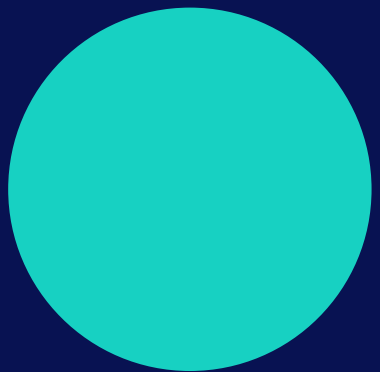
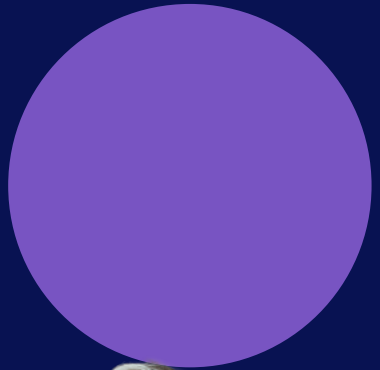


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Salary guide 2025

Hungary

Why use Reed's Hungary salary guide?

For both jobseekers and employers alike, Reed's salary guide stands as an invaluable resource, offering unparalleled insights to keep you well-informed and ahead of the curve in 2025.



The full picture

This guide covers salaries for some of the most popular roles across 10 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.



Expert insight

Our recruitment experts have provided insight into the labour market across the country, with local industry experts offering key insight into their sectors.



Stay well informed

The data in this guide is based on salaries expected today. Use the information to guide your decisions and make informed choices on the salary you offer your team, or accept yourself.

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Hungary's labour market in 2025:

A year of cautious optimism and transformation

Klára Pethő

Country Manager, Reed



As we step into 2025, the Hungarian labour market is at a crossroads, shaped by economic caution, evolving industry demands, and the ongoing transformation of work itself. While some challenges from previous years persist, opportunities are emerging as investments materialise and businesses across the country adapt to new realities.

Economic caution, but signs of recovery

Although inflation has eased in Hungary, consumer confidence remains fragile, and its slow recovery has impacted corporate investments and recruitment strategies. The past two years have been marked by economic turbulence, leading many companies to adopt a conservative approach - focusing on cost efficiency, workforce retention, and cautious hiring practices. However, as we move further into 2025, there is growing optimism that delayed investments will finally take shape, particularly in the industrial sector.

A key driver of transformation will be our automotive industry. Major projects such as the BYD plant in Szeged, along with the BMW and CATL factories in Debrecen, are expected to start production in the second half of this year. These developments will create significant demand for skilled people, not just in manufacturing but across supply chains, logistics, and supporting industries. However, the real impact will only be felt when consumer demand for vehicles strengthens, particularly in the European market, which remains uncertain.

This year, the geopolitical landscape will also play a crucial role in the labour market patterns we see. The potential end of the Russia-Ukraine war could bring much-needed stability to business sentiment, encouraging companies to resume previously postponed investment decisions. While external demand, especially from Germany, remains weak, our increasing focus on industrial self-sufficiency and foreign direct investment could provide a much-needed boost to employment and economic activity.

Recruitment trends: experience over entry-level talent

The tight labour market of recent years has evolved. While shortages persist in specialised fields, a broader availability of talent has emerged as economic pressures lead some companies to downsize. However, recruitment patterns have shifted significantly. Companies are prioritising experienced professionals over junior talent, placing greater emphasis on productivity and immediate impact - something being echoed in many economies across the globe.

For Generation Z, this shift presents challenges. While their expectations of workplace flexibility and personal development remain strong, many are struggling to secure their first career opportunities in a job market that currently favours seasoned professionals. Organisations that find a balance by integrating junior employees while maintaining productivity, will have a long-term competitive advantage, particularly as demographic trends indicate an ageing workforce.

At the same time, the rise of automation and artificial intelligence is reshaping job roles across industries. Sectors such as customer service are experiencing a shift, with AI-driven solutions reducing labour demand by up to 20%. Companies that successfully integrate these technologies while upskilling their workforce will remain ahead of the curve.

The biggest hiring challenge: the right talent at the right cost

We have seen Hungarian wages rise significantly over the past decade, and salary expectations remain high. However, companies are facing the dual challenge of budget constraints and talent shortages, particularly outside Budapest. As a result,

organisations are increasingly turning to two key solutions. Many are investing in training their existing workforce to bridge skills gaps rather than relying solely on external hiring. The ability to adapt to new technologies and work methods will be a critical success factor for both businesses and employees. Second, the hiring of international workers is becoming more common to address shortages, particularly in manufacturing and technical roles. Government support, visa programmes, and corporate initiatives will play a key role in making this a viable solution for companies struggling to find domestic talent.

The partnership between businesses and educational institutions is also gaining importance. Strengthening vocational training and aligning curricula with industry needs will be crucial in ensuring a sustainable talent pipeline for Hungary's evolving labour market.

Retention: the key to competitive advantage

With the cost of living rising, salary remains the primary motivator for job changes. However, beyond financial compensation, employee expectations are evolving. Work-life balance, flexible working arrangements, and career development opportunities are becoming critical factors in both retention and recruitment. Companies that want to attract and retain top talent must go beyond traditional compensation models. Expanding benefits with the likes of housing support, enhanced healthcare, and education assistance, can make a meaningful difference. Additionally, the workplace experience itself matters. A smooth hiring and onboarding process, timely feedback, and a strong company culture will differentiate organisations in a competitive job market.

Hybrid work, which was once a benefit, has now become a necessity. And, professionals are increasingly expect autonomy over their work location - companies that fail to offer flexibility may struggle to retain their best employees.

Strategic adaptation: what businesses must do in 2025

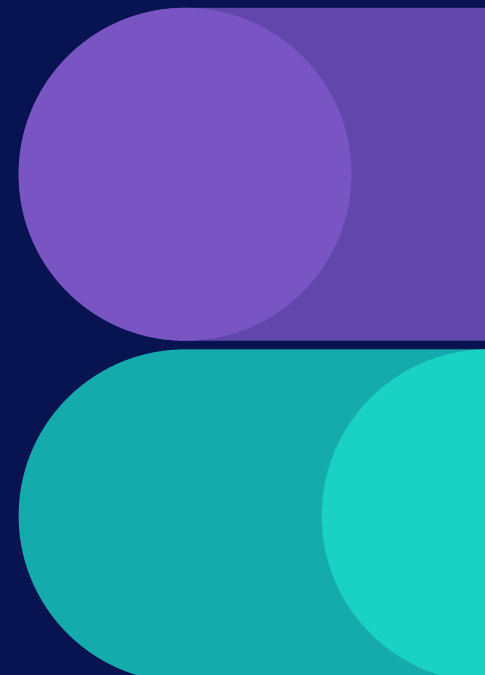
Hungarian businesses must remain agile in response to shifting economic conditions. Short-term hiring freezes and conservative workforce management strategies may persist in the first half of the year, but a turnaround could occur if economic conditions improve.

To prepare for this shift, organisations should invest in employer branding, ensuring they build a strong reputation that attracts talented individuals in a competitive market. They must also streamline recruitment processes, as lengthy or inefficient hiring cycles can deter jobseekers, especially when professionals have multiple opportunities. Quick, transparent, and digital-friendly hiring processes will be crucial. Additionally, strengthening employee engagement will be key. Regular internal employee satisfaction surveys, performance-based incentives, and clear career progression pathways will help retain key people in an environment where job-switching may increase.

The skills employers seek in 2025

While technical expertise remains important, employers are placing greater emphasis on soft skills and potential. Qualities such as adaptability, proactivity, problem-solving, and effective communication are highly valued, as these traits enable professionals to navigate rapidly changing business environments.

For jobseekers, the key takeaway is clear: while higher pay may be a strong motivator, career decisions should be made with a long-term perspective. Researching company culture, leadership style, and growth opportunities before making a move can make the difference between job satisfaction and career stagnation.





The great Hungarian salary and benefits reveal: **500 voices**

This year, we asked 500 employed working adults in Hungary how they feel about their salary, benefits, role and responsibilities. Additionally, the survey captured information about the industries the professionals work in, their working hours, overtime, and overall job satisfaction. Here's what we found out...

Work, work, work

The majority of respondents (74%) are contracted to work between 31 and 40 hours per week, averaging 37.9 hours, and a tenth (10%) were contracted to work more than 40 hours per week. However, more than one-in-four (26%) of those surveyed said that in a typical week they work much, or somewhat, more hours than they are paid to.

This means there is a significant disparity between hours paid to work versus actual hours worked which is exacerbating the already-tense situation for many workers who say their current pay doesn't cover their everyday expenses and the rising cost of living.

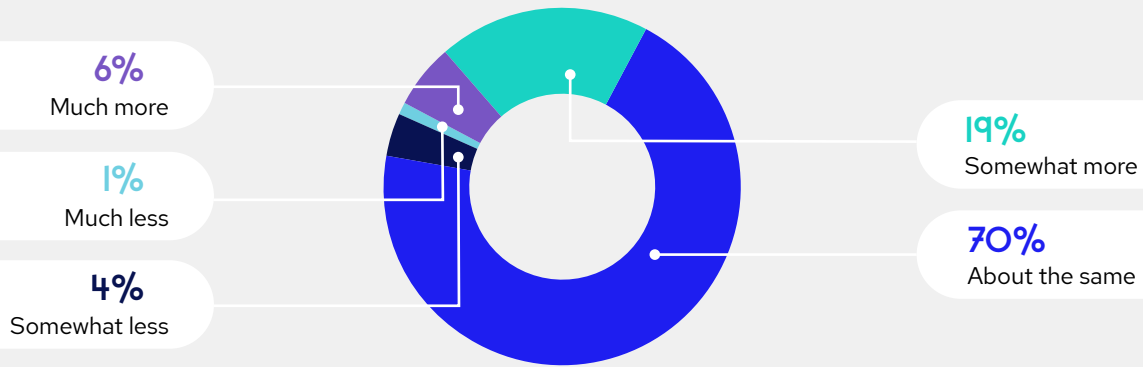
The research highlights that 90% of those who do work overtime, work up to 10 hours over their contracted hours. And almost a third of those who do overtime (27%), said they aren't paid for

this additional work. Only 27% are financially compensated for the time they work in addition to their contracted hours, while 14% hope that it's reflected in their performance bonuses.

People's reasons for working additional hours include their job role and responsibilities requiring it (41%), having tight deadlines to meet (26%), covering for colleagues who are off sick (23%), having too much work to do in the hours they are paid for (22%), or the company they work for expects it (19%).

In the current climate, with the rising cost of living and the challenging employment market, it is surprising that only seven per cent of workers said they are trying to prove their commitment or demonstrate that their salary should be reviewed in line with their roles and responsibilities.

In a typical week do you work more or less hours than you are paid to work?



Lower salary expectations?

A third of workers are unhappy with their salaries, according to our findings and a further third is 'neither happy nor unhappy'. As we see the cost-of-living crisis continuing to bite, 74% of unhappy workers say their dissatisfaction is because this isn't reflected in salaries, and they're undoubtedly feeling the pinch.

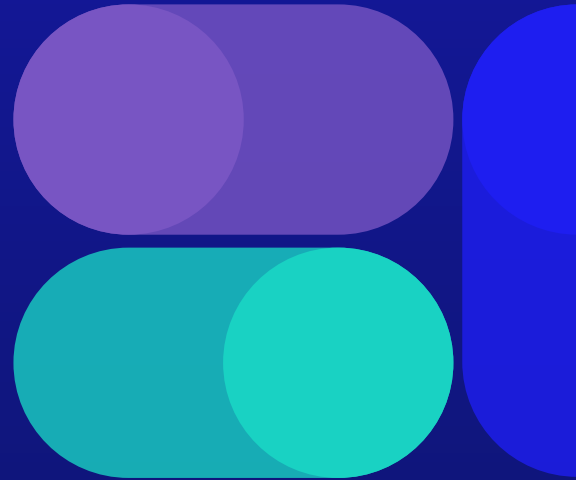
Outside of external economic pressures, other reasons workers are unhappy with their salary include recognising that their chosen sector isn't well paid (40%), and that they think they could get paid more elsewhere (27%).

Currently, only 32% of people say they are 'somewhat happy' or 'very happy' with how much they are paid, a slight decline from the results of last year's survey (45%). Although, that does leave around one-in-three (34%) professionals feeling unhappy with their current salary, a three per cent increase on last year's dissatisfied workers.

Worryingly, 16% say they feel unable to meet their financial obligations, such as their mortgage and bills, on their current salary.

Why workers are unhappy with their salaries?





