

MOSCOW



Awara

Direct Search



SALARY SURVEY 2013



CONTACT DETAILS

Global call center for all countries:

+7 495 225 3038

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

Russia - CIS - Ukraine

Moscow, Saint Petersburg, Tver, Yekaterinburg, Kiyv, Helsinki

Helenika Hellevig

Organizational Consultant

Awara Direct Search / Awara Group

+7 926 707 42 45

helenika.hellevig@awaragroup.com

Samuli Pesu

Partner

Awara Direct Search / Awara Group

+7 926 710 43 61

samuli.pesu@awaragroup.com

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Salary Survey Moscow 2013

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This salary survey was conducted in order to provide an overview of the job market and average salaries in Moscow. In order to keep the survey manageable yet meaningful, only the most in-demand positions are displayed.

What becomes obvious is that the most sought for positions among employers are Senior Lawyers (particularly for law firms), Sales Directors, IT Manager and Chief Accountants.

In general, one can say that salaries (especially for executives) in Moscow are on the rise. 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, wherefore the salary ranges listed are variable estimations.

The first column displays the salary of the major part of employees. To give an idea of the earning possibilities in Moscow, 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.

More and more large, internationally operating companies are entering the Moscow 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 Krasnodar, representatives of leading employers in Krasnodar, 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.

Spheres studied:

- Sales
- Finance and Accounting
- Legal support (In-house)
- Legal firms
- IT

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**Legal support In-house**

Net Monthly Basic Salary RUR

POSITION	AVERAGE SALARY	TOP EARNERS*
Senior Lawyer	100 000	350 000
Associate Lawyer	50 000	120 000

Legal firms

Net Monthly Basic Salary RUR

POSITION	AVERAGE SALARY	TOP EARNERS*
Senior Lawyer	150 000	400 000
Associate Lawyer	60 000	120 000

Sales

Net Monthly Basic Salary RUR

POSITION	AVERAGE SALARY	TOP EARNERS*
Sales Director	180 000	450 000
Sales Person	70 000	150 000

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

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**IT**

Net Monthly Basic Salary RUR

POSITION	AVERAGE SALARY	TOP EARNERS*
IT Manager	135 000	250 000
IT System Administrator	60 000	100 000
IT Programmer	90 000	160 000

Finance

Net Monthly Basic Salary RUR

POSITION	AVERAGE SALARY	TOP EARNERS*
Chief Accountant	100 000	200 000
Senior Accountant	70 000	100 000
Assistant Accountant	45 000	60 000

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Recruitment Service in (and out of) Moscow with Awara Direct Search

Awara Direct Search is a leading international recruitment and executive search firm in Russia, Ukraine and the rest of the CIS, offering case by case tailored services to multinational large and middle-sized companies and entrepreneurs across industries. As a leader in internet and social media based marketing, we have a special competitive edge in finding the best and most motivated people. We make use of all available sources in recruitment: wide network of contacts, headhunting, internet, social media, job portals, trade fairs, talent scouts, schools, etc. We reach out to people by actually bringing out our offers, which for example in the case of mass recruiting for restaurants and cafés means

that we venture out and chat with the people at points of service and attract the best.

Thanks to our wide network we are ready to fill vacancies quickly. Our method of matching the best professionals with the best jobs is always direct search, and we rely on the global arena in our searches for this growing and attractive market.

With our international background and superior knowledge of local market practices, we possess the solid experience needed to provide quality services in this part of the world.

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In addition to direct 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

Awara Direct Search is the recruitment arm of Awara Group, which 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-development, recruitment and executive search, HR services, training, marketing and market research.

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 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 Samuli Pesu
Awara Direct Search / Awara Group

