

# Salary Overview 2020

## Real Estate Development– Warsaw



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## Introduction

Dear Sirs,

Below I am presenting you the Salary Overview in the areas of development, construction, business development, finance, accounting, marketing and administration in development/real estate companies in Warsaw. In this report you shall find information about current levels of financial expectations of candidates for listed positions. Economic improvement influences the situation of professionals on the market and gives them more opportunities to grow and broaden their knowledge and expertise as well as build up the competence. The result of this is a wide range of possible job opportunities for highly skilled and qualified experts, especially in large cities. As qualified staff is very important for every successful enterprise I hope that this study will be a helpful tool for your company in the process of hiring and building strategies to keep the best employees on board.

Research Team,  
iView Recruitment

## About us

iView Recruitment is a boutique HR consulting agency that specializes in the recruitment of professionals and managers mainly in the area of finance, sales, marketing and technical & engineering area.

The idea of iView Recruitment activity is focused on a building the business of our Clients with respect to the fact that candidates and customers have specific needs and therefore should be treated as individuals.

We are fully aware that each project has unique requirements that we need to fulfill. This approach has led to the continuous development of our methods that correspond with our values. We believe that close cooperation with our clients is the most beneficial factor to our joint success. Our consultants are always available to provide support and professional expertise.

iView Recruitment team are professionals with years of experience in their fields. Their expertise is a mix of business experience, knowledge of specialization as well as search and selection experience. All this expertise allows them to understand exactly the skills and competences that are necessary at each position.



## Methodology

Presented Salary Overview is based on the work of our consultants over last year. Data contained in this document are derived from analysis of information from the sources listed below:

- iView Recruitment database (declared levels of candidates expectations)
- information gathered on the occasion of accepting job offers by the recruited candidates
- information collected directly from the candidates currently active on the market (phone interview)
- information collected from our Clients

The collected information is focused on development/real estate companies with an addition of general contractor's site, when it concerns construction positions. When it comes to administrative positions and accounting, wide extent of real estate companies was taken into account. With respect to the technical positions we have focused on identifying companies of similar profile. It was possible to acquire the opinion of people from the commercial real estate business itself but also general contractors and residential real estate while it suits most of the expectations for certain positions.

For each position there has been presented the minimum, maximum, and most frequently expected level of basic salary (in PLN, gross, monthly).

During the analysis of minimum and maximum levels of remuneration additional factors should be taken into account:

- current market conditions (currently - many similar companies looking for professionals)
- the size of the company and its development phase
- involvement in special projects

## Inference

To understand and use Salary Overview for organizational needs, you need to also take under consideration market factors affecting the salaries presented in this document.

The Overview includes financial expectations of candidates for the various positions. **The candidates' current salaries are about 10-20% lower on average than their expectations. This phenomenon is called "risk premium", which shall be considered in case of job change between the organizations.**



An important factor in the interpretation of presented analysis is increase in financial expectations of the candidates comparing to the previous year by up to 15%.

The differences in salaries levels among the largest cities in Poland has been fading and the trend shows that they will be decreasing in future. In 2019, the difference between wages in Warsaw and other large cities reached even 15-20%. Year 2020 brought a reduction of the difference to about 10%, which brings smaller interest in relocation to Warsaw.

Forecasts predict that the above market trends will stabilize.

## Construction

*In case of construction positions, it is important to notice that numbers shown in the tables are monthly averages concerning candidate's basic expectations and only the guaranteed bonuses (yearly 13th salary or quarterly appreciation bonus). Candidates declared getting additional bonuses e.g. for finished project stage, technical acceptances or bonuses calculated on the basis of an annual turnover of the company. Additional bonuses can oscillate around 10 – 20 % of an annual salary. It is more common for candidates from international corporations to gain additional bonuses, there are less likely to occur in general contractors and smaller polish companies.*

### Country Construction Director

	person who works in Polish company - General Contractor	person who works in international company - General Contractor	Polish Company - Investment/development	International Company - Investment/development
min.			18 000	20 000
median			20000	25000
max.			25000	30000

\*there is no suitable position on general contractor's side

### Construction Project Manager

	person who works in Polish company - General Contractor	person who works in international company - General Contractor	Polish Company - Investment/development	International Company - Investment/development
min.	10000	10000	12000	13000
median	12000	14000	15000	16000
max.	14000	14000	18000	20000

\*salary of project manager depends mostly on the size of the project

### Site Manager

	person who works in Polish company - General Contractor	person who works in international company - General Contractor	Polish Company - Investment/development	International Company - Investment/development
min.	10000	12000	8000	10000
median	12000	12000	14000	15000
max.	15000	15000	18000	18000

\*salary depends mostly on amount of people on site and complicity of project

**If you want to read the rest of the report, or if you want to order us to prepare a report for a specific industry and location, please contact us at +48 22 828 0287.**