



Salary guide  
2026

Czech  
Republic



# Why use Reed's 2026 salary guide?

For both jobseekers and employers alike, Reed's salary guide stands as an invaluable resource, offering unparalleled insights to keep you well-informed and ahead of the curve in 2026.



## Stay well informed

The data in this guide reflects gross monthly salaries (excluding bonuses) expected today. Use the information to guide your decisions and make informed choices on the salary you offer your team, or accept yourself. Figures reflect market insight, real-time trends, and the collective experience of our teams, following conversations with both organisations and professionals.



## The full picture

This guide covers salaries for some of the most popular roles across 10 specialist industries in the country, at all seniorities, providing you with the knowledge you need to attract and retain the best talent or benchmark your own salary.



## Expert insight

Our recruitment experts have provided insight into the labour market across the country, with industry experts offering key insight into their sectors.

## Contents

Introduction	03	Multilingual shared services (MSS)	29
Salary and benefits reveal	06	James Reed's Podcast	34
Why Reed?	12	Procurement & supply chain	35
Accountancy & finance banking	13	Property & construction	38
Engineering	20	Sales & marketing	41
HR & business support	25	Technology	44
Pharmaceuticals	27	Temporary staffing	51

# Technology and regulation are redefining Prague's labour market

Zuzana Veliká

Business Manager – Prague, Reed



The narrative of Prague's labour market is shifting. We are moving away from a simple conversation about supply and demand toward a more complex dialogue about efficiency, infrastructure, and legislative evolution. As capital flows into digital transformation, the very nature of employment in the city is being rewritten. For businesses and employees alike, the message for the year ahead is clear: adaptability is the only metric that matters.

## Technology is the new signing bonus

Perhaps the most striking trend in Prague's recruitment landscape is the rise of the tech-savvy candidate. Across finance, shared services, and tech adjacent roles, a company's internal digital ecosystem is fast becoming a make or break factor in the hiring process.

Today's professionals are evaluating employers not just on compensation, culture, or career path, but on the quality of the tools they'll be using day to day. They expect AI-enabled workflows, modern cloud systems, and automation that removes unnecessary admin. Increasingly, jobseekers are rejecting offers from organisations seen as technologically outdated - even when the salary is competitive - in favour of employers who equip them to deliver higher value work. For many, a modern tech stack has effectively become a new form of employer branding.

This shift is especially visible in finance and shared services, where tasks such as invoice matching, reporting, and reconciliations are now largely automated. As a result, professionals need stronger analytical, systems, and data literacy skills to thrive. In customer operations, AI tools are already handling first line sorting and information retrieval, allowing employees to focus on the nuanced cases that genuinely require human judgement.

The takeaway is clear: investment in modern technology is no longer an internal operations decision, it's a talent attraction strategy. Companies that fail to modernise risk falling behind

in a market where digital capability now speaks louder than traditional perks.

## The rise of the interim expert

While demand remains robust for permanent staff in software development, cyber security, and industrial logistics, we are witnessing a subtle but significant rise in the interim market.

Companies are increasingly turning to interim professionals to bridge gaps during hiring freezes or to spearhead specific, high-stakes initiatives like enterprise resource planning (ERP) upgrades and automation projects. This allows businesses to maintain cost control while accessing high-level expertise exactly when it is needed. It suggests a move towards a more fluid workforce model, where agility is prioritised over headcount stability, particularly in finance and project management.

## 2026 forecast: Stability meets regulation

Looking ahead, the economic indicators for 2026 paint a picture of cautious optimism. With inflation forecast to ease to around 2.1–2.2%, the pressure on salary negotiations may stabilise, although a gap currently remains. Jobseekers are still seeking salary increases that outpace what many budget-conscious employers are prepared to offer.

The introduction of guaranteed 90-day processing for work permits and the expansion of the Digital Nomad and Skilled Worker programmes addresses Prague's most persistent headache: the talent shortage.

By streamlining access to non-EU skilled workers, the government is handing employers a lifeline. Yet this comes with a caveat - increased compliance demands. The winners in 2026 will be the companies that can navigate this new bureaucratic landscape efficiently to onboard global talent.

Prague is entering a period of sophisticated growth. The growth-at-all-costs mentality has been replaced by a focus on efficiency and digital maturity. As we move further into 2026, the market will favour those who view technology not just as a tool, but as a talent magnet, and those who view regulatory changes not as red tape, but as a gateway to a global workforce.

## Brno's labour market in 2026:

# The human element in a digital age

**Amálie Chudá**

Business Manager - Brno, Reed

 LinkedIn



**Today's labour market challenge is all about fostering genuine connections, understanding shifting employee needs, and ensuring the workplace adapts to rapidly changing expectations. While AI offers powerful solutions that promise greater efficiency, the most pressing questions for 2026 and the years beyond revolve around people - how to attract, engage, and retain the best talent in a dynamic landscape.**

### The skills paradox

As businesses accelerate their digital transformation efforts, technical capabilities - once a clear competitive advantage - have become standard expectations. Proficiency in AI tools, digital communication platforms, and data analysis is often required before applicants even reach the interview stage, particularly in IT, finance, and engineering. Yet, this widespread technical upskilling has, somewhat unexpectedly, renewed the importance of soft skills.

Across a range of industries, roles such as project managers and HR professionals now demand far more than technical competency. Employees must be able to apply creative problem-solving, exercise critical thinking, and communicate persuasively. These soft skills have emerged as the real differentiators in a landscape where AI can automate much of the routine, process-driven work.

As a result, companies are increasingly seeking hybrid talent profiles: individuals who combine digital fluency with strong interpersonal abilities, adaptability, and the capacity to build

effective workplace relationships. In this environment, it is the blend of technical know-how and human-centric skills that drives organisational performance and sets jobseekers apart.

Recent hiring cycles in Brno have spotlighted this demand for balance. When technical ability is evenly matched, soft skills become the edge. A data scientist who can present their findings with clarity, or an engineer who works seamlessly across teams, brings an added dimension that helps them stand out from equally skilled applicants.

### Breaking the flexibility deadlock

Flexibility remains one of the most hotly contested topics in Brno's job market. While many organisations pride themselves on modern policies, traditional in-office expectations persist in sectors like manufacturing, construction, and property management. This rigidity is increasingly at odds with employees' preferences, especially among younger workers and parents returning from parental leave, for whom remote or hybrid models are more than just a perk - they're a necessity.

This mismatch creates a recruitment bottleneck. Those looking for work routinely walk away from promising roles simply because flexibility is not on offer, even if the salary is attractive. Conversely, companies willing to accommodate flexible schedules and occasional remote work are seeing a larger, more diverse pool of applicants, improved retention, and overall increased employee satisfaction. It's worth noting that flexibility does not just mean working from home - it can include staggered hours, part-time arrangements, and support for childcare responsibilities. In a market struggling to fill hard-to-hire roles, those who adapt the quickest are reaping the rewards.

### Demographic shifts and future demand

The workforce is ageing, with a number of experienced professionals retiring and not enough young graduates entering to replace them. While there has been a slight increase in the number of international students and professionals drawn by Brno's universities and dynamic labour market, this is not enough.

The skills gap is expected to widen in key growth areas. Roles in cyber security, data analysis, and product management are already in high demand and will continue to be priorities as companies accelerate digital transformation efforts. Project and product manager positions are also seeing new life, especially as cross-functional teams become the norm. Furthermore, salary expectations continue to rise, as employees benchmark their value against not only local companies, but also remote and international job offers. With more foreign professionals arriving and more Czech talent moving abroad or working for foreign employers, the mix

of workers is changing. This is affecting local salaries and increasing competition.

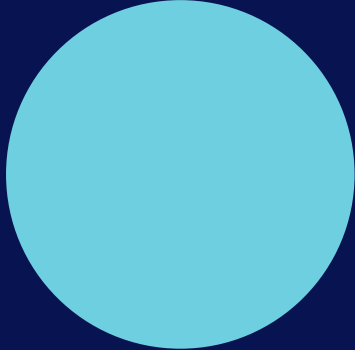
### Looking ahead

Employers must prepare for the 2026 introduction of single monthly employment reporting and the anticipated equal pay obligations, which will further increase the importance of strong HR systems and compliance-minded management. The administrative load will be higher, but for forward-thinking organisations, these changes offer a fresh opportunity to modernise, streamline processes, and build trust with employees.

At the same time, employer branding and digital presence are becoming decisive factors, especially for attracting younger talent. Companies that invest in authentic, transparent social media engagement are more likely to resonate with graduates and early-career professionals, making hiring smoother in the long term.

In summary, Brno's job market is defined by complexity and movement - where the best results come from embracing technology without losing sight of empathy, and from adapting to new expectations around flexibility, skills, and diversity. For those willing to invest in both digital tools and workplace culture, Brno remains an exciting, resilient hub for talent and innovation.





# The great Czech Republic salary and benefits reveal: 500 voices

At the end of 2025, we asked 500 employed adults in the Czech Republic about their current and preferred salary and benefits, how they rated their job satisfaction and career prospects, as well as the key recruitment and skills trends they're witnessing.

Here are the top trends that the survey revealed:

## 1. Financial pressure is a reality for many

Economic pressures are weighing heavily on employees. Over half (51%) report their income allows them to afford "about the same" as it did four years ago, before the cost-of-living crisis. Twenty-two per cent say their income now affords them less, while just 21% report being able to afford more. This suggests that for a significant segment of the workforce, salary increases have not kept pace with rising costs, leaving many workers exposed to financial stress.

## 2. The growing 'comfort gap'

While a more than half the people surveyed (57%) state they are happy with their current monthly earnings, there remains a distinct 'comfort gap' - the difference between what employees earn and what they feel they need to live comfortably. The average monthly salary people receive is 42,616.73 Kč and the average monthly salary that people feel they need to live comfortably is 52,788.90 Kč - resulting in a **comfort gap of 10,172.17 Kč**.

### 3. Salary is a critical factor in job decisions

To consider switching jobs, professionals expect a substantial average pay increase of 20,797.76 Kč a month. This is significantly more than the average pay rise that would satisfy them at their current employer (12,449.08 Kč), highlighting that a strong financial incentive is required to attract talent.

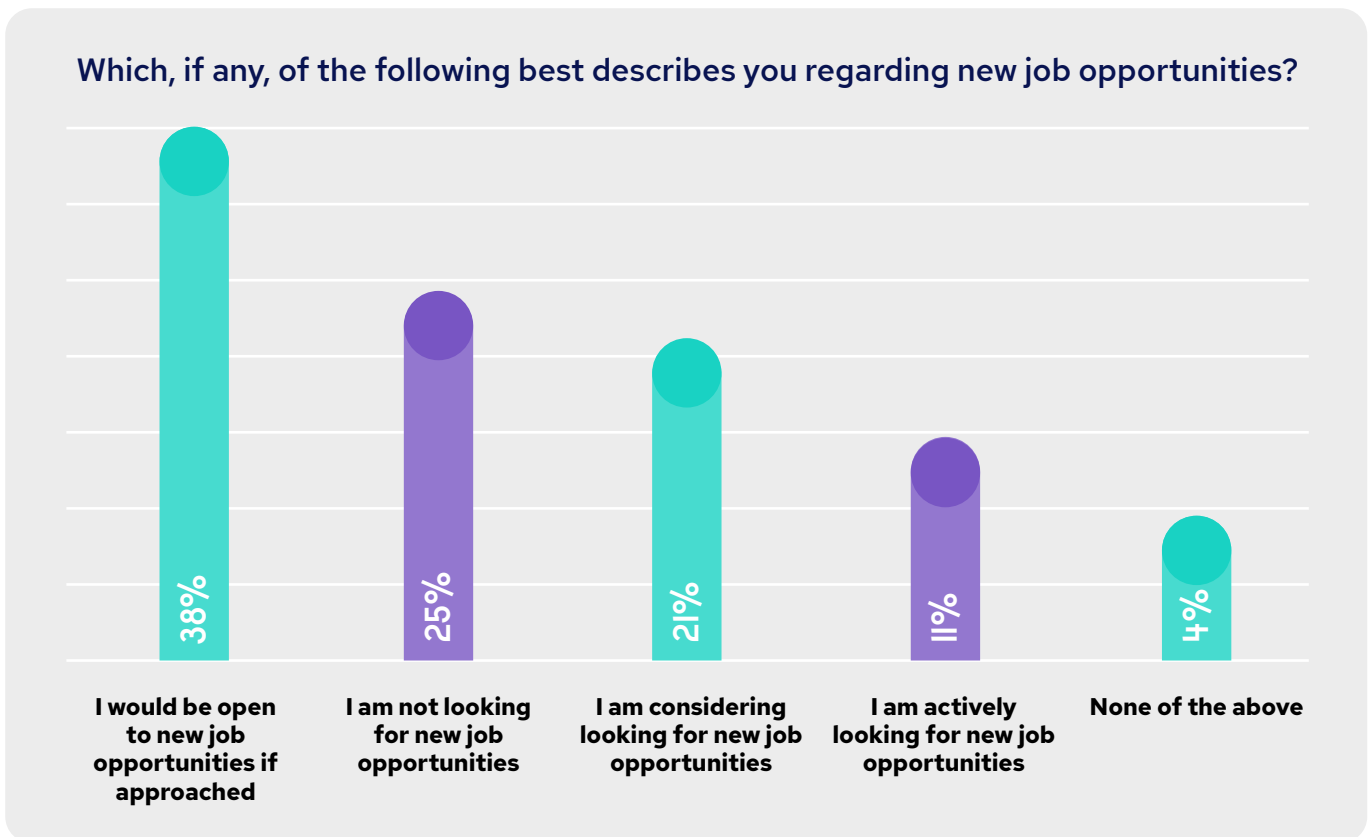
- **Increased importance:** A large proportion (67%) report that salary is more important now when looking for a new job than it was before the cost-of-living crisis. For 34%, it is “significantly more important”.
- **Higher progression expectations:** Almost one-in-three professionals surveyed (32%) have increased their expectations for salary progression over the last four years.

### 4. Benefits are key

While salary is undoubtedly a huge draw for attracting talent, employee benefits are coming up top in employee’s wishes. Thirty-four per cent of people use all the employee benefits on offer to them and when asked which they would trade for a higher salary, the most common response was “I wouldn’t sacrifice any benefits for higher pay” (14%). While this number may appear low in isolation, it is higher than any single benefit employees would sacrifice.

