

Warsaw and Krakow are the most important hubs for the Polish Shared Services Centres and Business Process Outsourcing (SSC/BPO) with Tri-City and Katowice growing steadily. As companies compete for the best talents and salaries continue to rise –perhaps as much as 5% this year, if expectations are met– there is also an increasing demand for specialists with French, German, Spanish and Italian language skills and those who do speak multiple languages can expect decent remuneration.

However, Swedish, Norwegian, Danish, Finnish and Dutch are the most sought after and best paid with Czech, Slovak, Hungarian and Romanian following behind. There is a trend for international companies to entrust Polish SSCs with complex tasks and for local centres, which previously had narrow specialisations, now handling operations from beginning to end.

			Warszawa EUR	Kraków EUR	Wrocław EUR	Annual Bonus
Specialists	Accounts Payable // Procure to Pay	Junior Specialist	Min 814	814	698	
			Max 1 047	884	1 163	
		Specialist	Min 930	884	1 163	up to 8%
			Max 1 163	1 163	1 395	
		Senior Specialist	Min 1 163	1 163	1 395	
			Max 1 512	1 395	1 512	
	Accounts Receivable // Order to Cash	Junior Specialist	Min 814	814	698	
			Max 1 047	884	884	
		Specialist	Min 930	884	1 163	up to 8%
			Max 1 163	1 163	1 279	
		Senior Specialist	Min 1 163	1 163	1 395	
			Max 1 512	1 395	1 512	
	General Ledger	Junior Specialist	Min 930	814	884	
			Max 1 279	1 047	1 163	
		Specialist	Min 1 163	1 047	1 279	up to 8%
			Max 1 512	1 279	1 395	
		Senior Specialist	Min 1 512	1 395	1 512	
			Max 1 860	1 860	1 628	
	Fixed Assets	Specialist	Min 1 163	1 047	1 279	up to 8%
			Max 1 628	1 395	1 395	
Senior Specialist		Min 1 395	1 395	1 512		
		Max 1 860	1 628	1 628		
Treasury Specialist	Specialist	Min 1 163	977	1 395	up to 8%	
		Max 1 628	1 581	1 512		
	Senior Specialist	Min 1 395	1 512	1 628		
		Max 1 860	2 093	1 977		
AP/AR Team Leader	Min 1 628	1 860	1 512	up to 12%		
	Max 2 326	2 791	2 093			
GL Team Leader	Min 2 093	2 093	1 744	up to 12%		
	Max 2 791	2 791	2 326			
Internal Auditor / SOX Compliance	Min 1 860	1 744	1 744	up to 8%		
	Max 2 907	2 791	2 907			
Financial Analyst	Specialist	Min 1 395	1 163	1 163	up to 8%	
		Max 1 860	1 512	1 512		
	Senior Specialist	Min 1 860	1 512	1 512		
		Max 2 326	2 093	1 930		
Customer Service with languages	Junior Specialist	Min 744	698	698	up to 8%	
		Max 1 047	930	930		
	Specialist	Min 930	860	1 047		
		Max 1 395	1 395	1 395		

			Warszawa EUR	Kraków EUR	Wrocław EUR	Annual Bonus
Specialists	Fund Accountant	Junior Specialist	Min 1 047	814	1 116	up to 8%
			Max 1 163	930	1 163	
		Specialist	Min 1 163	930	1 279	
			Max 1 628	1 395	1 395	
	Team Leader / Supervisor		Min 2 093	1 395	1 628	up to 12%
			Max 2 558	2 093	2 093	
	AML Analyst	Junior Specialist	Min 814	698	884	up to 8%
			Max 977	930	930	
		Specialist	Min 930	930	1 047	
			Max 1 395	1 395	1 395	
	Financial Analyst	Specialist	Min 1 163	1 047	1 163	up to 8%
			Max 1 744	1 395	1 395	
		Senior Specialist	Min 1 628	1 395	1 628	
			Max 2 093	1 860	1 977	
Product Controller	Junior Specialist	Min 1 279	1 047	1 163	up to 8%	
		Max 1 395	1 279	1 233		
	Specialist	Min 1 395	1 279	1 279		
		Max 2 209	1 860	1 744		
Operations / Customer Service Specialist	Specialist	Min 1 047	814	1 047	up to 8%	
		Max 1 395	1 163	1 395		
Management	Head of Shared Service Center	Min 4 884	4 651	4 651	up to 30%	
		Max 10 465	9 767	10 465		
	Migration / Transition Manager	Min 2 791	2 791	2 791	up to 25%	
		Max 4 651	4 186	4 651		
	GL Process Manager	Min 3 488	3 256	3 023	up to 16%	
		Max 5 814	5 581	5 116		
	AP / AR Process Manager	Min 3 256	2 791	2 791	up to 16%	
		Max 5 581	5 116	4 651		
	Quality Manager, Finance Process Improvement Manager	Min 3 023	3 023	2 791	up to 25%	
		Max 5 116	5 116	5 116		

Methodology: Values presented in the table come from Michael Page database with actual salary levels declared by interviewed candidates working in the SSC/BPO sector. We presented most common minimum and maximum levels of basic monthly salaries in gross values.

About Michael Page Shared Services Centres

Michael Page Shared Services Centres is engaged in recruiting roles at the support level, specialist, middle and senior management in Shared Services Centres (SSC) and Business Processes Outsourcing (BPO). With years of experience in carrying out demanding recruitment processes (including mass recruitments), a powerful database of candidates and an extensive network of contacts, the consultants of Michael Page Shared Services Centres successfully support organization of different sizes in their SSC/BPO recruitments.

