



**INFORMATION TECHNOLOGY**  
**SALARY & MARKET GUIDE**  
HUNGARY

2022

# READ THIS REPORT TO KNOW

- Salary ranges for over 60 roles in Information Technology
- Recent trends in recruitment
- Recruitment in practice - commentary of a partner
- Working with a recruitment agency - guidelines

## OUR REPORT CONTAINS USEFUL INFORMATION FOR:

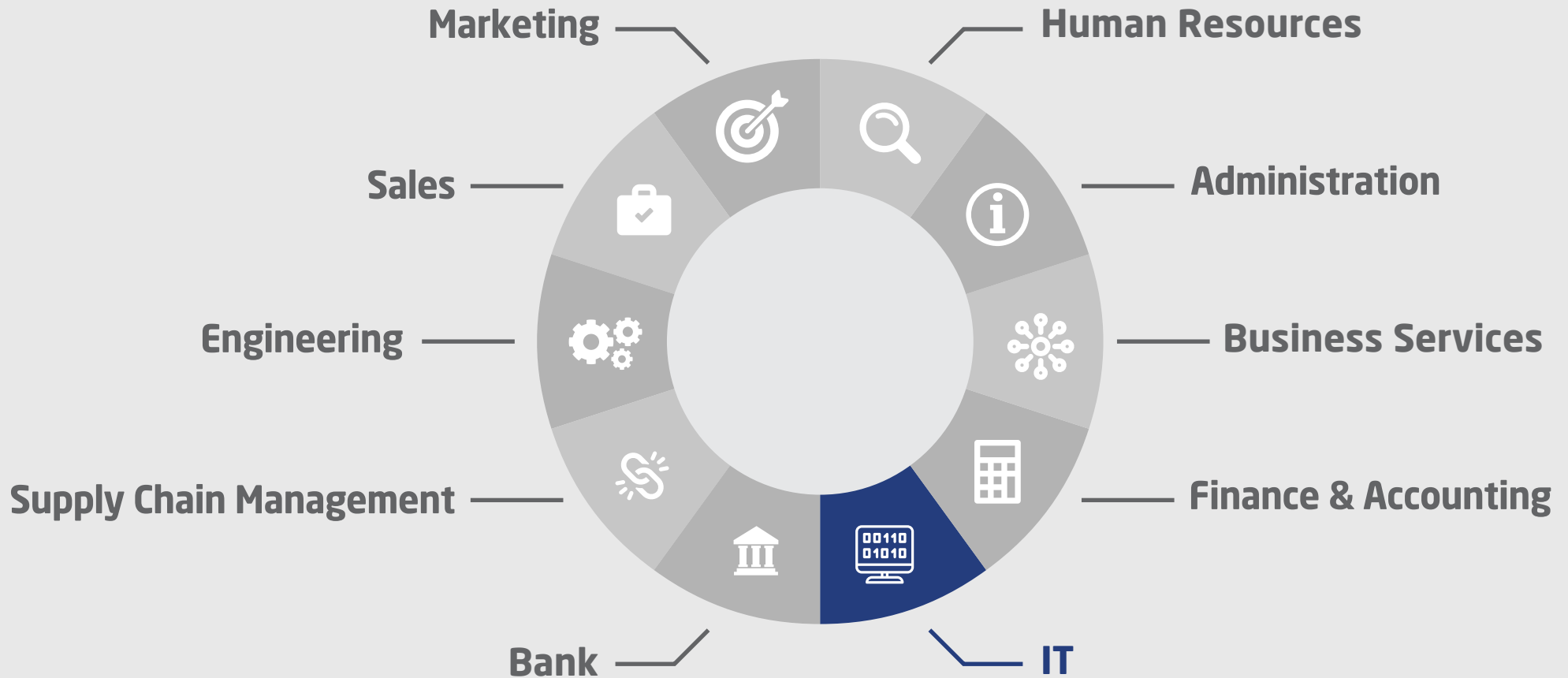
- Information Technology sector operations and HR managers
- HR and business unit managers
- New investors or entities willing to expand



# GI GROUP HOLDING IN HUNGARY



# GRAFTON'S EXPERTISE



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# INTRODUCTION

The last time Grafton shared its Salary Survey we did not think the world would make a U-turn yet it did. In February, a war started between Russia and Ukraine, which led to extreme instability on the Hungarian labor market. Many candidates had a feeling that changing jobs would have been risky unless the situation got unbearable in their current job. The best IT professionals with proper English knowledge became "open" on LinkedIn but only for positions abroad or for ones that at least paid in euro or dollar. With the digital transformation, it is not impossible for them to work fully remotely for EUR/USD for a foreign company. And paying salaries in a stable currency in Budapest today can be a real game changer when hiring IT professionals.

During the pandemic, most companies and candidates got used to remote or hybrid work. In IT, the latter has become the bare minimum. In summer though, overhead

reductions got erased by the economy which caused rising inflation and salary expectations to grow. Higher living costs may direct candidates to the office even more. Will they return to the office for at least 2-3 days a week? Only time will tell - this depends on how much living costs increase during the rest of the year. Regular salary reviews and inflation-adjusted salaries are becoming an ever more important requirement today. Extra paid time off, paternity leave, health insurance, private pension funds, contribution to sports pass or stock options are also tempting for candidates.

Due to the revisions of the Itemized Tax for Small Businesses (KATA), as a result of which self-employed individuals will no longer be able to sell their goods and services to businesses/companies, some professionals will continue working as employees but the majority of

them will choose to work abroad. In general, KATA modifications did not really affect IT professionals since they often exceeded the income limit set for this tax.

Another tendency we see in the IT market is that around 70% of the candidates who were offered a position by one of our partners got a counter offer from their current company. This trend shows that keeping quality employers has become essential for companies also because it takes more effort and even good sales skills to capture the attention of professionals and have them change jobs. While the effectiveness of the counter offer remains to be seen, is not it too late to think about retaining your employees? Our research shows that 60% of the candidates who accept the counter offer will on average stay with their current company only for six more months.