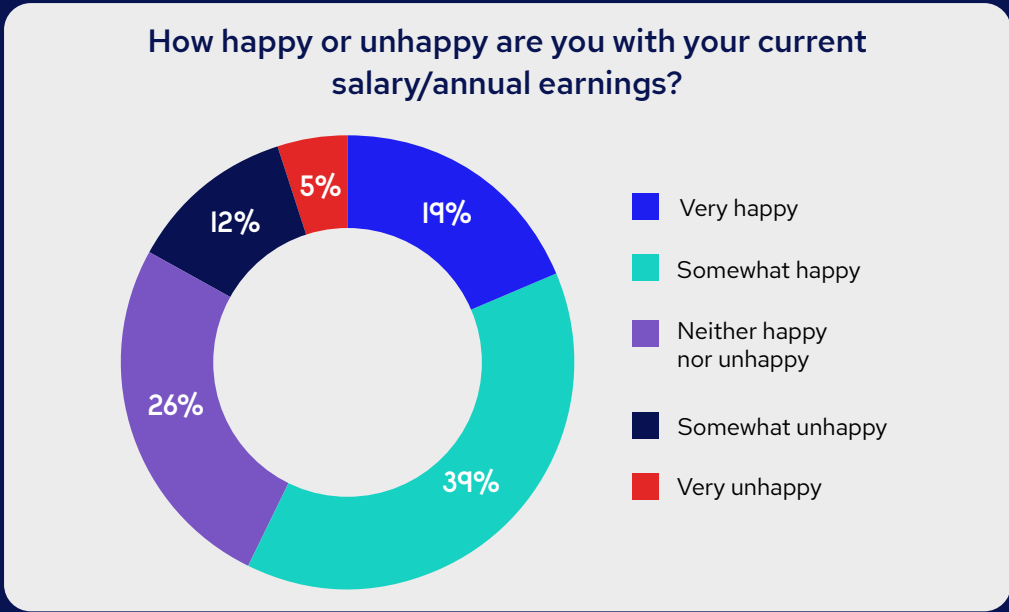
### 5. A workforce ready to move

Mobility in the job market is a prominent theme. While over half of workers express contentment with the pay at their current role, 38% would be open to a new opportunity if approached, 21% are considering looking, and 11% are actively seeking new jobs. Only a quarter of respondents say they are not looking. This data underlines the fact that satisfaction does not necessarily equal loyalty, and employers cannot afford to be complacent.



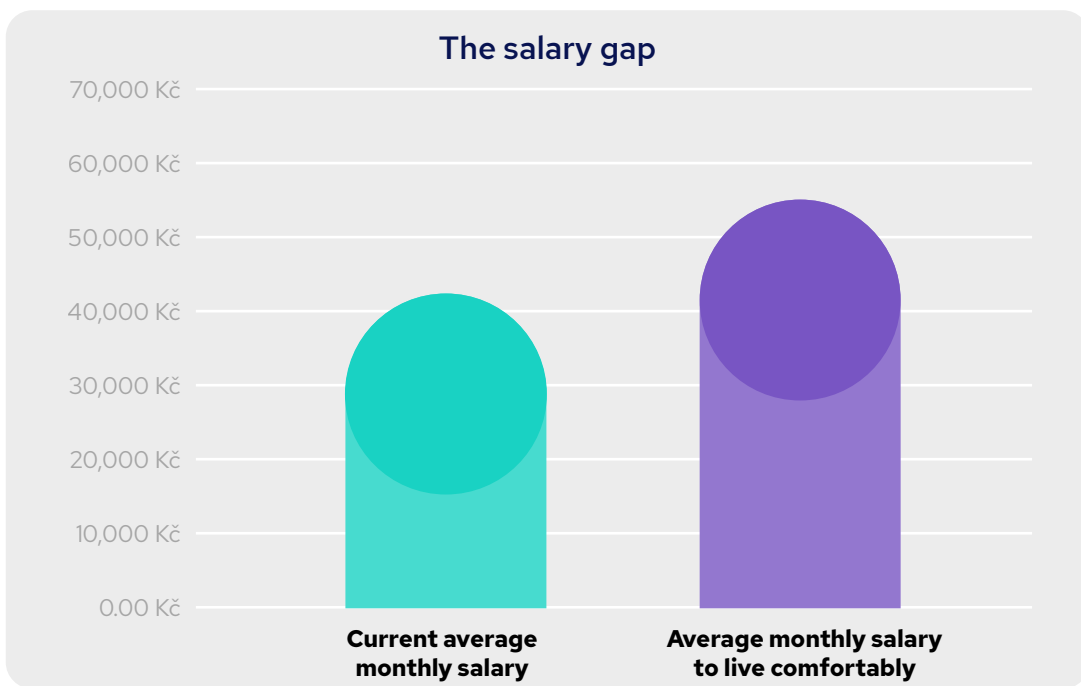
# Money, money, money

With the ongoing cost-of-living challenges, salaries remain a central topic for both professionals and businesses. The data reveals that a significant portion of the workforce is feeling financial pressure, with a clear and growing focus on salary as a key driver of career decisions. Positively, over half (57%) of workers are happy with the pay they receive. However, 17% feel unhappy with their current salary, and another 26% feel neither happy nor unhappy.



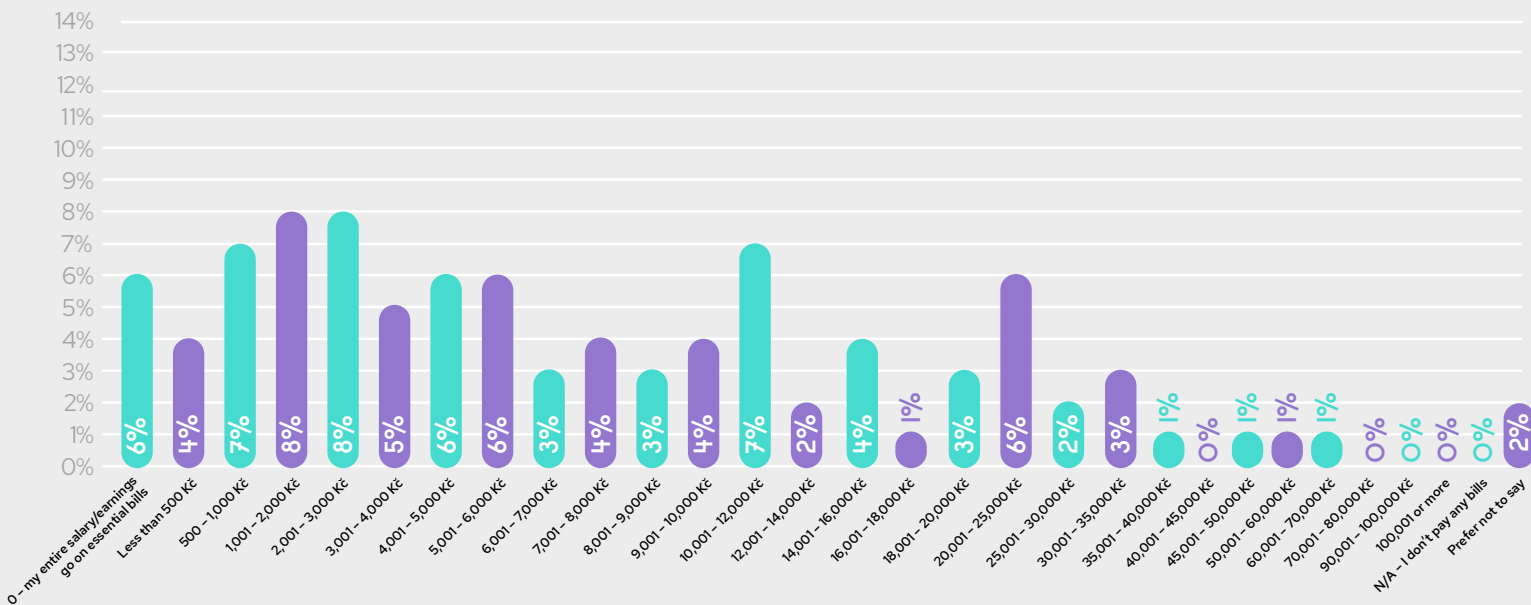
Of those who are unhappy, the leading reason is that their salary hasn't kept pace with the cost of living (45%). Other major factors, all at 31% each, include pay not being sufficient to live the lifestyle they want, the belief that they could be paid more elsewhere, and it not being enough to meet general financial obligations.

The disparity between the average current salary and the income people feel they need to live comfortably is significant. This year, the average current monthly salary for survey respondents is 42,616.73 Kč. However, the average income people believe they need for a comfortable life is 52,788.90 Kč, creating a 'comfort gap' of 10,172.17 Kč. This highlights a widespread desire for higher earnings.



This financial strain is also visible in monthly disposable income. Six per cent of respondents have no money leftover each month after paying for essential bills. In total, 50% of workers have 6,000 Kč or less remaining for non-essential spending, savings, or leisure.

### How much do you have left each month after paying for essential bills?



As a direct result of the financial climate, 67% of professionals state that salary is more important now than it was before 2021, with 34% saying it is "significantly more important." Expectations for pay rises within the same role have also increased for 32% of workers. To be convinced to change jobs, individuals expect an average salary increase of 20,797.76 Kč.

## A deeper dive...

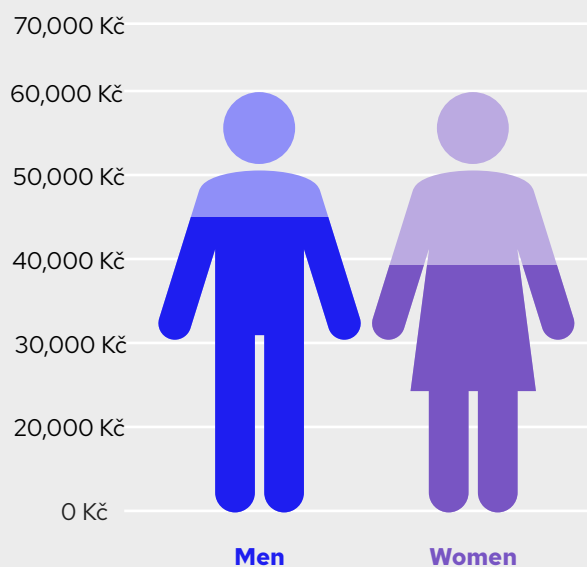
- Gender pay gap:** There remains a notable gender pay gap among the workforce. On average, men earn 45,553.59 Kč per month, while women earn 39,952.02 Kč - **an earnings difference of over 5,601.57 Kč per month.** This is also reflected in salary satisfaction; 62% of men are happy with their pay compared to 53% of women.

When it comes to comfort, men believe they need 56,833.10 Kč for a comfortable monthly income, compared to 49,089.56 Kč for women, leading to a comfort gap of 11,279.51 Kč for men and 9,137.54 Kč for women.

- Disposable income gap:** Women have less disposable income, with an average of 10,501.49 Kč left over monthly compared to 12,943.29 Kč for men. Women are also more than twice as likely to have no money leftover (nine per cent of women, compared to four per cent of men).

- Age and earnings:** Current monthly salaries reach their highest levels among those aged 45-55 (46,132.39 Kč), but interestingly, the age group with the highest comfortable salary is 25-34 (55,537.48 Kč).

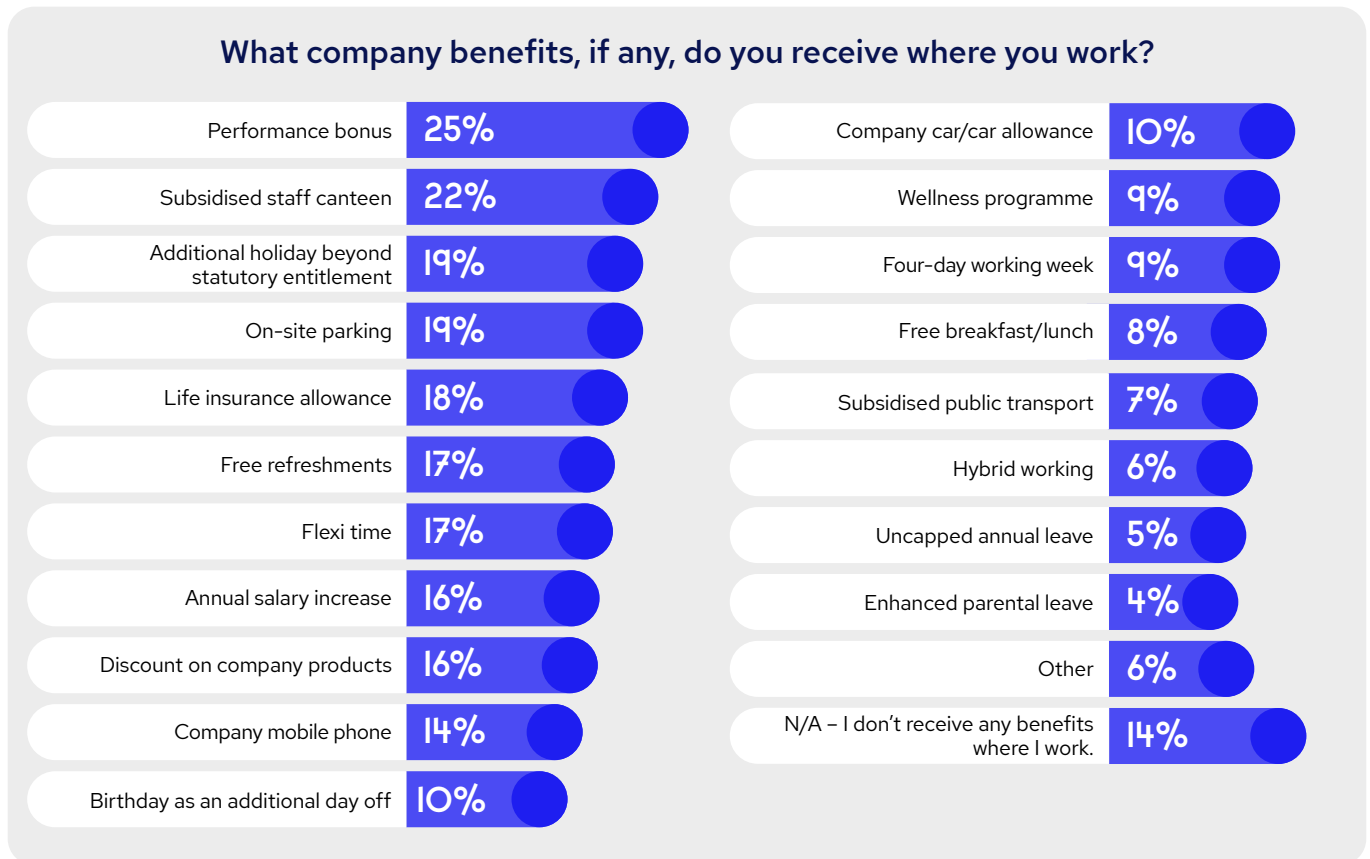
### Average salary - men vs women



# All about the benefits

While offering a competitive salary is up there as one of the most effective ways to attract and retain employees, a robust benefits package can make all the difference, particularly for businesses unable to compete on pay alone. Despite this, our survey shows that 14% of respondents currently receive no workplace benefits at all.

Performance bonuses (25%), subsidised staff canteens (22%), additional holiday beyond statutory entitlement (19%), and on-site parking (19%) - top the list of company benefits received by workers, followed closely by life insurance allowance (18%) and free refreshments (17%).



