



Hungary – Salary and Labour Market Guide 09





Hungary – the recruitment market outlook

The Hungarian recruitment market has been affected by redundancies across most sectors resulting in an increased number of candidates on the market looking for a reduced number of roles. This excess of supply, coupled with cost reduction initiatives across the market has created a freeze on salaries where some roles are concerned, including areas such as Technical, Sales & Marketing and Business Process Outsourcing.

Whilst there are an increased number of candidates on the market within the Finance sector, there remains significant demand for the highest calibre candidates. Bilingual candidates in particular are highly sought after.

Often when looking to fill roles with specific skill set requirements, suitable candidates are sourced through direct searches, as opposed to searching an open recruitment market.

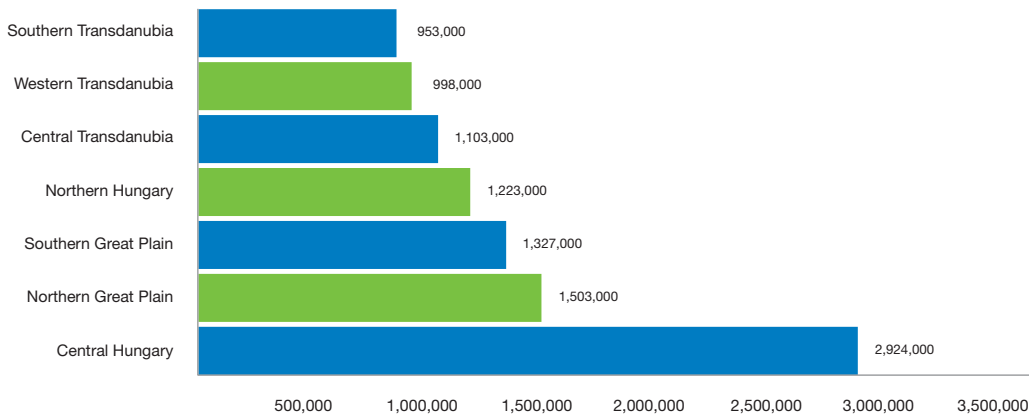
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Hungary – labour market factors

This section provides a variety of information regarding the labour market in Hungary, factors that will influence its recruitment market, and the availability of the candidates required by employers. All data is taken from the Hungarian Central Statistical Office.

Population:

The chart below shows the population of each of Hungary's constituent regions:

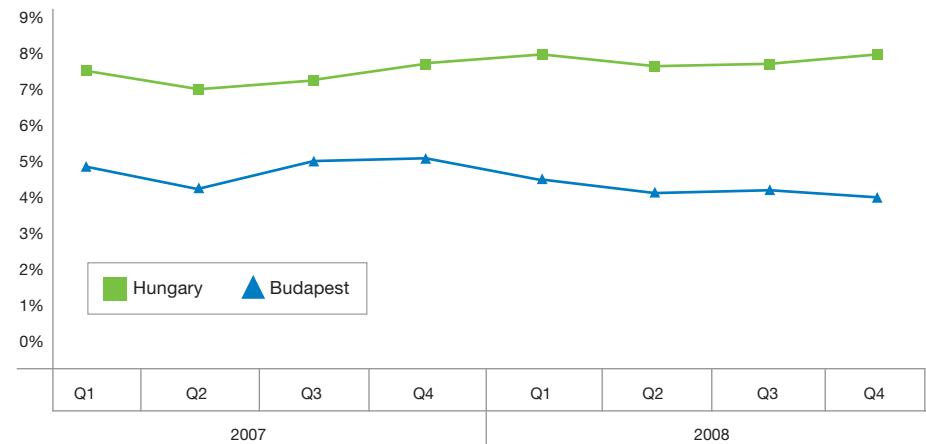


The most populous region in Hungary is in Central Hungary which includes the capital city of Budapest.

Detailed analysis of the town or city in which an employer is based can help to identify the scope for recruitment and the best methods of achieving it.

