

RETAIL MOSCOW & SAINT PETERSBURG



SALARY SURVEY 2016



CONTACT DETAILS

Global call center for all countries:

+7 495 225 3038

www.awara-search.com / www.awaragroup.com

info@awara-russia.com

Ekaterina Lazareva

Vice President, Human Resources

ekaterina.lazareva@awaragroup.com

Awara

www.awara-search.com / www.awaragroup.com

Global call center for all countries:

+7 495 225 3038

info@awara-russia.com



This salary survey was conducted in order to provide an overview of the job market and average salaries of the Retail industry in Moscow and Saint Petersburg.

Moscow and St. Petersburg unquestionably offer the highest salaries for retail industry employees. 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 retail 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.

Methodology

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!



Only One Is Unique - Awara

Awara

www.awara-search.com / www.awaragroup.com

Global call center for all countries:

+7 495 225 3038

info@awara-russia.com



Monthly Gross Salaries, RUR

Moscow

POSITION	AVERAGE SALARY	TOP EARNERS*
Chief Accountant	101 000	206 000
Chief Financial Officer	140 000	245 000
Marketing Director	123 000	203 000
HR Director	127 000	213 000
Business Development Director	135 000	238 000
Chief Buyer	138 000	246 000
Chief Legal Officer	125 000	238 000
Head of Logistics Department	155 000	345 000
Store Manager	72 000	245 000
Sales Manager	47 000	117 000

**Top Earners usually have a higher level of education and specialize in higher technologies or work for international companies*

Awara

www.awara-search.com / www.awaragroup.com

Global call center for all countries:

+7 495 225 3038

info@awara-russia.com



Monthly Gross Salaries, RUR

Saint-Petersburg

POSITION	AVERAGE SALARY	TOP EARNERS*
Chief Accountant	71 000	186 000
Chief Financial Officer	95 000	191 000
Marketing Director	111 000	160 000
HR Director	95 000	210 000
Business Development Director	102 000	163 000
Chief Buyer	92 000	177 000
Chief Legal Officer	102 000	135 000
Head of Logistics Department	87 000	173 000
Store Manager	59 000	132 000
Sales Manager	36 000	70 000

**Top Earners usually have a higher level of education and specialize in higher technologies or work for international companies*

Awara

www.awara-search.com / www.awaragroup.com

Global call center for all countries:

+7 495 225 3038

info@awara-russia.com



Only One is Unique – Awara

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.



Only One Is Unique - Awara

Awara

www.awara-search.com / www.awaragroup.com

Global call center for all countries:

+7 495 225 3038

info@awara-russia.com



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. Get in touch with us to discuss what else we can do to help your business grow.

It would be our pleasure to work with you!

Yours truly,

Ekaterina Lazareva

Awara

16 % Recruitment Fee – Permanently for all positions!



Only One Is Unique - Awara

OUR CONSULTANTS

We give the headhunter a face



**TATYANA
SKAPETS**

tatyana.skapets@awaragroup.com

Positions: Consultants, Operation Managers, HR Managers, Administrative Directors
Industries: Hospitality, Retail



**EVA
HUA**

eva.hua@awaragroup.com

Positions: Consultants, Sales Managers, Marketing Managers
Industries: Information Technologies, Retail, Manufacturing



**EKATERINA
LAZAREVA**

ekaterina.lazareva@awaragroup.com

Positions: General Managers, CFOs, Sales Directors, Marketing Directors, HR Directors
Industries: Retail, FMCG, Banking, Luxury Goods, Pharmaceutical, B2B Services



**HELENIKA
HELLEVIG**

helenika.hellevig@awaragroup.com

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
NOVOSELOVA**

liana.novoselova@awaragroup.com

Positions: Engineers, Production Directors, IT managers, Sales Managers, Key Account Managers
Industries: FMCG, Manufacturing, B2B Services, Information Technologies



Awara

www.awara-search.com / www.awaragroup.com

Global call center for all countries:

+7 495 225 3038

info@awara-russia.com