,000	—	53,000	50,000	50,000	50,000
Junior Accountant with English & Another Additional Language	50,000	52,500	▲	55,000	50,000	47,500	40,000
Junior Accountant with English	35,000	42,500	▲	50,000	40,000	47,500	36,000
Payroll Specialist	45,000	50,000	—	55,000	50,000	42,500	40,000
Accounts Payable/Receivable Clerks with Languages Junior	39,000	41,500	▲	44,000	40,000	40,000	38,500

### Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Head of Accounting Department	85,000	95,000	▲	105,000	92,500	92,500	90,000
Tax Manager	75,000	92,500	—	110,000	92,500	95,000	90,000
Internal Auditor	50,000	64,000	▲	78,000	62,500	62,500	57,500
Manager of AP/AR	60,000	70,000	—	80,000	70,000	70,000	85,000
Payroll Manager	55,000	65,000	▲	75,000	62,500	62,500	65,000
Senior Accountant	43,000	51,500	▲	60,000	47,000	47,000	42,500
Senior Payroll Specialist	35,000	42,500	—	50,000	42,500	50,000	37,500
Team Leader of AP/AR	41,000	50,500	—	60,000	50,500	50,500	40,000
Accounts Payable/Receivable Clerks with Languages Senior	36,000	39,000	▲	42,000	34,500	41,500	35,000
Junior Accountant with English & Another Additional Language	37,000	42,500	—	48,000	42,500	42,500	31,500
Junior Accountant with English	33,000	35,000	▲	37,000	33,000	31,500	27,500
Payroll Specialist	33,000	36,500	▲	40,000	35,000	40,000	34,000
Accounts Payable/Receivable Clerks with Languages Junior	28,000	31,500	▲	35,000	30,000	28,500	26,500

# Multilingual shared services

## Customer service

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Customer Service Manager	70,000	80,000	✓	90,000	90,000	85,000	85,000
CS Team Leader	45,000	57,500	✓	70,000	75,000	60,000	55,000
Inside Sales Supervisor (Fix)	60,000	65,000	✓	70,000	60,000	60,000	80,000
IT Help Desk Operator (2nd level)	45,000	47,500	—	50,000	47,500	48,500	50,000
Customer Service Representative	30,000	36,500	✓	43,000	40,000	41,500	39,000
Inside Sales Representative (Fix)	30,000	36,500	✓	43,000	40,000	41,500	47,500
Cash Collection/Collectors	35,000	40,000	✓	45,000	37,500	40,000	41,000
Order Management (OTC)	35,000	41,000	✓	47,000	40,000	40,000	39,000
IT Help Desk Operator (1st level)	35,000	40,000	—	45,000	40,000	40,000	38,500

### Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Customer Service Manager	80,000	80,000	—	80,000	80,000	80,000	75,000
CS Team Leader	40,000	47,500	✓	55,000	40,000	39,500	40,000
Inside Sales Supervisor (Fix)	65,000	65,000	—	65,000	65,000	52,500	42,500
IT Help Desk Operator (2nd level)	40,000	45,000	—	50,000	45,000	42,000	38,500
Customer Service Representative	29,500	37,250	✓	45,000	33,500	32,500	28,500
Inside Sales Representative (Fix)	40,000	50,000	—	60,000	50,000	40,000	34,000
Cash Collection/Collectors	30,000	32,500	—	35,000	32,500	32,000	31,500
IT Help Desk Operator (1st level)	28,000	34,000	✓	40,000	38,000	34,000	32,000

## SSC/BPO

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Shared Service Director	160,000	180,000	—	200,000	180,000	180,000	180,000
Transition/Project Manager	100,000	110,000	—	120,000	110,000	109,500	109,500
Process Specialist	60,000	65,000	✓	70,000	62,500	62,500	52,500
Financial Analyst/Controller	60,000	70,000	✓	80,000	75,000	70,000	55,000

# Multilingual Shared Services

## SSC/BPO

Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Shared Service Director	170,000	170,000	–	170,000	170,000	170,000	155,000
Transition/Project Manager	83,000	83,000	^	83,000	82,500	82,500	75,000
Financial Analyst/Controller	45,000	60,000	✓	75,000	65,000	50,000	45,000

## Market insight

// Business support and multilingual shared services (MSS) roles in Prague have been transformed by the pandemic. Companies in the sector have increasingly sought to merge multiple roles into one position, creating more complex and rewarding jobs for professionals.