**Luca Dunay**  
Information Technology  
Team Leader  
Grafton Hungary



**Tamás Farkas**  
Business Unit Manager  
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Country Manager  
Gi Group | Grafton | Wyser  
Hungary

# METHODOLOGY

## **SALARY & BENEFIT DATA WAS PREPARED BASED ON A SAMPLE OF 19,756 RECORDS, INCLUDING:**

- The current salaries and expectations of 1,983 Candidates participating in a recruitment process led by Grafton in 2021 Q4 - 2022 Q3 in Hungary.
- Analysis of salaries offered at 57 companies employing professionals in Information Technology & cooperating with Grafton Recruitment Hungary.

## **SURVEY RESULTS INCLUDE THE RESPONSES OF:**

- 777 active employees in the field of Information Technology.
- 100 companies employing professionals in the field of Information Technology.



**TALENT**  
**POOL**

or



# TALENT POOL

## TOP TRENDING - TITLES

Titles*	Growth compared to last year	Growth of professionals in numbers
Software Engineer Intern	+41,2%	168
Data Engineer	+35,7%	285
Quality Assurance Engineer	+32,5%	208
Junior Software Engineer	+32,2%	640
DevOps Engineer	+27,2%	762
Software Test Engineer	+26,8%	251
Cloud Engineer	+25,0%	150
Scrum Master	+22,5%	441
Lead	+21,9%	167
Back-End Developer	+21,5%	305
Junior Java Developer	+21,1%	155
QA Automation Engineer	+18,2%	350
IT System Administrator	+18,2%	214
Staff Software Engineer	+18,1%	176
Data Analyst	+17,5%	504

*\*TOP growing job titles among professionals set in their social media profiles.*

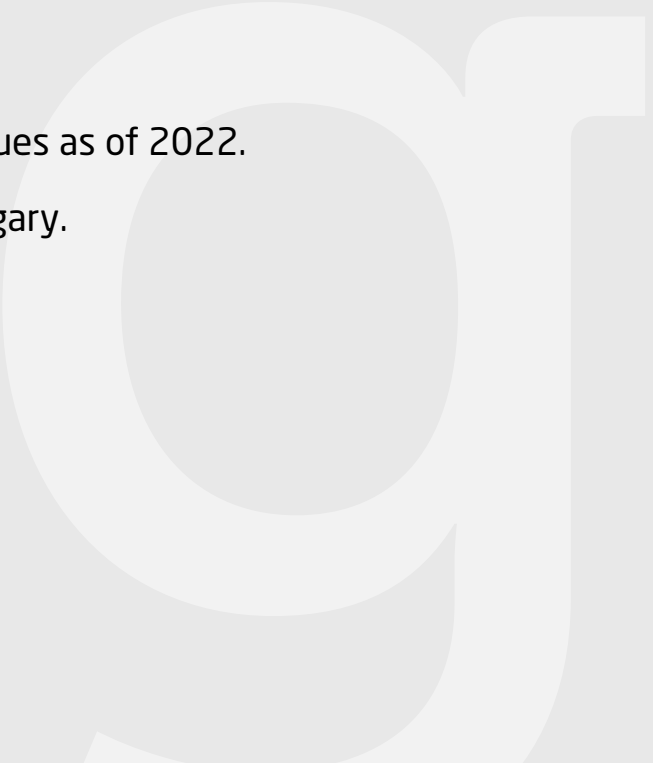
# TALENT POOL

## TOP TRENDING - INDUSTRIES

Industry	Number of professionals	Growth compared to last year
Information Technology & Services	21 926	+9,1%
Computer Software	12 455	+9,8%
Telecommunications	5 182	+4,9%
Banking	4 277	+5,3%
Automotive	3 758	+17,8%
Higher Education	3 254	+7,3%
Computer & Network Security	2 759	+12,7%
Capital Markets	2 431	+10,8%
Oil & Energy	2 035	+8,8%
Management Consulting	1 831	+9,1%
Internet	1 762	+12,8%
Financial Services	1 397	+11,6%
Research	1 310	+4,1%
Medical Device	1 232	+9,5%
Electrical & Electronic Manufacturing	1 101	+9,4%
Pharmaceuticals	940	+10,7%
Government Administration	927	+10,0%
Insurance	901	+7,0%
Retail	770	+16,0%
Education Management	745	+10,4%



# SALARIES

- Being active on Information Technology market for 26 years allows us to map salaries with the highest accuracy.
  - Salary ranges are gross monthly, in HUF.
  - Ranges presented in the survey include real market values as of 2022.
  - Salaries are presented as unified values for whole Hungary.
- 

# SALARY REPORT

	Junior (1-3)		Mid (3-5)		Senior (6+)		Sector	Location	Bonus	Cafeteria
	Min	Max	Min	Max	Min	Max				
Software										
C# .NET Developer	600 000	950 000	1 000 000	1 250 000	1 300 000	1 900 000				
Java Developer	650 000	950 000	1 000 000	1 250 000	1 300 000	1 900 000				
C++ Developer	650 000	750 000	800 000	1 050 000	1 100 000	1 750 000				
Frontend Developer (React, Angular)	700 000	1 100 000	1 100 000	1 400 000	1 400 000	1 750 000				
Full-stack Developer (Nodejs JavaScript)	700 000	1 100 000	1 100 000	1 500 000	1 500 000	2 000 000				
Database, ETL Developer (Oracle, Microsoft)	650 000	950 000	950 000	1 400 000	1 400 000	1 800 000				
Python Developer	700 000	950 000	1 000 000	1 400 000	1 450 000	1 800 000				
Functional Programmer (Scala, F#, Clojure etc.)	750 000	975 000	1 000 000	1 500 000	1 550 000	1 850 000				
PHP Developer	500 000	750 000	800 000	1 100 000	1 100 000	1 400 000				
Embedded Developer	700 000	900 000	950 000	1 050 000	1 100 000	1 400 000				
Automation Tester	600 000	1 200 000	1 300 000	1 600 000	1 600 000	2 100 000				
Manual Tester	450 000	600 000	650 000	800 000	850 000	1 150 000				
Software Architect	n/a	n/a	1 250 000	1 700 000	1 700 000	2 200 000				



