

Reed  
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Hungary

# Salary guide 2024



# The cost of winning in 2024



The end of 2023 saw slowing inflation, a positive sign for the year ahead. But no matter what happens with the inflation rate, people will still be feeling the pinch of the cost-of-living crisis. Many will be looking for jobs that can offer the salary and benefits they need to stay afloat.

It's the people working in organisations that make the difference, so it is important that companies do all they can to offer the best remuneration packages to attract new, good quality hires and to retain their best people.

Towards the end of last year, we conducted an annual survey of Hungarian workers to provide you with a representative picture of the wants and needs of the country's workforce. You can see an in-depth analysis of the results of the survey further on in this guide, but interestingly, more than half (59%) of people are currently, or considering, looking for a new job. The top reasons for looking to leave their current role include the pay being insufficient, or perceived to be better elsewhere (43%), and a toxic workplace culture (13%) – while 20% said there were 'other' reasons.

Forty-five per cent of workers are happy with the pay they receive, which means that many are not. Of those who aren't satisfied with what they are earning, more than one quarter (26%) stated that this is because their salary hasn't risen with the cost of living. Almost one-fifth (18%) say they think they could get paid more elsewhere, another 18% feel they are unable to save enough money to meet their financial goals, and 13% say it's not enough for them to live the lifestyle they want.

As a business leader, I know it isn't always possible to increase salaries, especially with elevated costs and the burden of overheads. However, it's important that, if you can, you consider doing so, because even a small amount can make a big difference.

In my experience, the best investment you can make is in people, and in return, you will see improvements to productivity, employee retention, customer satisfaction and ultimately your bottom line. But if there really isn't anything you can do with salary, focus on the benefits you can offer – make your place of work difficult to leave and become a 'star player' when it comes to added value.

Our research highlights the disparity between what is being offered and what people really want, so don't be afraid to ask your colleagues what they actually want

and keep doing this on a regular basis to ensure you have your finger on the pulse.

Eight per cent of those surveyed said they do not receive any benefits where they currently work. Of those who do, the top-three benefits people receive are an SZÉP card (61%), flexi time (59%), and a company mobile phone (51%).

When asked what they desired when looking for a new job, 71% would find an annual salary increment to be one of the most attractive benefits, followed by flexi time (70%), and a performance bonus (43%).

As we move forward, organisations should continue to address inequality in the workplace and it's certainly something we are working on here at Reed. For example, addressing gender pay will bring a range of benefits to your business including improved morale, higher retention, increased innovation, improved productivity and lower legal risks.

Not only must we bridge the pay gap, but business leaders also need to ensure that no matter what journey you find your organisations are on in 2024, inclusion and belonging should remain paramount in the workplace. This will ensure you widen your doors to access the best talent available. In an environment where you will need innovative, creative and productive people more than ever, this makes perfect business sense.

Remember, your people are your superpower!

Wishing you all the best for the year ahead.

James Reed CBE  
Chairman and Chief Executive, Reed

# 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 2024.



## 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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# The Hungarian jobs market shows signs of growth in 2024



**Klára Pethő**

Country Manager, Reed



**This year, the jobs market in Hungary is expected to grow at a steady pace, although we will likely see a candidate shortage, as professionals leave the country for better opportunities. Over the last year, the inflation rate reached 17.6% and food prices increased but we're already seeing signs of this stabilising and inflation has lowered significantly.**

## ↓ Thriving sectors

The major industries that are thriving in Hungary include mining, metallurgy, machine and steel production, mechanical engineering, chemicals, food production and automotive manufacturing. The automotive industry is one of the main pillars of Hungary's manufacturing sector – it's constantly growing and welcoming new manufacturers. Technology is another sector where hiring is still active, and demand is high for quality professionals.

## ↓ Professionals' demands

Professionals currently have high expectations when it comes to salaries, benefits, learning and growth opportunities, and employers that care about employee wellbeing. Although this will continue as we move further into 2024, people are ultimately searching for stability, which has led many to remain in their roles.

While the higher cost of living has caused many to search for roles with higher salaries and a better overall offering, requests for more money are seldom met as companies face the same financial challenges across the board. Finding a happy balance that employers and professionals agree on has never been more important – and tends to lie in quality

employee rewards and benefits. Opportunities to work hybridly were once seen as perks, but are now taken for granted by professionals, many of whom are prioritising work-life balance. People are less likely to want to work overtime or in shifts, and are increasingly seeking remote opportunities.

At present, jobseekers can expect to receive multiple offers, meaning employers will need make more effort to find talent – something that can be remedied with the support of an experienced recruiter.

## ↓ Best practice in a candidate-short market

Leaders should focus on building their employer brand and the candidate experience to ensure their company retains its reputation.

Professionals will appreciate a more streamlined and convenient recruitment process, especially one that includes an online interview, to save travel costs and time. Hesitation to provide feedback, when a professional hasn't progressed to the next stage, could leave a negative lasting impression on them. These tend to spread to friends and family, and result in poor employer reviews.

Employers should make the hiring and onboarding process as seamless and efficient as possible, if they are to hold the interest of candidates who may have other prospects lined up. One challenge to hiring quickly can be varied notice periods – often one-to-three months – while those businesses search for replacement employees. It's wise to maintain engagement with your chosen candidate during their notice period, to ensure they feel welcome and confident in their decision to join the business.

## ↓ Enhancing employee retention

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This year, retention strategies will be essential. A top motivator for employees during this cost-of-living crisis is the prospect of a higher salary, so investing in your people tends to offer the best return – whether this is through pay or enhanced benefits.

Also consider providing greater flexibility for your employees in both location and time. More team building opportunities and interesting projects, career progression plans, training, and achievable-goal setting, are great ways to ensure job satisfaction while increasing the value of your team members.

To find out what your workforce wants most, I recommend conducting regular internal surveys. This will help you save money on provisions your employees don't want or aren't using and invest in more desirable benefits. These could even be remunerative, such as higher performance bonuses for the best talent in your business. Or you could invest in better equipment to make your employees' lives easier and streamline their day-to-day business processes.

## ↓ In-demand skills and jobseeker advice

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Professionals should carefully consider the reasons for leaving their current role – if it's solely for higher pay, workers should ask for a pay rise, or accept a counteroffer, from their employer.

Before applying for a role, professionals should research the company as much as possible; its values, leaders, and even their prospective team, to see if it's the right fit. Guides like this one can help with understanding what employers look for in their employees.

Recently, with a shortage of highly-skilled professionals on the jobs market, employers are looking for people with the right potential. Technical skills can be taught, but it's much harder to train someone in honesty, proactivity, motivation, creativity, and communication skills. These are becoming much more desirable among employers as they look to hire grassroots talent who can be developed with the required technical skills.



# Our **survey** says...

At the end of 2023, Reed conducted a snap survey of 818 workers across Hungary. The research asked Hungarian workers about their current and preferred salary and benefits, their organisation's performance and priorities, how they rated their job satisfaction and career prospects, as well as the key recruitment and skills trends they're witnessing. Here's what their answers revealed:



## Salaries

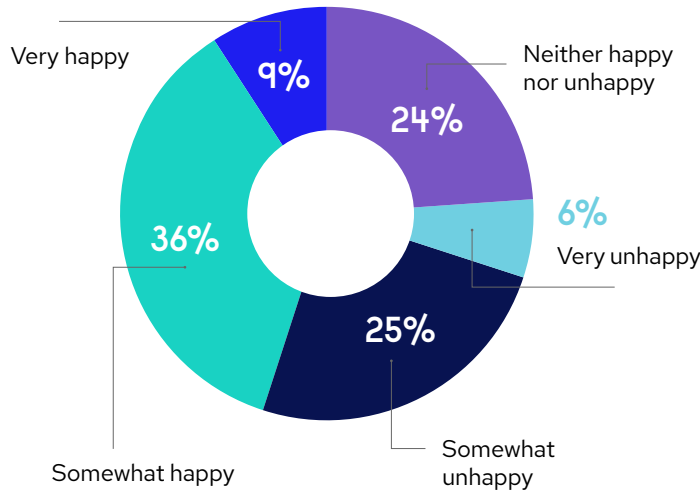
**With ongoing cost-of-living challenges due to high inflation, salaries will continue to be a huge area of discussion in the employment market, for both professionals and businesses.**

As many are feeling the pinch, we've seen more talent move around to secure higher paid roles, with businesses analysing how much they can stretch to get the people they need. Getting professionals' take on their salaries is critical for businesses looking to benchmark what they can offer.

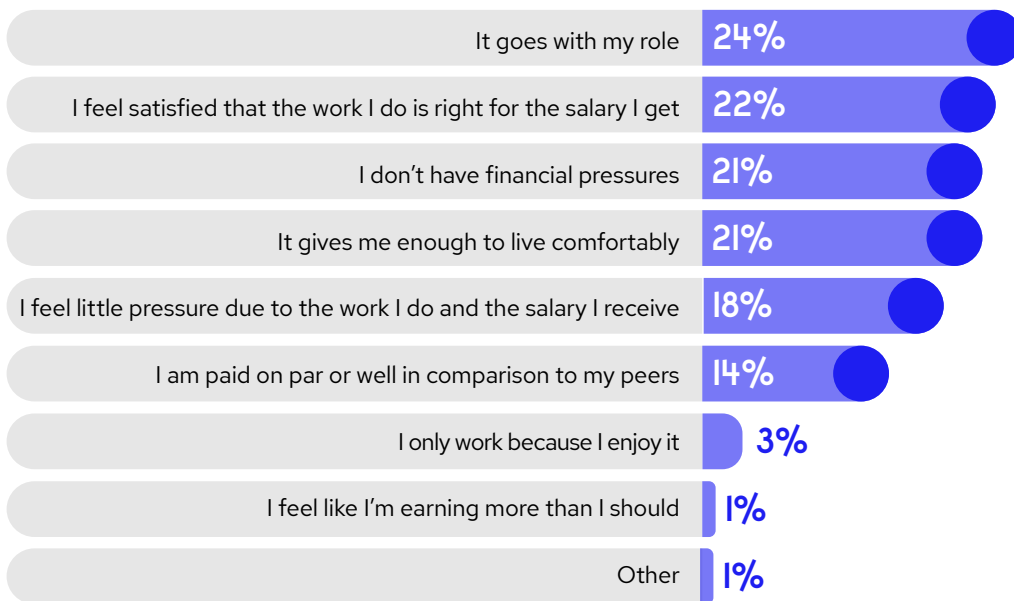
Currently, 45% of workers are happy with the pay they receive, a slight increase from the previous year (41%). Nearly a third, 31%, of professionals feel unhappy with their current salary, and 24% were neither happy nor unhappy.

Of those who are happy with their pay, 24% say it's because it goes with their role, 22% feel satisfied the work they do is right for the salary they get, and 21% say they don't feel financial pressure with their current salary. Another 21% claim it gives them enough to live comfortably.