Unfortunately, the impact of Covid-19 has meant that there are fewer available professionals to take advantage of these new opportunities. This is due to a combination of people not looking to change role amid the economic uncertainty created by the virus and travel restrictions cutting off the supply of workers from abroad.

While businesses have adapted by focusing on hiring local talent, the reduction in professionals from different countries has created a shortage for businesses requiring candidates with different language combinations.

Offering remote working is a sure-fire strategy to boost recruitment – not only is this hugely popular with prospective employees, but it also allows firms to hire people from across the Czech Republic and even tap into language skills of candidates based abroad.

With the creation of more complex jobs in the sector, professionals will need to ensure they have upskilled to meet the requirements of the roles. Candidates who have upskilled themselves should clearly display this on their CV, as well as the skills and experience which will help them to thrive in these roles. //



**Martina Hricinová**

Recruitment Consultant  
Reed

[Connect with Martina on LinkedIn →](#)

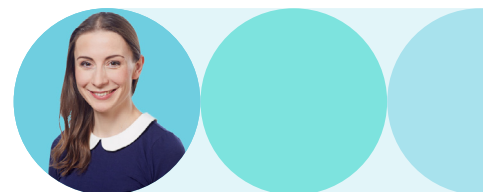
# Market insight

// The pandemic has greatly impacted the availability of multilingual shared services (MSS) staff in Brno. Travel restrictions have made it difficult for employers to attract professionals from abroad, shrinking the pool of bilingual available candidates. This includes both difficulties relocating prospective employees from abroad, as well as many workers in Brno resigning and returning to their home countries to be with their families.

Given this shortage of professionals, MSS operators need to revamp their talent attraction strategies to ensure they can grow their workforce. With salaries coming under increasing pressure from inflation, any business able to offer salary increases to existing and prospective staff will have an advantage over their competitors.

Additionally, those businesses who are able to offer flexibility around hours and location of work will expand their talent pools. We have also seen companies who are successfully recruiting increase the speed of their interview processes, particularly for junior positions or roles requiring niche languages.

For MSS professionals, now is an excellent time to seek work in the sector. Many employees are either asking for pay rises or looking for new roles with higher salaries – given the shortage of candidates, now is the ideal point for professionals to act. //



**Barbora Hanelová**

Executive Recruitment Consultant  
Reed

[Connect with Barbora  
on LinkedIn →](#)





# Sales & marketing



## Sales - FMCG

### Prague / CZK per month

Role	2022			
	Lower	Average	Upper	
Sales Manager/Director	150,000	175,000	200,000	▲
National Key Account Manager	110,000	135,000	160,000	▲
Key Account Manager Ecommerce	90,000	100,000	110,000	▲
Key Account Manager	70,000	85,000	100,000	▲
Junior Key Account Manager	50,000	60,000	70,000	NEW
Commercial/Business Analyst	60,000	70,000	80,000	▲
Area Sales Manager	50,000	65,000	80,000	▲
Sales Representative	35,000	40,000	45,000	▲

2021	2020	2019
Average	Average	Average
165,000	165,000	155,000
130,000	130,000	125,000
85,000	80,000	77,500
70,000	70,000	65,000
N/A	N/A	N/A
65,000	N/A	N/A
57,500	57,500	55,000
37,500	37,500	37,500

### Brno / CZK per month

Role	2022			
	Lower	Average	Upper	
Sales Manager/Director	130,000	162,500	195,000	▲
National Key Account Manager	110,000	130,000	150,000	—
Key Account Manager Ecommerce	70,000	85,000	100,000	▲
Key Account Manager	55,000	70,000	85,000	—
Junior Key Account Manager	35,000	55,000	75,000	NEW
Commercial/Business Analyst	55,000	62,500	70,000	—
Area Sales Manager	45,000	57,500	70,000	—
Sales Representative	35,000	40,000	45,000	▲

2021	2020	2019
Average	Average	Average
160,000	160,000	155,000
130,000	130,000	125,000
82,500	80,000	77,500
70,000	70,000	65,000
N/A	N/A	N/A
62,500	N/A	N/A
57,500	57,500	55,000
37,500	37,500	37,500

## Sales - technical (industrial/process automation, robotics, electrotechnology, energy)

### Prague / CZK per month

Role	2022			
	Lower	Average	Upper	
Sales Director	120,000	160,000	200,000	▲
Sales Manager (Leading a team)	100,000	115,000	130,000	▲
Key Account Manager	65,000	82,500	100,000	▲
Sales Engineer/Representative	55,000	60,000	65,000	▲
Technical Sales Support	45,000	50,000	55,000	▲