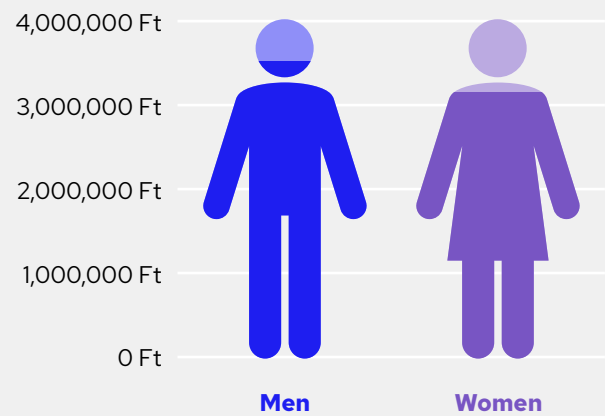
The gender pay gap – is it shrinking?

Across the country we are still seeing a gender gap in salaries, with 58% of male respondents reporting a salary of 4,000,000 Ft or more, while only 31% of female respondents report a similar salary.

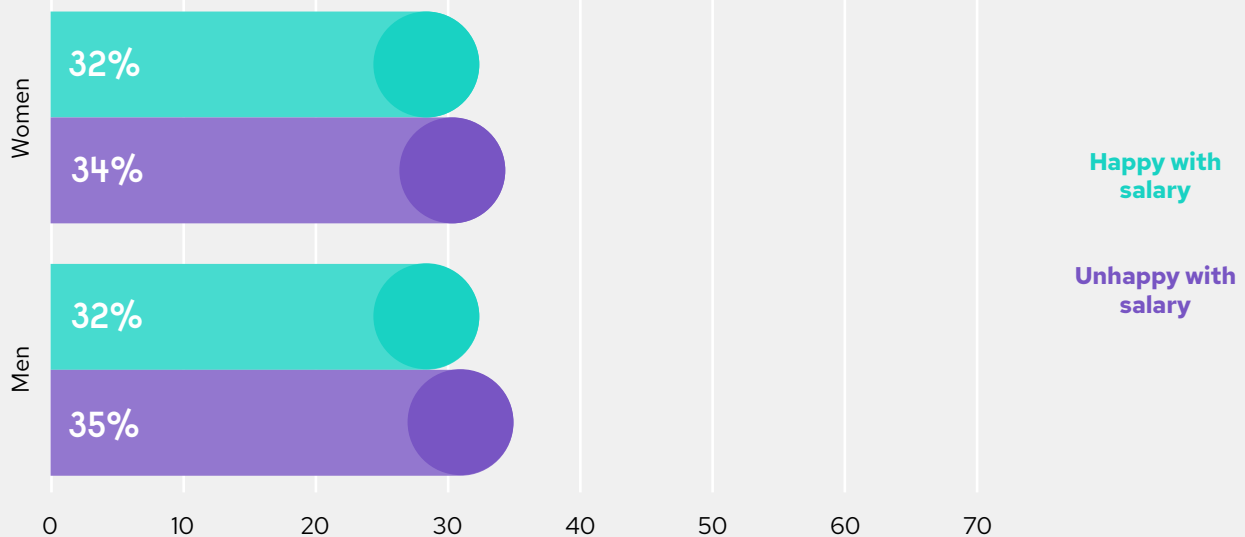
According to the survey, women earn, on average, 3,277,966 Ft, while their male counterparts earn 3,648,325 Ft, a gender pay gap of 11%. In 2022 the unadjusted gender pay gap – the difference between average gross hourly earnings of male and female employees as % of male gross earnings – in Hungary, according to the European Union, was 17.5%.

When it comes to dissatisfaction with their salaries, 34% of women are 'somewhat unhappy' or 'very unhappy', compared to 35% of men. Similarly, it is an even playing field when it comes to whether people are 'happy' or 'very happy' with their salaries, with 32% of both men and women feeling this way.

Average salary - men vs women



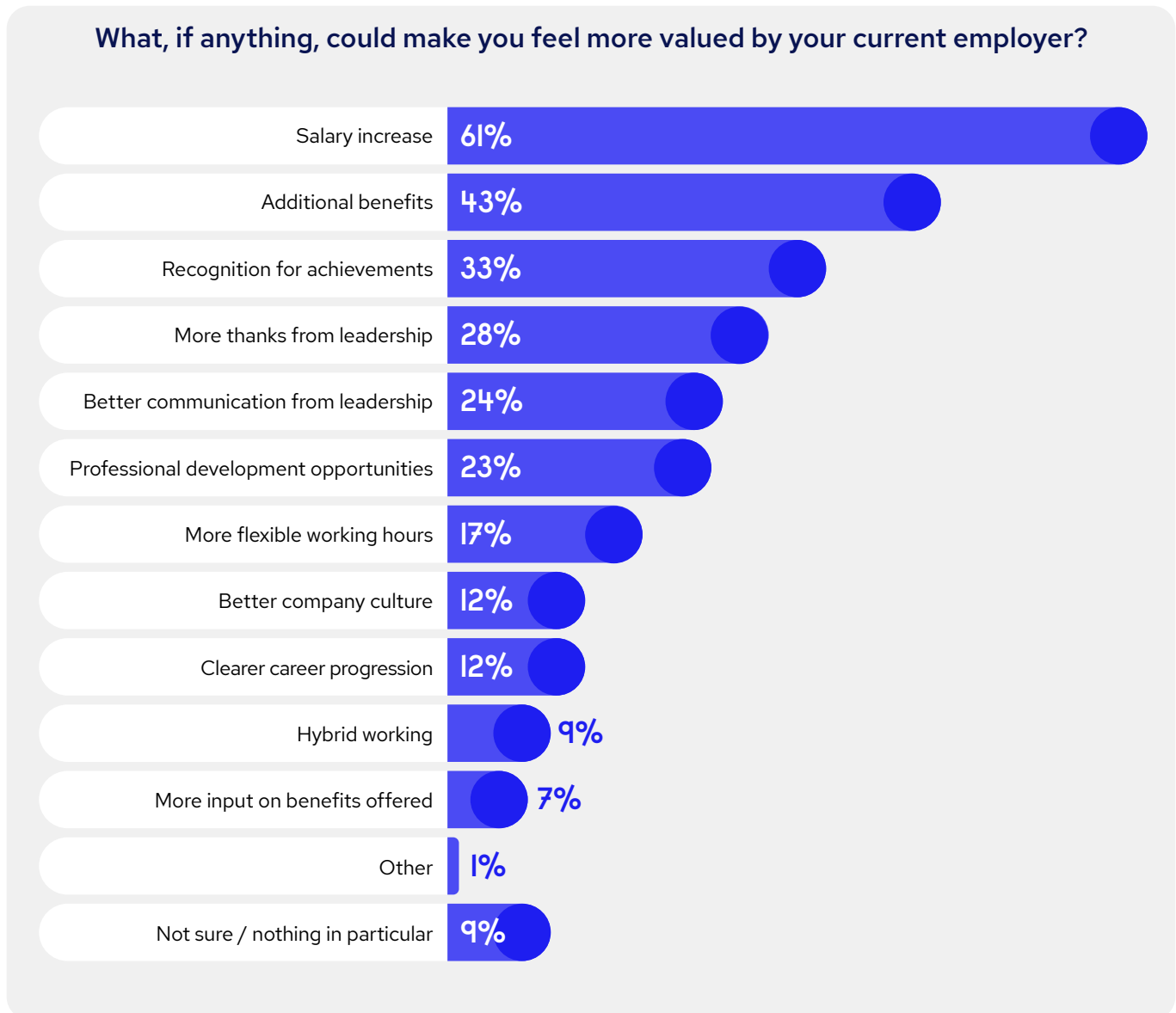
How happy/unhappy are men vs women with their current salary?



Benefits as a form of appreciation

With salary pressures on both workers and organisations, benefits remain a differentiator when it comes to employee rewards. The company benefits offered marry up almost exactly with the benefits employees make use of, with company mobile phone, annual salary increment, subsidised public transport, Christmas shutdown and performance bonus ranking as the top received and used benefits.

Salary increases remain the most significant action to make workers feel more valued, with 61% of respondents ranking it at the top. However, 43% said that additional benefits would make them feel valued by their employers, with 33% wanting recognition for their achievements, 28% wanting more thanks from leadership, 24% wanting better communication from leadership, and 23% wanting better professional development opportunities.



In fact, one-in-three workers (35%) say they don't feel valued by their employer, demonstrating room for improvement when it comes to employee relations that won't necessarily require additional budget from employers.

Twenty per cent say they are unhappy in their job, suggesting employers have a largely engaged workforce looking for additional recognition. There's an opportunity here for employers who invest time into their employees to retain and attract the best people in their field.

We're seeing potentially unexplored opportunities for organisations to increase staff satisfaction and contentment within their roles that doesn't relate to a transactional salary increase. In challenging financial times, utilising benefits and strengthening workplace relationships may offer both employees and employers the opportunity to thrive.

Changes for 2025

This year's survey gives us an up-to-date, accurate snapshot of the Hungarian workforce, their roles and how they feel about their jobs. However, there are two significant findings from the survey that need to be addressed by employers.

The first is the worrying trend of employees regularly working over their contracted hours, often for no additional pay or reward. With the increased cost of living and many employees struggling financially, the requirement - whether explicit or implied, that employees need to work additional hours without being paid, could prove tricky on both sides. Organisations that routinely expect additional hours from employees can develop a negative reputation or find themselves losing talent at an alarming rate if competitors offer more reasonable working contracts.

Similarly, staff getting into the habit of working additional hours for no extra pay can find themselves more burnt out or mentally exhausted. This also potentially undermines their requests for salary increases, when their employers see them fulfilling additional hours already - at no cost.

The second significant finding is the gender pay gap that shows no sign of closing.

To forge any kind of shift change, organisations need to make considered and conscious efforts to pay their employees a fairer, more equal, wage to close the gender pay gap for current workers and for the workforce of the future.



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A **large** candidate database



Fast and efficient **employee screening services**

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Accountancy & finance



Accountancy

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Chief Accountant	1,100,000 Ft	1,450,000 Ft ↗	1,800,000 Ft	1,350,000 Ft	1,125,000 Ft	1,100,000 Ft
Senior Accountant (5+ Years)	800,000 Ft	950,000 Ft ↗	1,100,000 Ft	925,000 Ft	690,000 Ft	690,000 Ft
Accountant (3-5 Years)	700,000 Ft	775,000 Ft ↗	850,000 Ft	750,000 Ft	N/A	N/A
Junior Accountant (0-2 Years)	550,000 Ft	650,000 Ft ↗	750,000 Ft	575,000 Ft	525,000 Ft	500,000 Ft

Tax

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Tax Manager	1,400,000 Ft	1,700,000 Ft ↗	2,000,000 Ft	1,300,000 Ft	1,150,000 Ft	1,025,000 Ft
Tax Expert (5+ Years)	900,000 Ft	1,100,000 Ft ↗	1,300,000 Ft	1,000,000 Ft	850,000 Ft	775,000 Ft
Tax Advisor (3-5 Years)	800,000 Ft	875,000 Ft ↗	950,000 Ft	825,000 Ft	700,000 Ft	650,000 Ft
Tax Analyst (0-2 Years)	600,000 Ft	675,000 Ft ↗	750,000 Ft	625,000 Ft	550,000 Ft	515,000 Ft

Finance

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Finance Manager	1,500,000 Ft	1,750,000 Ft ↘	2,000,000 Ft	1,850,000 Ft	1,750,000 Ft	1,650,000 Ft
Financial Specialist	750,000 Ft	825,000 Ft NEW	900,000 Ft	N/A	N/A	N/A
Finance Assistant - Junior (0-2 Years)	550,000 Ft	650,000 Ft NEW	750,000 Ft	N/A	N/A	N/A

Controlling

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Controlling Manager	1,400,000 Ft	1,600,000 Ft ↗	1,800,000 Ft	1,400,000 Ft	1,350,000 Ft	1,150,000 Ft
Senior Controller (5+ Years)	950,000 Ft	1,075,000 Ft ↘	1,200,000 Ft	1,100,000 Ft	1,000,000 Ft	805,000 Ft
Controller (3-5 Years)	800,000 Ft	850,000 Ft ↘	900,000 Ft	925,000 Ft	800,000 Ft	675,000 Ft
Junior Controller (0-2 Years)	600,000 Ft	650,000 Ft ↘	700,000 Ft	665,000 Ft	550,000 Ft	515,000 Ft

Accountancy & finance



Audit

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Audit Manager	1,300,000 Ft	1,600,000 Ft	1,900,000 Ft	1,600,000 Ft	1,300,000 Ft	1,150,000 Ft
Senior Auditor (5+ Years)	950,000 Ft	1,075,000 Ft	1,200,000 Ft	1,200,000 Ft	1,075,000 Ft	875,000 Ft
Auditor (3-5 Years)	800,000 Ft	900,000 Ft	1,000,000 Ft	1,000,000 Ft	825,000 Ft	685,000 Ft
Junior Auditor (0-2 Years)	600,000 Ft	650,000 Ft	700,000 Ft	750,000 Ft	N/A	N/A