# SALARY REPORT

	Junior (1-3)		Mid (3-5)		Senior (6+)		Sector	Location	Bonus	Cafeteria
	Min	Max	Min	Max	Min	Max				
<b>Infrastructure</b>										
IT System Administrator	550 000	800 000	850 000	1 000 000	1 050 000	1 350 000				
Windows System Engineer	600 000	850 000	875 000	1 200 000	1 225 000	1 400 000				
Linux System Engineer	600 000	850 000	875 000	1 200 000	1 225 000	1 400 000				
AIX System Engineer	550 000	800 000	825 000	1 100 000	1 125 000	1 350 000				
Storage & Backup Engineer	550 000	800 000	825 000	1 100 000	1 125 000	1 350 000				
Application Administrator	500 000	600 000	650 000	900 000	950 000	1 200 000				
Database Administrator	600 000	900 000	950 000	1 200 000	1 250 000	1 550 000				
Network Engineer	650 000	800 000	800 000	1 200 000	1 200 000	1 800 000				
Infrastructure Architect	n/a	n/a	1 100 000	1 400 000	1 450 000	1 800 000				
Network/Datacenter Architect	n/a	n/a	1 200 000	1 450 000	1 500 000	1 750 000				
DevOps Engineer	750 000	1 000 000	1 050 000	1 450 000	1 450 000	2 100 000				
Cloud Engineer	750 000	1 000 000	1 050 000	1 450 000	1 450 000	2 100 000				
Cloud Architect	n/a	n/a	1 300 000	1 550 000	1 600 000	2 500 000				
Site Reliability Engineer	800 000	1 000 000	1 100 000	1 350 000	1 400 000	1 750 000				
<b>Business Related - Technical</b>										
IT System Analyst	600 000	900 000	950 000	1 300 000	1 250 000	1 700 000				
BI Developer (Tableau, PowerBI, Qlikview)	625 000	925 000	950 000	1 400 000	1 400 000	1 800 000				
BI Architect	n/a	n/a	1 300 000	1 600 000	1 600 000	2 200 000				
BI Consultant	600 000	900 000	950 000	1 250 000	1 300 000	1 750 000				
Data Analyst	500 000	800 000	850 000	1 200 000	1 250 000	1 500 000				
(Big)Data Engineer	750 000	1 150 000	1 200 000	1 500 000	1 550 000	1 900 000				
Data Scientist	800 000	1 150 000	1 200 000	1 500 000	1 550 000	2 000 000				
Enterprise Architect	n/a	n/a	1 200 000	1 500 000	1 550 000	1 800 000				



# SALARY REPORT

	Junior (1-3)		Mid (3-5)		Senior (6+)		Sector	Location	Bonus	Cafeteria
	Min	Max	Min	Max	Min	Max				
<b>Business Related - Non-Technical</b>										
Business Analyst	500 000	850 000	850 000	1 300 000	1 300 000	1 550 000				
Business Intelligence Analyst	600 000	950 000	950 000	1 250 000	1 250 000	1 500 000				
Scrum Master	550 000	900 000	950 000	1 175 000	1 200 000	1 650 000				
Service Delivery Manager	650 000	950 000	1 000 000	1 350 000	1 400 000	1 750 000				
IT Project Manager	750 000	1 100 000	1 150 000	1 450 000	1 500 000	1 900 000				
Product Owner	750 000	1 175 000	1 200 000	1 500 000	1 525 000	1 900 000				
<b>SAP</b>										
SAP Basis Consultant	700 000	870 000	900 000	1 300 000	1 350 000	1 750 000				
SAP Support Consultant / Analyst	600 000	750 000	800 000	1 050 000	1 100 000	1 400 000				
ABAP Programmer	800 000	1 000 000	1 050 000	1 325 000	1 350 000	1 850 000				
SAP Functional Consultant (FI/CO, HCM, PP, MM, SD)	600 000	850 000	875 000	1 200 000	1 250 000	1 500 000				
SAP Project Manager	800 000	1 000 000	1 050 000	1 325 000	1 350 000	1 850 000				
<b>Security</b>										
IT Security Analyst	650 000	800 000	800 000	1 250 000	1 250 000	1 550 000				
IT Auditor	600 000	750 000	750 000	1 050 000	1 050 000	1 400 000				
SOX Compliance Analyst	550 000	700 000	700 000	1 000 000	1 000 000	1 350 000				
IT Security Architect	n/a	n/a	1 200 000	1 500 000	1 500 000	1 950 000				



GET THE KEY FOR  
MORE INSIGHTS



# SALARY REPORT



<b>INFORMATION TECHNOLOGY</b>	<b>Min</b>	<b>Max</b>	<b>Typical</b>	<b>Typical yearly bonus %</b>	<b>Typical car allowance %</b>
Chief Information Officer	2 800 000	3 700 000	3 000 000	25-50	90
Regional IT Operations Director	2 400 000	3 300 000	2 600 000	25-50	90
IT Director	1 600 000	2 500 000	1 950 000	10-25	85
IT Manager	1 400 000	1 700 000	1 600 000	10-25	75
Infrastructure Director	1 900 000	2 600 000	2 000 000	10-25	70
Infrastructure Manager	1 400 000	1 800 000	1 600 000	10-25	50
Chief Technology Officer	2 200 000	3 500 000	2 850 000	15-40	90
Regional Head of Software Engineering	1 900 000	2 800 000	2 350 000	15-25	80
Software Engineering Director	1 800 000	2 600 000	1 950 000	10-20	70
Software Engineering Manager	1 400 000	1 900 000	1 700 000	10-20	40
Head Of Project Management Office	1 500 000	2 400 000	1 900 000	15-30	70
Program Director	1 600 000	2 300 000	1 800 000	10-25	65
Program Manager	1 400 000	1 900 000	1 700 000	10-20	50
Project Director	1 400 000	2 300 000	1 650 000	15-30	70
Senior Project Manager	1 300 000	1 800 000	1 600 000	10-15	30
Senior Product Owner	1 300 000	1 700 000	1 500 000	10-15	30

Being part of the Gi Group family with Grafton, Wyser is focusing on the search & selection of top performing mid and senior managers.