### ↓ How happy or unhappy are you with your current salary?

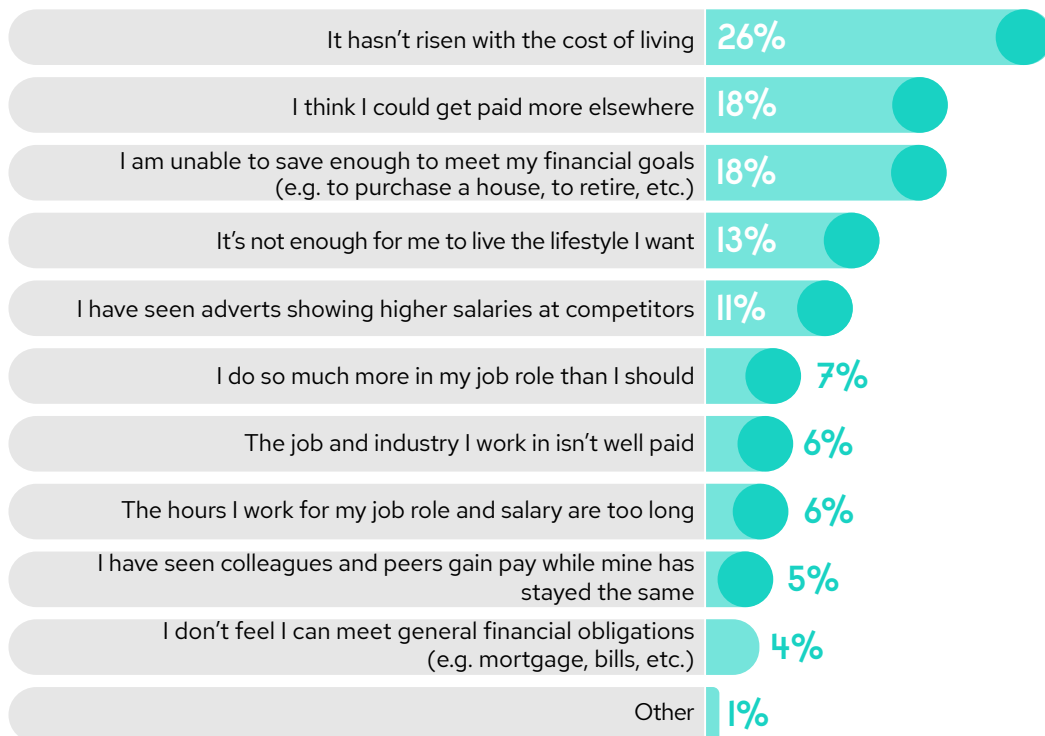


## ↓ Why are workers happy with their current salary/earnings?



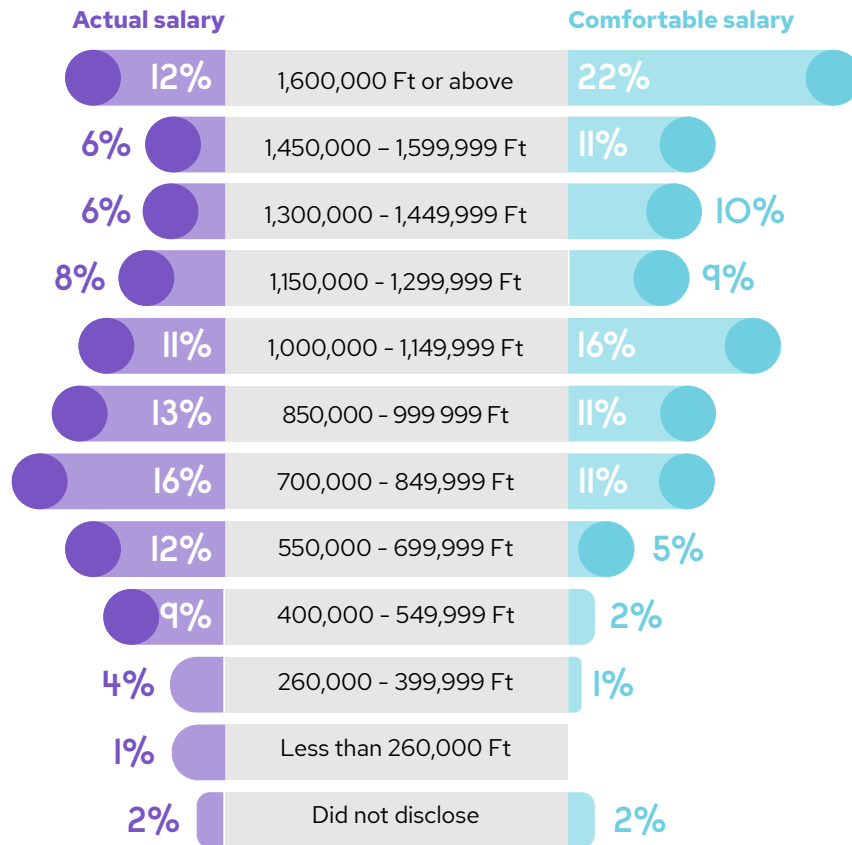
But, as expected, continuously high inflation and rising bills have put many under increased financial pressure. Twenty-six per cent of those who aren't satisfied with their salary shared that this is because it hasn't risen with the cost of living, almost one-fifth (18%) think they could earn more elsewhere, and another 18% feel they are unable to save enough money to meet their financial goals.

## ↓ Why are workers unhappy with their current salary/earnings?



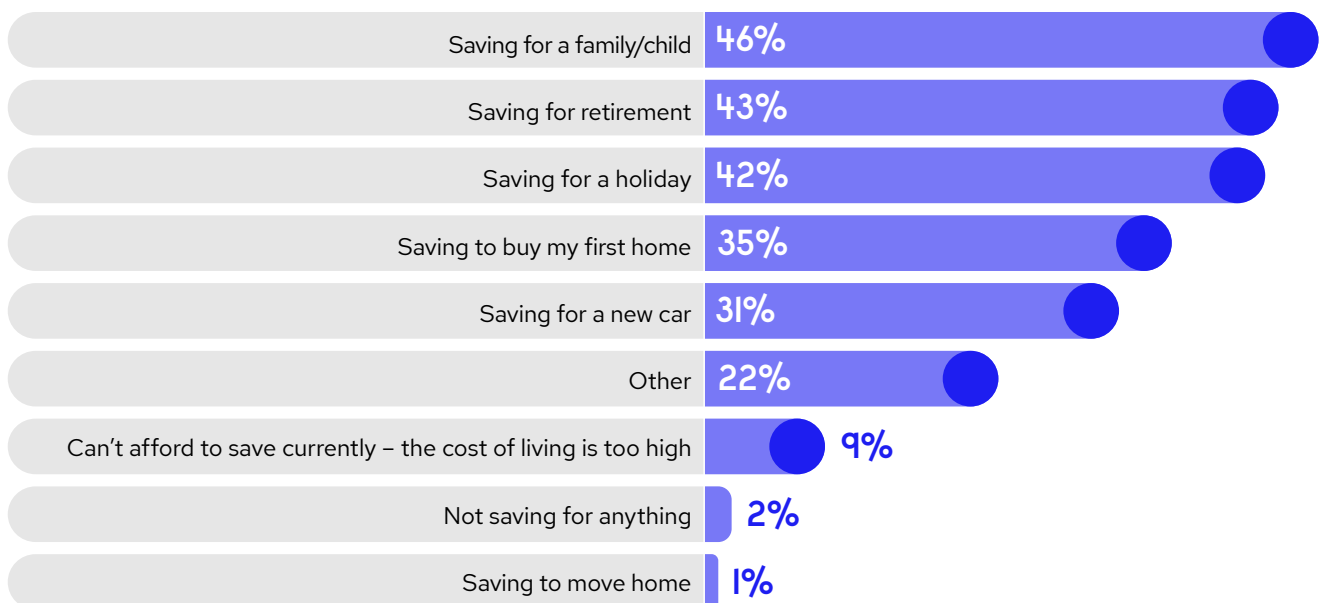
The disparity between the average wage and the salary people would be comfortable with remains quite large. For employers looking to retain staff, the survey found that 22% state to live comfortably they feel they would need to earn over 1,600,000 forint per month, with only 12% currently doing so. With 71% feeling confident they will achieve their comfortable salary at some point, those who wish to earn more may consider moving companies to secure a higher wage.

## ↓ What would you consider to be a 'comfortable' salary for you to live on?



As the economy has continued to take its toll on professionals over the past few years, we also looked at how people have been managing their wages, and whether the current financial climate has impacted their financial goals and savings.

## ↓ What are your financial savings goals?

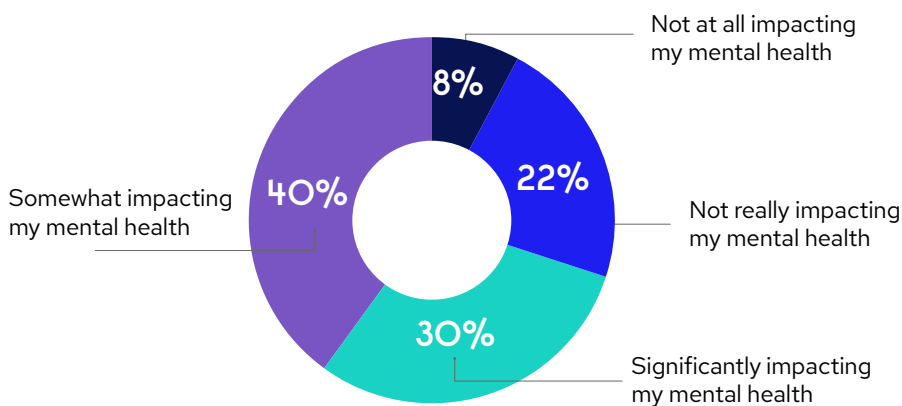


The top three financial savings goals of those surveyed are: 46% are saving for a family/child, 43% are saving for retirement, and 42% of people are saving for a holiday. Interestingly, only two per cent say they aren't saving for anything at all, while nine per cent say they are unable to due to the high cost of living. Only 56% of people were somewhat or very confident they could achieve their financial goals as planned, while 42% were either not very confident or not confident at all.



Workers' mental health is also suffering due to finances. A staggeringly 70% of workers say their financial situation is impacting their mental health negatively, compared with only eight per cent who are not suffering from any form of mental health impact. Twenty-two per cent said it hadn't really impacted their mental health but couldn't say there was no impact whatsoever.

↓ **To what extent would you say your current financial outgoings are impacting your mental health?**



## All about the **benefits**

It seems that offering a higher salary remains the most ideal way to attract and retain employees – but this isn't viable for every business, as they are also battling rising bills and tighter overheads.



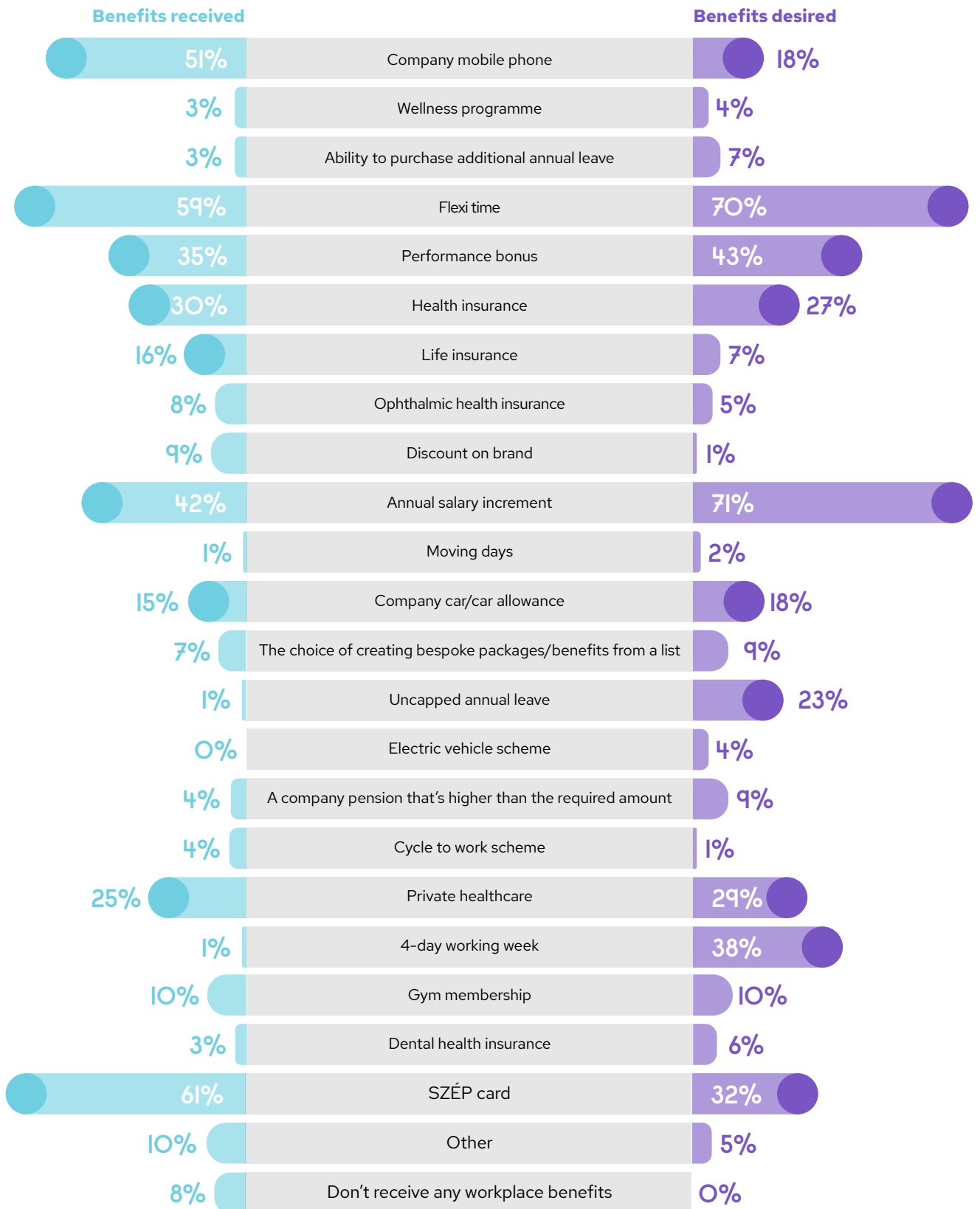
Where raising salaries isn't an option, the benefits businesses offer can potentially tip the balance when people are considering changing jobs. Surprisingly, however, eight per cent say they don't receive any workplace benefits at all.

When it comes to the benefits in demand this year versus last year, priorities seem to have shifted. Last year, workers were feeling the impact of rising energy bills and inflation more strongly, which was reflected in their desire for more financial-led benefits. This year, however, there's a stronger balance between money and flexibility.

There also seems to be some disconnect when it comes to offering workplace benefits. For those that do get workplace benefits, the three most common are: a SZÉP card (61%), flexi time (59%), and a company mobile phone (51%).

In comparison, the top-three desired benefits are: an annual salary increment (71%), flexi time (70%), and a performance bonus (43%). There's a disparity between what is being offered and what is desired, especially as only one per cent of workers currently receive one of the most demanded benefits – a four-day working week (38%). And less than one-fifth of respondents (18%), say they want a company mobile phone, but more than half (51%) receive one as part of their benefits package.

## ↓ Company benefits - received vs desired



Looking into people's savings priorities, we can also pinpoint where businesses may be able to help. The top thing people are saving for is a family/child (46%), meaning businesses that offer help with flexible working hours can be more attractive – a benefit that only 59% of workers are currently receiving but 70% would prefer.

Another top item people are saving for is a holiday (42%). In such cases, offering uncapped annual leave may be highly appreciated; a benefit that only one per cent receive but, 23% would like.

# In **summary**

Almost two-thirds of professionals (59%) are currently looking or considering looking for a new job – highlighting a need for businesses to audit what they are offering their current, and future, talent.

Among the top-five reasons people are looking elsewhere is the salary not being sufficient or perceived to be better elsewhere (43%), the culture being toxic (13%) or other reasons (20%). Other respondents believe it's just time for them to move on.