Financial analysis

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Senior Financial Analyst (3-5 Years)	800,000 Ft	900,000 Ft	1,000,000 Ft	875,000 Ft	737,500 Ft	N/A
Financial Analyst (0-2 Years)	600,000 Ft	675,000 Ft	750,000 Ft	650,000 Ft	537,500 Ft	475,000 Ft

Banking, finance institutions

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Risk Manager	1,500,000 Ft	1,750,000 Ft	2,000,000 Ft	1,400,000 Ft	1,250,000 Ft	1,100,000 Ft
Senior Risk Analyst (3-5 Years)	850,000 Ft	975,000 Ft	1,100,000 Ft	975,000 Ft	875,000.00 Ft	675,000.00 Ft
Risk Analyst (0-2 Years)	600,000 Ft	675,000 Ft	750,000 Ft	665,000 Ft	590,000 Ft	525,000 Ft
KYC, EDD Analyst	600,000 Ft	675,000 Ft	750,000 Ft	N/A	N/A	N/A
KYC, EDD Specialist	800,000 Ft	900,000 Ft	1,000,000 Ft	N/A	N/A	N/A
Actuary Analyst	800,000 Ft	875,000 Ft	950,000 Ft	N/A	N/A	N/A
Actuary Specialist (2-3 Years)	900,000 Ft	1,000,000 Ft	1,100,000 Ft	N/A	N/A	N/A
Actuary Senior	1,000,000 Ft	1,150,000 Ft	1,300,000 Ft	N/A	N/A	N/A
Actuary Manager	1,600,000 Ft	1,900,000 Ft	2,200,000 Ft	N/A	N/A	N/A
Treasury Manager	1,300,000 Ft	1,550,000 Ft	1,800,000 Ft	1,400,000 Ft	1,250,000 Ft	1,075,000 Ft
Senior Treasury Analyst (3-5 Years)	800,000 Ft	1,000,000 Ft	1,200,000 Ft	940,000 Ft	850,000 Ft	725,000 Ft
Treasury Analyst (0-2 Years)	600,000 Ft	675,000 Ft	750,000 Ft	625,000 Ft	550,000 Ft	500,000 Ft
Junior Finance Data Analyst (1-3 Years)	600,000 Ft	675,000 Ft	750,000 Ft	640,000 Ft	575,000 Ft	550,000 Ft

Accountancy & finance



Banking, finance institutions (continued)

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Finance Data Analyst (3-5 Years)	800,000 Ft	875,000 Ft ↗	950,000 Ft	800,000 Ft	750,000 Ft	700,000 Ft
Senior Finance Data Analyst (5-8 Years)	950,000 Ft	1,025,000 Ft ↔	1,100,000 Ft	1,025,000 Ft	975,000 Ft	950,000 Ft
Reporting Manager	1,200,000 Ft	1,450,000 Ft ↗	1,700,000 Ft	1,375,000 Ft	1,250,000 Ft	1,000,000 Ft
Senior Reporting Analyst (3-5 Years)	850,000 Ft	975,000 Ft ↗	1,100,000 Ft	940,000 Ft	850,000 Ft	725,000 Ft
Reporting Analyst (0-3 Years)	650,000 Ft	725,000 Ft ↘	800,000 Ft	900,000 Ft	800,000 Ft	750,000 Ft
Compliance Manager	1,200,000 Ft	1,450,000 Ft ↗	1,700,000 Ft	1,250,000 Ft	N/A	N/A
Compliance Specialist (3-5 Years)	800,000 Ft	850,000 Ft ↗	900,000 Ft	825,000 Ft	750,000 Ft	650,000 Ft
Compliance Analyst (0-2 Years)	600,000 Ft	675,000 Ft ↗	750,000 Ft	600,000 Ft	525,000 Ft	525,000 Ft

Treasury

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Treasury Manager	1,300,000 Ft	1,550,000 Ft ↗	1,800,000 Ft	1,400,000 Ft	1,250,000 Ft	1,075,000 Ft
Senior Treasury Analyst (3-5 Years)	800,000 Ft	1,000,000 Ft ↗	1,200,000 Ft	940,000 Ft	850,000 Ft	725,000 Ft
Treasury Analyst (0-2 Years)	600,000 Ft	675,000 Ft ↗	750,000 Ft	625,000 Ft	550,000 Ft	500,000 Ft

Accountancy, & finance insight

Dóra Varga

Executive Recruitment Consultant, Reed

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The Hungarian accountancy and finance candidate market is currently cautious and passive and the sector will be characterised by skills shortages this year. On top of this, professionals are less likely to change jobs for small salary increases than they would normally be.

Employers should ensure their salaries are competitive, their bonus payments are high, and that they're providing employees with private healthcare options, upskilling opportunities and flexibility, to ensure they can attract and retain the best professionals.

Many employees value the option to work from home and it's not uncommon for employees to be fully remote or work remotely for most of the week, and work only one day per week in an office environment.

Employee satisfaction is often dependent on how valued they feel by their employer or organisation. Investing in your employees' professional development is the best way to show them they are valued – it also boosts their performance by learning new skills, helping to bridge your organisation's skills gaps.



This year, professionals that understand International Financial Reporting Standards (IFRS), advanced Excel, PowerBI, SQL, and ERP systems, will have a competitive edge. There has been a notable shortage of talent with language skills. While English may be required for roles in payroll, for example, most employers won't require proficiency in a second foreign language.

Staying up to date with the latest regulatory changes and technological advancements is crucial. Knowledge of emerging technologies like cloud accounting, AI, and robotic process automation are also in demand at present.

Professionals should consider the benefits of working in Budapest, where there are more opportunities and higher salaries compared to smaller cities and rural areas.

Overall, the Hungarian accountancy and finance sector is evolving with the adoption of new technologies and changing market demands. Employers, professionals, and jobseekers must adapt to these changes to stay competitive and succeed in this dynamic environment. //

Engineering



Engineering

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Plant Manager	2,800,000 Ft	3,400,000 Ft ↗	4,000,000 Ft	3,000,000 Ft	2,250,000 Ft	2,000,000 Ft
Production Manager	2,000,000 Ft	2,500,000 Ft ↗	3,000,000 Ft	2,150,000 Ft	1,750,000 Ft	1,300,000 Ft
Quality Manager	1,500,000 Ft	2,000,000 Ft ↗	2,500,000 Ft	1,800,000 Ft	1,300,000 Ft	1,250,000 Ft
Project Manager	1,600,000 Ft	1,900,000 Ft ↗	2,200,000 Ft	1,650,000 Ft	1,250,000 Ft	1,025,000 Ft
EHS Manager	1,400,000 Ft	1,800,000 Ft ↗	2,200,000 Ft	1,600,000 Ft	1,150,000 Ft	1,100,000 Ft
Automation/PLC Engineer	1,000,000 Ft	1,400,000 Ft ↗	1,800,000 Ft	1,300,000 Ft	1,050,000 Ft	1,050,000 Ft
Molding/Welding/CNC Engineer	900,000 Ft	1,350,000 Ft ↗	1,800,000 Ft	1,250,000 Ft	1,000,000 Ft	750,000 Ft
Electrical Engineer	800,000 Ft	1,250,000 Ft ↗	1,700,000 Ft	1,200,000 Ft	1,050,000 Ft	1,000,000 Ft
Supplier Development Engineer	900,000 Ft	1,300,000 Ft ↗	1,700,000 Ft	1,150,000 Ft	1,000,000 Ft	950,000 Ft
Product Development Engineer	800,000 Ft	1,250,000 Ft ↗	1,700,000 Ft	1,150,000 Ft	1,000,000 Ft	900,000 Ft
Service Engineer	800,000 Ft	1,250,000 Ft ↗	1,700,000 Ft	1,150,000 Ft	950,000 Ft	800,000 Ft
Tool Engineer	800,000 Ft	1,250,000 Ft ↗	1,700,000 Ft	1,150,000 Ft	850,000 Ft	800,000 Ft
Project Engineer	750,000 Ft	1,125,000 Ft ↗	1,500,000 Ft	1,100,000 Ft	900,000 Ft	800,000 Ft
Lean Engineer	900,000 Ft	1,300,000 Ft ↗	1,700,000 Ft	1,050,000 Ft	900,000 Ft	850,000 Ft
Test Engineer	800,000 Ft	1,250,000 Ft ↗	1,700,000 Ft	1,050,000 Ft	800,000 Ft	650,000 Ft
Electrical Maintenance Engineer	800,000 Ft	1,250,000 Ft ↗	1,700,000 Ft	1,000,000 Ft	850,000 Ft	800,000 Ft
Design Engineer	800,000 Ft	1,250,000 Ft ↗	1,700,000 Ft	1,000,000 Ft	800,000 Ft	750,000 Ft
Supplier Quality Engineer	750,000 Ft	1,125,000 Ft ↗	1,500,000 Ft	975,000 Ft	925,000 Ft	900,000 Ft
Sales Engineer	800,000 Ft	1,100,000 Ft ↗	1,400,000 Ft	975,000 Ft	875,000 Ft	725,000 Ft
Process Engineer	800,000 Ft	1,200,000 Ft ↗	1,600,000 Ft	925,000 Ft	800,000 Ft	800,000 Ft
EHS Engineer	800,000 Ft	1,050,000 Ft ↗	1,300,000 Ft	850,000 Ft	800,000 Ft	750,000 Ft
Maintenance Engineer	800,000 Ft	1,150,000 Ft ↗	1,500,000 Ft	850,000 Ft	775,000 Ft	775,000 Ft
Quality Engineer	800,000 Ft	1,150,000 Ft ↗	1,500,000 Ft	825,000 Ft	800,000 Ft	800,000 Ft

Engineering



Manufacturing logistics & supply chain

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Global Category Manager	2,000,000 Ft	2,500,000 Ft ↗	3,000,000 Ft	2,250,000 Ft	2,100,000 Ft	1,800,000 Ft
Supply Chain Manager	2,000,000 Ft	2,550,000 Ft ↗	3,100,000 Ft	2,400,000 Ft	2,200,000 Ft	2,000,000 Ft
European Category Manager	1,600,000 Ft	1,950,000 Ft ↗	2,300,000 Ft	1,700,000 Ft	1,550,000 Ft	1,400,000 Ft
Lead Buyer	1,000,000 Ft	1,500,000 Ft ↗	2,000,000 Ft	1,250,000 Ft	1,200,000 Ft	1,100,000 Ft
Strategic Purchaser	1,150,000 Ft	1,225,000 Ft ↗	1,300,000 Ft	1,200,000 Ft	900,000 Ft	800,000 Ft
Procurement Manager	1,200,000 Ft	1,275,000 Ft ↗	1,350,000 Ft	1,150,000 Ft	1,050,000 Ft	975,000 Ft
Indirect Strategic Purchaser	1,100,000 Ft	1,150,000 Ft ↗	1,200,000 Ft	1,100,000 Ft	950,000 Ft	850,000 Ft
Project Purchaser	1,000,000 Ft	1,050,000 Ft ↗	1,100,000 Ft	1,000,000 Ft	850,000 Ft	750,000 Ft
Warehouse Manager	950,000 Ft	1,000,000 Ft ↗	1,050,000 Ft	975,000 Ft	950,000 Ft	900,000 Ft
Indirect Purchaser	950,000 Ft	975,000 Ft ↗	1,000,000 Ft	950,000 Ft	850,000 Ft	725,000 Ft
Material Planner	875,000 Ft	900,000 Ft ↗	925,000 Ft	850,000 Ft	800,000 Ft	750,000 Ft
Production Planner	875,000 Ft	900,000 Ft ↗	925,000 Ft	850,000 Ft	800,000 Ft	650,000 Ft
Operative Purchaser	800,000 Ft	825,000 Ft ↗	850,000 Ft	800,000 Ft	750,000 Ft	700,000 Ft
Disponent	600,000 Ft	625,000 Ft ↘	650,000 Ft	625,000 Ft	575,000 Ft	550,000 Ft

Construction

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Construction Director	2,700,000 Ft	2,850,000 Ft ↗	3,000,000 Ft	2,750,000 Ft	2,650,000 Ft	2,300,000 Ft
Project Manager	1,600,000 Ft	1,675,000 Ft ↗	1,750,000 Ft	1,650,000 Ft	1,600,000 Ft	1,400,000 Ft
Site Manager	1,250,000 Ft	1,300,000 Ft ↘	1,350,000 Ft	1,300,000 Ft	1,200,000 Ft	1,000,000 Ft
Fit-Out Project Manager	1,150,000 Ft	1,200,000 Ft ↗	1,250,000 Ft	1,150,000 Ft	1,100,000 Ft	1,000,000 Ft
Lead Designer	1,100,000 Ft	1,150,000 Ft ↗	1,200,000 Ft	1,100,000 Ft	1,000,000 Ft	900,000 Ft
BIM Manager	1,100,000 Ft	1,150,000 Ft ↗	1,200,000 Ft	1,050,000 Ft	1,000,000 Ft	900,000 Ft
Designer	800,000 Ft	850,000 Ft ↘	900,000 Ft	850,000 Ft	800,000 Ft	700,000 Ft
Quantity Surveyor	850,000 Ft	900,000 Ft ↗	950,000 Ft	850,000 Ft	850,000 Ft	750,000 Ft
Architect	800,000 Ft	825,000 Ft ↗	850,000 Ft	775,000 Ft	750,000 Ft	650,000 Ft