Unemployment:

The chart below shows unemployment rates from 2007 to 2008, across Hungary and in its capital Budapest:



Unemployment in Hungary over the last two years have been consistently been between the 7%-8% range and have increased marginally since Q1 2007. Levels in the capital Budapest have been lower and have decreased since Q1 2007.

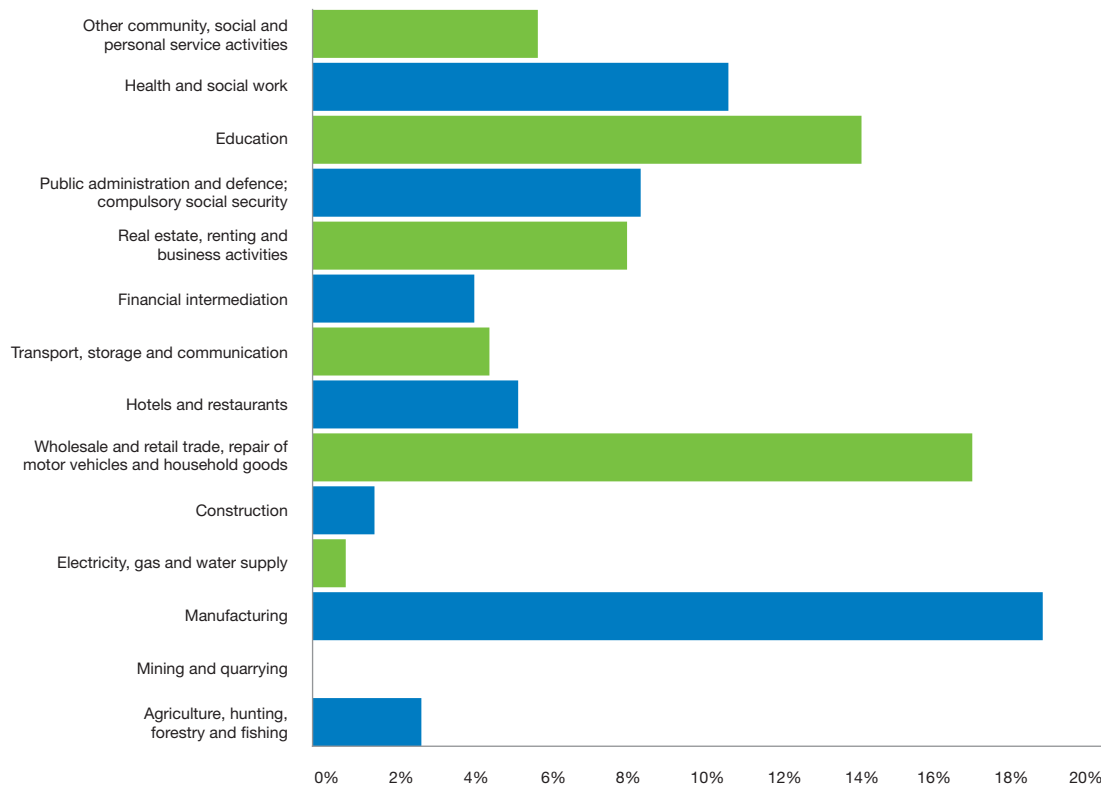
Changes in unemployment rates can influence the availability of candidates, as employers compete for those candidates with the skills and competencies they require.



Industries:

The chart below shows the percentage of jobs in Hungary, by industry:

Jobs by Industry



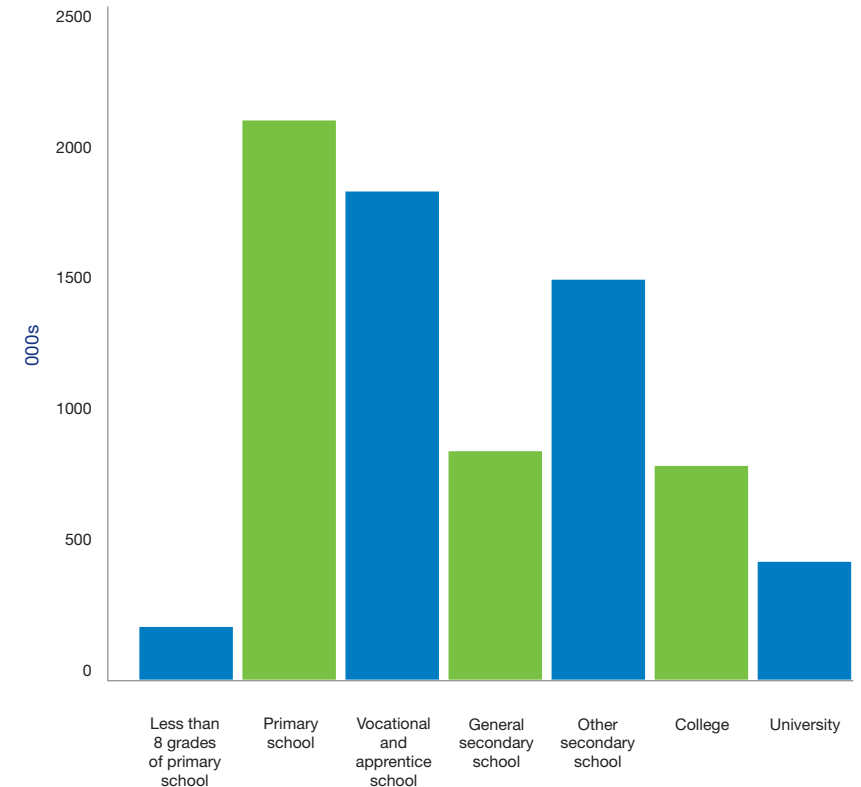
Hungary's economy incorporates a wide range of industries with the largest industry including Manufacturing and Wholesale and Retail Trade as well as Education and Social Work.

The presence of different industries in one location can influence the success of an employer's recruitment drive. If a high number of local residents are already employed in a similar industry, this can offer a pool of suitable candidates, while also leading to strong competition for the best talent.

Qualifications:

The chart below shows the highest educational level/qualification held by those aged between 15 and 74 years in Hungary:

Highest Educational Attainment



Hungary's population offers employers candidates with a range of educational backgrounds with the majority having achieved Primary School levels of attainment or vocational/apprentice qualifications.



Accountancy & Finance

Accounts Payable/Credit Control/Payroll	MONTHLY ROUNDED EARNINGS			
	Budapest		Urban countries (Debrecen)	
	Min (HUF)	Max (HUF)	Min (HUF)	Max (HUF)
Accounting Manager	650,000	1,130,000	583,000	1,080,000
Accounts Assistant	325,000	517,000	300,000	492,000
Credit Control Manager	600,000	1,000,000	492,000	975,000
Credit Controller	492,000	933,000	458,000	917,000
Payroll Assistant	292,000	550,000	275,000	525,000
Payroll Manager	700,000	1,110,000	667,000	1,080,000

Core Finance	MONTHLY ROUNDED EARNINGS			
	Budapest		Urban countries (Debrecen)	
	Min (HUF)	Max (HUF)	Min (HUF)	Max (HUF)
ACCA Part 1	267,000	458,000	250,000	417,000
ACCA Part 3	458,000	750,000	417,000	725,000
Finance Director (6+ years pqe)	1,720,000	4,000,000	1,680,000	4,000,000
Finance Manager (2-4 years pqe)	800,000	1,500,000	600,000	1,000,000
Financial Analyst	458,000	850,000	425,000	792,000
Financial Controller (4-8 years pqe)	800,000	1,000,000	750,000	850,000
Financial Planner	467,000	850,000	433,000	800,000

Internal Audit	MONTHLY ROUNDED EARNINGS			
	Budapest		Urban countries (Debrecen)	
	Min (HUF)	Max (HUF)	Min (HUF)	Max (HUF)
Auditor	400,000	475,000	250,000	442,000
Manager	700,000	1,000,000	500,000	917,000