2021	2020	2019
Average	Average	Average
135,000	135,000	135,000
100,000	100,000	90,000
72,500	72,500	65,000
52,500	52,500	52,500
45,000	45,000	42,500



# Sales & marketing



## Sales - technical (industrial/process automation, robotics, electrotechnology, energy)

Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Sales Director	95,000	135,000 —	175,000	135,000	135,000	135,000
Sales Manager (Leading a team)	80,000	105,000 ^	130,000	100,000	100,000	90,000
Key Account Manager	55,000	72,500 ^	90,000	70,000	70,000	65,000
Sales Engineer/Representative	45,000	52,500 ^	60,000	51,500	52,500	52,500
Technical Sales Support	35,000	42,500 —	50,000	42,500	45,000	42,500

## Marketing - FMCG

Prague / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Marketing Director	120,000	160,000 —	200,000	160,000	160,000	160,000
Marketing Manager	100,000	125,000 ^	150,000	110,000	110,000	105,000
Group Brand/Product Manager	100,000	110,000 ^	120,000	90,000	90,000	80,000
Trade Marketing Manager	70,000	80,000 ^	90,000	75,000	75,000	70,000
Brand/Product Manager	65,000	82,500 ^	100,000	72,500	65,000	57,500
Category Manager	60,000	75,000 ^	90,000	70,000	N/A	N/A
Event Manager	50,000	60,000 —	70,000	60,000	60,000	60,000
Trade Marketing Specialist	45,000	57,500 ^	70,000	50,000	50,000	47,500
Junior Brand/Product Manager	45,000	50,000 ^	55,000	43,500	42,500	40,000
Event Specialist	35,000	42,500 —	50,000	42,500	42,500	42,500
Marketing Specialist	35,000	40,000 ^	45,000	37,500	37,500	37,500

# Sales & marketing



## Marketing - FMCG

### Brno / CZK per month

Role	2022		
	Lower	Average	Upper
Marketing Director	135,000	157,500 <span>▲</span>	180,000
Marketing Manager	90,000	110,000 <span>—</span>	130,000
Group Brand/Product Manager	80,000	92,500 <span>▲</span>	105,000
Trade Marketing Manager	65,000	75,000 <span>—</span>	85,000
Brand/Product Manager	55,000	68,500 <span>▲</span>	82,000
Category Manager	55,000	65,000 <span>—</span>	75,000
Event Manager	45,000	57,500 <span>▼</span>	70,000
Trade Marketing Specialist	40,000	51,000 <span>▲</span>	62,000
Junior Brand/Product Manager	35,000	42,500 <span>—</span>	50,000
Event Specialist	30,000	41,500 <span>▼</span>	53,000
Marketing Specialist	32,000	38,500 <span>▲</span>	45,000

2021	2020	2019
Average	Average	Average
155,000	160,000	160,000
110,000	110,000	105,000
90,000	90,000	80,000
75,000	75,000	70,000
67,500	65,000	57,500
65,000	N/A	N/A
60,000	60,000	60,000
50,000	50,000	47,500
42,500	42,500	40,000
42,500	42,500	42,500
37,500	37,500	37,500

## Online/ecommerce

### Prague / CZK per month

Role	2022		
	Lower	Average	Upper
eCommerce Manager	90,000	115,000 <span>▲</span>	140,000
Online Marketing Manager	90,000	115,000 <span>▲</span>	140,000
eCommerce Specialist	60,000	70,000 <span>▲</span>	80,000
Online Marketing Specialist	55,000	67,500 <span>▲</span>	80,000
CRM Specialist	50,000	60,000 <span>▲</span>	70,000

2021	2020	2019
Average	Average	Average
110,000	100,000	97,500
105,000	95,000	90,000
62,500	N/A	N/A
57,500	55,000	52,500
55,000	N/A	N/A

### Brno / CZK per month

Role	2022		
	Lower	Average	Upper
eCommerce Manager	70,000	102,500 <span>▲</span>	135,000
Online Marketing Manager	70,000	102,500 <span>▲</span>	135,000
eCommerce Specialist	50,000	60,000 <span>▼</span>	70,000
Online Marketing Specialist	45,000	55,000 <span>—</span>	65,000
CRM Specialist	41,000	53,000 <span>▲</span>	65,000

