



**Awara**  
*Direct Search*



## SALARY SURVEY KAZAKHSTAN 2013



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# Salary Survey Kazakhstan 2013

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This salary survey was conducted in order to provide an overview of the job market and average salaries in Kazakhstan, with a principal focus on its two major cities, Almaty and Astana. In order to keep the survey manageable but yet meaningful, only the most in-demand positions are being displayed.

In general, one can say that salaries (especially for executives) are on the rise in Kazakhstan, having a peak in the cities of Almaty and Astana. 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, especially among the top ranks.

According to the data retrieved from the Agency of Statistics of the Republic of Kazakhstan, the average salary for the positions studied for this survey, amounts to around 656 USD (100.000 KZT). That brought up the idea to separate two levels of jobs. The first column displays the salary of the major part of employees. (The data was collected from the Agency of Statistics of the Republic of Kazakhstan and job portals, backed up by personal queries.) Whereas the data gathered

from professional online networks represented the top end of Kazakhstan's salaries. These top-end candidates had usually obtained a higher level of education and were specializing in higher technologies or worked for international companies. To give an idea of the earning possibilities in Kazakhstan, we introduced a "Top Earners" column, displaying an average salary level at the top end of the job market. For factory jobs the well-paying oil industry was excluded in order to avoid too radical contortions.

What becomes obvious is that the most sought for positions among employers are highly qualified sales managers and lawyers. Vice versa the number of job seekers in the accounting sphere exceeds the number of jobs offered notably. Therefore a rather low level of salaries can be observed for accountants - compared to other sectors.

However, more and more large, internationally operating companies are entering the Kazakhstan market. People providing the needed skills in the higher positions of these companies are rare and thus very well paid.

## 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 working in or related to Kazakhstan, representatives of leading employers in Kazakhstan, job candidates, career portals, data by the Agency of Statistics of the Republic of Kazakhstan, 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 US dollars (Exchange rate 1 USD = 152,44 KZT).

## Spheres studied:

- Sales
- Finance and Accounting
- Legal support In-house
- Law firms
- IT
- Banking/Investment
- Factory workers (excluding oil, gas and mining)

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## Sales

### Gross Monthly Salary (in USD)

POSITION	AVERAGE SALARY	TOP EARNERS*
<b>Sales Director</b>	1.320 – 3.300	12.210
<b>Sales Person</b>	528 – 1.320	3.300

## Finance and Accounting

### Gross Monthly Salary (in USD)

POSITION	AVERAGE SALARY	TOP EARNERS*
<b>Chief Accountant</b>	1.056 – 1.980	9.900
<b>Senior Accountant</b>	660 – 1.320	4.620
<b>Assistant Accountant</b>	330 – 990	1.320

## Legal support (In-house)

### Gross Monthly Salary (in USD)

POSITION	AVERAGE SALARY	TOP EARNERS*
<b>Senior Lawyer</b>	792 – 2.640	4.950
<b>Associate Lawyer</b>	396 – 924	2.970

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## Law firms

### Gross Monthly Salary (in USD)

POSITION	AVERAGE SALARY	TOP EARNERS*
Senior Lawyer	1.320 – 2.640	4.052
Associate Lawyer	594 – 660	2.970

## IT

### Gross Monthly Salary (in USD)

POSITION	AVERAGE SALARY	TOP EARNERS*
IT Manager	1.650 – 3.630	7.590
IT System Administrator	528 – 1.650	4.950
IT Programmer	594 – 2.442	3.960
IT Consultant	660 – 1.452	3.630

## Banking/Investment

### Gross Monthly Salary (in USD)

POSITION	AVERAGE SALARY	TOP EARNERS*
CEO	6.600 – 19.800	46.200
Portfolio Manager	1.320 – 2.640	7.260
Junior Manager	990 – 1.650	4.620

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## Factory worker (excluding oil, gas and mining)

### Gross Monthly Salary (in USD)

POSITION	AVERAGE SALARY	TOP EARNERS*
<b>Supervisor</b>	1.650 – 2.706	6.732
<b>Engineer</b>	660 – 1.254	5.676
<b>Line staff worker</b>	330 – 726	1.650

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# Recruitment Service in Kazakhstan with Awara Direct Search

**Awara Direct Search** is a leading international recruitment and executive search firm in Russia, CIS and Ukraine, operating also in Kazakhstan, offering case by case tailored recruitment and executive search services to multinational large and middle-size companies and entrepreneurs across industries. We possess the solid experience needed to provide quality services in Kazakhstan, relying on a global arena for our searches, covering not only the local and nearby market but also Scandinavia, the Baltics and Central and Eastern Europe for this growing and attractive market. Our method of matching the best professionals with the best jobs is always Direct Search. This customized search is designed to meet the challenge of the particular search assignment, in order to identify on the wide market the unique professional who is in demand. Genuine expertise in headhunting and recruitment is the fundament of our successful placements, based on our staff's extensive experience in serving leading global organizations across industries since the crack of market reforms in Russia, CIS and Ukraine.

Awara Direct Search is the recruitment arm of **Awara Group**. As an organization operating across Russia, CIS and Ukraine, Awara Group prides itself in an international background with a superior knowledge of local market practices. We offer a wide array of advisory services for strategic business

Yours truly,

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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-development, recruitment and executive search, HR services, training and development, marketing and market research. The synergy of the various areas of expertise is leveraged in order to provide an exceptionally value-added service to our clients and help them meet their specific needs. Further, combining consulting and implementation significantly enhances business operations and helps to overcome the administrative burden.

No other recruitment or executive firm can boast with presence of own staff all over the wide geographic area covering nine time zones and 300 million people. For over twenty years Awara has developed a wide network and flexible working methods by which we are able to fulfill our client's business needs all over this vast geographic area.

We are 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!