HR & Training

HR & Training	MONTHLY ROUNDED EARNINGS			
	Budapest		Urban countries (Debrecen)	
	Min (HUF)	Max (HUF)	Min (HUF)	Max (HUF)
Compensation & Benefits Manager	500,000	1,250,000	475,000	1,220,000
Employee Relations Manager	617,000	1,140,000	592,000	1,110,000
HR Business Partner	600,000	717,000	417,000	692,000
HR Advisor	342,000	700,000	325,000	683,000
HR Analyst	433,000	717,000	417,000	692,000
HR Assistant	300,000	400,000	200,000	300,000
HR Consultant	400,000	875,000	383,000	850,000
HR Director	592,000	1,430,000	583,000	1,400,000
HR Manager	550,000	900,000	533,000	875,000
Learning & Development Manager	550,000	1,180,000	542,000	1,150,000
Recruitment Manager	375,000	800,000	367,000	792,000
Training Manager	533,000	1,030,000	517,000	1,010,000
Training Officer	467,000	833,000	450,000	817,000



Information Technology

Information Technology	MONTHLY ROUNDED EARNINGS			
	Budapest		Urban countries (Debrecen)	
	Min (HUF)	Max (HUF)	Min (HUF)	Max (HUF)
Business Analyst	350,000	600,000	200,000	600,000
Developer (Applications)	642,000	1,050,000	625,000	1,030,000
Fixed Income IT	750,000	850,000	-	-
Information Security	400,000	900,000	350,000	750,000
IT Help-desk Support	270,000	450,000	220,000	400,000
IT Manager	600,000	1,200,000	500,000	800,000
IT Project Manager	550,000	700,000	450,000	550,000
IT Systems Engineer/Administrator	400,000	800,000	300,000	600,000
Network Engineer	300,000	860,000	300,000	600,000
Programmer/Developer	400,000	900,000	350,000	500,000
QA Manager	600,000	950,000	400,000	650,000
Senior Developer	600,000	950,000	450,000	700,000
Service Delivery Manager	742,000	1,390,000	725,000	1,360,000
Systems Support	300,000	650,000	300,000	600,000



Sales & Marketing

Sales & Marketing	MONTHLY ROUNDED EARNINGS			
	Budapest		Urban countries (Debrecen)	
	Min (HUF)	Max (HUF)	Min (HUF)	Max (HUF)
Account Manager	558,000	925,000	550,000	908,000
Brand Manager	500,000	700,000	500,000	700,000
Customer Service Representative	300,000	567,000	292,000	550,000
Head of Client Service	600,000	1,200,000	-	-
Market Research Manager	600,000	1,000,000	500,000	900,000
Marketing Director	700,000	1,200,000	600,000	1,100,000
Marketing Executive	400,000	700,000	350,000	650,000
Marketing Manager	600,000	900,000	500,000	800,000
Product Manager	500,000	800,000	400,000	700,000
Public Relations Manager	617,000	1,010,000	608,000	983,000
Sales Director	800,000	1,200,000	800,000	1,100,000
Sales Executive	375,000	600,000	367,000	733,000
Sales Manager	600,000	800,000	400,000	600,000
Senior Brand Manager	600,000	1,000,000	400,000	600,000



Secretarial & Office Support

Secretarial & Office Support	MONTHLY ROUNDED EARNINGS			
	Budapest		Urban countries (Debrecen)	
	Min (HUF)	Max (HUF)	Min (HUF)	Max (HUF)
Administrator	280,000	300,000	160,000	200,000
Customer Helpdesk Analyst English/German	300,000	360,000	280,000	330,000
Customer Services Administrator	325,000	567,000	317,000	550,000
Data Entry Operator	242,000	392,000	242,000	375,000
Executive Assistant / Personal Assistant	433,000	658,000	425,000	642,000
Legal secretary	350,000	500,000	300,000	450,000
Office Manager	350,000	500,000	180,000	250,000
Receptionist	230,000	300,000	160,000	200,000
Sales Operations Analyst	300,000	500,000	200,000	400,000
Senior Administrator	375,000	608,000	367,000	592,000



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