

ACCOUNTANTS IN RUSSIA



SALARY SURVEY 2015



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Methodology

This salary survey was conducted in order to provide an overview of the job market and average salaries of Accountants in some of the Russian cities.

What becomes obvious is that the most sought is the position of Accountant in Moscow and St. Petersburg.

In general, salaries in almost all of the selected cities are on the same level, as they were before devaluation of rouble. At the same time, mostly due to this phenomenon, 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.

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.

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Accountants salaries in major cities of Russia

Moscow

Position	Non-English-speaking	English-speaking
Chief Accountant	110,000	150,500
Senior Accountant	75,500	92,700
Accountant (Fixed Assets, Bank, Cash etc.)	51,500	75,000
Payroll Accountant	68,200	84,000

St. Petersburg

Position	Non-English-speaking	English-speaking
Chief Accountant	107,600	137,500
Senior Accountant	65,300	87,800
Accountant (Fixed Assets, Bank, Cash etc.)	42,000	60,000
Payroll Accountant	52,500	69,000

Kazan

Position	Non-English-speaking	English-speaking
Chief Accountant	33,600	61,000
Senior Accountant	28,400	36,900
Accountant (Fixed Assets, Bank, Cash etc.)	20,500	29,000
Payroll Accountant	24,000	33,000

Nizhniy Novgorod

Position	Non-English-speaking	English-speaking
Chief Accountant	35,000	66,400
Senior Accountant	29,900	42,000
Accountant (Fixed Assets, Bank, Cash etc.)	24,000	35,000
Payroll Accountant	28,500	41,100

Samara

Position	Non-English-speaking	English-speaking
Chief Accountant	36,300	62,700
Senior Accountant	28,000	43,000
Accountant (Fixed Assets, Bank, Cash etc.)	23,400	32,000
Payroll Accountant	27,000	39,200

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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

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**JON
HELLEVIG**

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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



**TATYANA
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Industries: Hospitality, Retail



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Industries: Information Technologies, Retail, Manufacturing



**EKATERINA
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Industries: Retail, FMCG, Banking, Luxury Goods, Pharmaceutical, B2B Services



**HELENIKA
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Positions: Sales Managers, Key Account Managers, Logistics (import/warehouse) Managers, Operations Managers, Executive Chefs, Administrative Positions

Industries: Transport and Logistics, Hospitality, Manufacturing, FMCG, B2B Services, Metals/Mining



**LIANA
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Positions: Engineers, Production Directors, IT managers, Sales Managers, Key Account Managers

Industries: FMCG, Manufacturing, B2B Services, Information Technologies



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