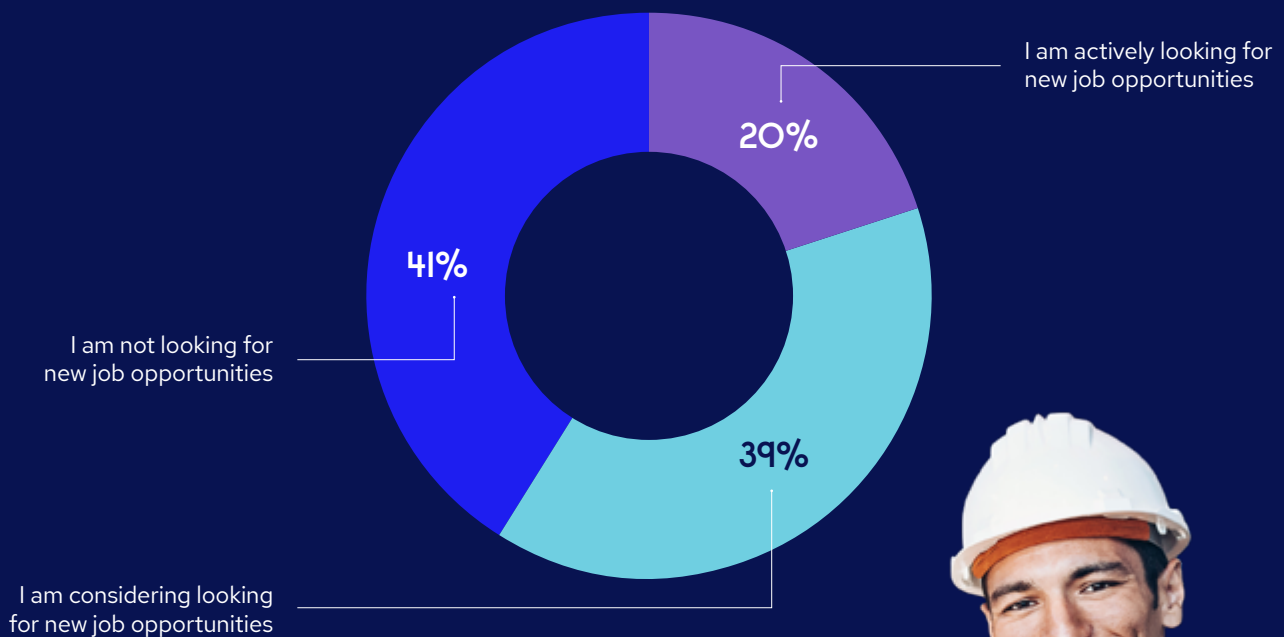
There are some areas where businesses could better align their benefits packages to the wishes of candidates. Aside from a four-day working week, the most popular benefits do fall into the top benefits employers offer but aren't as high up in terms of importance when compared with employee preferences.

There are also some areas where companies could save money by removing less popular benefits from their offering.

Company mobile phones are a popular benefit supplied by workplaces (51%) but fall into one of the least desired benefits for employees, with only 18% finding them attractive. Saving money on mobile phones in favour of a more desirable offering such as an annual salary increment will offer a much greater return on investment.

Businesses should consider evaluating the benefits they offer and whether they appeal to their workers today, as the money they save on removing undesirable benefits could be better spent on more valued rewards that attract and retain top talent.

## ↓ Which of the following currently best describes you regarding new job opportunities?





# Why **Reed?**

We've pioneered specialist recruitment since 1960 and each year we help thousands of businesses find the talent they need to flourish.



**Recruitment experts** across 20 different sectors worldwide



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



**Localised market knowledge**, with national reach



A **large** candidate database



**Long guarantees**



Fast and efficient **pre-employment screening services**

Let our experts help you...  
Visit [Reedglobal.hu](https://reedglobal.hu) to get in touch





# Accountancy & finance

## Accountancy

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Head of Accounting	1,700,000 Ft	1,950,000 Ft ↗	2,200,000 Ft	1,750,000 Ft	1,650,000 Ft	1,650,000 Ft
Accounting Manager	1,300,000 Ft	1,500,000 Ft ↗	1,700,000 Ft	1,350,000 Ft	1,300,000 Ft	N/A
Chief Accountant	1,100,000 Ft	1,350,000 Ft ↗	1,600,000 Ft	1,125,000 Ft	1,100,000 Ft	1,100,000 Ft
Senior Accountant (5+ years)	850,000 Ft	925,000 Ft ↗	1,000,000 Ft	690,000 Ft	690,000 Ft	700,000 Ft
Accountant (3-5 years)	650,000 Ft	750,000 Ft NEW	850,000 Ft	N/A	N/A	N/A
Junior Accountant (0-2 years)	500,000 Ft	575,000 Ft ↗	650,000 Ft	525,000 Ft	500,000 Ft	N/A
Accounts Assistant	450,000 Ft	500,000 Ft ↗	550,000 Ft	440,000 Ft	400,000 Ft	380,000 Ft

## Tax

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Tax Manager	1,200,000 Ft	1,300,000 Ft ↗	1,400,000 Ft	1,150,000 Ft	1,025,000 Ft	975,000 Ft
Tax Expert (5+ years)	900,000 Ft	1,000,000 Ft ↗	1,100,000 Ft	850,000 Ft	775,000 Ft	750,000 Ft
Tax Advisor (3-5 years)	750,000 Ft	825,000 Ft ↗	900,000 Ft	700,000 Ft	650,000 Ft	640,000 Ft
Tax Analyst (0-2 years)	550,000 Ft	625,000 Ft ↗	700,000 Ft	550,000 Ft	515,000 Ft	470,000 Ft

## Finance

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Finance Director / CFO (10+ years)	2,200,000 Ft	2,450,000 Ft ↗	2,700,000 Ft	2,200,000 Ft	2,100,000 Ft	2,050,000 Ft
Finance Manager	1,500,000 Ft	1,850,000 Ft ↗	2,200,000 Ft	1,750,000 Ft	1,650,000 Ft	1,500,000 Ft



# Accountancy & finance

## Controlling

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Head of Controlling	1,600,000 Ft	1,900,000 Ft <span>↗</span>	2,200,000 Ft	1,650,000 Ft	1,375,000 Ft	1,250,000 Ft
Controlling Manager	1,200,000 Ft	1,400,000 Ft <span>↗</span>	1,600,000 Ft	1,350,000 Ft	1,150,000 Ft	1,100,000 Ft
Senior Controlling (5+ years)	1,000,000 Ft	1,100,000 Ft <span>↗</span>	1,200,000 Ft	1,000,000 Ft	805,000 Ft	750,000 Ft
Controller (3-5 years)	850,000 Ft	925,000 Ft <span>↗</span>	1,000,000 Ft	800,000 Ft	675,000 Ft	665,000 Ft
Junior Controller (0-2 years)	580,000 Ft	665,000 Ft <span>↗</span>	750,000 Ft	550,000 Ft	515,000 Ft	465,000 Ft

## Audit

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Audit Manager	1,400,000 Ft	1,600,000 Ft <span>↗</span>	1,800,000 Ft	1,300,000 Ft	1,150,000 Ft	1,125,000 Ft
Senior Auditor (5+ years)	1,000,000 Ft	1,200,000 Ft <span>↗</span>	1,400,000 Ft	1,075,000 Ft	875,000 Ft	775,000 Ft
Auditor (3-5 years)	900,000 Ft	1,000,000 Ft <span>↗</span>	1,100,000 Ft	825,000 Ft	685,000 Ft	675,000 Ft
Junior Auditor (0-2 years)	650,000 Ft	750,000 Ft <span>NEW</span>	850,000 Ft	N/A	N/A	N/A

## Financial analysis

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Senior Financial Analyst (3-5 years)	750,000 Ft	875,000 Ft <span>↗</span>	1,000,000 Ft	737,500 Ft	N/A	N/A
Financial Analyst (0-2 years)	580,000 Ft	650,000 Ft <span>↗</span>	720,000 Ft	537,500 Ft	475,000 Ft	450,000 Ft
Financial Assistant	450,000 Ft	515,000 Ft <span>↗</span>	580,000 Ft	440,000 Ft	415,000 Ft	N/A

## Treasury

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Treasury Manager	1,200,000 Ft	1,400,000 Ft <span>↗</span>	1,600,000 Ft	1,250,000 Ft	1,075,000 Ft	1,050,000 Ft
Senior Treasury Analyst (3-5 years)	780,000 Ft	940,000 Ft <span>↗</span>	1,100,000 Ft	850,000 Ft	725,000 Ft	665,000 Ft
Treasury Analyst (0-2 years)	500,000 Ft	625,000 Ft <span>↗</span>	750,000 Ft	550,000 Ft	500,000 Ft	500,000 Ft



# Accountancy & finance

## Banking

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Risk Manager	1,300,000 Ft	1,400,000 Ft ↗	1,500,000 Ft	1,250,000 Ft	1,100,000 Ft	1,075,000 Ft
Senior Finance Business Analyst (5-8 years)	1,200,000 Ft	1,400,000 Ft ↗	1,600,000 Ft	1,050,000 Ft	1,000,000 Ft	N/A
Reporting Manager	1,300,000 Ft	1,375,000 Ft ↗	1,450,000 Ft	1,250,000 Ft	1,000,000 Ft	N/A
Senior Finance Data Analyst (5-8 years)	950,000 Ft	1,025,000 Ft ↗	1,100,000 Ft	975,000 Ft	950,000 Ft	N/A
Senior Risk Analyst (3-5 years)	900,000 Ft	975,000 Ft ↗	1,050,000 Ft	875,000 Ft	675,000 Ft	625,000 Ft
Senior Reporting Analyst (3-5 years)	780,000 Ft	940,000 Ft ↗	1,100,000 Ft	850,000 Ft	725,000 Ft	N/A
Finance Business Analyst (3-5 years)	850,000 Ft	900,000 Ft ↗	950,000 Ft	800,000 Ft	750,000 Ft	N/A
Finance Data Analyst (3-5 years)	750,000 Ft	800,000 Ft ↗	850,000 Ft	750,000 Ft	700,000 Ft	N/A
Junior Finance Business Analyst (1-3 years)	650,000 Ft	700,000 Ft ↗	750,000 Ft	600,000 Ft	575,000 Ft	N/A
Risk Analyst (0-2 years)	630,000 Ft	665,000 Ft ↗	700,000 Ft	590,000 Ft	525,000 Ft	490,000 Ft
Junior Finance Data Analyst (1-3 years)	600,000 Ft	640,000 Ft ↗	680,000 Ft	575,000 Ft	550,000 Ft	N/A
Reporting Analyst (0-2 years)	500,000 Ft	625,000 Ft ↗	750,000 Ft	550,000 Ft	525,000 Ft	N/A

# Accountancy & finance insight



**Dóra Varga**

Executive Consultant, Reed

[in LinkedIn](#)

“ The Hungarian accountancy and finance talent market is scarce at present. While we don't expect exponential growth from businesses, there will likely be new processes and positions as we head deeper into 2024.

Employers will need to streamline their processes to keep pace with the rate at which professionals are actively on the market. Candidates will often have multiple offers on the table at once, so hiring managers should ensure they are ready to shortlist and hire within a few days, as

professionals are aware of how in-demand they are and are securing work quickly.

Where inflation soared last year, professionals' salary expectations climbed too. However, as inflation slows, those high expectations are reducing.

There are many vacancies right now – especially in niche or specialist roles. Most businesses are utilising remote working technology and offering this style of work, or a hybrid model, to appeal to professionals. This can allow employers to hire from further

afield, although employees living in more rural areas may find it challenging due to limited internet access.

It's best that employers keep an open mind when recruiting. While there are many jobseekers with skills and experience suited to your role, there are as many who are motivated, enthusiastic, and keen to learn. Investing in training comes with a multitude of long-term advantages, including the overlooked value of employee loyalty in return for your willingness to take a chance on them. //







# Engineering

## Engineering

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Plant Manager	2,500,000 Ft	3,000,000 Ft ↗	3,500,000 Ft	2,250,000 Ft	2,000,000 Ft	1,900,000 Ft
Production Manager	1,800,000 Ft	2,150,000 Ft ↗	2,500,000 Ft	1,750,000 Ft	1,300,000 Ft	1,250,000 Ft
Quality Manager	1,400,000 Ft	1,800,000 Ft ↗	2,200,000 Ft	1,300,000 Ft	1,250,000 Ft	1,200,000 Ft
Project Manager	1,300,000 Ft	1,650,000 Ft ↗	2,000,000 Ft	1,250,000 Ft	1,025,000 Ft	975,000 Ft
EHS Manager	1,200,000 Ft	1,600,000 Ft ↗	2,000,000 Ft	1,150,000 Ft	1,100,000 Ft	1,000,000 Ft
Automation/PLC Engineer	1,000,000 Ft	1,300,000 Ft ↗	1,600,000 Ft	1,050,000 Ft	1,050,000 Ft	800,000 Ft
Molding/Welding/CNC Engineer	900,000 Ft	1,250,000 Ft ↗	1,600,000 Ft	1,000,000 Ft	750,000 Ft	700,000 Ft
Electrical Engineer	900,000 Ft	1,200,000 Ft ↗	1,500,000 Ft	1,050,000 Ft	1,000,000 Ft	800,000 Ft
Supplier Development Engineer	900,000 Ft	1,150,000 Ft ↗	1,400,000 Ft	1,000,000 Ft	950,000 Ft	900,000 Ft
Product Development Engineer	800,000 Ft	1,150,000 Ft ↗	1,500,000 Ft	1,000,000 Ft	900,000 Ft	850,000 Ft
Service Engineer	900,000 Ft	1,150,000 Ft ↗	1,400,000 Ft	950,000 Ft	800,000 Ft	700,000 Ft
Tool Engineer	900,000 Ft	1,150,000 Ft ↗	1,400,000 Ft	850,000 Ft	800,000 Ft	750,000 Ft
Project Engineer	800,000 Ft	1,100,000 Ft ↗	1,400,000 Ft	900,000 Ft	800,000 Ft	700,000 Ft
Lean Engineer	800,000 Ft	1,050,000 Ft ↗	1,300,000 Ft	900,000 Ft	850,000 Ft	800,000 Ft
Test Engineer	800,000 Ft	1,050,000 Ft ↗	1,300,000 Ft	800,000 Ft	650,000 Ft	600,000 Ft
Electrical Maintenance Engineer	800,000 Ft	1,000,000 Ft ↗	1,200,000 Ft	850,000 Ft	800,000 Ft	750,000 Ft
Design Engineer	750,000 Ft	1,000,000 Ft ↗	1,250,000 Ft	800,000 Ft	750,000 Ft	725,000 Ft
Supplier Quality Engineer	750,000 Ft	975,000 Ft ↗	1,200,000 Ft	925,000 Ft	900,000 Ft	850,000 Ft
Sales Engineer	650,000 Ft	975,000 Ft ↗	1,300,000 Ft	875,000 Ft	725,000 Ft	675,000 Ft
Process Engineer	750,000 Ft	925,000 Ft ↗	1,100,000 Ft	800,000 Ft	800,000 Ft	750,000 Ft
EHS Engineer	700,000 Ft	850,000 Ft ↗	1,000,000 Ft	800,000 Ft	750,000 Ft	700,000 Ft
Maintenance Engineer	700,000 Ft	850,000 Ft ↗	1,000,000 Ft	775,000 Ft	775,000 Ft	675,000 Ft
Quality Engineer	700,000 Ft	825,000 Ft ↗	950,000 Ft	800,000 Ft	800,000 Ft	750,000 Ft