Engineering



Building management

HUF / Month

Role	Min	2025			2024	2023	2022
		Average	Max	Average	Average	Average	
Facility Director	1,600,000 Ft	1,675,000 Ft ↗	1,750,000 Ft	1,650,000 Ft	1,500,000 Ft	1,400,000 Ft	
Property Director	1,700,000 Ft	1,750,000 Ft ↗	1,800,000 Ft	1,700,000 Ft	1,600,000 Ft	1,550,000 Ft	
Property Manager	1,200,000 Ft	1,350,000 Ft ↗	1,500,000 Ft	1,350,000 Ft	1,200,000 Ft	1,100,000 Ft	
Facility Manager	1,100,000 Ft	1,250,000 Ft ↗	1,400,000 Ft	1,250,000 Ft	1,200,000 Ft	1,100,000 Ft	
Asset Manager	1,200,000 Ft	1,275,000 Ft ↗	1,350,000 Ft	1,250,000 Ft	1,200,000 Ft	1,100,000 Ft	
Electrical Technician	800,000 Ft	875,000 Ft ↗	950,000 Ft	850,000 Ft	850,000 Ft	650,000 Ft	
Facility Coordinator	800,000 Ft	825,000 Ft ↗	850,000 Ft	700,000 Ft	650,000 Ft	600,000 Ft	
Property Assistant	700,000 Ft	725,000 Ft ↗	750,000 Ft	700,000 Ft	700,000 Ft	600,000 Ft	
Mechanical Technician	650,000 Ft	675,000 Ft ↗	700,000 Ft	600,000 Ft	550,000 Ft	450,000 Ft	





Engineering insight

Noémi Kozma

Senior Recruitment Consultant, Reed



// The integration of automation, robotics, and digital twin technologies is reshaping Hungary's engineering practices, enhancing both efficiency and precision.

There's a huge emphasis on sustainable engineering, with companies adopting green technologies to meet environmental regulations – meaning there's a high demand for engineers proficient in IT, data analysis, and advanced manufacturing techniques.

Despite the demand, companies face challenges in sourcing talent with expertise in sustainable engineering and advanced manufacturing. The rapid adoption of new technologies demands continuous upskilling of the workforce, yet there's a notable shortage of professionals equipped with these specialised skills.

To remain competitive, employers must offer more than just attractive salaries – particularly in Budapest, where wages are most notably higher. As hybrid work becomes more accepted in certain fields of engineering, flexible working hours and varying working patterns have gained widespread

appeal among engineering professionals – who often value employers who can offer them that desired flexibility. Providing career progression opportunities is also essential, as many professionals prioritise continuous learning and advancement when choosing an employer.

Taking the time to focus on creating a positive workplace environment can also significantly enhance employee retention – allowing you to keep hold of your best people.

Engineers aiming to stand out in Hungary's job market should focus on developing technical proficiencies in emerging technologies and sustainable practices. Embracing continuous learning and obtaining relevant certifications can provide an advantage, while fluency in multiple languages can also be a key differentiator – as multinational companies in Hungary seek talent that can help them on a global scale.

Hungary's engineering sector is well-positioned for growth, with significant investments from global manufacturing companies. Major engineering hubs continue to bolster the industry and create new and exciting opportunities for engineers. //

HR & admin



HR

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Regional HR Director	2,300,000 Ft	2,550,000 Ft	2,800,000 Ft	2,600,000 Ft	N/A	N/A
HR Manager	1,200,000 Ft	1,450,000 Ft	1,700,000 Ft	1,550,000 Ft	1,300,000 Ft	725,000 Ft
HR Business Partner	900,000 Ft	1,050,000 Ft	1,200,000 Ft	1,025,000 Ft	950,000 Ft	600,000 Ft
HR Generalist	800,000 Ft	875,000 Ft	950,000 Ft	725,000 Ft	725,000 Ft	600,000 Ft
HR Specialist (3-5 Years)	700,000 Ft	775,000 Ft	850,000 Ft	625,000 Ft	575,000 Ft	500,000 Ft
HR Assistant (0-2 Years)	500,000 Ft	550,000 Ft	600,000 Ft	500,000 Ft	450,000 Ft	400,000 Ft

Recruitment

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Recruitment Manager	1,100,000 Ft	1,350,000 Ft	1,600,000 Ft	1,200,000 Ft	975,000 Ft	900,000 Ft
Recruitment Lead	900,000 Ft	1,050,000 Ft	1,200,000 Ft	1,050,000 Ft	800,000 Ft	750,000 Ft
Senior Recruiter (3-5 Years) Corporate Side	750,000 Ft	825,000 Ft	900,000 Ft	900,000 Ft	715,000 Ft	600,000 Ft
Recruiter (1-3 Years) Corporate Side	550,000 Ft	625,000 Ft	700,000 Ft	675,000 Ft	590,000 Ft	500,000 Ft
Sourcing Specialist (0-2 Years) Corporate Side	500,000 Ft	550,000 Ft	600,000 Ft	500,000 Ft	450,000 Ft	400,000 Ft

Compensation & benefits

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Compensation and Benefits Leader	1,200,000 Ft	1,400,000 Ft	1,600,000 Ft	1,250,000 Ft	1,125,000 Ft	960,000 Ft
Compensation and Benefits SME (5+ Years)	950,000 Ft	1,025,000 Ft	1,100,000 Ft	900,000 Ft	850,000 Ft	750,000 Ft
Compensation and Benefits Specialist (3-5 Years)	750,000 Ft	800,000 Ft	850,000 Ft	675,000 Ft	650,000 Ft	550,000 Ft
Compensation and Benefits Analyst (0-2 Years)	550,000 Ft	600,000 Ft	650,000 Ft	500,000 Ft	467,500 Ft	450,000 Ft

HR & admin



Payroll

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Payroll Manager	1,200,000 Ft	1,300,000 Ft ↗	1,400,000 Ft	1,250,000 Ft	1,125,000 Ft	900,000 Ft
Payroll Team Leader	950,000 Ft	1,025,000 Ft ↗	1,100,000 Ft	925,000 Ft	850,000 Ft	800,000 Ft
Payroll SME (5+ Years)	850,000 Ft	925,000 Ft ↗	1,000,000 Ft	900,000 Ft	700,000 Ft	650,000 Ft
Payroll Specialist (3-5 Years)	650,000 Ft	725,000 Ft ↘	800,000 Ft	825,000 Ft	600,000 Ft	550,000 Ft
Payroll Administrator (0-2 Years)	520,000 Ft	585,000 Ft ↗	650,000 Ft	525,000 Ft	500,000 Ft	375,000 Ft

Learning & development

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Learning & Development Manager	1,100,000 Ft	1,200,000 Ft ↗	1,300,000 Ft	975,000 Ft	900,000 Ft	800,000 Ft
Learning & Development Senior Specialist (3-5 Years)	750,000 Ft	825,000 Ft ↗	900,000 Ft	725,000 Ft	725,000 Ft	700,000 Ft
Learning & Development Specialist - Multilingual (1-2 Years)	650,000 Ft	675,000 Ft ↗	700,000 Ft	575,000 Ft	575,000 Ft	550,000 Ft
Learning & Development Specialist (1-2 Years)	500,000 Ft	575,000 Ft ↗	650,000 Ft	550,000 Ft	525,000 Ft	500,000 Ft

Employer branding

HUF / Month

Role	Min	2025		2024	2023	2022
		Average	Max	Average	Average	Average
Employer Branding Manager	950,000 Ft	1,125,000 Ft ↘	1,300,000 Ft	1,300,000 Ft	1,100,000 Ft	1,225,000 Ft
Senior Employer Branding Specialist (3-5 Years)	700,000 Ft	750,000 Ft ↗	800,000 Ft	700,000 Ft	575,000 Ft	570,000 Ft
Employer Branding Specialist (1-2 Years)	500,000 Ft	550,000 Ft ↔	600,000 Ft	550,000 Ft	475,000 Ft	450,000 Ft

HR & admin



Payroll

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Executive Assistant	700,000 Ft	950,000 Ft ↗	1,200,000 Ft	600,000 Ft	550,000 Ft	515,000 Ft
Office Manager	600,000 Ft	750,000 Ft ↗	900,000 Ft	575,000 Ft	540,000 Ft	500,000 Ft
Senior Administrator	550,000 Ft	600,000 Ft ↗	650,000 Ft	550,000 Ft	530,000 Ft	515,000 Ft
Administrator	450,000 Ft	500,000 Ft ↔	550,000 Ft	500,000 Ft	450,000 Ft	415,000 Ft
Receptionist	450,000 Ft	500,000 Ft ↗	550,000 Ft	460,000 Ft	450,000 Ft	415,000 Ft



HR & admin insight

Erika Pusztai-Nemeth

Business Manager, Reed



// The human resources sector tends to respond swiftly and effectively to market changes.

HR remains a crucial function in every company; however, businesses are looking to optimise it by searching for true generalists with versatile skill sets. End-to-end HR knowledge has become highly valued in the market today. We have observed noticeably growing interest in human resources roles and increased openness and jobseeker activity.

The value of a learning and development background, especially compounded with digitalisation and automation, has also increased as employers have found professional development to be a key factor in their retention strategies. There's fierce competition when these professionals are available. Similarly, payroll professionals, especially at senior level, with English language skills are rare and highly sought-after.

HR professionals tend to have a large workload, making work-life balance challenging and something they strive for, sometimes even above remuneration. Salary expectations aren't rising dramatically, this year. We've seen many

professionals intending to change jobs for better conditions, even if the salary is the same.

Employees still insist on having more remote working opportunities – mostly preferring hybrid or remote working – while employers are increasing HR professionals' presence in the office. As professionals with more specific experience or with multilingual proficiency recognise their advantage, they take more factors into consideration when accepting an offer. Employers that aren't offering any remote working opportunities will likely struggle to recruit. Administrative roles tend to be far more flexible than HR when it comes to working in person – except for office management.

There's a wide variation among companies in how much significance they place on technological advancement. In the current economic climate, while it is becoming an increasingly important aspect of business, leaders are trying to upskill their workforces in the latest tech, but they face financial constraints. Businesses that do invest in up-to-date digital HR systems will attract the best talent, as professionals across are looking to ease their administrative workloads, in favour of more complex and enjoyable 'human' work. //

IT contracting



Software development

HUF / hour

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Junior Java Developer (0-3 Years)	7,500 Ft	8,750 Ft ↗	10,000 Ft	8,500 Ft	N/A	N/A
Medior Java Developer (3-5 Years)	9,500 Ft	11,750 Ft ↗	14,000 Ft	11,000 Ft	N/A	N/A
Senior Java Developer (5+ Years)	13,500 Ft	16,750 Ft ↗	20,000 Ft	16,000 Ft	N/A	N/A
Architect/Team Lead	20,000 Ft	24,000 Ft ↔	28,000 Ft	24,000 Ft	N/A	N/A
Junior .Net Developer (0-3 Years)	7,000 Ft	8,250 Ft ↗	9,500 Ft	8,000 Ft	N/A	N/A
Medior .Net Developer (3-5 Years)	9,000 Ft	11,000 Ft ↗	13,000 Ft	10,000 Ft	N/A	N/A
Senior .Net Developer (5+ Years)	12,000 Ft	15,500 Ft ↗	19,000 Ft	15,000 Ft	N/A	N/A
Architect/Team Lead	19,000 Ft	23,000 Ft ↗	27,000 Ft	22,000 Ft	N/A	N/A
Junior C/C++ Developer (0-3 Years)	7,000 Ft	8,250 Ft ↗	9,500 Ft	8,000 Ft	N/A	N/A
Medior C/C++ Developer (3-5 Years)	9,000 Ft	11,000 Ft ↗	13,000 Ft	10,000 Ft	N/A	N/A
Senior C/C++ Developer (5+ Years)	12,000 Ft	15,500 Ft ↗	19,000 Ft	14,000 Ft	N/A	N/A
Architect/Team Lead	19,000 Ft	23,000 Ft ↔	27,000 Ft	23,000 Ft	N/A	N/A
Junior Python Developer (0-3 Years)	7,000 Ft	8,500 Ft ↔	10,000 Ft	8,500 Ft	N/A	N/A
Medior Python Developer (3-5 Years)	9,000 Ft	11,000 Ft ↔	13,000 Ft	11,000 Ft	N/A	N/A
Senior Python Developer (5+ Years)	12,000 Ft	15,500 Ft ↗	19,000 Ft	15,000 Ft	N/A	N/A
Architect/Team Lead	19,000 Ft	23,000 Ft ↗	27,000 Ft	22,000 Ft	N/A	N/A
Junior PHP Developer (0-3 Years)	7,000 Ft	8,000 Ft ↔	9,000 Ft	8,000 Ft	N/A	N/A
Medior PHP Developer (3-5 Years)	8,000 Ft	10,000 Ft ↗	12,000 Ft	9,500 Ft	N/A	N/A
Senior PHP Developer (5+ Years)	11,000 Ft	13,500 Ft ↗	16,000 Ft	13,000 Ft	N/A	N/A
Architect/Team Lead	16,000 Ft	20,500 Ft ↔	25,000 Ft	20,500 Ft	N/A	N/A
Junior Embedded Developer (0-3 Years)	7,000 Ft	8,500 Ft ↗	10,000 Ft	8,000 Ft	N/A	N/A
Medior Embedded Developer (3-5 Years)	9,000 Ft	11,000 Ft ↗	13,000 Ft	9,500 Ft	N/A	N/A
Senior Embedded Developer (5+ Years)	12,000 Ft	15,500 Ft ↗	19,000 Ft	13,000 Ft	N/A	N/A
Architect/Team Lead	19,000 Ft	23,000 Ft ↔	27,000 Ft	23,000 Ft	N/A	N/A
Junior Front-End Developer (0-3 Years)	7,000 Ft	8,500 Ft ↗	10,000 Ft	7,750 Ft	N/A	N/A
Medior Front-End Developer (3-5 Years)	9,000 Ft	12,000 Ft ↗	15,000 Ft	10,500 Ft	N/A	N/A