For more details on managerial salaries and recruitment services, please contact: [hu.consulting@wyser-search.com](mailto:hu.consulting@wyser-search.com) | [www.wyser.hu](http://www.wyser.hu)



# **TRENDS**

## **IN RECRUITMENT**

or

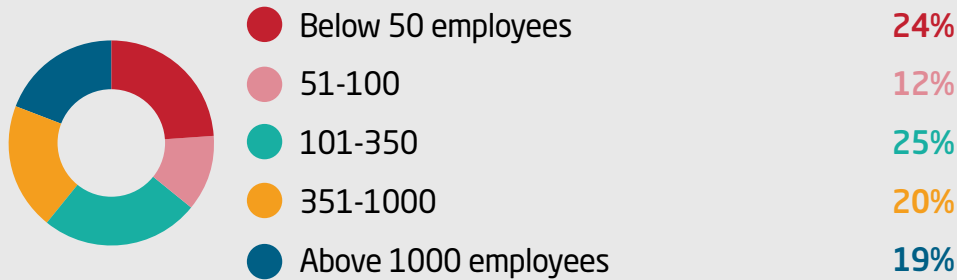


# TRENDS IN RECRUITMENT

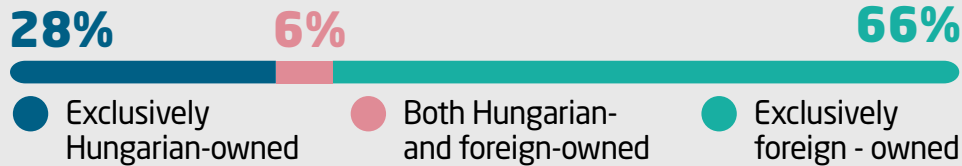
## DEMOGRAPHICS

### EMPLOYERS

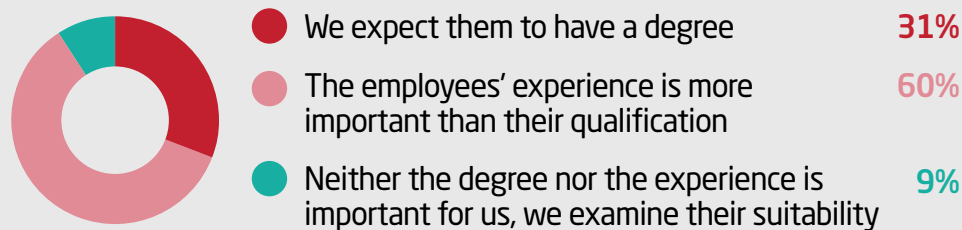
#### COMPANY SIZE



#### COMPANY OWNERSHIP



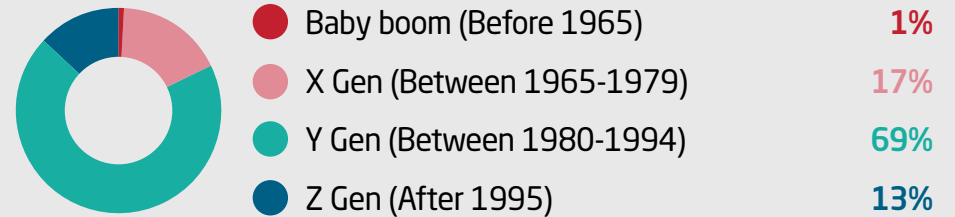
#### COMPANY OWNERSHIP



Total number of respondents: **301**  
Companies employ IT professionals: **100**

### CANDIDATES

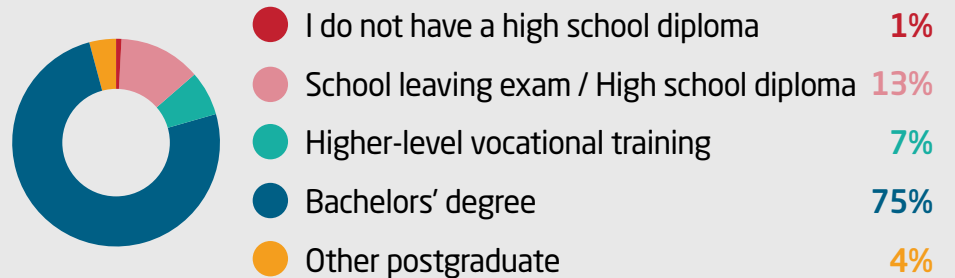
#### GENERATIONS



#### SENIORITY LEVEL



#### HIGHEST LEVEL OF EDUCATION



Total number of respondents: **3,545**  
IT professionals: **777**

# TRENDS IN RECRUITMENT

## CHANGING JOBS

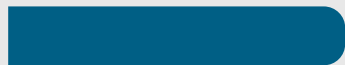
### EMPLOYERS

HOW HAVE THE POLITICAL EVENTS IN THE GLOBAL ECONOMY OF THIS YEAR AFFECTED YOUR COMPANY'S OPERATIONS?

It affected the supply chain



It influenced the recruitment negatively



None of the above



It had an effect on mental hygiene

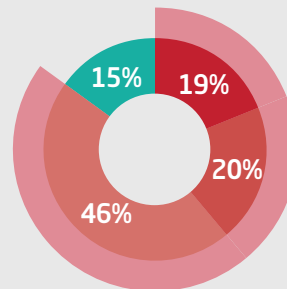


It influenced the recruitment positively



### CANDIDATES

ARE YOU OPEN TO CHANGE YOUR JOBS OR HAVE YOU CHANGED THIS YEAR?



85% open to a new job

Yes, I am open to changing jobs.

Yes, I changed jobs this year.

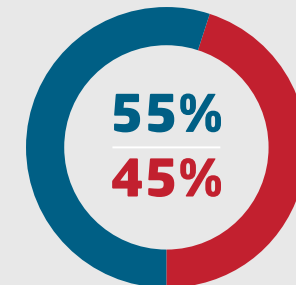
No, I am not an active job seeker, but I am open to listening to good opportunities.

