



## SALARY GUIDE POLAND

This salary guide is intended to provide approximate ranges for the professional positions on the Polish market.

Data are about these functional areas:

- Finance & Administration
- Sales & Marketing
- Engineering
- Operations

### FINANCE & ADMINISTRATION

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	MONTHLY SALARY IN PLN
Junior	Finance Analyst	3-5	4,000 - 12,000
Middle	Finance Manager / Controller	Over 5	12,000 - 20,000
Senior	CFO	Over 8	25,000 - 50,000
Junior	Accountant	3-5	3,000 - 6,500
Middle	Senior Accountant	5-8	6,500 - 9,000
Senior	Chief Accountant	Over 8	9,000 - 25,000



## SALES & MARKETING

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	MONTHLY SALARY IN PLN
Junior	Key Account Manager	3-5	8,000 - 16,000
Middle	National Key Account Manager	5-8	16,000 - 25,000
Senior	Sales Director	Over 10	20,000 - 40,000
Junior	Marketing Specialist	3-5	4,500 - 11,000
Middle	Marketing Manager	Over 5	9,000 - 25,000
Senior	Marketing Director	10	15,000 - 40,000

## ENGINEERING

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	MONTHLY SALARY IN PLN
Junior	Programmer / Process Eng.	3-5	6,000 - 9,000
Middle	Production Manager	5-10	9,000 - 15,000
Senior	Plant Manager	Over 10	17,000 - 35,000

## OPERATIONS

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	MONTHLY SALARY IN PLN
Junior	Engineer	3-5	6,000 - 9,000
Middle	Operations Manager	5-10	10,000 - 18,000
Senior	Chief Technical Officer	Over 15	18,000 - 30,000