# Engineering

## Manufacturing logistics & supply chain

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Global Category Manager	2,000,000 Ft	2,250,000 Ft ↗	2,500,000 Ft	2,100,000 Ft	1,800,000 Ft	1,700,000 Ft
Supply Chain Manager	1,500,000 Ft	2,400,000 Ft ↗	3,200,000 Ft	2,200,000 Ft	2,000,000 Ft	1,900,000 Ft
European Category Manager	1,400,000 Ft	1,700,000 Ft ↗	2,000,000 Ft	1,550,000 Ft	1,400,000 Ft	1,350,000 Ft
Lead Buyer	1,000,000 Ft	1,250,000 Ft ↗	1,500,000 Ft	1,200,000 Ft	1,100,000 Ft	1,000,000 Ft
Strategic Purchaser	900,000 Ft	1,200,000 Ft ↗	1,500,000 Ft	900,000 Ft	800,000 Ft	750,000 Ft
Procurement Manager	1,000,000 Ft	1,150,000 Ft ↗	1,300,000 Ft	1,050,000 Ft	975,000 Ft	950,000 Ft
Indirect Strategic Purchaser	850,000 Ft	1,100,000 Ft ↗	1,300,000 Ft	950,000 Ft	850,000 Ft	675,000 Ft
Project Purchaser	850,000 Ft	1,000,000 Ft ↗	1,200,000 Ft	850,000 Ft	750,000 Ft	700,000 Ft
Warehouse Manager	850,000 Ft	975,000 Ft ↗	1,350,000 Ft	950,000 Ft	900,000 Ft	875,000 Ft
Indirect Purchaser	700,000 Ft	950,000 Ft ↗	1,100,000 Ft	850,000 Ft	725,000 Ft	600,000 Ft
Material Planner	675,000 Ft	850,000 Ft ↗	925,000 Ft	800,000 Ft	750,000 Ft	700,000 Ft
Production Planner	700,000 Ft	850,000 Ft ↗	1,000,000 Ft	800,000 Ft	650,000 Ft	600,000 Ft
Operative Purchaser	700,000 Ft	800,000 Ft ↗	900,000 Ft	750,000 Ft	700,000 Ft	650,000 Ft
Disponent	550,000 Ft	625,000 Ft ↗	700,000 Ft	575,000 Ft	550,000 Ft	500,000 Ft

## Construction

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Construction Director	2,500,000 Ft	2,750,000 Ft ↗	3,100,000 Ft	2,650,000 Ft	2,300,000 Ft	2,100,000 Ft
Project Manager	1,300,000 Ft	1,650,000 Ft ↗	2,000,000 Ft	1,600,000 Ft	1,400,000 Ft	1,200,000 Ft
Site Manager	900,000 Ft	1,300,000 Ft ↗	1,550,000 Ft	1,200,000 Ft	1,000,000 Ft	750,000 Ft
Fit-Out Project Manager	1,000,000 Ft	1,150,000 Ft ↗	1,300,000 Ft	1,100,000 Ft	1,000,000 Ft	850,000 Ft
Lead Designer	900,000 Ft	1,100,000 Ft ↗	1,200,000 Ft	1,000,000 Ft	900,000 Ft	850,000 Ft
BIM Manager	800,000 Ft	1,050,000 Ft ↗	1,150,000 Ft	1,000,000 Ft	900,000 Ft	800,000 Ft
Designer	600,000 Ft	850,000 Ft ↗	1,100,000 Ft	800,000 Ft	700,000 Ft	650,000 Ft
Quantity Surveyor	700,000 Ft	850,000 Ft ↗	1,000,000 Ft	850,000 Ft	750,000 Ft	700,000 Ft
Architect	650,000 Ft	775,000 Ft ↗	900,000 Ft	750,000 Ft	650,000 Ft	550,000 Ft



# Engineering

## Building management

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Facility Director	1,400,000 Ft	1,650,000 Ft ↗	1,900,000 Ft	1,500,000 Ft	1,400,000 Ft	1,300,000 Ft
Property Director	1,400,000 Ft	1,700,000 Ft ↗	2,000,000 Ft	1,600,000 Ft	1,550,000 Ft	1,500,000 Ft
Property Manager	1,100,000 Ft	1,350,000 Ft ↗	1,600,000 Ft	1,200,000 Ft	1,100,000 Ft	900,000 Ft
Facility Manager	1,000,000 Ft	1,250,000 Ft ↗	1,500,000 Ft	1,200,000 Ft	1,100,000 Ft	900,000 Ft
Asset Manager	1,000,000 Ft	1,250,000 Ft ↗	1,500,000 Ft	1,200,000 Ft	1,100,000 Ft	1,200,000 Ft
Electrical Technician	600,000 Ft	850,000 Ft ↗	800,000 Ft	850,000 Ft	650,000 Ft	600,000 Ft
Facility Coordinator	500,000 Ft	700,000 Ft ↗	800,000 Ft	650,000 Ft	600,000 Ft	550,000 Ft
Property Assistant	500,000 Ft	700,000 Ft ↗	850,000 Ft	700,000 Ft	600,000 Ft	400,000 Ft
Mechanical Technician	500,000 Ft	600,000 Ft ↗	700,000 Ft	550,000 Ft	450,000 Ft	350,000 Ft

## Engineering insight

“ Competition is high among employers for the best engineering talent in Hungary. Hiring managers need to ensure their recruitment process doesn't take beyond three-to-four weeks, or jobseekers will lose interest and move onto other opportunities. Conducting interviews online provides greater flexibility to both candidates and hiring managers and can significantly reduce time to hire.

Fluctuating inflation rates over the past year have caused the cost of living to rise considerably, impacting businesses and individuals. With higher business costs,

employers are finding it challenging to match salary expectations, especially of more experienced professionals who are aware of their high value. This has caused a wave of movement in the jobs market as people search for competitive salaries.

Junior and mid-level engineers are likely to find fewer career opportunities if the current economic situation doesn't improve, though many smaller organisations will search for grassroots talent to keep salary costs down. Those professionals should ensure they are up to date with the latest trends in the sector and do their

research on companies they're applying to in order to ensure the business matches their values and provides a desirable salary and benefits package.

With inflation rates likely to stabilise through the rest of 2024, we anticipate salary demand to become more manageable and the market to calm.

Generally, the wishlists of engineers haven't changed much in the past year. Priorities across the board are still salary, career development, location, and a healthy work-life balance. ”

**Noémi Kozma**

Senior Recruitment Consultant, Reed

[in LinkedIn](#)





# HR & administration

## HR

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Regional HR Director	2,000,000 Ft	2,600,000 Ft <span>NEW</span>	3,200,000 Ft	N/A	N/A	N/A
HR Director	1,600,000 Ft	2,050,000 Ft <span>↗</span>	2,500,000 Ft	1,800,000 Ft	1,750,000 Ft	1,650,000 Ft
HR Manager	1,200,000 Ft	1,550,000 Ft <span>↗</span>	1,900,000 Ft	1,300,000 Ft	725,000 Ft	700,000 Ft
HR Business Partner	850,000 Ft	1,025,000 Ft <span>↗</span>	1,200,000 Ft	950,000 Ft	600,000 Ft	575,000 Ft
HR Generalist	650,000 Ft	725,000 Ft <span>↔</span>	800,000 Ft	725,000 Ft	600,000 Ft	575,000 Ft
HR Coordinator (3-5 years)	550,000 Ft	625,000 Ft <span>↗</span>	700,000 Ft	575,000 Ft	500,000 Ft	475,000 Ft
HR Assistant (0-2 years)	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	450,000 Ft	400,000 Ft	375,000 Ft

## Recruitment

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Recruitment Manager	1,000,000 Ft	1,200,000 Ft <span>↗</span>	1,400,000 Ft	975,000 Ft	900,000 Ft	N/A
Recruitment Lead	900,000 Ft	1,050,000 Ft <span>↗</span>	1,200,000 Ft	800,000 Ft	750,000 Ft	N/A
Senior Recruiter (3-5 years)	800,000 Ft	900,000 Ft <span>↗</span>	1,000,000 Ft	715,000 Ft	600,000 Ft	575,000 Ft
Recruiter (1-3 years)	600,000 Ft	675,000 Ft <span>↗</span>	750,000 Ft	590,000 Ft	500,000 Ft	450,000 Ft
Sourcing Specialist (0-2 years)	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	450,000 Ft	400,000 Ft	N/A

## Compensation & benefits

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Compensation & Benefits Leader	1,000,000 Ft	1,250,000 Ft <span>↗</span>	1,500,000 Ft	1,125,000 Ft	960,000 Ft	950,000 Ft
Compensation & Benefits SME (5+ years)	800,000 Ft	900,000 Ft <span>↗</span>	1,000,000 Ft	850,000 Ft	750,000 Ft	N/A
Compensation & Benefits Specialist (3-5 years)	600,000 Ft	675,000 Ft <span>↗</span>	750,000 Ft	650,000 Ft	550,000 Ft	N/A
Compensation & Benefits Analyst (0-2 years)	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	467,500 Ft	450,000 Ft	N/A



# HR & administration

## Payroll

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Payroll Manager	1,000,000 Ft	1,250,000 Ft ↗	1,500,000 Ft	1,125,000 Ft	900,000 Ft	N/A
Payroll Team Leader	850,000 Ft	925,000 Ft ↗	1,000,000 Ft	850,000 Ft	800,000 Ft	N/A
Payroll SME (5+ years)	850,000 Ft	900,000 Ft ↗	950,000 Ft	700,000 Ft	650,000 Ft	N/A
Payroll Specialist (3-5 years)	750,000 Ft	825,000 Ft ↗	900,000 Ft	600,000 Ft	550,000 Ft	N/A
Payroll Administrator (0-2 years)	450,000 Ft	525,000 Ft ↗	600,000 Ft	500,000 Ft	375,000 Ft	350,000 Ft

## Learning & development

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Learning & Development Manager	850,000 Ft	975,000 Ft ↗	1,100,000 Ft	900,000 Ft	800,000 Ft	775,000 Ft
Learning & Development Senior Specialist (3-5 years)	650,000 Ft	725,000 Ft -	800,000 Ft	725,000 Ft	700,000 Ft	N/A
Learning & Development Specialist - Multilingual (1-2 years)	500,000 Ft	575,000 Ft -	650,000 Ft	575,000 Ft	550,000 Ft	N/A
Learning & Development Specialist (1-2 years)	500,000 Ft	550,000 Ft ↗	600,000 Ft	525,000 Ft	500,000 Ft	N/A

## Employer branding

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Employer Branding Manager	1,100,000 Ft	1,300,000 Ft ↗	1,500,000 Ft	1,100,000 Ft	1,225,000 Ft	1,000,000 Ft
Senior Employer Branding Specialist (3-5 years)	650,000 Ft	700,000 Ft ↗	750,000 Ft	575,000 Ft	570,000 Ft	550,000 Ft
Employer Branding Specialist (1-2 years)	500,000 Ft	550,000 Ft ↗	600,000 Ft	475,000 Ft	450,000 Ft	N/A



# HR & administration

## Business / office support

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Executive Assistant	550,000 Ft	600,000 Ft <span>↗</span>	650,000 Ft	550,000 Ft	515,000 Ft	500,000 Ft
Office Manager	550,000 Ft	575,000 Ft <span>↗</span>	600,000 Ft	540,000 Ft	500,000 Ft	485,000 Ft
Senior Administrator	500,000 Ft	550,000 Ft <span>↗</span>	600,000 Ft	530,000 Ft	515,000 Ft	500,000 Ft
Administrator	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	450,000 Ft	415,000 Ft	400,000 Ft
Receptionist	420,000 Ft	460,000 Ft <span>↗</span>	500,000 Ft	450,000 Ft	415,000 Ft	400,000 Ft

## Human resources insight

“ With the cost of living still high, HR professionals are seeking higher salaries but are less likely to leave a stable role for that alone, unless the pay is considerably more than current earnings. The challenge this year for those professionals is finding the balance between preferred and realistic salaries, as most companies are unable to go above and beyond salary expectations.

When exploring other roles, HR professionals are more likely to ask about the work they will be doing and what their place will be in a company rather than about the benefits. Across the sector, candidates usually like to take part in special projects

and are often interested in process improvement within a new workplace.