No, I am not planning to change jobs.

FACTORS CONSIDERED BY CANDIDATES WHEN CHANGING JOBS



WAS YOUR DECISION AFFECTED BY THE CURRENT UNCERTAIN ECONOMIC SITUATION (state of war, inflation)?



Yes No

# TRENDS IN RECRUITMENT

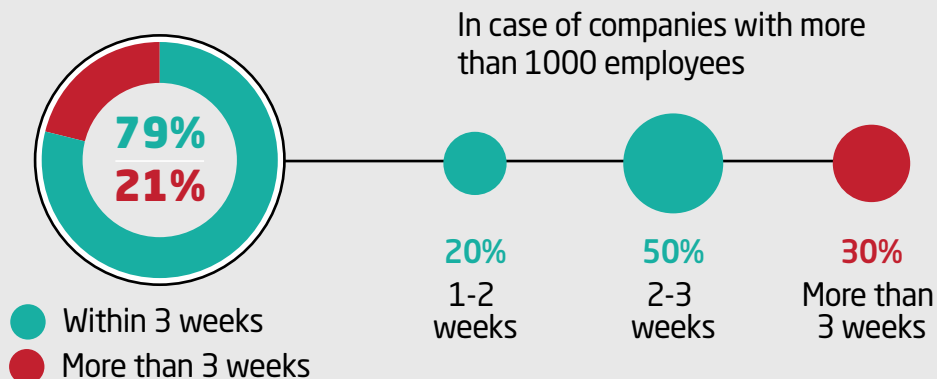
## CHANGING JOBS - PLATFORMS, TIME TO HIRE

### EMPLOYERS

#### FROM WHICH PLATFORM DO YOU GET THE MOST RELEVANT APPLICANTS?

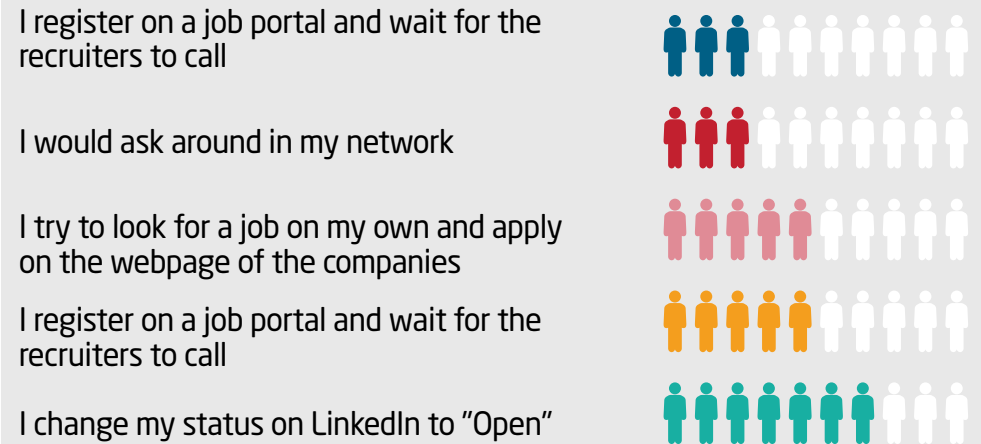


#### ON AVERAGE, IN HOW MANY DAYS CAN YOU GIVE AN OFFER TO A CANDIDATE AFTER RECEIVING THEIR CV ?



### CANDIDATES

#### WHICH PLATFORM WOULD YOU CHOOSE WHEN LOOKING FOR A JOB?



#### WHEN YOU WERE LOOKING FOR A JOB, HOW MANY DAYS AFTER YOUR APPLICATION DID YOU RECEIVE AN OFFER?

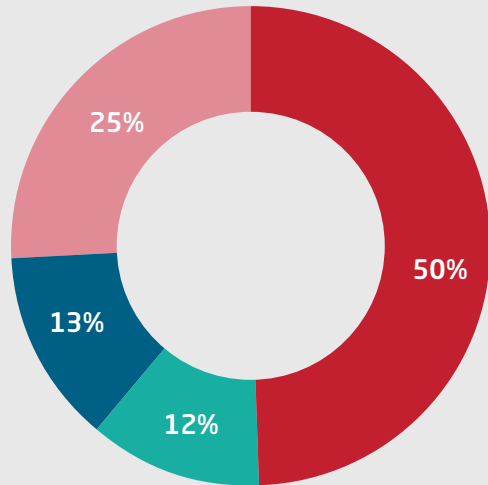


# TRENDS IN RECRUITMENT

## COUNTER OFFER

### EMPLOYERS

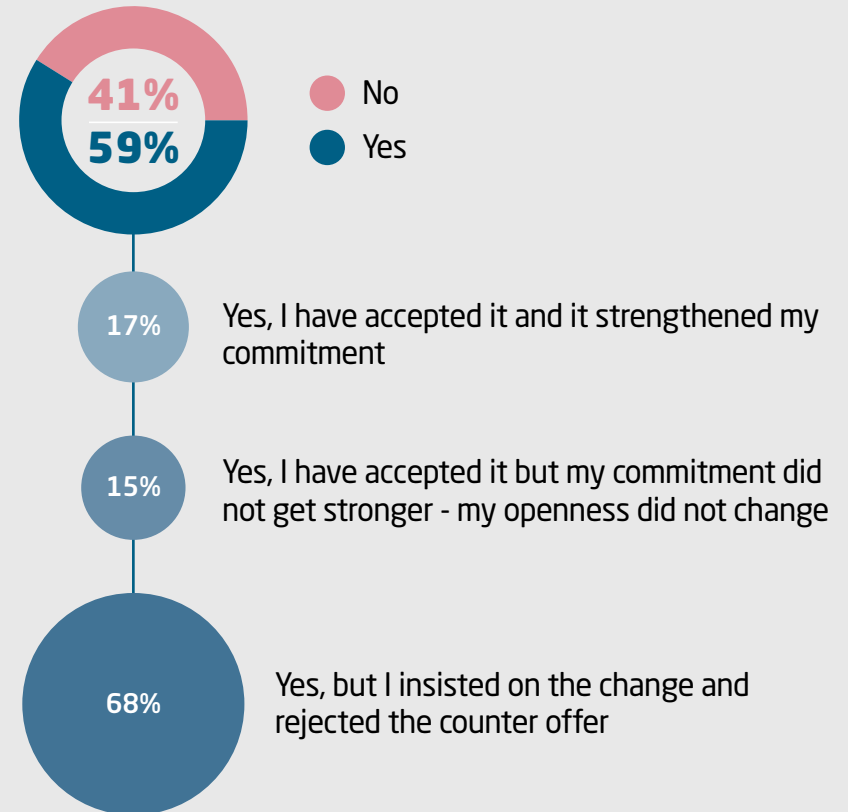
HAVE YOU EVER GIVEN A COUNTER-OFFER TO AN EMPLOYEE, WHO HAVE HANDED IN THEIR NOTICE WITH THE PURPOSE OF RETENTION?