## A deeper dive...

**Sacrificing perks for pay:** Most employees are willing to forego benefits in exchange for higher pay (86%). Those most likely to be given up include subsidised staff canteen (13%), free refreshments (10%), on-site parking (10%), and even performance bonuses (10%), highlighting the increasing value people place on cash compensation over traditional perks.

Results indicate that organisations should regularly evaluate and refine their benefits packages. Many widely offered perks appear to be those employees would readily exchange for higher pay. Redirecting resources toward financial-wellbeing support or enhancing direct compensation may be more effective than maintaining a broad suite of underused benefits.

**Age and benefits:** Professionals aged between 45 and 54 are most willing to sacrifice benefits for higher pay, while those aged 35 to 44 are the least likely to, suggesting they value their existing benefits more.

# Key takeaways for businesses:

Seventy per cent of professionals are currently looking for, or open to looking for, a new job. This highlights an urgent need for businesses to review what they are offering their current and future talent. The primary drivers for this market fluidity are financial, with the cost-of-living crisis fuelling higher salary expectations.



**Acknowledge financial pressure:** Nearly a quarter (22%) of Czech employees feel worse off than four years ago. Salary reviews must reflect real-world cost-of-living pressures.



**Mind the comfort gap:** Declining satisfaction among experienced workers should prompt targeted action on promotion paths and pay development.

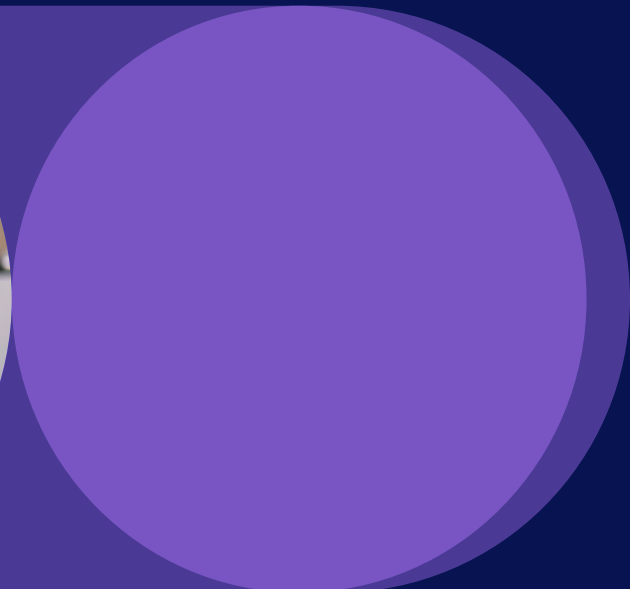


**Optimise benefits:** Review how benefits are used. Invest in perks your people value - and consider reallocating resources to salaries where benefits are underused.



**Close gender and age gaps:** Audit pay, champion equal opportunities, and ensure everyone sees a future with your business.

Employers who adapt to these realities will be best placed to attract, engage, and retain talent in today's ever-shifting Czech labour market.





# Why **Reed?**

We've pioneered specialist recruitment since 1960 and each year we help thousands of businesses find the talent they need to flourish.



**Recruitment experts** across 20 different sectors worldwide



**Localised market knowledge**, with national reach



**Long guarantees**



**A tailored service**, to fit different organisational requirements



A **large** candidate database



Fast and efficient **employee screening services**



Let our experts help you...  
Visit [Reedglobal.cz](https://www.reedglobal.cz) to get in touch

# Accountancy, finance & banking



## Accountancy & payroll

### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Chief Accountant (Accounting Manager)	100,000 Kč	110,000 Kč <span>↗</span>	120,000 Kč	107,500 Kč	100,000 Kč	90,000 Kč
Senior Accountant (3-5 Years)	70,000 Kč	77,500 Kč <span>↔</span>	85,000 Kč	77,500 Kč	75,000 Kč	72,500 Kč
Payroll Manager	70,000 Kč	80,000 Kč <span>↗</span>	90,000 Kč	72,500 Kč	72,500 Kč	72,500 Kč
Accountant (1-3 Years)	50,000 Kč	58,500 Kč <span>↔</span>	67,000 Kč	58,500 Kč	55,000 Kč	50,000 Kč
Payroll Accountant	50,000 Kč	60,000 Kč <span>↗</span>	70,000 Kč	55,000 Kč	52,500 Kč	52,500 Kč
Junior Accountant (Up to 1 Year)	45,000 Kč	50,000 Kč <span>↗</span>	55,000 Kč	47,500 Kč	45,000 Kč	42,500 Kč

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Chief Accountant (Accounting Manager)	80,000 Kč	95,000 Kč <span>↗</span>	110,000 Kč	80,000 Kč	80,000 Kč	80,000 Kč
Senior Accountant (3-5 Years)	60,000 Kč	70,000 Kč <span>↗</span>	80,000 Kč	62,500 Kč	60,000 Kč	60,000 Kč
Payroll Manager	70,000 Kč	77,500 Kč <span>↗</span>	85,000 Kč	60,000 Kč	60,000 Kč	60,000 Kč
Accountant (1-3 Years)	45,000 Kč	55,000 Kč <span>↗</span>	65,000 Kč	46,500 Kč	45,000 Kč	45,000 Kč
Payroll Accountant	50,000 Kč	60,000 Kč <span>↗</span>	70,000 Kč	47,500 Kč	45,000 Kč	42,500 Kč
Junior Accountant (Up to 1 Year)	37,000 Kč	41,000 Kč <span>↗</span>	45,000 Kč	37,000 Kč	35,000 Kč	34,000 Kč

## Finance

### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Finance Director (6+ Years)	150,000 Kč	180,000 Kč <span>↔</span>	210,000 Kč	180,000 Kč	180,000 Kč	170,000 Kč
Finance Manager (2-6 Years)	110,000 Kč	140,000 Kč <span>↔</span>	170,000 Kč	140,000 Kč	135,000 Kč	130,000 Kč
Controlling Manager	85,000 Kč	117,500 Kč <span>↔</span>	150,000 Kč	117,500 Kč	115,000 Kč	110,000 Kč
Business Controller	90,000 Kč	95,000 Kč <span>↔</span>	100,000 Kč	95,000 Kč	95,000 Kč	90,000 Kč
Financial Analyst/Controller (4 Years)	75,000 Kč	85,000 Kč <span>↔</span>	95,000 Kč	85,000 Kč	85,000 Kč	80,000 Kč
Financial Analyst/Controller (2 Years)	58,000 Kč	66,500 Kč <span>↗</span>	75,000 Kč	62,500 Kč	62,500 Kč	60,000 Kč

# Accountancy, finance & banking



## Finance

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Finance Director (6+ Years)	120,000 Kč	160,000 Kč <span>↗</span>	200,000 Kč	142,500 Kč	140,000 Kč	130,000 Kč
Finance Manager (2-6 Years)	90,000 Kč	110,000 Kč <span>↗</span>	130,000 Kč	105,000 Kč	102,500 Kč	100,000 Kč
Controlling Manager	90,000 Kč	110,000 Kč <span>↗</span>	130,000 Kč	102,500 Kč	100,000 Kč	100,000 Kč
Business Controller	75,000 Kč	87,500 Kč <span>↗</span>	100,000 Kč	77,500 Kč	75,000 Kč	72,500 Kč
Financial Analyst/Controller (4 Years)	65,000 Kč	75,000 Kč <span>↗</span>	85,000 Kč	72,500 Kč	70,000 Kč	70,000 Kč
Financial Analyst/Controller (2 Years)	55,000 Kč	60,000 Kč <span>↗</span>	65,000 Kč	47,500 Kč	45,000 Kč	45,000 Kč

## Internal audit

### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Manager	110,000 Kč	140,000 Kč <span>↗</span>	170,000 Kč	125,000 Kč	125,000 Kč	125,000 Kč
Auditor (2-4 Years)	90,000 Kč	97,500 Kč <span>↔</span>	105,000 Kč	97,500 Kč	97,500 Kč	95,000 Kč
Auditor (0-2 Years)	55,000 Kč	71,000 Kč <span>↔</span>	87,000 Kč	71,000 Kč	70,000 Kč	70,000 Kč

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Manager	90,000 Kč	107,500 Kč <span>↗</span>	125,000 Kč	100,000 Kč	100,000 Kč	95,000 Kč
Auditor (2-4 Years)	55,000 Kč	72,500 Kč <span>↔</span>	90,000 Kč	72,500 Kč	70,000 Kč	67,500 Kč
Auditor (0-2 Years)	45,000 Kč	52,500 Kč <span>↔</span>	60,000 Kč	52,500 Kč	52,500 Kč	50,000 Kč

## External audit

### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Audit Manager	100,000 Kč	135,000 Kč <span>↗</span>	170,000 Kč	125,000 Kč	120,000 Kč	117,500 Kč
Auditor (4+ years)	80,000 Kč	95,000 Kč <span>↔</span>	110,000 Kč	95,000 Kč	95,000 Kč	95,000 Kč
Auditor (2-4 Years)	60,000 Kč	70,000 Kč <span>↔</span>	80,000 Kč	70,000 Kč	70,000 Kč	70,000 Kč
Assistant Auditor (0-2 Years)	48,000 Kč	54,000 Kč <span>↔</span>	60,000 Kč	54,000 Kč	52,500 Kč	52,500 Kč

# Accountancy, finance & banking



## External audit

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Audit Manager	90,000 Kč	107,500 Kč <span>↗</span>	125,000 Kč	106,000 Kč	105,000 Kč	102,500 Kč
Auditor (4+ years)	65,000 Kč	82,500 Kč <span>↗</span>	100,000 Kč	77,500 Kč	75,000 Kč	75,000 Kč
Auditor (2-4 Years)	52,000 Kč	58,500 Kč <span>↗</span>	65,000 Kč	55,000 Kč	52,500 Kč	50,000 Kč
Assistant Auditor (0-2 Years)	40,000 Kč	50,000 Kč <span>↗</span>	60,000 Kč	41,500 Kč	40,000 Kč	40,000 Kč

## Tax

Prague Kč / Monts

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Tax Manager	110,000 Kč	145,000 Kč <span>↔</span>	180,000 Kč	145,000 Kč	140,000 Kč	135,000 Kč
Tax Advisor	80,000 Kč	105,000 Kč <span>↔</span>	130,000 Kč	105,000 Kč	105,000 Kč	100,000 Kč
Tax Consultant	70,000 Kč	80,000 Kč <span>↔</span>	90,000 Kč	80,000 Kč	77,500 Kč	75,000 Kč
Tax Assistant	50,000 Kč	58,500 Kč <span>↔</span>	67,000 Kč	58,500 Kč	57,500 Kč	55,000 Kč

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Tax Manager	100,000 Kč	117,500 Kč <span>↗</span>	135,000 Kč	116,000 Kč	115,000 Kč	110,000 Kč
Tax Advisor	70,000 Kč	82,500 Kč <span>↔</span>	95,000 Kč	82,500 Kč	82,500 Kč	80,000 Kč
Tax Consultant	50,000 Kč	60,000 Kč <span>↔</span>	70,000 Kč	60,000 Kč	60,000 Kč	57,500 Kč
Tax Assistant	50,000 Kč	58,500 Kč <span>↗</span>	67,000 Kč	40,000 Kč	38,500 Kč	37,500 Kč

# Accountancy, finance & banking



## Banking - front office

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Head of Corporate Banking	180,000 Kč	187,500 Kč -	195,000 Kč	187,500 Kč	185,000 Kč	185,000 Kč
Senior Relationship Manager	130,000 Kč	145,000 Kč -	160,000 Kč	145,000 Kč	145,000 Kč	145,000 Kč
Branch Manager	105,000 Kč	127,500 Kč -	150,000 Kč	127,500 Kč	125,000 Kč	125,000 Kč
Private Banker	85,000 Kč	95,000 Kč -	105,000 Kč	95,000 Kč	90,000 Kč	90,000 Kč
Relationship Manager	70,000 Kč	90,000 Kč -	110,000 Kč	90,000 Kč	87,500 Kč	87,500 Kč
Mortgage Specialist	50,000 Kč	64,000 Kč -	78,000 Kč	64,000 Kč	62,500 Kč	62,500 Kč
Investment Specialist	50,000 Kč	64,000 Kč -	78,000 Kč	64,000 Kč	62,500 Kč	62,500 Kč
Personal Banker	40,000 Kč	47,500 Kč -	55,000 Kč	47,500 Kč	42,500 Kč	42,500 Kč

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Head of Corporate Banking	130,000 Kč	155,000 Kč ↗	180,000 Kč	152,500 Kč	150,000 Kč	150,000 Kč
Senior Relationship Manager	80,000 Kč	97,500 Kč -	115,000 Kč	97,500 Kč	95,000 Kč	95,000 Kč
Branch Manager	80,000 Kč	97,500 Kč -	115,000 Kč	97,500 Kč	95,000 Kč	90,000 Kč
Private Banker	55,000 Kč	77,500 Kč ↗	100,000 Kč	70,000 Kč	67,500 Kč	62,500 Kč
Relationship Manager	55,000 Kč	62,500 Kč -	70,000 Kč	62,500 Kč	60,000 Kč	52,500 Kč
Mortgage Specialist	40,000 Kč	50,000 Kč -	60,000 Kč	50,000 Kč	50,000 Kč	50,000 Kč
Investment Specialist	40,000 Kč	50,000 Kč -	60,000 Kč	50,000 Kč	47,500 Kč	45,000 Kč
Personal Banker	35,000 Kč	40,000 Kč -	45,000 Kč	40,000 Kč	37,500 Kč	35,000 Kč

## Banking - back office

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Treasury Manager	120,000 Kč	135,000 Kč -	150,000 Kč	135,000 Kč	130,000 Kč	130,000 Kč
Credit Risk Manager	105,000 Kč	122,500 Kč -	140,000 Kč	122,500 Kč	120,000 Kč	120,000 Kč
Market Risk Manager	100,000 Kč	120,000 Kč -	140,000 Kč	120,000 Kč	120,000 Kč	120,000 Kč
Market Risk Analyst	80,000 Kč	90,000 Kč -	100,000 Kč	90,000 Kč	85,000 Kč	85,000 Kč
Credit Risk Analyst	75,000 Kč	85,000 Kč -	95,000 Kč	85,000 Kč	82,500 Kč	82,500 Kč
Treasury Analyst	68,000 Kč	80,000 Kč -	92,000 Kč	80,000 Kč	80,000 Kč	80,000 Kč

# Accountancy, finance & banking



## Banking - back office

Brno Kč / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Treasury Manager	90,000 Kč	110,000 Kč	↗	130,000 Kč	107,500 Kč	105,000 Kč	100,000 Kč
Credit Risk Manager	75,000 Kč	90,000 Kč	↔	105,000 Kč	90,000 Kč	100,000 Kč	100,000 Kč
Market Risk Manager	85,000 Kč	97,500 Kč	↔	110,000 Kč	97,500 Kč	97,500 Kč	95,000 Kč
Market Risk Analyst	70,000 Kč	82,500 Kč	↔	95,000 Kč	82,500 Kč	80,000 Kč	80,000 Kč
Credit Risk Analyst	52,000 Kč	61,000 Kč	↗	70,000 Kč	58,500 Kč	57,500 Kč	57,500 Kč
Treasury Analyst	45,000 Kč	62,500 Kč	↗	80,000 Kč	60,000 Kč	47,500 Kč	45,000 Kč



# Prague office

## Accountancy, finance & banking insight

**Tibor Strbik**

Executive Recruitment Consultant, Reed

 LinkedIn



// Prague continues to solidify its reputation as the centre of accountancy, finance, and banking. Despite a recent stabilisation in hiring volume, the energy and competitiveness of this market remain evident. Talent shortages persist, but the nature of competition has evolved. Rather than chasing headcount, employers are sharpening their focus on skills, capabilities, and the agility required for an era defined by digital transformation.

