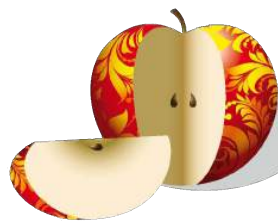
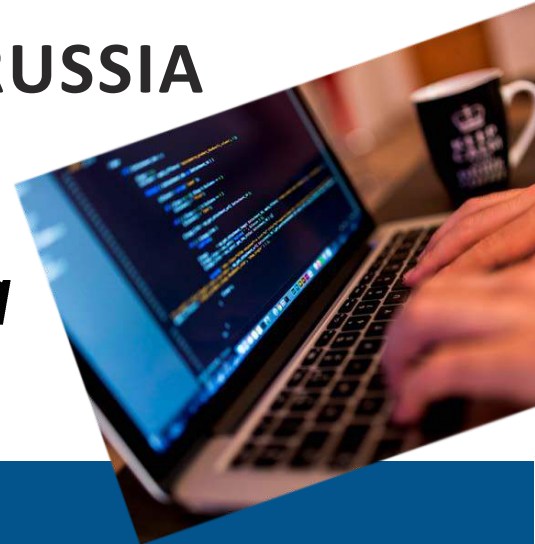


WEB DEVELOPERS IN RUSSIA



Awara



SALARY SURVEY 2015



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This salary survey was conducted in order to provide an overview of the job market and average salaries of web developers in most populated cities in Russia.

Moscow and St. Petersburg unquestionably offer the highest salaries for web developers are also quite competitive in the other studied cities.

At the same time it is difficult to state a definite salary figure as the pay for most positions can vary considerably depending factors such as the size of the company and the level of experience of the employee, especially among the top ranks, wherefore the salaries listed are variable estimations.

To give an idea of web developer's earning possibilities, we introduced a "Top Earners" column, displaying an average salary level at the top end of the job market. Top Earners usually have a higher level of education and specialize in higher technologies or work for international companies.

Methology

In order to provide our clients with up-to-date and reliable salary information we have relied on extensive research from a diverse pool of professional sources. The figures were accumulated from online surveys and personal interviews with participants consisting of executives and specialists, representatives of leading employers, job candidates, career portals, and estimations by Awara's experienced specialists.

The salary estimate quotes in the tables to follow portray average monthly gross salary ranges which do not include bonuses. The figures are presented in RUR.

16 % Recruitment Fee – Permanently for all positions!



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Web developer salaries in major cities of Russia

Monthly Gross Salaries, RUR

CITY	AVERAGE SALARY	TOP EARNERS*
Moscow	91,300	200,000
Saint-Petersburg	71,125	180,000
Novosibirsk	51,700	90,000
Ekaterinburg	56,500	120,000
Nizhniy Novgorod	48,300	100,000
Kazan	51,000	100,000
Samara	46,650	120,000
Chelyabinsk	47,400	90,000
Omsk	52,000	100,000
Rostov-on-Don	46,300	90,000

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Awara offers a wide array of advisory services for strategic business development, establishment and investment, and the implementation and execution of our advice, covering all areas of corporate management, management consulting, law, accounting, audit, financial administration, IT-solutions, recruitment and executive search, HR services, training and development, marketing and market research.

With our international background and superior knowledge of local market practices, we possess the solid experience needed to provide quality services in Russia and CIS, and we are also currently expanding rapidly throughout Asia! We assist international and local organizations and individual entrepreneurs alike.

Recruitment and Executive Search, and HR Services 16 % Recruitment Fee – Permanently for all positions!

Awara is the leading recruitment and executive search and HR services provider in Russia and the CIS, and additionally we offer a complete portfolio of business administration services. Our searches are always case-by-case tailored to multinational large and middle-sized companies and entrepreneurs across industries.

Our method is always direct search. We have a special competitive edge in finding the best and most motivated people. As a leading social media and Internet recruitment company, we have the largest pool of available candidates in terms of quality, quantity, and speed of candidate placement. We also make use of all available sources in our recruitment process: our wide network of contacts, headhunting, internet, social media, job portals, trade fairs, talent scouts, schools, etc.

Our secret formula is the great amount of applications we receive from active job hunters combined with our direct search approach, which means that we apply headhunting methods to each recruitment assignment. We are ready to fill vacancies quickly.

We now permanently offer recruitment for a success fee of 16% of the estimated gross annual compensation of the hired person, and the fee can be fixed in advance so that it is independent of the actual salary. The offer covers all of our quality services of staff recruitment and all segments of candidates: executives, managers, middle management, specialists and support staff. The client is invoiced only upon a successful recruitment, meaning that we charge no retainer fees. We ensure a quality service for employers at affordable rates, more choices for job seekers and faster placements.



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In addition to recruitment and executive search, we also assist in other related topics:

- Assistance with elaborating a Russia strategy
- Adjusting the Russian corporate culture to the Group's corporate culture
- Assistance with integrating the selected candidate into the organization
- Search of Board Members (independent directors, non-executive directors).
- Assistance with organizing the board in Russia, meeting the challenges of the culture, corporate governance rules and compliance issues
- Interim management resources
- CEO succession service
- Advising on incentives and bonus systems
- Consulting on labor law issues
- Work permit support

Since the beginning of the market reforms, Awara has developed a wide network and flexible working methods by which we are able to fulfill our client's business needs all over the vast geographic area – Russia, CIS and recently expanding in Asia.

We would be happy to provide your company with a tailored salary survey to fit your needs. Please order one, or get in touch to discuss how we can help your business grow.

It would be our pleasure to work with you!

Yours truly,

Helenika Hellevig and Ekaterina Lazareva

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OUR CONSULTANTS

We give the headhunter a face



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Positions: Country Managers, CEOs, Board Members, Counselors

Industries: Top level in a broad sector of industries, and Banking and Finance, Management Consulting, Law



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