Remote/hybrid working opportunities and flexibility are another top priority, after salary, to maintain a healthy work-life balance – especially among payroll professionals. This type of working model also benefits employers, giving them scope to hire from a greater talent pool across the country.

Following the pandemic, companies have welcomed employees back into offices, but many are resistant to returning full time. With work-life balance and wellbeing on everyone’s wish list, medical support

services can significantly influence jobseekers’ decision-making.

The most desirable candidates in HR this year will be those with at least one foreign language. This applies to junior support roles too, which will also require evidence of some administration experience if candidates are to impress hiring managers. Language skills can significantly boost your career prospects at any level, especially in multinational companies. An openness to new technologies is another desirable trait for candidates to have, given the growth of the sector and the shift towards digital processes. ”

**Sára Mógor**

Senior Recruitment Consultant, Reed

[in LinkedIn](#)





# Legal

## Business / office support

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Head of Legal	1,600,000 Ft	2,000,000 Ft <span>NEW</span>	2,400,000 Ft	N/A	N/A	N/A
Senior In-house Lawyer	950,000 Ft	1,325,000 Ft <span>NEW</span>	1,700,000 Ft	N/A	N/A	N/A
In- house Lawyer	800,000 Ft	1,100,000 Ft <span>NEW</span>	1,400,000 Ft	N/A	N/A	N/A
Junior Lawyer	500,000 Ft	650,000 Ft <span>NEW</span>	800,000 Ft	N/A	N/A	N/A

## AML functions

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Head of AML	1,000,000 Ft	1,150,000 Ft <span>NEW</span>	1,300,000 Ft	N/A	N/A	N/A
AML Specialist (2+ years)	750,000 Ft	925,000 Ft <span>NEW</span>	1,100,000 Ft	N/A	N/A	N/A
EDD Specialist (2+ years)	750,000 Ft	850,000 Ft <span>NEW</span>	950,000 Ft	N/A	N/A	N/A
KYC / CDD Specialist (2+ years)	750,000 Ft	825,000 Ft <span>NEW</span>	900,000 Ft	N/A	N/A	N/A
KYC/CDD Analyst (0-2 years)	550,000 Ft	650,000 Ft <span>NEW</span>	750,000 Ft	N/A	N/A	N/A
EDD Analyst (0-2 years)	450,000 Ft	600,000 Ft <span>NEW</span>	750,000 Ft	N/A	N/A	N/A
AML Analyst (0-2 years)	450,000 Ft	575,000 Ft <span>NEW</span>	700,000 Ft	N/A	N/A	N/A

## Compliance

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Compliance Manager	1,000,000 Ft	1,250,000 Ft <span>NEW</span>	1,500,000 Ft	N/A	N/A	N/A
Compliance Specialist (3-5 years)	700,000 Ft	825,000 Ft <span>↗</span>	950,000 Ft	750,000 Ft	650,000 Ft	N/A
Compliance Analyst (0-2 years)	550,000 Ft	600,000 Ft <span>↗</span>	650,000 Ft	525,000 Ft	525,000 Ft	N/A

# Legal insight

“ The legal profession in Hungary is going through rapid transformation due to economic uncertainty, which professionals are finding challenging to navigate. There are fewer recent graduates entering the market, as many now aspire to go straight into the corporate world without a degree.

An important skill for any legal professional in Hungary is at least an intermediate level of English. As well as sought-after language skills, we predict demand for specialists in mergers and acquisitions, environmental, social and governance, and international compliance, to continue growing. Those who use

legal services are expecting more value, transparency and efficiency.

To secure the best talent for your legal roles, employers should consider what professionals in the field most value. Many are highly concerned with their own wellbeing – mentally, physically, and financially – as well as their opportunities to progress and do more interesting work.

Work-life balance is a key focus for professionals – many believe hybrid working can help them achieve this and will prefer offers which include remote working options and flexibility.

Lawyers and other legal professionals want to use the latest, most-efficient technologies to enhance their productivity. Employers who invest in the latest systems will find greater engagement with their roles.

Rather than a low base salary and greater bonuses, professionals are prioritising a competitive fixed salary for greater financial stability. Many employees want their salary to reflect the rise in inflation, which isn't possible for a lot of companies. Those employers will need to provide attractive benefits to supplement their wages. ”

**Erika Pusztai-Nemeth**

Business Manager, Reed

[in LinkedIn](#)





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Q4 How do you prioritise which projects to pursue based on their potential impact on the company's bottom line?

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# Shared service centre

## General ledger

Per month

Role	Min	2024			2023	2022	2021
		Average	Max	Average	Average	Average	
Team Leader of GL	1,000,000 Ft	1,100,000 Ft <span>↗</span>	1,200,000 Ft	1,000,000 Ft	900,000 Ft	850,000 Ft	
Multilingual Senior General Ledger Accountant (3-5 years)	800,000 Ft	900,000 Ft <span>↗</span>	1,000,000 Ft	775,000 Ft	740,000 Ft	725,000 Ft	
Senior General Ledger Accountant (3-5 years)	800,000 Ft	875,000 Ft <span>↗</span>	950,000 Ft	725,000 Ft	725,000 Ft	700,000 Ft	
Multilingual Junior General Ledger Accountant (0-2 years)	580,000 Ft	640,000 Ft <span>↗</span>	700,000 Ft	565,000 Ft	550,000 Ft	N/A	
Junior General Ledger Accountant (0-2 years)	550,000 Ft	615,000 Ft <span>↗</span>	680,000 Ft	537,500 Ft	530,000 Ft	N/A	

## Accounts payable

Per month

Role	Min	2024			2023	2022	2021
		Average	Max	Average	Average	Average	
Team Leader of AP	900,000 Ft	950,000 Ft <span>↗</span>	1,000,000 Ft	900,000 Ft	775,000 Ft	725,000 Ft	
Multilingual Senior Accounts Payable Accountant (3-5 years)	650,000 Ft	700,000 Ft <span>↗</span>	750,000 Ft	675,000 Ft	600,000 Ft	565,000 Ft	
Senior Accounts Payable Accountant (3-5 years)	600,000 Ft	675,000 Ft <span>↗</span>	750,000 Ft	650,000 Ft	550,000 Ft	525,000 Ft	
Multilingual Junior Accounts Payable Accountant (0-2 years)	550,000 Ft	600,000 Ft <span>↗</span>	650,000 Ft	535,000 Ft	500,000 Ft	465,000 Ft	
Junior Accounts Payable Accountant (0-2 years)	450,000 Ft	525,000 Ft <span>↗</span>	600,000 Ft	510,000 Ft	450,000 Ft	435,000 Ft	



# Shared service centre

## Accounts receivable

Per month

Role	Min	2024			2023	2022	2021
		Average	Max	Average	Average	Average	
Team Leader of AR	850,000 Ft	900,000 Ft <span>↗</span>	950,000 Ft	850,000 Ft	850,000 Ft	N/A	
Accounts Receivable Specialist (3-5 years)	600,000 Ft	675,000 Ft <span>↗</span>	750,000 Ft	625,000 Ft	520,000 Ft	N/A	
Multilingual Accounts Receivable Specialist (3-5 years)	600,000 Ft	675,000 Ft <span>↗</span>	750,000 Ft	600,000 Ft	585,000 Ft	575,000 Ft	
Multilingual Accounts Receivable Analyst (0-2 years)	500,000 Ft	575,000 Ft <span>↗</span>	650,000 Ft	487,500 Ft	490,000 Ft	490,000 Ft	
Accounts Receivable Analyst (0-2 years)	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	475,000 Ft	420,000 Ft	N/A	
Multilingual Billing Associate (0-2 years)	450,000 Ft	525,000 Ft <span>↗</span>	600,000 Ft	475,000 Ft	455,000 Ft	430,000 Ft	
Billing Associate (0-2 years)	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	450,000 Ft	440,000 Ft	385,000 Ft	

## Credit and collection

Per month

Role	Min	2024			2023	2022	2021
		Average	Max	Average	Average	Average	
Team Leader of Credit & Collection	1,000,000 Ft	1,050,000 Ft <span>↗</span>	1,100,000 Ft	975,000 Ft	950,000 Ft	N/A	
Multilingual Credit & Collection Specialist (3-5 years)	650,000 Ft	700,000 Ft <span>↗</span>	750,000 Ft	600,000 Ft	625,000 Ft	N/A	
Credit & Collection Specialist (3-5 years)	600,000 Ft	650,000 Ft <span>↗</span>	700,000 Ft	587,500 Ft	575,000 Ft	N/A	
Multilingual Credit & Collection Analyst (0-2 years)	515,000 Ft	547,500 Ft <span>↗</span>	580,000 Ft	500,000 Ft	500,000 Ft	N/A	
Credit & Collection Analyst (0-2 years)	500,000 Ft	525,000 Ft <span>↗</span>	550,000 Ft	472,500 Ft	450,000 Ft	N/A	

## FP&A

Per month

Role	Min	2024			2023	2022	2021
		Average	Max	Average	Average	Average	
FP&A Manager	1,200,000 Ft	1,350,000 Ft <span>↗</span>	1,500,000 Ft	1,300,000 Ft	1,050,000 Ft	1,000,000 Ft	
FP&A Specialist (5+ years)	1,000,000 Ft	1,100,000 Ft <span>↗</span>	1,200,000 Ft	1,000,000 Ft	805,000 Ft	N/A	
FP&A (3-5 years)	850,000 Ft	925,000 Ft <span>↗</span>	1,000,000 Ft	800,000 Ft	675,000 Ft	650,000 Ft	



# Shared service centre

## IT support

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Service Delivery Manager	1,200,000 Ft	1,250,000 Ft <span>↗</span>	1,300,000 Ft	1,125,000 Ft	1,100,000 Ft	1,100,000 Ft
IT Help Desk Operator L3 (Multilingual)	900,000 Ft	950,000 Ft <span>↗</span>	1,000,000 Ft	900,000 Ft	650,000 Ft	625,000 Ft
IT Help Desk Operator L3 (English)	900,000 Ft	950,000 Ft <span>↗</span>	1,000,000 Ft	900,000 Ft	550,000 Ft	525,000 Ft
IT Help Desk Team Leader	850,000 Ft	900,000 Ft <span>↗</span>	950,000 Ft	840,000 Ft	800,000 Ft	N/A
IT Help Desk Operator L2 (Multilingual)	700,000 Ft	750,000 Ft <span>↗</span>	800,000 Ft	675,000 Ft	600,000 Ft	575,000 Ft
IT Help Desk Operator L2 (English)	650,000 Ft	700,000 Ft <span>↗</span>	750,000 Ft	625,000 Ft	500,000 Ft	475,000 Ft
IT Help Desk Operator L1 (Multilingual)	550,000 Ft	600,000 Ft <span>↗</span>	650,000 Ft	550,000 Ft	500,000 Ft	485,000 Ft
IT Help Desk Operator L1 (English)	500,000 Ft	575,000 Ft <span>↗</span>	650,000 Ft	500,000 Ft	400,000 Ft	375,000 Ft

## Master data management

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Database Manager	800,000 Ft	875,000 Ft <span>↗</span>	950,000 Ft	790,000 Ft	750,000 Ft	N/A
Senior Master Data Analyst (3-5 years)	600,000 Ft	675,000 Ft <span>↗</span>	750,000 Ft	600,000 Ft	550,000 Ft	N/A
Master Data Analyst (0-2 years)	500,000 Ft	575,000 Ft <span>↗</span>	650,000 Ft	500,000 Ft	450,000 Ft	N/A

## HR support

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Multilingual HR Services Specialist	580,000 Ft	615,000 Ft <span>↗</span>	650,000 Ft	550,000 Ft	525,000 Ft	N/A
HR Services Specialist	480,000 Ft	540,000 Ft <span>↗</span>	600,000 Ft	500,000 Ft	475,000 Ft	N/A
Junior Payroll Associate	500,000 Ft	550,000 Ft <span>NEW</span>	600,000 Ft	N/A	N/A	N/A
Payroll Specialist	550,000 Ft	625,000 Ft <span>NEW</span>	700,000 Ft	N/A	N/A	N/A
Compensation & Benefit Specialist	500,000 Ft	625,000 Ft <span>NEW</span>	750,000 Ft	N/A	N/A	N/A



# Shared service centre

## Order management

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Multilingual Order Management (0-2 years)	500,000 Ft	550,000 Ft <span>↗</span>	600,000 Ft	515,000 Ft	515,000 Ft	515,000 Ft
Order Management (0-2 years)	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	237,500 Ft	475,000 Ft	475,000 Ft
Junior Operational Buyer	450,000 Ft	500,000 Ft <span>NEW</span>	550,000 Ft	N/A	N/A	N/A
Senior Operational Buyer	550,000 Ft	600,000 Ft <span>NEW</span>	650,000 Ft	N/A	N/A	N/A
Strategic Buyer	650,000 Ft	725,000 Ft <span>NEW</span>	800,000 Ft	N/A	N/A	N/A
Team Leader	750,000 Ft	850,000 Ft <span>NEW</span>	950,000 Ft	N/A	N/A	N/A

## Customer support

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Customer Service Manager	1,000,000 Ft	1,100,000 Ft <span>↗</span>	1,200,000 Ft	815,000 Ft	725,000 Ft	650,000 Ft
Customer Service Team Leader (Multilingual)	850,000 Ft	900,000 Ft <span>↗</span>	950,000 Ft	775,000 Ft	630,000 Ft	N/A
Customer Service Team Leader (English)	750,000 Ft	775,000 Ft <span>↗</span>	800,000 Ft	725,000 Ft	600,000 Ft	575,000 Ft
Senior Customer Service Representative (Multilingual)	600,000 Ft	650,000 Ft <span>↔</span>	700,000 Ft	650,000 Ft	600,000 Ft	575,000 Ft
Senior Customer Service Representative (English)	600,000 Ft	625,000 Ft <span>↗</span>	650,000 Ft	600,000 Ft	530,000 Ft	500,000 Ft
Customer Service Representative (Multilingual)	500,000 Ft	550,000 Ft <span>↔</span>	600,000 Ft	550,000 Ft	500,000 Ft	475,000 Ft
Customer Service Representative (English)	500,000 Ft	525,000 Ft <span>↗</span>	550,000 Ft	500,000 Ft	430,000 Ft	400,000 Ft

## Sales support

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Inside Sales Manager	1,000,000 Ft	1,150,000 Ft <span>↔</span>	1,300,000 Ft	1,150,000 Ft	1,050,000 Ft	975,000 Ft
Bid Manager	850,000 Ft	900,000 Ft <span>↗</span>	950,000 Ft	800,000 Ft	750,000 Ft	725,000 Ft
Sales Support Specialist	600,000 Ft	625,000 Ft <span>↔</span>	650,000 Ft	625,000 Ft	525,000 Ft	500,000 Ft
Inside Sales Representative	500,000 Ft	550,000 Ft <span>↗</span>	600,000 Ft	500,000 Ft	465,000 Ft	460,000 Ft
Sales Support Analyst	500,000 Ft	550,000 Ft <span>↗</span>	600,000 Ft	525,000 Ft	500,000 Ft	440,000 Ft

# Shared service centre insight



**Erika Pusztai-Nemeth**

Business Manager, Reed



“ This year, with the ongoing impact of the pandemic and rising inflation, businesses are reprioritising their talent strategy to focus on wellbeing, upskilling and bringing remuneration in line with market rates. It’s a candidate-driven market, and many professionals are reluctant to leave a secure position, due to economic uncertainty.