Today, demand consistently outstrips supply for finance professionals who offer more than traditional expertise. Employers are in search of individuals who possess strong technical accounting knowledge, fluency in advanced systems, and a level of commercial acumen that allows them to add value beyond the numbers. The most sought-after professionals are those who bridge finance, digital platforms, and technology. Roles such as transformation specialists, financial systems managers, and finance-IT liaisons have now become commonplace, underlining the city's reputation for innovation within the sector.

However, the rapid evolution of technology has introduced a complex set of challenges. The intersection of finance, digital capability, and risk management is where the largest talent gaps exist. Workers who thrive in regulated environments must now be adept in automated and standardised systems, all while maintaining a keen focus on compliance and risk mitigation. In banking, this has meant that positions requiring deep understanding of

both regulatory frameworks and sophisticated digital infrastructure have seen an increase in time-to-hire, as employers vie for a limited pool of jobseekers.

In the face of these pressures, many organisations are doubling down on internal development. Upskilling initiatives not only address the skills gap but also support staff retention – critical given that finance professionals' expectations are rising. Competitive base salaries have been joined by hybrid working arrangements, family-friendly benefits, language courses, and robust wellbeing programmes as standard components of an attractive offer.

Ultimately, success in Prague's finance market in 2026 hinges on adaptability and the appetite for personal growth. The greatest rewards will go to those who can synthesise technical knowledge with strategic thinking, translating data into insight and championing change. Senior professionals who are open to broadening their responsibilities, embracing cross-functional collaboration, or stepping into transformation roles will enjoy increased resilience and long-term career prospects.

While the challenges of skills shortages and heightened competition are real, Prague's finance market stands as a testament to the region's ability to meet them with innovation and investment in people. //

# Brno office

## Accountancy, finance & banking insight

Pavla Sodomková

Team Manager, Reed



“ The accountancy, finance, and banking sector in Brno continues to develop its unique position in the market. While it may not match the scale of Prague’s busy finance hub, Brno offers a more stable and balanced hiring climate, making it an appealing alternative for both employers and professionals.

Unlike Prague, where the hiring landscape is fiercely competitive, Brno enjoys a more balanced supply and demand for finance professionals. However, niche senior roles, such as controllers and tax specialists, remain challenging to fill due to the city’s smaller talent pool. Bilingual roles, particularly those requiring German, also pose recruitment hurdles - especially if you are not using a recruiter. This is down to a limited number of candidates with both language proficiency and accounting expertise.

The finance sector is not immune to the skills gaps affecting much of the country. Advanced financial analysis, controlling, and expertise in tools like SAP S/4HANA and Workday are in high demand but short supply. As finance teams embrace digital transformation, data literacy and proficiency with BI tools are becoming essential. While junior talent is abundant, finding those with both analytical and commercial acumen remains a challenge.

The availability of jobseekers in Brno has improved slightly, driven by many shared service centres in the area restructuring. And interestingly, Brno is attracting more early-career professionals seeking lower living costs compared to Prague, while remote work options are enabling some to relocate entirely outside major cities.

Salaries in Brno, while competitive, lag behind Prague by 10–20% for many finance roles. Rising living costs have made professionals more vocal about salary expectations, pushing employers to reassess their compensation strategies. Flexibility in working arrangements has emerged as a significant differentiator. Companies offering genuine hybrid models are not only attracting talent but also improving retention rates.

Brno’s universities are stepping up, collaborating with corporations to enhance accounting and data-finance training. Short-term micro-courses in digital finance and analytics are helping to address basic skill gaps, though senior-level shortages persist.

Overall, Brno’s stability, growing talent pipeline, and cost advantages position it as a compelling choice for both employers and professionals navigating the evolving finance landscape. ”

# Engineering



## Research & development

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
R&D Manager	92,000 Kč	127,600 Kč ↗	163,200 Kč	127,500 Kč	122,500 Kč	N/A
Electronic Engineer	42,600 Kč	82,800 Kč ↗	123,000 Kč	82,500 Kč	80,000 Kč	75,000 Kč
HW Engineer	65,000 Kč	82,500 Kč ↗	100,000 Kč	80,000 Kč	77,500 Kč	74,000 Kč
Test Engineer	58,000 Kč	80,500 Kč ↗	103,000 Kč	80,000 Kč	77,500 Kč	N/A
Automation Engineer	55,000 Kč	78,000 Kč ↗	101,000 Kč	77,500 Kč	74,000 Kč	72,500 Kč
Electrical Engineer	45,000 Kč	75,750 Kč ↗	106,500 Kč	75,000 Kč	73,500 Kč	72,500 Kč
PLC Programmer	55,000 Kč	90,000 Kč ↗	125,000 Kč	85,500 Kč	68,000 Kč	67,500 Kč
R&D Engineer	55,000 Kč	70,500 Kč ↗	86,000 Kč	69,500 Kč	67,500 Kč	50,000 Kč
Commissioning Engineer	53,250 Kč	71,125 Kč ↗	89,000 Kč	70,000 Kč	65,000 Kč	62,500 Kč
Mechanical Engineer	37,800 Kč	61,900 Kč ↗	86,000 Kč	57,500 Kč	55,000 Kč	52,500 Kč

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
R&D Manager	85,000 Kč	120,000 Kč ↗	155,000 Kč	117,000 Kč	110,000 Kč	N/A
Electronic Engineer	46,000 Kč	74,500 Kč ↗	103,000 Kč	72,500 Kč	67,500 Kč	55,000 Kč
HW Engineer	44,000 Kč	68,750 Kč ↗	93,500 Kč	67,000 Kč	66,000 Kč	59,000 Kč
Test Engineer	42,500 Kč	66,500 Kč ↗	90,500 Kč	64,000 Kč	62,500 Kč	62,500 Kč
Automation Engineer	43,500 Kč	67,750 Kč ↗	92,000 Kč	66,250 Kč	62,500 Kč	62,500 Kč
Electrical Engineer	42,500 Kč	63,750 Kč ↗	85,000 Kč	60,000 Kč	59,000 Kč	53,500 Kč
PLC Programmer	43,000 Kč	61,750 Kč ↗	80,500 Kč	59,500 Kč	57,500 Kč	57,500 Kč
R&D Engineer	41,500 Kč	60,250 Kč ↗	79,000 Kč	58,500 Kč	57,500 Kč	53,500 Kč
Commissioning Engineer	40,500 Kč	59,500 Kč ↗	78,500 Kč	59,000 Kč	54,000 Kč	51,500 Kč
Mechanical Engineer	39,000 Kč	54,500 Kč ↗	70,000 Kč	51,500 Kč	50,000 Kč	50,000 Kč

## Process engineering

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Engineering Manager	85,000 Kč	123,100 Kč ↗	161,200 Kč	120,000 Kč	115,000 Kč	112,500 Kč
Lean Consultant/CIE/Lean Expert/Six Sigma Leader	71,000 Kč	93,000 Kč ↗	115,000 Kč	90,500 Kč	85,000 Kč	78,500 Kč
Process Engineer	51,500 Kč	64,975 Kč ↗	78,450 Kč	62,500 Kč	62,500 Kč	62,500 Kč

# Engineering



## Process engineering

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Engineering Manager	70,000 Kč	100,500 Kč <span>↗</span>	131,000 Kč	100,000 Kč	97,500 Kč	96,000 Kč
Lean Consultant/CIE/Lean Expert/Six Sigma Leader	65,000 Kč	97,500 Kč <span>↔</span>	130,000 Kč	97,500 Kč	97,500 Kč	97,500 Kč
Process Engineer	45,000 Kč	58,500 Kč <span>↗</span>	72,000 Kč	57,500 Kč	55,000 Kč	53,500 Kč

## Quality

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Quality Manager	90,000 Kč	119,500 Kč <span>↗</span>	149,000 Kč	117,500 Kč	110,000 Kč	108,500 Kč
Customer Quality Engineer/Specialist	55,000 Kč	71,250 Kč <span>↗</span>	87,500 Kč	67,500 Kč	66,500 Kč	58,500 Kč
Quality Engineer	47,500 Kč	69,750 Kč <span>↗</span>	92,000 Kč	67,000 Kč	65,000 Kč	62,500 Kč
Supplier Quality Engineer/Specialist	53,250 Kč	65,875 Kč <span>↗</span>	78,500 Kč	65,000 Kč	65,000 Kč	57,000 Kč

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Quality Manager	56,000 Kč	94,500 Kč <span>↗</span>	133,000 Kč	92,500 Kč	90,000 Kč	90,000 Kč
Supplier Quality Engineer/Specialist	45,000 Kč	64,500 Kč <span>↗</span>	84,000 Kč	63,500 Kč	62,500 Kč	62,500 Kč
Customer Quality Engineer/Specialist	45,000 Kč	64,000 Kč <span>↗</span>	83,000 Kč	63,500 Kč	62,500 Kč	60,000 Kč
Quality Engineer	45,000 Kč	55,500 Kč <span>↗</span>	66,000 Kč	55,000 Kč	52,500 Kč	48,500 Kč

# Engineering



## Production

### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Plant/Operational Manager	145,000 Kč	215,000 Kč ↗	285,000 Kč	207,500 Kč	175,000 Kč	165,000 Kč
Production Manager	88,000 Kč	116,500 Kč ↗	145,000 Kč	111,500 Kč	102,500 Kč	95,000 Kč
Maintenance/Facility Manager	65,000 Kč	71,500 Kč ↗	78,000 Kč	70,000 Kč	63,000 Kč	62,000 Kč
Shift Leader	48,000 Kč	58,750 Kč ↗	69,500 Kč	57,500 Kč	57,000 Kč	57,000 Kč
Maintenance Engineer	37,500 Kč	47,350 Kč ↗	57,200 Kč	46,500 Kč	46,000 Kč	44,000 Kč

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Plant/Operational Manager	100,000 Kč	145,000 Kč -	190,000 Kč	145,000 Kč	145,000 Kč	145,000 Kč
Production Manager	74,000 Kč	118,000 Kč ↗	162,000 Kč	116,500 Kč	115,000 Kč	115,000 Kč
Maintenance/Facility Manager	45,000 Kč	60,000 Kč -	75,000 Kč	60,000 Kč	57,500 Kč	57,500 Kč
Shift Leader	43,000 Kč	54,000 Kč ↗	65,000 Kč	53,500 Kč	52,500 Kč	52,500 Kč
Maintenance Engineer	36,000 Kč	46,000 Kč ↗	56,000 Kč	45,000 Kč	45,000 Kč	44,000 Kč

## Other

### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Program Manager	110,000 Kč	132,750 Kč ↗	155,500 Kč	127,500 Kč	125,000 Kč	N/A
EHS Manager	85,000 Kč	101,250 Kč ↗	117,500 Kč	97,500 Kč	92,500 Kč	85,000 Kč
Project Manager	70,000 Kč	79,200 Kč ↗	88,400 Kč	78,500 Kč	77,500 Kč	72,000 Kč

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Program Manager	80,000 Kč	109,000 Kč ↗	138,000 Kč	107,500 Kč	105,000 Kč	N/A
EHS Manager	62,000 Kč	94,500 Kč ↗	127,000 Kč	93,000 Kč	92,000 Kč	92,000 Kč
Project Manager	47,000 Kč	76,000 Kč ↗	105,000 Kč	75,000 Kč	73,500 Kč	73,500 Kč



# Prague office Engineering insight

**Jan Kesman**

Recruitment Consultant, Reed



LinkedIn

//

Unemployment across Prague and the wider Bohemia region remains low, and highly skilled engineering professionals continue to be in short supply, particularly outside major urban centres. Although certain roles have experienced a small increase in applicant numbers compared with previous years, indicating a slight rise in labour mobility, the market remains firmly candidate-driven. Competition for experienced engineers is still intense, and employers continue to face significant challenges in both attracting and retaining specialist expertise, as demand consistently outstrips the available talent pool.

The most significant challenge facing the market today is a distinct skill gap, particularly where technical expertise meets commercial necessity. Sourcing professionals with deep, specialised engineering knowledge is difficult enough; finding those who also possess strong language proficiency or customer-facing capabilities is becoming increasingly rare. Service engineers who can manage international client relationships are a prime example of this scarcity. Consequently, employers are having to rethink role design - often splitting complex positions into multiple roles or investing in strategic workforce planning to bridge the gap.

Hiring for roles that require relocation or extensive travel remains particularly challenging. Individuals looking for work are prioritising stability and lifestyle, showing a strong preference for staying within major urban centres like Prague where infrastructure and amenities are readily available. To counter this, forward-thinking companies are enhancing their compensation packages. Competitive salaries are no longer enough on their own; benefits such as additional paid leave, wellness initiatives, and notably, flexibility, are now critical differentiators.

Flexibility has transitioned from a perk to a baseline expectation. Even in production environments where remote work is traditionally difficult, we are seeing innovative approaches such as staggered shifts or partial remote days for senior roles. Companies that embrace these agile models are seeing tangible improvements in both attraction and retention.

Ultimately, the market in 2026 requires adaptability. Employers who offer not just competitive pay, but also genuine flexibility and clear development paths, will be best positioned to thrive. //



# Brno office Engineering insight

**Veronika Vrbková**  
Recruitment Consultant, Reed



“ We often talk about disruption in the digital space, but the physical engineering sectors are undergoing their own significant transformation. The narrative is no longer just about manufacturing capacity; it is about complexity, automation, and strategic adaptation.

While some standard production lines are relocating abroad, high-value sectors are doubling down in the region. Electrical engineering and warehouse automation are leading areas right now. They’re expanding because businesses need to cut routine work, and it’s become necessary given today’s labour market. Automation is filling the gaps in unpopular shifts, particularly night work, that people are increasingly reluctant to cover.

Conversely, the automotive sector, historically a pillar of the economy, is facing challenges. The influx of competitive Asian vehicles has softened the demand for robotics, yet automotive manufacturing remains resilient. We are also seeing growth in defence and energy projects, suggesting a diversification that makes the local market more robust against sector-specific downturns.

