

# ENGINEERS IN RUSSIA



## SALARY SURVEY 2015



### CONTACT DETAILS

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

Moscow and St. Petersburg unquestionably offer the highest salaries for engineers, however this profession are also quite competitive in the other studied cities.

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 engineer's 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!



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## Monthly Gross Salaries, RUR

### Moscow

POSITION	AVERAGE SALARY	TOP EARNERS*
Design Engineer	57 000	362 000
Process Engineer	46 000	180 000
Planning Engineer	60 000	156 000
Chief Engineer	78 000	308 000
Electrical Supervisor	71 000	247 000
Shop Foreman	70 000	215 000

### Saint Petersburg

POSITIONS	AVERAGE SALARY	TOP EARNERS*
Design Engineer	44 000	146 000
Process Engineer	37 000	136 000
Planning Engineer	49 000	165 000
Chief Engineer	63 000	305 000
Electrical Supervisor	56 000	165 000
Shop Foreman	64 000	153 000

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



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## Monthly Gross Salaries, RUR Russia

### Novosibirsk

POSITION	AVERAGE SALARY	TOP EARNERS*
Design Engineer	29 000	81 000
Process Engineer	29 000	94 000
Planning Engineer	31 000	207 000
Chief Engineer	65 000	222 000
Electrical Supervisor	57 000	92 000
Shop Foreman	52 000	107 000

### Yekaterinburg

POSITIONS	AVERAGE SALARY	TOP EARNERS*
Design Engineer	36 000	87 000
Process Engineer	32 000	87 000
Planning Engineer	38 000	86 000
Chief Engineer	65 000	165 000
Electrical Supervisor	59 000	87 000
Shop Foreman	65 000	199 000

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## Monthly Gross Salaries, RUR Russia

### Nizhny Novgorod

POSITION	AVERAGE SALARY	TOP EARNERS*
Design Engineer	31 000	142 000
Process Engineer	34 000	82 000
Planning Engineer	32 000	89 000
Chief Engineer	59 000	222 000
Electrical Supervisor	63 000	104 000
Shop Foreman	45 000	94 000

### Kazan

POSITIONS	AVERAGE SALARY	TOP EARNERS*
Design Engineer	33 000	75 000
Process Engineer	31 000	82 000
Planning Engineer	32 000	95 000
Chief Engineer	57 000	204 000
Electrical Supervisor	46 000	116 000
Shop Foreman	47 000	82 000

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## Monthly Gross Salaries, RUR Russia

### Samara

POSITION	AVERAGE SALARY	TOP EARNERS*
Design Engineer	34 000	87 000
Process Engineer	39 000	131 000
Planning Engineer	39 000	104 000
Chief Engineer	79 000	194 000
Electrical Supervisor	50 000	87 000
Shop Foreman	53 000	119 000

### Chelyabinsk

POSITIONS	AVERAGE SALARY	TOP EARNERS*
Design Engineer	34 000	104 000
Process Engineer	33 000	82 000
Planning Engineer	35 000	87 000
Chief Engineer	70 000	151 000
Electrical Supervisor	56 000	119 000
Shop Foreman	65 000	97 000

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## Monthly Gross Salaries, RUR Russia

### Omsk

POSITION	AVERAGE SALARY	TOP EARNERS*
Design Engineer	28 000	82 000
Process Engineer	28 000	89 000
Planning Engineer	38 000	82 000
Chief Engineer	69 000	261 000
Electrical Supervisor	51 000	82 000
Shop Foreman	57 000	146 000

### Rostov-on-Don

POSITIONS	AVERAGE SALARY	TOP EARNERS*
Design Engineer	33 000	87 000
Process Engineer	36 000	76 000
Planning Engineer	35 000	79 000
Chief Engineer	56 000	184 000
Electrical Supervisor	52 000	92 000
Shop Foreman	57 000	82 000

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## Monthly Gross Salaries, RUR Russia

### Ufa

POSITION	AVERAGE SALARY	TOP EARNERS*
Design Engineer	36 000	76 000
Process Engineer	26 000	77 000
Planning Engineer	36 000	82 000
Chief Engineer	65 000	212 000
Electrical Supervisor	47 000	87 000
Shop Foreman	84 000	146 000

### Krasnoyarsk

POSITIONS	AVERAGE SALARY	TOP EARNERS*
Design Engineer	32 000	76 000
Process Engineer	38 000	54 000
Planning Engineer	35 000	59 000
Chief Engineer	63 000	146 000
Electrical Supervisor	60 000	92 000
Shop Foreman	62 000	142 000

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## Monthly Gross Salaries, RUR Russia

### Perm

POSITION	AVERAGE SALARY	TOP EARNERS*
Design Engineer	33 000	54 000
Process Engineer	31 000	73 000
Planning Engineer	32 000	52 000
Chief Engineer	71 000	119 000
Electrical Supervisor	56 000	82 000
Shop Foreman	58 000	117 000

### Volgograd

POSITIONS	AVERAGE SALARY	TOP EARNERS*
Design Engineer	30 000	87 000
Process Engineer	32 000	62 000
Planning Engineer	31 000	49 000
Chief Engineer	75 000	161 000
Electrical Supervisor	55 000	92 000
Shop Foreman	53 000	119 000

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## Monthly Gross Salaries, RUR Russia

### Voronezh

POSITION	AVERAGE SALARY	TOP EARNERS
Design Engineer	30 000	48 000
Process Engineer	31 000	59 000
Planning Engineer	31 000	54 000
Chief Engineer	49 000	92 000
Electrical Supervisor	50 000	114 000
Shop Foreman	47 000	82 000

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## 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.



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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. 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!**



## OUR CONSULTANTS

We give the headhunter a face



**TATYANA  
SKAPETS**

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**Positions:** Consultants, Operation Managers, HR Managers, Administrative Directors

**Industries:** Hospitality, Retail



**EVA  
HUA**

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**Positions:** Consultants, Sales Managers, Marketing Managers

**Industries:** Information Technologies, Retail, Manufacturing



**EKATERINA  
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**Positions:** General Managers, CFOs, Sales Directors, Marketing Directors, HR Directors

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



**HELENIKA  
HELLEVIG**

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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  
NOVOSELOVA**

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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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