Hybrid roles will continue to be most popular, and employers should aim to ensure their recruitment process mirrors the flexibility and convenience of this model, providing remote interviews and a streamlined application process.

The candidate experience is a fundamental element of hiring. Quick responses to applications, and continuous candidate engagement are crucial to your employer brand.

When employers secure a new hire, their onboarding process must be optimised to retain them. New starters will expect appropriate training and support and are likely to leave a role when this is not provided. Work-life balance, better pay and reward, and remote working are some of the top priorities for professionals this year.

One of the top skills employers are looking for is a second language – particularly English. Upskilling employees with English lessons, or other desirable competencies, will receive greater loyalty in return.

Similarly, providing opportunities to gain administration experience in support roles, including within HR and logistics, will also be appreciated, as professionals understand the high value these roles can add to their CVs for long-term career development. Many are thinking ahead and will consider your company as part of their long-term plan, if they feel it will help their career path. ”





# Procurement & supply chain

## Supply chain

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Supply Chain Director	1,500,000 Ft	1,850,000 Ft <span>↗</span>	2,200,000 Ft	1,800,000 Ft	1,500,000 Ft	N/A
Project Manager	1,100,000 Ft	1,300,000 Ft <span>↗</span>	1,500,000 Ft	1,250,000 Ft	1,200,000 Ft	N/A
Logistics / Supply Chain Manager	1,000,000 Ft	1,250,000 Ft <span>↗</span>	1,500,000 Ft	1,175,000 Ft	1,150,000 Ft	N/A
Category Manager	800,000 Ft	875,000 Ft <span>↗</span>	950,000 Ft	850,000 Ft	800,000 Ft	N/A
Junior Operational Buyer	500,000 Ft	575,000 Ft <span>NEW</span>	650,000 Ft	N/A	N/A	N/A
Senior Operational Buyer	650,000 Ft	750,000 Ft <span>NEW</span>	850,000 Ft	N/A	N/A	N/A
Strategic Buyer	750,000 Ft	925,000 Ft <span>↗</span>	1,100,000 Ft	650,000 Ft	650,000 Ft	N/A
Strategic Sourcer (0-2 years)	500,000 Ft	550,000 Ft <span>↗</span>	600,000 Ft	500,000 Ft	475,000 Ft	N/A

## Demand & supply

Per month

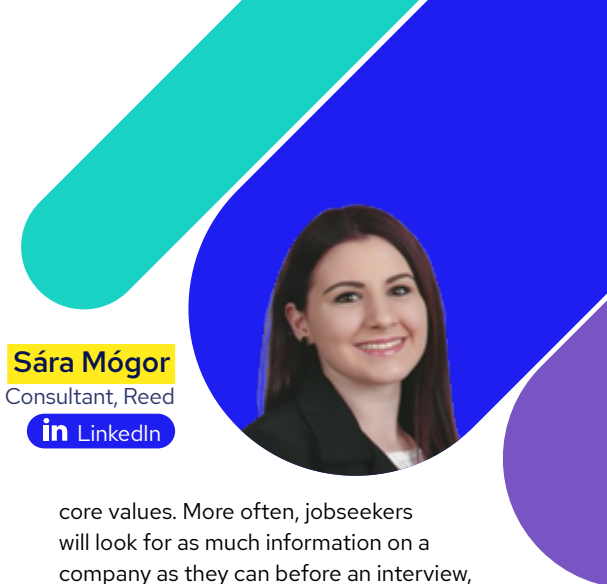
Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Demand & Supply Lead	900,000 Ft	1,000,000 Ft <span>↗</span>	1,100,000 Ft	850,000 Ft	825,000 Ft	N/A
Demand & Supply Planner (3-5 years)	750,000 Ft	825,000 Ft <span>↗</span>	900,000 Ft	665,000 Ft	650,000 Ft	N/A
Demand & Supply Coordinator (3-5 years)	650,000 Ft	700,000 Ft <span>↗</span>	750,000 Ft	600,000 Ft	575,000 Ft	N/A
Logistics / Supply Chain Specialist (2-4 years)	550,000 Ft	600,000 Ft <span>↗</span>	650,000 Ft	580,000 Ft	550,000 Ft	N/A
Logistics / Supply Chain Assistant (0-2 years)	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	490,000 Ft	490,000 Ft	480,000 Ft

## Inventory

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Senior Inventory Specialist (3-5 years)	750,000 Ft	825,000 Ft <span>↗</span>	900,000 Ft	725,000 Ft	700,000 Ft	N/A
Inventory Specialist (2-3 years)	650,000 Ft	675,000 Ft <span>↗</span>	700,000 Ft	600,000 Ft	575,000 Ft	N/A
Inventory Analyst (0-2 years)	500,000 Ft	550,000 Ft <span>↗</span>	600,000 Ft	500,000 Ft	475,000 Ft	N/A

# Procurement and supply chain insight



Sára Mógor

Senior Recruitment Consultant, Reed

[in LinkedIn](#)

“ The most important factors in recruitment are flexibility and speed. With procurement and supply chain jobseekers able to take their pick of multiple job offers, employers need to be ready to make quick hiring decisions. For example, offering interviews remotely will be more convenient for both professionals and employers.

With the cost of living still high, salaries should be as competitive as possible. Where employers can't meet professionals' high expectations, however, hiring managers will need to offer more desirable benefits. That will require

understanding where professionals' priorities lie. Employers will then be able to stop spending on benefits their employees don't want and focus on more popular offerings.

Although many employers are looking to bring employees back into offices, employees are much happier with hybrid or remote arrangements. Where possible, supporting this form of working can greatly enhance the attractiveness of your roles.

Another crucial factor in both recruitment and retention, is defining your company's

core values. More often, jobseekers will look for as much information on a company as they can before an interview, not just to impress an interviewer, but to assess the company and how it aligns with their own personal ethos.

In this market where competition is high for the best talent, it's key to remember that the process works two ways.

Professionals will want to know why they should work for you or your company, just as much as you're trying to gauge why you should hire them. //







# Sales & marketing

## Corporate sales

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Sales Director	1,600,000 Ft	1,800,000 Ft ↗	2,000,000 Ft	1,700,000 Ft	1,700,000 Ft	1,625,000 Ft
Sales Manager	1,100,000 Ft	1,400,000 Ft ↗	1,700,000 Ft	1,150,000 Ft	1,150,000 Ft	1,125,000 Ft
Key Account Manager	750,000 Ft	825,000 Ft ↗	900,000 Ft	775,000 Ft	775,000 Ft	750,000 Ft
Area Sales Manager	650,000 Ft	700,000 Ft ↗	750,000 Ft	650,000 Ft	600,000 Ft	N/A
Junior Key Account Manager	600,000 Ft	675,000 Ft ↗	750,000 Ft	600,000 Ft	575,000 Ft	575,000 Ft
Sales Representative	600,000 Ft	675,000 Ft ↗	750,000 Ft	500,000 Ft	475,000 Ft	450,000 Ft

## Marketing

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Marketing Director	1,600,000 Ft	1,700,000 Ft ↗	1,800,000 Ft	1,600,000 Ft	1,575,000 Ft	N/A
Online Marketing Manager	1,200,000 Ft	1,350,000 Ft ↗	1,500,000 Ft	1,200,000 Ft	1,200,000 Ft	1,200,000 Ft
Marketing Manager	1,200,000 Ft	1,350,000 Ft ↗	1,500,000 Ft	1,150,000 Ft	1,150,000 Ft	1,150,000 Ft
Senior SEO Specialist	800,000 Ft	825,000 Ft ↗	850,000 Ft	765,000 Ft	700,000 Ft	N/A
Marketing Automation Specialist	650,000 Ft	700,000 Ft ↗	750,000 Ft	600,000 Ft	600,000 Ft	N/A
Marketing Coordinator	600,000 Ft	675,000 Ft ↗	750,000 Ft	575,000 Ft	575,000 Ft	575,000 Ft
SEO Specialist	600,000 Ft	650,000 Ft ↗	700,000 Ft	615,000 Ft	600,000 Ft	600,000 Ft
Online Marketing Specialist	550,000 Ft	600,000 Ft ↗	650,000 Ft	535,000 Ft	525,000 Ft	525,000 Ft
Online Marketing Assistant	500,000 Ft	550,000 Ft ↗	600,000 Ft	475,000 Ft	400,000 Ft	390,000 Ft
Junior SEO Specialist	500,000 Ft	550,000 Ft ↗	600,000 Ft	475,000 Ft	450,000 Ft	N/A
Junior PPC Campaign Manager	500,000 Ft	550,000 Ft ↗	600,000 Ft	475,000 Ft	415,000 Ft	N/A

# Sales and marketing insight

“ Demand for salespeople and marketers is growing and we can expect this to continue throughout the year. Business leaders are putting greater emphasis on these functions to increase brand awareness to attract both jobseekers and consumers. To achieve this, marketing teams are engaging influencers and using social media channels, including TikTok, to promote their brands. Experience in these areas can boost jobseekers’ chances of securing a role in marketing.

With more companies relocating to Hungary, jobseekers with a foreign language will have many opportunities for professional growth. Employers in multinational companies have found it

challenging to find professionals with proficiency in English over the past year, and for those larger businesses, it can be considered a crucial skill.

With the sector becoming more digitalised, many marketers are looking for remote or hybrid options and would most likely reject opportunities that require full-time office working. Likewise, providing remote interviewing options makes it more convenient for candidates, while remote opportunities help widen the talent pool to reach those who may otherwise have never applied.

Employers should ensure their person specification is optimised to list only

the essential skills. Consider writing it from scratch to identify the true essentials and desirables for the particular role, rather than recycling the standard list. The more requirements you include, the more you limit your options and exclude talented professionals who may have the right potential or skills to boost your team.

Timely feedback after an interview, even to those who didn’t reach the next stage, can be crucial for your employer brand and company’s reputation overall. Remember, poor candidate experiences and perceptions of your business can impact your reputation in the long term. ”

**Erika Pusztai-Nemeth**

Business Manager, Reed

[in LinkedIn](#)





# Technology

## Software development

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Architect/Team Lead	1,500,000 Ft	2,000,000 Ft <span>NEW</span>	2,500,000 Ft	N/A	N/A	N/A
Senior Java Developer (5+ years)	1,400,000 Ft	1,700,000 Ft <span>↗</span>	2,000,000 Ft	1,500,000 Ft	N/A	N/A
Medior Java Developer (3-5 years)	900,000 Ft	1,150,000 Ft <span>↔</span>	1,400,000 Ft	1,150,000 Ft	1,000,000 Ft	975,000 Ft
Junior Java Developer (0-3 years)	600,000 Ft	800,000 Ft <span>↗</span>	1,000,000 Ft	775,000 Ft	N/A	N/A
Architect/Team Lead	1,400,000 Ft	1,850,000 Ft <span>NEW</span>	2,300,000 Ft	N/A	N/A	N/A
Senior .Net Developer (5+ years)	1,200,000 Ft	1,525,000 Ft <span>↗</span>	1,850,000 Ft	1,250,000 Ft	N/A	N/A
Medior .Net Developer (3-5 years)	900,000 Ft	1,050,000 Ft <span>↗</span>	1,200,000 Ft	975,000 Ft	1,000,000 Ft	975,000 Ft
Junior .Net Developer (0-3 years)	600,000 Ft	800,000 Ft <span>↗</span>	1,000,000 Ft	675,000 Ft	N/A	N/A
Architect/Team Lead	1,400,000 Ft	1,900,000 Ft <span>NEW</span>	2,400,000 Ft	N/A	N/A	N/A
Senior C/C++ Developer (5+ years)	1,300,000 Ft	1,600,000 Ft <span>↗</span>	1,900,000 Ft	1,450,000 Ft	N/A	N/A
Medior C/C++ Developer (3-5 years)	900,000 Ft	1,100,000 Ft <span>↗</span>	1,300,000 Ft	1,025,000 Ft	1,000,000 Ft	975,000 Ft
Junior C/C++ Developer (0-3 years)	600,000 Ft	800,000 Ft <span>↗</span>	1,000,000 Ft	675,000 Ft	N/A	N/A
Architect/Team Lead	1,400,000 Ft	1,850,000 Ft <span>NEW</span>	2,300,000 Ft	N/A	N/A	N/A
Senior Python Developer (5+ years)	1,300,000 Ft	1,575,000 Ft <span>↗</span>	1,850,000 Ft	1,500,000 Ft	N/A	N/A
Medior Python Developer (3-5 years)	1,000,000 Ft	1,150,000 Ft <span>↔</span>	1,300,000 Ft	1,150,000 Ft	900,000 Ft	875,000 Ft
Junior Python Developer (0-3 years)	600,000 Ft	800,000 Ft <span>↗</span>	1,000,000 Ft	775,000 Ft	N/A	N/A
Architect/Team Lead	1,400,000 Ft	1,850,000 Ft <span>NEW</span>	2,300,000 Ft	N/A	N/A	N/A
Senior PHP Developer (5+ years)	1,100,000 Ft	1,350,000 Ft <span>↔</span>	1,600,000 Ft	1,350,000 Ft	N/A	N/A
Medior PHP Developer (3-5 years)	900,000 Ft	1,050,000 Ft <span>↗</span>	1,200,000 Ft	975,000 Ft	900,000 Ft	850,000 Ft
Junior PHP Developer (0-3 years)	600,000 Ft	800,000 Ft <span>↗</span>	1,000,000 Ft	675,000 Ft	N/A	N/A