The challenge for employers in Brno is not a lack of people, but a mismatch of specific skills. There is a persistent shortage of electrical engineering professionals. The root cause is partly educational, fewer students are choosing this path due to perceived safety risks, often favouring IT careers instead. To bridge this gap, we need a stronger alignment between technical schools and industry, specifically through practical internships that demystify the workshop environment.

Competition is fierce for reliable production staff, such as CNC setters, and service technicians. For companies outside the immediate Brno urban hub, attracting this talent is difficult without the leverage of city-level salaries and benefits.

Despite these headwinds, the outlook remains largely positive. Brno is establishing itself as a leader in niche, high-tech fields, most notably the space industry. Local companies are securing grants and driving university-level innovation, proving that the region can compete on a global stage. ”

# HR & business support



## Human resources

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
HR Director	142,000 Kč	186,500 Kč ↗	231,000 Kč	177,500 Kč	175,000 Kč	175,000 Kč
HR Manager/HR Business Partner	95,000 Kč	118,500 Kč ↗	142,000 Kč	112,500 Kč	110,000 Kč	110,000 Kč
Recruitment/Staffing Manager	95,000 Kč	105,500 Kč ↗	116,000 Kč	100,000 Kč	95,000 Kč	95,000 Kč
Recruiter/Staffing Specialist	56,000 Kč	75,500 Kč ↗	95,000 Kč	72,500 Kč	70,000 Kč	70,000 Kč
HR Generalist	63,000 Kč	68,500 Kč ↗	74,000 Kč	65,000 Kč	62,500 Kč	62,500 Kč
HR Specialist	53,000 Kč	60,500 Kč ↗	68,000 Kč	57,500 Kč	55,000 Kč	55,000 Kč
HR Assistant/Administrator	42,000 Kč	47,500 Kč ↗	53,000 Kč	45,000 Kč	44,000 Kč	42,500 Kč

## Business support

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Executive Assistant (Senior)	67,000 Kč	86,000 Kč ↗	105,000 Kč	82,000 Kč	80,000 Kč	65,000 Kč
Office Manager	63,000 Kč	73,500 Kč ↗	84,000 Kč	70,000 Kč	65,000 Kč	62,500 Kč
Assistant	53,000 Kč	63,500 Kč ↗	74,000 Kč	60,000 Kč	60,000 Kč	52,500 Kč
Team Support/Assistant	42,000 Kč	47,500 Kč ↗	53,000 Kč	45,000 Kč	45,000 Kč	45,000 Kč
Receptionist	32,000 Kč	37,000 Kč ↗	42,000 Kč	35,000 Kč	34,000 Kč	33,000 Kč

# Prague office HR & business support insight

**Martina Králová**

Executive Recruitment Consultant, Reed

[in LinkedIn](#)



//

The HR and business support market in Prague is navigating a period of adjustment. Following a period of increased activity, hiring has become more measured, with both employers and jobseekers approaching the market with greater caution. Stability and clear career progression are now top priorities for professionals, leading to more selective recruitment processes and longer negotiation timelines.

A notable challenge is the persistent gap between operational and strategic HR skills. While many professionals excel at administration, payroll, and compliance, there is a distinct shortage of strategic capabilities. Expertise in HR analytics, workforce planning, and the commercial acumen needed to influence senior leadership is in high demand but short supply. This makes recruiting for senior HR positions particularly difficult across the capital, especially when not using a specialist recruiter, as aligning niche expertise with salary expectations proves challenging.

While most vacancies are seeing increased applications, individuals with strong, in-demand skill sets are taking a more measured approach to career moves. In this environment, competitive compensation is crucial. With Prague salaries struggling to match the rising cost of living, those looking for work are closely examining base pay, bonus structures, and benefits like extra holiday and wellness programmes.

Hybrid working has emerged as a powerful tool for attracting and retaining talent, becoming a significant selling point for many organisations. Fully remote roles remain rare, but flexibility is a key factor in employee satisfaction.

Looking ahead, retention will be the biggest challenge for 2026. To combat the pressure of rising salary expectations and limited internal growth paths, organisations must focus on employee engagement and meaningful development opportunities. The market is evolving, rewarding employers who invest in their people and professionals who can demonstrate strategic value. //

# Pharmaceuticals



## Pharmaceuticals

Prague Kč / Month

2026

Role	Min	Average	Max
Medical Sales Representative (Pharma)	47,000 Kč	60,500 Kč	74,000 Kč
Sales Specialist (Medical Device)	63,000 Kč	73,500 Kč	84,000 Kč
Market Access Specialist	74,000 Kč	84,500 Kč	95,000 Kč
Product Specialist	74,000 Kč	89,500 Kč	105,000 Kč
Medical Science Liaison	84,000 Kč	105,000 Kč	126,000 Kč
Medical Advisor	105,000 Kč	131,500 Kč	158,000 Kč
Regulatory Manager	84,000 Kč	115,500 Kč	147,000 Kč
Medical Manager	116,000 Kč	147,500 Kč	179,000 Kč
Medical Director	126,000 Kč	178,500 Kč	231,000 Kč
Business Unit Manager	147,000 Kč	189,000 Kč	231,000 Kč





# Prague office Pharmaceuticals insight

**Martina Králová**  
Recruitment Consultant, Reed



//

The pharmaceutical sector in Prague is experiencing measured progress. While hiring remains steady, a more cautious approach has taken hold compared to previous years. Companies are increasingly prioritising essential hires and delaying non-critical roles due to tighter budgets. This has created a market where both employers and professionals are more deliberate, leading to longer negotiation periods as professionals seek stability and clear career trajectories.

A significant challenge within the sector is the demand for highly specialised expertise. The talent pool for niche roles in areas like regulatory affairs, quality assurance, and market access is notably limited. This scarcity of specific skills means these critical positions often remain open for extended periods, requiring proactive and strategic sourcing efforts from employers. While the overall number of applicants may be higher, finding individuals with the right blend of practical experience and technical knowledge remains a hurdle.

In today's highly competitive job market, compensation has become a leading priority for jobseekers. With salaries in the pharmaceutical sector not always keeping pace with the rising cost of living, those seeking work are increasingly evaluating opportunities based on the overall value an employer can

offer - not just the base salary. As a result, bonuses, enhanced annual leave, wellness initiatives, and meaningful flexibility are now key factors influencing whether someone chooses to join, and stay with, an organisation.

Practical pressures also play a significant role. High rents, limited childcare options, and escalating commuting costs mean that fully onsite roles are often far less appealing. For many professionals, commute time alone can be a deal breaker. This is why hybrid working continues to be a major selling point: it supports work-life balance, reduces financial strain, and empowers people to perform at their best.

Beyond employee preference, hybrid working models have proven to be an effective tool for employers, too. They open access to a wider and more diverse talent pool, enabling businesses to attract skilled professionals who may not be able, or willing, to commute long distances daily.

Looking forward, the main challenge for 2026 will be retaining talent amidst budget constraints and potentially limited internal career progression. Success will depend on fostering engagement and creating meaningful development opportunities to keep skilled professionals motivated. //

# Multilingual shared services (MSS)



## Accounting

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Tax Manager	120,000 Kč	145,000 Kč ↗	170,000 Kč	140,000 Kč	135,000 Kč	127,500 Kč
Head of Accounting Department	120,000 Kč	150,000 Kč ↗	180,000 Kč	145,000 Kč	125,000 Kč	125,000 Kč
Internal Auditor	100,000 Kč	120,000 Kč ↗	140,000 Kč	110,000 Kč	107,500 Kč	107,500 Kč
Manager of AP/AR	90,000 Kč	100,000 Kč -	110,000 Kč	100,000 Kč	95,000 Kč	90,000 Kč
VAT Compliance (Manager)	90,000 Kč	100,000 Kč ↗	110,000 Kč	95,000 Kč	90,000 Kč	85,000 Kč
Payroll Manager	90,000 Kč	95,000 Kč -	100,000 Kč	95,000 Kč	87,500 Kč	85,000 Kč
Senior Accountant	70,000 Kč	80,000 Kč ↗	90,000 Kč	77,500 Kč	70,000 Kč	65,000 Kč
Team Leader of AP/AR	60,000 Kč	70,000 Kč ↗	80,000 Kč	67,500 Kč	65,000 Kč	65,000 Kč
Senior Payroll Specialist	60,000 Kč	65,000 Kč -	70,000 Kč	65,000 Kč	60,000 Kč	60,000 Kč
Payroll Specialist	55,000 Kč	58,500 Kč ↗	62,000 Kč	57,500 Kč	56,250 Kč	53,750 Kč
Junior Accountant with English & Another Additional Language	50,000 Kč	55,000 Kč -	60,000 Kč	55,000 Kč	55,000 Kč	52,500 Kč
Accounts Payable/Receivable Clerks with Languages (Senior)	50,000 Kč	55,000 Kč -	60,000 Kč	55,000 Kč	53,000 Kč	50,000 Kč
Junior Accountant with English	50,000 Kč	52,500 Kč -	55,000 Kč	52,500 Kč	50,000 Kč	47,500 Kč
Accounts Payable/Receivable Clerks with Languages (Junior)	45,000 Kč	48,500 Kč -	52,000 Kč	48,500 Kč	45,000 Kč	44,500 Kč

## Accounting

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Tax Manager	90,000 Kč	105,000 Kč -	120,000 Kč	105,000 Kč	100,000 Kč	100,000 Kč
Head of Accounting Department	90,000 Kč	105,000 Kč ↗	120,000 Kč	100,000 Kč	95,000 Kč	95,000 Kč
Internal Auditor	60,000 Kč	75,000 Kč ↗	90,000 Kč	72,500 Kč	72,500 Kč	72,500 Kč
Manager of AP/AR	70,000 Kč	80,000 Kč -	90,000 Kč	80,000 Kč	65,000 Kč	65,000 Kč
Payroll Manager	65,000 Kč	77,500 Kč ↗	90,000 Kč	72,500 Kč	65,000 Kč	65,000 Kč
Senior Accountant	50,000 Kč	62,500 Kč ↗	75,000 Kč	55,000 Kč	53,500 Kč	52,500 Kč
Team Leader of AP/AR	50,000 Kč	57,500 Kč ↗	65,000 Kč	52,500 Kč	50,000 Kč	50,000 Kč
Senior Payroll Specialist	45,000 Kč	52,500 Kč ↗	60,000 Kč	50,000 Kč	47,500 Kč	47,500 Kč
Payroll Specialist	45,000 Kč	50,000 Kč ↗	55,000 Kč	44,000 Kč	42,500 Kč	42,500 Kč

# Multilingual shared services (MSS)



## Accounting

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Junior Accountant with English & Another Additional Language	40,000 Kč	45,000 Kč <span>↗</span>	50,000 Kč	40,000 Kč	40,000 Kč	40,000 Kč
Accounts Payable/Receivable Clerks with Languages (Senior)	37,000 Kč	44,500 Kč <span>↗</span>	52,000 Kč	39,500 Kč	37,500 Kč	37,500 Kč
Junior Accountant with English	35,000 Kč	38,500 Kč <span>↗</span>	42,000 Kč	37,500 Kč	36,500 Kč	34,000 Kč
Accounts Payable/Receivable Clerks with Languages (Junior)	35,000 Kč	38,500 Kč <span>↗</span>	42,000 Kč	36,500 Kč	35,000 Kč	34,000 Kč

## Customer service

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Customer Service Manager	75,000 Kč	85,000 Kč <span>↗</span>	95,000 Kč	82,500 Kč	80,000 Kč	80,000 Kč
Inside Sales Supervisor (Fix)	60,000 Kč	65,000 Kč <span>↔</span>	70,000 Kč	65,000 Kč	65,000 Kč	65,000 Kč
CS Team Leader	60,000 Kč	70,000 Kč <span>↗</span>	80,000 Kč	65,000 Kč	65,000 Kč	60,000 Kč
IT Help Desk Operator (2nd Level)	50,000 Kč	55,000 Kč <span>↗</span>	60,000 Kč	52,500 Kč	49,500 Kč	48,750 Kč
Order Management (OTC)	46,000 Kč	51,500 Kč <span>↗</span>	57,000 Kč	50,500 Kč	49,000 Kč	46,500 Kč
Customer Service Representative	48,000 Kč	50,500 Kč <span>↔</span>	53,000 Kč	50,500 Kč	45,000 Kč	43,000 Kč
Inside Sales Representative (Fix)	40,000 Kč	46,000 Kč <span>↗</span>	52,000 Kč	44,000 Kč	42,500 Kč	42,500 Kč
Cash Collection/Collectors	48,000 Kč	51,500 Kč <span>↔</span>	55,000 Kč	51,500 Kč	42,500 Kč	42,500 Kč
IT Help Desk Operator (1st Level)	45,000 Kč	50,000 Kč <span>↗</span>	55,000 Kč	47,500 Kč	44,250 Kč	42,250 Kč

# Multilingual shared services (MSS)



## Customer service

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Customer Service Manager	75,000 Kč	82,500 Kč -	95,000 Kč	82,500 Kč	90,000 Kč	90,000 Kč
Inside Sales Supervisor (Fix)	55,000 Kč	65,000 Kč -	75,000 Kč	65,000 Kč	65,000 Kč	65,000 Kč
CS Team Leader	55,000 Kč	60,000 Kč ↗	65,000 Kč	57,500 Kč	50,000 Kč	49,000 Kč
IT Help Desk Operator (2nd Level)	40,000 Kč	47,500 Kč ↗	50,000 Kč	45,000 Kč	44,000 Kč	46,000 Kč
Order Management (OTC)	40,000 Kč	45,000 Kč -	50,000 Kč	45,000 Kč	N/A	N/A
Customer Service Representative	36,000 Kč	42,500 Kč -	50,000 Kč	42,500 Kč	40,000 Kč	39,750 Kč
Inside Sales Representative (Fix)	45,000 Kč	53,500 Kč -	62,000 Kč	53,500 Kč	52,500 Kč	52,500 Kč
Cash Collection/Collectors	36,000 Kč	40,500 Kč ↗	44,000 Kč	39,000 Kč	38,500 Kč	35,000 Kč
IT Help Desk Operator (1st Level)	38,000 Kč	41,500 Kč ↗	45,000 Kč	39,000 Kč	37,000 Kč	34,000 Kč

## Various SSC/BPO positions

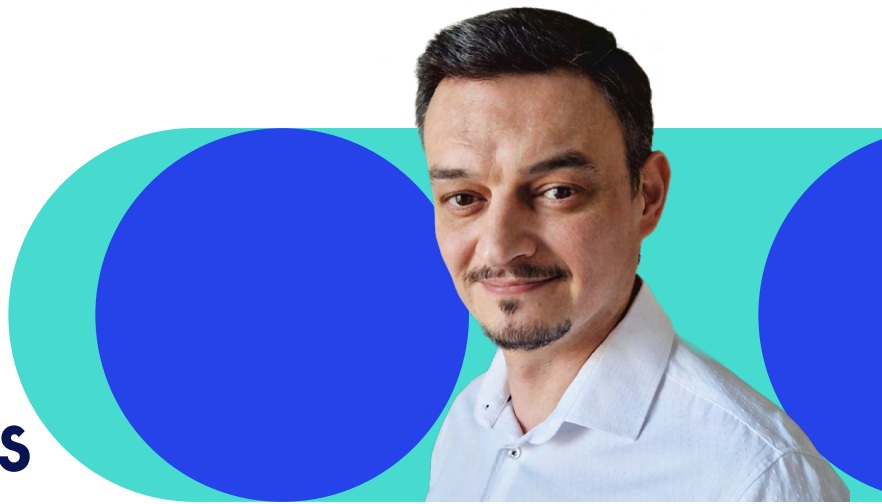
### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Shared Service Director	180,000 Kč	215,000 Kč ↗	250,000 Kč	200,000 Kč	185,000 Kč	185,000 Kč
Financial Analyst/Controller	72,000 Kč	86,000 Kč ↗	100,000 Kč	80,000 Kč	75,000 Kč	72,500 Kč

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Financial Analyst/Controller	48,000 Kč	65,000 Kč -	82,000 Kč	65,000 Kč	60,000 Kč	60,000 Kč

# Prague office Multilingual shared services (MSS) insight



**Tibor Strbik**

Executive Recruitment Consultant, Reed

[in LinkedIn](#)

“ Over the past 12 months, hiring for multilingual shared services has become more selective, with organisations shifting their focus to enhancing specialist capabilities, driving process efficiency, and improving employee retention.