IT contracting



Software development (continued)

HUF / hour	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Senior Front-End Developer (5+ Years)	14,000 Ft	17,000 Ft ↗	20,000 Ft	16,000 Ft	N/A	N/A
	Architect/Team Lead	20,000 Ft	24,000 Ft →	28,000 Ft	24,000 Ft	N/A	N/A
	Junior Full-Stack Developer (0-3 Years)	9,000 Ft	10,500 Ft ↗	12,000 Ft	9,500 Ft	N/A	N/A
	Medior Full-Stack Developer (3-5 Years)	11,000 Ft	14,000 Ft ↗	17,000 Ft	12,000 Ft	N/A	N/A
	Senior Full-Stack Developer (5+ Years)	16,000 Ft	18,000 Ft ↗	20,000 Ft	16,500 Ft	N/A	N/A
	Architect/Team Lead	21,000 Ft	25,000 Ft ↗	29,000 Ft	24,000 Ft	N/A	N/A

IT infrastructure, support & security

HUF / hour	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Systems Administrator (Windows, Linux)	7,000 Ft	9,000 Ft ↗	11,000 Ft	8,000 Ft	N/A	N/A
	System Engineer	9,000 Ft	12,000 Ft NEW	15,000 Ft	N/A	N/A	N/A
	Network Engineer	10,000 Ft	13,000 Ft ↗	16,000 Ft	12,500 Ft	N/A	N/A
	Network Architect	15,000 Ft	18,000 Ft ↗	21,000 Ft	17,500 Ft	N/A	N/A
	DevOps Engineer	9,000 Ft	14,500 Ft →	20,000 Ft	14,500 Ft	N/A	N/A
	Cloud Engineer	11,000 Ft	15,500 Ft ↗	20,000 Ft	14,500 Ft	N/A	N/A
	IT Security Expert	11,000 Ft	15,500 Ft ↗	20,000 Ft	14,500 Ft	N/A	N/A
	AI Developer	12,000 Ft	17,000 Ft NEW	22,000 Ft	N/A	N/A	N/A
	Infrastructure/IT Manager	17,000 Ft	21,000 Ft ↗	25,000 Ft	20,000 Ft	N/A	N/A

IT contracting



Agile & project management

HUF / hour	2025			2024	2023	2022	
	Role	Min	Average	Max	Average	Average	Average
	IT Project Manager	9,000 Ft	15,500 Ft –	22,000 Ft	15,500 Ft	N/A	N/A
	Agile Delivery Manager	12,000 Ft	17,000 Ft –	22,000 Ft	17,000 Ft	N/A	N/A
	Business Analyst	11,000 Ft	16,000 Ft –	21,000 Ft	16,000 Ft	N/A	N/A
	System Analyst	10,000 Ft	16,000 Ft –	22,000 Ft	16,000 Ft	N/A	N/A
	Product Owner	10,000 Ft	16,000 Ft –	22,000 Ft	16,000 Ft	N/A	N/A
	Scrum Master	11,000 Ft	15,500 Ft ↗	20,000 Ft	14,000 Ft	N/A	N/A
	Solutions Architect	14,000 Ft	18,500 Ft NEW	23,000 Ft	N/A	N/A	N/A

Data & database development

HUF / hour	2025			2024	2023	2022	
	Role	Min	Average	Max	Average	Average	Average
	Data Analyst	9,000 Ft	12,500 Ft NEW	16,000 Ft	N/A	N/A	N/A
	Data Engineer	11,000 Ft	14,500 Ft –	18,000 Ft	14,500 Ft	N/Av	N/A
	Data Scientist	12,000 Ft	16,000 Ft –	20,000 Ft	16,000 Ft	N/A	N/A
	BI Expert	11,000 Ft	15,500 Ft ↗	20,000 Ft	14,000 Ft	N/A	N/A
	Sharepoint Developer	10,000 Ft	14,000 Ft ↗	18,000 Ft	12,500 Ft	N/A	N/A
	SAP Specialist	11,000 Ft	17,000 Ft ↗	23,000 Ft	16,500 Ft	N/A	N/A
	ServiceNow Specialist	10,000 Ft	14,000 Ft NEW	18,000 Ft	N/A	N/A	N/A
	Database Developer	8,000 Ft	11,500 Ft –	15,000 Ft	11,500 Ft	N/A	N/A

IT contracting



Testing & mobile development

HUF / hour	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Manual Software Tester	6,000 Ft	9,000 Ft -	12,000 Ft	9,000 Ft	N/A	N/A
	Automated Software Tester	8,000 Ft	12,500 Ft ↗	17,000 Ft	12,000 Ft	N/A	N/A
	QA Engineer	11,000 Ft	14,500 Ft NEW	18,000 Ft	N/A	N/A	N/A
	Test Manager	12,000 Ft	16,500 Ft -	21,000 Ft	16,500 Ft	N/A	N/A
	Android Developer	7,000 Ft	13,500 Ft -	20,000 Ft	13,500 Ft	N/A	N/A
	iOS Developer	7,000 Ft	13,500 Ft -	20,000 Ft	13,500 Ft	N/A	N/A

Hardware development

HUF / hour	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Hardware Developer	7,000 Ft	12,000 Ft ↗	17,000 Ft	11,250 Ft	N/A	N/A
	Test Engineer	7,000 Ft	11,500 Ft NEW	16,000 Ft	N/A	N/A	N/A

Design

HUF / hour	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	UX/UI Designer	7,000 Ft	11,500 Ft ↗	16,000 Ft	11,000 Ft	N/A	N/A

IT contracting insight

Anna Böröcz

Senior Recruitment Consultant, Reed

 LinkedIn



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The steady increase in the number of sole proprietors in Hungary reflects a broader trend toward independent contracting in the IT sector. Many professionals prefer the autonomy and financial benefits of freelancing over traditional employment. However, this trend has been tempered by economic instability, which has led to delays or cancellations of projects, forcing many contractors to accept lower rates or longer periods between engagements.

Flexibility remains a key driver of this shift, with remote work and flexible hours being highly valued by IT professionals. In contrast, full-time employees often face more rigid work structures. Companies that insist on hybrid work models struggle to attract top contractors, who prioritise fully-remote opportunities. As businesses navigate an uncertain economic climate, many are opting for freelancers to maintain agility in workforce planning. However, this cost-saving strategy is not without risks - high turnover and talent shortages in specialised fields remain persistent concerns.

The technological landscape in Hungary continues to evolve, with strong demand for expertise in cloud technologies (AWS, Azure, Google Cloud), automation, and DevOps. AI-driven development, particularly in machine learning (ML) and AI-enhanced cyber security, is also becoming increasingly

important. Businesses are investing in upskilling initiatives to keep pace with these trends, yet a critical skills gap persists in areas such as cyber security, AI, data science, and DevOps.

Looking ahead, the Hungarian IT contracting market is expected to expand further, driven by the increasing adoption of automation and AI. While these technologies will create new opportunities for specialised roles, they will also displace certain low-skill IT jobs, making continuous upskilling essential for long-term career security.

At the same time, economic pressures may continue to shape hiring strategies. Companies facing budget constraints are likely to increase reliance on contract workers, reinforcing the shift toward a more flexible, project-based employment model. However, as remote work remains prevalent, Hungarian businesses will need to compete with international employers for top IT talent, further driving wage pressures and talent mobility.

In this evolving landscape, success for both IT professionals and businesses will depend on adaptability. For contractors, staying ahead of emerging technologies and market demands will be crucial. For companies, embracing flexible work models, investing in upskilling, and navigating regulatory challenges will be key to securing and retaining the right talent. //

Legal



Legal

HUF / Month

Role	Min	2025			2024	2023	2022
		Average		Max	Average	Average	Average
Head of Legal	1,600,000 Ft	1,950,000 Ft	↘	2,300,000 Ft	2,000,000 Ft	N/A	N/A
Senior In-house Lawyer	1,000,000 Ft	1,300,000 Ft	↘	1,600,000 Ft	1,325,000 Ft	N/A	N/A
In- house Lawyer	850,000 Ft	1,125,000 Ft	↗	1,400,000 Ft	1,100,000 Ft	N/A	N/A
Junior Lawyer	550,000 Ft	650,000 Ft	—	750,000 Ft	650,000 Ft	N/A	N/A
Legal Assistant	600,000 Ft	650,000 Ft	—	700,000 Ft	650,000 Ft	N/A	N/A



Legal insight

Erika Pusztai-Nemeth

Business Manager, Reed



LinkedIn



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Over the past year, the legal sector in Hungary has faced significant changes, driven by rapid technological advancements and the lasting impact of the pandemic. Lawyers have been required to adapt and understand the ever-evolving sector to navigate these uncertain economic times.

Remote work has become a norm, and lawyers have proven they can be highly successful without requiring face-to-face interaction. This is likely to continue to be popular among legal professionals, who are placing greater emphasis on work-life balance and are reluctant to return to offices.

Valuing this balanced lifestyle and stable salaries, a growing number of recent graduates are aiming for corporate legal positions over firms, and overall there are much fewer graduates available. Employers must adapt to changing aspirations to attract and retain talent to the legal sector.

The digital revolution has not eluded the legal sector, and AI is reshaping the legal profession. Recently, legal databases, AI-based automated solutions, and e-discovery tools have enhanced efficiency, transparency, and overall service

delivery within the sector. It's being used for tasks such as document review, legal research, predictive analytics, handling high volumes of data, and providing more precise legal advice.

Professionals prefer to work with the latest technology because they streamline routine tasks and allow professionals to focus on more complex and strategic work. Therefore, for employers to stay competitive in the labour market they must embrace new tech.

Specialists who work in mergers and acquisitions, ESG, and international compliance skills and those who have an intermediate proficiency in English, are certainly in demand.

To attract the talented people in the legal sector, employers should focus on offering flexibility, good work-life balance, and advanced technology to allow professionals to work efficiently, and attractive salaries and benefits. Professionals also want clear paths for advancement and promotion. Employers who can offer these will see themselves hiring ahead of their competitors and retaining their best legal professionals. //



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Ruby Wax OBE, Founder, Frazzled Cafe

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Procurement & supply chain



Supply chain

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Supply Chain Manager	1,500,000 Ft	1,850,000 Ft –	2,200,000 Ft	1,850,000 Ft	1,800,000 Ft	1,500,000 Ft
Project Manager	1,300,000 Ft	1,500,000 Ft ↗	1,700,000 Ft	1,300,000 Ft	600,000 Ft	1,200,000 Ft
Logistics Manager	1,300,000 Ft	1,650,000 Ft ↗	2,000,000 Ft	1,250,000 Ft	575,000 Ft	1,150,000 Ft
Category Manager	900,000 Ft	1,250,000 Ft ↗	1,600,000 Ft	875,000 Ft	400,000 Ft	800,000 Ft
Junior Operational Buyer	600,000 Ft	675,000 Ft ↗	750,000 Ft	575,000 Ft	N/A	N/A
Senior Operational Buyer	700,000 Ft	775,000 Ft ↗	850,000 Ft	750,000 Ft	N/A	N/A
Strategic Buyer	800,000 Ft	950,000 Ft ↗	1,100,000 Ft	925,000 Ft	325,000 Ft	650,000 Ft
Strategic Sourcer (0-2 Years)	500,000 Ft	625,000 Ft ↗	750,000 Ft	550,000 Ft	237,500 Ft	475,000 Ft

Demand & supply

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Demand & Supply Lead	900,000 Ft	1,050,000 Ft ↗	1,200,000 Ft	1,000,000 Ft	412,500 Ft	825,000 Ft
Demand & Supply Planner (3-5 Years)	800,000 Ft	875,000 Ft ↗	950,000 Ft	825,000 Ft	325,000 Ft	650,000 Ft
Demand & Supply Coordinator (3-5 Years)	700,000 Ft	725,000 Ft ↗	750,000 Ft	700,000 Ft	287,500 Ft	575,000 Ft
Logistics / Supply Chain Specialist (2-4 Years)	600,000 Ft	625,000 Ft ↗	650,000 Ft	600,000 Ft	275,000 Ft	550,000 Ft
Logistics / Supply Chain Assistant (0-2 Years)	500,000 Ft	550,000 Ft ↗	600,000 Ft	500,000 Ft	245,000 Ft	490,000 Ft

Inventory

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Senior Inventory Specialist (3-5 Years)	750,000 Ft	850,000 Ft ↗	950,000 Ft	825,000 Ft	350,000 Ft	700,000 Ft
Inventory Specialist (2-3 Years)	650,000 Ft	700,000 Ft ↗	750,000 Ft	675,000 Ft	287,500 Ft	575,000 Ft
Inventory Analyst (0-2 Years)	500,000 Ft	575,000 Ft ↗	650,000 Ft	550,000 Ft	237,500 Ft	475,000 Ft

Procurement & supply chain insight

Lili Dallos

Senior Recruitment Consultant, Reed



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The logistics sector in Hungary is expected to face a challenging year, influenced by various geopolitical and economic factors. The US presidential election could introduce new tariffs, while Hungary's strong ties to the German economy and the current euro-forint exchange rate may pose additional challenges. Despite these hurdles, there remains significant long-term potential for those with advanced logistics knowledge, although the sector will set high expectations and may see a decrease in vacant positions in the short term.