2021	2020	2019
Average	Average	Average
100,000	100,000	97,500
100,000	95,000	90,000
62,500	55,000	52,500
55,000	55,000	52,500
52,500	N/A	N/A

# Sales & marketing



## Communication

### Prague / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Director of Corporate Communication	120,000	145,000 <span>▲</span>	170,000	135,000	135,000	130,000
PR Manager	80,000	100,000 <span>▲</span>	120,000	92,500	92,500	85,000
PR Specialist	55,000	65,000 <span>▲</span>	75,000	55,000	55,000	52,500
Internal Communication Specialist	40,000	50,000 <span>▲</span>	60,000	47,500	47,500	42,500

### Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Director of Corporate Communication	120,000	140,000 <span>▲</span>	160,000	135,000	135,000	130,000
PR Manager	75,000	92,500 <span>—</span>	110,000	92,500	92,500	85,000
PR Specialist	45,000	56,500 <span>▲</span>	68,000	55,000	55,000	52,500
Internal Communication Specialist	40,000	47,500 <span>—</span>	55,000	47,500	47,500	42,500

## Retail

### Prague / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Store Manager	45,000	57,500 <span>—</span>	70,000	57,500	57,500	55,000
Assistant Store Manager	35,000	37,500 <span>▲</span>	40,000	32,500	32,500	30,000
Sales Assistant	30,000	32,500 <span>▲</span>	35,000	27,500	27,500	25,000

### Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Store Manager	38,000	48,000 <span>▲</span>	58,000	47,500	57,500	55,000
Assistant Store Manager	28,000	33,000 <span>▲</span>	38,000	32,500	32,500	30,000
Sales Assistant	24,000	28,000 <span>▲</span>	32,000	27,500	27,500	25,000

# Market insight

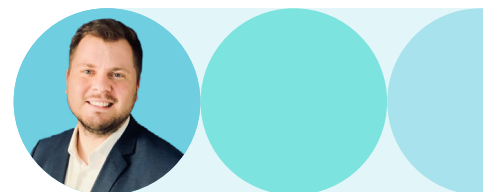
// During 2021, the marketing and sales market continued to be very candidate driven. The most sought-after candidates included those with practical experience in ecommerce and digital marketing – a trend that is set to continue in 2022. The positions where we saw the greatest levels of recruitment included analysts, brand managers, key account managers and ecommerce professionals.

In sales, wages across FMCG businesses increased over the past year. Sales professionals have become increasingly focused on the variable aspects of compensation packages – particularly motivational bonus structures with attainable goals.

Businesses across the country are adapting to the candidate-driven market and are adjusting the length of their recruitment process to improve efficiency – those who do not do this will struggle to recruit the best professionals. Companies need to be aware that those seeking work in both sectors now have more offers than ever – failing to conduct a fast recruitment process will lead to candidates accepting other offers. Businesses looking to recruit must remember that branding and a good employer brand, online and offline, are also key to attracting the best talent.

Hybrid working is extremely popular and is now fully integrated in the working world, therefore businesses who can offer this dynamic way of working should do so to stay competitive when it comes to talent acquisition.

Those looking to move into, or currently working in, the sales and marketing sector should look to upskill themselves in ecommerce and digital marketing to futureproof their skills. As demand for experienced professionals continues throughout the year – wages will continue to rise as companies continue to battle for talent. //



**Luboš Verner**

Executive Recruitment Consultant,  
Reed

[Connect with Luboš  
on LinkedIn →](#)





# Technology

## Development

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Programmer/Developer Manager	120,000	135,000	▲	150,000	135,000	125,000	107,500
.Net Developer Senior	100,000	115,000	▲	130,000	105,000	110,000	67,500
J2EE Developer Senior	100,000	115,000	▲	130,000	105,000	110,000	80,000
C/C++ Developer Senior	100,000	115,000	▲	130,000	105,000	110,000	65,000
DWH/BI Developer	70,000	90,000	▲	110,000	80,000	100,000	67,500
Android Developer	85,000	105,000	▲	125,000	100,000	100,000	67,500
Full-Stack Developer	100,000	115,000	▲	130,000	100,000	100,000	67,500
ABAP Developer	70,000	100,000	▲	120,000	90,000	95,000	72,500
Python Developer	80,000	100,000	▲	120,000	95,000	95,000	55,000
PHP Developer	60,000	85,000	NEW	110,000	N/A	N/A	N/A
Junior Developer	50,000	60,000	▲	70,000	45,000	50,000	45,000