# Technology

## Software development

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Architect/Team Lead	1,400,000 Ft	1,950,000 Ft <span>NEW</span>	2,500,000 Ft	N/A	N/A	N/A
Senior Embedded Developer (5+ years)	1,200,000 Ft	1,500,000 Ft <span>-</span>	1,800,000 Ft	1,500,000 Ft	N/A	N/A
Medior Embedded Developer (3-5 years)	900,000 Ft	1,050,000 Ft <span>↗</span>	1,200,000 Ft	1,025,000 Ft	925,000 Ft	925,000 Ft
Junior Embedded Developer (0-3 years)	600,000 Ft	800,000 Ft <span>↗</span>	1,000,000 Ft	725,000 Ft	N/A	N/A
Architect/Team Lead	1,500,000 Ft	2,000,000 Ft <span>NEW</span>	2,500,000 Ft	N/A	N/A	N/A
Senior Full Stack Developer (5+ years)	1,300,000 Ft	1,650,000 Ft <span>↗</span>	2,000,000 Ft	1,500,000 Ft	N/A	N/A
Medior Full Stack Developer (3-5 years)	1,000,000 Ft	1,200,000 Ft <span>↗</span>	1,400,000 Ft	1,150,000 Ft	1,000,000 Ft	975,000 Ft
Junior Full Stack Developer (0-3 years)	750,000 Ft	875,000 Ft <span>↗</span>	1,000,000 Ft	775,000 Ft	N/A	N/A
Architect/Team Lead	1,400,000 Ft	1,850,000 Ft <span>NEW</span>	2,300,000 Ft	N/A	N/A	N/A
Senior Front-End Developer (5+ years)	1,200,000 Ft	1,500,000 Ft <span>↗</span>	1,800,000 Ft	1,350,000 Ft	N/A	N/A
Medior Front-End Developer (3-5 years)	950,000 Ft	1,075,000 Ft <span>↗</span>	1,200,000 Ft	1,000,000 Ft	1,000,000 Ft	950,000 Ft
Junior Front-End Developer (0-3 years)	700,000 Ft	850,000 Ft <span>↗</span>	1,000,000 Ft	725,000 Ft	N/A	N/A

## IT infrastructure, support & security

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Infrastructure/IT Manager	1,500,000 Ft	1,925,000 Ft <span>↗</span>	2,350,000 Ft	1,850,000 Ft	1,300,000 Ft	1,250,000 Ft
Cloud Engineer	1,200,000 Ft	1,600,000 Ft <span>↗</span>	2,000,000 Ft	1,200,000 Ft	N/A	N/A
DevOps Engineer	1,200,000 Ft	1,500,000 Ft <span>↗</span>	1,800,000 Ft	1,375,000 Ft	1,200,000 Ft	1,200,000 Ft
Network Architect	1,200,000 Ft	1,400,000 Ft <span>↗</span>	1,600,000 Ft	1,300,000 Ft	1,150,000 Ft	1,150,000 Ft
Information Security Expert	1,000,000 Ft	1,250,000 Ft <span>↗</span>	1,500,000 Ft	1,225,000 Ft	1,150,000 Ft	1,150,000 Ft
Network Engineer	900,000 Ft	1,150,000 Ft <span>↗</span>	1,400,000 Ft	1,125,000 Ft	1,000,000 Ft	1,000,000 Ft
Systems Administrator/Engineer (Windows, Linux)	750,000 Ft	925,000 Ft <span>-</span>	1,100,000 Ft	925,000 Ft	850,000 Ft	800,000 Ft
Technical Support	700,000 Ft	850,000 Ft <span>↗</span>	1,000,000 Ft	625,000 Ft	600,000 Ft	575,000 Ft



# Technology

## Agile and project management

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
IT Project Manager	1,100,000 Ft	1,400,000 Ft ↗	1,700,000 Ft	1,350,000 Ft	1,025,000 Ft	1,000,000 Ft
Agile Delivery Manager	1,000,000 Ft	1,300,000 Ft ↗	1,600,000 Ft	1,100,000 Ft	1,075,000 Ft	1,050,000 Ft
Business Analyst	1,000,000 Ft	1,300,000 Ft ↗	1,600,000 Ft	925,000 Ft	825,000 Ft	800,000 Ft
Product Owner	1,000,000 Ft	1,250,000 Ft ↗	1,500,000 Ft	1,100,000 Ft	1,000,000 Ft	950,000 Ft
Scrum Master	900,000 Ft	1,100,000 Ft ↗	1,300,000 Ft	925,000 Ft	900,000 Ft	825,000 Ft
System Analyst	900,000 Ft	1,100,000 Ft ↗	1,300,000 Ft	925,000 Ft	825,000 Ft	800,000 Ft

## Data and database development

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Data Scientist	1,100,000 Ft	1,300,000 Ft ↗	1,500,000 Ft	1,125,000 Ft	1,000,000 Ft	1,000,000 Ft
Bi Expert	900,000 Ft	1,200,000 Ft ↗	1,500,000 Ft	1,150,000 Ft	1,075,000 Ft	1,075,000 Ft
SharePoint Developer	900,000 Ft	1,100,000 Ft ↗	1,300,000 Ft	1,075,000 Ft	975,000 Ft	950,000 Ft
Data Engineer	800,000 Ft	1,050,000 Ft ↗	1,300,000 Ft	1,025,000 Ft	1,000,000 Ft	1,000,000 Ft
SAP Specialist	850,000 Ft	1,025,000 Ft ↗	1,200,000 Ft	975,000 Ft	925,000 Ft	925,000 Ft
Database Developer	800,000 Ft	975,000 Ft ↘	1,150,000 Ft	975,000 Ft	875,000 Ft	800,000 Ft
Database Administrator	750,000 Ft	950,000 Ft ↗	1,150,000 Ft	925,000 Ft	775,000 Ft	750,000 Ft

## Testing and mobile development

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Android Developer	1,000,000 Ft	1,500,000 Ft NEW	2,000,000 Ft	N/A	N/A	N/A
iOS Developer	1,000,000 Ft	1,500,000 Ft NEW	2,000,000 Ft	N/A	N/A	N/A
Test Manager	1,000,000 Ft	1,400,000 Ft NEW	1,800,000 Ft	N/A	N/A	N/A
Automated Software Tester	1,000,000 Ft	1,300,000 Ft ↗	1,600,000 Ft	1,050,000 Ft	900,000 Ft	900,000 Ft
Manual Software Tester	1,000,000 Ft	1,100,000 Ft ↗	1,200,000 Ft	875,000 Ft	725,000 Ft	700,000 Ft



# Technology

## Hardware development

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Hardware Developer	1,000,000 Ft	1,250,000 Ft ↗	1,500,000 Ft	975,000 Ft	850,000 Ft	750,000 Ft

## Design

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
UX/UI Designer	800,000 Ft	1,000,000 Ft ↗	1,200,000 Ft	900,000 Ft	875,000 Ft	875,000 Ft

# Technology insight

“ With an influx of professionals entering the IT talent pool this year, hiring managers will have ample opportunity to assess the right people for their roles. Those in employment tend to be the most desirable and the ones who need most incentive to leave a stable role in the current economic climate.

Where employers aren't able to find available talent that meets their criteria, it's worth reassessing the essentials and desirables of your person specification and to consider training those with the

right potential and attitude who might lack experience or a certain skill. Technical skills are more easily learned than soft skills such as communication, people skills, motivation, or a growth mindset. Hiring managers can use questions directly targeted towards assessing these traits.

An open-minded and flexible approach will be key to attracting and securing talent this year. Consider investing in employee learning and development, as those you have trained yourself will value the support, and be more loyal to your

company as a result. This will also help build a more inclusive company culture and team by removing barriers to entry and allowing more people to apply for the role.

IT professionals in Hungary are looking for high salaries payable in dollars or euros over the forint. The trend towards hybrid working and flexibility is also growing. Inflation is still high and, where employers are unable to offer competitive salaries, professionals will appreciate a greater number of benefits instead. ”

**Anna Böröcz**

Senior Recruitment Consultant, Reed

[in LinkedIn](#)





# IT contracting

## Software development

Per hour

Role	Min	2024			2023	2022	2021
		Average	Max	Average	Average	Average	
Architect/Team Lead	20,000 Ft	24,000 Ft <span>NEW</span>	28,000 Ft	N/A	N/A	N/A	
Senior Java Developer (5+ years)	12,000 Ft	16,000 Ft <span>NEW</span>	20,000 Ft	N/A	N/A	N/A	
Medior Java Developer (3-5 years)	9,000 Ft	11,000 Ft <span>NEW</span>	13,000 Ft	N/A	N/A	N/A	
Junior Java Developer (0-3 years)	7,000 Ft	8,500 Ft <span>NEW</span>	10,000 Ft	N/A	N/A	N/A	
Architect/Team Lead	18,000 Ft	22,000 Ft <span>NEW</span>	26,000 Ft	N/A	N/A	N/A	
Senior .Net Developer (5+ years)	11,000 Ft	15,000 Ft <span>NEW</span>	19,000 Ft	N/A	N/A	N/A	
Medior .Net Developer (3-5 years)	8,000 Ft	10,000 Ft <span>NEW</span>	12,000 Ft	N/A	N/A	N/A	
Junior .Net Developer (0-3 years)	7,000 Ft	8,000 Ft <span>NEW</span>	9,000 Ft	N/A	N/A	N/A	
Architect/Team Lead	19,000 Ft	23,000 Ft <span>NEW</span>	27,000 Ft	N/A	N/A	N/A	
Senior C/C++ Developer (5+ years)	11,000 Ft	14,000 Ft <span>NEW</span>	17,000 Ft	N/A	N/A	N/A	
Medior C/C++ Developer (3-5 years)	8,000 Ft	10,000 Ft <span>NEW</span>	12,000 Ft	N/A	N/A	N/A	
Junior C/C++ Developer (0-3 years)	7,000 Ft	8,000 Ft <span>NEW</span>	9,000 Ft	N/A	N/A	N/A	
Architect/Team Lead	18,000 Ft	22,000 Ft <span>NEW</span>	26,000 Ft	N/A	N/A	N/A	
Senior Python Developer (5+ years)	12,000 Ft	15,000 Ft <span>NEW</span>	18,000 Ft	N/A	N/A	N/A	
Medior Python Developer (3-5 years)	9,000 Ft	11,000 Ft <span>NEW</span>	13,000 Ft	N/A	N/A	N/A	
Junior Python Developer (0-3 years)	7,000 Ft	8,500 Ft <span>NEW</span>	10,000 Ft	N/A	N/A	N/A	
Architect/Team Lead	16,000 Ft	20,500 Ft <span>NEW</span>	25,000 Ft	N/A	N/A	N/A	
Senior PHP Developer (5+ years)	10,000 Ft	13,000 Ft <span>NEW</span>	16,000 Ft	N/A	N/A	N/A	
Medior PHP Developer (3-5 years)	8,000 Ft	9,500 Ft <span>NEW</span>	11,000 Ft	N/A	N/A	N/A	
Junior PHP Developer (0-3 years)	7,000 Ft	8,000 Ft <span>NEW</span>	9,000 Ft	N/A	N/A	N/A	



# IT contracting

## Software development

Per hour

Role	Min	2024			2023	2022	2021
		Average	Max	Average	Average	Average	
Architect/Team Lead	19,000 Ft	23,000 Ft <span>NEW</span>	27,000 Ft	N/A	N/A	N/A	
Senior Embedded Developer (5+ years)	10,000 Ft	13,000 Ft <span>NEW</span>	16,000 Ft	N/A	N/A	N/A	
Medior Embedded Developer (3-5 years)	8,000 Ft	9,500 Ft <span>NEW</span>	11,000 Ft	N/A	N/A	N/A	
Junior Embedded Developer (0-3 years)	7,000 Ft	8,000 Ft <span>NEW</span>	9,000 Ft	N/A	N/A	N/A	
Architect/Team Lead	20,000 Ft	24,000 Ft <span>NEW</span>	28,000 Ft	N/A	N/A	N/A	
Senior Full Stack Developer (5+ years)	13,000 Ft	16,500 Ft <span>NEW</span>	20,000 Ft	N/A	N/A	N/A	
Medior Full Stack Developer (3-5 years)	10,000 Ft	12,000 Ft <span>NEW</span>	14,000 Ft	N/A	N/A	N/A	
Junior Full Stack Developer (0-3 years)	8,000 Ft	9,500 Ft <span>NEW</span>	11,000 Ft	N/A	N/A	N/A	
Architect/Team Lead	20,000 Ft	24,000 Ft <span>NEW</span>	28,000 Ft	N/A	N/A	N/A	
Senior Front-End Developer (5+ years)	12,000 Ft	16,000 Ft <span>NEW</span>	20,000 Ft	N/A	N/A	N/A	
Medior Front-End Developer (3-5 years)	8,000 Ft	10,500 Ft <span>NEW</span>	13,000 Ft	N/A	N/A	N/A	
Junior Front-End Developer (0-3 years)	6,500 Ft	7,750 Ft <span>NEW</span>	9,000 Ft	N/A	N/A	N/A	