Sustainability is becoming a fundamental expectation in logistics, with companies increasingly interested in low-emission or zero-emission transportation modes. This shift requires logistics professionals to be well-versed in new technologies and methods. Automation and artificial intelligence are also shaping the sector, with autonomous robots and intelligent transportation systems becoming more common. The importance of data-driven decision-making is growing, with logistics systems integrating big data and IoT solutions for real-time tracking and quick responses to disruptions.

Supply chain risk management has become a top priority due to geopolitical uncertainties and economic fluctuations. Companies are investing in strategies to mitigate risks related to supply chain disruptions, cyber security threats, and

compliance with new trade regulations. There is also a strong push towards sustainable practices, driven by regulatory requirements and consumer demand for environmentally friendly products.

The demand for specific skill sets in the supply chain sector is high, particularly in data analysis, digital literacy, project management, risk management, and sustainability expertise. However, there are critical skills gaps, such as a shortage of foreign language speakers. On top of this, companies face challenges in navigating Hungary's complex legal and regulatory framework, labour shortages, economic uncertainty, and infrastructure limitations.

Remote work has expanded the talent pool and increased job satisfaction, but it also brings challenges like isolation and cyber security concerns.

Salaries for supply chain professionals are generally rising, with regional discrepancies. Non-monetary benefits such as flexible working hours, remote work options, professional development, and health and wellness programmes are highly valued by employees. Companies must adopt strategic approaches to attract and retain the best professionals, including offering competitive compensation, investing in employee development, and creating a positive work environment. //

Sales & marketing



Corporate sales

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Sales Director	1,700,000 Ft	2,050,000 Ft ↗	2,400,000 Ft	1,800,000 Ft	1,700,000 Ft	1,700,000 Ft
Sales Manager	1,400,000 Ft	1,600,000 Ft ↗	1,800,000 Ft	1,400,000 Ft	1,150,000 Ft	1,150,000 Ft
Key Account Manager	800,000 Ft	950,000 Ft ↗	1,100,000 Ft	825,000 Ft	775,000 Ft	775,000 Ft
Area Sales Manager	800,000 Ft	950,000 Ft ↗	1,100,000 Ft	700,000 Ft	650,000 Ft	600,000 Ft
Junior Key Account Manager	700,000 Ft	750,000 Ft ↗	800,000 Ft	675,000 Ft	600,000 Ft	575,000 Ft
Sales Representative	550,000 Ft	625,000 Ft ↘	700,000 Ft	675,000 Ft	500,000 Ft	475,000 Ft

Marketing

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Marketing Director	1,600,000 Ft	1,850,000 Ft ↗	2,100,000 Ft	1,700,000 Ft	1,600,000 Ft	1,575,000 Ft
Online Marketing Manager	1,200,000 Ft	1,425,000 Ft ↗	1,650,000 Ft	1,350,000 Ft	1,200,000 Ft	1,200,000 Ft
Marketing Manager	1,200,000 Ft	1,400,000 Ft ↗	1,600,000 Ft	1,350,000 Ft	1,150,000 Ft	1,150,000 Ft
Senior SEO Specialist	800,000 Ft	825,000 Ft →	850,000 Ft	825,000 Ft	765,000 Ft	700,000 Ft
Marketing Automation Specialist	750,000 Ft	775,000 Ft ↗	800,000 Ft	700,000 Ft	600,000 Ft	600,000 Ft
Marketing Coordinator	600,000 Ft	700,000 Ft ↗	800,000 Ft	675,000 Ft	575,000 Ft	575,000 Ft
SEO Specialist	700,000 Ft	775,000 Ft ↗	850,000 Ft	650,000 Ft	615,000 Ft	600,000 Ft
Online Marketing Specialist	650,000 Ft	725,000 Ft ↗	800,000 Ft	600,000 Ft	535,000 Ft	525,000 Ft
Online Marketing Assistant	600,000 Ft	650,000 Ft ↗	700,000 Ft	550,000 Ft	475,000 Ft	400,000 Ft
Junior SEO Specialist	600,000 Ft	650,000 Ft ↗	700,000 Ft	550,000 Ft	475,000 Ft	450,000 Ft
Junior PPC Campaign Manager	650,000 Ft	700,000 Ft ↗	750,000 Ft	550,000 Ft	475,000 Ft	415,000 Ft

Sales & marketing insight

Erika Pusztai-Nemeth

Business Manager, Reed

 LinkedIn



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The demand for salespeople with the right expertise and market knowledge has noticeably increased over the past year. Companies are trying to overcome the challenges posed by the economic environment through increased sales and market presence – for this, they need salespeople and well-structured sales and marketing strategies.

We live in a world of data. Those who have sufficient data at their disposal can gain a competitive advantage. AI and automation have become indispensable in the world of sales as well. We increasingly encounter the need for proficiency in AI and a progressive mindset.

We also hear more and more about the application of so-called omnichannel strategies from salespeople. From a recruitment perspective, there is still a high demand for junior, field sales staff – but due to the popularity of the sector, these positions are relatively easy to fill; the real challenge

here is screening applicants, as personality and company match are more important in these searches.

Sales managers are still in a favourable position, being sought-after experts, but due to market difficulties, potential employers are very cautious during the hiring process, making decisions only after numerous rounds of interviews. We have successfully filled many sales roles with local talent, which reflects the high level of training among Hungarian salespeople.

A company car for unlimited private use is a basic expectation – we don't really experience flexibility when it comes to this requirement. Jobseekers expect a clear picture and information about the bonus structures during the selection process – without this, they do not commit. And the demand for remote working options hasn't changed among professionals and remains high. //

Shared services centre



General ledger

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Team Leader of GL	1,200,000 Ft	1,300,000 Ft ↗	1,400,000 Ft	1,100,000 Ft	1,000,000 Ft	900,000 Ft
Senior Multilingual General Ledger Accountant (3-5 Years)	900,000 Ft	1,000,000 Ft ↗	1,100,000 Ft	900,000 Ft	775,000 Ft	740,000 Ft
Senior General Ledger Accountant (3-5 Years)	900,000 Ft	950,000 Ft ↗	1,000,000 Ft	875,000 Ft	725,000 Ft	725,000 Ft
Junior Multilingual General Ledger Accountant (0-2 Years)	600,000 Ft	700,000 Ft ↗	800,000 Ft	640,000 Ft	565,000 Ft	550,000 Ft
Junior General Ledger Accountant (0-2 Years)	550,000 Ft	650,000 Ft ↗	750,000 Ft	615,000 Ft	537,500 Ft	530,000 Ft

Accounts payable

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Team Leader of AP	1,000,000 Ft	1,100,000 Ft ↗	1,200,000 Ft	950,000 Ft	900,000 Ft	775,000 Ft
Senior Multilingual Accounts Payable Accountant (3-5 Years)	750,000 Ft	800,000 Ft ↗	850,000 Ft	700,000 Ft	675,000 Ft	600,000 Ft
Senior Accounts Payable Accountant (3-5 Years)	700,000 Ft	750,000 Ft ↗	800,000 Ft	675,000 Ft	650,000 Ft	550,000 Ft
Junior Multilingual Accounts Payable Accountant (0-2 Years)	550,000 Ft	625,000 Ft ↗	700,000 Ft	600,000 Ft	535,000 Ft	500,000 Ft
Junior Accounts Payable Accountant (0-2 Years)	550,000 Ft	600,000 Ft ↗	650,000 Ft	525,000 Ft	510,000 Ft	450,000 Ft

Shared services centre



Accounts receivable

HUF / Month	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Team Leader of AR	1,000,000 Ft	1,100,000 Ft ↗	1,200,000 Ft	900,000 Ft	850,000 Ft	850,000 Ft
	Senior Accounts Receivable Accountant (3-5 Years)	700,000 Ft	750,000 Ft ↗	800,000 Ft	675,000 Ft	625,000 Ft	520,000 Ft
	Senior Multilingual Accounts Receivable Accountant (3-5 Years)	750,000 Ft	800,000 Ft ↗	850,000 Ft	675,000 Ft	600,000 Ft	585,000 Ft
	Junior Multilingual Accounts Receivable Accountant (0-2 Years)	550,000 Ft	625,000 Ft ↗	700,000 Ft	575,000 Ft	487,500 Ft	490,000 Ft
	Junior Accounts Receivable Accountant (0-2 Years)	550,000 Ft	615,000 Ft ↗	680,000 Ft	500,000 Ft	475,000 Ft	420,000 Ft
	Multilingual Billing Associate (0-2 Years)	550,000 Ft	600,000 Ft ↗	650,000 Ft	525,000 Ft	475,000 Ft	455,000 Ft
	Billing Associate (0-2 Years)	500,000 Ft	550,000 Ft ↗	600,000 Ft	500,000 Ft	450,000 Ft	440,000 Ft

Credit & collection

HUF / Month	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Team Leader of Credit & Collection	1,000,000 Ft	1,100,000 Ft ↗	1,200,000 Ft	1,050,000 Ft	975,000 Ft	950,000 Ft
	Multilingual Credit & Collection Specialist (3-5 Years)	700,000 Ft	760,000 Ft ↗	820,000 Ft	700,000 Ft	600,000 Ft	625,000 Ft
	Credit & Collection Specialist (3-5 Years)	700,000 Ft	750,000 Ft ↗	800,000 Ft	650,000 Ft	587,500 Ft	575,000 Ft
	Multilingual Credit & Collection Analyst (0-2 Years)	550,000 Ft	615,000 Ft ↗	680,000 Ft	547,500 Ft	500,000 Ft	500,000 Ft
	Credit & Collection Analyst (0-2 Years)	500,000 Ft	575,000 Ft ↗	650,000 Ft	525,000 Ft	472,500 Ft	450,000 Ft

FP&A

HUF / Month	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	FP&A Manager	1,300,000 Ft	1,450,000 Ft ↗	1,600,000 Ft	1,350,000 Ft	1,300,000 Ft	1,050,000 Ft
	FP&A Specialist (5+ Years)	1,000,000 Ft	1,150,000 Ft ↗	1,300,000 Ft	1,100,000 Ft	1,000,000 Ft	805,000 Ft
	FP&A (3-5 Years)	900,000 Ft	950,000 Ft ↗	1,000,000 Ft	925,000 Ft	800,000 Ft	675,000 Ft

Shared services centre



IT support

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Service Delivery Manager	1,200,000 Ft	1,400,000 Ft ↗	1,600,000 Ft	1,250,000 Ft	1,125,000 Ft	1,100,000 Ft
IT Help Desk Operator L3 (Multilingual)	930,000 Ft	957,500 Ft ↗	985,000 Ft	950,000 Ft	900,000 Ft	650,000 Ft
IT Help Desk Operator L3 (English)	930,000 Ft	955,000 Ft ↗	980,000 Ft	950,000 Ft	900,000 Ft	550,000 Ft
IT Help Desk Team Leader	850,000 Ft	1,025,000 Ft ↗	1,200,000 Ft	900,000 Ft	840,000 Ft	800,000 Ft
IT Help Desk Operator L2 (Multilingual)	710,000 Ft	755,000 Ft ↗	800,000 Ft	750,000 Ft	675,000 Ft	600,000 Ft
IT Help Desk Operator L2 (English)	680,000 Ft	715,000 Ft ↗	750,000 Ft	700,000 Ft	625,000 Ft	500,000 Ft
IT Help Desk Operator L1 (Multilingual)	600,000 Ft	635,000 Ft ↗	670,000 Ft	600,000 Ft	550,000 Ft	500,000 Ft
It Help Desk Operator L1 (English)	580,000 Ft	615,000 Ft ↗	650,000 Ft	575,000 Ft	500,000 Ft	400,000 Ft