### Brno / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
Programmer/Developer Manager	75,000	102,500	—	130,000	102,500	105,000	90,000
.Net Developer Senior	70,000	85,000	▲	100,000	75,000	72,500	65,000
J2EE Developer Senior	60,000	75,000	—	90,000	75,000	82,500	75,000
C/C++ Developer Senior	60,000	75,000	—	90,000	75,000	75,000	65,000
DWH/BI Developer	50,000	67,500	▲	85,000	55,000	65,000	60,000
Android Developer	50,000	62,500	▲	75,000	60,000	60,000	50,000
Full-Stack Developer	70,000	90,000	▲	110,000	75,000	75,000	65,000
ABAP Developer	70,000	95,000	▼	120,000	97,500	75,000	67,500
Python Developer	50,000	62,500	▲	75,000	60,000	65,000	47,500
PHP Developer	45,000	67,500	NEW	90,000	N/A	N/A	N/A
Junior Developer	35,000	42,500	—	50,000	42,500	42,500	37,500

## Database

### Prague / CZK per month

Role	2022				2021	2020	2019
	Lower	Average		Upper	Average	Average	Average
DB Developer	70,000	100,000	▲	130,000	90,000	90,000	65,000
DB Administrator	60,000	80,000	▲	100,000	65,000	67,500	62,500



# Technology



## Database

Brno / CZK per month

Role	2022		
	Lower	Average	Upper
DB Developer	50,000	70,000	— 90,000
DB Administrator	45,000	60,000	— 75,000

2021	2020	2019
Average	Average	Average
70,000	70,000	60,000
60,000	60,000	57,500

## Testing

Prague / CZK per month

Role	2022		
	Lower	Average	Upper
Test Analyst	45,000	65,000	^ 85,000
Test Lead	80,000	100,000	NEW 120,000
Automation Tester	70,000	90,000	NEW 110,000
Manual Tester	35,000	55,000	^ 75,000

2021	2020	2019
Average	Average	Average
60,000	60,000	52,500
N/A	N/A	N/A
N/A	N/A	N/A
45,000	40,000	42,500

Brno / CZK per month

Role	2022		
	Lower	Average	Upper
Test Analyst	45,000	60,000	— 75,000
Test Lead	60,000	75,000	NEW 90,000
Automation Tester	45,000	67,500	NEW 90,000
Manual Tester	35,000	45,000	✓ 55,000

2021	2020	2019
Average	Average	Average
60,000	60,000	50,000
N/A	N/A	N/A
N/A	N/A	N/A
47,500	45,000	45,000

# Technology



## Others

### Prague / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Data Analyst	60,000	80,000 <span>NEW</span>	100,000	N/A	N/A	N/A
Data Scientist	80,000	105,000 <span>NEW</span>	130,000	N/A	N/A	N/A
Data Engineer	80,000	110,000 <span>NEW</span>	140,000	N/A	N/A	N/A
IT Manager	100,000	130,000 <span>▲</span>	160,000	115,000	120,000	102,500
IT Architect	120,000	135,000 <span>—</span>	150,000	135,000	110,000	90,000
Service Delivery Manager	90,000	120,000 <span>▲</span>	150,000	115,000	110,000	N/A
IT Project Manager	80,000	115,000 <span>—</span>	150,000	115,000	100,000	80,000
SAP Consultant	80,000	100,000 <span>—</span>	120,000	100,000	95,000	100,000
Business/IT Analyst	80,000	95,000 <span>—</span>	110,000	95,000	90,000	62,500
Developer (Applications)	60,000	80,000 <span>NEW</span>	100,000	N/A	N/A	N/A
UX Designer	70,000	90,000 <span>▲</span>	110,000	85,000	85,000	67,500
Information Security	70,000	90,000 <span>NEW</span>	110,000	N/A	N/A	N/A
Systems Administrator	50,000	75,000 <span>—</span>	100,000	75,000	70,000	60,000
Network Engineer	60,000	80,000 <span>—</span>	100,000	80,000	70,000	N/A
IT Help-desk Support	40,000	50,000 <span>▲</span>	60,000	37,500	37,500	34,000