## IT infrastructure, support & security

Per hour

Role	Min	2024			2023	2022	2021
		Average	Max	Average	Average	Average	
Infrastructure/IT Manager	16,000 Ft	20,000 Ft <span>NEW</span>	24,000 Ft	N/A	N/A	N/A	
Network Architect	15,000 Ft	17,500 Ft <span>NEW</span>	20,000 Ft	N/A	N/A	N/A	
DevOps Engineer	8,000 Ft	14,500 Ft <span>NEW</span>	21,000 Ft	N/A	N/A	N/A	
Cloud Engineer	8,000 Ft	14,500 Ft <span>NEW</span>	21,000 Ft	N/A	N/A	N/A	
Information Security Expert	8,000 Ft	14,500 Ft <span>NEW</span>	21,000 Ft	N/A	N/A	N/A	
Network Engineer	10,000 Ft	12,500 Ft <span>NEW</span>	15,000 Ft	N/A	N/A	N/A	
Systems Administrator/Engineer (Windows, Linux)	6,000 Ft	8,000 Ft <span>NEW</span>	10,000 Ft	N/A	N/A	N/A	





# IT contracting

## Agile and project management

Per hour

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Agile Delivery Manager	12,000 Ft	17,000 Ft <span>NEW</span>	22,000 Ft	N/A	N/A	N/A
Product Owner	10,000 Ft	16,000 Ft <span>NEW</span>	22,000 Ft	N/A	N/A	N/A
Business Analyst	10,000 Ft	16,000 Ft <span>NEW</span>	22,000 Ft	N/A	N/A	N/A
System Analyst	10,000 Ft	16,000 Ft <span>NEW</span>	22,000 Ft	N/A	N/A	N/A
IT Project Manager	9,000 Ft	15,500 Ft <span>NEW</span>	22,000 Ft	N/A	N/A	N/A
Scrum Master	10,000 Ft	14,000 Ft <span>NEW</span>	18,000 Ft	N/A	N/A	N/A

## Data and database development

Per hour

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
SAP Specialist	10,000 Ft	16,500 Ft <span>NEW</span>	23,000 Ft	N/A	N/A	N/A
Data Scientist	12,000 Ft	16,000 Ft <span>NEW</span>	20,000 Ft	N/A	N/A	N/A
Data Engineer	11,000 Ft	14,500 Ft <span>NEW</span>	18,000 Ft	N/A	N/A	N/A
Bi Expert	10,000 Ft	14,000 Ft <span>NEW</span>	18,000 Ft	N/A	N/A	N/A
SharePoint Developer	9,000 Ft	12,500 Ft <span>NEW</span>	16,000 Ft	N/A	N/A	N/A
Database Developer	8,000 Ft	11,500 Ft <span>NEW</span>	15,000 Ft	N/A	N/A	N/A

## Testing and mobile development

Per hour

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Test Manager	12,000 Ft	16,500 Ft <span>NEW</span>	21,000 Ft	N/A	N/A	N/A
Android Developer	7,000 Ft	13,500 Ft <span>NEW</span>	20,000 Ft	N/A	N/A	N/A
iOS Developer	7,000 Ft	13,500 Ft <span>NEW</span>	20,000 Ft	N/A	N/A	N/A
Automated Software Tester	8,000 Ft	12,000 Ft <span>NEW</span>	16,000 Ft	N/A	N/A	N/A
Manual Software Tester	6,000 Ft	9,000 Ft <span>NEW</span>	12,000 Ft	N/A	N/A	N/A



# IT contracting

## Hardware development

Per hour

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Hardware Developer	6,500 Ft	11,250 Ft <small>NEW</small>	16,000 Ft	N/A	N/A	N/A

## Design

Per hour

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
UX/UI Designer	7,000 Ft	11,000 Ft <small>NEW</small>	15,000 Ft	N/A	N/A	N/A

# IT contracting insight

**Anna Böröcz**  
Senior Recruitment Consultant, Reed  
[in LinkedIn](#)



“ Despite the KATA taxation restrictions and unprecedented inflation levels still impacting businesses, demand for freelance IT professionals continues to grow. That said, some companies are resistant to hiring contractors during this time of uncertainty, which can make job hunting more challenging. Partnering with a recruiter works seamlessly for both parties: it can increase candidates’ chances of landing a coveted role, and gives robust support to employers looking to hire, cherry-picking from our database of thousands of available professionals.

To attract and retain the best talent, employers should keep in mind that IT contractors are looking for salaries that

can sustain their standard of living and will choose the company with the highest remuneration offer. With the Hungarian forint (HUF) exchange rate falling consistently, IT freelancers in Hungary have started demanding payment in euros or dollars. This trend is likely to continue as they seek to protect their earnings from the impact of HUF’s depreciation.

Most professionals are highly concerned with their work-life balance and will prioritise opportunities offering flexibility and remote working options. Companies should also provide a positive working environment that fosters creativity, collaboration, and innovation. This includes cultivating a good organisational culture,

providing opportunities for growth and development, and prioritising wellbeing. Employers who look after their employees will stand out from the rest.

For contractors to succeed and present themselves well to employers, they need to develop a strong online presence showcasing their skills and experience, including a LinkedIn profile, a portfolio of work, and contributing to open-source projects. They should also stay up to date with the latest technologies and trends in their field by attending conferences, taking online courses, and reading industry publications. ”



# Temporary staffing

## Without language skills

### Customer support

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Customer Service Representative (1-3 years)	440,000 Ft	460,000 Ft <span>↗</span>	480,000 Ft	425,000 Ft	N/A	N/A
Junior Customer Service Representative (0-1 year)	380,000 Ft	405,000 Ft <span>↗</span>	430,000 Ft	365,000 Ft	N/A	N/A

### Finance and administration

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Financial Assistant (0-2 years)	430,000 Ft	455,000 Ft <span>↗</span>	480,000 Ft	425,000 Ft	N/A	N/A
Administrator (1-3 years)	420,000 Ft	445,000 Ft <span>↗</span>	470,000 Ft	412,500 Ft	N/A	N/A
Junior Administrator (0-1 year)	380,000 Ft	405,000 Ft <span>↗</span>	430,000 Ft	340,000 Ft	N/A	N/A

## With language skills

### Accountancy

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Senior Accountant (3-5 years)	750,000 Ft	850,000 Ft <span>↗</span>	950,000 Ft	800,000 Ft	N/A	N/A
Accountant (0-2 years)	550,000 Ft	600,000 Ft <span>↗</span>	650,000 Ft	550,000 Ft	N/A	N/A
Account Assistant	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	440,000 Ft	N/A	N/A

### Customer support

Per month

Role	2024			2023	2022	2021
	Min	Average	Max	Average	Average	Average
Customer Service Representative (1+ years)	600,000 Ft	625,000 Ft <span>↗</span>	650,000 Ft	575,000 Ft	N/A	N/A
Order Management Specialist	540,000 Ft	595,000 Ft <span>↗</span>	650,000 Ft	550,000 Ft	N/A	N/A
Customer Service Representative (0-1 year)	500,000 Ft	540,000 Ft <span>↗</span>	580,000 Ft	500,000 Ft	N/A	N/A



# Temporary staffing

## Business support

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Executive Assistant	540,000 Ft	595,000 Ft <span>↗</span>	650,000 Ft	550,000 Ft	N/A	N/A
Office Manager	510,000 Ft	580,000 Ft <span>↗</span>	650,000 Ft	540,000 Ft	N/A	N/A
Senior Administrator	520,000 Ft	575,000 Ft <span>↗</span>	630,000 Ft	530,000 Ft	N/A	N/A
Receptionist	450,000 Ft	495,000 Ft <span>↗</span>	540,000 Ft	450,000 Ft	N/A	N/A
Administrator	450,000 Ft	475,000 Ft <span>↗</span>	500,000 Ft	450,000 Ft	N/A	N/A

## Human resources

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
HR Generalist	700,000 Ft	775,000 Ft <span>↗</span>	850,000 Ft	725,000 Ft	N/A	N/A
HR Coordinator (3-5 years)	550,000 Ft	625,000 Ft <span>↗</span>	700,000 Ft	550,000 Ft	N/A	N/A
HR Assistant (0-2 years)	450,000 Ft	500,000 Ft <span>↗</span>	550,000 Ft	450,000 Ft	N/A	N/A

## Supply chain/procurement

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Buyer	600,000 Ft	700,000 Ft <span>↗</span>	800,000 Ft	650,000 Ft	N/A	N/A
Logistics / Supply Chain Assistant (0-2 years)	480,000 Ft	515,000 Ft <span>↗</span>	550,000 Ft	490,000 Ft	N/A	N/A

## Sales & marketing

Per month

Role	Min	2024		2023	2022	2021
		Average	Max	Average	Average	Average
Sales Representative	500,000 Ft	550,000 Ft <span>↗</span>	600,000 Ft	500,000 Ft	N/A	N/A
Online Marketing Assistant	500,000 Ft	550,000 Ft <span>↗</span>	600,000 Ft	475,000 Ft	N/A	N/A

# Temporary staffing insight



**Nikolett Juhász**  
Recruitment Director, Reed

[in LinkedIn](#)

“ When searching for temporary talent, it can be challenging to find professionals with the right skills or qualifications. To attract and secure the best people, hiring managers should focus on building their employer brand and boosting candidate experience through the recruitment process. The best way to do this is to provide timely feedback and responses, even to those you are no longer interested in hiring.

Your website, social media and any points of engagement your brand has with professionals should showcase your company’s culture, values, and unique selling points. Employers can share

testimonials, promote the benefits their company offers, and emphasise growth opportunities the business provides.

For professionals looking for temporary roles, being flexible and open-minded about the opportunities and challenges is essential. You may have to adapt quickly to different company cultures, environments, or schedules than what you are used to.

Likewise, companies will also need to be agile in their approach to hiring. Due to inflation, professionals are demanding higher salaries to manage the cost of living. Where businesses struggle to provide competitive pay, they can

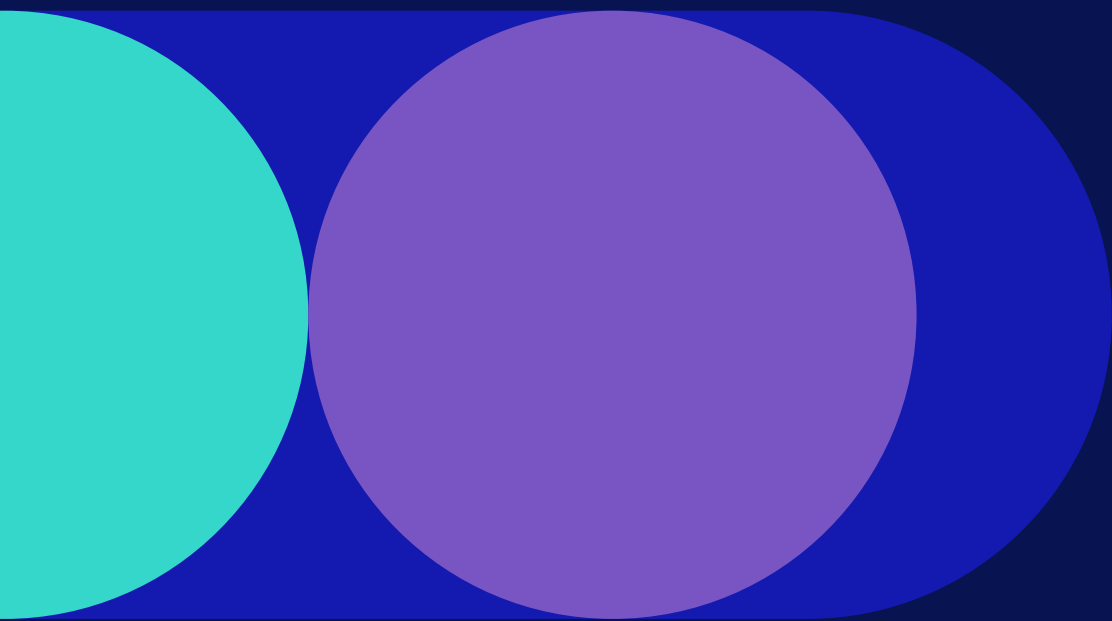
supplement their offers with attractive benefits. Hybrid working options are most popular among professionals now, along with health insurance, as people are more focused on their wellbeing and job satisfaction – even in temporary roles.

Professionals looking for their next opportunity should develop their specialist networks and engage with employees of companies they aspire to work for. Social media platforms such as LinkedIn, and events, workshops, and webinars, are the best ways to connect with professionals and recruiters in your industry who can help you achieve your career goals. ”





If you are looking to recruit a highly-skilled professional for your business, or you are looking to take the next step in your career, visit [Reedglobal.hu](https://www.reedglobal.hu) for further information.



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