

# SOCHI AND KRASNODAR



## Awara

Direct Search



## SALARY SURVEY 2013



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## Salary Survey Sochi 2013

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

Not surprisingly, due to the upcoming Olympics, Sochi based employees currently earn higher salaries across sectors than those working in Krasnodar. However, more and more large, internationally operating companies are also entering the Krasnodar market. People providing the needed skills in the higher positions of these companies are rare and thus well paid.

What becomes obvious is that the most sought for positions among employers in Sochi are Sales Directors, IT Manager and Restaurant Managers. Line staff in all departments of hospitality is still in high demand as well. In Krasnodar, Sales

Directors are also highly sought for, as are supervisors for factories.

In general, one can say that salaries (especially for executives) in both Sochi and in Krasnodar 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 Krasnodar, 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 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)
- Law firms
- IT
- Line Staff

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## SALARY SURVEY SOCHI 2013

### Sales

#### Net Monthly Basic Salary, Sochi (RUR)

| POSITION              | AVERAGE SALARY | TOP EARNERS* |
|-----------------------|----------------|--------------|
| <b>Sales Director</b> | 100 000        | 150 000      |
| <b>Sales Person</b>   | 60 000         | 90 000       |

### Finance and Accounting

#### Net Monthly Basic Salary, Sochi (RUR)

| POSITION                    | AVERAGE SALARY | TOP EARNERS* |
|-----------------------------|----------------|--------------|
| <b>Chief Accountant</b>     | 60 000         | 80 000       |
| <b>Senior Accountant</b>    | 35 000         | 50 000       |
| <b>Assistant Accountant</b> | 25 000         | 30 000       |

### Legal support In-house

#### Net Monthly Basic Salary, Sochi (RUR)

| POSITION                | AVERAGE SALARY | TOP EARNERS* |
|-------------------------|----------------|--------------|
| <b>Senior Lawyer</b>    | 40 000         | 55 000       |
| <b>Associate Lawyer</b> | 25 000         | 35 000       |

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## SALARY SURVEY SOCHI 2013

### Law firms

#### Net Monthly Basic Salary, Sochi (RUR)

| POSITION         | AVERAGE SALARY | TOP EARNERS* |
|------------------|----------------|--------------|
| Senior Lawyer    | 60 000         | 90 000       |
| Associate Lawyer | 35 000         | 55 000       |

### IT

#### Net Monthly Basic Salary, Sochi (RUR)

| POSITION                | AVERAGE SALARY | TOP EARNERS* |
|-------------------------|----------------|--------------|
| IT Manager              | 80 000         | 125 000      |
| IT System Administrator | 30 000         | 50 000       |
| IT Programmer           | 40 000         | 60 000       |

### Line Staff

#### Net Monthly Basic Salary, Sochi (RUR)

| POSITION           | AVERAGE SALARY | TOP EARNERS* |
|--------------------|----------------|--------------|
| Restaurant Manager | 60 000         | 90 000       |
| Waiter             | 25 000         | -            |
| Sou-Chef           | 50 000         | 70 000       |
| Chef               | 25 000         | 35 000       |
| Technicians        | 30 000         | -            |
| Steward            | 21 000         | -            |
| Housekeepers       | 25 000         | -            |

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## SALARY SURVEY KRASNODAR 2013

### Sales

#### Net Monthly Basic Salary, Krasnodar (RUR)

| POSITION              | AVERAGE SALARY | TOP EARNERS* |
|-----------------------|----------------|--------------|
| <b>Sales Director</b> | 53000          | 74000        |
| <b>Sales Person</b>   | 32000          | 47000        |

### Finance and Accounting

#### Net Monthly Basic Salary, Krasnodar (RUR)

| POSITION                    | AVERAGE SALARY | TOP EARNERS* |
|-----------------------------|----------------|--------------|
| <b>Chief Accountant</b>     | 42000          | 60000        |
| <b>Senior Accountant</b>    | 32000          | 45000        |
| <b>Assistant Accountant</b> | 18000          | 21000        |

### Legal support In-house

#### Net Monthly Basic Salary, Krasnodar (RUR)

| POSITION                | AVERAGE SALARY | TOP EARNERS* |
|-------------------------|----------------|--------------|
| <b>Senior Lawyer</b>    | 30000          | 41000        |
| <b>Associate Lawyer</b> | 17000          | 22000        |

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**SALARY SURVEY KRASNODAR 2013****Law firms****Net Monthly Basic Salary, Krasnodar (RUR)**

| POSITION         | AVERAGE SALARY | TOP EARNERS* |
|------------------|----------------|--------------|
| Senior Lawyer    | 30000          | 41000        |
| Associate Lawyer | 22000          | 27000        |

**IT****Net Monthly Basic Salary, Krasnodar (RUR)**

| POSITION                | AVERAGE SALARY | TOP EARNERS* |
|-------------------------|----------------|--------------|
| IT Manager              | 29000          | 41000        |
| IT System Administrator | 28000          | 39000        |
| IT Programmer           | 36000          | 57000        |

**Factory worker (excluding oil, gas and mining)****Net Monthly Basic Salary, Krasnodar (RUR)**

| POSITION   | AVERAGE SALARY | TOP EARNERS* |
|------------|----------------|--------------|
| Supervisor | 41000          | 58000        |
| Engineer   | 33000          | 49000        |

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## Recruitment Service in Sochi and Krasnodar 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