There is still a high demand in Prague across core functions like finance operations, HR services, and customer support. Multilingual talent continues to be a prized asset, yet sourcing experienced professionals with German, Dutch, French, or Nordic language skills presents an ongoing challenge, particularly for senior and leadership roles. This scarcity directly impacts hiring timelines and compensation strategies, prompting employers to think more creatively about their reward packages.

The integration of automation and AI is reshaping the nature of work within these centres. As routine transactional tasks become automated, the complexity of human roles is increasing. Professionals are now expected to manage exceptions, own processes, and engage with stakeholders more strategically. This has created a demand for individuals

who combine strong language skills with digital fluency and an analytical mindset. In response, many leading organisations are investing heavily in upskilling programmes and internal mobility to cultivate the next generation of talent.

For professionals, flexibility is no longer a perk but a fundamental expectation. Hybrid working models have become standard, expanding the talent pool and boosting engagement. Companies that try to roll back these arrangements often meet resistance from both current employees and potential hires.

While salary growth has been moderate across the board, employers are competing through comprehensive benefits packages. Flexible work, language training, enhanced pension contributions, and wellness initiatives are now key differentiators. This focus on employee wellbeing, combined with the sector’s inherent diversity, continues to cement Prague’s reputation as a top shared services hub. ”

# Brno office

## Multilingual shared services (MSS) insight



**Katarína Hladová**

Recruitment Consultant, Reed

[in LinkedIn](#)

“ Brno’s low unemployment brings stability but also creates tough competition for employers. For the multilingual shared services (MSS) sector, this reality is reshaping recruitment strategies. We are moving away from simple volume hiring towards a hunt for efficiency, adaptability and high-level linguistic capability.

The most significant trend in the current climate is the push for cost-efficiency through talent consolidation. Employers are moving away from hiring single-language specialists. They now want professionals who can handle complex roles - like accounts payable or order management - while also being fluent in English plus another language, such as Italian or Spanish. The aim is to hire one highly skilled, multilingual expert where two separate hires may have been needed before.

However, this has exposed a widening skills gap. While there is a sufficient pool of people looking for entry-level jobs, finding professionals who possess both advanced multilingual fluency and the digital adaptability required for modern transformation projects is becoming increasingly difficult - even more so for those not working with a recruiter.

If efficiency drives the employer’s agenda, flexibility drives the employee’s. Hybrid and remote work options have shifted from being attractive perks to absolute necessities. Vacancies offering remote flexibility receive significantly higher engagement, allowing Brno-based companies to tap into talent pools across the Czech Republic without the friction of relocation.

Despite the hiring challenges, the outlook for Brno remains positive. The region continues to attract professionals drawn by strong career growth and reputable companies, even as housing costs rise. Crucially, the educational landscape is adapting to meet industry needs. We are seeing real benefits from government-funded digital retraining programmes and EU support for IT education. These initiatives are slowly but surely helping to close the digital literacy gap, preparing a workforce that is better equipped for the technical demands of the future.

This year, the challenge will be balancing salary pressures with the scarcity of niche skills. Yet, with a robust professional ecosystem and a workforce willing to upskill, Brno’s MSS sector is well-positioned to maintain its status as a key European hub. ”



# Listen to James Reed's podcast 'all about business'

Hosted by **James Reed CBE**, the Chairman and CEO of Reed Group, you'll hear the highs and lows of what it means to be a true business leader to empower you to implement smarter, more meaningful strategy in your business or career.



[Listen here](#)



**James Reed CBE,**  
Chairman and CEO, Reed

**Tom Kerridge,**  
Michelin-starred Chef

ALSO AVAILABLE ON



# Procurement & supply chain



## Procurement

### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Head of Procurement	100,000 Kč	135,000 Kč -	170,000 Kč	135,000 Kč	132,500 Kč	130,000 Kč
Strategic Buyer	70,000 Kč	87,500 Kč ↗	105,000 Kč	82,500 Kč	80,000 Kč	77,500 Kč
Operational Buyer	55,000 Kč	67,500 Kč ↗	80,000 Kč	62,500 Kč	60,000 Kč	60,000 Kč
Purchasing Assistant	45,000 Kč	50,000 Kč -	55,000 Kč	50,000 Kč	47,500 Kč	42,500 Kč

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Head of Procurement	80,000 Kč	120,500 Kč ↗	161,000 Kč	118,500 Kč	117,500 Kč	112,500 Kč
Strategic Buyer	55,000 Kč	71,000 Kč ↗	87,000 Kč	70,000 Kč	67,500 Kč	62,000 Kč
Operational Buyer	41,000 Kč	48,500 Kč ↗	56,000 Kč	47,500 Kč	46,500 Kč	44,000 Kč
Purchasing Assistant	39,000 Kč	42,000 Kč ↗	45,000 Kč	41,500 Kč	40,000 Kč	33,000 Kč

## Supply chain & logistics

### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Logistics Manager	110,000 Kč	135,000 Kč -	160,000 Kč	135,000 Kč	130,000 Kč	130,000 Kč
Supply Chain Manager	100,000 Kč	125,000 Kč -	150,000 Kč	125,000 Kč	120,000 Kč	120,000 Kč
Warehouse Manager	70,000 Kč	92,500 Kč ↗	115,000 Kč	87,500 Kč	85,000 Kč	85,000 Kč
Logistics Specialist	45,000 Kč	57,500 Kč -	70,000 Kč	57,500 Kč	55,000 Kč	55,000 Kč
Production Planner	50,000 Kč	57,500 Kč ↗	65,000 Kč	55,000 Kč	52,500 Kč	50,000 Kč

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Logistics Manager	70,000 Kč	101,500 Kč ↗	133,000 Kč	100,000 Kč	98,500 Kč	93,500 Kč
Supply Chain Manager	76,500 Kč	102,250 Kč ↗	128,000 Kč	100,000 Kč	97,500 Kč	94,000 Kč
Warehouse Manager	54,000 Kč	73,000 Kč ↗	92,000 Kč	72,000 Kč	71,000 Kč	70,250 Kč
Logistics Specialist	40,000 Kč	49,000 Kč ↗	58,000 Kč	48,500 Kč	47,500 Kč	42,500 Kč
Production Planner	40,000 Kč	48,000 Kč ↗	56,000 Kč	47,500 Kč	45,000 Kč	40,750 Kč

# Prague office

## Procurement & supply chain insight

**Mikuláš Černý**

Business Manager, Reed

[in LinkedIn](#)



“ During 2025 there was a shift towards quality, not quantity in the capital’s procurement and supply chain sector, this highlights the sector’s most pressing challenge: the digital capability gap. While leaders identify AI, automation, and real-time data visibility as critical transformation levers, finding talent ready to pull those levers is proving difficult. There is a distinct shortage of professionals who can marry traditional category management with genuine data fluency. Roles such as digital procurement specialists (e.g., experts in Coupa or Ariba) and supplier risk planners are particularly hard to fill when not using a recruiter.

The outlook for jobseekers is positive. Salary trends in Czechia are moving upward, with Prague typically outpacing national averages. We are seeing real wage growth for mid-career specialists, especially those with certification premiums or analytics expertise. To compete with multinational packages, savvy employers are layering flexibility and training on top of competitive base salaries.

Hybrid working has cemented itself as a permanent feature of the landscape. While some firms have tightened office attendance policies to foster culture and mentorship - crucial

for roles interfacing with frontline operations - the flexibility of hybrid models remains a key attractor. It has also allowed companies to widen their search radius, essential given the tight labour conditions.

Infrastructure developments are further bolstering the region’s appeal. Investments in EU/TEN-T projects and rail modernisation are expanding freight capacity, enhancing Prague’s status as a logistics hub. This physical modernisation parallels the digital one, creating new demand for operations skills tied to modern signalling and automated systems.

Looking ahead, the primary challenge will be bridging the digital divide while retaining key employees. Organisations expect automation to deliver value, but success hinges on upskilling teams to manage these new tools effectively. For professionals who can demonstrate end-to-end process mastery and the critical thinking to integrate tech into operating models, the Prague market offers exceptional opportunities for growth and reward. ”

# Brno office

## Procurement & supply chain insight

Veronika Grosová

Recruitment Consultant, Reed

[in LinkedIn](#)



“ Rather than noticeable growth, the procurement and supply chain sector in Brno remains quite stable, with most hiring focused on replacing employees who leave the company rather than recruiting for growth.

Roles such as operational buyer, strategic buyer, logistics specialist, and internal logistics are increasingly difficult to fill, largely because professionals in these areas are less inclined to change jobs. As a result, proactive outreach to passive candidates has become essential. In contrast, senior roles, such as head of procurement or commodity managers, are surprisingly easier to fill. These positions offer clear career progression and attractive salary bandings, naturally drawing out active jobseekers.

The reason isn't a skill gap; it is a motivation gap. Professionals in these roles are largely risk averse. They are not moving for a minor salary bump. Instead, they only enter the market when pushed by burnout or poor management. This means retention strategies must pivot away from pure financial incentives towards culture, team dynamics, and workload management.

There is a significant, underutilised talent pool in Brno: parents returning from maternity leave and older professionals seeking sustainable employment. Currently, the market is adapting too slowly to their needs for part-time or flexible arrangements. Employers who break this mould

by offering genuine work-life balance to accommodate childcare or lifestyle needs will find themselves with access to experienced, loyal talent that their competitors are ignoring.

A major challenge for the region is that its talent is effectively anchored in place. Unlike sectors that have shifted toward remote or hybrid models, manufacturing and supply chain roles still require on site presence to oversee physical operations and troubleshoot issues in real time. With relocation packages rarely offered, companies are drawing almost entirely from the local labour market.

This creates pressure. Brno's cost of living continues to rise, yet salaries have not kept pace with inflation or with compensation levels in other Moravian cities. However, within this constraint lies an opportunity: the ability to offer flexibility - something increasingly valued by today's professionals.

As we progress further into 2026, the pressure will likely come from salaries and capacity. With a shortage of professionals with niche skills like CBAM (Carbon Border Adjustment Mechanism) and a general reluctance among operational staff to move, companies will face a 'workforce squeeze'. The winners will be those who can offer a sustainable workload and a supportive environment, turning the stability of the sector into a strategic advantage rather than a stagnation trap. ”

# Property & construction



## Construction

Kč / Month

Role	Min	2026			2025	2024
		Average	Max		Average	Average
Construction Director	120,000 Kč	135,000 Kč	–	150,000 Kč	135,000 Kč	120,000 Kč
Project Director	120,000 Kč	137,500 Kč	↗	155,000 Kč	125,000 Kč	120,000 Kč
Development Project Manager	120,000 Kč	137,500 Kč	↗	155,000 Kč	120,000 Kč	115,000 Kč
Project Manager	85,000 Kč	107,500 Kč	–	130,000 Kč	107,500 Kč	90,000 Kč
Construction Manager	70,000 Kč	85,000 Kč	–	100,000 Kč	85,000 Kč	80,000 Kč
Site Manager	50,000 Kč	65,000 Kč	–	80,000 Kč	65,000 Kč	60,000 Kč
Quantity Surveyor	55,000 Kč	62,500 Kč	↗	70,000 Kč	58,000 Kč	52,500 Kč
Assistant Site Manager	40,000 Kč	50,000 Kč	↗	60,000 Kč	43,500 Kč	40,000 Kč
Construction Planner	45,000 Kč	55,000 Kč	NEW	65,000 Kč	N/A	N/A
Senior Construction Planner	65,000 Kč	77,500 Kč	NEW	90,000 Kč	N/A	N/A

## Infrastructure

Kč / Month

Role	Min	2026			2025	2024
		Average	Max		Average	Average
Structural Engineer	55,000 Kč	60,000 Kč	↗	65,000 Kč	58,000 Kč	55,000 Kč

## Consultancy

Kč / Month

Role	Min	2026			2025	2024
		Average	Max		Average	Average
Asset Manager	90,000 Kč	110,000 Kč	–	130,000 Kč	110,000 Kč	105,000 Kč
Project Manager	70,000 Kč	90,000 Kč	–	110,000 Kč	90,000 Kč	82,500 Kč
Architect	55,000 Kč	72,500 Kč	↗	90,000 Kč	70,000 Kč	65,000 Kč
Cost Manager	55,000 Kč	65,000 Kč	NEW	75,000 Kč	N/A	N/A
Senior Cost Manager	70,000 Kč	85,000 Kč	NEW	100,000 Kč	N/A	N/A
Junior Project Manager	45,000 Kč	55,000 Kč	NEW	65,000 Kč	N/A	N/A
Bridge Engineer	55,000 Kč	62,500 Kč	NEW	70,000 Kč	N/A	N/A
Senior Bridge Engineer	60,000 Kč	75,000 Kč	NEW	90,000 Kč	N/A	N/A

# Property & construction



## Facilities management

Kč / Month

Role	Min	2026			2025	2024
		Average		Max	Average	Average
Head of Facilities	95,000 Kč	122,500 Kč	-	150,000 Kč	122,500 Kč	115,000 Kč
Facilities Manager	62,000 Kč	78,500 Kč	-	95,000 Kč	78,500 Kč	72,500 Kč
Engineering Manager	57,000 Kč	66,000 Kč	↗	75,000 Kč	65,000 Kč	60,000 Kč
Soft Services Manager	35,000 Kč	44,000 Kč	↗	53,000 Kč	43,500 Kč	40,000 Kč
Assistant Facilities Manager	30,000 Kč	40,000 Kč	↗	50,000 Kč	39,500 Kč	37,500 Kč



# Property & construction insight

Denisa Karolyová

Recruitment Consultant, Reed

[in LinkedIn](#)



“

The narrative within the property and construction sector has shifted significantly this past year. We are moving from a period of cautious selection to one of urgent opportunity. For the first time in recent memory, the balance of power has firmly tipped towards the professional, particularly for those in execution roles like site and project managers. Employers, faced with a wealth of new projects, are becoming less selective with their requirements - creating a prime environment for professionals to secure prestigious work.