- Yes, the colleague has taken it
- Yes, the colleague has accepted it but unfortunately they switched workplaces since then
- Yes, but the colleague held on to their choice
- No, our company does not give counter-offers

### CANDIDATES

HAVE YOU EVER RECEIVED A COUNTER OFFER FROM YOUR EMPLOYER WITH THE PURPOSE OF RETENTION WHEN YOU NOTIFIED THEM ABOUT YOUR INTENTION TO SWITCH?

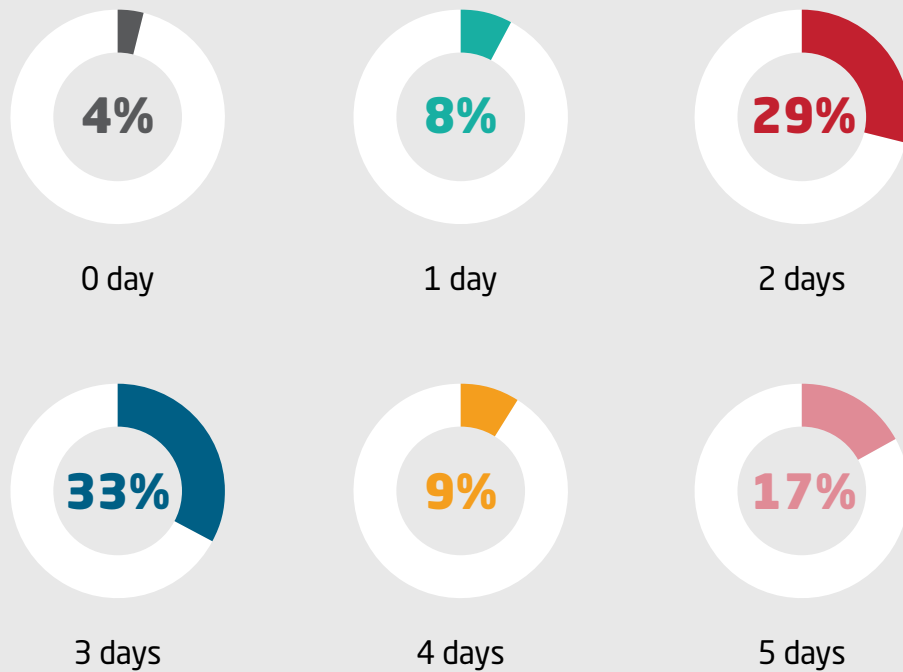


# TRENDS IN RECRUITMENT

## HOME OFFICE

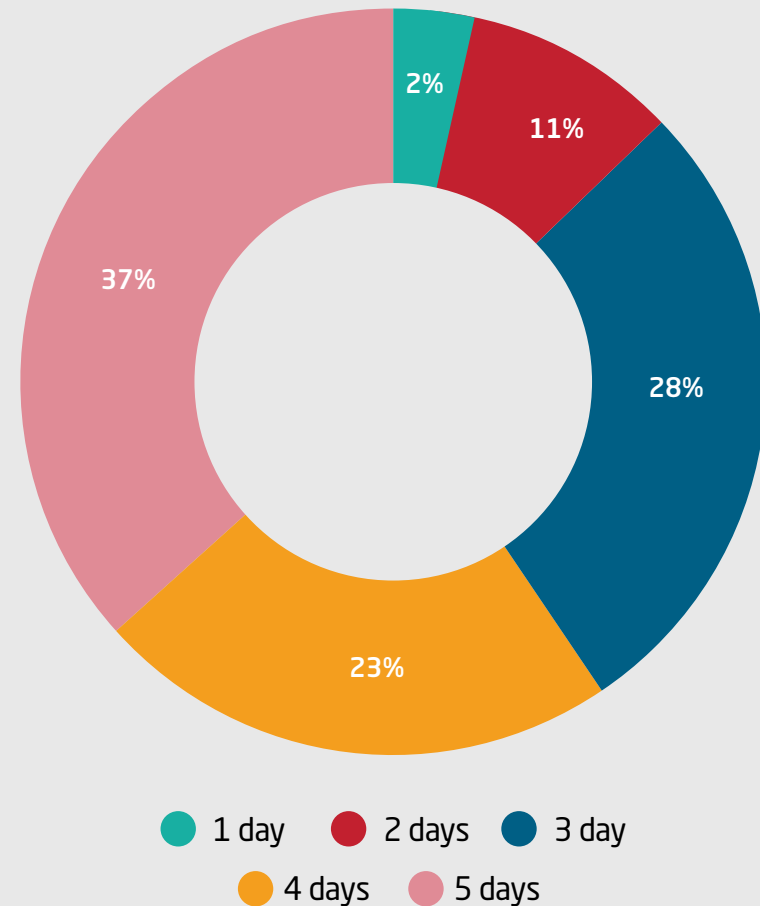
### EMPLOYERS

IN GENERAL, HOW MANY DAYS PER WEEK DO YOU ALLOW YOUR EMPLOYEES TO WORK FROM HOME?



### CANDIDATES

HOW MANY DAYS OF HOME OFFICE WOULD BE IDEAL FOR YOU?