Master data management

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Database Manager	880,000 Ft	915,000 Ft ↗	950,000 Ft	875,000 Ft	790,000 Ft	750,000 Ft
Senior Master Data Analyst (3-5 years)	650,000 Ft	725,000 Ft ↗	800,000 Ft	675,000 Ft	600,000 Ft	550,000 Ft
Master Data Analyst (0-2 Years)	580,000 Ft	640,000 Ft ↗	700,000 Ft	575,000 Ft	500,000 Ft	450,000 Ft

HR support

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Multilingual HR Services Specialist	650,000 Ft	775,000 Ft ↗	900,000 Ft	615,000 Ft	550,000 Ft	525,000 Ft
HR Services Specialist	650,000 Ft	775,000 Ft ↗	900,000 Ft	540,000 Ft	500,000 Ft	475,000 Ft
Junior Payroll Associate	700,000 Ft	775,000 Ft ↗	850,000 Ft	550,000 Ft	N/A	N/A
Payroll Specialist	750,000 Ft	850,000 Ft ↗	950,000 Ft	625,000 Ft	N/A	N/A
Compensation & Benefit Specialist	750,000 Ft	850,000 Ft ↗	950,000 Ft	625,000 Ft	N/A	N/A

Shared services centre



Order management

HUF / Month	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Multilingual Order Management (0-2 Years)	600,000 Ft	675,000 Ft ↗	750,000 Ft	550,000 Ft	515,000 Ft	515,000 Ft
	Order Management (0-2 Years)	550,000 Ft	650,000 Ft ↗	750,000 Ft	500,000 Ft	237,500 Ft	475,000 Ft
	Junior Operational Buyer	650,000 Ft	750,000 Ft ↗	850,000 Ft	500,000 Ft	N/A	N/A
	Senior Operational Buyer	750,000 Ft	850,000 Ft ↗	950,000 Ft	600,000 Ft	N/A	N/A
	Strategic Buyer	850,000 Ft	925,000 Ft ↗	1,000,000 Ft	725,000 Ft	N/A	N/A
	Team Leader	850,000 Ft	925,000 Ft ↗	1,000,000 Ft	850,000 Ft	N/A	N/A

Customer support

HUF / Month	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Customer Service Manager	1,200,000 Ft	1,400,000 Ft ↗	1,600,000 Ft	1,100,000 Ft	815,000 Ft	725,000 Ft
	Customer Service Team Leader (Multilingual)	850,000 Ft	975,000 Ft ↗	1,100,000 Ft	900,000 Ft	775,000 Ft	630,000 Ft
	Customer Service Team Leader (English)	800,000 Ft	900,000 Ft ↗	1,000,000 Ft	775,000 Ft	725,000 Ft	600,000 Ft
	Senior Customer Service Representative (Multilingual)	750,000 Ft	825,000 Ft ↗	900,000 Ft	650,000 Ft	650,000 Ft	600,000 Ft
	Senior Customer Service Representative (English)	700,000 Ft	775,000 Ft ↗	850,000 Ft	625,000 Ft	600,000 Ft	530,000 Ft
	Customer Service Representative (Multilingual)	600,000 Ft	675,000 Ft ↗	750,000 Ft	550,000 Ft	550,000 Ft	500,000 Ft
	Customer Service Representative (English)	550,000 Ft	625,000 Ft ↗	700,000 Ft	525,000 Ft	500,000 Ft	430,000 Ft

Sales support

HUF / Month	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Inside Sales Manager	1,000,000 Ft	1,250,000 Ft ↗	1,500,000 Ft	1,150,000 Ft	1,150,000 Ft	1,050,000 Ft
	Bid Manager	850,000 Ft	925,000 Ft ↗	1,000,000 Ft	900,000 Ft	800,000 Ft	750,000 Ft
	Sales Support Specialist	700,000 Ft	775,000 Ft ↗	850,000 Ft	625,000 Ft	625,000 Ft	525,000 Ft
	Inside Sales Representative	650,000 Ft	700,000 Ft ↗	750,000 Ft	550,000 Ft	500,000 Ft	465,000 Ft
	Sales Support Analyst	650,000 Ft	700,000 Ft ↗	750,000 Ft	550,000 Ft	525,000 Ft	500,000 Ft



Shared services centre insight

Lili Dallos

Business Manager, Reed



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The sector is undergoing significant transformation, driven by automation, digitalisation, evolving workforce expectations, and regulatory challenges. With Budapest remaining the country's primary hub for these operations, multinational companies continue to leverage Hungary's skilled, multilingual workforce. However, businesses are facing increasing challenges in talent retention, regulatory compliance, and adapting to new technologies.

One of the most notable trends shaping the industry is the increasing adoption of automation and AI. Robotic process automation is streamlining finance and accounting operations, reducing manual workloads, and allowing professionals to focus on higher-value strategic activities. AI-powered tools are improving data analysis, fraud detection, and customer service efficiency, while cloud-based solutions and data management technologies are being widely integrated to enhance operational agility. These advancements are fundamentally reshaping the workforce, shifting demand away from transactional roles and towards positions requiring analytical and technical expertise.

Talent shortages remain one of the biggest concerns for the sector. While there is strong demand for professionals

with financial analysis, data management, and IT support skills, companies often struggle to find candidates with specialised software knowledge. Multilingual talent is particularly sought after, with German and French speakers in high demand alongside English proficiency.

However, despite Hungary's strong education system, businesses report difficulties in recruiting talent capable of working with complex financial and cyber security systems. As automation eliminates routine jobs, the need for professionals with a blend of technical and strategic skills continues to grow.

Recruitment and retention challenges are further intensified by the competitive job market in Budapest. Many multinational companies operate in the capital, providing people with a wide array of job opportunities, which results in frequent job-hopping. To remain competitive, businesses must focus on employer branding, offering competitive salaries, career development opportunities, and flexible work arrangements. While full-time employment remains the dominant model, remote work has expanded the talent pool by allowing companies to attract candidates from outside the capital. //

Technology



Software development

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Junior Java Developer (0-3 Years)	650,000 Ft	825,000 Ft ↗	1,000,000 Ft	800,000 Ft	775,000 Ft	N/A
Medior Java Developer (3-5 Years)	900,000 Ft	1,200,000 Ft ↗	1,500,000 Ft	1,150,000 Ft	1,150,000 Ft	1,000,000 Ft
Senior Java Developer (5+ Years)	1,400,000 Ft	1,700,000 Ft ↔	2,000,000 Ft	1,700,000 Ft	1,500,000 Ft	N/A
Architect/Team Lead	1,800,000 Ft	2,150,000 Ft ↗	2,500,000 Ft	2,000,000 Ft	N/A	N/A
Junior .Net Developer (0-3 Years)	600,000 Ft	800,000 Ft ↔	1,000,000 Ft	800,000 Ft	675,000 Ft	N/A
Medior .Net Developer (3-5 Years)	800,000 Ft	1,050,000 Ft ↔	1,300,000 Ft	1,050,000 Ft	975,000 Ft	1,000,000 Ft
Senior .Net Developer (5+ Years)	1,300,000 Ft	1,525,000 Ft ↔	1,750,000 Ft	1,525,000 Ft	1,250,000 Ft	N/A
Architect/Team Lead	1,600,000 Ft	1,850,000 Ft ↔	2,100,000 Ft	1,850,000 Ft	N/A	N/A
Junior C/C++ Developer (0-3 Years)	650,000 Ft	825,000 Ft ↗	1,000,000 Ft	800,000 Ft	675,000 Ft	N/A
Medior C/C++ Developer (3-5 Years)	900,000 Ft	1,200,000 Ft ↗	1,500,000 Ft	1,100,000 Ft	1,025,000 Ft	1,000,000 Ft
Senior C/C++ Developer (5+ Years)	1,300,000 Ft	1,600,000 Ft ↔	1,900,000 Ft	1,600,000 Ft	1,450,000 Ft	N/A
Architect/Team Lead	1,700,000 Ft	2,000,000 Ft ↗	2,300,000 Ft	1,900,000 Ft	N/A	N/A
Junior Python Developer (0-3 Years)	600,000 Ft	800,000 Ft ↔	1,000,000 Ft	800,000 Ft	775,000 Ft	N/A
Medior Python Developer (3-5 Years)	900,000 Ft	1,150,000 Ft ↔	1,400,000 Ft	1,150,000 Ft	1,150,000 Ft	900,000 Ft
Senior Python Developer (5+ Years)	1,300,000 Ft	1,575,000 Ft ↔	1,850,000 Ft	1,575,000 Ft	1,500,000 Ft	N/A
Architect/Team Lead	1,700,000 Ft	1,900,000 Ft ↗	2,100,000 Ft	1,850,000 Ft	N/A	N/A
Junior PHP Developer (0-3 Years)	600,000 Ft	800,000 Ft ↔	1,000,000 Ft	800,000 Ft	675,000 Ft	N/A
Medior PHP Developer (3-5 Years)	900,000 Ft	1,100,000 Ft ↗	1,300,000 Ft	1,050,000 Ft	975,000 Ft	900,000 Ft
Senior PHP Developer (5+ Years)	1,200,000 Ft	1,450,000 Ft ↗	1,700,000 Ft	1,350,000 Ft	1,350,000 Ft	N/A
Architect/Team Lead	1,700,000 Ft	1,850,000 Ft ↔	2,000,000 Ft	1,850,000 Ft	N/A	N/A
Junior Embedded Developer (0-3 Years)	650,000 Ft	825,000 Ft ↗	1,000,000 Ft	800,000 Ft	725,000 Ft	N/A
Medior Embedded Developer (3-5 Years)	900,000 Ft	1,150,000 Ft ↗	1,400,000 Ft	1,050,000 Ft	1,025,000 Ft	925,000 Ft
Senior Embedded Developer (5+ Years)	1,300,000 Ft	1,500,000 Ft ↔	1,700,000 Ft	1,500,000 Ft	1,500,000 Ft	N/A
Architect/Team Lead	1,700,000 Ft	1,950,000 Ft ↔	2,200,000 Ft	1,950,000 Ft	N/A	N/A
Junior Front-End Developer (0-3 Years)	650,000 Ft	850,000 Ft ↔	1,050,000 Ft	850,000 Ft	725,000 Ft	N/A
Medior Front-End Developer (3-5 Years)	900,000 Ft	1,150,000 Ft ↗	1,400,000 Ft	1,075,000 Ft	1,000,000 Ft	1,000,000 Ft

Technology



Software development (continued)

HUF / Month	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Senior Front-End Developer (5+ Years)	1,300,000 Ft	1,550,000 Ft ↗	1,800,000 Ft	1,500,000 Ft	1,350,000 Ft	N/A
	Architect/Team Lead	1,800,000 Ft	2,150,000 Ft ↗	2,500,000 Ft	1,850,000 Ft	N/A	N/A
	Junior Full-Stack Developer (0-3 Years)	700,000 Ft	900,000 Ft ↗	1,100,000 Ft	875,000 Ft	775,000 Ft	N/A
	Medior Full-Stack Developer (3-5 Years)	900,000 Ft	1,200,000 Ft ↔	1,500,000 Ft	1,200,000 Ft	1,150,000 Ft	1,000,000 Ft
	Senior Full-Stack Developer (5+ Years)	1,400,000 Ft	1,700,000 Ft ↗	2,000,000 Ft	1,650,000 Ft	1,500,000 Ft	N/A
	Architect/Team Lead	1,800,000 Ft	2,150,000 Ft ↗	2,500,000 Ft	2,000,000 Ft	N/A	N/A

IT infrastructure, support & security

HUF / Month	Role	2025			2024	2023	2022
		Min	Average	Max	Average	Average	Average
	Systems Administrator (Windows, Linux)	600,000 Ft	950,000 Ft ↗	1,300,000 Ft	925,000 Ft	925,000 Ft	850,000 Ft
	Technical Support	550,000 Ft	875,000 Ft ↗	1,200,000 Ft	850,000 Ft	625,000 Ft	600,000 Ft
	System Engineer	800,000 Ft	1,200,000 Ft NEW	1,600,000 Ft	N/A	N/A	N/A
	Network Engineer	900,000 Ft	1,250,000 Ft ↗	1,600,000 Ft	1,150,000 Ft	1,125,000 Ft	1,000,000 Ft
	Network Architect	1,400,000 Ft	1,600,000 Ft ↗	1,800,000 Ft	1,400,000 Ft	1,300,000 Ft	1,150,000 Ft
	DevOps Engineer	1,400,000 Ft	1,750,000 Ft ↗	2,100,000 Ft	1,500,000 Ft	1,375,000 Ft	1,200,000 Ft
	Cloud Engineer	1,400,000 Ft	1,800,000 Ft ↗	2,200,000 Ft	1,600,000 Ft	1,200,000 Ft	N/A
	IT Security Expert	1,400,000 Ft	1,750,000 Ft ↗	2,100,000 Ft	1,250,000 Ft	1,225,000 Ft	1,150,000 Ft
	AI Developer	1,400,000 Ft	1,850,000 Ft NEW	2,300,000 Ft	N/A	N/A	N/A
	Infrastructure/IT Manager	1,700,000 Ft	2,000,000 Ft ↗	2,300,000 Ft	1,925,000 Ft	1,850,000 Ft	1,300,000 Ft