Despite the growth in activity, the shortage of qualified graduates from institutions like Brno University of Technology (VUT) and Czech Technical University (ČVUT) is the sector's most significant challenge. While technical education isn't a requirement for early-stage career professionals, the industry still strictly demands formal qualifications for senior roles.

Niche roles, such as those in bridge construction, remain challenging to fill due to a limited pool of qualified specialists. Additionally, many professionals are transitioning from design-focused positions into execution roles, which typically offer significantly higher financial incentives.

Another trend we have seen is the rise of counteroffers. With salary packages highly standardised across the market, financial incentives alone are rarely enough to trigger a move - professionals typically require a 15-to-25% increase to consider changing jobs. When they do resign, current employers are quick to match offers to retain them.

To break this stalemate, forward-thinking companies are looking beyond the pay cheque. While the nature of construction limits remote working options, flexibility is proving to be a decisive factor, particularly for parents. Employers who can offer genuine flexibility, transparency around bonus schemes, and accommodate childcare needs are winning the talent war.

Looking ahead, the market remains heavily localised. Language barriers act as a strict gatekeeper; fluency in Czech or Slovak is essential for managing subcontractors, which limits the use of overseas talent. The solution for the coming year lies in a more holistic approach to talent attraction and retention. ”

# Sales & marketing



## Sales - FMCG

Prague Kč / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Sales Manager/Director	150,000 Kč	175,000 Kč	-	200,000 Kč	175,000 Kč	175,000 Kč	175,000 Kč
National Key Account Manager	135,000 Kč	142,500 Kč	↗	150,000 Kč	140,000 Kč	130,000 Kč	135,000 Kč
Key Account Manager Ecommerce	95,000 Kč	107,500 Kč	↗	120,000 Kč	100,000 Kč	95,000 Kč	105,000 Kč
Key Account Manager	75,000 Kč	95,000 Kč	↗	115,000 Kč	92,500 Kč	90,000 Kč	85,000 Kč
Commercial/Business Analyst	65,000 Kč	72,500 Kč	-	80,000 Kč	72,500 Kč	72,500 Kč	72,500 Kč
Area Sales Manager	65,000 Kč	75,000 Kč	↗	85,000 Kč	72,500 Kč	70,000 Kč	70,000 Kč
Junior Key Account Manager	55,000 Kč	65,000 Kč	-	75,000 Kč	65,000 Kč	62,500 Kč	62,500 Kč
Sales Representative	45,000 Kč	51,000 Kč	↗	57,000 Kč	47,500 Kč	47,500 Kč	42,500 Kč

## Marketing - FMCG

Prague Kč / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Marketing Director	150,000 Kč	162,500 Kč	-	175,000 Kč	162,500 Kč	160,000 Kč	160,000 Kč
Marketing Manager	120,000 Kč	135,000 Kč	-	150,000 Kč	135,000 Kč	135,000 Kč	135,000 Kč
Group Brand/Product Manager	100,000 Kč	117,500 Kč	↗	135,000 Kč	115,000 Kč	115,000 Kč	110,000 Kč
Brand/Product Manager	75,000 Kč	85,000 Kč	↗	95,000 Kč	82,500 Kč	80,000 Kč	85,000 Kč
Trade Marketing Manager	80,000 Kč	90,000 Kč	↗	100,000 Kč	80,000 Kč	80,000 Kč	80,000 Kč
Category Manager	75,000 Kč	80,000 Kč	↗	85,000 Kč	75,000 Kč	75,000 Kč	75,000 Kč
Event Manager	65,000 Kč	70,000 Kč	↗	75,000 Kč	65,000 Kč	60,000 Kč	60,000 Kč
Trade Marketing Specialist	55,000 Kč	65,000 Kč	↗	75,000 Kč	60,000 Kč	60,000 Kč	60,000 Kč
Junior Brand/Product Manager	55,000 Kč	60,000 Kč	↗	65,000 Kč	57,500 Kč	52,500 Kč	52,500 Kč
Event Specialist	50,000 Kč	57,500 Kč	↗	65,000 Kč	52,500 Kč	45,000 Kč	45,000 Kč
Marketing Specialist	50,000 Kč	55,000 Kč	↗	60,000 Kč	50,000 Kč	45,000 Kč	42,500 Kč

# Sales & marketing



## Online /eCommerce

Prague Kč / Month

Role	Min	2026			2025	2024	2023
		Average	Max		Average	Average	Average
Ecommerce Manager	100,000 Kč	122,500 Kč	145,000 Kč	-	122,500 Kč	120,000 Kč	120,000 Kč
Online Marketing Manager	95,000 Kč	122,500 Kč	150,000 Kč	-	122,500 Kč	120,000 Kč	120,000 Kč
Ecommerce Specialist	70,000 Kč	80,000 Kč	90,000 Kč	-	80,000 Kč	80,000 Kč	80,000 Kč
Online Marketing Specialist	70,000 Kč	77,500 Kč	85,000 Kč	↗	75,000 Kč	70,000 Kč	70,000 Kč
CRM Specialist	65,000 Kč	72,500 Kč	80,000 Kč	↗	70,000 Kč	65,000 Kč	62,500 Kč

## Communication

Prague Kč / Month

Role	Min	2026			2025	2024	2023
		Average	Max		Average	Average	Average
Director of Corporate Communication	135,000 Kč	157,500 Kč	180,000 Kč	↗	155,000 Kč	150,000 Kč	150,000 Kč
PR Manager	75,000 Kč	102,500 Kč	130,000 Kč	↗	100,000 Kč	100,000 Kč	100,000 Kč
PR Specialist	60,000 Kč	70,000 Kč	80,000 Kč	↗	67,500 Kč	67,500 Kč	67,500 Kč
Internal Communication Specialist	50,000 Kč	57,500 Kč	65,000 Kč	↗	55,000 Kč	52,500 Kč	52,500 Kč

## Retail

Prague Kč / Month

Role	Min	2026			2025	2024	2023
		Average	Max		Average	Average	Average
Store Manager	46,000 Kč	63,000 Kč	80,000 Kč	↗	58,000 Kč	57,500 Kč	57,500 Kč
Assistant Store Manager	40,000 Kč	46,000 Kč	52,000 Kč	↗	43,000 Kč	42,500 Kč	42,500 Kč
Sales Assistant	32,000 Kč	37,250 Kč	42,500 Kč	↗	35,000 Kč	34,000 Kč	33,000 Kč

# Prague office Sales & marketing insight

Luboš Verner

Recruitment Manager, Reed

 LinkedIn



“ With unemployment sitting at just 4.6% in 2025, one of the lowest rates in the EU, the sales and marketing labour market remains extremely tight and competitive.

Lat year cast a spotlight on persistent skill shortages within the sales and marketing sectors, particularly at the intersection of commercial acumen, technology, and data analytics. The demand for senior B2B sales professionals who are fluent in customer relationship management (CRM) systems and consultative selling techniques far outstrips supply. Similarly, in marketing, there is a lack of performance-oriented specialists who can expertly manage automation platforms and AI-driven tools to deliver a clear return on investment. Professionals with these hybrid skills, especially those with multilingual capabilities, find themselves in a powerful position.

As a result, recruiting for high-impact roles like senior B2B sales managers and performance marketing specialists has become exceptionally challenging – especially where companies try to recruit themselves. The best professionals are often passive, highly selective, and only motivated by offers that provide a clear advantage in compensation, flexibility, and long-term stability. While the overall number of applicants has risen due to market restructuring, the pool of proven high performers remains small.

Flexibility has shifted from a perk to a core requirement. Hybrid working is now the expected standard, and roles that fail to offer it see significantly lower engagement. While fully remote positions attract around 30-40% more applications, the hybrid model has proven to be the most effective and sustainable solution for most organisations.

Salary expectations remain high among jobseekers, particularly in Prague where competition for skilled sales and marketing professionals is strong, but what people are prioritising has shifted. Rather than focusing solely on headline salary figures, many are now placing greater value on financial predictability. In an environment marked by fluctuating living costs and broader economic uncertainty, employees want the reassurance of a secure, fixed salary that reflects their contribution and market demand.

Transparent, reliable bonus structures are also becoming increasingly important. Those looking for work want clarity on how bonuses are calculated, what performance metrics are used, and how achievable these rewards are in practice. This shift highlights a broader trend: stability and transparency are now just as influential as base salaries when professionals evaluate an offer. ”

# Technology



## Development

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Tech Lead	140,000 Kč	155,000 Kč ↗	170,000 Kč	152,500 Kč	155,000 Kč	150,000 Kč
.Net Developer	80,000 Kč	110,000 Kč ↗	140,000 Kč	105,000 Kč	125,000 Kč	120,000 Kč
Mobile Developer	70,000 Kč	100,000 Kč ↗	130,000 Kč	92,500 Kč	117,500 Kč	115,000 Kč
C/C++ DEVELOPER	75,000 Kč	105,000 Kč -	135,000 Kč	105,000 Kč	125,000 Kč	120,000 Kč
Full-Stack Developer	95,000 Kč	130,000 Kč ↗	165,000 Kč	115,000 Kč	142,500 Kč	120,000 Kč
Java/Kotlin Developer	80,000 Kč	120,000 Kč ↗	160,000 Kč	115,000 Kč	135,000 Kč	120,000 Kč
JavaScript Developer	80,000 Kč	115,000 Kč ↗	150,000 Kč	100,000 Kč	120,000 Kč	110,000 Kč
PHP Developer	75,000 Kč	105,000 Kč -	135,000 Kč	105,000 Kč	110,000 Kč	95,000 Kč
Python Developer	75,000 Kč	105,000 Kč -	135,000 Kč	105,000 Kč	135,000 Kč	125,000 Kč

Brno Kč / Month

Role	2026			2025	2024	
	Min	Average	Max	Average	Average	Average
Tech Lead	120,000 Kč	142,500 Kč ↗	165,000 Kč	140,000 Kč	135,000 Kč	N/A
.Net Developer	70,000 Kč	100,000 Kč -	130,000 Kč	100,000 Kč	100,000 Kč	N/A
Mobile Developer	70,000 Kč	97,500 Kč -	125,000 Kč	97,500 Kč	97,500 Kč	N/A
C/C++ DEVELOPER	70,000 Kč	102,500 Kč -	135,000 Kč	102,500 Kč	110,000 Kč	N/A
Full-Stack Developer	95,000 Kč	122,500 Kč -	150,000 Kč	122,500 Kč	130,000 Kč	N/A
Java Developer	80,000 Kč	120,000 Kč -	160,000 Kč	120,000 Kč	120,000 Kč	N/A
Javascript Developer	70,000 Kč	102,500 Kč ↗	135,000 Kč	100,000 Kč	97,500 Kč	N/A
PHP Developer	70,000 Kč	90,000 Kč -	110,000 Kč	90,000 Kč	90,000 Kč	N/A
Python Developer	75,000 Kč	102,500 Kč -	130,000 Kč	102,500 Kč	115,000 Kč	N/A

## Cloud

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
DevOps	90,000 Kč	130,000 Kč ↗	170,000 Kč	122,500 Kč	147,500 Kč	120,000 Kč
Cloud Engineer	100,000 Kč	135,000 Kč ↗	170,000 Kč	130,000 Kč	117,500 Kč	105,000 Kč
Cloud Administrator	70,000 Kč	95,000 Kč -	120,000 Kč	95,000 Kč	N/A	N/A

# Technology



## Cloud

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
DevOps	90,000 Kč	115,000 Kč -	140,000 Kč	115,000 Kč	127,500 Kč	N/A
Cloud Engineer	90,000 Kč	117,500 Kč -	145,000 Kč	117,500 Kč	95,000 Kč	N/A
Cloud Administrator	60,000 Kč	80,000 Kč -	100,000 Kč	80,000 Kč	N/A	N/A

## ERP/CRM

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
SAP ABAP Developer	90,000 Kč	125,000 Kč -	160,000 Kč	125,000 Kč	115,000 Kč	110,000 Kč
SAP Consultant	80,000 Kč	120,000 Kč -	160,000 Kč	120,000 Kč	N/A	N/A
SAP Specialist (Key User)	60,000 Kč	80,000 Kč -	100,000 Kč	80,000 Kč	N/A	N/A
Salesforce Developer	80,000 Kč	115,000 Kč ↗	150,000 Kč	110,000 Kč	N/A	N/A
Salesforce Consultant	70,000 Kč	100,000 Kč ↗	130,000 Kč	95,000 Kč	N/A	N/A
Salesforce Specialist	55,000 Kč	75,000 Kč -	95,000 Kč	75,000 Kč	N/A	N/A

Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
SAP ABAP Developer	90,000 Kč	115,000 Kč -	140,000 Kč	115,000 Kč	100,000 Kč	N/A
SAP Consultant	80,000 Kč	105,000 Kč ↗	130,000 Kč	100,000 Kč	N/A	N/A
SAP Specialist (Key User)	60,000 Kč	77,500 Kč ↗	95,000 Kč	75,000 Kč	N/A	N/A
Salesforce Developer	80,000 Kč	105,000 Kč -	130,000 Kč	105,000 Kč	N/A	N/A
Salesforce Consultant	70,000 Kč	92,500 Kč ↗	115,000 Kč	85,000 Kč	N/A	N/A
Salesforce Specialist	50,000 Kč	70,000 Kč -	90,000 Kč	70,000 Kč	N/A	N/A

## Database

Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
DB Developer	80,000 Kč	100,000 Kč ↗	120,000 Kč	90,000 Kč	115,000 Kč	110,000 Kč
DB Administrator	60,000 Kč	80,000 Kč ↗	100,000 Kč	77,500 Kč	105,000 Kč	100,000 Kč

# Technology



## Database

Brno Kč / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
DB Developer	80,000 Kč	100,000 Kč	120,000 Kč	100,000 Kč	100,000 Kč	N/A
DB Administrator	60,000 Kč	80,000 Kč	100,000 Kč	80,000 Kč	80,000 Kč	N/A

## Testing

Prague Kč / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Test Lead	100,000 Kč	120,000 Kč	140,000 Kč	115,000 Kč	145,000 Kč	125,000 Kč
QA Automation Engineer	80,000 Kč	100,000 Kč	120,000 Kč	95,000 Kč	125,000 Kč	120,000 Kč