# TRENDS IN RECRUITMENT

## BENEFITS

### EMPLOYERS

#### WHAT FRINGE BENEFITS DO YOU OFFER FOR YOUR EMPLOYEES?

SZÉP Card	★★★★★☆☆☆☆☆
Health insurance	★★★★★☆☆☆☆☆
Extra days off	★★★★☆☆☆☆☆☆
Season ticket (public transport)	★★★☆☆☆☆☆☆☆
Mental Health Support	★★★☆☆☆☆☆☆☆
Car for private usage / Car sharing	★★★☆☆☆☆☆☆☆
Individual training budget	★★☆☆☆☆☆☆☆☆
Voluntary pension fund	★★☆☆☆☆☆☆☆☆
Stock option	★★☆☆☆☆☆☆☆☆
Cafeteria built in base salary	★★☆☆☆☆☆☆☆☆

### CANDIDATES

#### HOW IMPORTANT ARE THE FOLLOWING BENEFITS TO YOU?

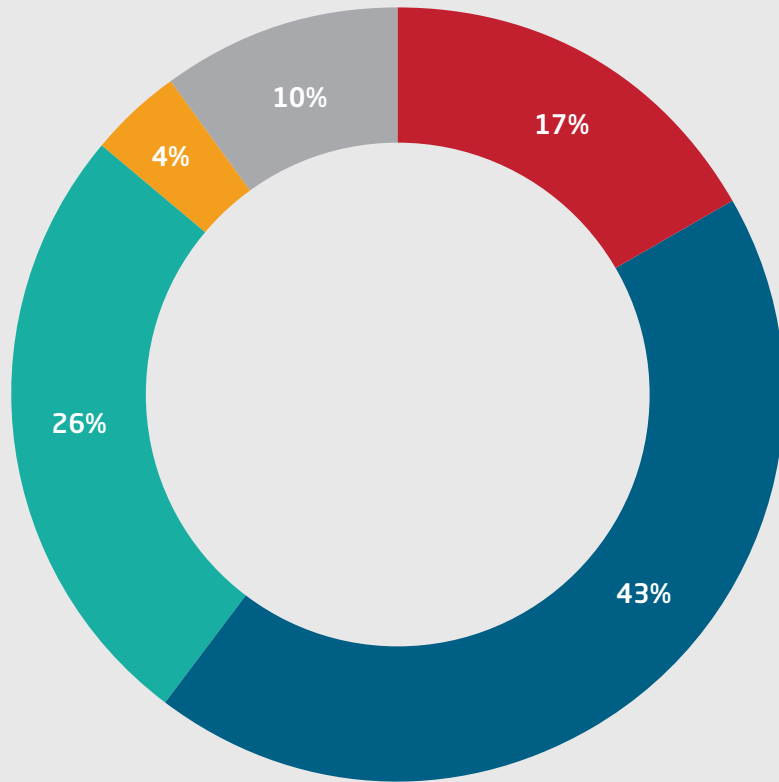
Extra days off	★★★★★☆☆☆☆☆
Health insurance	★★★★★☆☆☆☆☆
Individual training budget	★★★★★☆☆☆☆☆
Car for private usage / Car sharing	★★★★★☆☆☆☆☆
Paternity leave (paid, above the statutory)	★★★★★☆☆☆☆☆
Extra travel allowance (above statutory)	★★★★★☆☆☆☆☆
Stock option	★★★★★☆☆☆☆☆
Mental health support	★★★★★☆☆☆☆☆
Voluntary pension fund	★★★★★☆☆☆☆☆
SZÉP Card	★★★★★☆☆☆☆☆

# TRENDS IN RECRUITMENT

## SALARIES

### EMPLOYERS

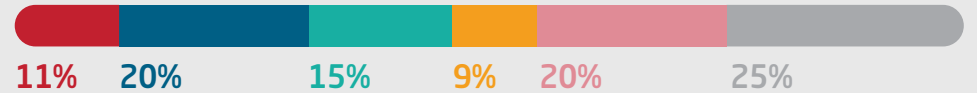
WHAT PERCENTAGE WAGE INCREASES HAVE BEEN MADE AT YOUR COMPANY IN THE FIRST HALF OF THE YEAR?



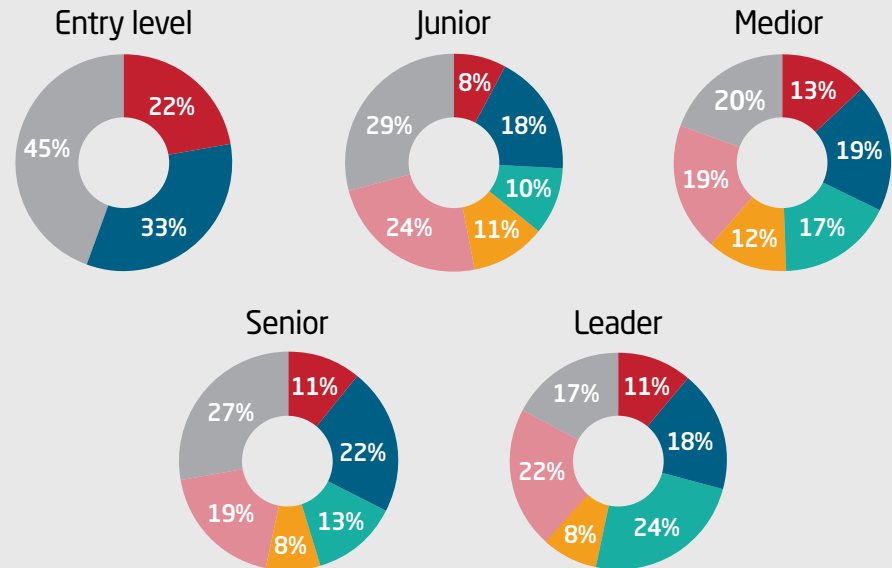
● 1-5  
 ● 5-10  
 ● 10-15  
 ● 15-20  
 ● 20+  
 ● There was no wage increase

### CANDIDATES

WHAT PERCENTAGE WAS YOUR SALARY RAISE THIS YEAR?