### Brno / CZK per month

Role	2022			2021	2020	2019
	Lower	Average	Upper	Average	Average	Average
Data Analyst	40,000	55,000 <span>NEW</span>	70,000	N/A	N/A	N/A
Data Scientist	50,000	82,500 <span>NEW</span>	115,000	N/A	N/A	N/A
Data Engineer	80,000	95,000 <span>NEW</span>	110,000	N/A	N/A	N/A
IT Manager	75,000	95,000 <span>—</span>	115,000	95,000	100,000	95,000
IT Architect	80,000	105,000 <span>—</span>	130,000	105,000	92,500	80,000
Service Delivery Manager	60,000	77,500 <span>—</span>	95,000	77,500	77,500	N/A
IT Project Manager	55,000	75,000 <span>—</span>	95,000	75,000	80,000	75,000
SAP Consultant	40,000	65,000 <span>—</span>	90,000	65,000	95,000	95,000
Business/IT Analyst	40,000	57,500 <span>—</span>	75,000	57,500	62,500	60,000
Developer (Applications)	45,000	70,000 <span>—</span>	95,000	70,000	N/A	N/A
UX Designer	60,000	75,000 <span>▲</span>	90,000	72,500	60,000	55,000
Information Security	45,000	70,000 <span>▼</span>	95,000	72,500	N/A	N/A
Systems Administrator	55,000	70,000 <span>—</span>	85,000	70,000	57,500	52,500
Network Engineer	45,000	57,500 <span>—</span>	70,000	57,500	62,500	N/A
IT Help-desk Support	38,000	46,500 <span>▲</span>	55,000	40,000	40,000	37,500

# Market insight

// Businesses are faced with a big challenge when it comes to recruiting technology professionals in the Czech Republic, as there are a lack of IT professionals actively seeking work and a huge demand for them. The pandemic has added to this, with a large number of professionals refusing to leave the security of their current roles. Companies who are looking to attract talent need to ensure they make themselves desirable by proving they are stable, adopting the latest technology – which professionals are keen to work with – and offering competitive salaries and benefits packages.

Businesses also need to be flexible when it comes to finding the right fit for their position – often, the ‘perfect’ candidate for a role does not exist. Instead they should create a realistic job specification and consider upskilling professionals who have some, but not all, of their desired traits. In the current candidate-short market, which will continue throughout 2022, it is important companies consider the benefits of developing junior professionals and consider hiring graduates by offering internships. //



**Veronika Hajna**

Business Manager  
Reed

[Connect with Veronika on LinkedIn →](#)

// There has never been a better time for those looking to work, and those currently working, in the tech field. There are many new IT hubs being established here in Prague, and many companies are using cutting-edge technologies and offering remote work. Also, because of a huge demand for experienced professionals in the sector, salaries are growing.

In such a competitive environment, it can be daunting for professionals to pick the right opportunity to meet their needs – working with an experienced technology recruiter can certainly help. Jobseekers in the sector should ensure they consider job offers carefully, taking onboard their future career aspirations and the skills and experience they have. They should also be mindful of workload when taking on a new role, as a lack of professionals to cover projects within companies can mean longer hours. //



**Jana Ciapova**

Recruitment Consultant  
Reed

[Connect with Jana on LinkedIn →](#)

// There are more jobs available, but businesses are struggling to fill them. This is because some of the salaries on offer are well below what they should be. Companies want to hire perfect people with all the right skills, yet only offer a salary of approximately 40,000 – 50,000 czk for some roles.

People who are looking to switch companies will do so if they cannot get what they want with their current employer. Those who are young and don't have a family are looking to work more to earn better money. People with families are opting for a balance between salary, work and free time to spend with their kids. //



**Marian Angelescu**

M365 Collaboration Tools Specialist

# Why choose Reed to handle your recruitment needs?

Every five minutes, someone around the world starts a new job through Reed. Our consultants take pride in matching our fantastic candidates to the perfect role.

By selecting Reed, you will gain access to:



**Recruitment experts**  
across multiple different sectors



A **large** candidate database



The **market knowledge**  
of local specialists



A **tailored service** to fit different  
organisational requirements



**Long** guarantees

To find out how Reed  
can help you, visit  
[reedglobal.cz](https://reedglobal.cz) →

Every year  
**thousands**  
**of businesses**  
trust Reed to connect  
them with the talent  
they need





If you are looking to recruit a highly skilled candidate for your business, or you are looking to take the next step in your career, visit our website for further information.

.....

We specialise in recruiting for the following sectors:

Accountancy & finance | Banking | Engineering  
Engineering | HR & business support | Procurement & supply chain  
Multilingual shared services | Sales & marketing | Technology