Technology



Agile & project management

HUF / Month

Role	Min	2025			2024	2023	2022
		Average		Max	Average	Average	Average
IT Project Manager	800,000 Ft	1,400,000 Ft	–	2,000,000 Ft	1,400,000 Ft	1,350,000 Ft	1,025,000 Ft
Agile Delivery Manager	800,000 Ft	1,300,000 Ft	–	1,800,000 Ft	1,300,000 Ft	1,100,000 Ft	1,075,000 Ft
Business Analyst	750,000 Ft	1,375,000 Ft	↗	2,000,000 Ft	1,300,000 Ft	925,000 Ft	825,000 Ft
System Analyst	700,000 Ft	1,250,004 Ft	↗	1,800,000 Ft	1,100,000 Ft	925,000 Ft	825,000 Ft
Product Owner	800,000 Ft	1,350,000 Ft	↗	1,900,000 Ft	1,250,000 Ft	1,100,000 Ft	1,000,000 Ft
Scrum Master	900,000 Ft	1,250,000 Ft	↗	1,600,000 Ft	1,100,000 Ft	925,000 Ft	900,000 Ft
Solutions Architect	1,500,000 Ft	1,900,000 Ft	NEW	2,300,000 Ft	N/A	N/A	N/A

Data & database development

HUF / Month

Role	Min	2025			2024	2023	2022
		Average		Max	Average	Average	Average
Data Analyst	800,000 Ft	1,050,000 Ft	NEW	1,300,000 Ft	N/A	N/A	N/A
Data Engineer	850,000 Ft	1,225,000 Ft	↗	1,600,000 Ft	1,050,000 Ft	1,025,000 Ft	1,000,000 Ft
Data Scientist	900,000 Ft	1,350,000 Ft	↗	1,800,000 Ft	1,300,000 Ft	1,125,000 Ft	1,000,000 Ft
BI Expert	900,000 Ft	1,500,000 Ft	↗	2,100,000 Ft	1,200,000 Ft	1,150,000 Ft	1,075,000 Ft
Sharepoint Developer	900,000 Ft	1,450,000 Ft	↗	2,000,000 Ft	1,100,000 Ft	1,075,000 Ft	975,000 Ft
SAP Specialist	850,000 Ft	1,325,000 Ft	↗	1,800,000 Ft	1,025,000 Ft	975,000 Ft	925,000 Ft
ServiceNow Specialist	900,000 Ft	1,450,000 Ft	NEW	2,000,000 Ft	N/A	N/A	N/A
Database Administrator	750,000 Ft	975,000 Ft	↗	1,200,000 Ft	950,000 Ft	925,000 Ft	775,000 Ft
Database Developer	800,000 Ft	1,100,000 Ft	↗	1,400,000 Ft	975,000 Ft	975,000 Ft	875,000 Ft

Technology



Testing & mobile development

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Manual Software Tester	700,000 Ft	1,100,000 Ft -	1,500,000 Ft	1,100,000 Ft	875,000 Ft	725,000 Ft
Automated Software Tester	800,000 Ft	1,300,000 Ft -	1,800,000 Ft	1,300,000 Ft	1,050,000 Ft	900,000 Ft
QA Engineer	1,200,000 Ft	1,500,000 Ft ↗	1,800,000 Ft	1,400,000 Ft	N/A	N/A
Test Manager	1,400,000 Ft	1,600,000 Ft ↗	1,800,000 Ft	1,400,000 Ft	N/A	N/A
Android Developer	900,000 Ft	1,550,000 Ft ↗	2,200,000 Ft	1,500,000 Ft	N/A	N/A
iOS Developer	900,000 Ft	1,550,000 Ft ↗	2,200,000 Ft	1,500,000 Ft	N/A	N/A

Hardware development

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Hardware Developer	900,000 Ft	1,250,000 Ft -	1,600,000 Ft	1,250,000 Ft	975,000 Ft	850,000 Ft
Test Engineer	900,000 Ft	1,150,000 Ft NEW	1,400,000 Ft	N/A	N/A	N/A

Design

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
UX/UI Designer	800,000 Ft	1,150,000 Ft ↗	1,500,000 Ft	1,000,000 Ft	900,000 Ft	875,000 Ft



Technology insight

Dalma Géczi

Business Manager, Reed



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In 2024, digitalisation and AI continued to gain momentum, while remote and hybrid work models became deeply embedded in the sector. However, a slowdown in hiring and project investments has led to fewer open positions, with companies struggling to secure enough projects to maintain their workforce. This trend is expected to persist in 2025, reinforcing the need for adaptability among both businesses and professionals.

Automation, cyber security, and cloud computing are at the forefront of emerging technologies. AI-driven automation is reshaping customer service processes, IT support, and software development, enabling professionals to focus on complex problem-solving. Cyber security remains a top priority, with AI-based solutions enhancing threat detection and data protection. Cloud computing, particularly multi-cloud architectures and DevOps practices, continues to expand as businesses seek flexibility and scalability. Despite strong demand, these areas face severe talent shortages, making skilled professionals increasingly valuable.

The job market remains highly competitive, with companies seeking expertise in cloud engineering, cyber security, data science, and AI. Software development remains a dominant field, with Java and Python being the most sought-after languages. The integration of AI and machine learning into development processes is creating new opportunities, particularly for professionals who can build intelligent applications. Software testing is also evolving, with automation and AI-driven quality assurance becoming more

prevalent. However, the pace of technological change has widened the skills gap, making it difficult for companies to find professionals proficient in the latest tools and platforms.

In the sector, talent retention has become a key challenge as companies navigate economic uncertainty. While remote work has broadened the talent pool, it has also intensified competition, with many Hungarian professionals considering international opportunities. Flexible work arrangements, professional development, and competitive compensation packages are essential for attracting and retaining skilled workers. However, wage growth has slowed, and salaries in many IT roles are stagnating despite inflation. But for skilled professionals in high-demand, salaries remain elevated due to the scarcity of qualified candidates.

Companies are increasingly investing in upskilling to address talent shortages, integrating AI and automation into workflows, and modernising IT infrastructure. Regulatory compliance, particularly in cyber security, remains a complex challenge. And the implementation of the NIS2 Directive has introduced stricter security requirements, requiring businesses to adapt their risk management strategies.

Looking ahead, AI and automation will continue to shape the industry, driving the evolution of job roles and increasing the demand for specialised expertise. While economic conditions may influence hiring decisions, businesses that prioritise innovation, workforce development, and digital transformation will be best positioned for success in Hungary's evolving IT landscape. //

Temporary staffing



Without language skills

Customer support

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Customer Service Representative (1-3 Years)	460,000 Ft	480,000 Ft ↗	500,000 Ft	460,000 Ft	425,000 Ft	N/A
Junior Customer Service Representative (0-1 Year)	410,000 Ft	430,000 Ft ↗	450,000 Ft	405,000 Ft	365,000 Ft	N/A

Finance & administration

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Financial Assistant (0-2 Years)	450,000 Ft	485,000 Ft ↗	520,000 Ft	455,000 Ft	425,000 Ft	N/A
Administrator (1-3 Years)	440,000 Ft	470,000 Ft ↗	500,000 Ft	445,000 Ft	420,000 Ft	N/A
Junior Administrator (0-1 Year)	400,000 Ft	420,000 Ft ↗	440,000 Ft	405,000 Ft	340,000 Ft	N/A

With language skills

Accountancy

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Senior Accountant (3-5 Years)	700,000 Ft	775,000 Ft ↗	850,000 Ft	750,000 Ft	N/A	N/A
Accountant (0-2 Years)	550,000 Ft	650,000 Ft ↗	750,000 Ft	575,000 Ft	525,000 Ft	N/A

Temporary staffing



With language skills

Customer support

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Customer Service Representative (1+ Years)	620,000 Ft	660,000 Ft ↗	700,000 Ft	550,000 Ft	550,000 Ft	N/A
Order Management Specialist	560,000 Ft	630,000 Ft ↗	700,000 Ft	500,000 Ft	475,000 Ft	N/A
Customer Service Representative (0-1 Year)	540,000 Ft	595,000 Ft ↗	650,000 Ft	525,000 Ft	500,000 Ft	N/A

Business support

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
Executive Assistant	600,000 Ft	675,000 Ft ↗	750,000 Ft	600,000 Ft	550,000 Ft	N/A
Office Manager	550,000 Ft	675,000 Ft ↗	800,000 Ft	575,000 Ft	540,000 Ft	N/A
Senior Administrator	550,000 Ft	600,000 Ft ↗	650,000 Ft	550,000 Ft	530,000 Ft	N/A
Receptionist	450,000 Ft	500,000 Ft ↗	550,000 Ft	460,000 Ft	450,000 Ft	N/A
Administrator	450,000 Ft	500,000 Ft ↔	550,000 Ft	500,000 Ft	450,000 Ft	N/A

Human resources

HUF / Month

Role	2025			2024	2023	2022
	Min	Average	Max	Average	Average	Average
HR Generalist	750,000 Ft	850,000 Ft ↗	950,000 Ft	725,000 Ft	725,000 Ft	N/A
HR Coordinator (3-5 Years)	600,000 Ft	675,000 Ft ↗	750,000 Ft	625,000 Ft	550,000 Ft	N/A
HR Assistant (0-2 Years)	500,000 Ft	550,000 Ft ↗	600,000 Ft	500,000 Ft	450,000 Ft	N/A

Temporary staffing



With language skills

Supply chain/procurement

HUF / Month

Role	Min	2025			2024	2023	2022
		Average	Max		Average	Average	Average
Buyer	600,000 Ft	725,000 Ft	850,000 Ft	925,000 Ft	650,000 Ft	N/A	
Logistics / Supply Chain Assistant (0-2 Years)	500,000 Ft	550,000 Ft	600,000 Ft	500,000 Ft	490,000 Ft	N/A	

Sales & marketing

HUF / Month

Role	Min	2025			2024	2023	2022
		Average	Max		Average	Average	Average
Sales Representative	550,000 Ft	625,000 Ft	700,000 Ft	675,000 Ft	500,000 Ft	N/A	
Online Marketing Assistant	550,000 Ft	590,000 Ft	630,000 Ft	550,000 Ft	475,000 Ft	N/A	

Temporary staffing insight

Nikolett Juhász

Recruitment Director, Reed



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The temporary staffing sector in Hungary is undergoing a shift driven by changing workforce expectations, economic pressures, and regulatory developments. Hybrid work remains a preferred choice among candidates, but many businesses, particularly in manufacturing and blue-collar roles, continue to prioritise cost savings by hiring non-EU workers. Meanwhile, customer service and call centre employers are increasingly leveraging AI-powered chat services, which allow them to handle more inquiries without expanding their workforce. This trend has led to stagnating labour demand in these areas despite growing workloads.

One of the key challenges in temporary staffing is the difficulty of quickly sourcing skilled professionals for short-term roles. Many positions require specialised expertise, but the short-term nature of employment often makes it challenging to attract people to the roles – especially if not using a specialist recruiter. While offering higher wages could incentivise jobseekers, this is often not a viable option for companies operating on tight budgets. Regulatory constraints further complicate staffing strategies – temporary workers can only be employed for a maximum of five years, and collective agreements cannot be applied to them, limiting their access to benefits that permanent employees receive.

Wages in temporary staffing have increased by five-to-10% nationwide, though the extent of salary adjustments varies by company. In addition to financial compensation, employees increasingly seek non-monetary benefits such as SZÉP cards, private health insurance, travel expenses, and rent allowances. Hybrid work remains one of the most attractive factors for jobseekers, but many companies still offer limited or no remote work options, reducing their competitiveness in attracting talent. Work-life balance and fringe benefits continue to be top priorities for candidates, while corporate culture plays a lesser role in job selection.

Looking ahead, the temporary staffing market in Hungary will be influenced by regulatory changes affecting third-country workers, stricter licensing requirements, and economic uncertainty. Some businesses anticipate stagnation, while others plan to expand headcounts based on economic policy shifts. Global factors such as inflation, supply chain disruptions, and geopolitical tensions will also shape employment strategies. Automation and digitalisation are expected to further impact the sector, particularly in manufacturing, logistics, and administrative roles, where efficiency gains may come at the cost of job losses. To remain competitive, companies must stay agile and continuously adapt to these evolving challenges. //

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