WHAT PERCENTAGE WAS YOUR SALARY RAISE THIS YEAR?





# RECRUITMENT IN PRACTICE







**Péter Kotálik**  
Avaya,  
R&D DevOps Director



Avaya is an American multinational technology company that provides cloud communications and collaboration services in different industries and sectors (Healthcare, Financial, Media, Airline, Entertainment, etc). Our product portfolio covers Contact Center solutions, AI powered experience platform, Unified Communication (UCaaS), and other cloud-based services. The company has more than 90,000 customers in 190 countries. Avaya the #1 global market leader in Contact Center solutions.

Our Hungarian office is located in Westend, Budapest on two floors. As we enhance our collaboration services, we support our employees by offering and enabling a hybrid working model, however it is also possible to work fully remotely. In a global organisation that demands effective collaboration across regions for success, it doesn't matter whether the employees sit in the office or not. Home offices and remote working solutions had begun to become widespread in the IT sector before Covid, but the pandemic accelerated this trend and it thought us how to collaborate effectively to achieve our objectives and milestones. From a socializing perspective, it is certainly important to have personal meetings and discussions in our office which is quite modern and has a great location. Additionally, it is important to have personal contacts in order to have a good team. However, it is not easy to achieve this

goal in a global company, as we work with colleagues not only from Hungary but from all over the world. We communicate, chat and talk with them through Avaya's collaboration tools.

The competition for talent is very strong in the IT sector. In my opinion, more IT professionals are needed than are currently available on the market. Two things are really important for employees considering a job: one is the salary, the other is the technologies being used. The IT sector has gone through a rapid development in recent times. A key factor for the future potential and competitiveness of IT professionals is to have the opportunity to learn and master new technologies. In Avaya, professionals have access to various learning platforms, they have a chance to get familiar with the latest technologies, we use numerous modern programming languages, microservice architecture, cloud native applications and work with several cloud service providers (multi-cloud application ecosystem). All these things support our employees to gain valuable knowledge and experience in future-proof technologies.

One of the key elements of our recruitment process is to find the right talent to fit into a given team. On one hand, we assess the skills of the candidates, and on the other hand, we are also focusing on team fit which is important for both the employees and the company.

The selection process has also gone through changes in recent times, especially with the change in pace of hiring during the latter stages of the pandemic. Before Covid, the focus was on face to face personal meetings, but now most the companies have switched to online interviews. The recruitment process needs to be rapid and efficient because not only are the candidates competing with each other for jobs, but there is also a big competition for talent among employers which is evident with candidates applying for several jobs at the same time.

When hiring employees, we are making efforts to have an appropriate mix of junior, mid-level, and senior colleagues. At our company, career starters are integrated into well-established teams. Junior colleagues can work efficiently in a well-mixed team under the leadership of highly experienced senior employees. Avaya understands and appreciates the importance of well-defined career path for our employees. This is a critical factor in employee retention.

I do not believe that the emerging crisis will have a particularly negative impact on us as Avaya company has a very strong globally positioned customer base, moreover, our communication solutions have been central for business continuity for most of the top Fortune companies during the pandemic and will continue to do into the distant future. Nowadays, inflation with the rising price of everything is the biggest challenge faced by our employees, not only in Hungary, but globally. In terms of wage compensation, due to the strong competition in the IT sector, salaries have been continuously rising, salary compensation is a hot topic, not only in case of newly hired employees, but colleagues who have been working for a company for a long time.

Avaya intends to stay relevant in the cloud-native, digital world and will continue to develop employee skills in software development, DevOps and cloud computing in the coming period. Avaya continues to work with cutting-edge, future-proof technologies which have benefits for both the company and the employees.





**WORKING WITH**

**A RECRUITMENT AGENCY  
GUIDELINES**



1

### Start of the recruitment

#### Clarify internally (HR, Line Managers)

- \* Tasks and responsibilities
- \* Expectations - MUST have and NICE to have
- \* Selection process
- \* Check potential hires internally - promotions and referrals

3

### Agency pre-selection

The Agency needs 1-2 weeks to reach, screen and interview potential candidates for your role. During this period you will receive market information about the available pool of talents (expertise, skills, salary request) and together you can fine-tune the search.

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### Assessment and selection

#### Time is everything!

- \* Set an appointment for the first interview within one week
- \* Maximize the number of interviews in 2 rounds
- \* Consider video interview opportunities and focus on merging interviews and tests into one appointment

#### Practices for the interviewers:

- \* Be the face of your firm, motivate the talent, sell your company and the position
- \* Never hide, don't overemphasize the risks and pain points
- \* Do not ask discriminating questions such as: when do you plan to have a baby?

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### Onboarding

#### Notice period

#### Keep an eye on your new hire before the start date! You can avoid accepting a counteroffer by:

- \* Helping during the resignation
- \* Contacting them at least bi-weekly
- \* Invite for contract signing before the start date

#### Probation period

It is essential to set clear expectations for the trial period. Review learning, performance and motivation regularly. Aim to set up formal discussions and feedback every month.

2

### Agency briefing

If possible, involve the hiring manager in the briefing call/meeting.

4

### CVs from agency

Read the Agency referral, there is valuable information to support your decision. Provide feedback for the applicants within 2 days (ideally). Ask questions if you need more information to decide.

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### Feedback /Offer

#### Time is everything!

Aim to have a decision meeting right after the interview and provide feedback as soon as possible. Do not forget to add your reason especially if the decision is negative. If there is another round, offer the next appointment right at the time of the feedback.

#### Offer:

Try and give an offer 1 day after the interview the earliest but no later than 3 days. It is suggested to extend the offer first on the phone and confirm in writing afterwards. If there is a delay due to the approval process, the candidate should be informed about the positive decision and the next steps.

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### First day

- \* Assign a mentor
- \* Show them around the workplace, introduce them to the colleagues
- \* Have a short face-to-face with the Team Leader
- \* Draw the agenda of the training period

# THANK YOU FOR READING OUR REPORT!



**Contact us and unlock the key insights  
of each field at the Information Technology sector.**



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