Brno Kč / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Test Lead	100,000 Kč	120,000 Kč	140,000 Kč	120,000 Kč	120,000 Kč	N/A
QA Automation Engineer	80,000 Kč	95,000 Kč	110,000 Kč	95,000 Kč	95,000 Kč	N/A

## IT security

Prague Kč / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Cyber Security Analyst	80,000 Kč	100,000 Kč	120,000 Kč	87,500 Kč	87,500 Kč	75,000 Kč
Cyber Security Architect	120,000 Kč	160,000 Kč	200,000 Kč	155,000 Kč	160,000 Kč	150,000 Kč
IT Security Specialist	80,000 Kč	105,000 Kč	130,000 Kč	105,000 Kč	130,000 Kč	110,000 Kč

Brno Kč / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Cyber Security Analyst	60,000 Kč	80,000 Kč	100,000 Kč	72,500 Kč	70,000 Kč	N/A
Cyber Security Architect	100,000 Kč	127,500 Kč	155,000 Kč	125,000 Kč	N/A	N/A
IT Security Specialist	80,000 Kč	100,000 Kč	120,000 Kč	100,000 Kč	102,500 Kč	N/A

# Technology



## Data

### Prague Kč / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
IT Business Analyst	70,000 Kč	100,000 Kč <span>↗</span>	130,000 Kč	95,000 Kč	102,500 Kč	95,000 Kč
BI Developer	80,000 Kč	110,000 Kč <span>↗</span>	140,000 Kč	105,000 Kč	125,000 Kč	100,000 Kč
Data Analyst	70,000 Kč	92,500 Kč <span>↔</span>	115,000 Kč	92,500 Kč	107,500 Kč	80,000 Kč
Data Engineer	90,000 Kč	115,000 Kč <span>↗</span>	140,000 Kč	110,000 Kč	137,500 Kč	115,000 Kč
Data Scientist	120,000 Kč	150,000 Kč <span>↗</span>	180,000 Kč	125,000 Kč	137,500 Kč	115,000 Kč
AI Engineer	120,000 Kč	150,000 Kč <span>↗</span>	180,000 Kč	120,000 Kč	N/A	N/A
AI Consultant	120,000 Kč	140,000 Kč <span>NEW</span>	160,000 Kč	N/A	N/A	N/A

### Brno Kč / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
IT Business Analyst	70,000 Kč	85,000 Kč <span>↔</span>	100,000 Kč	85,000 Kč	85,000 Kč	N/A
BI Developer	80,000 Kč	105,000 Kč <span>↔</span>	130,000 Kč	105,000 Kč	107,500 Kč	N/A
Data Analyst	55,000 Kč	80,000 Kč <span>↔</span>	105,000 Kč	80,000 Kč	77,500 Kč	N/A
Data Engineer	90,000 Kč	107,500 Kč <span>↗</span>	125,000 Kč	105,000 Kč	105,000 Kč	N/A
Data Scientist	100,000 Kč	125,000 Kč <span>↗</span>	150,000 Kč	110,000 Kč	110,000 Kč	N/A
AI Engineer	100,000 Kč	125,000 Kč <span>↗</span>	150,000 Kč	105,000 Kč	N/A	N/A
AI Consultant	100,000 Kč	120,000 Kč <span>NEW</span>	140,000 Kč	N/A	N/A	N/A



# Technology



## Others

### Prague Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
IT Solution/Enterprise Architect	120,000 Kč	140,000 Kč <span>↗</span>	160,000 Kč	130,000 Kč	142,500 Kč	135,000 Kč
IT Support	60,000 Kč	70,000 Kč <span>↗</span>	80,000 Kč	60,000 Kč	65,000 Kč	60,000 Kč
IT Manager	95,000 Kč	115,000 Kč <span>↗</span>	135,000 Kč	100,000 Kč	135,000 Kč	130,000 Kč
IT Project Manager	90,000 Kč	125,000 Kč <span>↗</span>	160,000 Kč	105,000 Kč	137,500 Kč	125,000 Kč
Network Engineer	80,000 Kč	100,000 Kč <span>↗</span>	120,000 Kč	82,500 Kč	90,000 Kč	80,000 Kč
Product Owner	90,000 Kč	125,000 Kč <span>↔</span>	160,000 Kč	125,000 Kč	127,500 Kč	105,000 Kč
System Administrator	70,000 Kč	95,000 Kč <span>↗</span>	120,000 Kč	92,500 Kč	97,500 Kč	75,000 Kč

### Brno Kč / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
IT Solution/Enterprise Architect	110,000 Kč	130,000 Kč <span>↗</span>	150,000 Kč	127,500 Kč	130,000 Kč	N/A
IT Support	50,000 Kč	60,000 Kč <span>↗</span>	70,000 Kč	56,500 Kč	55,000 Kč	N/A
IT Manager	95,000 Kč	115,000 Kč <span>↔</span>	135,000 Kč	115,000 Kč	112,500 Kč	N/A
IT Project Manager	85,000 Kč	110,000 Kč <span>↔</span>	135,000 Kč	110,000 Kč	110,000 Kč	N/A
Network Engineer	60,000 Kč	75,000 Kč <span>↗</span>	90,000 Kč	70,000 Kč	65,000 Kč	N/A
Product Owner	90,000 Kč	107,500 Kč <span>↗</span>	125,000 Kč	105,000 Kč	105,000 Kč	N/A
System Administrator	65,000 Kč	82,500 Kč <span>↗</span>	100,000 Kč	77,500 Kč	74,000 Kč	N/A

# Prague office Technology insight

**Shamistan Nazarov**

Business Development Manager, Reed



//

Following global economic shifts and local market adjustments, the hiring landscape has evolved from candidate-led into a more business-driven environment.

The year began with a wave of restructuring, marked by the departure of some large IT departments and the closure of smaller entities, but the market has demonstrated remarkable resilience. A limited number of available positions in the first half of the year rapidly gave way to a busy period of renewal and expansion, as established players restocked their teams and new entrants established their footprint in the capital.

Despite an increase in active applicants, the competition for the most talented professionals remains fierce. Senior IT professionals continue to command multiple job offers, presenting a persistent challenge for businesses. The market has become somewhat polarised: while there is a larger pool of available jobseekers, securing individuals with niche expertise in ERP/CRM systems, cloud technologies, and, increasingly, artificial intelligence, remains difficult. These specialised roles are not only scarce but often geographically dispersed, requiring employers to exercise greater flexibility in their hiring strategies.

A notable shift has occurred in workplace dynamics. There is a distinct trend towards return-to-office policies, driven by companies feeling more empowered to shape their working

cultures. However, the result has not been friction, but rather a settled hybrid consensus. Professionals generally accept, and often appreciate, spending half the week in the office to maintain connection with colleagues.

Compensation strategies have remained relatively stable, with no significant upheaval in salary or benefit packages. However, the psychology of the jobseeker has changed. In a climate where stability is prized, professionals are placing a premium on base salary rather than conditional bonuses or stock options.

In 2026, the sector faces a dual reality. On one hand, emerging fields like AI will remain major attraction points, with the scarcity of local talent driving up costs. On the other, traditional roles are likely to transform or merge. To mitigate these shortages, forward-thinking companies are investing in internal academies, hiring entry-level specialists to mould them to company standards.

Prague's appeal remains undiminished. With a favourable tax regime and lower living costs compared to Western markets, the city continues to attract more IT professionals than it loses. For employers who can navigate the balance between cost management and strategic flexibility, Prague offers a thriving, albeit evolving, technology hub. //

# Brno office Technology insight

**Martina Kachlíková**

Team Leader, Reed



“

In recent years, Brno has established itself as a modern international technology hub, defined by a progressive work culture that places flexibility at its core. Companies across the city now recognise that attracting and retaining the best people requires more than just a generous salary. Hybrid work has become the standard, combining collaborative office days with the autonomy of remote work. For many, coming into the office is no longer an obligation but an opportunity to share ideas, strengthen team dynamics, and refresh creative energy. This shift reflects a broader understanding among employers that workplace culture is evolving: flexibility is essential, yet it also fosters genuine in-person connection.

The trend of working exclusively from home appears to be declining, with companies increasingly adopting models that require some level of onsite presence. However, employees can flexibly choose which days they come into the office. Competitive compensation remains available, and Brno continues to be one of the highest-paying cities outside of Prague. Today's jobseekers, however, consider a much broader range of factors. Clear career paths, investment in skills development, and transparent growth opportunities are decisive. Employers who are most successful in their talent attraction strategies are those who continuously invest in education - offering in-house training, mentoring,

and especially opportunities to participate in long-term, future-focused breakthrough projects that remain relevant despite the rapid changes brought about by AI. This focus attracts ambitious professionals and raises the bar for what it means to be an attractive employer in Brno.

One of Brno's undeniable advantages within the Central European tech landscape is its global outlook. In large international companies, language acts less as a barrier and more as a bridge. Knowledge of Czech is rarely required, making roles accessible to international talent who have settled in the city. Combined with a cost of living that remains favourable compared to many Western European regions, Brno continues to be a popular destination for technology specialists from across Europe and beyond. The exception is fully Czech-owned companies, where Czech language proficiency is still one of the key deciding factors.

Looking ahead, this cosmopolitan environment is well-positioned to thrive amid the upcoming wave of AI-driven transformation and the level of successful AI adoption is strategically crucial. As new technologies reshape roles and industries modernise at pace, the city's culture of adaptability, connection, and lifelong learning will remain its strongest asset in an increasingly competitive digital world. ”

# Temporary staffing



## Accountancy

Kč / Month

Role	Min	2026			2025
		Average	Max	Average	
Senior Accountant (3-5 Years)	70,000 Kč	77,500 Kč -	85,000 Kč	77,500 Kč	
Accountant (1-3 Years)	50,000 Kč	60,000 Kč ↗	70,000 Kč	58,500 Kč	
Junior Accountant (Up To 1 Year)	45,000 Kč	47,500 Kč -	50,000 Kč	47,500 Kč	

## Finance

Kč / Month

Role	Min	2026			2025
		Average	Max	Average	
Financial Analyst/Controller (4 Years)	75,000 Kč	87,500 Kč ↗	100,000 Kč	85,000 Kč	
Financial Analyst/Controller (2 Years)	60,000 Kč	65,000 Kč ↗	70,000 Kč	62,500 Kč	

## Customer support

Kč / Month

Role	Min	2026			2025
		Average	Max	Average	
Order Management Specialist	46,000 Kč	51,500 Kč ↗	57,000 Kč	50,500 Kč	
Customer Service Representative	48,000 Kč	51,500 Kč ↗	55,000 Kč	50,500 Kč	
Cash Collection/Collectors	48,000 Kč	51,500 Kč -	55,000 Kč	51,500 Kč	
IT Help Desk Operator (1st Level)	45,000 Kč	47,500 Kč -	50,000 Kč	47,500 Kč	

## Business support

Kč / Month

Role	Min	2026			2025
		Average	Max	Average	
Executive Assistant (Senior)	64,000 Kč	82,000 Kč -	100,000 Kč	82,000 Kč	
Office Manager	60,000 Kč	70,000 Kč -	80,000 Kč	70,000 Kč	
Assistant	50,000 Kč	60,000 Kč -	70,000 Kč	60,000 Kč	
Team Support/Assistant	40,000 Kč	45,000 Kč -	50,000 Kč	45,000 Kč	
Receptionist	35,000 Kč	37,500 Kč ↗	40,000 Kč	35,000 Kč	

# Temporary staffing



## Human resources

Kč / Month

Role	Min	2026		Max	2025
		Average			Average
HR Generalist	60,000 Kč	70,000 Kč	↗	80,000 Kč	65,000 Kč
HR Specialist	50,000 Kč	57,500 Kč	→	65,000 Kč	57,500 Kč
HR Assistant/Administrator	40,000 Kč	45,000 Kč	→	50,000 Kč	45,000 Kč

## Marketing

Kč / Month

Role	Min	2026		Max	2025
		Average			Average
Trade Marketing Specialist	55,000 Kč	60,000 Kč	→	65,000 Kč	60,000 Kč
Junior Brand/Product Manager	55,000 Kč	60,000 Kč	↗	65,000 Kč	57,500 Kč
Marketing Specialist	45,000 Kč	52,500 Kč	↗	60,000 Kč	50,000 Kč



# Temporary staffing insight

Zuzana Veliká

Senior Business Manager, Reed

 LinkedIn



“ While temporary hiring demand has softened slightly compared to previous years, the market remains robust. Employers are navigating a landscape of moderate growth and tighter cost controls, leading them to value the inherent flexibility that temporary staffing provides. This shift has moved the market away from reactive filling of vacancies towards a more strategic use of interim talent to manage workloads, seasonal peaks, and specific projects.

A key driver of activity, and a significant challenge, is the persistent skills gap in digital and language capabilities. There is a notable scarcity of professionals who combine digital fluency (enterprise resource planning (ERP) systems, analytics, AI assistance) with the multilingual proficiency required by the country’s numerous shared service centres. Sourcing individuals who speak German, Dutch, or French alongside having solid process knowledge remains a bottleneck. This shortage is extending hiring timelines, forcing companies to rely more heavily on temporary staff to maintain service levels and manage critical periods like month-end closings.

Consequently, recruitment for roles such as multilingual order-to-cash, accounts payable, accounts receivable, and collections specialists has become increasingly difficult. Similarly, the demand for interim finance analysts and controllers is surging, driven by the need for expertise in ERP projects and business intelligence.

In this environment, applicant quality varies significantly. While applicant numbers are up, finding individuals who tick every box - language, system skills, and availability - is harder. To bridge this gap, employers are investing in their own training academies and onboarding programmes. These initiatives are gradually widening the pool of job-ready professionals, particularly in customer operations and finance support, creating a more sustainable talent pipeline.

Compensation levels have remained stable, aligning with 2025 benchmarks. However, salary alone is no longer the primary driver. Benefits such as performance bonuses, health contributions, and, crucially, hybrid working arrangements are now decisive factors. Hybrid models have become the dominant standard, significantly improving talent attraction for operational roles. A balanced schedule of two to three days on-site offers the necessary compromise between training needs, and the flexibility employees crave.

Looking ahead, the biggest challenge for the coming year will be balancing talent needs with cost management. With rising housing costs limiting mobility, companies must leverage hybrid working models and internal upskilling to secure the skilled workforce they need. For businesses that can offer flexibility and development, the temporary market offers a dynamic solution to navigating an evolving economic landscape. ”



Reed  
●●●

If you are looking to recruit a highly-skilled professional for your business, or you are looking to take the next step in your career, visit [Reedglobal.cz](https://www.reedglobal.cz) for further information.

**We specialise in recruiting for the following sectors:**

Accountancy, finance & banking | Engineering | HR & business support  
Pharmaceuticals | Multilingual shared services (MSS) | Procurement & supply chain |  
Property & construction | Sales & marketing | Technology | Temporary staffing

